



# SUSTAINABILITY REPORT 2024 ILLUMINATING CHANGE

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## DEAR READERS,



Jue Wang

In these increasingly challenging times, we at LEDVANCE are confronted with an unprecedented level of political instability, economic volatility, and shifting regulatory landscapes. Trade conflicts, inflation, energy crises, and geopolitical tensions are creating a highly unpredictable environment that affects global markets and supply chains. Despite these challenges, LEDVANCE remains committed to both insulating the company against economic pressures and upheaval and protecting the environment.

LEDVANCE is steadfast in its resolve to bring about sustainable change in the lighting industry. We present our commitment to sustainability in this year's report under the title Illuminating Change. We will continue to apply our innovative strength, creativity and enthusiasm to designing lighting solutions that not only have a positive impact on our customers' daily lives but on the planet as a whole.

Over the course of 2024, we invested additional resources in our Global Sustainability Team. Our Head of Sustainability now oversees both Global Sustainability as well as Security, Environment, Health and Safety. This team reflects our ongoing dedication to environmental stewardship and ensuring safe, sustainable operations at LEDVANCE.

With regard to social activities, the recent rollout of our new learning platform is testament to our commitment to the career advancement and personal growth of our employees. Fully aware that our success – both past and future – hinges on each and every one of them, we have devoted further

resources to their professional development. By providing our workforce with the necessary skills, we empower them to succeed in their roles and confidently navigate the demands of an ever-evolving workplace.

As part of our initiative to driving the energy transition forward, we unveiled the LEDVANCE Renewables product portfolio at the end of 2023. Seamlessly integrating photovoltaic panels, inverters and batteries for residential and commercial applications, the portfolio was presented to a global audience at the Light + Building trade fair in 2024. This expansion into the renewable energy sector offers yet more proof of LEDVANCE's determination to achieve carbon neutrality by 2050, in line with the EU's climate goals and the Paris Agreement.

We further developed our EVERLOOP range of products – which are designed to emphasize our commitment to circular economy by facilitating the replacement of critical components in luminaires – during 2024. LEDVANCE's EVERLOOP Linear IndiviLED luminaire won the prestigious German Innovation Award in 2024. This industry recognition is a great example and external recognition of our effort to engineer products with a significantly extended lifespan.

Another highlight of 2024 was the unveiling of a new, LEDVANCE-designed floodlighting system at the BayArena, the home stadium of the German football club Bayer 04 Leverkusen. Wholly compliant with the UEFA Elite Level A illuminance standard, this high-performance, dimmable and multi-coloured

lighting system with cutting-edge LED technology is designed to substantially reduce the BayArena's environmental footprint. This sustainability collaboration with one of Germany's leading football clubs demonstrates the positive synergy that can be generated by pooling our strengths to protect the natural world.

2024 was a year of many milestones, but we are particularly proud of retaining our EcoVadis Silver Medal for our sustainability performance, a recognition awarded to the top 15% of companies rated by this globally-recognized platform. This achievement is even more remarkable considering the stricter criteria and new methodology adopted by EcoVadis in 2024, and is directly attributable to the collective dedication of our global team to making sustainability a core part of our mission.

LEDVANCE's Power Through Light tagline inspires us daily to push the boundaries of lighting technology, developing innovative and sustainable solutions that not only meet today's needs but also create a brighter, more energy-efficient future for generations to come. I am delighted with the progress of our ongoing sustainability mission and am fully convinced that it is crucial to ensuring and reinforcing the future success of LEDVANCE.

I hope you enjoy reading this report. Thank you for joining us on this journey.

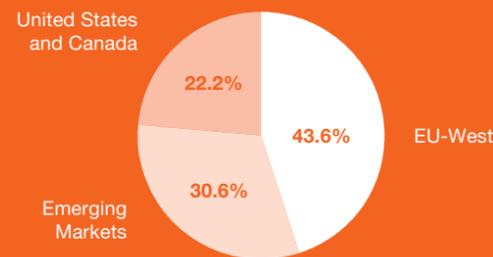
**JUE WANG**  
Executive Senior Vice President

# EXECUTIVE SUMMARY

## GENERAL

### TURNOVER BY REGION

Thanks to our combined efforts, we were able to achieve a strong sales performance in the following business areas in 2024.<sup>1</sup>



<sup>1</sup> Reconciliation to consolidated financial statements: 3.5%

### PORTFOLIO EXPANSION

As part of our commitment to advancing the energy transition, we launched the LEDVANCE Renewables portfolio in late 2023. It combines photovoltaic panels, inverters and batteries into a seamlessly integrated solution for both residential and commercial applications.

In 2024, the portfolio was presented at the Light + Building trade fair, setting the basis for a global rollout. We are continuing to work intensively on the expansion of this line of business.

## ENVIRONMENT

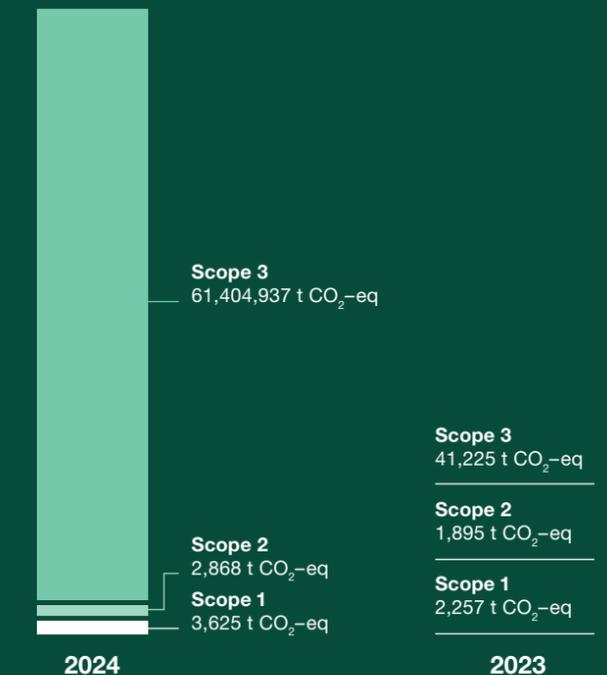
### ECOLOGICAL FOOTPRINT OF PRODUCTS

We have set ourselves the goal of being able to provide Environmental Product Declarations (EPDs) for 80% of our professional luminaire portfolio in Europe by 2026.

80%

### TRACKING OUR CO<sub>2</sub> EMISSIONS

In preparation for new regulatory requirements and due to improved data availability, the scope of included Scope 3 categories was expanded, resulting in a larger carbon footprint compared to the previous year.<sup>2</sup>



<sup>2</sup> Coverage of figures detailed in appendix. The visualization may slightly deviate from the actual figures for better recognition.



### CUBEMOS IMPLEMENTATION

Since the end of 2024, we have been using the Cubemos software to digitize our sustainability processes and improve data quality. As a partner, Cubemos also supports us in conducting double materiality analyses to define and reassess sustainability priorities over the years.



### ECOVADIS SILVER MEDAL

We were very proud to retain our EcoVadis Silver Medal, placing us among the top 15% of rated companies. This achievement, despite stricter assessment criteria, reflects the strong commitment of our global team to embedding sustainability in everything we do.

### PAPER TO DIGITAL

As part of our ongoing commitment to sustainability and customer convenience, LEDVANCE launched the 'Paper to Digital' initiative in 2024, with a full rollout planned for 2025. The goal involves replacing physical product documents, such as user manuals, with digital alternatives. The initiative is projected to save a significant amount of paper annually.



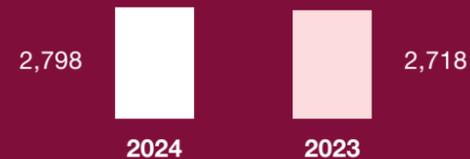
# EXECUTIVE SUMMARY

## SOCIAL

### GROWING WORKFORCE

Compared to 2023, our number of employees has grown slightly – a sign of our attractiveness as an employer and our need for talent for our future growth. This equates to 392 new hires over the course of 2024.

#### Employees (Headcount)



### HR GOALS

In May 2024, we reached an important milestone on the road to sustainability by setting our first personnel-related sustainability targets. This step demonstrates a clear commitment to embedding social responsibility more firmly in our corporate culture and people strategy. The objectives cover the following areas:

- Diversity & Inclusion
- Working conditions
- Lifelong learning
- Equal pay

### AGE STRUCTURE

The mixed age structure of our employees allows us to fully utilize their diverse talents, knowledge and perspectives.

#### Age groups



## GOVERNANCE



### EXTENSION OF GLOBAL BRAND PARTNERSHIP

ams OSRAM and LEDVANCE have agreed to continue their trademark licensing partnership for general lighting lamps beyond 2026 and well into the next decade. LEDVANCE will be the distinguished partner with the largest scope and variety of general lighting products sold under the OSRAM brand worldwide.



After the many years of successful co-operation, I believe that LEDVANCE is the ideal partner for us to advance the OSRAM brand globally in the field of general lighting.

Aldo Kamper, CEO of ams OSRAM

### BUSINESS PARTNER RISK ASSESSMENTS

Using software-based risk assessments of our business partners, we have established a strong monitoring system to reduce risks in our supply chain.

454

assessments in 2024

### COMPLIANCE TRAINING

The strong compliance awareness of our employees is underpinned by training courses. All employees undergo such training, including new employees, managers and administrative staff.

658

training sessions in 2024

# ABOUT THIS REPORT

The LEDVANCE Group is currently under no legal obligation to prepare a Sustainability Report. LEDVANCE regards sustainability-oriented management as crucial to the sustainable development of societies, the environment and ultimately the company's success, and wishes to inform its stakeholders and the general public about its activities and progress through voluntary reporting.

In this voluntary Sustainability Report, LEDVANCE describes how sustainability is anchored in the company, the corresponding management approaches and the measures and results associated with its sustainability efforts.

Due to its size, the LEDVANCE Group will in future be obliged to prepare a Sustainability Report based on the requirements of Directive (EU) 2022/2464 (Corporate Sustainability Reporting Directive, CSRD) and also to comply with the disclosure requirements of the EU Taxonomy Regulation (2020/852). On February 26, 2025, the European Commission published the so-called 'Omnibus Proposal' to streamline a number of EU regulations for the Green Deal, including the CSRD and EU Taxonomy regulations. The proposal is intended to reduce the regulatory burden on companies.

The Sustainability Report 2024 is based on the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards) in their currently valid form. In addition, individual requirements of

the CSRD have already been implemented and integrated into the report. Future reporting will be developed accordingly to meet the requirements of the CSRD and the provisions of the EU Taxonomy Regulation.

## REPORTING BOUNDARIES AND GENERAL NOTES ON REPORTING

This report generally follows the approach of the consolidated financial statements.

- The reporting period for this Sustainability Report covers the 2024 fiscal year and thus, in accordance with the Consolidated Financial Statements, represents the period from January 1 to December 31, 2024.
- In principle, all companies fully consolidated in the consolidated financial statements are included in the Sustainability Report.<sup>3</sup>
- Rounding differences may occur in tables when adding up rounded figures and percentages.
- In addition to the retrospective view, the report also contains forward-looking statements and information that are based on assumptions and currently available information and are therefore subject to corresponding uncertainties.
- In individual areas of reporting for the 2024 fiscal year, upstream and downstream elements of the value chain were taken into account in addition to the company's own business activities. Reference is made to these areas in the report.

## CHANGES IN REPORTING AND GENERAL NOTES

Compared to the previous year, the report has been further developed in preparation for future CSRD reporting. In addition, the presentation of regional key figures has been standardized and adapted to the financial reporting.<sup>4</sup> In contrast to the previous year, the two countries Russia<sup>5</sup> and Ukraine have been integrated into this year's reporting.

## REVIEW AND PUBLICATION

The English version of the report was released by LEDVANCE management on June 2, 2025. dhpg GmbH Wirtschaftsprüfungsgesellschaft has carried out a limited assurance engagement on the English version of the report. The German-language version is a translation.



**In this voluntary Sustainability Report, LEDVANCE describes how sustainability is anchored in the company.**

<sup>3</sup> If all input parameters for individual key performance indicators (KPIs) were not available at the level of the individual Group company, these were estimated in consultation with the auditor.

<sup>4</sup> Regional reporting covers the three regions Europe West, Emerging Markets, and USA and Canada.

<sup>5</sup> In mid-2024, LEDVANCE concluded a sale/purchase agreement with the parent company MLS for the shares in AO LEDVANCE, Moscow. The closing of the transaction is subject to the approval of the Russian authorities and is expected in 2025.

# SUSTAINABILITY AT LEDVANCE

# COMPANY PROFILE

As a global leader in innovative lighting solutions and intelligent, connected systems, LEDVANCE combines deep market expertise with a strong understanding of technological trends and evolving customer needs. We deliver tailored solutions designed to meet the unique demands of both direct and indirect customers.



# LEDVANCE

## POWER THROUGH LIGHT

As one of the world’s leading providers of general lighting products, LEDVANCE has an innovative and extensive portfolio of luminaires and LED lamps. LEDVANCE designs intelligent and smart products and solutions for SMART Home and SMART Building applications, along with traditional light sources. In addition to this, the company is working to leverage its existing market presence and supply chain expertise to expand its portfolio to include products from the renewable energy sector.

### CORPORATE BRAND



### PRODUCT BRANDS



### TECHNOLOGY & FEATURE BRANDS



## TRADITION FOSTERS INNOVATION

The name LEDVANCE encompasses the LEDVANCE GmbH as well as its affiliated companies and subsidiaries. All of these are subject to the policies and measures outlined in this Sustainability Report. Furthermore, the report incorporates LEDVANCE's full value chain, including all upstream and downstream activities, impacts, risks and opportunities. We are committed to broadening the scope of this information in the years ahead.

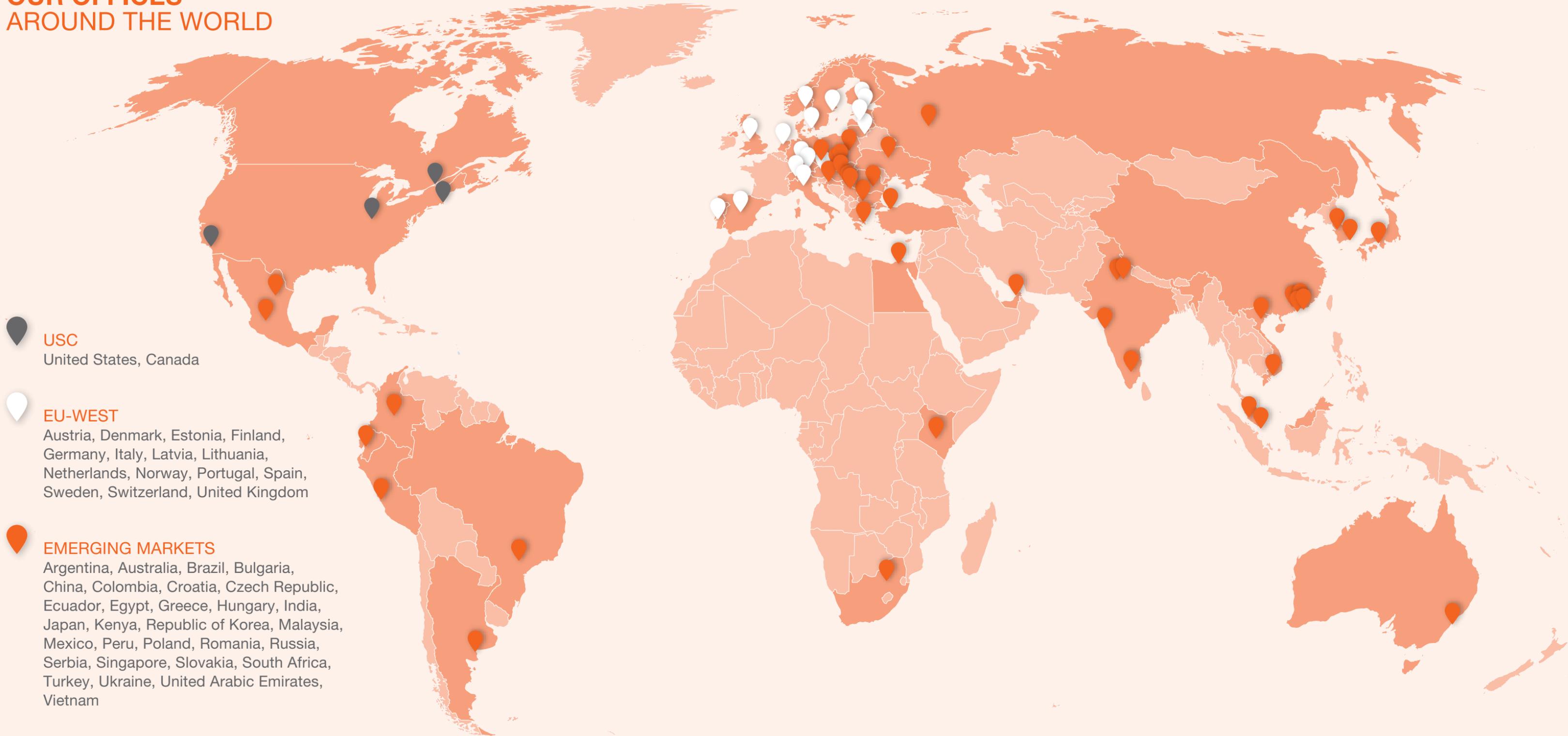
With a rich and varied history, LEDVANCE, which was originally a constituent of OSRAM's general lighting division, emerged to become part of the Chinese group MLS Co Ltd. This affiliation, coupled with LEDVANCE's origin, allows us – and our customers – to harvest the many benefits of merging traditional illumination know-how and state-of-the-art lighting technologies.

The LEDVANCE Group encompasses LEDVANCE GmbH, which acts as the parent company and is headquartered in Garching, Germany. As of 31 December 2024, it held a direct or indirect equity interest in 57 subsidiaries (up from 55 on December 31, 2023), along with associated companies, joint ventures and various other investments.

At the end of year 2024, the LEDVANCE Group had a headcount (HC) of 2,798 employees (excluding Russia), which translates into a HC increase of 80 in comparison to the end of year 2023 (2,718 HC). This growth is a sign of our attractiveness as an employer.



## OUR OFFICES AROUND THE WORLD



**USC**  
United States, Canada

**EU-WEST**  
Austria, Denmark, Estonia, Finland, Germany, Italy, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, United Kingdom

**EMERGING MARKETS**  
Argentina, Australia, Brazil, Bulgaria, China, Colombia, Croatia, Czech Republic, Ecuador, Egypt, Greece, Hungary, India, Japan, Kenya, Republic of Korea, Malaysia, Mexico, Peru, Poland, Romania, Russia, Serbia, Singapore, Slovakia, South Africa, Turkey, Ukraine, United Arab Emirates, Vietnam



## BUSINESS OPERATIONS

Our headquarters in Garching near Munich, Germany, acts as the hub for our core administrative operations. We manage our innovation and design activities from our Global Innovation & Strategy Center (also in Germany), while some of these tasks are outsourced to our Smart Home Innovation Center in the US and our Global Innovation & Execution Center in China. In addition to these innovation-focused activities in China, other operational functions (China Operations Regional Excellence/ C.O.R.E.) – such as significant elements of purchasing, logistics and packaging management – are currently centralized at the Chinese LEDVANCE facility in Shenzhen, giving them the advantage of being geographically close to the relevant procurement markets.

Generally speaking, our business model is operationally implemented based on regional organizational structures.

These are:

- Europe West
- Emerging Markets (Asia/Pacific, Middle East and Africa, Europe East and Latin America)
- USA and Canada

Business decisions are made on a decentralized basis by the three sales regions. Thanks to this structure, decisions can be made and implemented quickly and in line with local markets.

Whether in our Head Office in Garching or in our various subsidiaries around the world, we remain committed to acting responsibly toward our customers, employees, business partners, society and the environment. Since 2023, our LEDVANCE DNA has been guided by our new brand promise of ‘enabling people to harness the power of light’.

## OUR BRAND MODEL

POWER THROUGH LIGHT



### Mission

Enabling people to harness the power of light



### Positioning

For those who are passionate about harnessing the power of light, we craft intelligent and efficient lighting and energy solutions for a greener planet and a better life.



### Values

Striving for Excellence  
Breaking New Ground  
Winning Together

## SUSTAINABILITY – A KEY ANCHOR OF OUR CORPORATE STRATEGY

In recent years, LEDVANCE has successfully implemented its transformation program to become a leading full-service provider for LED-based general lighting. As a global leader in the lighting industry, LEDVANCE aims to continue to generate profitable growth in the coming years, thereby increasing the value of the company and further establishing the corporate values – “Striving for Excellence”, “Breaking New Ground” and “Winning Together” – throughout the company.

In doing so, LEDVANCE aims to be a reliable partner for its customers, employees and other stakeholders. In implementing these goals, LEDVANCE is focusing primarily on the following three pillars with regard to its strategic orientation:

- Realization of the company’s vision “Power through light”
- Sustainability as the guiding principle of strategic action
- Implementation of the “LEDVANCE Digital Future” corporate program

In the future, not only modern and efficient lighting systems – but also solutions from the fields of renewable energy generation and energy management – are destined to create better living and working environments for our customers. Efficient energy solutions are bound to lead to both cost and energy savings, thereby making a contribution to the environment and society and further expanding LEDVANCE’s sustainable basic orientation. In recent

## SUSTAINABILITY AT LEDVANCE...



...is not just a goal, but a continuous path. It is about more than just being environmentally conscious; we want to reduce our carbon footprint, create collaborative spaces and promote ethical business conduct.



**LEDVANCE LOOP embodies sustainable product design and acts as the umbrella name for our company’s new sub-brand.**

years, LEDVANCE has expanded its sustainability structures and integrated further sustainability-oriented elements into its corporate strategy.

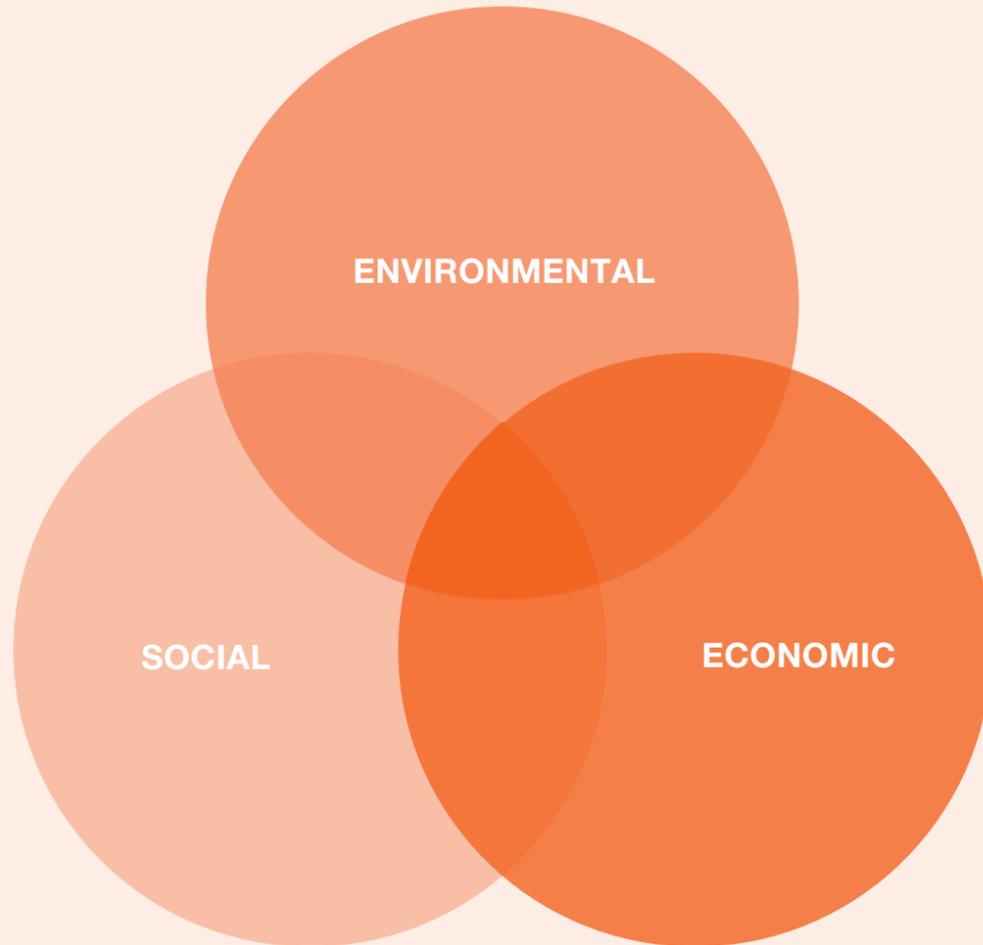
Embodying sustainable product design and acting as the umbrella name for our company’s new sub-brand, LEDVANCE LOOP represents a key milestone on our path toward sustainability. With the EVERLOOP concept, we developed a luminaire where the LED modules and drivers are replaceable, further reducing waste. NATURELOOP, another product range, offers lamps and luminaires that are made of at least 40 percent post-consumer recycled (PCR) plastics based on the plastic content of the product. In order to increasingly incorporate the concerns and ideas of our employees into the

company’s strategic decision-making and sustainability activities, LEDVANCE has committed to conducting regular employee surveys. The findings from our most recent survey will be reflected in the company’s future path and development.

LEDVANCE is determined to deliver cutting-edge technology products at affordable prices by always taking on board our customers’ wishes, maintaining streamlined operations and adhering to the strategic pathway we just outlined. This three-part approach is designed to ensure sustained profitability, while positively contributing to both the environment and society.

## THE THREE CORNERSTONES OF OUR CORPORATE SOCIAL RESPONSIBILITY

Our pledge to uphold and foster safety, the environment, workplace health and social responsibility is deeply rooted in the principles of security, sustainability and ethical business practices. The three cornerstones of our Corporate Social Responsibility are:



### ENVIRONMENTAL

LEDVANCE’s environmental management policies focus on the sustainable use of energy, water and chemicals, along with the tracking of greenhouse gas (GHG) emissions and the reduction of waste. The eco-friendly design and recycling of products are therefore pivotal aspects of these endeavors.

### SOCIAL

LEDVANCE’s social commitment centers on ensuring fair working conditions and stringent safety standards. The ongoing development and support of our diverse, skilled workforce is equally vital to ensuring our company’s continued success, while also being of significant strategic value.

### ECONOMIC

Our commitment to sustainable business practices extends across the entire LEDVANCE value chain. By closely collaborating with our suppliers, we uphold a shared set of values and adherence to legal standards. Our ‘Quality First’ philosophy ensures that we deliver exceptional products to our customers, with every stage of their life cycle rooted in sustainable practices.



Having won an EcoVadis Silver Medal in 2022 and 2023 for our accomplishments in Corporate Social Responsibility – excelling in areas such as environmental initiatives, ethics, labor, human rights and sustainable procurement – we are proud to announce that we once again secured an EcoVadis Silver Medal in 2024. This feat is even more remarkable in light of the stricter criteria that were adopted for the 2024 rating.

# SUSTAINABILITY GOVERNANCE

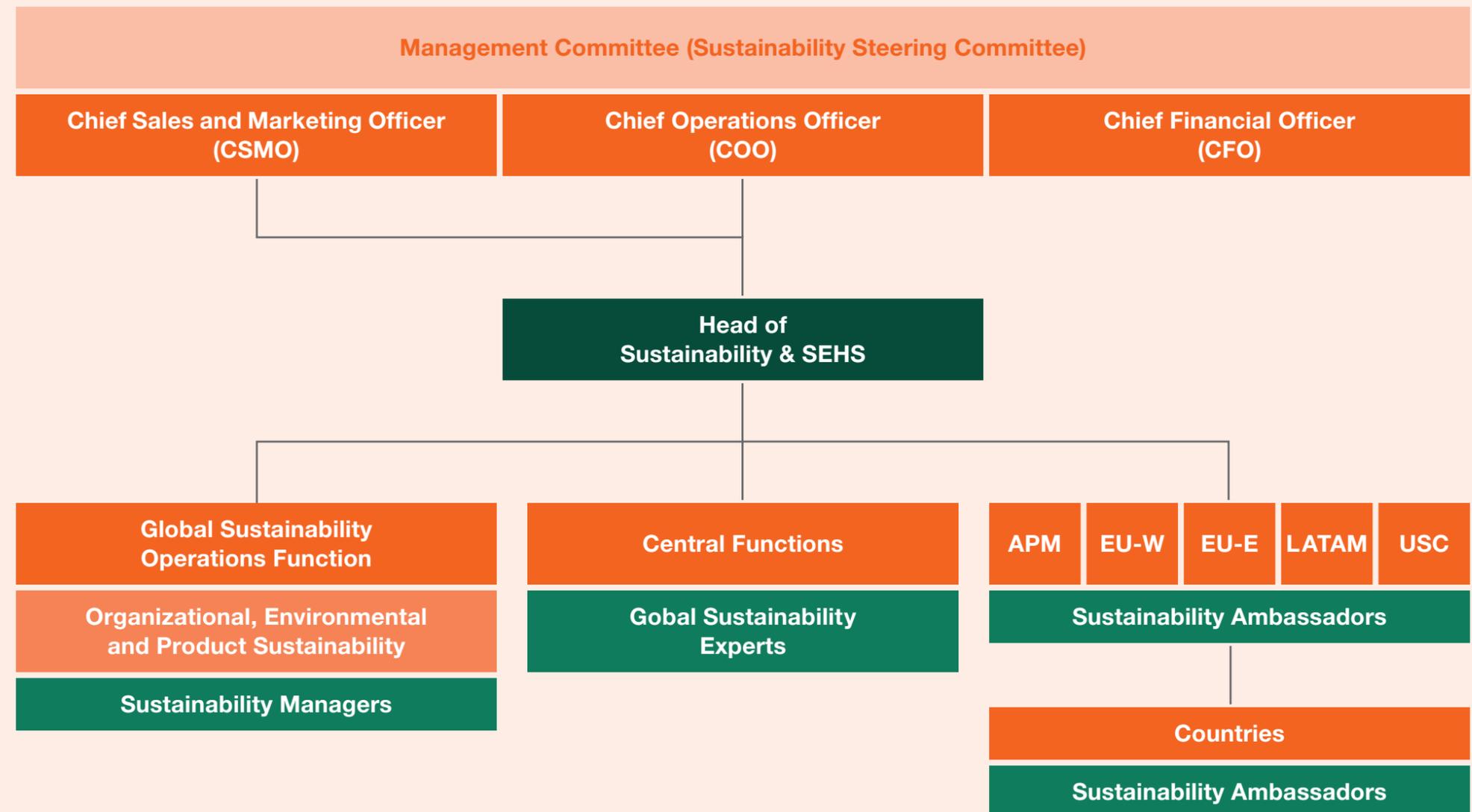
To achieve our sustainability goals, we defined clear guidelines, robust management systems and a dedicated corporate governance structure.

## SUSTAINABILITY GOVERNANCE STRUCTURE

Creating efficient governance and management systems is crucial to delivering state-of-the-art lighting technology that offers sustainable solutions for the enhancement of productivity and well-being of our customers, while also fulfilling our obligations toward our stakeholders and the environment. As a first step, we established a dedicated corporate governance structure and allocated additional resources to sustainability. This led to an expansion of our team in 2024, ensuring a stronger focus on our goals.

In order to effectively and consistently implement our Sustainability Strategy – and the associated optimization of our operations – we defined clear roles and areas of responsibility within the company. Our management team is primarily responsible for ensuring sustainable and ethical practices, making critical strategic decisions and establishing fundamental principles that apply across the entire company.

### GLOBAL SUSTAINABILITY GOVERNANCE STRUCTURE



Our Global Sustainability department provides day-to-day guidance and oversight by harmonizing activities, defining priorities and managing LEDVANCE’s company-wide initiatives with the goal of fostering sustainability throughout the firm.

As illustrated by the preceding graph, our Chief Operations Officer (COO) and Chief Sales and Marketing Officer (CSMO) are ultimately accountable for sustainability on the LEDVANCE Management Committee level. Our Head of Sustainability & SEHS oversees the governance of our global sustainability program, fostering its implementation, offering guidance to our Sustainability Experts and Ambassadors, and delivering updates and suggestions to the Sustainability Steering Committee.

Comprising the members of the LEDVANCE Management Committee, the Sustainability Steering Committee oversees the company’s overall Sustainability Strategy, while also assessing its implementation progress. A team of Global Sustainability Experts from the central functions, together with Sustainability Ambassadors from the regional entities, provide functional level reports to the Head of Sustainability & SEHS.

## MANAGEMENT SYSTEMS

The LEDVANCE Management System defines key processes and responsibilities in sustainability. At its core, it establishes clear operational guidelines while strengthening our overall governance structure, ensuring a comprehensive approach to sustainability.

## LEDVANCE MANAGEMENT SYSTEM

As a global company, we have a special responsibility for long-term global challenges such as demographic change, climate change and diminishing resources. Sustainability is not only crucial to ensuring our planet’s long-term viability but also to safeguarding our company’s future. Therefore, achieving excellence in environmental protection, health management and safety is a high priority for LEDVANCE.

Our LEDVANCE Management System Policy (chapter “Governance”) was defined by the LEDVANCE Management Board, and is communicated to all our employees and to persons working for or on behalf of our organization. This policy is in line with the following internationally recognized management system standards: ISO 9001 – Quality Management Systems, ISO 14001 – Environmental Management Systems and ISO 45001 – Occupational Health and Safety Management

## AUDITS

We regularly monitor our environmental management and have external audits carried out to review progress in environmental protection. This is crucial to ensuring full adherence to Environmental Protection, Health Management and Safety (EHS) guidelines. The results of this monitoring and auditing are subsequently examined by LEDVANCE’s EHS department. We use the results to ensure that all relevant legal and other requirements are met, and to find innovative ways to improve environmental protection at LEDVANCE.

### ISO 9001

All our primary facilities are ISO 9001 certified, meaning they adhere to the global standard that defines the criteria for an effective Quality Management System (QMS). This certification is testament to our ability to reliably deliver products and services that satisfy both customer expectations and regulatory demands.

### ISO 14001

All our primary facilities are certified in accordance with ISO 14001. This is the global standard that defines the criteria for an efficient Environmental Management System (EMS). This certification supports organizations in enhancing their environmental performance, adhering to legal and other responsibilities, and attaining their environmental objectives.

### ISO 45001

All our facilities internally adhere to ISO 45001, the global standard that defines the criteria for an effective Occupational Health and Safety Management System (OH&S). This standard provides guidance on how to ensure a safe and healthy work environment by preventing work-related injuries and illnesses, while also encouraging proactive enhancements to the Occupational Health and Safety Management System.



**We regularly monitor our environmental management and have external audits carried out to review progress in environmental protection.**

# MATERIALITY ASSESSMENT

Credibility, transparency and robust reporting across the entire value chain are essential to the future of any genuinely sustainable business. This includes addressing climate change, pollution and the loss of biodiversity, as well as safeguarding and improving the lives of our employees, those involved in our supply chain, and all the people around the world who use our products and services.

## PROCESS AND MATERIAL TOPICS

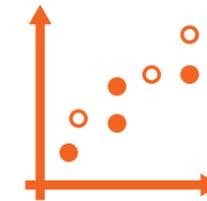
In order to determine LEDVANCE’s relevant sustainability topics, we carried out a comprehensive materiality analysis for the first time in 2022 and revised it in 2023. We identified our most important impacts, risks and opportunities so that we can address them strategically in the long term. This ongoing process and communication with our relevant stakeholders open up important opportunities for us to continuously improve and meet the demands placed on us as a sustainable organization. The topics selected and prioritized by LEDVANCE during this materiality analysis are integral to our Sustainability Strategy and management philosophy.

”

**The communication with our relevant stakeholders opens up important opportunities for us to continuously improve and meet the demands placed on us as a sustainable organization.**

Our materiality analysis was primarily carried out in line with the GRI Standards. Looking to the future, we aim to continue using the GRI framework for our reporting, while progressively refining our materiality analysis, data gathering and disclosures to align with the European Sustainability Reporting Standards (ESRS).

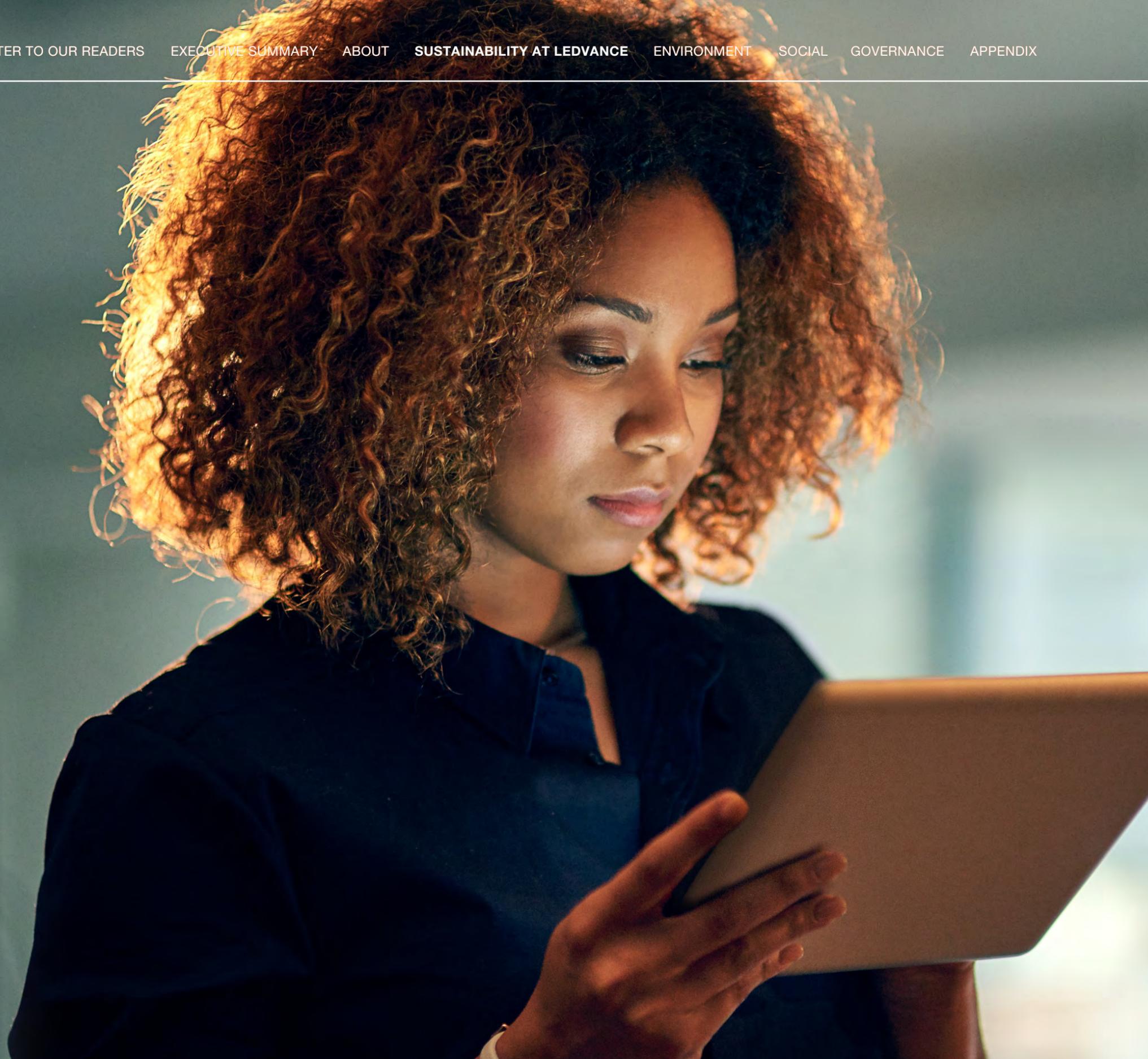
Over the course of 2025, we will amend our initial materiality analysis from 2022 to ensure it conforms with the ESRS prerequisites. This will also involve a general reassessment of the material topics that were originally identified in 2022. This revised materiality analysis is intended to act as a solid foundation for our sustainability journey in the years ahead.



**Our most important impacts, risks and opportunities**

Our reporting procedure is built on a comprehensive context and benchmark analysis that we carried out to gain deeper insights into our business impacts, risks and opportunities with a focus on sustainability.

Our assessment not only looked at external factors but also included the views of LEDVANCE’s employees through a series of workshops and interviews. In addition, a detailed status quo analysis of the associated managerial strategies already implemented at LEDVANCE was conducted. This allowed us to review our existing policies, consolidating them into our global Sustainability Guideline.



## MATERIALITY ANALYSIS PROCESS

- 1. Identification and prioritization of key issues**

A comprehensive list of topics was compiled. Over the course of various workshops and interviews, LEDVANCE staff evaluated and ranked these topics based on their importance.
- 2. Context and benchmark analysis**

Our context and benchmark analysis has helped to expand the list of topics by including the external perspective. An additional four-stage approach was chosen for this thorough review:

  - 2.1. Creation of topic clusters**

Topic clusters were compiled in accordance with the sustainability reporting specifications of the Institute for Ecological Economy Research (IÖW) and the business initiative future e.V. – verantwortung unternehmen.
  - 2.2. Alignment with standards and frameworks**

The amended topics were reviewed and enhanced based on pertinent standards and frameworks (GRI, UN Global Compact and EcoVadis).
  - 2.3. Adjustment to industry trends**

The topics were further augmented to take account of current and emerging trends in the lighting industry.
  - 2.4. Peer group benchmark**

The sustainability policies of our peer group were evaluated in accordance with the sustainability topic clusters from the IÖW and future e.V.

- 3. Final selection**

Based on the preceding analyses, our sustainability experts then selected the final material topics.



## HOW OUR MATERIAL TOPICS CONTRIBUTE TO THE SDGS

### Governance & Compliance

- Business Ethics & Compliance
- Cybersecurity & Data Privacy



### Environmental Responsibility at Sites (Offices, Distribution Centers, Warehouses)

- Climate Action



### Supply Chain Responsibility

- Human Rights in the Supply Chain
- Environmental Impacts along the Supply Chain



### Responsibility for Employees

- Working Conditions
- Training & Education
- Diversity & Inclusion
- Employee Health, Safety & Well-being
- Employee Satisfaction & Engagement



### Product Responsibility

- Sustainable and Circular Product Design including End-of-life
- Product Safety
- Responsible Packaging



### Social Responsibility

- Community & Stakeholder Relations



# SUSTAINABILITY STRATEGY

Our LEDVANCE Sustainability Strategy helps us build the strong foundations we need to achieve our vision and strategic goals. Over the course of a thorough development process, we identified and elaborated five strategic elements that form the strategy's backbone.

## DEVELOPMENT PROCESS

Our Sustainability Strategy is designed to support our vision of being a leader in sustainable lighting solutions in the interests of our customers' productivity, health and well-being. We formulated this strategy in 2022 to coincide with the release of our first Sustainability Report. Therefore, our materiality assessment played a big role in shaping its direction. We will refine and update our Sustainability Strategy as the years progress.

## LEDVANCE SUSTAINABILITY STRATEGY

Our sustainability strategy contains five strategic pillars on which we will focus our sustainability efforts in the coming years:

1. **Product Design**
2. **Supply Chain & Our Own Operations**
3. **Employees**
4. **Digital Responsibility**
5. **Sustainability Communication**

At this point in time, we are primarily focused on establishing a strong foundation and data framework as well as aligning LEDVANCE with external standards and best practices. We are steadily working on our ultimate goal of defining LEDVANCE's vision of sustainability for the future.

## PRODUCT DESIGN

We are directing product development toward sustainability by expanding the share of sustainable products in our portfolio that contribute to all three levels of the 'triple impact': energy and cost efficiency, health and well-being, and circularity. The transition to a net-zero economy is the critical challenge of our times and we are therefore also committed to taking action to tackle climate change. We aim to protect ecosystems by trying to avoid

or minimize the loss of biodiversity. Moreover, we are determined to design circular solutions for our products whenever feasible and consistently aim to utilize materials as efficiently as possible.

## SUPPLY CHAIN AND OUR OWN OPERATIONS

Our Sustainability Strategy aims to embed sustainability in the supply chain and our own operations – from the very beginning right up until the end of the product lifecycle. This will enable us to reduce greenhouse gas emissions in the supply chain and our own operations, while increasing the use of smart and environmentally friendly packaging, speeding up the switch to decarbonized and the most efficient modes of transport and logistics, and expanding the number of products reused and recycled.



**Our Sustainability Strategy is designed to support our vision of being a leader in sustainable lighting solutions in the interests of our customers' productivity, health and well-being.**

## EMPLOYEES

Our goal is to make LEDVANCE a great place to work – for everybody. This can be achieved by guaranteeing equal career opportunities for employees with comparable experience and qualifications. Every employee – regardless of their personal background, gender or nationality – must enjoy a level playing field. Embracing the concept of a

diverse workforce fosters innovation at all levels of the company. Diversity enhances creativity, productivity and value everywhere – through new sales channels, optimized internal processes and technological developments. We endeavor to encourage entrepreneurship by creating a working environment that motivates high performance and helps to find a balance between work and family life, so that all employees can positively contribute to the strategy, vision, goals and values of LEDVANCE.

**DIGITAL RESPONSIBILITY**

Digital responsibility is becoming an increasingly important issue throughout the business world. The sensitive personal data of our workforce and customers are nowadays processed digitally, for example via LEDVANCE’s future-oriented products – such as smart and human-centric lighting (HCL) solutions – which also collect personal user data. In light of widespread general concern regarding data security, LEDVANCE has made digital responsibility a core strategic focus. The company has therefore opted to take a holistic approach to data privacy and cybersecurity. This involves fostering a heightened awareness of the issue among our employees and giving them the training needed to uphold LEDVANCE’s commitment to digital responsibility in their everyday work and all decisions that could potentially impact data protection and cybersecurity.

**SUSTAINABILITY COMMUNICATION**

Our goal is to become widely recognized as a sustainable company. To accomplish this, we will focus on areas such as visual identity, labelling and optimizing the communication channel mix, while continuing to release an annual Sustainability Report.

**SUSTAINABILITY MANAGEMENT**

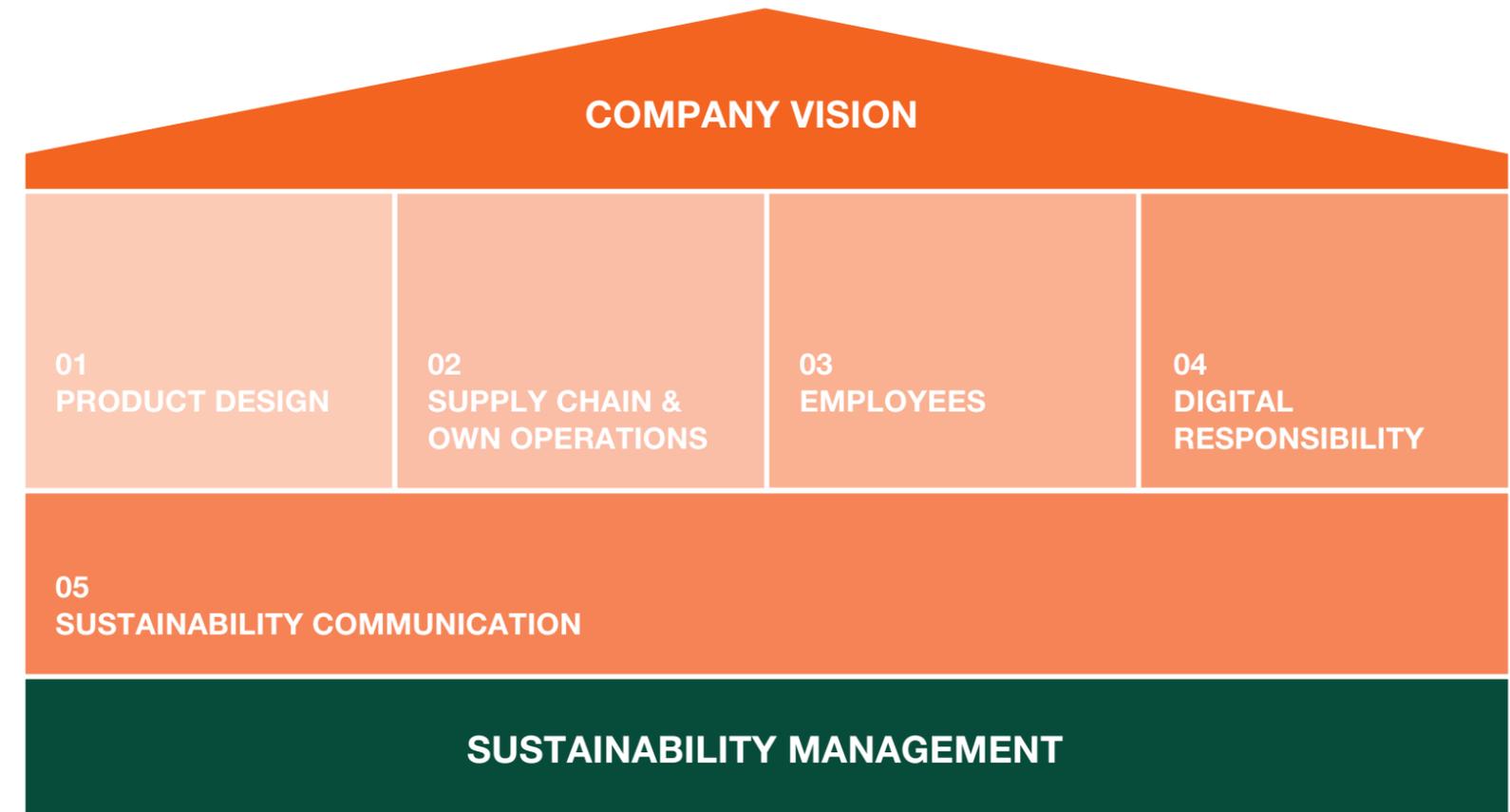
Dynamic sustainability management is essential to the success of LEDVANCE’s Sustainability Strategy, which ultimately aims to embed sustainability as a fundamental criterion in our corporate decision-making processes.

To fulfill the vision and strategic goals we have set, we are building strong foundations that include company-wide policies and management systems, as well as comprehensive KPI monitoring and reporting. LEDVANCE’s commitment to our global Sustainability Guideline, along with robust execution, monitoring & reporting, and adherence to business ethics, will enable us to implement the strategy and advance our sustainability ambitions.

**STAKEHOLDER DIALOGUE AND RELATIONS**

The support and understanding of LEDVANCE’s Sustainability Strategy among our stakeholders must be promoted for it to flourish. Our Sustainability department is an essential link in the dialog with stakeholders and the communication of our sustainability measures and goals. We use different channels to gain insights into the expectations directed at LEDVANCE from various groups, including employees and their representatives, managers, customers, job applicants, media (as agents of the public) and other relevant interest groups. During

**ELEMENTS OF OUR SUSTAINABILITY STRATEGY**



these exchanges, issues related to sustainable and ethical business practices have become increasingly prominent in recent years.

We actively engage with our customers and business partners through diverse channels, including meetings, trade fairs, marketing material and press releases. When it comes to our employees, we foster a culture of open communication by regularly and proactively sharing updates via the intranet,

posters, townhall meetings and webcasts, and by conducting routine global employee surveys. We communicate with our suppliers via our Code of Conduct, along with supplier audits and training initiatives. Workers along our value chain can approach us via online platforms or our Whistleblower hotline. Furthermore, our strategic membership in various industry associations around the world helps us handle our interactions with government bodies and civil society.

# ENVIRONMENT

# CLIMATE ACTION

Climate protection plays a role in various levels of our operations. We are working on a holistic climate protection concept at company level and at the same time are already implementing progressive measures in many individual areas, such as transportation and logistics, or product development.

## PRODUCT DESIGN FOR ENERGY AND COST EFFICIENCY

Thanks to the nature of our business, we are able to have a positive impact on energy efficiency. A large part of the environmental impact of LED products occurs during their use phase, so by making our products more energy efficient we are continuously helping to reduce our ecological footprint and that of our end users.

At LEDVANCE, we are committed to further ‘LEDifying’ our business by converting our entire portfolio to LED products in the coming years. In 2017, we predominantly relied on traditional lamp tech-

nology which accounted for 50 percent of our turnover. Our commitment to sustainability, innovation and efficiency enabled us to generate up to 80.4 percent of our turnover with our LED based portfolio in 2024.

The energy efficiency associated with LEDification can be traced back to the fact that, LEDs are much more sustainable than traditional lightbulbs, as demonstrated by the infographic on the next page. Connected systems, relying on smart, wireless technology, are the next frontier for the lighting industry in its goal to improve energy and cost efficiency. This concept, often referred to as ‘space efficiency’, supports the more efficient use of lighting, as the following infobox on the benefits of smart lighting explains.



### BENEFITS OF SMART LIGHTING

#### ENERGY-SAVING

Daylight harvesting and presence detection lie at the heart of demand-responsive lighting control, which conserves energy by supplementing existing daylight with only the necessary amount of artificial light. This technology includes daylight sensors and activates lighting only when the room is occupied.

#### MATERIAL-SAVING

Through wireless technology, such as the Zigbee standard, Bluetooth or Wi-Fi, we minimize material use, therefore reducing our impact on the environment. We have a wide range of smart products and services, broadly split into two main areas: Smart Lighting Products and Light Efficiency Consulting.

#### SMART LIGHTING PRODUCTS

Our smart product families can transform lighting in any space. General functionalities include motion and daylight sensors, dimmable to deliver only as much light as is necessary; app-controlled smart wall lights; and sensors that activate lighting only when required. LEDVANCE’s current suite of smart lighting products includes SMART+ lamps, luminaires and components (plugs); indoor and outdoor sensors; and our Vivares IoT Light Management System. For further details, please go to the LEDVANCE website.<sup>6</sup>

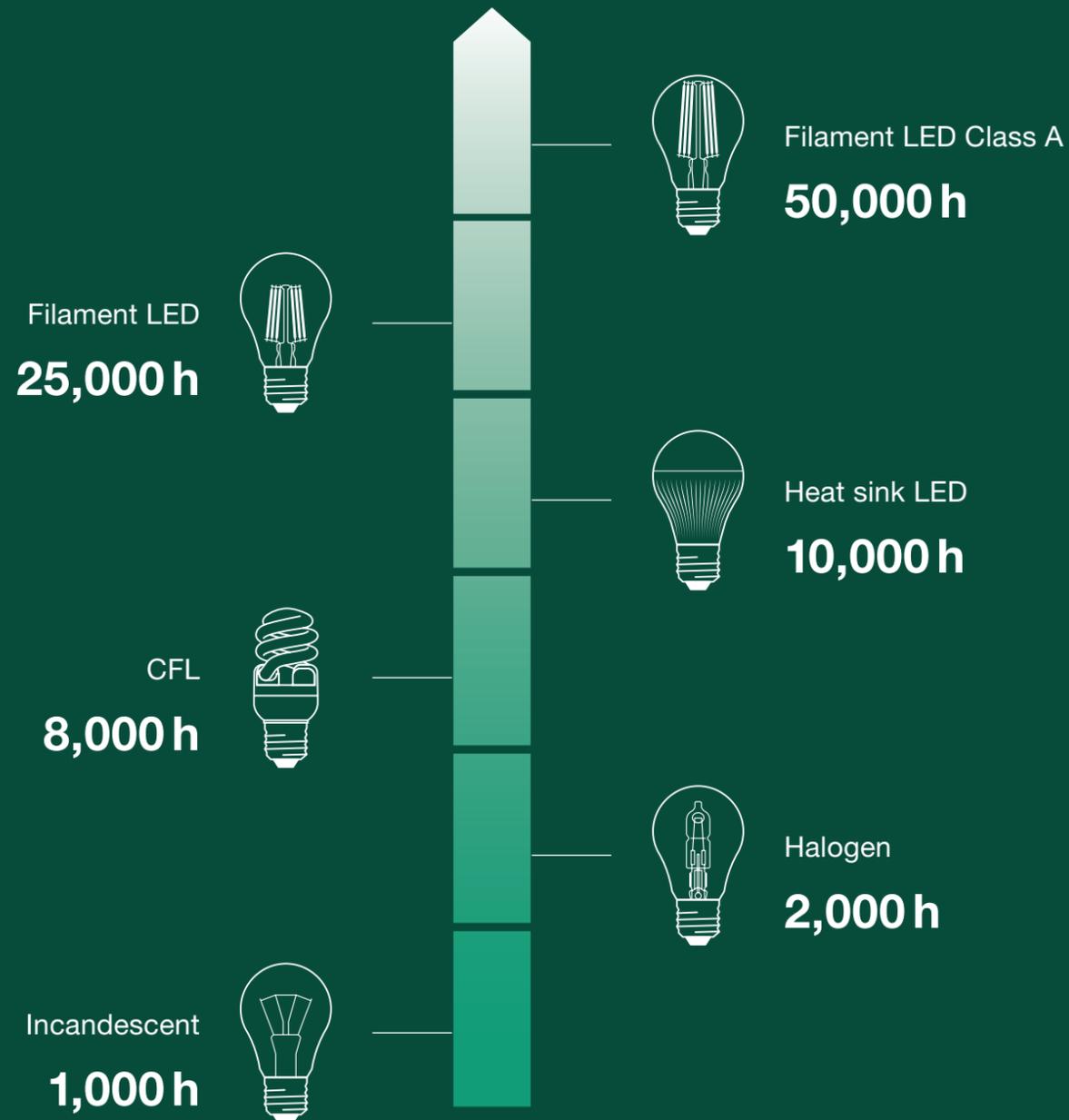
#### LIGHT EFFICIENCY CONSULTING (LEC)

Through its Light Efficiency Consulting service, LEDVANCE supports residential and professional customers of all sizes – including large B2B projects – in their transition from traditional lighting to LED-based solutions. This upgrading of traditional systems not only cuts emissions but also reduces maintenance work and general costs.

<sup>6</sup> [www.ledvance.com/consumer/smart](http://www.ledvance.com/consumer/smart)

# ENERGY EFFICIENCY

DUE TO VARIOUS OPTIMIZATION MEASURES, LEDVANCE LEDS MEET ENERGY CLASS A REQUIREMENTS AND ARE THEREFORE AMONG THE MOST ENERGY EFFICIENT.



## FILAMENT LED CLASS A



Increasing the optical efficiency

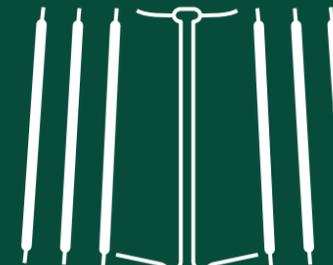
Clear glass:

**97–99%**

Frosted glass:

**95%**

High thermal efficiency thanks to optimized thermal design



Increasing the light efficiency of the LED filaments

**240 lm/W**



Increasing the efficiency of the driver to

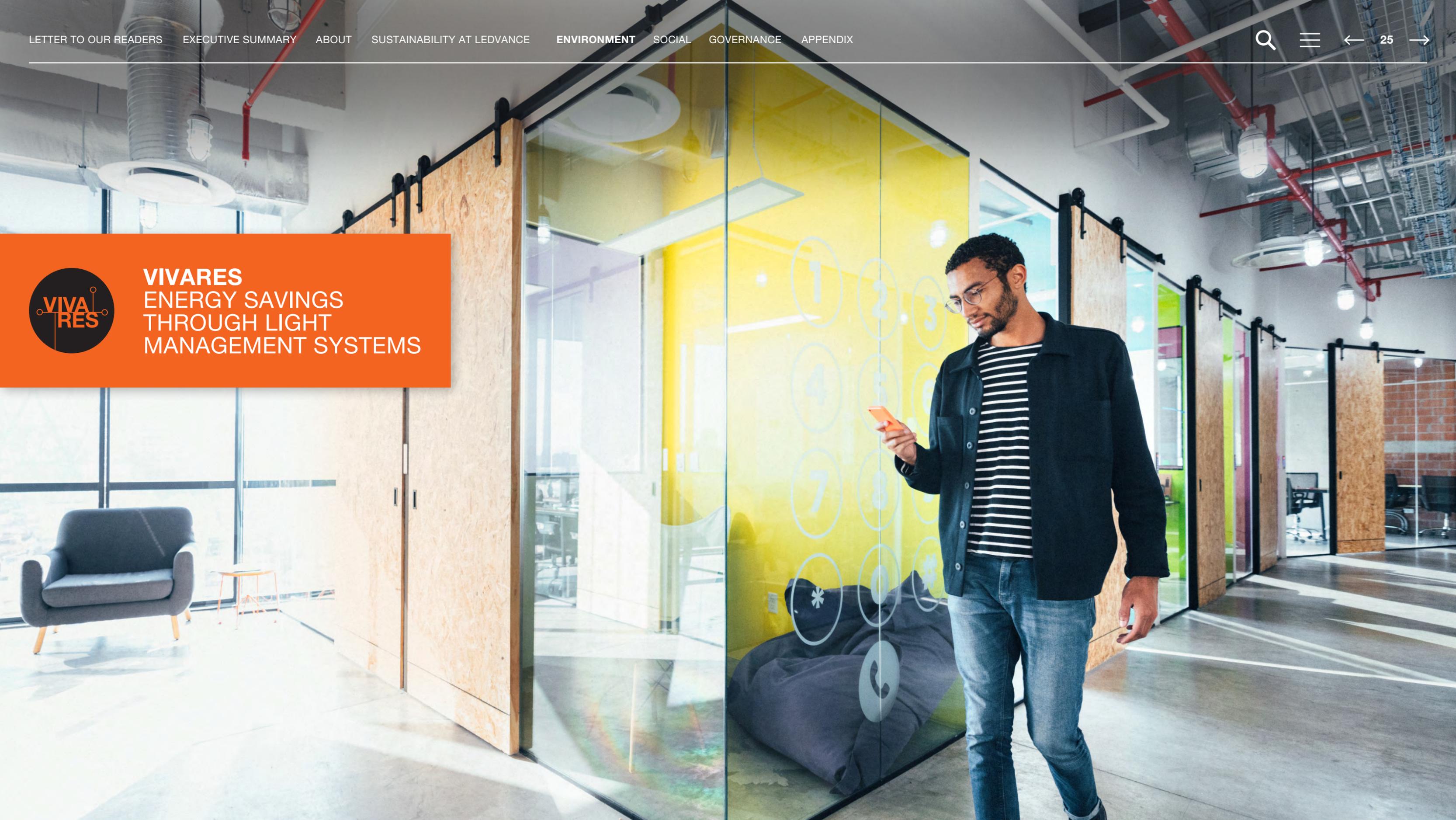
**89%**

(Standard 80–85%)





**VIVARES**  
ENERGY SAVINGS  
THROUGH LIGHT  
MANAGEMENT SYSTEMS



## VIVARES LIGHT MANAGEMENT SYSTEMS

VIVARES is LEDVANCE’s innovative product line which offers advanced lighting solutions with Zigbee and DALI technology. Designed to meet modern smart lighting requirements for both commercial and residential environments, VIVARES not only contributes to our environmental emission goals but is also engineered to improve the wellbeing of our consumers.

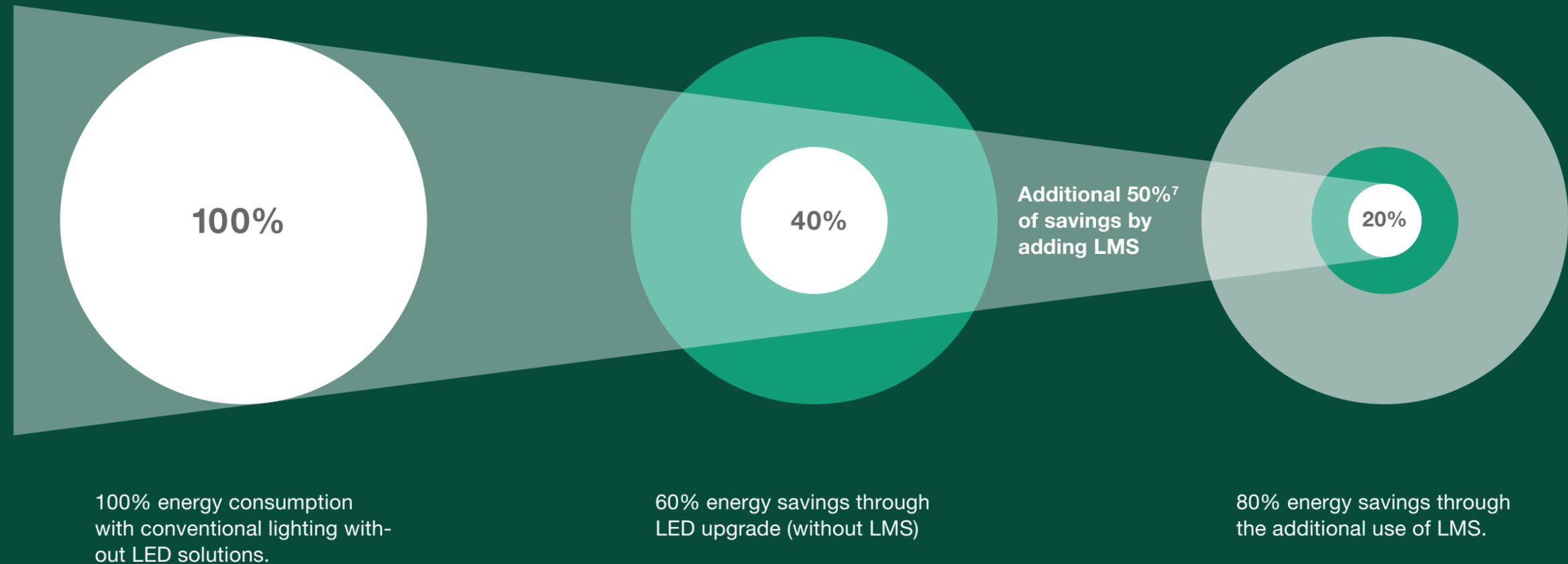
A key feature of VIVARES is the use of sensors to manage lighting control. Lights are automatically switched on or off based on occupancy and movement detection. Furthermore, whenever natural daylight enters a room through windows, the amount of artificial lighting is adjusted accordingly. These features can generate energy and emission savings of up to an additional 50%<sup>7</sup> on top of the benefits associated with LEDification, while also extending the luminaire’s lifespan by decreasing the system’s hours of operation and the thermal load on components.

Besides environmental benefits, HCL is an additional concept that is incorporated into LEDVANCE’s VIVARES products. As mentioned before, HCL simulates the natural changes in daylight as the day progresses, leading to an increase in productivity and reduced stress.



### LED LIGHTING + LMS ENERGY SAVINGS

A standard LED upgrade delivers approximately 60% energy reduction, while implementing a light management system provides an additional 50%<sup>7</sup> savings on the remaining energy costs.



<sup>7</sup> Based on facts from licht.de and data from LEDVANCE’s Vivares dashboard monitoring the energy consumption.

## SUSTAINABILITY MANAGEMENT

Sustainability management is a core component of our overall management system. Our vision is to embed sustainability as a fundamental principle that guides all our corporate decisions.

We aim to develop targets and a roadmap to achieve net-zero operations in alignment with the climate transition plan outlined in the Corporate Sustainability Reporting Directive (CSRD) regulation. This involves setting company-wide goals and establishing a greenhouse gas (GHG) accounting and monitoring system that encompasses all LEDVANCE operations. As part of that initiative, we will implement the Organization Environmental Footprint (OEF) method globally to collect data.

The methodology we use for measuring our OEF adheres to the Global Reporting Initiative's (GRI) standards. These GRI standards allow an organization to report information in a way that covers all its most significant impacts on the economy, environment and people.

Transparent reporting enhances our internal processes and has a positive knock-on effect on our partners, clients, suppliers and other stakeholders. We aim to report comprehensively on sustainability issues, backed up by systematic data collection. This involves streamlining and digitizing data gathering and internal reporting, while also identifying key processes to prioritize in the short and medium term.

Against this backdrop, we have disclosed information to CDP (formerly known as the Carbon Disclosure Project). CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. LEDVANCE has participated in CDP and disclosed its data since 2018, covering the CO<sub>2</sub>eq emissions of our direct operations in China, France, Germany, Mexico, Russia and the United States. In 2024, we achieved a score of 'C' for our report on Scope 1 and Scope 2 emissions, including all our offices around the world.

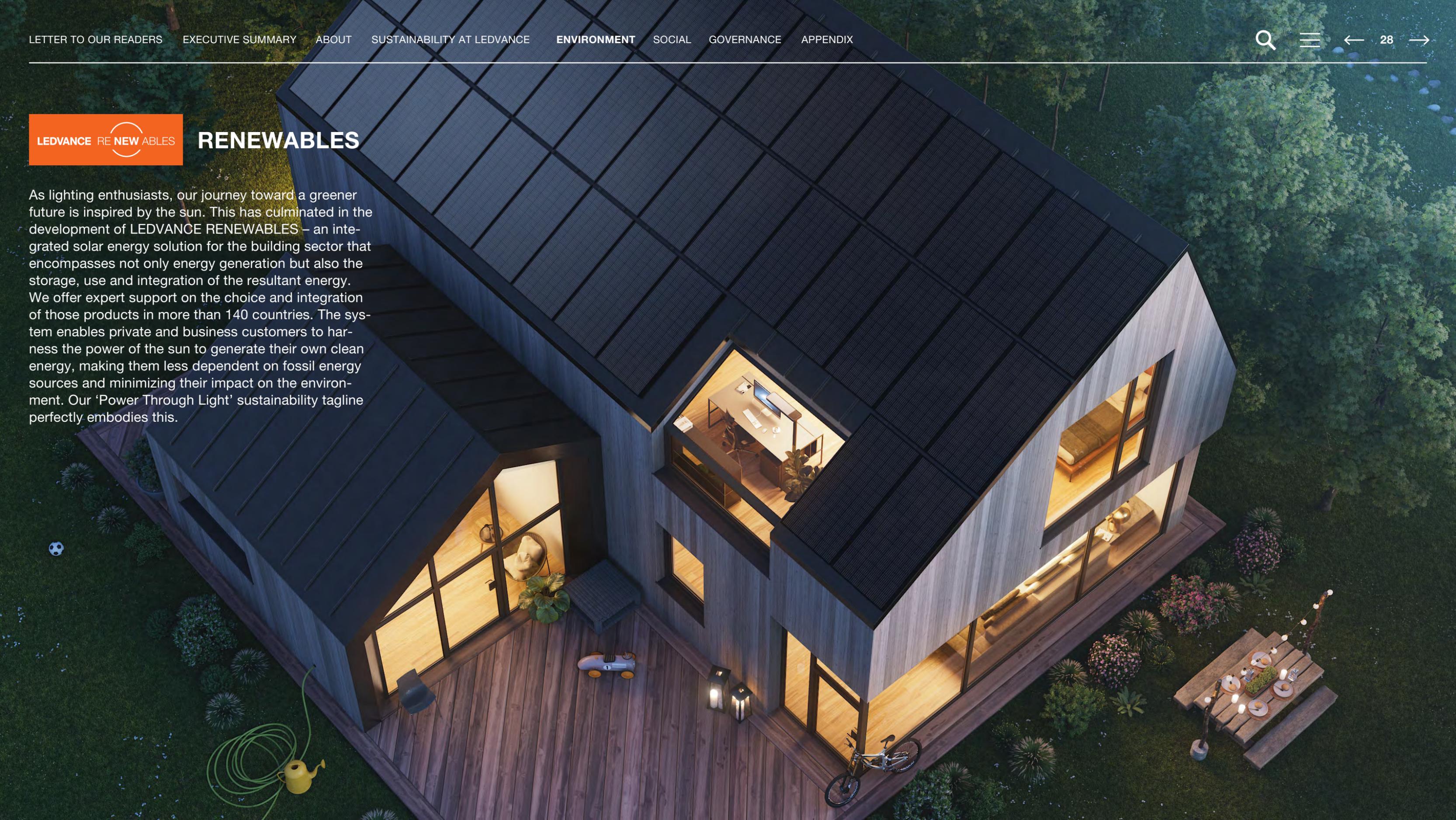
Furthermore, we also promote transparency by participating in EcoVadis assessments. EcoVadis, one of the world's largest and most trusted providers of business sustainability ratings, evaluates companies using scorecards that assess their sustainability performance in four key areas – the environment, labor and human rights, ethics and sustainable procurement. In 2024, despite more rigorous evaluation criteria, LEDVANCE improved its overall rating and was awarded an EcoVadis Silver Medal for its achievements in Corporate Social Responsibility.

LEDVANCE currently emits 3,625 t CO<sub>2</sub>eq (Scope 1), 2,674 t CO<sub>2</sub>eq (Scope 2 market based) and 61,404,937 t CO<sub>2</sub>eq (Scope 3) of greenhouse gases each year. Scope 3 emissions currently include Purchased Goods and Services, Upstream/Downstream Transportation and Distribution, Business Travel, Employee Commuting, Use of Sold Products, and End-of-Life Treatment of Sold Products. Our total energy consumption is 25,104 MWh, comprising 91 MWh from heating oil, 6,137 MWh from natural gas, 9,255 MWh from electricity, 359 MWh from district heating, 109 MWh from cooling and 9,154 MWh from fuel. Our water consumption is 64,451 m<sup>3</sup>.



## RENEWABLES

As lighting enthusiasts, our journey toward a greener future is inspired by the sun. This has culminated in the development of LEDVANCE RENEWABLES – an integrated solar energy solution for the building sector that encompasses not only energy generation but also the storage, use and integration of the resultant energy. We offer expert support on the choice and integration of those products in more than 140 countries. The system enables private and business customers to harness the power of the sun to generate their own clean energy, making them less dependent on fossil energy sources and minimizing their impact on the environment. Our ‘Power Through Light’ sustainability tagline perfectly embodies this.



## TRANSPORT AND DISTRIBUTION

The transportation sector significantly contributes to air pollution by combusting fossil fuels, releasing nitrous oxides, particulates and carbon dioxide into the atmosphere. These emissions contribute to climate change and adversely affect human health. Transportation also causes noise pollution, water pollution and impacts ecosystems both directly and indirectly. Addressing these challenges requires a coordinated approach that spans global and local levels of transport logistics.



**We consider traffic-related emissions in our decisions.**

Thus, transport logistics is an important factor when it comes to improving our sustainability performance. We record our CO<sub>2</sub> emissions to boost transparency and collect beneficial data and benchmarks with the goal of minimizing our footprint. This tracking of our transport-related CO<sub>2</sub> emissions guides our internal decision-making processes and helps with the ongoing optimization of our logistics management systems.

We use a blend of distribution between our own operations and our supply chain throughout the product life cycle. External partners handle the

sourcing of raw materials, production, packaging, transportation and end-of-life management, including recycling. Meanwhile, distribution is managed through a combination of our own distribution centers and those operated by external providers.

At LEDVANCE, our regional organizations go beyond sales markets to optimize trading routes. Our logistics operations are constantly optimized in terms of cost efficiency and most of these measures also deliver environmental benefits.

### INBOUND TRANSPORT

In addition to being highly focused on cost reduction, LEDVANCE also adopts a proactive approach to organizing inbound cargo. We tightly regulate the usage of high-emission transportation modes, requiring special approval for options such as air-freight or Transports Internationaux Routiers (TIR) truck usage.

With regards to sea-freight, which LEDVANCE uses for the bulk of its volume, we always work directly or indirectly with top carriers who have clear sustainability strategies. LEDVANCE also works hard on optimizing inbound operations with a view to cutting costs and CO<sub>2</sub> emissions. Between 2022 and 2023, our bulk-loading method – shipping goods without pallets – has led to a reduction in container usage of over 1,000. We also optimized our shipping routes by sending more containers directly from China to their destination distribution center (DC), instead of being initially routed to our main DC in Molsheim, France. These direct shipments helped us to lower the amount of truck trips required to restock our DCs by approximately 1,000.

### OUTBOUND TRANSPORT

LEDVANCE works with a range of transport providers globally, steadily shifting away from carbon-intensive transport modes thanks to various initiatives that we are currently taking to advance sustainability in the field of transportation.

In Europe, measures are being adopted to improve transportation efficiency and cut CO<sub>2</sub> emissions by partnering with trucking companies to increase the use of biofuels and LNG trucks, particularly in France and Poland. LEDVANCE works with its main customers to maximize the number of full truck deliveries, thereby boosting loading efficiency and reducing trip frequency. Furthermore, we investigated the pallet exchange opportunities in most of the countries where we operate, and now increasingly participate in pallet exchange programs, leading to a reduction in wood consumption.



**We reduce emissions through an optimized distribution network.**

In the United States, LEDVANCE LLC was one of the first participants in the US Environmental Protection Agency's SmartWay transport partnership. EPA's SmartWay program helps companies advance supply chain sustainability by measuring, benchmarking and enhancing freight transportation efficiency. LEDVANCE LLC's strong performance in SmartWay highlights the efficiency of the freight

carriers hired to move our products and supplies, as well as the success of internal initiatives adopted to improve the company's transportation and logistics system. These include various measures to evaluate the efficiency and overall environmental impact of LEDVANCE LLC's freight operations.

### DISTRIBUTION

At LEDVANCE, we not only operate our own distribution centers but also collaborate with various selected partner centers worldwide. Progress has been made in reducing the total distances traveled by positioning our distribution centers in a more strategic manner.

In Europe, we have commenced the transition from a single main distribution center model to one with two main distribution centers – one for supplying the Western European region and another for the East of Europe. Launched in 2022, this project has split inbound flows from China into separate streams.

We also maintain a regional distribution center in Madrid operated by an external logistics partner to serve the Iberian market and have set up a warehouse in the UK to continue our direct access to this market following Brexit.

# MINIMIZING POLLUTION

At LEDVANCE, we firmly believe that it is our responsibility to manage the environmental impacts along our supply chain. This particularly includes tackling the pollution of air, soil, water and ecosystems, as well as managing potentially hazardous substances. We have already taken several steps on our journey toward a more holistic approach to overseeing our operations and supply chain.

We have developed and are actively implementing several management systems and frameworks aimed at monitoring and minimizing our impact on the environment. As already mentioned earlier, these include a globally integrated management system that also encompasses environmental and quality management systems. Externally, all our main sites are certified in accordance with ISO 14001.

In 2022, all our production was outsourced. Suppliers must sign our Supplier Code of Conduct to ensure that they are aware of the required standards. We aim to closely monitor and manage critical areas along the LEDVANCE supply chain, including:

- Controlling and limiting the use of hazardous substances in our products
- Minimizing local and global pollution to protect water, soil and air, while responsibly managing conflict minerals
- Striving to minimize the environmental impacts of our products from cradle to grave
- Prioritizing energy-efficient product development, repairability and recyclability to work toward a zero-landfill future

Modern lighting relies on highly complex technologies to generate light. Back in 1967, we were among the first manufacturers to eliminate the carcinogenic metal beryllium from phosphor lamps. Since then, we have steadily reduced or removed hazardous materials from our products and continue to push for further reductions or complete eliminations throughout our supply chain.

When used correctly, our products generally do not emit harmful chemicals into the environment. However, the use of harmful substances is still unavoidable in some LEDVANCE products at the present time. In recent years, mercury has gained increasing public attention due to the shift from inefficient incandescent lamps to compact fluorescent lamps, which contain minute amounts of mercury. While we have cut the number of these models sold annually, mercury continues to be essential for certain high-performance, energy-efficient lighting solutions.

In addition to mercury, there are other hazardous substances that are necessary for modern lighting products. To minimize their use, LEDVANCE has compiled an Index List Environment (ILE), detailing substances we prohibit in our products and those which we are reducing to the lowest possible levels. To manage the components in our products, we require our suppliers to become thoroughly familiar with our ILE, while disclosing any relevant substance and verifying their compliance with all these provisions.



**On top of what is required by law, we demand test reports – and not just declarations.**

As a matter of course, LEDVANCE adheres to regulatory requirements in all markets, including the European RoHS directive which restricts the use of certain hazardous substances in electrical and electronic equipment. In addition, LEDVANCE also conforms with the framework of the European REACH regulation, which governs the Registration, Evaluation, Authorization and Restriction of Chemicals. On top of what is required by law, we go further by demanding test reports – and not just declarations – to ensure compliance. We are also preparing to meet the obligations of the new EU battery regulation (Regulation (EU) 2023/1542), implementing its requirements on a step-by-step basis as the respective deadlines approach.

Some of our measures aimed at combatting pollution – such as tackling air pollution via optimized transportation or microplastics by enhancing packaging – are described in other sections of the Environment chapter.

# STRIVING FOR CIRCULARITY

At LEDVANCE, our R&D is focused on boosting the circularity of our products and minimizing their environmental footprint. Whether packaging, transportation or the materials used in our manufacturing processes, every decision is guided by the goal of enhancing ecological efficiency.

## STRATEGIC FOCUS OF R&D

Innovation is a major driver here at LEDVANCE, not just of economic growth but also of ecological and social sustainability. Safeguarding the climate and environment are our key sustainability objectives, alongside delivering substantial value to our customers.

This explains why sustainability lies at the heart of our Innovation Strategy. Our innovation efforts clearly prioritize the following areas:

- Increasing energy efficiency and sustainability, including circularity
- Delivering quality of light that is both natural and visually pleasing
- Improving human health and well-being
- Creating design concepts that are aesthetic, minimalistic and promote greater usability
- Advancing smart functionality and connectivity
- Expanding digital sales services

Up to now, the lighting industry has focused on the first level of lighting efficiency – energy efficiency, also known as ‘LEDification’. This transition from outdated technologies to LED has already yielded many significant gains. Even today, we continue to focus on further raising the energy efficiency of our LED products. In addition to this, we are working to lower the costs of highly efficient LED products, making them more widely accessible to cost-sensitive customers worldwide.

LEDVANCE is proud of its pivotal role in advancing LEDification. Looking to the future, we will elevate our focus to the next frontier of energy savings and user comfort by introducing ever more innovative light management systems and Human-Centric Lighting (HCL) solutions. These advancements are designed to ‘deliver the right light at the right time’ by optimizing the levels of brightness, light color and spectral composition. Such improvements not only reduce the environmental impact of our products but also contribute to the health and well-being of our customers, creating more value for all.

## MODULAR DESIGN FOR CIRCULARITY

At LEDVANCE, we are dedicated to managing our products effectively across their entire product life cycle. Since the ‘use’ phase has the largest impact on the environment, our R&D teams are working on several projects aimed at reducing this phase’s impact. No matter what the project, we apply a two-fold approach – advancing our own R&D while collaborating with partners such as LightingEurope, ZVEI or Zhaga to improve standardization.

LEDVANCE is a member of the P.E.P. Association (also known as PEP Ecopassport). The PEP Ecopassport® program, established for electrical, electronic and HVAC products, provides uniform rules on preparing Environmental Product Declarations (EPDs), such as product-specific guidelines for luminaires, known as PSR0014. An EPD is a document that outlines the environmental impact of a product over its life cycle based on a Life Cycle Assessment (LCA). EPDs use the principles of the internationally recognized ISO standard for Type III environmental declarations (ISO 14025) as their base.

### LIFE CYCLE ASSESSMENT AND PRODUCT ENVIRONMENTAL FOOTPRINT

By the end of 2024, we had published 34 EPDs covering over 500 products, demonstrating our new approach to sustainability. Our goal is to provide EPDs for 80% of our professional luminaire portfolio in Europe by 2026, while leveraging the power of digitalization and streamlined processes to generate processable environmental data. This data will not only enhance product transparency and resource-efficient product development but also support broader applications, such as Life Cycle Assessments for buildings.

Furthermore, we have expanded our scope to include our Renewables Portfolio by publishing the first EPD for a photovoltaic system, thereby highlighting our commitment to data-driven, resource-efficient innovation.

## STANDARDIZATION

Our LEDVANCE experts are actively involved in various industry associations such as the German Electro and Digital Industry Association (ZVEI), LightingEurope, the Global Lighting Association, the industry-wide collaboration consortium Zhaga, the Center for Electrotechnical Standardization (DKE), the European Committee for Electrotechnical Standardization (CENELEC) and the International Electrotechnical Commission (IEC). Through these networks, we play an active role in shaping standards and regulations that address all aspects of sustainability.



**We collaborate with partners to improve standardization.**

In collaboration with LightingEurope – the voice of the lighting industry in Europe – we work to establish standards that enable fair and transparent comparisons of the environmental impact of all kinds of luminaires. This will prove vital to the implementation of more efficient procedures, processes, materials and designs for future products, with the goal of minimizing their environmental footprint and maximizing energy efficiency.



**By the end of 2024, we had published 34 EPDs covering over 500 products, demonstrating our new approach to sustainability.**

## ENHANCING SUSTAINABILITY VIA LIFE CYCLE ASSESSMENTS

In 2024, we published EPDs for two generations of sensor-based floodlights, demonstrating key improvements like the use of recycled aluminum and technical optimizations such as an extended lifespan. Our transition from Generation 3 to Generation 4 represents a significant step forward in sustainable product design. The luminaire housing in Generation 4 is now made from 100% recycled aluminum, cutting its environmental impact while maintaining top-grade performance.

One of the most remarkable improvements involves the reduction in Global Warming Potential (GWP) during the manufacturing process. The GWP has been cut from 17.1 kg CO<sub>2</sub>eq to just 8.1 kg CO<sub>2</sub>eq – a 52.6% reduction – significantly lowering its carbon footprint.

The product’s total weight has also been reduced by approximately 100 g, improving material efficiency.



### Developing a more sustainable generation of Floodlights

From a functional unit perspective, the improvements are even more striking. The Functional Unit, as defined by PEP Ecopassport PSR0014ed2, serves as a standardized basis for comparison: the provision of artificial lighting delivering 1,000 lumens over a reference lifetime of 35,000 hours. In our case, the CO<sub>2</sub> equivalent for

manufacturing has dropped from 1.43 kg to 0.47 kg, representing a 67.1% reduction. This is largely due to an extended product life-time – from 70,000 hours to 100,000 hours (L70/B50). This longevity reduces resource use over time, therefore significantly enhancing the product’s sustainability profile.

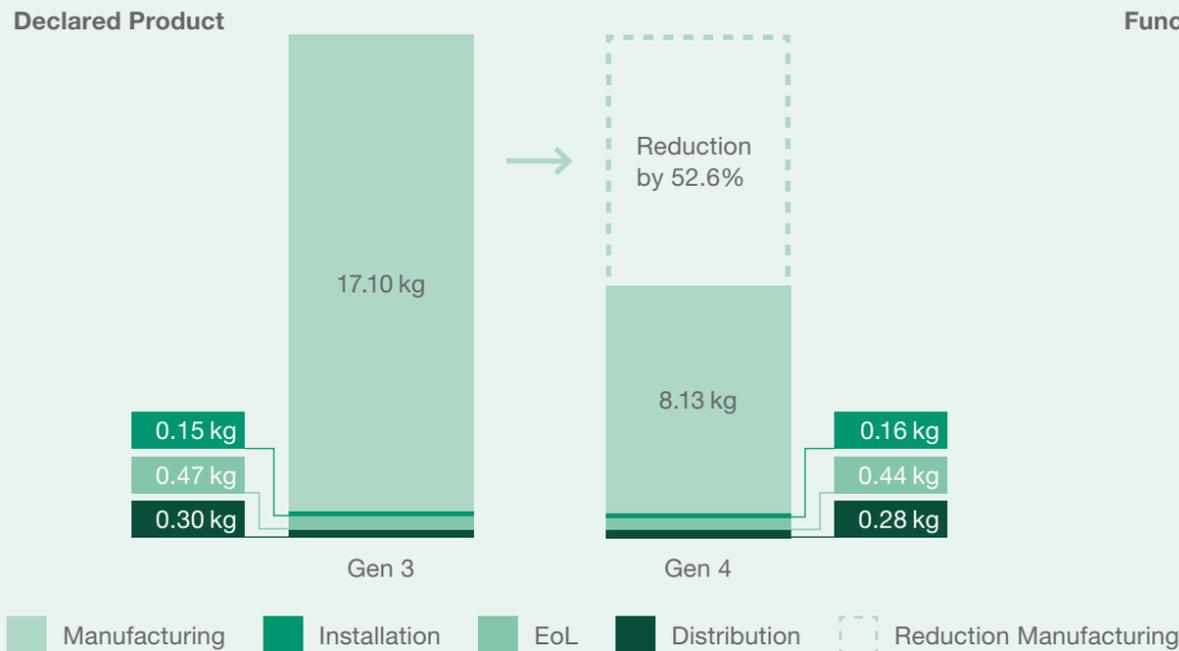
These advancements highlight how Life Cycle Assessments and independently verified Environmental Product Declarations provide valuable transparency, enabling product comparisons and emphasizing the benefits of using recycled materials. Even when End-of-Life (EoL) scenarios are taken into consideration, the advantages of utilizing recycled aluminum are still evident.

The above case exemplifies how data-driven insights from LCAs and EPDs can lead to more sustainable product choices, helping us take tangible steps toward reducing our environmental impact.

## FLOODLIGHT GENERATION 3 VERSUS GENERATION 4 (LP) SENSOR

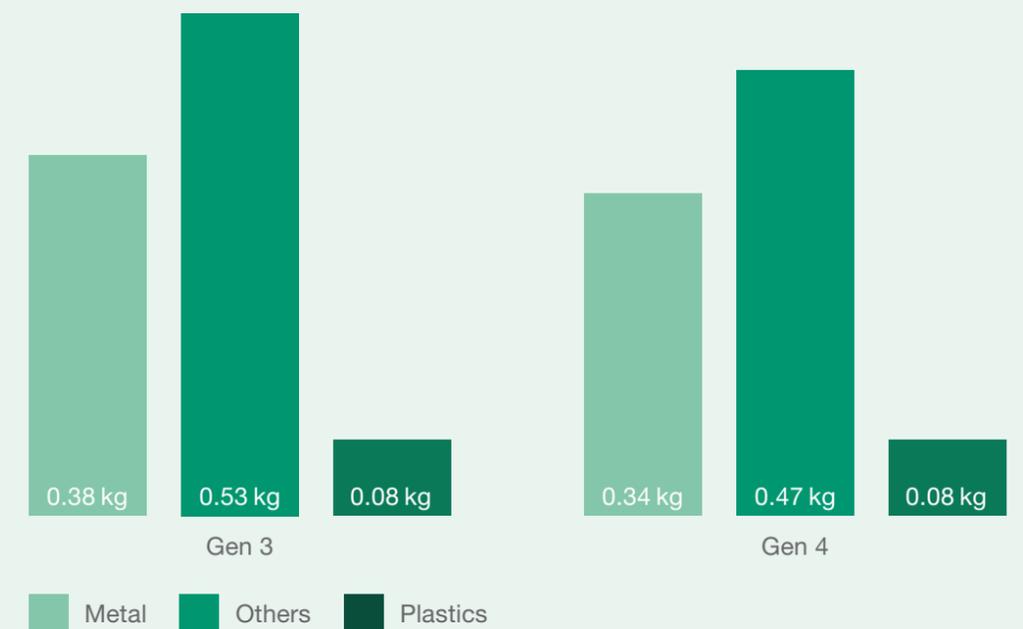
### Impact per Product and Life Cycle Stage

Global Warming Potential per Life Cycle Stage in kg CO<sub>2</sub>eq (excluding the use phase which has the greatest impact of all stages).



### Mass per Product and Material Composition

Mass in kg



### THE LOOP BRANDS FROM LEDVANCE

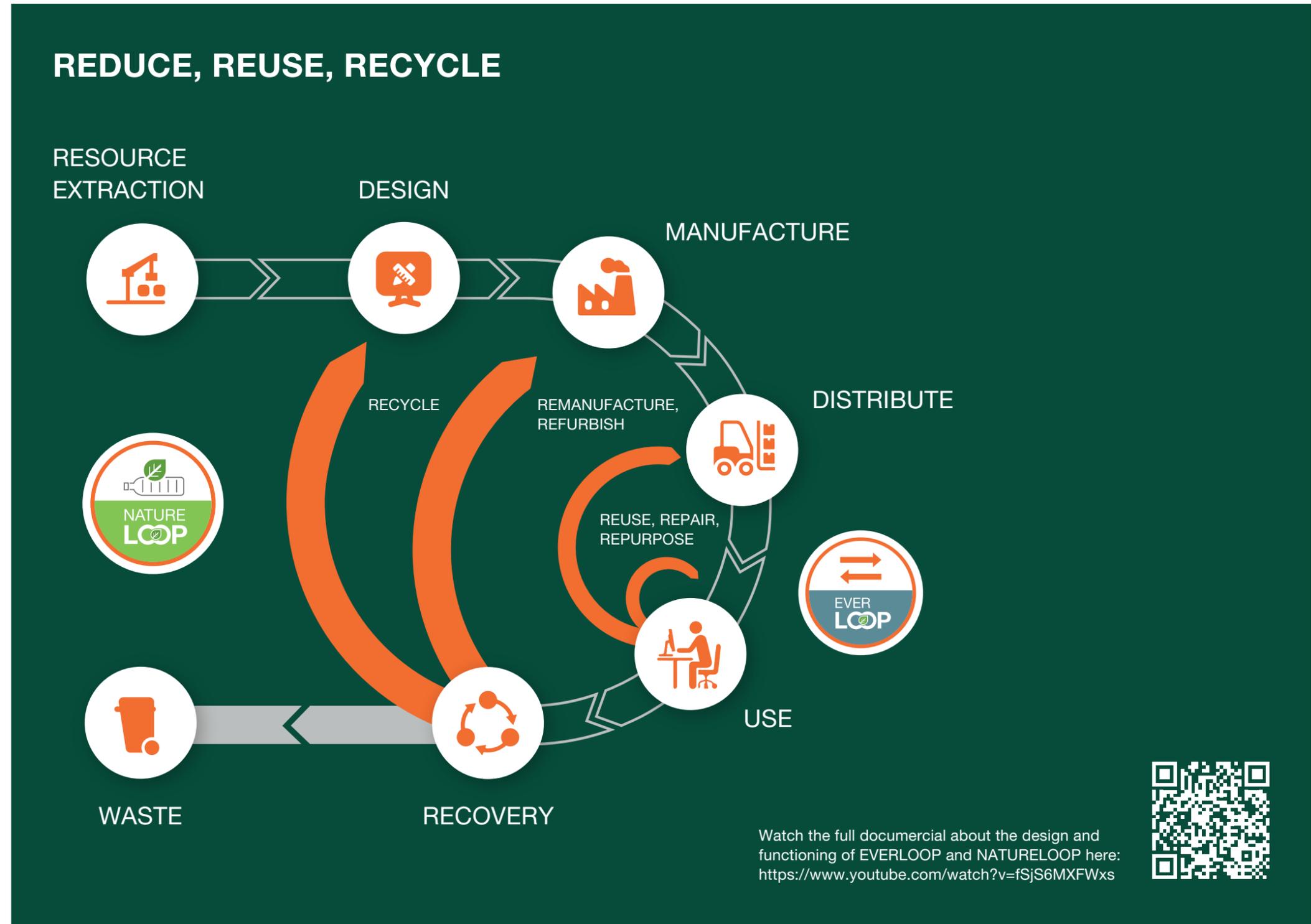
Here at LEDVANCE, circularity is more than an empty phrase. In fact, it is the driving force behind many of our product innovations. Our goal is to design circular products that preserve resources, protect the environment and empower our customers to actively minimize their carbon footprint by opting for sustainable alternatives.

The 'From Line To Loop' concept represents the culmination of our sustainability efforts to date. It is the umbrella term for our new EVERLOOP and NATURELOOP brands, which actively extend the lifespan of our products and were recently brought to market. Both ranges were inspired by the three pillars of circularity at LEDVANCE – reduce, reuse and recycle. The diagram on the right illustrates where they intervene in the life cycle.

With a focus on the concept of upgradeability and replaceability, the EVERLOOP range of products enables professional customers to exchange particular luminaire components, such as the light source or certain electronic parts, when they cease to function, thereby prolonging the original product's lifespan and cutting down on waste.

NATURELOOP, our other brand that caters to end-consumers, features products that are made from recycled materials, one of which is Post-Consumer Recycled (PCR) plastics. This approach means that their manufacturing process is much more environmentally friendly – in terms of water and energy consumption, along with CO<sub>2</sub> emissions – than their conventional counterparts.

In the near future, we plan to launch our first products made from aluminum that has been recycled from sources such as household waste, end-of-life vehicles and manufacturing scraps. This breakthrough is set to deliver huge savings in terms of energy and CO<sub>2</sub> emissions.





## EXTENDING THE USE PHASE OF LUMINAIRES BY MAKING LED COMPONENTS REPLACEABLE



### EVERLOOP

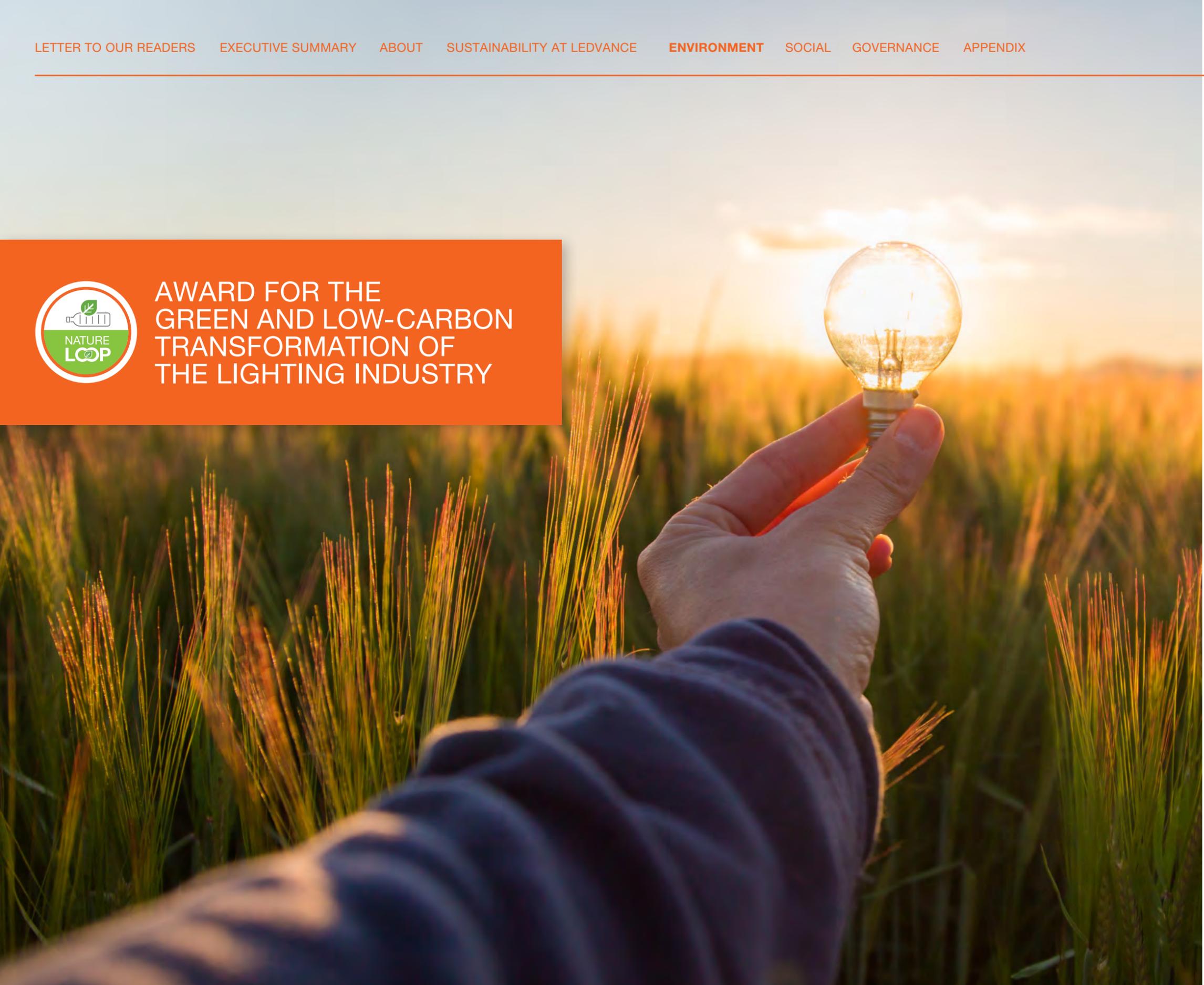
Originally, incandescent lamps – with an average lifespan of around 1,000 hours – were always replaceable. However, since modernday LEDs last much longer, they have mostly been designed without being serviceable or upgradeable, thereby necessitating the replacement of the entire unit whenever a problem arises.

In response to the Single Lighting Regulation (SLR), a product-specific part of the broader EU Ecodesign Directive, LEDVANCE created EVERLOOP, a range of LED luminaires designed to facilitate the convenient replacement of light sources and drivers. The EVERLOOP concept allows the actual luminaires to remain in use for an extended period, potentially indefinitely. EVERLOOP prototypes were debuted in 2022 at the Light + Building trade fair, with the official market launch following in 2023. This series has since expanded to include other products, and more are in development.

By supporting the replacement of critical luminaire components, EVERLOOP conserves resources, avoids waste and maximizes the lifespan of luminaires. This goes above and beyond current legislative requirements, which do not yet mandate replaceability.



## AWARD FOR THE GREEN AND LOW-CARBON TRANSFORMATION OF THE LIGHTING INDUSTRY



### NATURELOOP

Our NATURELOOP product lines reflect LEDVANCE’s commitment to limiting plastic waste by incorporating Post-Consumer Recycled (PCR) plastics, sourced from discarded electronic device casings or water bottles, into their manufacturing process.

The environmental benefits of using PCR materials in our NATURELOOP products are manifold. Compared to virgin plastic, the manufacturing process for conventional PCR plastics cuts water use by 59 percent and energy consumption by 88 percent, resulting in 71 percent fewer CO<sub>2</sub> emissions. This represents a giant leap toward a circular economy.

The idea behind NATURELOOP stems from a critical analysis of our products to examine the technical feasibility of using recycled materials in their manufacture. This initiative involved a pooling of minds from our R&D department, the Lamp & Luminaire Product team and our global innovation team in Germany and Shenzhen, China. All LEDVANCE lamps and luminaires with at least 40 percent PCR plastic content bear the NATURELOOP badge.

We are proud to announce that LEDVANCE’s NATURELOOP brand has recently been recognized by the China Light Industry Federation for its pioneering use of PCR plastics in the manufacture of LED bulbs. This selection as a 2024 ‘national green case’ makes NATURELOOP the only innovative breakthrough in the lighting sector to achieve this honor.

The awarded certificate is another great recognition of LEDVANCE’s technological innovation ability and strong commitment to circularity – from raw material recycling to 100% FSC-certified packaging. NATURELOOP is proof of the successful commercialization of green and sustainable technology with almost 1.2 million units sold in its first year.

## PACKAGING

The environmental impact of packaging includes resource consumption, emissions and waste. Once used, packaging, especially plastic, often takes centuries to degrade and contributes to overcrowded landfill sites as well as polluting the ocean and land with microplastics and toxic chemicals.

### PRODUCT PACKAGING

At LEDVANCE, we are committed to reducing product packaging. Most of our product packaging is already made with renewable, recycled materials. All our packaging for residential and professional products is recyclable. The plastic flaps and non-visible packaging that protect the products remain the final frontier.

We have already reduced the plastic proportion in our product packaging to a minimum across the whole LEDVANCE Group. The challenge in reducing this further is the fact that plastic is necessary for certain heavy hanging items which require plastic flaps to bear their weight. We are continuously working on actively reducing plastic in packaging in all our markets, not least because there is a clear demand for plastic-free or reduced-plastic packaging from the regions.

For example, we are currently investigating the possible use of paper glue instead of the usual parcel tape for sealing parcels. We are also considering ways in which we can reduce both non-visible and visible packaging. Non-visible packaging, such as plastic cushions, can only be eliminated when reliable alternatives that equally guarantee product safety have been tested. Changes to visible packaging must be coordinated with LEDVANCE customers in advance as the products may then require alternative storage solutions, for example when changing from plastic (hanging) to cardboard (standing) methods. To accelerate this process, we use trade fairs to inform customers of any proposed packaging changes and get some early feedback.

### TRANSPORT PACKAGING

Packaging also plays a vital role in the safe transportation of our products. It is important for us to keep improving our packaging methods so that we can maximize safety and minimize the environmental impact. To facilitate this, we are focusing on the ‘reduce, reuse, repair’ concept to decrease the environmental impact of transport packaging. It has proven particularly difficult to influence downstream waste because key accounts have special requirements that LEDVANCE must fulfil. These are often at the discretion of the client, resulting in more waste than necessary, for example due to smaller or more frequent shipments.

#### Paper and cardboard

Most of our packaging comes from recycled materials. However, thickness levels (i.e. carton thickness) – as defined by quality requirements – pose a particular challenge in reducing the amount of cardboard used.

#### Plastic foam

Plastic foam is used to minimize potential damage to products, mainly for extremely heavy and fragile items. We are currently exploring ways to limit its use by maximizing the space available within containers. This can be achieved by increasing the number of items per container, thereby reducing the unnecessary air volume and the need for filler material.

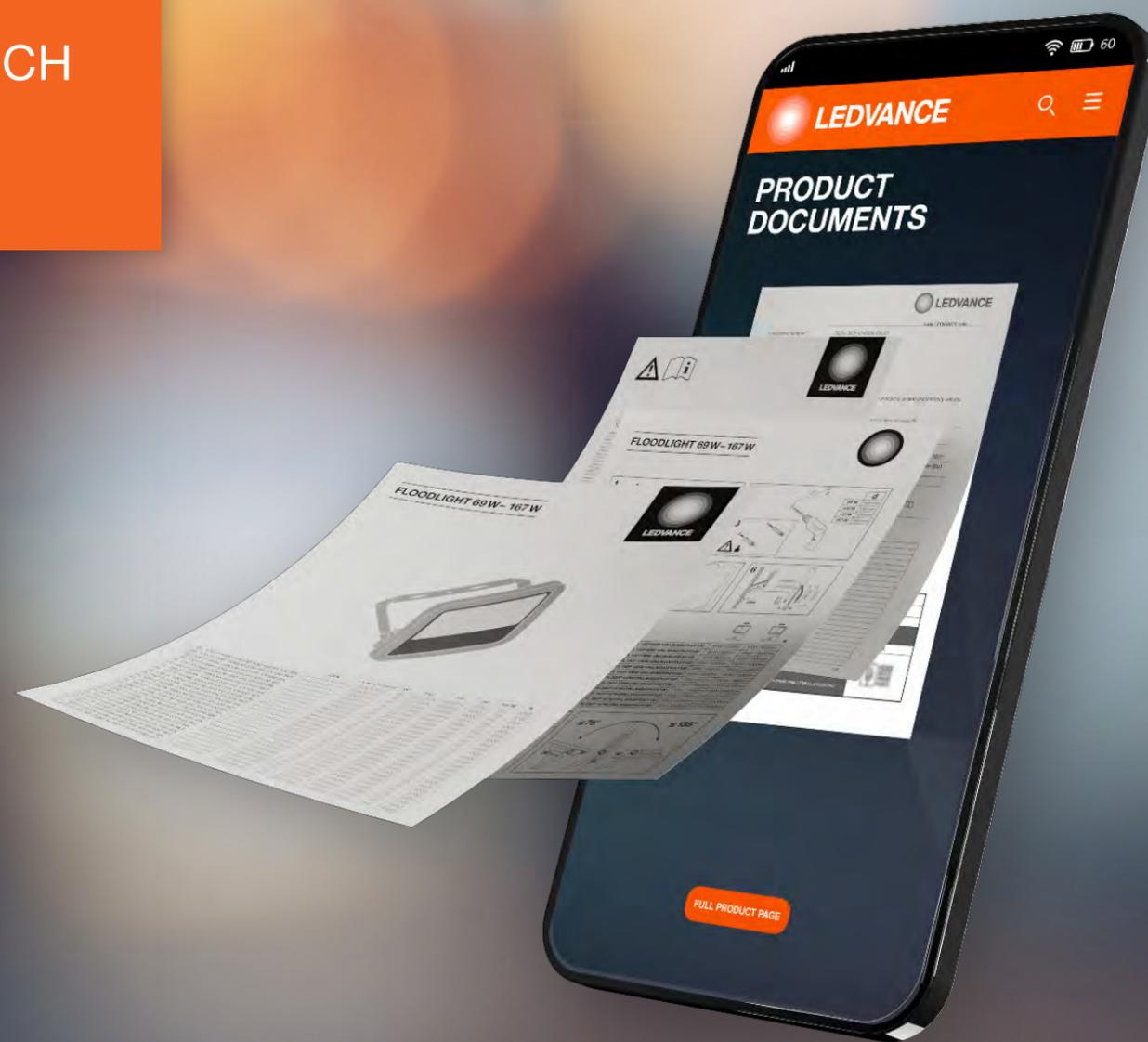
#### Wooden pallets

Wooden pallets are used to move products upstream and downstream throughout the supply chain. We aim to reduce their use by optimizing packaging to suit different loads. In Western Europe, we have made some notable progress in this area since 2022. For example, four-foot tubing is used for transporting one of LEDVANCE’s largest product families, and LEDVANCE succeeded in increasing pallet loads by 82.1 percent, as well as increasing bulk loads by 97.6 percent.



**At LEDVANCE, we are committed to reducing product and transport packaging.**

## SUBSTITUTING PHYSICAL PRODUCT DOCUMENTS, SUCH AS USER MANUALS, WITH DIGITAL REPLACEMENTS



## PAPER TO DIGITAL

As part of our ongoing commitment to sustainability and customer convenience, LEDVANCE launched its ‘Paper to Digital’ initiative in 2024. This is set to be fully rolled out in 2025. The goal of this strategy is to substitute physical product documents, such as user manuals, with digital replacements. This shift away from paper is further evidence of LEDVANCE’s ambition to embed sustainable values across all its business areas, making it one of the first companies in the lighting industry to provide product documentation on a digital-only basis. The move is projected to save a significant amount of paper annually.

Wolfgang Mayershofer, Head of Product and Portfolio Management for Electronic Components and Light Management Systems, LEDVANCE Europe, summed up the change as follows: “By going digital, we provide our customers with the same amount and quality of information, while at the same time increasing customer comfort as documents are permanently and easily accessible. Safety-relevant information will remain in printed format to ensure continued legal compliance.”

Customers will be able to access product documents via a QR code on the product or packaging, in full alignment with LEDVANCE’s mission to conserve natural resources. This innovation means that customers will always have convenient access to up-to-date and relevant product information. Everything they need to know – at their fingertips.

## END-OF-LIFE AND RECYCLING

At the end of a product's lifespan, its disposal often results in environmental waste when component materials end up in landfill sites. The energy consumed during the disposal process, which can result in the emission of harmful gases, is yet another environmental issue.

At LEDVANCE, we strive to avoid waste wherever we can, and are continuously working on improving our products to make them as recyclable as possible. Lamps are ideal for recycling as more than 90 percent of a lamp's components can be reused. The first step in effective product recycling involves proper collection and the subsequent recovery of as much of each material type as possible, thereby conserving our world's limited resources and protecting the environment through the correct disposal of harmful substances.



**Lamps are ideal for recycling as more than 90 percent of a lamp's components can be reused.**

### TECHNICAL PROCEDURES

Various recycling procedures for LED and discharge lamps – both stationary and mobile – have been developed to efficiently separate components and reuse materials wherever possible. Clean glass is used to produce new lamps, while mixed glass is recycled alongside other glass types. Metal parts go into metal recycling and plastics are primarily recycled thermally. Phosphors are extracted through blowing or rinsing and can be used for other industrial processes. Any remaining mercury is disposed of responsibly.

### WITHIN THE EU

In the countries of the EU, the collection and recycling of lamps and luminaires are coordinated by companies and organizations founded specifically for this purpose.

These Collection and Recycling Service Organizations (CRSOs) perform the following tasks:

- Creating a disposal system that also encompasses communal collection arrangements
- Actively educating consumers and raising their awareness for the eco-friendly handling of our products at the end-of-life
- Carrying out the actual collection, transport, recycling and disposal
- Developing new technologies and processes to increase the percentage of materials that can be reused

CRSO systems cover all lighting products, so consumers do not have to sort lamps or luminaires according to manufacturer or production date. In most countries, private consumers can hand in their end-of-life products at the majority of collection points free of charge.

LEDVANCE is actively involved in many of Europe's lighting industry bodies. EucoLight, for example, is the industry's joint takeback program in the EU, of which LEDVANCE is a member. Our own Head of Sustainability and SEHS, Andreas Adam, represents LightingEurope, the voice of the lighting industry, on the Board of EucoLight.

Since 2019, EU regulations mandate that organizations like EucoLight achieve a minimum collection rate of 65% of the average weight of Electrical and Electronic Equipment (EEE) placed on the market in the three preceding years in each EU country.

### OUTSIDE THE EU

As a company, we comply with all local, country-specific legal requirements regarding the proper disposal and recycling of Waste Electrical and Electronic Equipment (WEEE).

Globally, initiatives similar to EucoLight are also being founded. LEDVANCE actively shares the experience it gained in the European market to support recycling efforts in many other countries.



**LEDVANCE is actively involved in many of Europe's lighting industry bodies.**

# SOCIAL

# RESPONSIBILITY FOR EMPLOYEES

Our people are our most valuable asset and we regard ensuring employee satisfaction as a top priority. This can be achieved by providing good working conditions, development opportunities, a welcoming work environment for all, and one which supports our employees' health, safety and well-being.

## WORKING CONDITIONS AND EMPLOYEE SATISFACTION

Every single one of our 2,699 (96%) full-time and 99 (4%) part-time employees (as of December 2024) plays an important role in our quest to make LEDVANCE a world leader in state-of-the-art lighting products and solutions. We are proud that the average period of employment at LEDVANCE is 9.4 years and that, in 2024, we welcomed 392 new employees.

392

**new employees welcomed in 2024**

9.4

**years is the average period of employment**

These figures relate to permanent and temporary employees. Contingent and external employees are not represented as their number cannot yet be reliably reported. However, we are working on the

implementation of a new system that will enable us to provide data on contingent workers in the future. This system is projected to be fully operational by late 2025.

### THE FOUNDATION FOR OUR VALUES AND BEHAVIOR

LEDVANCE pledges its continued support to the Ten Principles of the United Nations (UN) Global Compact on human rights, labor, the environment and anti-corruption. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects that advance the Sustainable Development Goals of the UN.

This commitment is demonstrated through the LEDVANCE Business Conduct Guidelines and our adherence to the International Labour Organization's Fundamental Rights at Work and International Labor Standards.

We endeavor to create an entrepreneurial working environment that motivates employees to deliver a high performance, while helping them to find the right balance between work and personal life. Our commitment to fair remuneration and decent working hours in accordance with national norms lies at the heart of these efforts. LEDVANCE employees worldwide receive a range of benefits in addition to a salary, including access to LEDVANCE's Open Mentoring Program. In Germany specifically, employees can also make use of flexible working hours, an additional pension scheme and various health measures (e.g. flu protection), while also having 30 days of annual leave.

Moreover, as a responsible employer, we are committed to protecting the health, safety, well-being and development of all our people. For example, in Germany alone, 17 initiatives have been introduced, targeting key areas such as mandatory medical measures, nutrition, exercise and mental well-being. This prioritization of employee welfare through our “healthy body, healthy mind” approach is an essential part of our sustainability philosophy.



**Health, safety, well-being and development**

We enforce a ban on child labor and forced labor along the whole supply chain, and actively combat all forms of discrimination and harassment. This means ensuring we have a diverse, inclusive workforce that is engaged and satisfied. Not only is this the right thing to do, but we believe it is also the most effective way for LEDVANCE to grow as a business. In 2024, we had no severe human rights incidents connected to our workforce.

LEDVANCE supports the right to freedom of organization and assembly throughout the world. In line with local legislation, we have workers’ councils and/or labor unions in several countries (e.g. Germany and France). In Germany, representatives of the workers’ council for each of our sites are elected every four years. Employees in Germany are also represented through the local workers’ council, the General Works Council, Economic Committee and a

representative body for employees with disabilities. Senior Managers are represented by the Executives’ Committee.

The company informs employees about any changes with a company-wide impact through a combination of newsletters, employee meetings and town hall events. In alignment with our core values, LEDVANCE fosters an open culture and appreciates suggestions from anyone, with employees encouraged to regularly voice their thoughts, feelings and concerns.

Through our flat hierarchy and a corporate culture where everyone is motivated to contribute their own ideas and get involved, we promote openness and collaboration. If necessary, employees can raise concerns through the anonymous complaint system. We take potential issues very seriously and work on finding solutions with all affected parties. More information on this can be found in the ‘Governance’ section of this report.

Observing the law and the legal system in every country where we do business is a fundamental principle for LEDVANCE. All employees must obey the laws and regulations of the legal systems within which they operate, in addition to applicable LEDVANCE policies.

**GUIDED BY OUR VALUES**

In 2023, we reached a major milestone by defining a Global People & Culture Guideline. Summarizing our standards on working conditions and processes, this guideline focuses on common working styles, developing and supporting our employees and striving for an optimal culture – all this with the goal of comprehensively enhancing our business.

The guideline applies to every LEDVANCE entity. Our global HR Management team is responsible for its implementation and future enhancements. The Guideline will be reviewed and updated on a regular basis, starting in 2025. This overhaul will primarily focus on learning opportunities, promoting diversity and establishing leadership principles.

To reinforce LEDVANCE’s commitment to this underlying philosophy, we will establish a Leadership Principles Guideline in 2025 to clarify and enhance the roles and responsibilities of our managers. While this topic is already addressed in our Global People & Culture Guideline, we recognize the need to elaborate on it in a separate dedicated guideline.



**A corporate culture where everyone is motivated to contribute their own ideas and get involved.**

The Leadership Principles Guideline will focus on key areas such as preventing discrimination, addressing unconscious bias, tackling sexual harassment, leading by example, effective communication, team development, change management and nurturing a healthy feedback culture.

This policy, which will act as a supplement to LEDVANCE’s Business Conduct Guidelines, will outline the company’s clear behavioral expectations for all its managers and leaders, ensuring that both new

and current managers have a deep understanding of their roles and responsibilities when it comes to fostering cohesive, high-performing teams. This policy is also designed to align all managers with our core leadership principles aimed at cultivating a uniform leadership style across all our global operations.

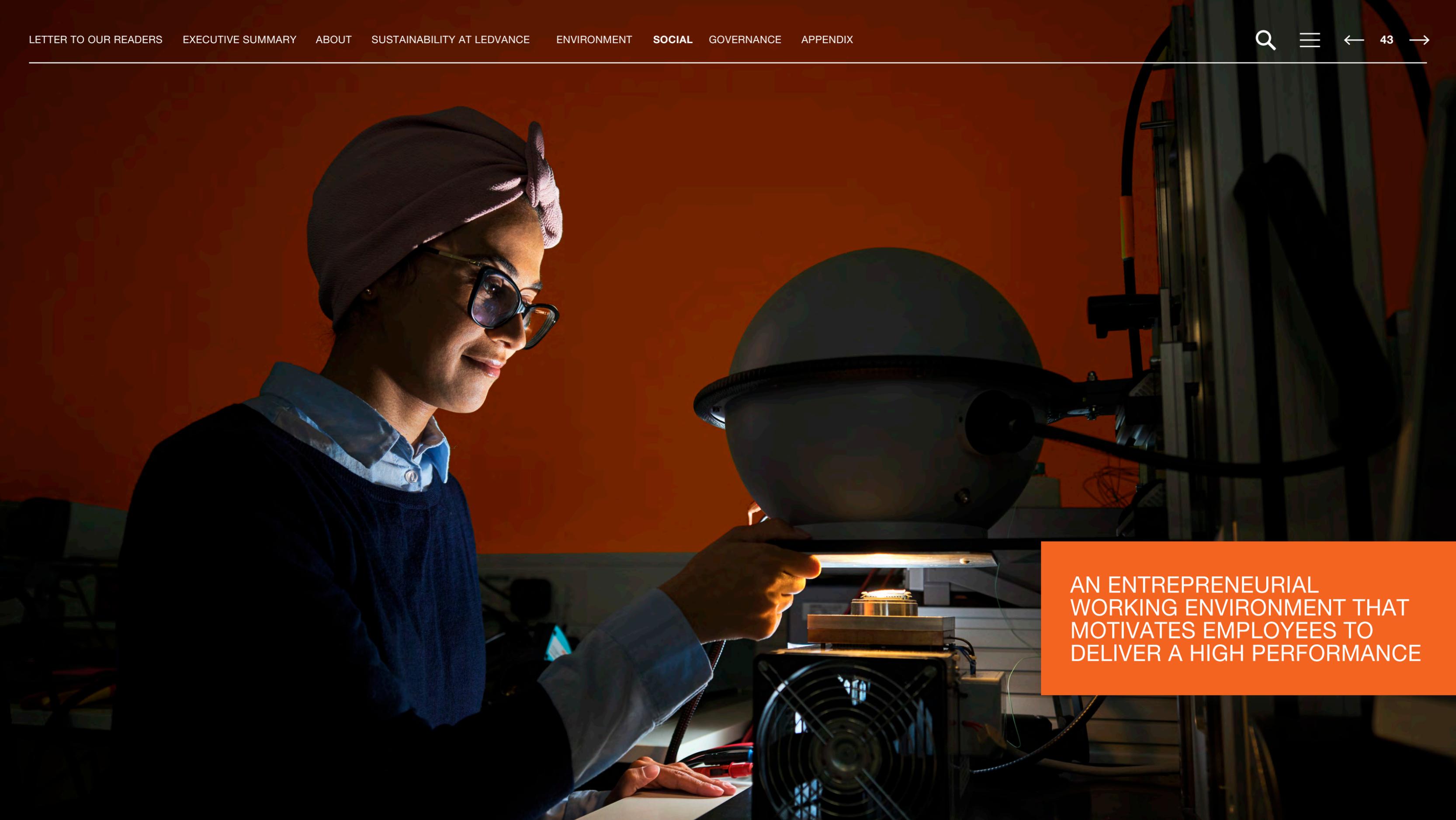
By adhering to these principles and expectations, LEDVANCE managers will help create a positive and productive work environment. Promoting a business culture based on trust, growth and excellence, this policy will encourage new managers to call on experienced leaders for guidance and mentoring, and to consistently reflect LEDVANCE’s leadership values in all aspects of their role.

**OUR HR MANAGEMENT STRATEGY**

Since 2022, the main priority of our HR Management Strategy has been to re-implement HR instruments and processes on a global level following the previous regional approach, as well as to foster the digitalization of HR instruments.

A first step in this remodeling of our HR Management Strategy involves the digitalization of administrative processes and the rollout of a learning platform specially tailored to support our culture of lifelong learning. Therefore, one of our main objectives revolves around the design and implementation of a system that streamlines the administration and reporting of core HR processes and learning initiatives by the end of 2025.

Moreover, we will introduce modules, such as people analytics, performance management, development, succession planning and compensation and benefits, over the course of 2026.

A woman wearing a pink turban and glasses is working in a laboratory. She is holding a large, dark, dome-shaped object that is part of a piece of equipment. The scene is dimly lit with warm, orange-toned lighting. In the background, there are various pieces of laboratory equipment, including a large fan and some cables. The overall atmosphere is one of focused scientific or technical work.

AN ENTREPRENEURIAL  
WORKING ENVIRONMENT THAT  
MOTIVATES EMPLOYEES TO  
DELIVER A HIGH PERFORMANCE



## SETTING GOALS

In May 2024, we passed a significant milestone by clearly defining LEDVANCE’s HR sustainability goals for the first time. The newly defined goals are as follows:

### DIVERSITY & INCLUSION

We are convinced that a diverse and inclusive workforce, with their wealth of different life experiences and perspectives, plays a significant part in safeguarding and enhancing LEDVANCE’s continued economic success. This is why we aim to increase our proportion of female employees from 44% to 46% over the coming three years. However, in light of the widespread shortage of skilled labor in many parts of the world, we are fully aware that while this is not impossible, it does constitute a challenge.

In recognition of the fact that fostering diversity involves much more than achieving a balanced gender mix, our inclusion drive also extends to the integration of people with varying backgrounds and worldviews. To facilitate this shift in mindset, we will provide our managers around the world with appropriate training over the next two years.

### WORKING CONDITIONS

At LEDVANCE, we are fully committed to the values of the UN Global Compact and are working to align our core standards with the principles of this initiative. This involves promoting sustainable and ethical business practices in all our operations worldwide.

Our Global People & Culture Guideline outlines LEDVANCE’s code of practice in relation to general working conditions and fostering processes aimed at establishing common working styles, including the development and support of our employees. By striving for an optimal corporate culture, we hope to create a foundation that allows both our business and employees to thrive.

We are committed to combatting discrimination wherever we operate, and driving forward initiatives geared toward creating a culture of equal treatment and opportunities for all employees. The provision of targeted training and development programs is just one of the many ways we can ensure that LEDVANCE is a safe and welcoming place to work for everybody.

### LIFELONG LEARNING

Equipping our employees with the necessary skill sets to meet the constantly evolving challenges of the workplace is one of our primary duties as an employer. We have therefore introduced a philosophy of lifelong learning throughout the company.

Over the next two years, we will cultivate the professional and personal development of our employees by launching a system of global performance management, coupled with the general availability of various training initiatives and development tools.

### EQUAL PAY

Over the coming year, LEDVANCE will assess the best methods for collecting and analyzing globally relevant data that will allow us to monitor and address the gender pay gap in the future. By aligning the results of this assessment with the various reporting obligations for the Corporate Sustainability Reporting Directive (CSRD), EU Directives and other local requirements, LEDVANCE aims to work toward eliminating gender pay discrimination, as this is also intrinsically linked to sustainable development.

### MEASURING EMPLOYEE SATISFACTION

Fully aware that employee satisfaction is a critical component of our success, we conducted our first global Employee Satisfaction Survey in March 2023 with a participation rate of 78%. The survey will be repeated regularly on a global level. Our employees’ feedback will help us to develop and improve measures aimed at maximizing their satisfaction level over the coming years. Local solutions, such as pulse checks or focus surveys, are currently in the process of implementation in various countries. Here are some examples of this initiative in action:

- In China, we conduct employee satisfaction surveys for new hires during their first 180 days with the company.
- In Germany, we perform monthly pulse checks focused on employee satisfaction, allowing participants to provide open feedback.
- In Finland, Norway and Sweden, employee satisfaction surveys are carried out on a regular basis.
- In some countries where we operate, including Colombia, Ecuador, Germany, Mexico and Peru, we frequently assess psychological risks or harassment indicators.

☺ **Employee satisfaction is a critical component of our success.**  
 ☹  
 ☹



In addition to our HR sustainability goals, LEDVANCE will also work on globally identifying, defining and analyzing how to report on living wage criteria. This involves measuring and disclosing LEDVANCE’s progress toward ensuring that all its employees receive an income that sufficiently covers their basic needs.

In the first global survey, the four areas where the company got its best ratings were the Team Index, Personal Enablement Index, the Leadership Index

and the Employee Engagement Index. These were followed by the Sustainability Index, which is one of our new primary focus areas, where employee feedback will help us to concentrate our improvement efforts on the issues that require our most urgent attention.

The three categories where we have the most potential to improve are the Personal Development Index, the Strategy & Transformation Index and the Communication Index.

**PUTTING FEEDBACK INTO PRACTICE**

We have several initiatives in the pipeline aimed at eliminating these shortcomings. Eager to address our employees’ concerns regarding training and development opportunities, LEDVANCE has introduced a series of measures that encompass several sub-categories.

Our e-learning initiative emphasizes enhanced support to simplify employee access to suitable courses, including regular training recommendations and assigning tailored learning content to specific employee groups. Additionally, we are in the process of conducting surveys designed to identify global learning requirements, and we have plans to offer relevant training on a global level, while also recognizing the need for localized training. To foster cross-regional experience, intercultural competence and collaboration, we actively encourage our employees to pursue international assignments.

Furthermore, LEDVANCE is prioritizing a healthy feedback culture by ensuring that each employee has at least one annual feedback meeting to complement the planned introduction of a tool-supported Performance Management System by 2026.

Last but not least, succession planning is being implemented across LEDVANCE to ensure the creation of viable developmental pathways for employees in key positions. The digitalization of this process will commence in 2026.

We have developed a new communication strategy tailored to the specific needs of various countries and employee group preferences. This strategy involves quarterly Management Committee calls where updates on the economic situation, strategic issues and project progress will be shared with regional and national senior employees and Heads of Corporate Functions. Following these calls, participants will disseminate the information to their own teams in the respective local language, ensuring a broader understanding of company goals and an improved commitment to their optimal realization.



**A new communication strategy – more tailored to differing needs**

English will continue to be used for newsletters and messages, with support available from LEDVANCE country management and Heads of Corporate Functions in the event of any queries or requests for further clarification. This structured approach to communication by LEDVANCE is tailored to ensure that our strategy and sustainability measures are deeply anchored throughout the company, thereby enhancing stakeholder awareness and involvement.





## TRAINING AND EDUCATION

As our employees are our most valuable asset, we regard their development to be essential for the expansion of the business. In 2024, LEDVANCE took on 14 interns worldwide.

We believe that an employee's capacity for training and education does not diminish with age. Our culture of lifelong learning is designed to support employees throughout their entire journey with LEDVANCE, providing opportunities for development at all levels and at any age.

In 2024, LEDVANCE offered virtual classroom training courses dedicated to three topics that are bound to be ever more crucial to our continued future success – promoting an AI Mindset, Growth Mindset and Multicultural Communication. Overall, 135 members of our workforce used this opportunity, equipping them with the knowledge to face the future with confidence and ensure sustained growth.

In addition to this, 28 of our employees took part in our global leadership training program over the course of 2024. The content covered by our training and learning opportunities will be decided on a yearly basis, in accordance with LEDVANCE's identification of employees' learning requirements and knowledge deficits.

### E-LEARNING PLATFORM

LEDVANCE's first e-learning platform for training and development was introduced in September 2022. At the end of 2024, a new provider was selected with a view to increasing the variety of training courses available and the number of languages supported.

Individual departments are responsible for setting up training courses aimed at keeping their teams informed and up to date with any changes to departmental processes, and each manager is required to conduct an annual gap analysis to determine whether their employees have the knowledge and skills necessary to perform their duties to the best of their ability. Employees can also request further training on specific topics in agreement with their line manager. Each year during our annual performance assessments, every employee's development needs are identified, and measures are defined to tackle the gaps.

### OPEN MENTORING PROGRAM

LEDVANCE fosters a culture of openness, and our Open Mentoring program embodies exactly this. It is a powerful tool, that not only serves to develop talent, but also facilitates networking, the sharing of best practices and knowledge management. The concept allows everyone to participate – as a mentor or mentee – and encourages people to empower themselves by driving their own personal and professional development.

Mentoring is not limited to the specific context of a line manager-employee relationship, thereby encouraging cross-function communication. All employees, regardless of their hierarchical or experience level, country or department, nationality or gender, can participate in Open Mentoring. In 2024, 41 employees registered as mentors and 37 as mentees.

# FACTS & FIGURES



EMPLOYEES

# 2,798

WORLDWIDE

## NATIONALITIES

# 63

WORLDWIDE

## EMPLOYEES BY REGION

# 36%

EU-WEST

# 13%

US & CANADA

# 51%

EMERGING MARKETS

## WOMEN AT LEDVANCE

# 44%

WORKFORCE

# 33%

MANAGEMENT BOARD

# 22%

EXECUTIVE MANAGEMENT

# 32%

MANAGERS WITH LEADERSHIP RESPONSIBILITY

## AGE

# ~11%

<30 YEARS

# ~59%

30-50 YEARS

# ~29%

>50 YEARS

## DIVERSITY AND INCLUSION

Here at LEDVANCE, we have adopted a strict position against any form of discrimination and in turn foster diversity and inclusion. Talented employees should be successful at LEDVANCE, no matter who they are or where they are from. We respect the personal dignity, privacy and personal rights of every individual, and work together with people of various ethnic backgrounds, cultures, religions, ages, disabilities, sexual identities, worldviews and genders.



**Here at LEDVANCE,  
we foster diversity  
and inclusion.**

Our Sustainability Guideline and Code of Conduct, coupled with our Global People & Culture Guideline and Equal Employment Opportunity Policy (in the US), outline the ways in which we actively counter discrimination. We firmly believe that diverse groups result in the most creative, innovative solutions, thanks to the wide range of ideas and fresh approaches they bring to the table.

Furthermore, our Leadership Principles Guideline that is currently being established will address this issue and outline various proactive measures to ensure equal opportunities for all members of our workforce, regardless of the aforementioned characteristics.

Leading by example, a CEO Statement of Support for the Women's Empowerment Principles (WEPs)

was signed in August 2024. LEDVANCE's business leaders from across the globe have also expressed their support for advancing equality between women and men.

In 2024, LEDVANCE selected key experts to participate in the Target Gender Equality Accelerator Program. Initiated by the UN Global Compact, this program is designed to help companies set and achieve ambitious targets for women's representation, equal pay and leadership in business. The program supports us in implementing the Women's Empowerment Principles and contributing to the Sustainable Development Goals (SDGs) of the United Nations.

Part of the program involves a Women's Empowerment Principles Gender Action Plan. As a WEPs signatory, we have taken an important step toward achieving gender equality in the workplace, marketplace and the community as a whole. Our Gender Action Plan 2025 will take the form of a road map for gender equality and women's empowerment.

In some countries, we are currently implementing local quotas with regard to the promotion of female employees. In Germany, for example, more women were promoted in 2024 than in 2023, and this trend will continue in 2025. When hiring new employees, care is taken to ensure that a female decision-maker is integrated into every hire decision. In France, the proportion of men and women invited to interview is equal relative to the total number of applications received from each gender.

LEDVANCE aims for the inclusion of people with disabilities – an aspiration already embedded in the inclusion agreement with worldwide scope. This agreement covers areas such as educational opportunities, accessible workplaces, flexible work

arrangements and general awareness raising. Any incidents involving discrimination are identified and managed via an anonymous complaint system, which is open to both internal and external individuals.

To underline and supplement our endeavors to create a diverse, fair and inclusive working environment, we signed up to the Diversified Electricity Industry initiative in Gothenburg on May 10, 2023 and the Charter of Diversity initiative in Munich on October 6, 2023. LEDVANCE's support for both of these initiatives demonstrates its commitment to prejudice-free employment practices.

## EMPLOYEE HEALTH, SAFETY AND WELL-BEING

The health, safety and overall well-being of LEDVANCE employees is our top priority. Primarily, we aim to completely eliminate health risks. Any health risks that do occur are categorized and should be reduced.

LEDVANCE uses an Integrated Management System for Quality, Environment and Safety, which includes a Corporate Guideline for Occupational Health and Safety, covering areas such as security, occupational health and safety, and fire safety. This applies to LEDVANCE and all its affiliated entities.

We are committed to evaluating the Lost Time Injury Frequency Rate (LTIFR) – a safety metric that measures the number of lost-time injuries per million hours worked – providing a vital indicator of our overall safety performance. Moreover, all our sites

which implemented the LEDVANCE Management System track their improvements with regard to Security, Environment, Health and Safety (SEHS) on a regular basis in order to assess and analyze the results for future target setting.

The following measures are in place to help ensure the health, safety and well-being of all employees:

1. Site managers are responsible for occupational health & safety, environment, fire safety and security issues.
2. Site managers have full accountability to ensure that the areas under their control comply with all applicable legal requirements.
3. Regular occupational safety training, with clearly defined reporting requirements, employee duties and workplace ergonomics, are defined and communicated.
4. External companies and partners receive occupational safety instruction.

Risk assessments for offices, business trips abroad, R&D workplaces, first aiders and mobile work are carried out in Germany and reviewed on a regular basis. Additionally, preventive medical examinations or webinars (e.g. for diabetes, eye examinations, remaining fit while working from home and flu vaccinations) are available in Germany via a company doctor.

For information on employee privacy, please refer to the 'Consumers' section of this report. As we bundle our efforts to protect consumer and employee privacy in one approach, we have opted to disclose the information on both issues together.

# DUE DILIGENCE ALONG THE SUPPLY CHAIN

As a global company, LEDVANCE is deeply committed to upholding internationally proclaimed human rights and ensuring due diligence across the value chain. We strive to protect the dignity, well-being and rights of all individuals impacted by our operations by fostering transparency and collaboration with our suppliers.

In line with the United Nations Global Compact, LEDVANCE has pledged to uphold the principles of the following internationally recognized human rights frameworks and standards:

- The basic principles of human rights, as laid down in the International Bill of Human Rights
- The conventions and recommendations of the International Labour Organization (ILO) for labor and social standards
- The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)
- The Guiding Principles on Business and Human Rights (UNGPs)
- The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

We acknowledge that our product portfolio contains several raw materials whose supply chains are not only associated with negative environmental impacts, but also with social impacts. Together with our suppliers, we cultivate a common value base and comply with statutory regulations. In line with industry best practice, we joined the Responsible Minerals Initiative (RMI) in 2022 to further drive the positive impact we have committed to in our Conflict Minerals Policy as part of LEDVANCE’s Code of Conduct for Suppliers.

## A RISK-BASED APPROACH TO SUPPLY CHAIN MANAGEMENT

In 2024, we began with an inventory analysis of our supply chain due diligence endeavors in accordance with the requirements of the German Supply Chain Act (LkSG) and international guidelines such as the OECD Supply Chain Due Diligence Guidance.

We conducted an abstract risk analysis for high-priority items in our product portfolio, namely lamps, light engines, controls, luminaires and smart energy products. As a result of this assessment, we intend to strengthen our commitment to the RMI, and get in touch with first tier suppliers to further evaluate potential risks.



## Common rules and standards in business partnerships

As part of our ongoing improvement drive, we will set up a supply chain due diligence management system to systematically address human rights and environmental issues along the supply chain.

Potential issues can be flagged by all parties along our value chain in accordance with our Whistle-blower procedure, as outlined in the ‘Governance’ section of this report.

## SUPPLIER CODE OF CONDUCT

At LEDVANCE, we believe that common rules and standards in business partnerships generate ecological, social and economic benefits. Our suppliers must adhere to our Code of Conduct, which includes legal compliance, prohibiting corruption and bribery, respecting human rights, prohibiting child labor, ensuring employee health and safety, and protecting the environment throughout their supply chain.



LEDVANCE requires formal approval from its suppliers and checks this systematically. Our goal is to address sustainability issues collaboratively, creating mutual benefits for both LEDVANCE and its suppliers.

If a supplier does not sign our Code of Conduct, we follow a defined process, starting with initial communication. If necessary, escalation may include legal assessments and the potential termination of business relations.

### SUPPLIER ASSESSMENTS

Supplier assessments are crucial to LEDVANCE's risk-based supply chain management. In addition to mandatory standards, we also evaluate suppliers' sustainability performance before onboarding via a Corporate Responsibility Self-Assessment (CRSA) procedure.



**Supplier assessments are key to our risk-based supply chain management.**

In cases where external certified reports are delayed, we use self-assessment reports. The CRSA encompasses the social, environmental and governance aspects of a company's operations. We are currently developing a digital tool to manage supplier relationships, including risk and performance assessments, as part of our digital transformation project.

If a supplier has any queries regarding LEDVANCE's sustainability expectations, information and guidance will be provided. We are currently extending our supplier support to conform with the requirements of the German Supply Chain Act. Due to the relatively low number of LEDVANCE employees in Germany, the company does not fall directly within the scope of this law.

# CARING FOR OUR CONSUMERS

Our consumers' health and safety, along with their privacy, are of material concern for LEDVANCE. The high standards that regulate these topics also apply to the privacy of our employees, which is why we have a combined management approach dedicated to these issues.

## LEDVANCE'S CONSUMERS

LEDVANCE's products are available to private households as well as commercial, industrial or public/governmental end-users. Our products are distributed via wholesalers and electrical installers, and can also be purchased in retail outlets and online shops, or sourced directly by end-consumers from our own online shop in certain countries.



**Top priority:  
the quality and safety  
of our products**

While our products are inherently safe, some of them – fluorescent lamps for example – may contain hazardous substances such as mercury. All LEDVANCE products are always tested and released in accordance with local safety regulations and standards. Furthermore, our products are randomly inspected to verify their adherence to all applicable standards and legislation.

As all of our electrical products are required to adhere to national regulations, they should only be installed by qualified personnel. Needless to say, installation guidelines are available for all such items. Product-specific compatibility lists, as in the case of LED tubes, help to further minimize the risk of misuse.

Despite all LEDVANCE's attention to detail and adherence to legislation and standards, our prod-

ucts may still have a negative impact on consumers, such as in the case of isolated non-passive product failures. However, serial product failures could result in a deterioration of consumers' quality perception of an entire product range, or even of the LEDVANCE brand as a whole.

This would pose a significant potential financial risk for LEDVANCE, which is why we have a robust quality management system in place to avert such risks and impacts. Users of our products can contact us directly via our website or email address with any feedback or concerns they may have. Trade fairs are a valuable forum where our wholesalers and installers, who are in regular contact with end-users, can pass on information regarding product trends and preferences. Further trends and feedback are collected from product reviews or posts on online platforms. Fully aware that this form of customer feedback is of vital assistance when it comes to the optimization of our products to meet their needs, we greatly appreciate it.

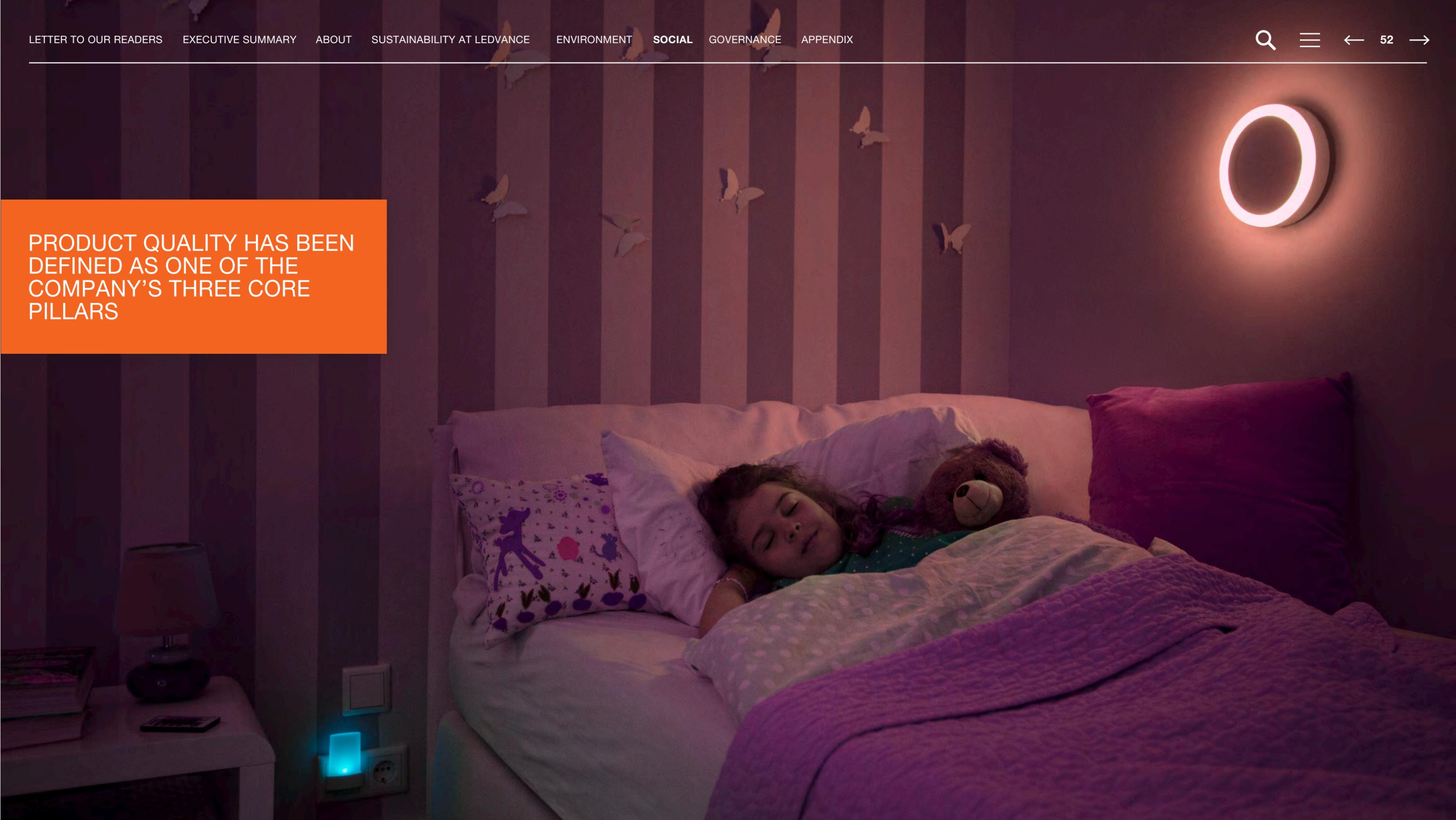
## QUALITY PRODUCTS FOR HEALTH AND SAFETY

We have implemented an all-encompassing management system to fulfil our obligations regarding the quality and safety of our products, ensuring that we comply with the highest industry standards.

### QUALITY FIRST

As a brand, LEDVANCE is synonymous with innovative, tailor-made, high-quality and reliable products and solutions. We rely on our 'Quality First' culture

PRODUCT QUALITY HAS BEEN DEFINED AS ONE OF THE COMPANY'S THREE CORE PILLARS



to keep pace with increasing product complexity and ever-shorter product development cycles, while still meeting these stringent requirements.

Quality has been defined as one of the company’s three core pillars by the LEDVANCE Management System Policy, which will be explained in greater detail in the Governance section of this report. The policy is communicated on a regular basis by LEDVANCE’s management.

” **Our rigorous quality management standards guarantee and continuously enhance the quality of our products.**

**CERTIFIED SITES**

All our main sites meet the highest quality standards and are certified in accordance with ISO 9001 and ISO 14001 on an annual basis by external auditors. In the latest assessments carried out in 2024, LEDVANCE was awarded certification in all audited areas. Since 2022, we have further enhanced quality management in the areas of development and supplier quality, focusing on technological breakthroughs to innovate LED-based products.

We conduct regular checks to confirm that our management guidelines are put into practice, thereby ensuring product quality, and discuss our results

and quality management performance with senior management, both on a local and company level. We are also committed to evolving our systems on an ongoing and sustainable basis. Our rigorous quality management standards guarantee and continuously enhance the quality of our products.

**PRODUCT HEALTH AND SAFETY AWARENESS**

Health and safety instructions are compiled in a manual and delivered to customers with all our products, as required by legislation and the standards for electrical products. Featuring images and text, these manuals explain how to safely install LEDVANCE products.

LEDVANCE has established reliable processes for the detection and reporting of any product failures that may occur in our respective markets. Remedial and preventive actions are then quickly implemented to solve any issues. Our Customer Service department is available to address and respond to any customer concerns regarding defective products that are reported via trade or retail channels. In cases where an issue is difficult to resolve, the specific responsible department is notified. LEDVANCE operates a continuous improvement loop aimed at preventing the reoccurrence of defective products. Failure statistics are collected, analyzed and reported to management, which then decides on the best course of action.

On an internal level, the training program at LEDVANCE equips our employees with an understanding of the rigorous process we follow to uphold the highest quality standards from the very start of new product development.

**DESIGN FOR HEALTH AND WELL-BEING**

Design for health and well-being – also known as ‘people efficiency’ – through human-centric lighting (HCL) solutions improves people’s welfare. HCL solutions can lead to a more productive workforce as well as a reduction in errors, accidents and illness, with the resultant benefit of lower operational costs. This means that HCL not only helps our customers, but also positively impacts the most valuable asset at LEDVANCE – our people.

In our daily lives, light has an impact on important hormones that in turn affect blood pressure, the heart rate, vitality, memory and mood. HCL can help people remain active and alert during the day, and to relax and sleep well at night. By optimizing levels of brightness, light color and spectral composition to simulate the characteristics of natural daylight, HCL gives people the light they are lacking, thereby improving their health and well-being.



**Design for health and well-being through human-centric lighting solutions improves people’s welfare.**

## DATA PROTECTION AND CYBERSECURITY

### MEETING HIGH STANDARDS

Here at LEDVANCE, the responsible handling of sensitive and personal data is one of our top priorities. This explains why the protection of our employees' and consumers' privacy has been evaluated as of material concern for LEDVANCE. We handle personal data confidentially, in strict compliance with all applicable data protection provisions, for example when it comes to the collection of customer data via our e-commerce channels or the handling of personnel data by our HR organization. We have appointed an external Data Protection Officer (DPO) to support us in all data protection-related tasks and have also nominated Data Protection Coordinators (DPCs) in all LEDVANCE entities. DPCs assist the DPO in supervising compliance with local data protection legislation and implementing internal data protection guidelines. DPCs are not bound by the instructions of local management in discharging their duties and are provided with sufficient time and resources to fulfil their responsibilities.

### DATA PROTECTION

To facilitate the processing of personal data within the LEDVANCE Group, and to provide effective safeguards for the protection of personal data, we have implemented an Intragroup Agreement on the Processing of Personal Data (IGA). This regulates the rights and obligations of the LEDVANCE companies involved in such activities. All LEDVANCE companies must sign a Declaration of Accession to the IGA. The IGA forms the framework for the provision of data processing services within the LEDVANCE Group and is the foundation upon which LEDVANCE

Business Services and our centralized HR and IT applications operate. It applies whenever a LEDVANCE company processes personal data on behalf of other LEDVANCE companies.

To uphold best practices of data handling, the IGA defines the general requirements for the processing of personal data between LEDVANCE companies. It is supplemented by descriptions of the specific processing activities outlined in the processing directory.



### Responsible handling of sensitive and personal data

All LEDVANCE companies worldwide must abide by the Binding Corporate Rules (BCRs) for the protection of personal data. The BCRs form the backbone for the IGA and contain mandatory regulations for the handling of personal data relating to employees, customers, suppliers, present and future business partners, and other data subjects. The goal of all these provisions is to achieve a harmonized level of data security and to protect the personal data processed and transferred within the LEDVANCE Group and associated companies worldwide.

The IGA and the BCRs are supplemented by our Data Protection Guideline which is globally binding across the organization. This guideline outlines uniform, group-wide data protection and data security standards that regulate the collection, processing

and use of personal data within the company. The stipulations in this guideline are compulsory for all employees who encounter and/or process personal data as part of their work at LEDVANCE.

All our employees are required to sign a Data Privacy Policy and abide not only by the data protection laws in their respective countries, but by the rules and principles of the EU General Data Protection Regulation (GDPR) for the protection of personal data. In the event that any cybersecurity or data protection issues are detected, detailed action plans are in place to resolve them.

### CYBERSECURITY

Our cybersecurity processes and measures are founded on leading international information security standards, which help us safeguard our information in a systematic and cost-effective manner through the adoption of an Information Security Management System.

As part of our ongoing optimization efforts, LEDVANCE has committed to implementing a 'Zero Trust' framework to ensure state-of-the-art cybersecurity practices throughout the company. A Zero Trust framework stipulates that no user or application should be trusted by default, whether in the cloud or mobile world.

We only collect, process and use personal data where necessary for pre-determined, clear and legitimate purposes. All data is stored securely, with appropriate precautions taken during their transmission, and we maintain high data quality standards and technical protection against unauthorized access. Our use of data is transparent and the rights of affected parties are safeguarded with regard to

the use and correction of information, as well as the blocking and deletion of information.

Furthermore, we have implemented targeted measures to protect third-party data from unauthorized access or disclosure, and information on the handling of confidential documents is available on our intranet. Everyone in the organization and our business partners can report incidents. Business partners are informed about the handling of their data in their contract, and our customers are notified by email.

### EMPLOYEE TRAINING

Every LEDVANCE employee receives regular training in the responsible handling of personal data. Initially launched in 2018 and again in December 2022, all employees worldwide regularly participate in a basic data protection training course on the principles of the EU's General Data Protection Regulation. Carried out on a training platform provided by our external Data Protection Officer, this training includes an e-learning tutorial that ends with a quiz and certificate for each employee upon successful completion.

# GOVERNANCE

# BUSINESS ETHICS

Each and every one of our employees plays a part in upholding the integrity of the company and acts as a role model. Our Code of Conduct and the most important (sustainability) management policies lay the foundation for our behavior.

## OUR VALUES

At LEDVANCE, our goal is to redefine the role of light in a connected world. We want this to be a sustainable world, where we all win together, but we can only achieve this if we act responsibly toward our customers, employees, business partners, society and the environment. This is why we are committed to acting with integrity at every stage of our journey by working in a trustworthy, cooperative and responsible way, and setting high standards of business conduct for our employees and the company. LEDVANCE's management acts according to the LEDVANCE compliance culture, for which they receive special training. Reporting procedures based on the need-to-know principle keep them regularly informed of developments.

Three important documents lay the foundation for our behavior and responsibility toward nature and society – our Code of Conduct, our Sustainability Guideline and our LEDVANCE Management System Policy.



**Acting responsibly toward our customers, employees, business partners, society and the environment.**

## CODE OF CONDUCT

Compliance with legal regulations and internal guidelines is not only the fundamental principle that guides our entrepreneurial activities at LEDVANCE but also forms an integral part of the Code of Conduct for all employees and management.

The Code of Conduct encompasses the basic principles and rules for the behavior of all employees – both within the company as well as in relation to our external partners – by fostering an ethical business culture here at LEDVANCE and among our associates. This includes basic behavioral requirements, the treatment of business partners and third parties, the avoidance of conflicts of interest, the handling of company property and information, along with environmental, health and safety aspects.



**Principles and rules for the behavior of all employees**

The Code of Conduct defines the commitment of LEDVANCE employees to fair competition and allowing markets to develop freely. All LEDVANCE employees are therefore bound by the rules of fair competition and antitrust laws and practices. The Code of Conduct also outlines our anti-corruption guidelines, specifying how we at LEDVANCE are compelled to compete fairly for orders through the quality and price of our innovative products and services, and not by offering improper benefits to others, or soliciting and accepting advantages.

The LEDVANCE Code of Conduct also provides detailed guidance on the handling of information, covering the obligations of all employees to maintain accurate records and financial integrity, along with confidentiality and data protection/security standards. With regard to safeguarding information, it also emphasizes the requirement to comply with laws and regulations – as well as LEDVANCE's processes and systems – when collecting, processing and exchanging data.

### SUSTAINABILITY GUIDELINE

The LEDVANCE Sustainability Guideline contains the basic principles that steer all Environmental, Social and Governance (ESG) activities at LEDVANCE, while also outlining the company’s commitment to mitigating its impact on future generations. It not only applies throughout the company but also to LEDVANCE’s external business partners.



**Our goal is to fully adhere to all applicable legal requirements and binding obligations.**

LEDVANCE employees’ main operating guidance originates from the UN Global Compact’s principles on the environment, labor and human rights, anti-corruption practices as well as sustainable economic development. Working together with our stakeholders to sustainably improve people’s quality of life is an essential part of LEDVANCE’s corporate responsibility, and we are committed to refining our activities to achieve progress toward meeting the UN Sustainable Development Goals (SDGs).

Here at LEDVANCE, our employees are committed to working towards the goal of protecting the environment, adhering to labor practices, respecting human rights, applying fair business practices and procuring in a sustainable manner. To bring us closer to meeting these objectives, employees at LEDVANCE have already implemented the principles of a circular economy, with sustainability at the core

of each stage – from product quality, design and innovation to End of Life (EOL) and recycling.

### LEDVANCE MANAGEMENT SYSTEM POLICY

At LEDVANCE, a culture of innovation, cooperation and accountability is encouraged by promoting the continuous optimization of our daily operations through an integrated management system for quality, the environment and working conditions. Our goal is to fully adhere to all applicable legal requirements and binding obligations, while actively working to counteract all forms of corruption, fraud, extortion, money laundering, anti-competitive practices, conflicts of interest and bribery. This also involves ensuring full compliance and enforcement of all internationally accepted human rights and labor standards.

LEDVANCE customers are at the heart of everything we do. To guarantee their utmost satisfaction, we are continuously striving to provide flawless products and services. We ensure that our contract partners and suppliers are included in our sustainability activities by fostering an atmosphere of open two-way communication.

One of our main goals involves the continued assessment and minimization of LEDVANCE’s environmental impact. Conserving natural resources, while providing a healthy and safe workplace with effective risk-prevention measures, is ingrained in our corporate culture. We firmly believe that our employees are our greatest resource and strength, and their active contribution to our daily operations is therefore one of the key principles on which our success is built.



# COMPLIANCE AT LEDVANCE

Observing the law and legal regulations in every country where we do business is a fundamental principle at LEDVANCE. Our compliance system adheres to global standards, thereby demonstrating the company's reliability and integrity as a business partner.

Compliance is a vital aspect and core value for all LEDVANCE employees, while also acting as an anchor for our Sustainability Strategy. Every employee has a responsibility to foster a culture of compliance, thereby upholding the company's fundamental values. Needless to say, managers have additional responsibilities in this field, such as regularly highlighting the importance of compliance and integrity in all aspects of daily business life, and promoting them through personal guidance and training.



**Compliance is a vital aspect and core value for all LEDVANCE employees.**

LEDVANCE has implemented a binding Compliance Management System (CMS) that encompasses the entire LEDVANCE Group. Continuously adapted to keep pace with the evolving needs of our business and its legal framework, this system is based on three pillars – 1) prevention; 2) detection; and 3) response to compliance violations. Dedicated employees (Compliance Officers) are tasked with upholding compliance in their respective region and country. The CMS at LEDVANCE is designed to ensure that all employees comply with statutory regulations and internal guidelines.

Our Compliance Guideline, which is mandatory and applies universally throughout the organization, provides a detailed explanation of the system. This guideline stipulates essential rules of conduct for

LEDVANCE employees, while also supplementing and specifying the basic principles set out in the LEDVANCE Code of Conduct. The guideline is a cornerstone for the prevention of compliance violations. It outlines how to combat corruption, fraud and theft, and how to avoid antitrust law violations and money laundering. Furthermore, it also outlines how to deal with business partners, avoid conflicts of interest and handle benefits in a legal manner. It also explains the 'detection' and 'response' elements of the CMS, including the procedure for the reporting and handling of compliance cases.

## BUSINESS PARTNER RISK ASSESSMENTS

LEDVANCE maintains hundreds of external partnerships at any given time. It is therefore important to identify and address compliance risks in this context. These risks are monitored through a software-based Business Partner Compliance Tool. In 2024, 454 active business partners were registered with this tool. For further information on our business relations that impact workers along the supply chain, please refer to the 'Social' section of this report.

## COMPLIANCE TRAINING

In 2024, 658 compliance training sessions were held by and for LEDVANCE employees. They were geared toward all LEDVANCE employees, including management and administrative bodies. Our web-based compliance basic training, which must be completed by each new employee within the first three months of joining the company, lies at the heart of these training sessions. This training is designed to provide participants with an initial overview of global anti-corruption and antitrust laws, and to raise awareness of the specific responsibilities of each LEDVANCE employee.

When it comes to procurement employees, a dedicated web-based compliance training course is available. This training course, which is an integral part of the so-called Global Procurement (GP) Academy, aims to provide participants with an overview of the specific responsibilities of procurement employees, in addition to the basic compliance training for regular employees.

In-person compliance refresher training sessions are held for all employees three years after their basic training. This in-person training provides participants with a comprehensive knowledge and understanding of the LEDVANCE Compliance Management System, including compliance rules, processes and the organization thereof. Such training is intended to equip participants with the required skills and knowledge to confidently observe all compliance standards in their daily work.

### A DIGITAL FOUNDATION

A governance and reporting tool, Ethical<sup>8</sup> – which was rolled out at LEDVANCE in early 2022 – established a digital foundation for the global management of compliance and ethical risks. Ethical is an online tool that assigns and tracks the completion of tasks and collects information through structured questionnaires on both a global and business unit level. Each task and question in a questionnaire can be tagged with a ‘stream’ and/or a ‘topic’, which allows us to track the completion of tasks or questions, therefore providing us with information regarding an issue’s ethical and compliance aspects on a detailed level. With the help of Ethical, we can monitor completion rates in real-time, help local colleagues fulfil tasks, visualize the program KPIs, export reports and use data to achieve ISO (International Organization for Standardization) certification, thereby minimizing potential risk factors.

Another compliance tool, C2P<sup>9</sup>, is used to help LEDVANCE employees stay up to date with the most recent information on new legislation and regulatory changes in all the countries where we operate. This allows us to maintain a database with the very latest legal requirements that impact the company’s activities.

All Compliance Officers have access to this tool, providing them with information specific to the country in which they operate. Stakeholders are regularly informed about compliance changes via our intranet. Compliance examiners receive special training and are kept up to date with new developments via refresher courses.

### PROTECTING WHISTLEBLOWERS

LEDVANCE is an international company and has a complex supply chain. It is therefore highly important that we operate a grievance system for identifying, clarifying and resolving any indication of a compliance breach. Employees are free to report a suspected violation to their supervisor, responsible Compliance Officer, or any other employee of the compliance organization who has been designated for such cases.



### A digital reporting channel to raise concerns

In addition to this, our Whistleblowing Hotline, known as the LEDVANCE Integrity Line or LILi<sup>10</sup>, a digital reporting channel, enables employees and external parties, including workers and people along the value chain, to raise concerns about potential violations of laws and/or the LEDVANCE Code of Conduct, or other internal guidelines. They can decide whether to report a problem anonymously or by name. Thanks to the regulations in our Compliance Guideline, whistleblowers are explicitly protected against retaliation.

This allows us to establish strong channels of communication between various business partners and stakeholders who could be impacted by potential misconduct, such as employees, direct and

indirect suppliers, and local communities. The LEDVANCE Whistleblower System was extended to take account of the requirements of both the German Whistleblower Protection Act and the German Supply Chain Act – especially with regard to violations of human rights – by adding new case categories and amending the general text.

All compliance cases are recorded in the Case Management Tool and presented to the Management Board on a quarterly basis. In 2024, 20 potential compliance violations were reported to LEDVANCE, of which 5 were confirmed. More details can be found in our indicator tables in the appendix.

We have stringent procedures in place for the handling of compliance incidents. Internal guidelines regulate the investigation process, which begins with a plausibility check involving the local compliance organization. Upon suspicion of a breach, the Chief Compliance Officer (CCO) issues the mandate that forms the internal basis for the investigation, which involves detailed planning. All parties relevant to the case are then informed of the situation.

The facts of the case are determined via interviews, the evaluation of pertinent data and any other available information. A report – containing the facts, a legal assessment and recommendations for disciplinary, procedural or other measures – is then submitted. The recommended measures are introduced, and their implementation is closely monitored. At all stages of the investigation, the responsible Compliance Officer protects the rights of the persons involved, including the whistleblower, victim(s) and potential perpetrator.

<sup>8</sup> <https://upright.co/>

<sup>9</sup> <https://www.complianceandrisk.com/c2p-platform/>

<sup>10</sup> <https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=12led4&c=-1&language=eng>

# APPENDIX

# INDICATOR TABLES

The presented indicators cover the LEDVANCE Group, including all subsidiaries if no other scope is defined. Due to limited data availability some of our figures do not represent all our operations and subsidiaries. We use the percentage of covered employees as conversion key but exclude one-person home office locations. The reference date is December 31 of the reporting year.

## COMPANY DATA

Indicator	2024	2023	Unit	Coverage and explanations
<b>Revenues by region</b>				
EU-West	43.6	43.4	%	
Emerging Markets	30.6	30.0	%	As of January 1, 2024 the LEDVANCE company in India was allocated to the centrally controlled Group companies. Prior to this, India was part of the Emerging Markets. The previous year's regional figures have been adjusted for better comparability.
US and Canada	22.2	23.3	%	
Reconciliation to consolidated financial statements	3.5	3.3	%	Including corporate managed legal entities in Shenzhen, Shanghai and Wuhu (China) and India. As of January 1, 2024 the LEDVANCE company in India was allocated to the centrally controlled Group companies. Prior to this, India was part of the Emerging Markets. The previous year's regional figures have been adjusted for better comparability.
<b>Office sites (by region)</b>	<b>61</b>	<b>57</b>	<b>Quantity</b>	
EU-West	16	15	Quantity	
Emerging Markets	41	37	Quantity	
US and Canada	4	35	Quantity	
<b>LEDVANCE owned warehouses and distribution centers (by region)</b>	<b>7</b>	<b>9</b>	<b>Quantity</b>	
EU-West	1	4	Quantity	
Emerging Markets	2	2	Quantity	
US and Canada	4	3	Quantity	

OPERATIONAL ENVIRONMENTAL INDICATORS

Indicator	2024	2023	Unit	Coverage and explanations
<b>Products</b>				
Revenue through traditional lamp technology	17.1	20.9	%	Breakdown is based on the LEDVANCE lighting business, i.e. renewables are not included. Delta between 100% and the sum of traditional products and LED-based products mainly represents the cross-selling business with ams OSRAM.
Revenue through LED based product portfolio	80.4	76.5	%	Breakdown is based on the LEDVANCE lighting business, i.e. renewables are not included. Delta between 100% and the sum of traditional products and LED-based products mainly represents the cross-selling business with ams OSRAM.
<b>Operational environmental impacts</b>				
Direct GHG emissions (Scope 1)	3,625	2,257	t CO <sub>2</sub> eq	The emission increase from 2023 to 2024 can be explained by an increased coverage of the entities from 2023 to 2024.
Indirect, energy-related GHG emission (Scope 2); location based	2,868	1,895		The emission increase from 2023 to 2024 can be explained by an increased coverage of the entities from 2023 to 2024.
Indirect, energy-related GHG emission (Scope 2); market based	2,674	–	t CO <sub>2</sub> eq	
Indirect emissions in value chain (Scope 3)	61,404,937	41,225	t CO <sub>2</sub> eq	The emission increase from 2023 to 2024 can be explained by an increased coverage of entities and scope categories from 2023 to 2024. The following scope 3 categories were included in 2024: 3.1 purchased goods and services, 3.4 upstream transportation and distribution, 3.6 business travel (only transportation), 3.7 employee commuting, 3.9 downstream transportation and distribution, 3.11 use of sold products, 3.12 end of life treatment. The coverage will be further improved in the next years.
Purchased goods	3,569,478	320	t CO <sub>2</sub> eq	
Upstream transport and distribution	17,479	11,173	t CO <sub>2</sub> eq	
Business travel	3,055	–	t CO <sub>2</sub> eq	
Employee commuting	1,830	–	t CO <sub>2</sub> eq	
Downstream transport and distribution	71,039	29,731	t CO <sub>2</sub> eq	
Use of sold products	54,529,436	–	t CO <sub>2</sub> eq	
End-of-life treatment of sold products	3,212,622	–	t CO <sub>2</sub> eq	
<b>Total energy consumption (by type)</b>	<b>25,104</b>	<b>17,189</b>	<b>MWh</b>	The energy consumption increase from 2023 to 2024 can be explained by an increased coverage of entities from 2023 to 2024.
Electricity	9,255	9,255	MWh	
Gas	6,137	7,558	MWh	
Oil	91	16	MWh	
District heating	359	361	MWh	
Cooling	109	–	MWh	
Fuel	9,154	–	MWh	

OPERATIONAL ENVIRONMENTAL INDICATORS

Indicator	2024	2023	Unit	Coverage and explanations
<b>Operational environmental impacts</b>				
<b>Total energy consumption (by source)</b>	<b>25,104</b>	<b>17,189</b>	<b>MWh</b>	
Total energy consumption from non-renewable sources	19,716	7,261	MWh	
Total energy consumption from nuclear sources	2,251	1,994	MWh	
Total energy consumption from renewable sources	3,137	–	MWh	
<b>Total energy produced (by source)</b>	<b>14</b>	<b>–</b>	<b>MWh</b>	
Total non-renewable energy produced	–	–	MWh	
Total renewable energy produced	14	–	MWh	
<b>Water consumption</b>	<b>64,451</b>	<b>27,944</b>	<b>m<sup>3</sup></b>	The rise in water consumption originates mostly from our headquarter in Garching, Germany. In the new office building the fresh water consumption and the water used for cooling the office spaces is not measured separately as to the point of the report.
<b>Total inhouse waste generated (by type)</b>	<b>1,363</b>	<b>1,170</b>	<b>t</b>	
Recycling: non-hazardous waste	882		t	
Recycling: hazardous waste	85	1,050	t	
Incineration/landfill/disposal: non-hazardous waste	381		t	
Incineration/landfill/disposal: hazardous waste	15	120	t	

EMPLOYEE INDICATORS

Indicator	2024	2023	Unit	Coverage and explanations
<b>Workforce</b>				
Full-time equivalent (FTE)	2,739	2,685	FTE	
Number of employees in headcount (by region)	2,798	2,718	Headcount	Since 2023, the regions for HR figures are aligned with the financial report.
EU-West	1,008	1,005	Headcount	
Emerging Markets	1,423	1,352	Headcount	
US and Canada	367	361	Headcount	
Full-time employees	2,699	2,618	Headcount	
Part-time employees	99	100	Headcount	
Average period of employment	9.4	10.2	Years	
<b>Gender composition</b>				
Female	1,244 (44.5%)	1,195 (44%)	Headcount (%)	We differentiate between female, male and diverse, but have not yet had any employees which identify themselves as diverse.
Male	1,554 (55.5%)	1,524 (56%)	Headcount (%)	
Divers	–	–	Headcount (%)	
New hires	392	381	Headcount	
Employee turnover rate	10.24	20.95	%	
Employee retention rate	86	88	%	
<b>Diversity and equal opportunity</b>				
Age (average and age span)	44	43	Years	
<30	316 (11%)	323 (12%)	Headcount (%)	
30–50	1,659 (59%)	1,605 (59%)	Headcount (%)	
>50	823 (29%)	790 (29%)	Headcount (%)	
Nationalities	63	68	Quantity	
Employment rate of individuals with disabilities	1.4	1–6	%	This is subject to data collection restrictions in different countries which can alter the employment rate.

EMPLOYEE INDICATORS

Indicator	2024	2023	Unit	Coverage and explanations
<b>Diversity and equal opportunity</b>				
<b>Women in leadership positions</b>				
Management board	1 (33%)	1 (33%)	Headcount (%)	
Executive management	5 (22%)	6 (25%)	Headcount (%)	All managers globally who report directly to the management committee (now merged with the executive management).
Managers with leadership responsibility	129 (32%)	127 (33%)	Headcount (%)	Includes all levels of managers where the manager holds at least one disciplinary lead.
<b>Professional development</b>				
<b>Spending on training</b>	<b>656,863</b>	<b>598,510</b>	<b>in €</b>	2023 numbers have been updated due to a new methodology. Training costs now include internal and external costs, cover the whole LEDVANCE Group including all subsidiaries and are based on a more accurate, central data collection.
<b>Average hours of training per year per employee</b>	<b>2</b>	<b>8</b>	<b>Hours</b>	
<b>Personel health and safety</b>				
<b>Occupational accidents</b>				
Employees	15	N/A	Quantity	
Non-Employees	11	N/A	Quantity	
<b>Lost Time Injury Frequency Rate (LTIFR)</b>	<b>3.1</b>	<b>4.6</b>	<b>Rate</b>	Only includes own employees.

COMPLIANCE INDICATORS

Indicator	2024	2023	Unit	Coverage and explanations
<b>Compliance</b>				
<b>Notifications of compliance breaches (by topic)</b>	<b>20</b>	<b>33</b>	<b>Quantity</b>	
Violations of labor law provisions	2	0	Quantity	
Violations of environmental and work safety regulations	10	23	Quantity	
Violations of customs and foreign trade legislation	1	1	Quantity	
Violations of competition and antitrust law	1	0	Quantity	
Violations of human rights	3	1	Quantity	
Violations of bookkeeping and accounting regulations	0	1	Quantity	
Money laundering/violations of bookkeeping and accounting laws	1	1	Quantity	
Asset and property offences	2	4	Quantity	
<b>Confirmed cases of non-compliance (by topic)</b>	<b>5</b>	<b>4</b>	<b>Quantity</b>	
Violations of labor law provisions	1	0	Quantity	
Violations of environmental and work safety regulations	2	2	Quantity	
Violations of customs and foreign trade legislation	1	0	Quantity	
Corruption/Bribery	0	0	Quantity	
Asset and property offences	1	2	Quantity	
<b>Incidents of discrimination</b>	<b>9</b>	<b>4</b>	<b>Quantity</b>	
Total number of incidents of discrimination and harassment	4	1	Quantity	
Number of complaints filed through channels for people in own workforce to raise concerns	5	3	Quantity	
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0	0	Quantity	
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	0	0	Quantity	
<b>Data privacy and cybersecurity</b>				
<b>Protection-related incidents</b>	<b>2</b>	<b>0</b>	<b>Quantity</b>	
<b>Data subject complaints</b>	<b>5</b>	<b>2</b>	<b>Quantity</b>	
<b>Data subject requests for deletion of personal data</b>	<b>14</b>	<b>13</b>	<b>Quantity</b>	
<b>Data subject access requests</b>	<b>5</b>	<b>1</b>	<b>Quantity</b>	
<b>Number of resolved incidents, complaints and requests related to cybersecurity</b>	<b>792</b>	<b>440</b>	<b>Quantity</b>	Such as email whitelisting, phishing email analysis or issues in digital signing. Numbers cover LEDVANCE globally.

# GRI CONTENT INDEX

Statement of use: LEDVANCE has reported the information cited in this GRI content index for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards (GRI 1: Foundation 2021).

Content	More Information	In reference to the GRI standards		Page Number
<b>General disclosures</b>				
Organizational details	<ul style="list-style-type: none"> <li>– Legal name and form</li> <li>– Nature of ownership</li> <li>– Location of corporate headquarter and sites</li> <li>– Proportion of turnover by region</li> </ul>	GRI 2: 2-1	General Disclosures 2021 Organizational details	8–14
Reporting profile	<ul style="list-style-type: none"> <li>– Entities included in the organization’s sustainability reporting</li> <li>– Reporting period, frequency and contact point</li> </ul>	GRI 2: 2-2 2-3 2-4 2-5	General Disclosures 2021 Entities included in the organization’s sustainability reporting Reporting period, frequency and contact point Restatements of information External assurance	6; 10; 71
Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>– Organization’s activities, products, services, and markets served</li> <li>– Supply chain information</li> </ul>	GRI 2: 2-6	General Disclosures 2021 Activities, value chain and other business relationships	8–14; 49–50
Workforce	<ul style="list-style-type: none"> <li>– Number of employees with breakdown by region, gender and age</li> </ul>	GRI 2: 2-7	General Disclosures 2021 Employees	47; 64
Governance	<ul style="list-style-type: none"> <li>– Delegation of responsibility for managing impacts</li> <li>– Role of the highest governance body in overseeing the management of impacts</li> </ul>	GRI 2: 2-12 2-13	General Disclosures 2021 Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts	15–17; 56–59
Statement on sustainable development strategy		GRI 2: 2-22	General Disclosures 2021 Statement on sustainable development strategy	3
Policy commitments and their embedding	<ul style="list-style-type: none"> <li>– Code of Conduct</li> <li>– Sustainability Guideline</li> <li>– LEDVANCE Management System Policy</li> </ul>	GRI 2: 2-23 2-24	General Disclosures 2021 Policy commitments Embedding policy commitments	15–17; 56–57
Compliance with laws and regulations	<ul style="list-style-type: none"> <li>– Compliance management</li> <li>– Mechanisms for seeking advice and raising concerns</li> <li>– Performance indicators</li> <li>– Number of notifications and confirmations of cases of non-compliance</li> </ul>	GRI 2: 2-26 2-27	General Disclosures 2021 Mechanisms for seeking advice and raising concerns Compliance with laws and regulations	58–59; 66

Content	More Information	In reference to the GRI standards		Page Number
Membership associations	<ul style="list-style-type: none"> <li>– List of industry associations</li> <li>– UN Global Compact</li> <li>– Responsible Minerals Initiative (RMI)</li> </ul>	GRI 2: 2-28	General Disclosures 2021 Membership associations	14; 16; 41; 49
Stakeholder engagement	<ul style="list-style-type: none"> <li>– Approach to stakeholder engagement</li> <li>– Collective bargaining agreements</li> <li>– Stakeholder groups</li> <li>– Stakeholder dialogue formats and channels</li> </ul>	GRI 2: 2-29 2-30	General Disclosures 2021 Approach to stakeholder engagement Collective bargaining agreements	21; 41–42
Materiality analysis and results	<ul style="list-style-type: none"> <li>– Process to determine material topics</li> <li>– Reflection on impacts</li> <li>– Reflection on business risks and opportunities</li> <li>– List of material topics</li> </ul>	GRI 3: 3-1 3-2	Material Topics 2021 Process to determine material topics List of material topics	17–18
Management of material topics	<ul style="list-style-type: none"> <li>– Operational Strategy Clusters                             <ul style="list-style-type: none"> <li>– Customers &amp; Product Design</li> <li>– Supply Chain &amp; Own Operations</li> <li>– Employees</li> <li>– Digital Responsibility</li> <li>– Sustainability Communication</li> </ul> </li> <li>– Topic specific disclosures on management approaches (see below)</li> </ul>	GRI 3: 3-3	Material Topics 2021 Management of material topics	17–21
<b>Topic specific disclosures</b>				
Operational environmental aspects	<ul style="list-style-type: none"> <li>– Management approach                             <ul style="list-style-type: none"> <li>– Certified management system by ISO14001 for major locations</li> <li>– Environmental impact assessment</li> </ul> </li> <li>– Performance indicators*                             <ul style="list-style-type: none"> <li>– Direct and indirect operational GHG emissions</li> <li>– Energy consumption</li> <li>– Water consumption</li> <li>– Waste of own operations</li> </ul> </li> </ul>	GRI 302: 302-1	Energy 2016 Energy consumption within the organization	27; 29, 62–63
		GRI 305: 305-1 305-2 305-3	Emissions 2016 Direct (Scope 1) GHG emissions Energy indirect (Scope 2) GHG emissions Other indirect (Scope 3) GHG emissions	
		GRI 303: 303-5	Water and Effluents 2018 Water consumption	
		GRI 306: 306-2 306-3 306-4 306-5	Waste 2020 Management of significant waste-related impacts Waste generated Waste diverted from disposal Waste directed to disposal	
Environmental aspects of transport and distribution	<ul style="list-style-type: none"> <li>– Management approach</li> <li>– Performance indicators*                             <ul style="list-style-type: none"> <li>– GHG emissions of upstream &amp; downstream transport</li> </ul> </li> </ul>	GRI 305: 305-3	Emissions 2016 Other indirect (Scope 3) GHG emissions	27; 62

\* The mentioned performance indicators in this GRI Index are still in (further) development.

Content	More Information	In reference to the GRI standards		Page Number
Environmental product design aspects	<ul style="list-style-type: none"> <li>– Management approach</li> <li>– Certified management system by ISO 14001 for major locations</li> <li>– Environmental impact assessment</li> <li>– Product design criteria for efficiency and circularity</li> <li>– Performance indicators*</li> <li>– Reductions in energy requirements of products and services exemplified</li> </ul>	GRI 301: 301-2	Materials 2016 Recycled input materials used	24; 31–36
Supplier environmental assessment	<ul style="list-style-type: none"> <li>– Management approach</li> <li>– Normative framework of standards</li> <li>– Code of Conduct for LEDVANCE Suppliers</li> <li>– Environmental manufacturing requirements</li> <li>– Control and management of hazardous substances</li> <li>– Approach to supplier assessments</li> <li>– Employee training</li> <li>– Performance indicators*</li> </ul>	GRI 308: 308-1 308-2	Supplier Environmental Assessment 2016 New suppliers that were screened using environmental criteria Negative environmental impacts in the supply chain and actions taken	30; 49–50
Environmental aspects of packaging	<ul style="list-style-type: none"> <li>– Management approach</li> <li>– Performance indicators*</li> <li>– Recycled packaging materials</li> </ul>	GRI 301: 301-2 301-3	Materials 2016 Recycled input materials used Reclaimed products and their packaging materials	38
Environmental aspects of end of product life	<ul style="list-style-type: none"> <li>– Management approach</li> <li>– Collection and monitoring systems to reclaim products</li> <li>– Performance indicators*</li> </ul>	GRI 301: 301-3	Materials 2016 Reclaimed products and their packaging materials	39;
Employees and working conditions	<ul style="list-style-type: none"> <li>– Management approach</li> <li>– Code of conduct and complaint system</li> <li>– Information about changes with company-wide impact</li> <li>– Benefits, incl. pension scheme</li> <li>– Performance indicators*</li> <li>– Employee breakdown by full-/part-time</li> <li>– New hires</li> <li>– Turnover and retention rate</li> <li>– Average period of employment</li> </ul>	GRI 401: 401-1	Employment 2016 New employee hires and employee turnover	41–45; 64
Employee training and education	<ul style="list-style-type: none"> <li>– Management approach</li> <li>– Leadership training</li> <li>– Performance reviews</li> <li>– Performance indicators*</li> <li>– Average training hours</li> <li>– Spending on trainings</li> </ul>	GRI 404: 404-2 404-3	Training and Education 2016 Programs for upgrading employee skills and transition assistance programs Percentage of employees receiving regular performance and career development reviews	46; 65

Content	More Information	In reference to the GRI standards		Page Number
Diversity, inclusion and equal opportunities	<ul style="list-style-type: none"> <li>- Management approach</li> <li>- Performance indicators*                             <ul style="list-style-type: none"> <li>- Women in leadership positions</li> <li>- Employment rate of individuals with disabilities</li> <li>- Employees by age group</li> <li>- Number of nationalities</li> </ul> </li> </ul>	GRI 405: 405-1	Diversity and Equal Opportunity 2016 Diversity of governance bodies and employees	48; 64-65
Occupational health and safety	<ul style="list-style-type: none"> <li>- Management approach                             <ul style="list-style-type: none"> <li>- QEHS management system</li> <li>- Risk assessment</li> <li>- Measures to improve health and safety</li> </ul> </li> <li>- Performance indicators*                             <ul style="list-style-type: none"> <li>- Occupational accidents Lost Time Injury frequency rate (LTIFR)</li> </ul> </li> </ul>	GRI 403: 403-1 403-2 403-3 403-6 403-9	Occupational Health and Safety 2018 Occupational health and safety management system Hazard identification, risk assessment, and incident investigation Occupational health services Promotion of worker health Work-related injuries	48; 65
Supplier social assessment	<ul style="list-style-type: none"> <li>- Management approach                             <ul style="list-style-type: none"> <li>- Normative framework of standards</li> <li>- Code of Conduct for LEDVANCE Suppliers</li> <li>- Approach to supplier assessments</li> </ul> </li> <li>- Performance indicators*</li> </ul>	GRI 414: 414-1 414-2	Supplier Social Assessment 2016 New suppliers that were screened using social criteria Negative social impacts in the supply chain and actions taken	49-50
Customer Health and Safety	<ul style="list-style-type: none"> <li>- Management approach                             <ul style="list-style-type: none"> <li>- Health impact assessment</li> <li>- Product design to improve customer health and wellbeing (Human Centric Lighting)</li> <li>- Certified management system by ISO 9001 for major locations to ensure product quality and safety</li> <li>- Health and safety manuals for customers</li> </ul> </li> <li>- Performance indicators*                             <ul style="list-style-type: none"> <li>- Positive health impacts of lighting solutions</li> </ul> </li> </ul>	GRI 416: 416-1	Customer Health and Safety 2016 Assessment of the health and safety impacts of product and service categories	51-53
Data Privacy	<ul style="list-style-type: none"> <li>- Management approach                             <ul style="list-style-type: none"> <li>- Guideline Data Protection and Data Privacy Policy</li> <li>- Information Security Management System</li> <li>- Employee training</li> </ul> </li> <li>- Performance indicators*                             <ul style="list-style-type: none"> <li>- Data privacy complaints and confirmed incidents</li> </ul> </li> </ul>	GRI 418: 418-1	Customer Privacy 2016 Substantiated complaints concerning breaches of customer privacy and losses of customer data	54; 66
Business ethics	<ul style="list-style-type: none"> <li>- Management approach                             <ul style="list-style-type: none"> <li>- Standards and compliance with human rights, workers and environmental standards, anti-corruption and anti-competitive behavior</li> </ul> </li> <li>- Performance indicators*</li> </ul>	GRI 205: 205-3  GRI 206: 206-1	Anti-corruption 2016 Confirmed incidents of corruption and actions taken  Anti-competitive Behavior 2016 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	56-57; 66

# AUDIT REPORT

## REPORT OF THE INDEPENDENT GERMAN PUBLIC AUDITOR ON AN ASSURANCE ENGAGEMENT TO OBTAIN LIMITED ASSURANCE IN RELATION TO THE GROUP SUSTAINABILITY REPORT

To LEDVANCE GmbH, Garching near Munich:

We have performed an independent limited assurance engagement on the group sustainability report (the "Report") of LEDVANCE GmbH, Garching near Munich, (further "Company"), for the period from January 1<sup>st</sup>, 2024 to December 31<sup>st</sup>, 2024.

Other references to disclosures outside the Report or in languages other than English were not subject of our audit.

### Responsibilities of the Officers

The officers of LEDVANCE GmbH are responsible for the preparation of the Report in accordance with the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter: "GRI-Criteria") and for the selection of the disclosures to be evaluated.

This responsibility of Company's officers includes the selection and application of appropriate methods of sustainability reporting as well as making assumptions and estimates related to individual sustainability disclosures, which are reasonable in the circumstances. Furthermore, the officers are responsible for such internal control as they have considered necessary to enable the preparation of a Report that is free from material misstatement, whether due to fraud or error.

### **Auditor's Declaration Relating to Independence and Quality**

We are independent of the entity in accordance with the provisions under German commercial law and professional requirements, and we have fulfilled our other ethical responsibilities in accordance with the relevant provisions within these requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors (“Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer“: “BS WP/vBP”) as well as the Standard on Quality Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagementstandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis - IDW QMS 1 (09.2022)), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

### **Responsibility of the auditor**

Our responsibility is to express a limited assurance conclusion on the Report, based on the assurance engagement we have performed.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to allow us to conclude with limited assurance that no matters have come to our attention that cause us to believe that the Report for the period from January 1<sup>st</sup>, 2024 to December 31<sup>st</sup>, 2024 has not been prepared, in all material respects, in accordance with the relevant GRI-Criteria. This does not mean that a separate conclusion is expressed on each disclosure so denoted.

In a limited assurance engagement the assurance procedures are less in extent than for a reasonable assurance engagement and therefore a substantially lower level of assurance is obtained. The assurance procedures selected depend on the practitioner's professional judgment.

Within the scope of our assurance engagement, we performed amongst others the following assurance procedures and further activities

- Gaining an understanding of the structure of the Group's sustainability organization and of stakeholder engagement.
- Inquiries of management and relevant employees involved in the preparation of the Report regarding the preparation process, the internal control system relating to this process, and the disclosures in the Report.
- Inquiries of employees regarding the selection of topics for the Report, the risk assessment and the concepts of the Company and the Group for the topics identified as material.
- Inquiries of company and Group personnel responsible for data collection and consolidation, and for the preparation of the Report, to evaluate the reporting system, data collection and processing methods, and internal controls relevant to the audit of the disclosures in the Report.
- Identification of probable risks of material misstatement in the Report.
- Analytical review of selected disclosures in the Report at company and Group level.
- Assessment of the overall presentation of the Report.
- Inquiry and document review of samples regarding the collection and reporting of selected data and their integrity in terms of completeness, accuracy, understandability, comparability, and reliability.
- Evaluation of selected internal and external documentation.
- Reconciliation of disclosures with the corresponding data in the Group management report.
- Evaluation of not collected key figures of the company and its subsidiaries.

### **Assurance Conclusion**

Based on the assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the Group Sustainability Report for the period from January 1<sup>st</sup>, 2024 to December 31<sup>st</sup>, 2024 has not been prepared, in all material aspects, in accordance with the relevant GRI-Criteria.

We do not express an opinion on the other references to disclosures outside the Report or in languages other than English.

### **Limitation of use for the endorsement**

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company. We do not accept any re-responsibility to third parties. Our assurance opinion is not modified in this respect.

### **Order conditions and liability**

Our General Engagement Conditions for German Public Auditors and Public Audit Firms, as amended on January 1<sup>st</sup>, 2024, shall apply to this engagement, also in relation to third parties. In addition, we refer to the liability provisions contained therein in Section 9 and to the exclusion of liability vis-à-vis third parties. We do not assume any responsibility, liability or other obligations towards third parties unless we have concluded a written agreement to the contrary with the third party or such an exclusion of liability would be ineffective.

We expressly point out that we do not update the endorsement with regard to events or circumstances occurring after it was issued, unless there is a legal obligation to do so.

Whoever takes note of the result of our activities summarized in the above note must decide on his own responsibility whether and in what form he considers this result useful and suitable for his own purposes, and whether and in what way he wishes to use it for his own purposes.

Munich, 28th May 2025

dhpg GmbH  
Wirtschaftsprüfungsgesellschaft

Keil  
Wirtschaftsprüfer

Elenkamp  
Wirtschaftsprüfer



**LEDVANCE**

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FIND US ON SOCIAL MEDIA

