



LIGHT ON SUSTAINABILITY

**“AT nnuks, WE WANT
TO BE PART OF THE
SOLUTION, NOT PART
OF THE PROBLEM.”**

Eric Lachambre, CEO nnuks Holding GmbH

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OUR COMMITMENT TO A RESPONSIBLE VALUE CHAIN

Our business is based on our shared values of responsibility, respect, and reliability. Our work is driven by our passion and vision for a sustainable future. We not only provide sustainable products, but also promote sustainable practices across our whole value chain, supporting positive impacts globally for both people and the planet. In our journey towards responsible growth, we focus on climate change mitigation and social responsibility as two priority areas through which we aim to drive positive change.

FOREWORD

I am glad to announce the **nnuks 2022 Sustainability Report** which explains our comprehensive journey towards fully responsible business practices along our whole value chain.

As a globally active group, our responsibility extends along the entire value chain and affects all people who are in some way connected with our activities. We take this responsibility seriously and are committed to acting in line with the United Nations Sustainable Development Goals. This includes ensuring that no human rights violations occur in connection with our activities, providing our customers with eco-friendly and resource-efficient products, and minimizing the impact of our activities on the climate and environment.

Combating climate change is the greatest challenge of our time. This momentous task can only be accomplished if we all live up to our responsibilities and work collectively to minimize the effects of climate change as much as possible. At nnuks, we want to be part of the solution, not part of the problem. Therefore, we have set ourselves the goal of becoming carbon neutral within our direct operations by 2025 and fully carbon neutral across our entire value chain by 2035.

However, minimizing our environmental impact is not just about reducing our own greenhouse gas emissions. Achieving a circular economy is becoming increasingly important, especially in the lighting sector. We started integrating the principles of a circular economy into our processes and products some time ago. This includes the responsible use of material resources and the minimization of waste and energy consumption throughout the whole life cycle of our products. Already, some of our products are partly made from secondary raw materials. This is to be significantly expanded in the coming years.

It is important to us that all employees of our group are satisfied with the working conditions and at the same time integrate sustainability values into their daily work. We enable our employees to exchange information on sustainability topics through various channels, as well as to contribute their own ideas.

Our current **Group Sustainability Strategy** consistently pursues our goal of integrating sustainable concepts and practices along the entire value chain. We are convinced that this will lead to a positive impact on society, the environment and our economic performance in the long-term. We also regularly measure and monitor our progress across all environmental, social and governance (ESG) activities to identify potential for improvement and share best practices with our stakeholders.

Our key priorities:

- **Circular Economy:** Conservation of Resources & Energy Efficiency
- **Corporate Social Responsibility:** Prioritizing Human Rights & Climate Change Mitigation across the Value Chain
- **People Agenda:** Diversity & Inclusion

We receive support from our shareholder Ardian in our effort to become a driver for positive change in society and the environment. The annual sustainability analysis conducted on behalf of Ardian provides us a frame in which we can orient our roadmap and targets. We have defined our climate change mitigation actions and carbon neutrality goals for the next years in line with Ardian's commitment to the International Climate Initiative. We can track our progress on these goals based on the calculation of our corporate footprint according to the GHG protocol. We use the synergies that result from this collaboration to create sustainable value for all our stakeholders.

We will continue to follow the lead of the United Nations Sustainable Development Goals as we move forward in our journey towards fully responsible business practices. We see the value of considering corporate social responsibility every step along the way and know that our commitment to these values will also result in greater economic value for our group.

Duesseldorf, May 2022. Eric Lachambre, CEO nnuks Holding GmbH

ABOUT US



Headquartered in Duesseldorf, nnuks Holding GmbH is a leading company in the lighting industry. We employ around 670 employees across 17 subsidiary companies and managed a turnover of over € 230 million in 2021. Since December 2021, the initials of our five brands form the group's name nnuks stand for Nordtronic, Novalux, Unex, Knightsbridge and SLV. Each brand brings something unique to nnuks – from easy-to-install luminaires to high-quality, customized lighting solutions.

Our brands develop innovative and future-proof lighting solutions for indoor and outdoor use and follow a multi-channel sales and marketing approach that leverages off- and on-line channels. Our wide range of products covers the most diverse needs in residential and commercial lighting. nnuks also provides an integrated platform that fosters synergies across various companies in the group and offers resources including our state-of-the art laboratories, market access, and logistics.



17

Subsidiaries

670

Employees

5

Brands

+100

Countries

WHAT WE ARE PASSIONATE ABOUT

nnuks strives to illuminate life and to bring high-quality lighting to people around the world. Keeping track of the newest trends and developments and investing in designing and developing the latest innovations has made our brands thriving enterprises. Listening to our customers, bringing together local expertise and collaborating with experienced partners allows us to offer future-proof lighting solutions that create the right ambience and experience. This is only possible thanks to the dedication and inspiration of the people who make up our diverse teams, who we empower to fulfil their enduring passion for light.

WE ILLUMINATE LIFE

OUR BRANDS

Nordtronic

Since its foundation in 2006, Nordtronic has forged a reputation in the Nordic countries for innovative lighting solutions with an emphasis on easy installation systems for professionals. Its product range is constantly evolving, based on customer feedback, to ensure innovative solutions that are sustainable, energy-efficient, and extremely easy to install.

Novalux

Novalux has been pushing the boundaries of innovation and delivering high-quality and individualized lighting ever since it was established in Italy in 1948. By focusing on developing ground breaking, customizable, cutting-edge solutions for commercial applications, Novalux finds unique ways of using lighting to create the best ambience and experience for its customers. Now managed by the founders' grandson, the brand is proud to continue this mission as part of nnuks.

Unex

Established in 1972, the Swiss brand Unex offers a range of high-quality LED strip, profile, and commercial lighting solutions. From its headquarters in Zurich, Unex manufactures its own product range, develops tailor-made solutions and acts as a lighting consultant for projects across Switzerland.

Knightsbridge

Focused on the British and Irish markets, the Knightsbridge brand has evolved to become a major provider of over 3,000 quality products, including wiring accessory solutions and state-of-the-art lighting technologies. The people at Knightsbridge are passionate about developing innovative, smart, stylish solutions that enhance the ambience and functionality of any residential or commercial space.

SLV

Inspired and developed by German engineering, SLV quickly grew from its roots in Uebach-Palenberg, Germany, to open 12 foreign subsidiaries and start shipping professionally designed luminaires to over 100 countries around the world. Today, SLV is a global leader in providing future-proof lighting solutions for indoor and outdoor use. The B2B brand focuses on balancing innovative technology, up-to-date design, and customer-friendly prices, while offering first-class service and high-quality products to its customers.



OUR STRATEGY

nnuks focuses on five strategic directions to ensure continuous responsible growth:



Customer Centricity

We put our customers at the centre of everything we do, from product development to delivery.



Strive for Excellence

Strive for Excellence: We ensure the highest quality of products and work, and aim to continuously exceed our customers' expectations.



Digital Transformation

We continue to drive digital transformation through state-of-the-art digital infrastructure, the digitization of traditional channels, and by leveraging our international e-commerce business.



Culture (R)evolution

Culture (R)evolution: We foster an agile learning culture, promote an inclusive workspace and provide attractive development opportunities in order to win and retain talent in our group.



Social Value

We aim to become fully socially responsible and achieve carbon neutrality, through approaches such as focusing on product reparability and responsible sourcing.



Vision

We are a global leader in providing future-proof lighting solutions and our vision for the future is clear. We intend to strengthen this position by tracking global trends and innovations, by creating the ideal lighting ambiance, and by working with the right partners that add value to our purpose. We are fully committed to our sustainable supply chain and quality management systems.



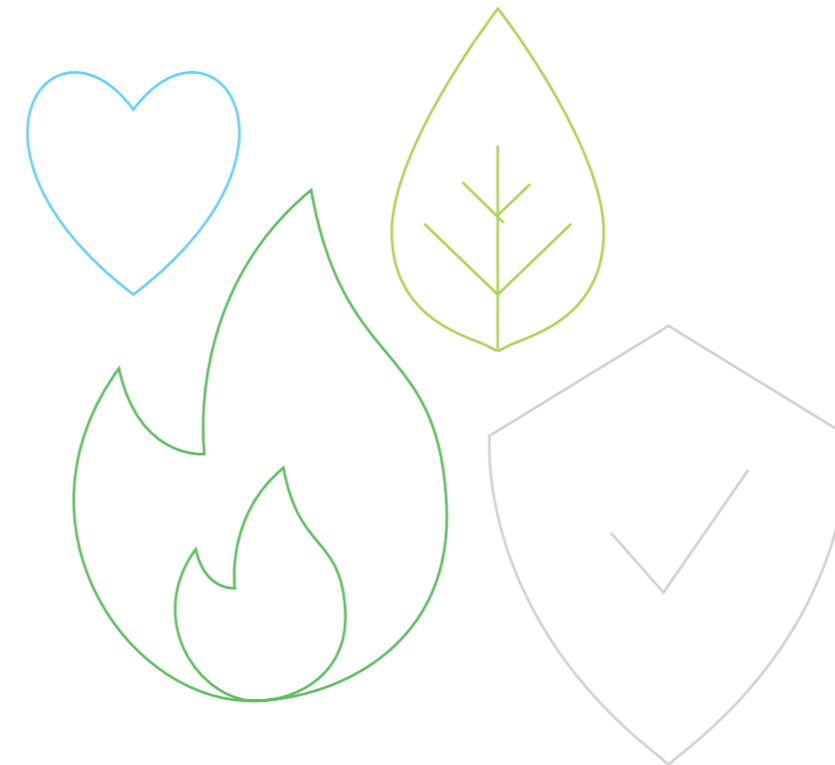
Mission

We develop quality lighting with first-class service. Everything we do supports our mission of developing quality lighting and providing first-class service to our customers. We are at the forefront of global trends, creating innovative designs that implement the latest technologies to brighten our customers' lives for a better world.



Value

Passion, Responsibility, Respect, Reliability. We achieve our vision and our mission by actively practicing our core values: passion, responsibility, respect, and reliability.



Passion.

We are passionate about bringing high-quality lighting to people around the world with our best-in-class products, solutions and customer service.

Responsibility.

We are accountable for our actions and their consequences, a fact reflected in our enduring commitment to Corporate Social Responsibility.

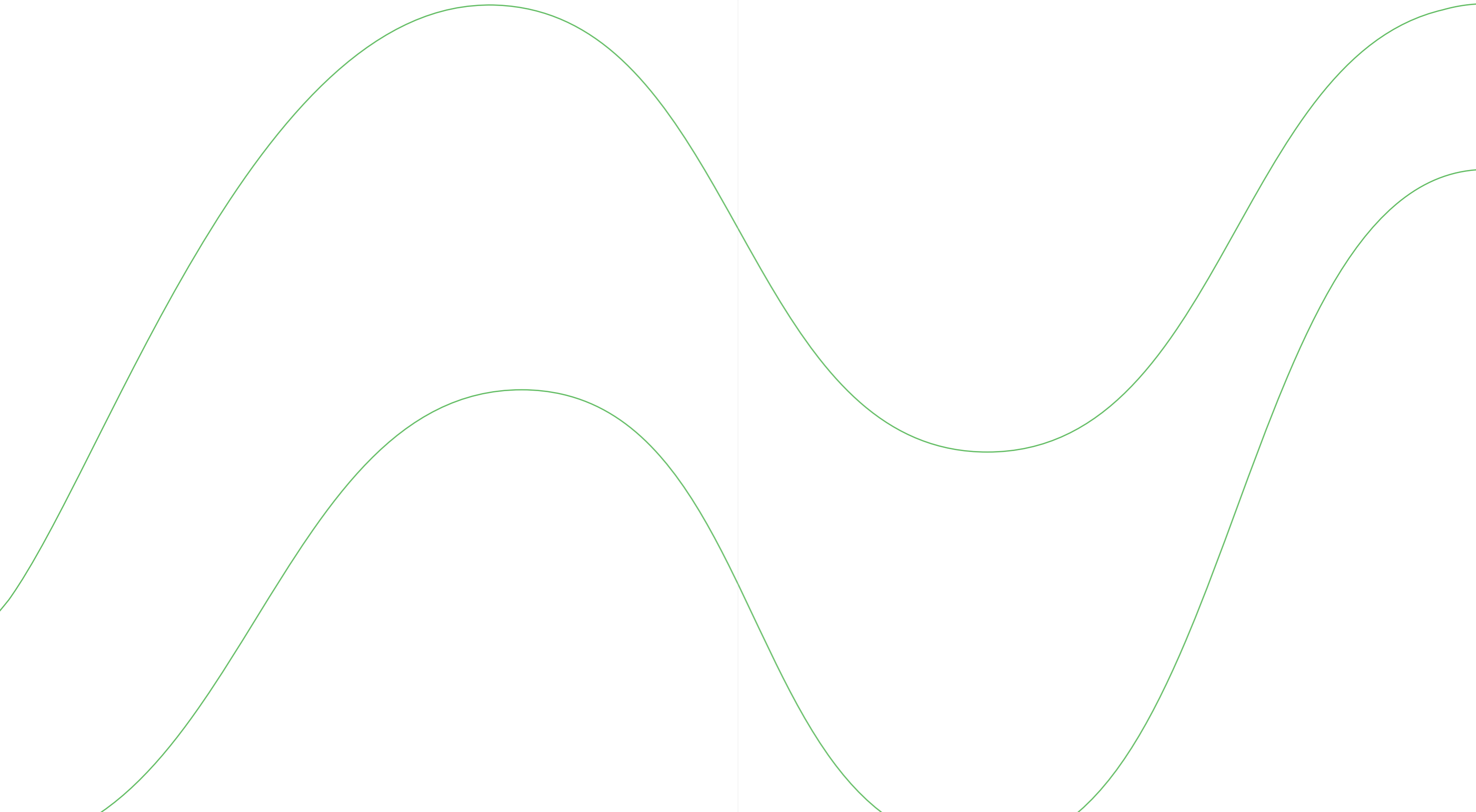
Respect.

We appreciate the people around us, respecting their rights and embracing and nurturing cultural diversity in all the markets in which we operate.

Reliability.

Trust and reliability form a solid foundation that enables our other core values to grow. We monitor quality closely throughout the entire value chain and consistently deliver products of outstanding quality that our customers can completely rely on.

SUSTAINABILITY JOURNEY



At nnuks, we are deeply committed to our journey towards responsible business practices and are making key contributions to sustainable business practices in the sector. We are multiplying positive environmental and social impacts along our whole value chain by:

- **Providing the highest quality products.** Our product portfolio consists of 100 % efficient LEDs, allowing for improved energy saving, resource conservation and minimization of environmental pollution. These are some of the key tenets behind a circular economy, which we are striving to achieve.
- **Committing to carbon neutrality.** We take our responsibility to contribute to the mitigation of climate change by reducing our emissions very seriously and have set out a carbon neutrality roadmap and climate change mitigation actions in line with this responsibility.
- **Focusing on transparency.** By increasing transparency across all activities taking place in our value chain, we make it very clear that we do not tolerate any kind of human rights violations.
- **Ensuring a safe working environment.** We aim to foster an environment of openness and continuous exchange at all levels of the group in order to ensure a safe, equitable and diverse workplace.

This report outlines our work on sustainability and documents our ongoing journey towards responsible business practices along the entire value chain. This is our second sustainability report at group level, and like the first, it is based on the latest version of the internationally recognized Global Reporting Initiative (GRI) standards.

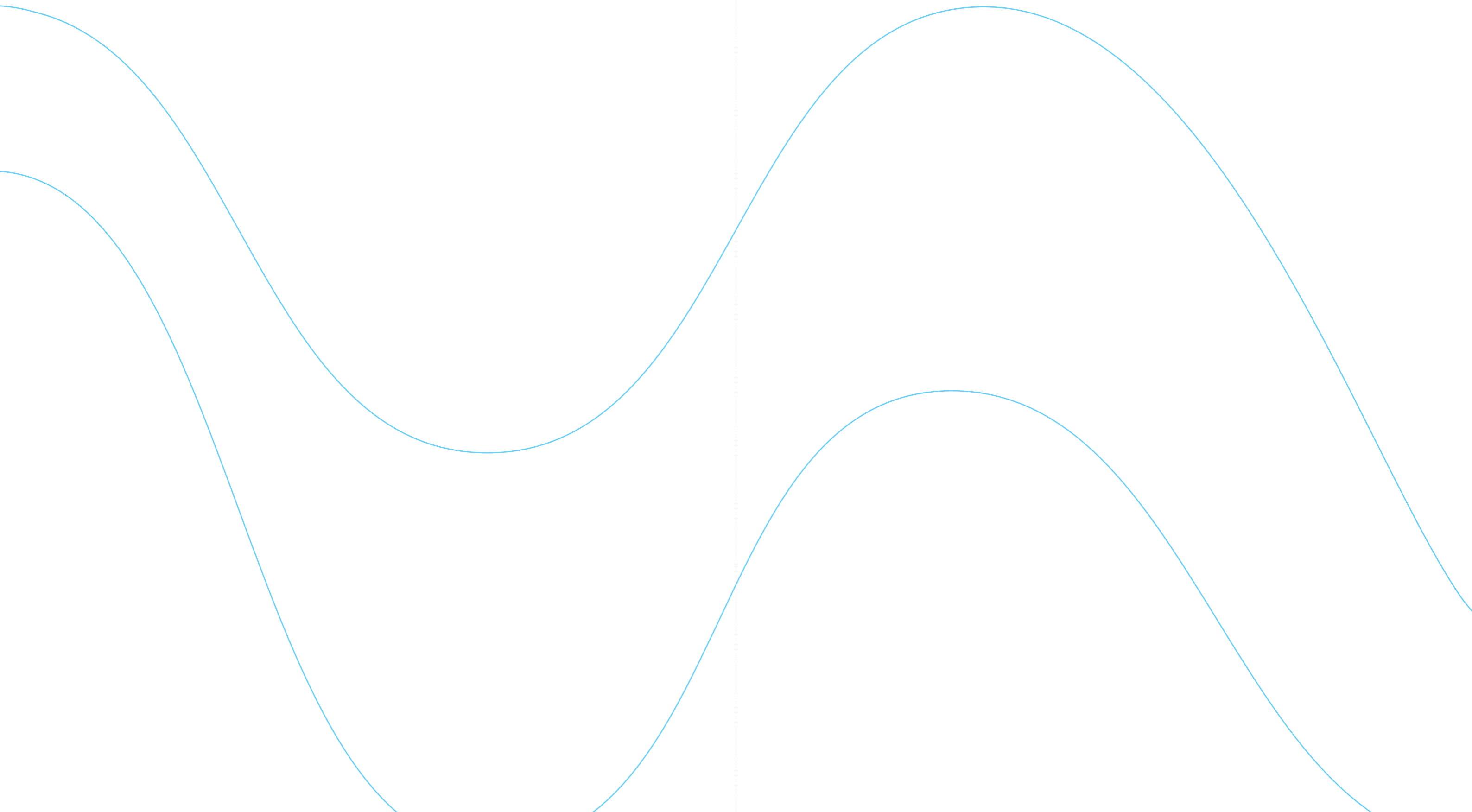
The report will provide a clear picture of the sustainability measures we are implementing through our processes and strategy, as well as the positive social and environmental change we hope to promote through our business activities. It will also show the progress we have achieved in incorporating sustainable practices across the value chain, and outline the goals we have set for the future.

Our key performance indicators (KPIs) build on those presented in our first sustainability report to show our development in more recent years at a quantitative level. The report provides a critical opportunity to share our monitoring and reporting which allows us to identify where we still have room for improvement and what our next priority actions could be.

This report will dig deep on our four priority topics: Climate Change, Circular Economy, Social Responsibility and People Agenda.



CLIMATE CHANGE



Scope 1 emissions

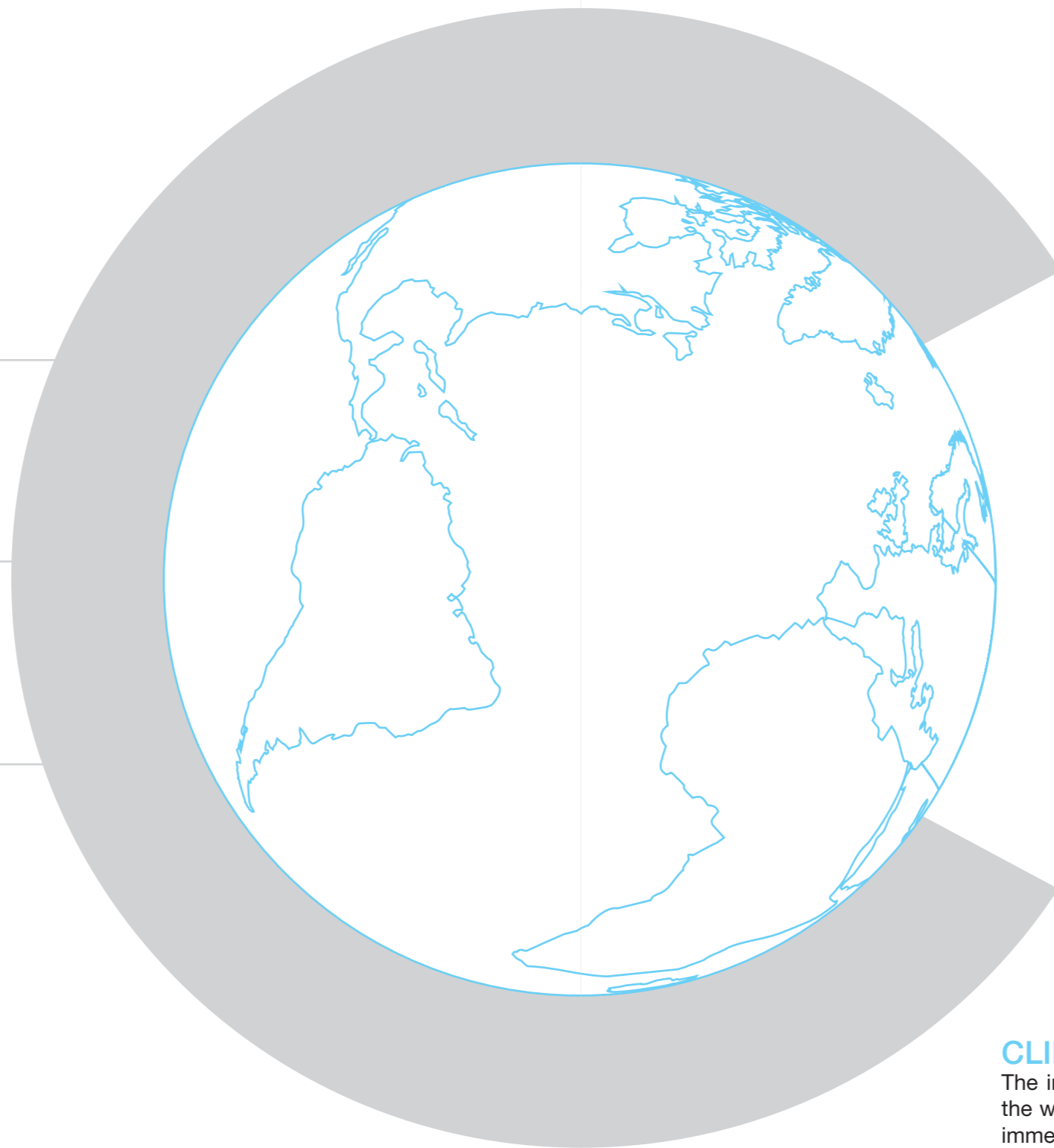
cover all GHG emissions due to the company's own operations.

Scope 2 emissions

are indirect emissions from the purchase of electricity, heat or steam.

Scope 3 emissions

cover all other emissions associated with the actions of the company itself or its partners and suppliers.



CLIMATE CHANGE is one of the biggest challenges of our time. The impacts of climate change are already being seen and felt around the world, but these can still be minimized if all responsible parties take immediate action. We are aware of our responsibility and our role in this crisis. As a whole group, we have decided to take on this responsibility and become part of the solution.

The biggest driver of climate change is the emission of greenhouse gases (GHG). Greenhouse gas emissions can be classified as direct or indirect. Direct emissions, also referred to as Scope 1 emissions, cover all GHG emissions due to the company's own operations. This includes heating with natural gas or the company's vehicle fleet, for example. Scope 2 emissions are indirect emissions from the purchase of electricity, heat or steam. These emissions occur elsewhere, e.g. through the combustion of fossil fuels to generate electricity. All other emissions associated with the actions of the company itself, its partners or suppliers, fall under Scope 3 emissions.

GOING CARBON NEUTRAL



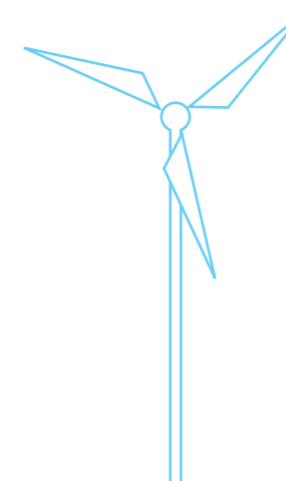
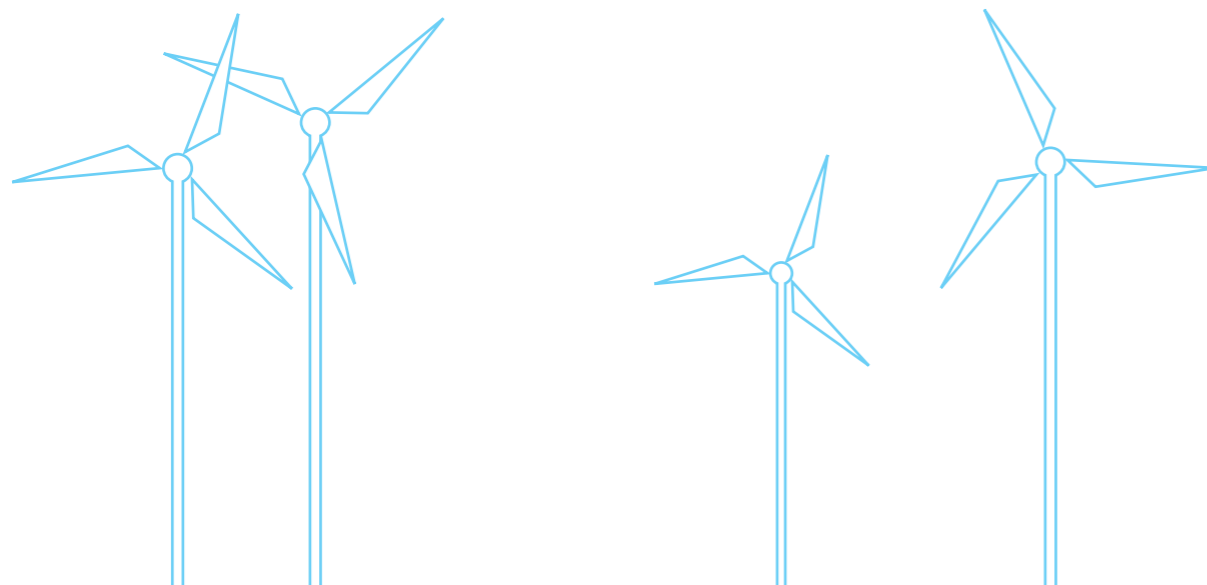
Companies have a major influence on climate change and a key role to play in mitigation efforts. We are aware of our responsibility and have set ourselves the ultimate goal of becoming carbon neutral by 2035. Carbon neutrality means that the climate is not affected by greenhouse gas emissions caused by the company's activities. This is only possible if no GHG are emitted or if the emitted GHG are compensated.

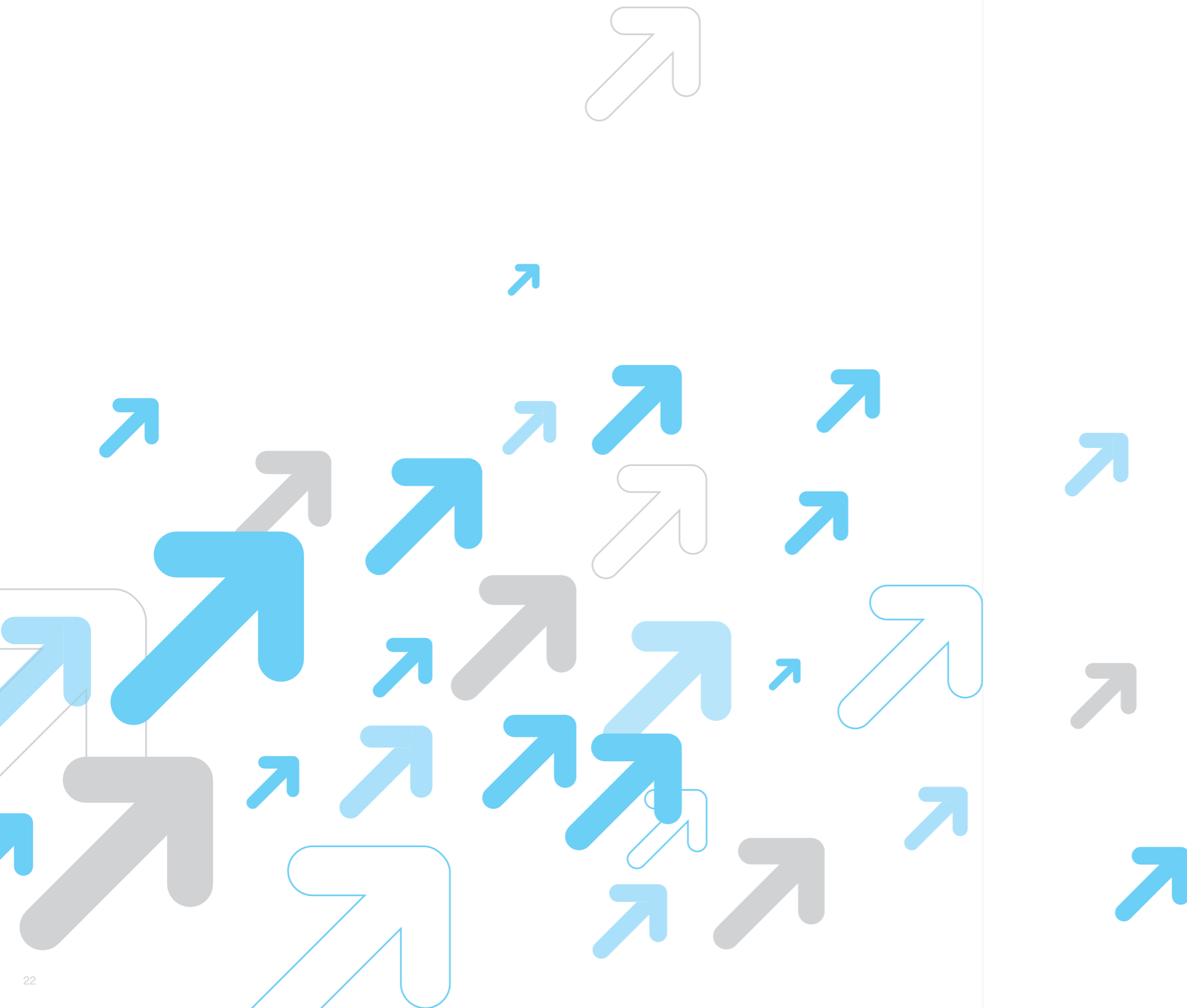
The primary aim is to avoid and reduce GHG emissions as much as possible, thereby minimizing the impact on the environment. However, any emissions that cannot be avoided must be compensated for. This can be achieved through carbon offsets. By supporting projects such as reforestation and the construction of wind turbines or solar panels, carbon offsets ensure that any unavoidable GHG emissions remaining within company activities will be saved, or offset, elsewhere. On the journey towards complete carbon neutrality, we have set ourselves the ambitious goal of becoming carbon neutral in Scope 1 and 2 by 2025.

The causes of GHG emissions are varied. For instance, energy consumption is the primary source of GHG emissions. However, energy consumption does not only include electricity and heating, it also includes logistics and business travel (both flights and car trips that utilize gasoline and diesel).

As a part of our **Carbon Neutrality Roadmap**, we have set the goal that the whole group is powered by 100 % renewable energy by 2025. Already, over 65 % of our electricity comes entirely from renewable energy. The SLV facilities in Germany and Netherlands, as well as Knightsbridge in the UK, only purchase electricity from 100 % renewable sources. Our Italian brand Novalux, on the other hand, takes a different approach by producing its own electricity from solar energy. They obtain a large part of their electricity through solar cells on the roofs of their buildings. These and other achievements have already led to a 12 % reduction of GHG emissions in Scope 1 and 2 since 2020.

Another goal is to transition to a climate-friendly vehicle fleet. Some of our brands and business units have already begun this process. For instance, Knightsbridge has started to include hybrid cars in its car fleet and additionally provides charging stations that enable employees to charge their cars with 100 % eco-power during the work day. Our brand Nordtronic from Denmark has similarly started to provide hybrid cars as company vehicles. Our Italian brand Novalux is a pioneer in this field. It's car fleet already consists of 100 % hybrid vehicles.





The largest share of our GHG emissions are caused by logistics. Our suppliers deliver products to us, which we then transport to customers all over the world. This means that our logistics operations will be a key area of focus over the next few years in order to achieve our goal of carbon neutrality. In 2022, all SLV parcels delivered by UPS or the German Post, along with the majority of SLV catalogues, will be shipped in compliance with climate neutrality standards. Our Swiss brand Unex is leading the way in this endeavour: approximately 90 % of all packages from Unex are already being shipped climate neutrally.

Through our **Group Environmental Policy**, we commit to managing our impact on the environment as an integral part of our operations. This means that we consider the environmental impact of every process and project we carry out. At every turn, we aim to minimize energy consumption and, accordingly, our contribution to the causes of climate change.

We regularly conduct energy audits in order to ensure we are taking advantage of every opportunity to improve our energy efficiency. As a result, among other things, we have converted all the lighting in our facilities to efficient LED lighting and equipped them with motion detectors where needed.

We not only try to reduce our own environmental footprint, but also help our customers to do the same. All our products contain or are compatible with efficient LED lighting. This helps our customers to save energy and indirectly leads to less GHG emissions.

By monitoring and assessing our performance against sustainable KPIs, we can estimate our impacts on the environment and ensure that it is kept as low as possible while continually taking measures to achieve further improvements.

CLIMATE CHANGE INDICATORS

GHG Emissions	2020	2021
Sum of Scope 1	1,328.7	1,417.1
Natural Gas	827.9	895.0
Diesel consumption	382.4	360.7
Gasoline consumption	118.4	161.4
Sum of Scope 2	477.7	171.6
Electricity consumption	477.7	171.6
Sum of Scope 3	4,168.1	7,184.6
Down and upstream processes natural gas	225.8	244.1
Down and upstream processes diesel	184.8	174.4
Down and upstream processes gasoline	61.2	83.4
Business travels with flights	22.6	53.0
Logistic: Transport to warehouse	3,348.5	6,279.5
Logistic: Transport to costumers	325.2	350.3
Sum of Scope 1 & 2	1,806.4	1,588.7
Sum of Scope 1, 2, 3	5,974.5	8,773.3
GHG emissions intensity (tons scope 1&2 emissions per million EUR sales)	8.4	6.6

HIGHLIGHTS



90 %

Carbon neutral product shipment from BU Unex in 2021



> 180,000 kWh

Solar Energy produced at BU Novalux in 2021



12 %

Reduction of GHG emissions (Scope 1 & 2) compared to 2020

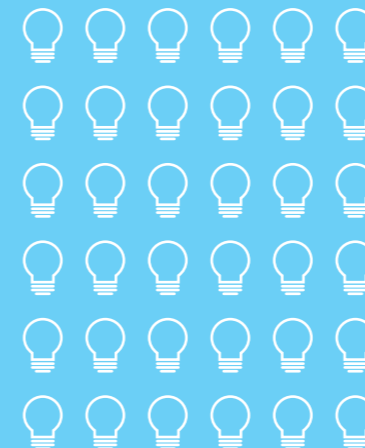
100 %

Electricity from renewable resources in GER, UK, NL



40,000

Carbon neutral shipment of product catalogues in 2021



100 %

Climate friendly hybrid Car fleet at BU Novalux

Goals reached
2020 - 2021

100 %
Eco-Electricity purchased for all facilities in Germany

5-15 %
ESG Goals in remuneration of management

Determination and communication of Carbon Neutrality Roadmap with clear Climate Change mitigation actions

Goals
(till 2035)

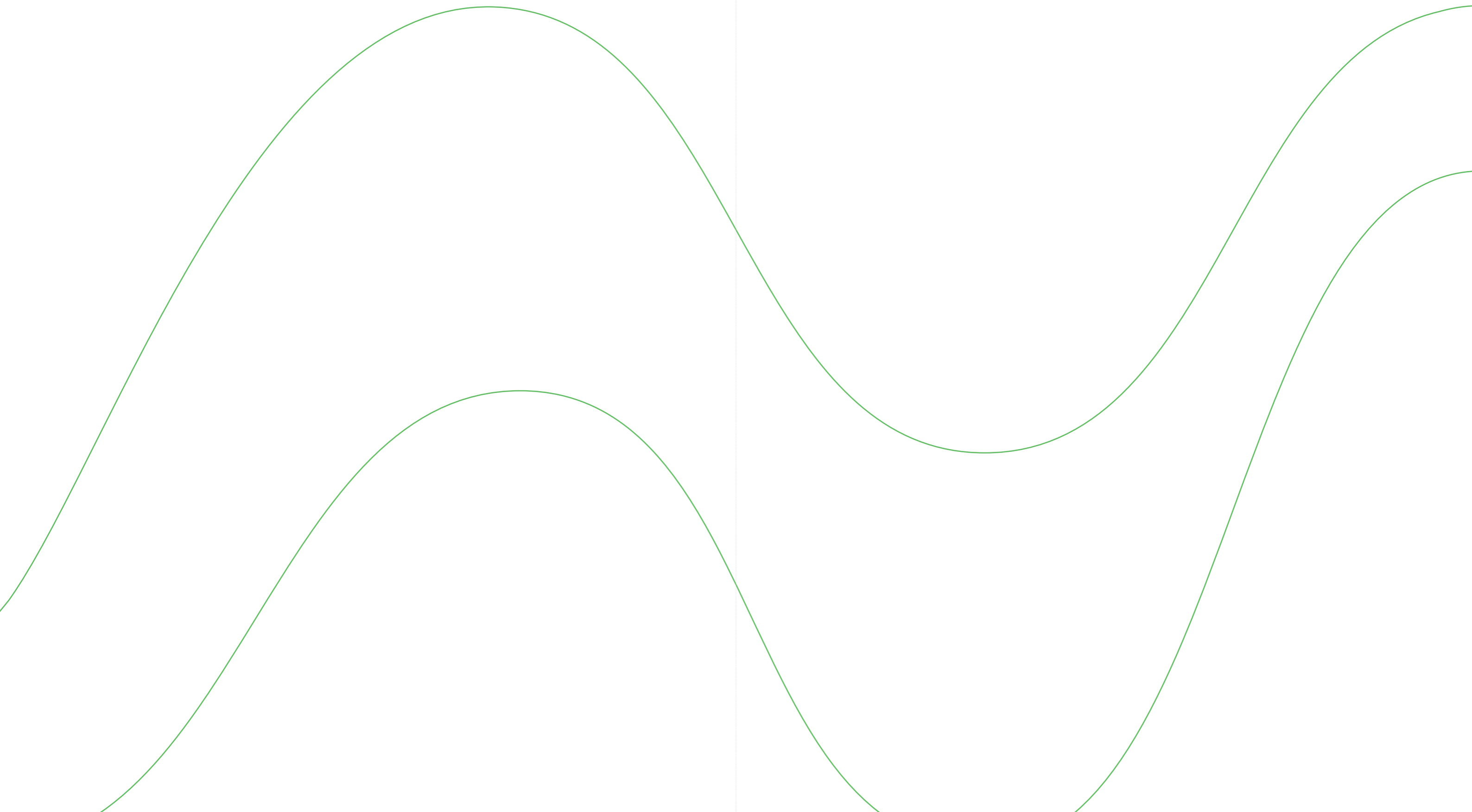
Carbon neutrality for Scope 1 and 2 emissions until 2025

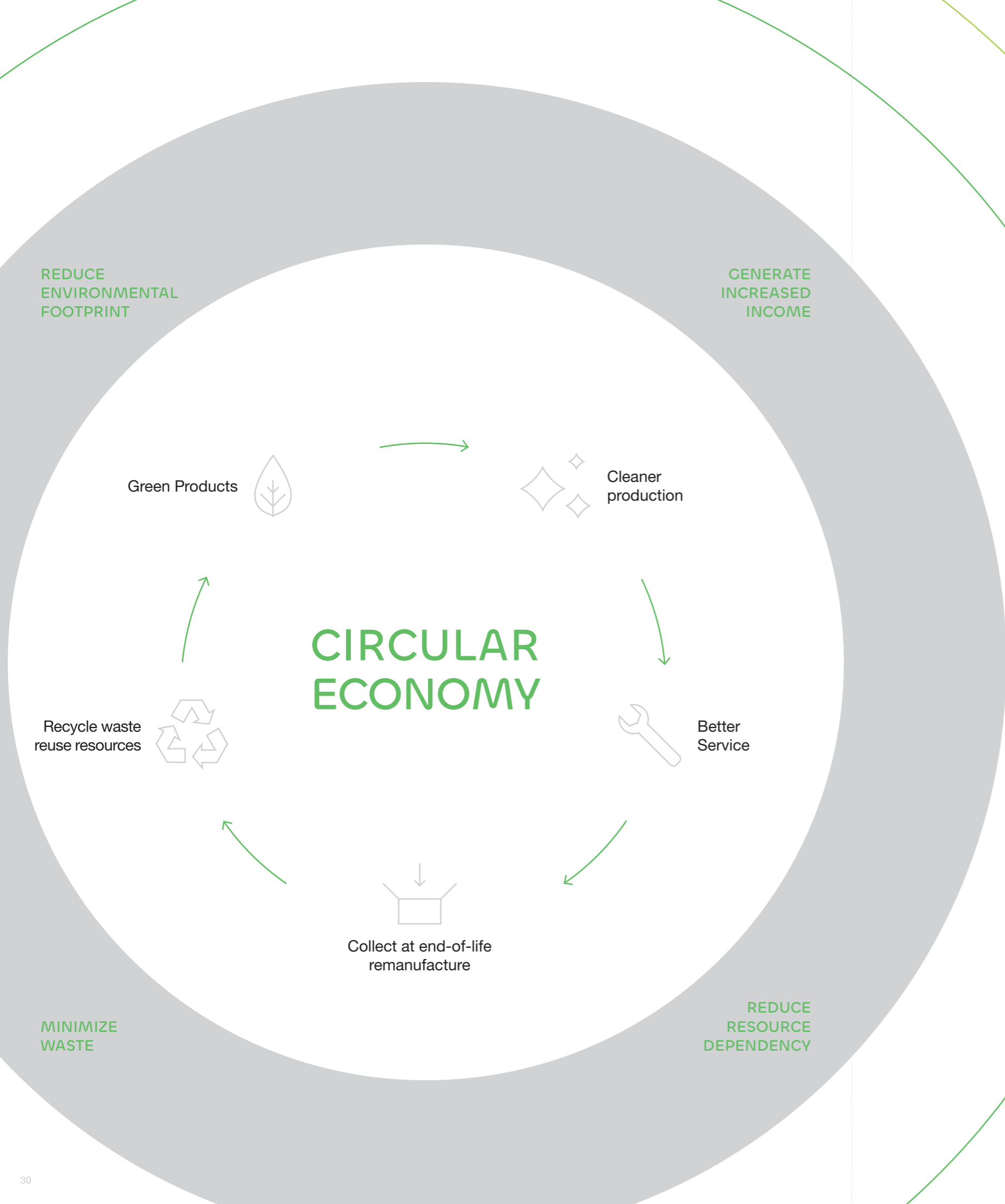
Switch to ECO-Power for the whole group until 2025

Publish ECO-Car Policy by 2025

Carbon Neutrality for all Scopes until 2035

CIRCULAR ECONOMY





CIRCULAR ECONOMY

In order to achieve sustainable growth, we need to carefully consider and minimize our impacts on the planet. The natural resources we use are not infinite, and the circular economy approach focuses on changing our systems and processes in order to improve resource efficiency and management. By employing the key tenets of a circular economy, we can help ensure a sustainable future that offers wellbeing for both people and the planet, maintaining the delicate balance of our natural ecosystems.

At nnuks, we are committed to limiting the impact of our activities on the environment and our use of natural resources. Therefore, we employ circular economy approaches such as reparability, recyclability, and the use of recycled materials, to continually innovate and improve the resource efficiency and circularity of our products and processes. This reduces the ecological footprint of our products, and in turn, our customers.

To ensure the sustainability of our products, we have developed an **Eco-Design Framework**. This framework serves as a guideline for product development but does not take precedence over any existing national, regional, or local circular economy legislation, such as energy efficiency regulations. These regulations are treated as a minimum standard across all nnuks operations.

We consider eco-design to be a key opportunity to not only comply with current regulatory requirements, but also to allow for innovation that can strengthen our circular economy approach and reach out to new markets.

Eco-design also promotes better resource efficiency performance which can bring benefits such as lower material costs, increased business resilience, and improved local and market reputation. Management of our ecological footprint is critical for winning new business, and we expect more customers to pay attention to the resource efficiency performance of the business and our products in the future.

CIRCULAR INNOVATIONS AT nnuks

Innovation is key to a sustainable future. At nnuks, we aim to further develop our processes and products with the goal of a circular economy in mind. This allows for a wide range of product improvements that take advantage of key tenets of the circular economy such as resource efficiency, energy efficiency, reparability, recyclability and modularity.



Resource efficiency

Using recycled material is part of our strategy to improve our resource efficiency. Using secondary raw material rather than primary raw material can help to reduce the environmental impacts caused by the exploration, extraction, production and waste management of these materials. For this purpose, we have introduced our own **Recycled Content Label** as a self-declaration for providing transparent information about this initiative to customers. Five products already have approximately 20 % recycled content in relation to the total product weight and our goal is to extend this to a wider product range.



Energy efficiency

The circular economy aims to improve resource efficiency at all levels. This means not only extending the service life of a product, but also the efficiency during the time of use as well. By changing our own portfolio to 100 % energy-saving LED lighting for living, working and outdoor areas, nnuks is creating a considerable benefit for customers and the environment. The enormous energy savings achieved by LED lighting compared to conventional lighting brings lower electricity costs for the customer and reduces overall energy consumption, making an important contribution to conserving resources.



Recyclability

Not only do we aim to increase the use of secondary raw materials in our products but we also take great care to ensure that our products themselves have a high level of recyclability. This contributes to keeping materials in the loop throughout our production process.



Reparability

When it comes to keeping products in the loop, reparability is key. We see reparability as a basic requirement for longer product life, which contributes to the conservation of resources. Already today, approximately 96 % of our lighting products can be repaired by a specialist, and our goal is to extend that coverage to our whole portfolio.



Modularity

Durability, reparability and modularization of products can help to reduce consumption of new resources as well as production impacts. This supports a resource- and material-efficient circular economy with long lasting products. The modularization of lighting components focuses on electronic components such as light sources, control gear, sensors and radio modules. These components can be most easily replaced or expanded within the lifespan of a luminaire. This can extend the service life of our products and correct defects caused by external influences (e.g., overvoltage), age-related failures, or the need to bring components up to a new technical standard by adding sensor functions or integrating the luminaire into a new networked system.



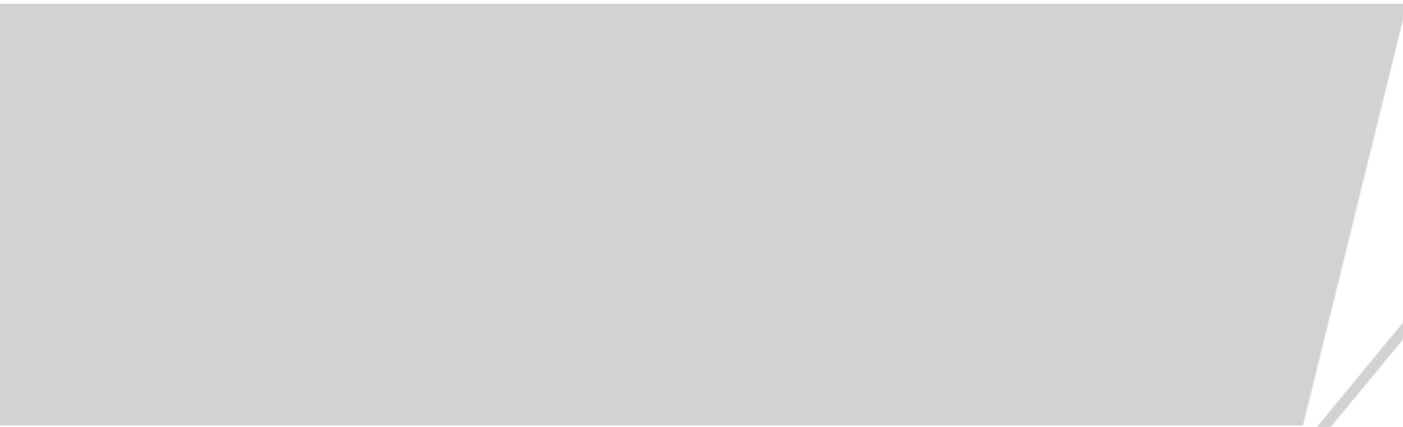
CIRCULAR ECONOMY SECTOR BEST PRACTICE EXAMPLE: SAMRINA

The German Electrical and Electronic Manufacturers' Association ZVEI has featured BU SLV's SAMRINA outdoor luminaire as a best-practice example of plastic recycling in one of its guidelines on plastic recyclates.

The SAMRINA luminaire achieves the goal of replacing as many primary raw materials as possible with secondary raw materials while maintaining the same high quality and product longevity. The ground spike luminaires are made predominantly from LyondellBasell's Schuladur® GF30 plastic, which contains 35 % recycled raw materials. The recycled material accounts for 17 % of the total mass of the product.

This best practice example is in line with the nnuks strategy of increasing sustainability along the entire value chain. Replacing primary raw materials with secondary raw materials has a double effect. Firstly, waste and residual materials can be fed back into a functional circular economy which reduces plastic waste in the environment. Secondly, the use of secondary raw materials reduces the need for newly extracted materials. This lowers the environmental footprint of the product while maintaining the same quality.

The use of secondary raw materials is absolutely required in order to achieve sustainable business models. However, in order to increase the use of secondary raw materials, availability must be continually monitored to avoid bottlenecks. This will require improved life cycle assessments in order to promote sustainable decisions throughout the production process.



OUR APPROACH TO SUSTAINABLE PACKAGING

Packaging is a critical area to consider circular approaches as the demand for raw materials in packaging is high and there is immense potential to create more sustainable practices. There are three main elements to consider in sustainable packaging that are included in our **Sustainable Packaging Framework**. These key elements are the use of recycled material, reducing plastics in packaging, and reducing packaging volume overall.

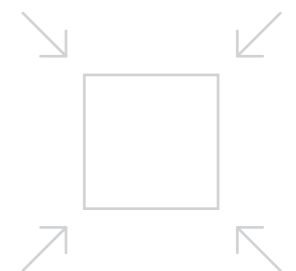
RECYCLED MATERIAL



REDUCING PLASTICS



REDUCING PACKAGING VOLUME



The use of secondary raw materials is a crucial factor for sustainable packaging. The production of recycled paper and packaging material is significantly less energy intensive than the production of virgin fiber paper and cardboard.

Knightsbridge, our business unit in the United Kingdom is a pioneer when it comes to recycled packaging. The use of biodegradable cardboard and boxes with recycled FSC-certified paper is steadily increasing and will soon comprise more than half of Knightsbridge's packaging products. Additionally, the company reuses cardboard boxes that they receive from suppliers. This helped them to eliminate the use of plastic filling materials completely and replace them with paper made from used cardboard or recycled paper. In 2020, Knightsbridge reused more than 60 tons of cardboard in their packaging, which equals approximately 78,000 recycled boxes. This effort saved more than a ton of plastic filling material.

The use of plastic as filling materials and as part of packaging was an industry standard for a long time. But as we move towards a circular economy, plastic will disappear from packaging. Materials made of plastic are often difficult to recycle and frequently end up polluting the environment and contributing to the destruction of our natural ecosystems, particularly our oceans.

At nnuks, we are driving a rapid reduction of plastic materials in our packaging. For example, at Knightsbridge, switching from Clamshell blister plastic to recyclable polybags resulted in a massive reduction of single use plastics and a higher packaging recycling rate.

Unex, our business unit in Switzerland, has almost eliminated all plastics in its packaging. It has achieved this by replacing plastic filling materials with tissue paper and PVC packaging tape with paper-based tape. Our biggest brand, SLV, also uses paper-based tape and labelling. SLV has replaced plastic fillings with paper and has removed plastic bags that were previously used for invoices.

USE OF RECYCLED MATERIAL

REDUCING PLASTICS IN PACKAGING

REDUCING PACKAGING VOLUME

The type of materials used plays a major role in packaging, but the amount of material used is also crucial. Our mission is to make packaging as efficient as possible. At our business unit SLV, we reduce the empty space in shipping boxes to an absolute minimum by using customized cardboard boxes. SLV utilizes a compact packaging machine that adjusts the packaging to the volume of the products. In this way, SLV was able to reduce its packaging volume by an average of around 30 %.

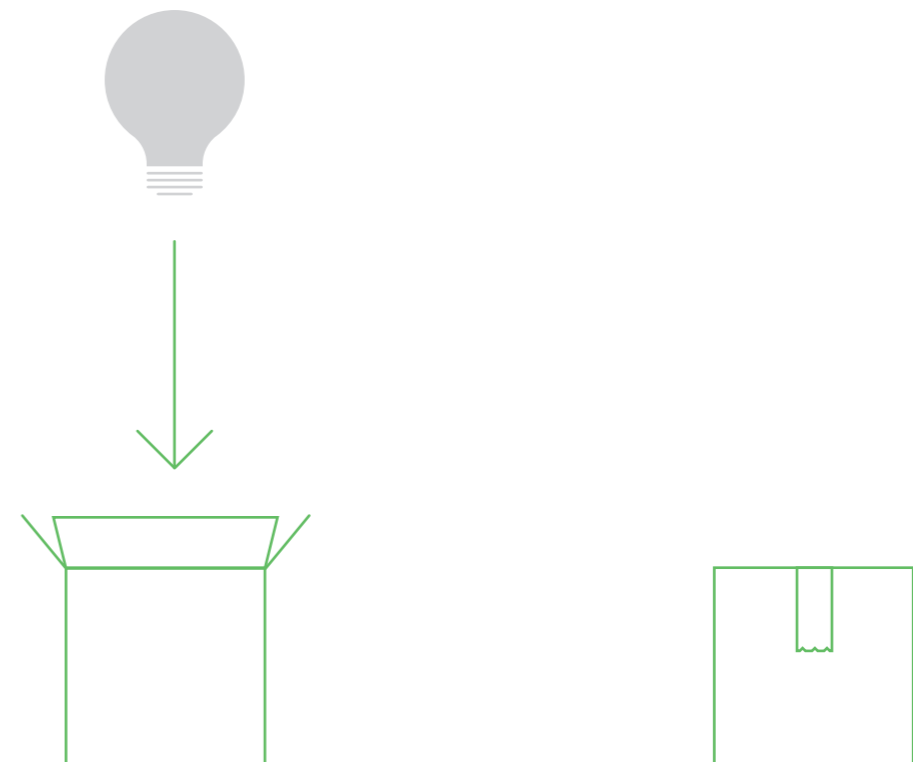
OUR SUSTAINABLE PACKAGING FRAMEWORK

Our **Sustainable Packaging Framework** shows the measures we are taking to improve our packaging practices and also serves as a guide for our various business units to continue to improve packaging practices so they can be made as sustainable as possible.

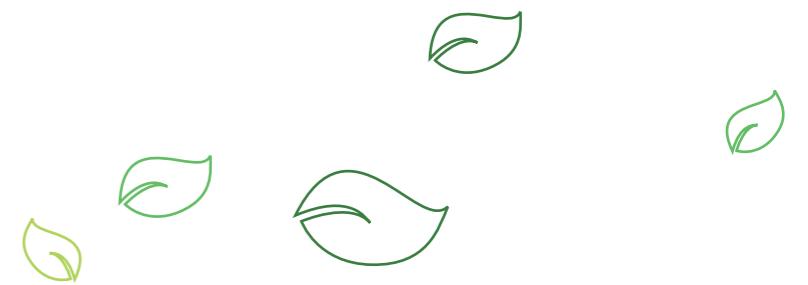
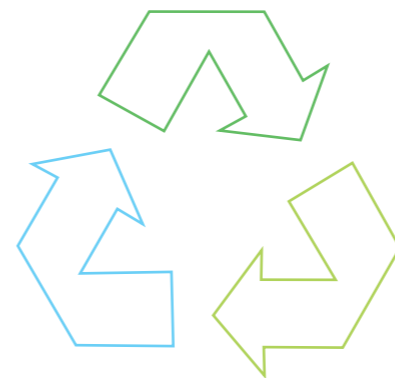
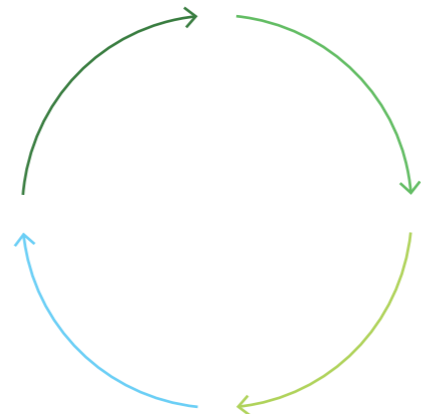
The most important component of the framework is the use of sustainable packaging materials. This includes using recycled materials as packaging, avoiding plastic as much as possible and using compostable or paper packaging tape to seal our packages and compostable or paper labelling to communicate the product information.

Another key component is the recycling of used packaging materials so as to avoid creating residual waste. Packaging is also designed to be used for returns so that it can be kept in the loop and reused as much as possible.

The framework also guides our business units to avoid the use of finishing lack, shiny colours, varnish and laminated boxes. Our packaging uses only two colours which are created through VOC-free colouring. No paints are used in order to avoid environmentally harmful solvents.



REDUCE
REUSE
RECYCLE



MINIMIZING WASTE

The use of resources necessarily results in the generation of waste. As a global company, waste generation is a major issue for us. This includes not only the waste we produce, but also the waste generated by our customers. Our main goal is to minimize the generation of direct and indirect waste.

Through our commitment to a circular economy, we aim to minimize resource use as much as possible. Due to the fact that we sell products where the use of resources cannot completely be eliminated, it is particularly important to us that as little waste as possible is generated and that our waste can be returned to the loop by recovery or recycling.

Through many innovative solutions in packaging and established guidelines such as our eco-design and sustainable packaging frameworks, we have made great progress in avoiding resource depletion and waste generation. The durability as well as the high reparability of our products also ensures less electrical waste.

We do have large amounts of e-waste each year, which is recycled by a licenced recycling company. This saves several thousand tons of resources and well over a hundred tons of greenhouse gases annually.

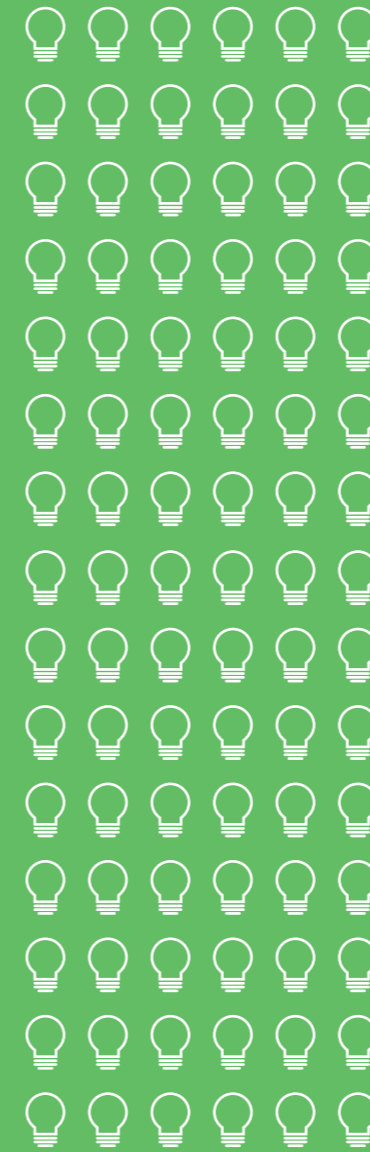
CIRCULAR ECONOMY INDICATORS

Waste and water consumption	2020	2021
Total Amount of Waste (t)	416.58	458.05
Amount of hazardous waste (t)	2.15	0.05
Amount of non-hazardous waste (t)	414.43	458.00
Tap Water consumption (m³)	4,785	5,480

Eco-Design*	2020	2021
Number of recycled content products	5	5
Share of repairable products (%)	80	96
Share of products with modular approach (%)	23	27

*covers only BU SLV

HIGHLIGHTS



~ 20 %

recycled material in our recycled content lighting products

30 %

Volume reduction of packages via compact packaging at SLV

60 t

Reuse of cardboard for packaging and void filling at BU Knightsbridge

~ 50 %

Plastic packaging materials reduction

Goals reached

2020 - 2021

Repairability of products in BU SLV

Group Sustainable Packaging Framework published

17 %
Reduction of filling materials in BU SLV packaging

100 %
Efficient Products with LED and compatible with LEDs

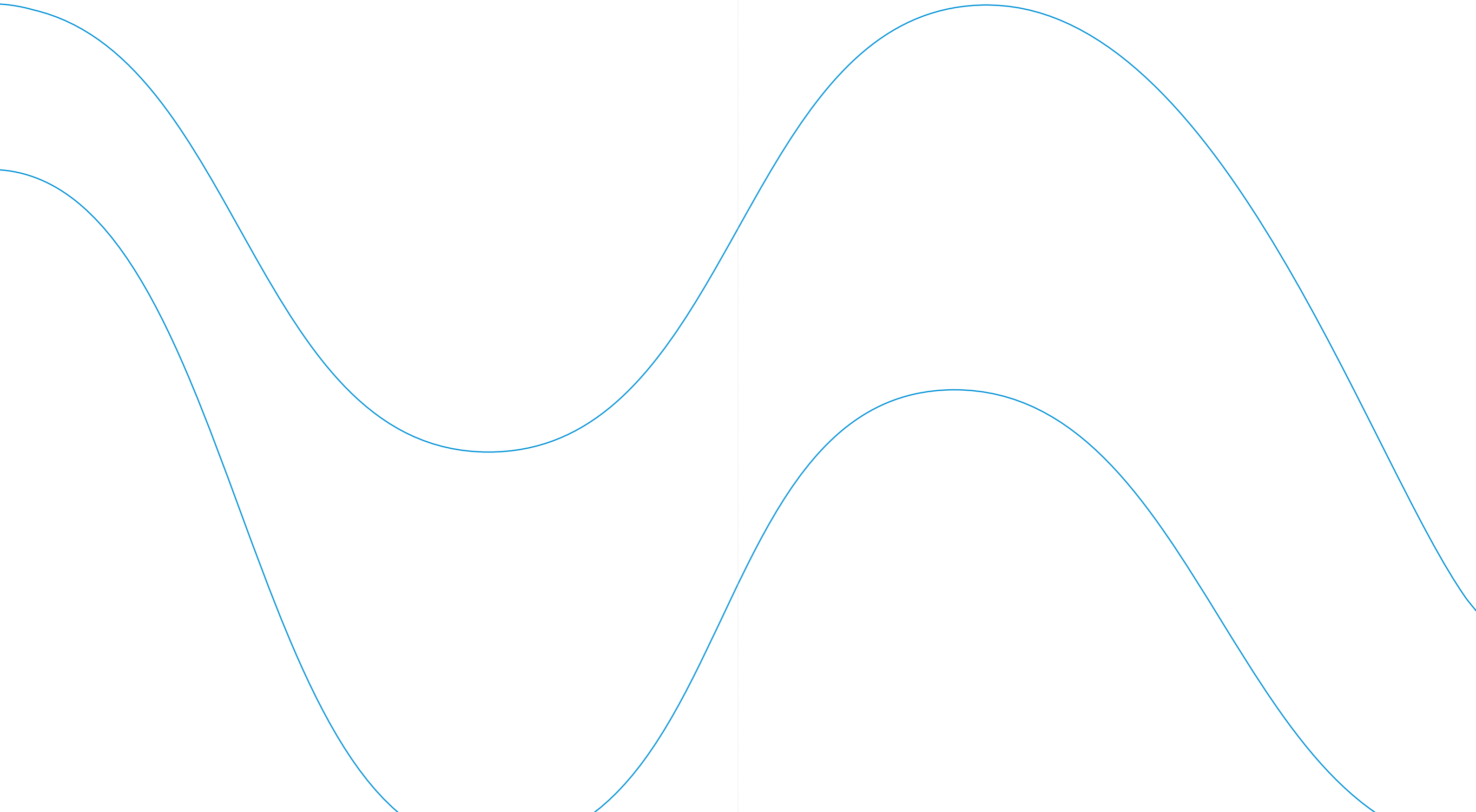
100 %
Paper-based tape and label

Goals (till 2025)

100 %
Certified and recycled marked Cardboard

95 %
Plastic reduction in Packaging

SOCIAL RESPONSIBILITY



nnuks IS SIGNATORY FOR UN GLOBAL COMPACT



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



OUR COMMITMENT TO THE PRINCIPLES OF THE UN GLOBAL COMPACT

We are committed to the Ten Principles of the UN Global Compact which address corporate responsibility in the areas of human rights, labor, environment and anti-corruption. Our **2020 Group Sustainability Strategy** and **Group HR Strategy** towards 2023 ensure the continuous integration of these principles into our strategy, culture, and daily operations.

We report our progress and actions towards these 10 principles annually and are also committed to sharing this information with our stakeholders using our primary channels of communication. We have been a member of the United Nations Global Compact (UNGC) since June 2017.

We are committed to the 17 UN Sustainable Development Goals (SDGs), which address the global challenges the world faces, including poverty, inequality, climate change, environmental degradation, peace and justice. In this decade of action, we set our goals in line with the 2030 Agenda for Sustainable Development of the United Nations.

IDENTIFYING OUR STAKEHOLDER PRIORITIES

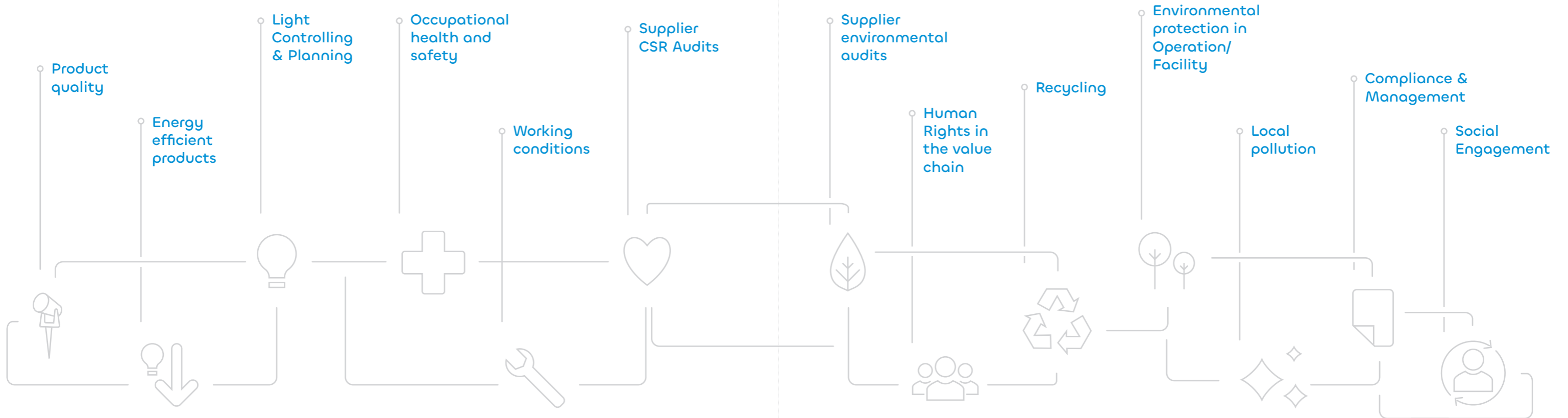
In 2021, we conducted a stakeholder analysis to better understand and categorize the needs and concerns of our stakeholders and to prioritize our sustainability actions. The analysis was carried out at regular intervals to identify issues of current relevance.

A wide range of stakeholders were surveyed globally including suppliers, consumers, employees, and shareholders, among others. Throughout the process, 45 topics were identified, analysed according to their importance for stakeholders, and classified in 13 categories.

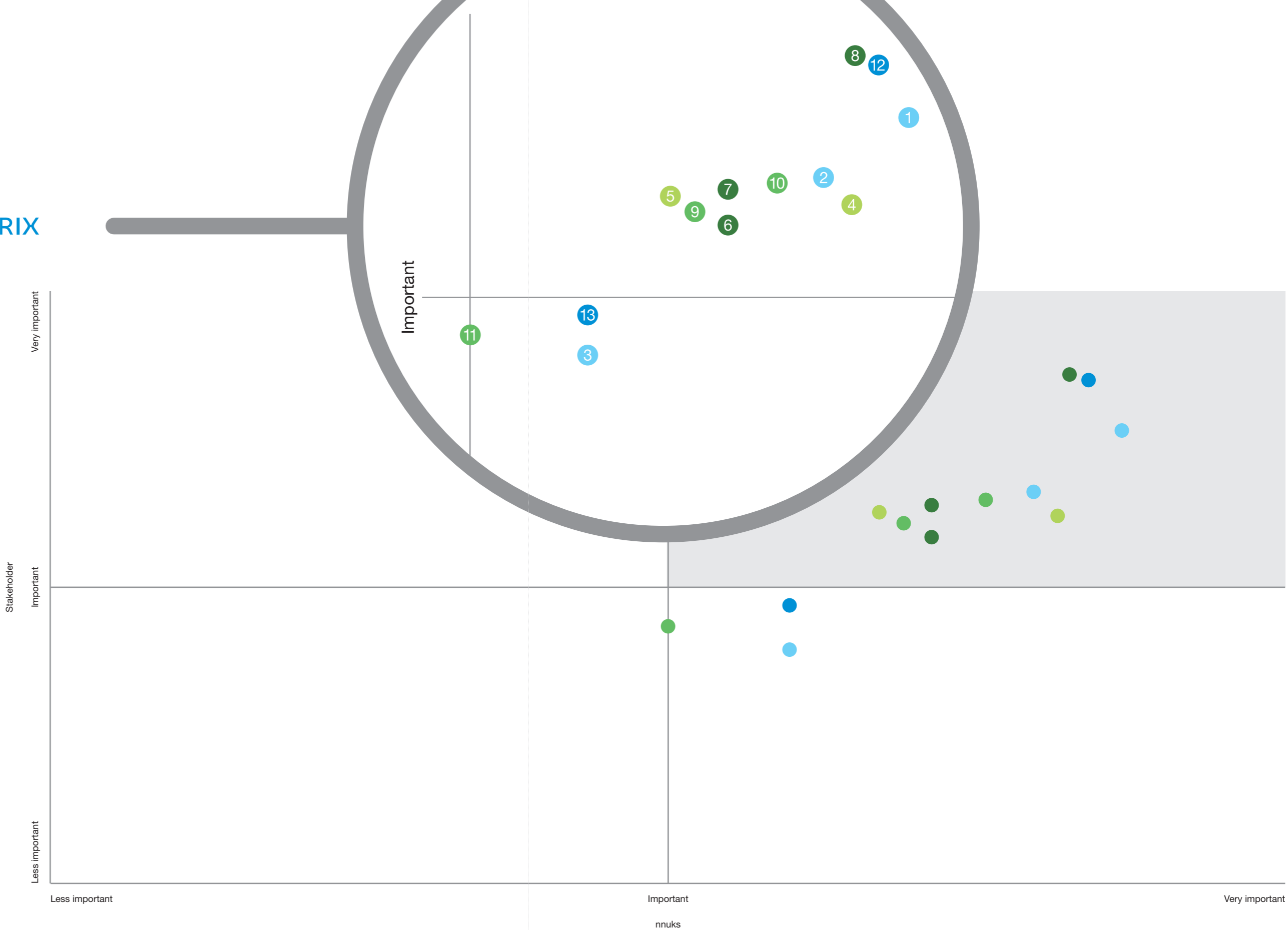
The results of the the stakeholder analysis emphasized the importance of preventing child labor and human rights violations along our value and supply chain. Other important aspects identified were ethical and moral issues including the proactive fight against corruption, as well as safe

working conditions and fair payment for all employees. In terms of product quality, top priorities included health and safety controls as well as energy efficiency. Regarding environmental responsibility, our stakeholders rated the avoidance of plastic use and the use of recycled materials in packaging as particularly important issues.

These results have been incorporated into our materiality matrix which is used as a strategic instrument to prioritize various issues and guide our sustainability strategy. The prioritization in the materiality matrix is based on impacts, risks, and stakeholder interests. These topics will be consolidated and incorporated into the next iteration of our sustainability strategy. The robust results of the current stakeholder analysis give us additional confidence that our activities and future plans and targets are in line with our stakeholder interests.



MATERIALITY MATRIX



- **Products**

 - 1. Product quality
 - 2. Energy efficient products
 - 3. Light controlling & planning
- **Employee**

 - 4. Occupational health and safety
 - 5. Working conditions
- **Suppliers**

 - 6. Supplier CSR audits
 - 7. Supplier environmental audits
 - 8. Human rights in the value chain
- **Environment**

 - 9. Recycling
 - 10. Environmental protection in operation/facility
 - 11. Local pollution
- **Corporate Management**

 - 12. Compliance & management
 - 13. Social engagement



CORPORATE SOCIAL RESPONSIBILITY

LABOR PRACTICES

HUMAN RIGHTS

ENVIRONMENT

FAIR OPERATING PRACTICES

CONSUMER ISSUES

COMMUNITY INVOLVEMENT AND DEVELOPMENT

CORPORATE SOCIAL RESPONSIBILITY AT nnuks

Responsible companies are aware of their resources, interests and stakeholders. They manage these areas with the utmost care. They also seek to make the best use of both financial and human resources, balancing the organization's interests with its relationships with contractors and customers. The goal is to generate sustainable and long-term prosperity for the company. Based on these goals, incorporating Corporate Social Responsibility (CSR) activities is a natural choice for a responsible company.

At nnuks, we choose to implement CSR based on our group vision and values, ensuring that social and environmental concerns are integrated into our business operations and interaction with our stakeholders. In 2021, nnuks published its first **Group CSR Manual**. The purpose of the manual is to raise awareness among all stakeholders and to proactively involve them in relevant social responsibility projects along the entire value chain. This document communicates our CSR guidelines to our employees, suppliers and customers and serves as the first step in our social responsibility awareness and integration program.

With the publication of our CSR Manual, nnuks is systematically making its social responsibility initiatives known throughout the group within the framework of the ISO 26000 international standard. This work serves our group vision of "Responsible Growth" and supports the commitment we have to fair labor practices, human rights, environmental responsibility, fair operating practices, consumer issues and community involvement and development. These are the key topics that are explained and elaborated for all stakeholders in the CSR Manual.

“EVERYONE HAS THE RIGHT TO FREEDOM OF OPINION AND EXPRESSION. THIS INCLUDES FREEDOM TO HOLD OPINIONS WITHOUT INTERFERENCE AND TO SEEK, RECEIVE AND IMPART INFORMATION AND IDEAS WITHOUT INTERFERENCE AND REGARDLESS OF FRONTIERS.”

United Nations, Universal Declaration of Human Rights

GOVERNANCE AND TRAINING

Organizational governance is the most important factor for social responsibility. An organization with the aim of being socially responsible should have an organizational governance system that provides supervision and leads by example in implementing the principles of social responsibility. At nnuks, it is important to us that all employees in leadership positions have an awareness of key social responsibility principles and communicate these to their team members on a regular basis.

In order to strengthen this awareness and communication, CSR Trainings were provided at all of our locations across the group as a part of our social responsibility awareness and integration program throughout the course of 2021. After its initial success, this training will be rolled out by each managing director to their employees, thereby ensuring full coverage of the group.



SUPPLIER AUDITS

We conduct regular supplier Environmental Social and Governance (ESG) audits along our value chain to ensure that no human rights violations occur and that our suppliers are committed to the values of our group. In addition, clauses on ESG-relevant topics are included in almost all business agreement contracts.

99 % of all group suppliers were audited in 2021. Only one audit could not be carried out due to COVID-19 restrictions. When gaps are identified during supplier audits, individually developed corrective and preventive action plans are created to provide suppliers with specific instructions on how to implement the required improvements. Follow-up audits are to be carried out regularly each year as part of inspection visits to check and evaluate the progress of the measures implemented. Depending on the results, the subsequent audits may take place at shorter or longer intervals.

In the last 2 years, we have significantly reduced our total number of suppliers. This offers the advantage that we have more capacity to focus on individual suppliers. We can therefore better support our suppliers in focusing on social responsibility, and help them to implement our requirements.

In 2022, we will strengthen monitoring of our suppliers with third-party CSR audits based on the SEDEX-SMETA 4 Pillar Audit Scheme. This more robust monitoring system will support our CSR awareness and integration program at the group level, and increase transparency regarding critical environmental and social aspects across our supply chain. The audits will be carried out for a selected group of suppliers, including suppliers of various sizes across all regions in order to ensure a representative sample that provides us with a holistic picture of the current state of things. Based on the audit reports, we will develop capacity building action plans for the relevant suppliers which can then be extended to all suppliers as needed.

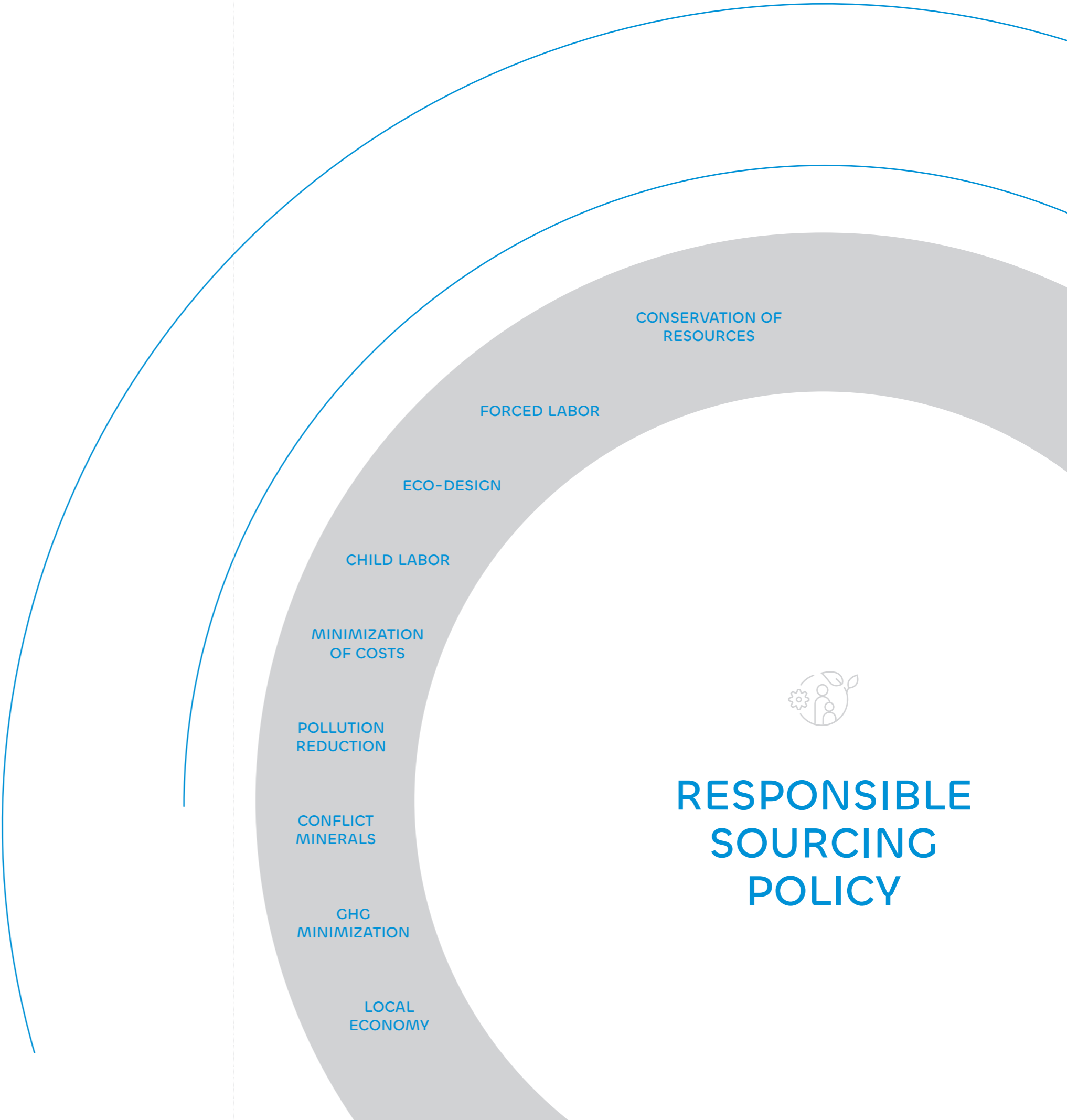
OUR RESPONSIBLE SOURCING POLICY

Due to the international supply chain, nnuks operates in countries where fundamental rights and standards are often considered to be at risk. Therefore, it is critical that we make our social and environmental standards a primary focus for our suppliers around the world. We see our suppliers as strategic resources and partners in our CSR activities. Compliance with all relevant legislation is of course mandatory for all nnuks suppliers worldwide.

In 2020, we published our **Group Responsible Sourcing Policy** and communicated it to all our suppliers. Within this framework we encourage our business partners to promote and ensure compliance with the basic requirements of occupational health and safety, labor law, environmental protection, governance and social standards. This document is a central tool to ensure a responsible and sustainable value chain that is in line with our global **Social Standards Guideline**.

Our Responsible Sourcing Policy defines that our suppliers must ensure sustainable and ethical business practices through policies, targets, management systems and processes that reflect the impacts and opportunities of the organization. In addition, they must strive for continuous improvement of their sustainability performance. Our suppliers must comply with applicable laws, rules, and regulations as well as the standards relevant for their business. This requires systematic documentation and records. Non-conformities must be identified and addressed through appropriate controls. Suppliers, their workers and contractors are required to report actual or suspected breaches of this Responsible Sourcing Policy as quickly as possible to a nnuks Compliance Officer.

NO TOLERANCE



**RESPONSIBLE
SOURCING
POLICY**



MINIMIZING OUR ENVIRONMENTAL IMPACT

Environmental pollution is also a social issue. Communities living in areas affected by environmental damage suffer from critical issues such as groundwater pollution or degraded air quality. This can affect the health and livelihoods of these communities which often face existential problems as a result of these environmental damages.

nnuks takes full responsibility for the environmental impacts that occur throughout our whole value chain. However, due to the necessity to outsource activities, our environmental impact is not entirely under our own control. Therefore, we make it a top priority to regularly monitor and assess our outsourced activities and ensure optimization of outsourced processes to minimize environmental impact.

The ESG clauses included in our supplier contracts seek to minimize the environmental impact of our suppliers. In addition, any environmental impacts are taken into account in the ESG score which is determined through the auditing process.

Suppliers that fail to meet our requirements are supported in reducing their environmental impact through our customized corrective action and prevention plans. The follow-up audits are used to review and evaluate the progress of the implemented measures. We are committed to consistently improving the environmental performance across our value chain through actions such as the planned third-party audits which will strengthen our monitoring process by bringing in independent certified auditors.

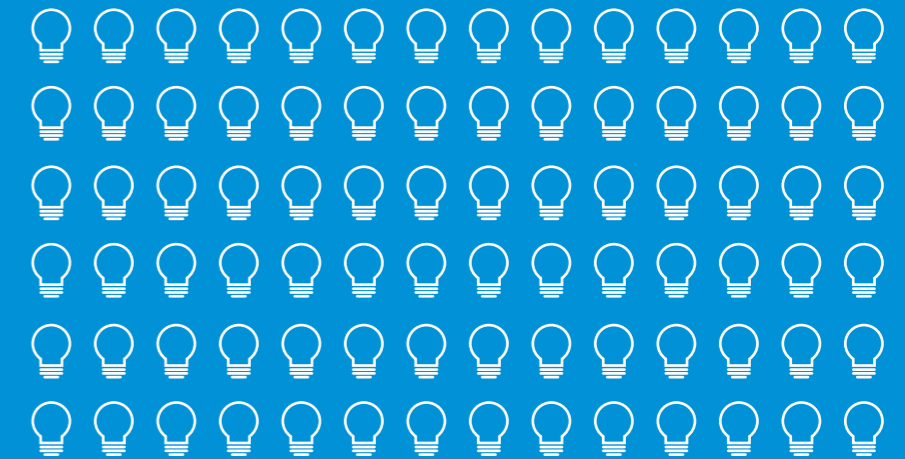
SOCIAL RESPONSIBILITY INDICATORS

	2020	2021
Number of suppliers	131	89
Coverage rate Supplier ESG Audits (%)	96	99
Suppliers covered with BA with extended ESG clauses (%)	-	54
Number of suppliers conforming the receipt of Group Responsible Sourcing Policy (%)	-	100

HIGHLIGHTS



Group
CSR Manual
introduced



ISO 14001 Environmental Management
System Certification for SLV Germany,
nnuks Holding and BU Novalux



36 % less

Number of Group Suppliers
compared to Jan. 2020

Group
Stakeholder
Analysis
rolled out

Goals reached

2020 - 2021

100 %
CSR Training
of Group locations
globally

First Group
Environmental Policy
published

Group
Responsible Sourcing
Policy entered in force
and communicated to
all suppliers

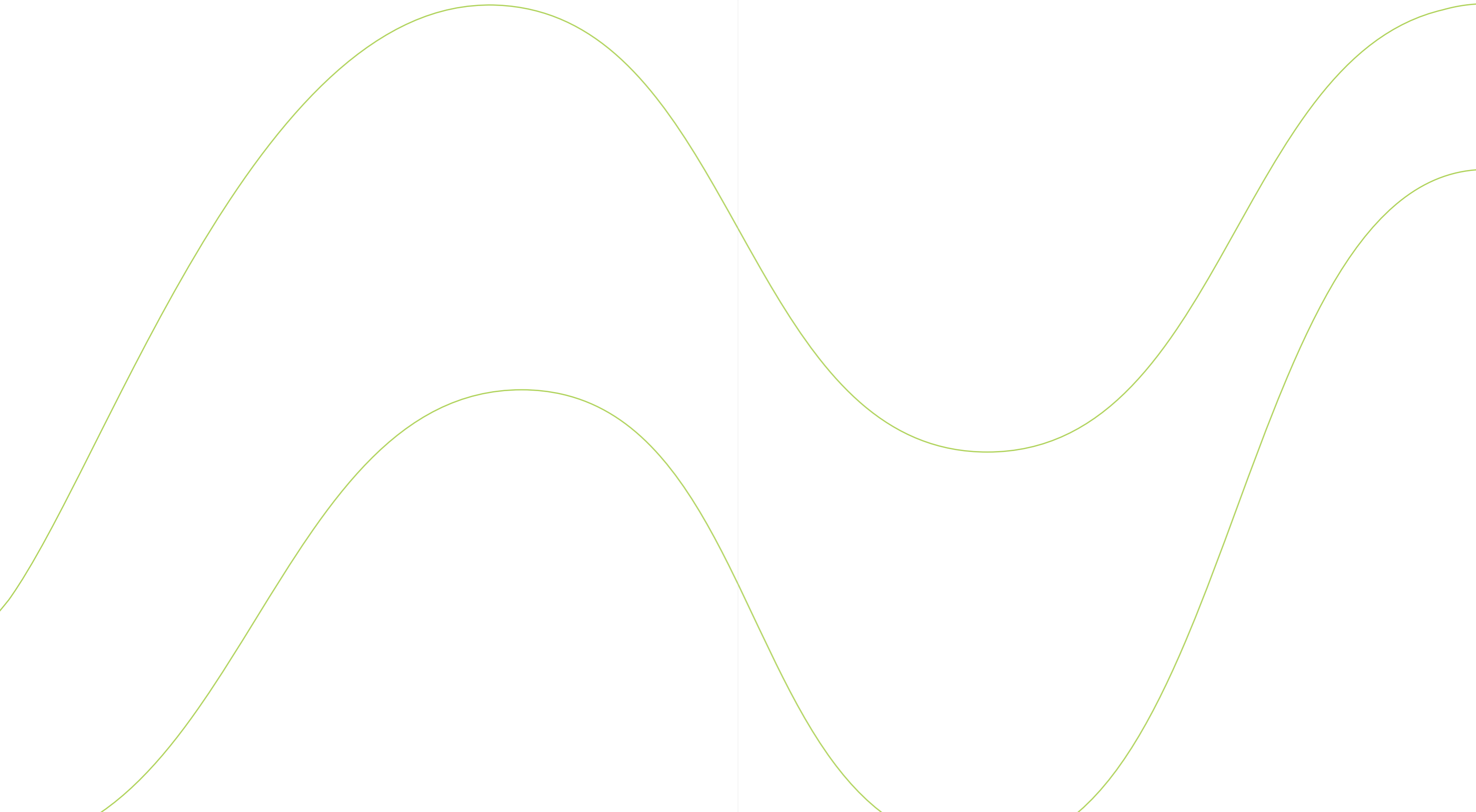
Goals (till 2023)

3rd party
CSR audit kick off
for ten representative
suppliers in 2022

100 %
coverage rate
for Supplier
ESG Audits

Comprehensive/
Extended Business
Agreement introduction
to all group suppliers
with relevant CSR
clauses

PEOPLE AGENDA





SUPPORTING EMPLOYEES THROUGH OUR GLOBAL PEOPLE AGENDA

The people that make up the various teams across our business units and value chain are the most valuable and important resource we have in supporting our growth strategy. The future success of our group therefore depends on a strategy that supports our teams and employees every step of the way. In 2020, we launched our first **Global People Agenda** that focuses on the following priorities:

- **One Group Culture.** Our values are our common foundation across all countries and brands. We promote a culture that brings our values to life in everything we do and establishes a feeling of belonging. These shared values serve as the foundation for our work together.
- **Developing People.** Achieving our business goals requires continuous learning and development. We provide our employees with ongoing learning opportunities within a work environment that supports their personal and professional development.
- **Diversity and Inclusion.** Diverse teams are more innovative and produce better results. We recognize individual differences and strive to provide equal access to opportunities and resources while promoting an inclusive workplace.
- **Next Level HR.** Our Human Resources department endeavours to provide a range of services that add true value. We do this through an established framework of HR services, processes and policies that support individuals and teams. Where appropriate, we aim for international alignment in managing our human resources.

ONE GROUP CULTURE

A feeling of belonging, respect and responsibility are important prerequisites for successful cooperation and a high functioning team. We therefore rely on feedback from our employees in order to improve cooperation in and among teams. In 2021, the entire group (including all employees in our local entities) was invited to participate in our employee survey, giving them the opportunity to provide anonymous feedback. This opportunity for us to hear the opinions of all employees gives us the information we need to foster growth across the group as a community.

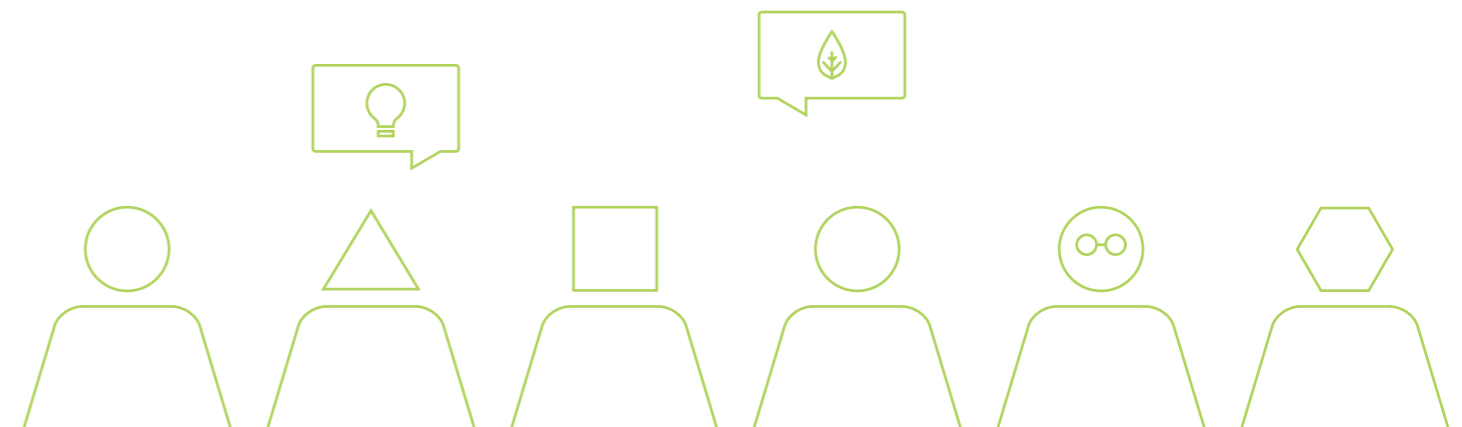
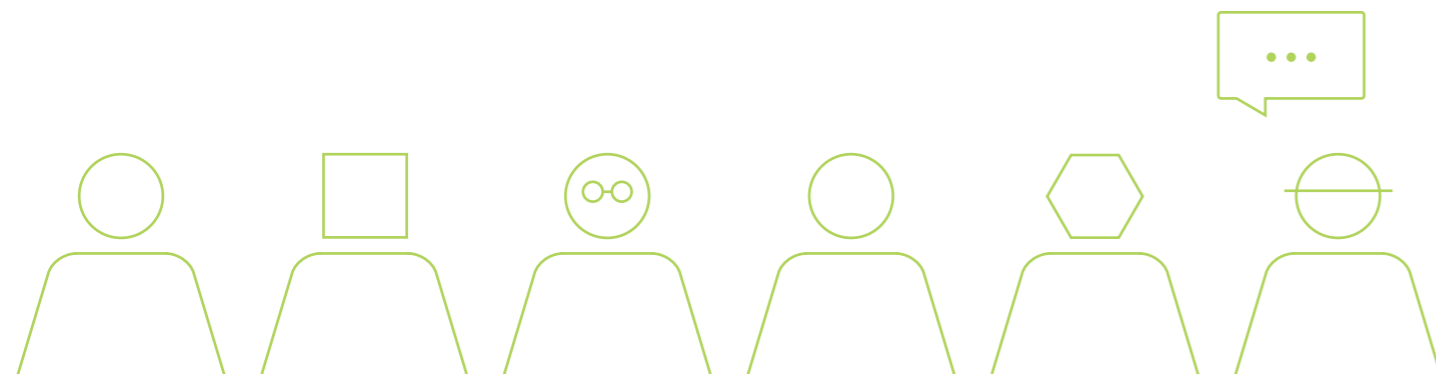
In 2021, the survey achieved an 86 % participation rate. The results have been analysed with the aim of increasing employee satisfaction. Team results have been discussed with the respective local managers and concrete measures have been identified and incorporated into action plans.

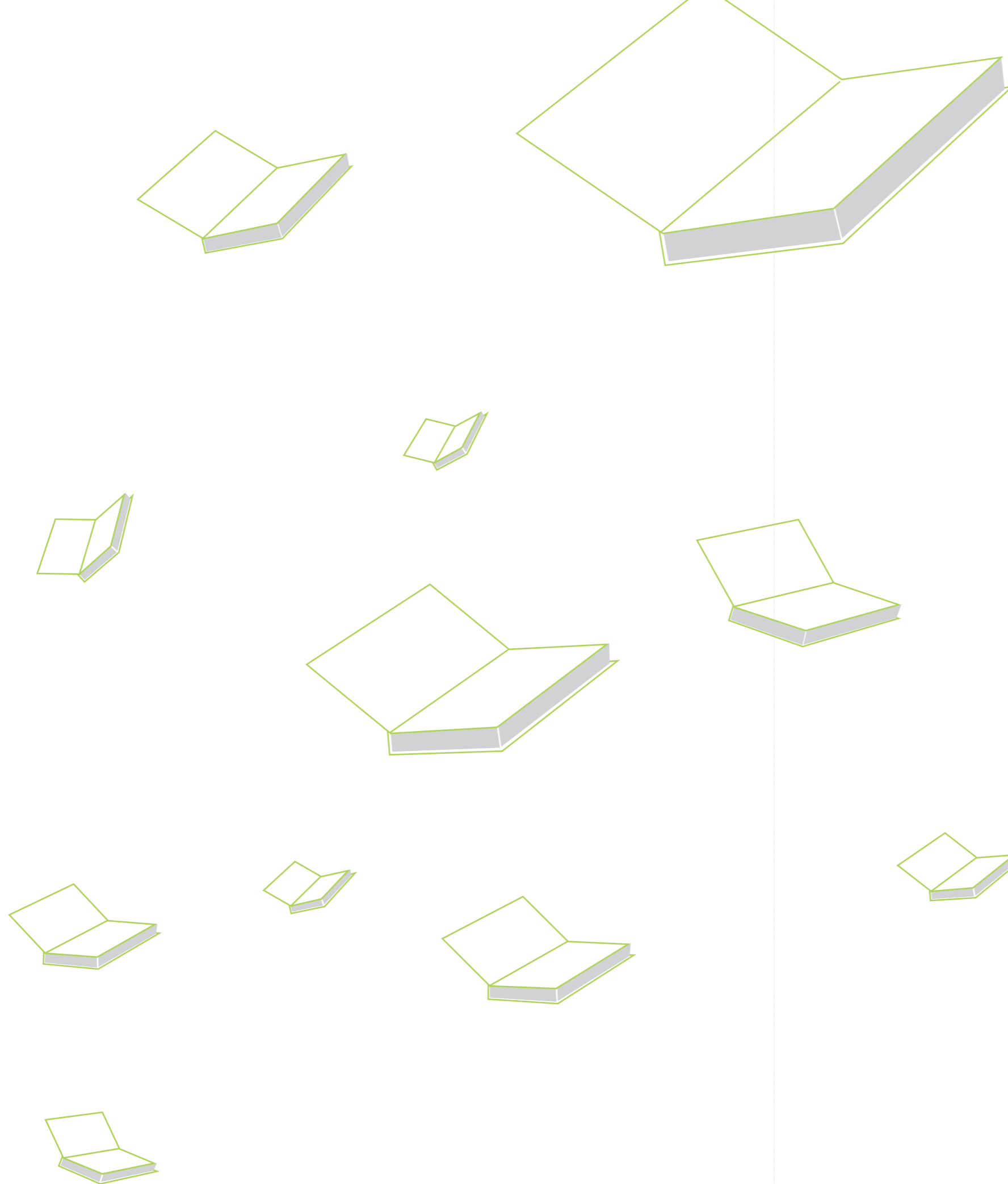
Another way we are strengthening our one group culture is by introducing a standardized onboarding training for all new employees joining our company across the group. The aim is to connect employees from different countries and to build a collective culture. Employees get to know our five brands, our products, and our company values and strategy. In 2021 we had 3 sessions with 94 participants. Over the course of two webinars, new employees learned about our vision, mission and values as well as our group structure, brands and products. Employees offered very positive feedback, rating their satisfaction with this training at an average of 9.02 on a scale of 0-10.

We also aim to keep employees up-to-date on all of the most recent company news to foster a feeling of belonging. All employees receive a quarterly video message from our CEO and can follow any updates on our teams, projects and financial achievements on our internal news board.

Lastly, our teams have the opportunity to engage in various campaigns and social engagements through the group. Here are some of the engagements that have taken place over the past few years:

- **Support for flood victims.** After the massive flooding in Europe in July 2021, SLV Belgium donated over € 2,500 and SLV Germany launched an appeal on the intranet to help the residents in a nearby village with the reconstruction process by donating money or helping on site. In addition, two shipments of lights were donated to the victims.
- **Christmas donations.** Christmas presents which employees of SLV receive from customers and suppliers are collected at the HR department and donated to the Uebach-Palenberger Tafel e.V., a charitable institution. Furthermore, instead of giving presents at Christmas time, SLV regularly donates the amount of € 5,000 to the German Cancer Aid Foundation and Children's Cancer Aid.
- **Bottle cap collection campaign for charity.** An SLV employee has set up boxes for bottle caps collection which are donated to the Foerderkreis Bonn. SLV bears the delivery costs and the proceeds from this collection go to the Foerderkreis fuer krebskranke Kinder und Jugendliche Bonn e.V. (Support Association for Children and Young People with Cancer) to support various projects and the care of affected families.
- **Belgian beer charity initiative.** After an employee of SLV Belgium died of cancer, the company began a charity initiative in his honor. Because the colleague was a beer aficionado who even brewed his own beer, the company began selling Belgian beer and donating the proceeds to www.stopdarmkanker.be, a charity that helps cancer patients.
- **Supporting the homeless.** In 2021, Knightsbridge, our business unit in the UK, donated over £ 10,000 to DOTS London. DOTS is a charitable organization which supports homeless people by fighting the causes and consequences of homelessness, such as social isolation, mental illness, and substance abuse.





DEVELOPING PEOPLE

Our new nnuks Academy, a hybrid training program that provides online and classroom courses on topics ranging from culture to soft skills and product trainings, was launched in November 2021. The Academy provides a catalogue of effective learning experiences and supports our business goals by promoting a culture of skill development. Individual learning opportunities are provided through various trainings available to all employees (e.g., MS Office, negotiation skills) as well as through a talent development and management process. We have also designed a fundamental leadership program for all existing and new line managers. This training covers how to lead a nnuks team, from setting objectives to running interviews, agile management and team culture management. Employees can access online learning whenever they have time and tailor their learning experience to their taste, choosing relevant modules and tracking progress on competencies they have acquired.

We track and measure training participation in general and per employee as well as total training hours. Our aim is to increase the opportunity and uptake of training in the coming years.

In 2021, we initiated our first **Sustainability Basic Training**. The training is offered to all employees and covers the basics of corporate sustainability issues, highlighting the importance of ESG related issues. It not only serves as an interaction platform where employees can learn more about our current and future sustainability measures but is also intended to raise awareness of sustainable issues in everyday life.

The Sustainability Basic Training has been rolled out internationally to all business units and subsidiaries. It is important to introduce our employees to the topic of sustainability so that they can better understand our strategy and actions. Furthermore, employees are sensitized to the topic so that sustainability is considered in future decisions.

To further promote engagement on sustainability issues, we regularly host a meeting of sustainability pioneers within the group. These meetings are open to all employees and we encourage all to bring their ideas, discuss internal processes, and raise sustainability topics that are important to them. They provide a channel for employees to shed light on problems or suggest sustainable alternatives in areas that normally do not receive attention.

In addition, specific sustainability topics are explained in each session, creating greater awareness of sustainability issues across the group. Our managing directors or their representatives are regular participants at these meetings to ensure that any critical issues can be addressed immediately at the highest level. The sustainability pioneers meetings are held three times per year so that current topics can regularly be discussed.

DIVERSITY AND INCLUSION

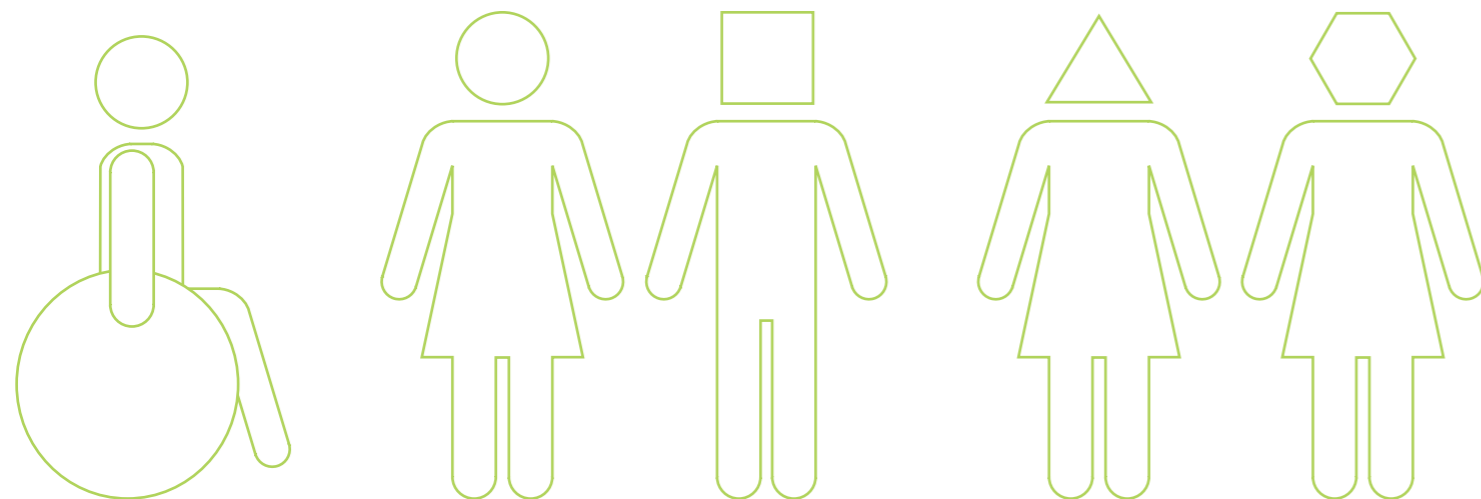
As a global company, diversity is one of our key strengths. It helps us to have different views on our corporate activities. Our 17 subsidiaries located in 15 countries represent the internationality and diversity within nnuks.

At nnuks, we recognize individual differences and strive for equal access to opportunities and resources to ensure an inclusive workplace. Not only is it our moral and ethical compass that guides us in this direction, but it is proven that a diverse workforce has many benefits. Diverse teams are more innovative and often achieve better results.

Equal opportunities for employees are particularly important to us and we track the diversity of our management team as well as the flexible working index, a measure of how many employees take advantage of flexible working models. The latter was at 14 % in 2021.

Already during our recruiting process, we aim to attract a diverse workforce and are committed to promoting diversity across all areas of difference including ethnicity, gender and ability.

While diversity plays an important role at all levels of the company, it is especially crucial in leadership positions, where different perspectives are needed to make important decisions. Diversity promotes discourse and the ability to be innovative and cover multiple perspectives. In an effort to increase diversity of all kinds, we publicly disclose the proportion of women in management positions in our regular reports and aim to increase the gender equality in our leadership positions. We also aim to promote our female employees internally to make sure they are given the opportunity to contribute their ideas at a management level and shape our future.

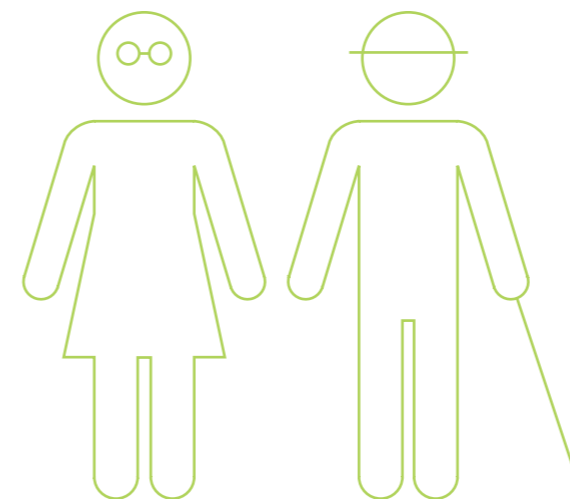


As of 2021, nnuks requires that for all recruitment processes, at least one candidate of the underrepresented gender is included on the short list for key management positions.

As part of our HR strategy to boost diversity, we also aim to promote nnuks as an employer for employees with disabilities. For example, jobs advertised by SLV Germany are also published in the job board of the responsible employment agency and are therefore actively promoted to people with disabilities or with difficulties to be placed.

Many opportunities are offered to people with disabilities. The necessary equipment in their workplace will be adapted to their (physical) limitations as best as possible. In addition, we greatly emphasize the importance of including people with physical or mental disabilities on equal terms in our work processes. The group also intends to employ a greater proportion of people with disabilities in the foreseeable future. Our goal for 2023 is to reach a share of 5 % of disabled employees.

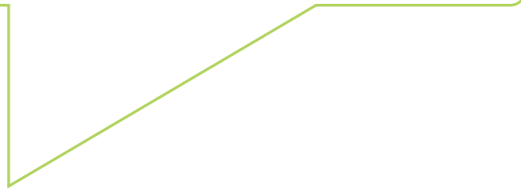
To ensure that diversity and inclusion is respected throughout all our offices, nnuks developed a **Code of Conduct** in 2018 that provides guidance for open and respectful conduct for all nnuks employees. In 2020, we also published our **Anti-Discrimination Policy**. This policy outlines a clear procedure to support any employees that experience harassment or discrimination in the workplace. To ensure ease of reporting, any incidents can be reported anonymously via email to an assigned officer. There were no discrimination cases observed or registered within nnuks during the reporting period.





“LANGUAGE IS NOT NEUTRAL,
NOT UNIVERSAL AND NOT OBJECTIVE.
IT REPRESENTS WHAT WE THINK,
AND, WITH ENOUGH REPETITION,
IT SHAPES OUR THINKING”

Vanessa Vu



PROMOTING INCLUSION THROUGH LANGUAGE

At nnuks, we know that language has a great influence on people’s thinking and perception. For us, inclusive and fair communication makes a difference and it is important to make diversity visible in words and images. It reflects the reality of life for all people and at the same time offers opportunities for identification. Used intentionally, communication can overcome stereotypes and actively combat exclusion.

To take advantage of the power of positive communication, we internally published a **guideline for gender inclusive and appropriate language** in 2021. The document provides guidance, practical tips and recommended actions for daily communication in the company. In addition to examples of gender-appropriate language and image design, the guide also includes arguments, benefits, and references to scientific studies.

Experience shows that the active use of gender-inclusive and gender-appropriate language promotes acceptance of diversity. Studies also show that this leads to greater commitment and more sustainable performance in the long term. Based on these findings, inclusive language and communication will remain a piece of our strategy to promote diversity and equality.



NEXT LEVEL HR

At nnuks, our HR mission is to partner with the various HR departments across our group to provide services that add true value.

We organize bi-monthly best practice calls with all HR professionals of our subsidiaries to discuss relevant topics and join forces to establish and maintain a quality framework of HR services, processes and policies across the group. We also share an HR authorization matrix to ensure clear processes are followed regarding recruiting, compensation and benefits schemes.

In 2021 we implemented a key performance indicator dashboard for HR that centralizes the most important indicators at a group level. This increases transparency and allows us to monitor the impact of our initiatives.

HEALTH AND SAFETY

nnuks is committed to providing a safe and healthy work environment for its employees and those impacted by its operations and understands the importance of this for both employees and other stakeholders. Building on our four values of respect, responsibility, reliability, and passion, we are committed to proactive health and safety management to ensure continuous improvement and performance development.

For example, throughout the COVID-19 pandemic, we have regularly communicated all updated health and safety measures to all employees. Employees that could work from home were provided with necessary material and equipment. In addition, even during the period when some employees were not working full time due to the pandemic in 2021, wages and salaries were still paid at 100 %.

More broadly, we annually monitor key performance indicators such as the number of safety officers, fire protection assistants or first aid personnel at the group level. Furthermore, we track work accidents and make sure to continuously improve through preventive measures. No fatal accidents occurred in 2021.

Our new **Group Health & Safety Policy** was drafted and discussed with management in 2021 and will be rolled out in 2022. It provides a global framework for relevant health and safety requirements and responsibilities across the group. The document covers key requirements and precautions to ensure that incidents and injuries can be prevented.

Employees also have access to basic health and safety trainings via our learning platform. In 2021, 379 employees participated in at least one health and safety training. Our goal for 2023 is to make sure that every employee participates in at least one training.

PEOPLE AGENDA INDICATORS

HR	2020	2021
Total numbers of employees (Headcount)	662	667
Quote of female Employees (%)	36.0	37.0
Quote of Employees with disabilities (%)	1.7	2.7
Quote of women in management positions (%)	18.0	27.4
Average Training hours per Employee (h)	4.5	9.8
Quote of Staff Fluctuation (%)	3.6	12.0*

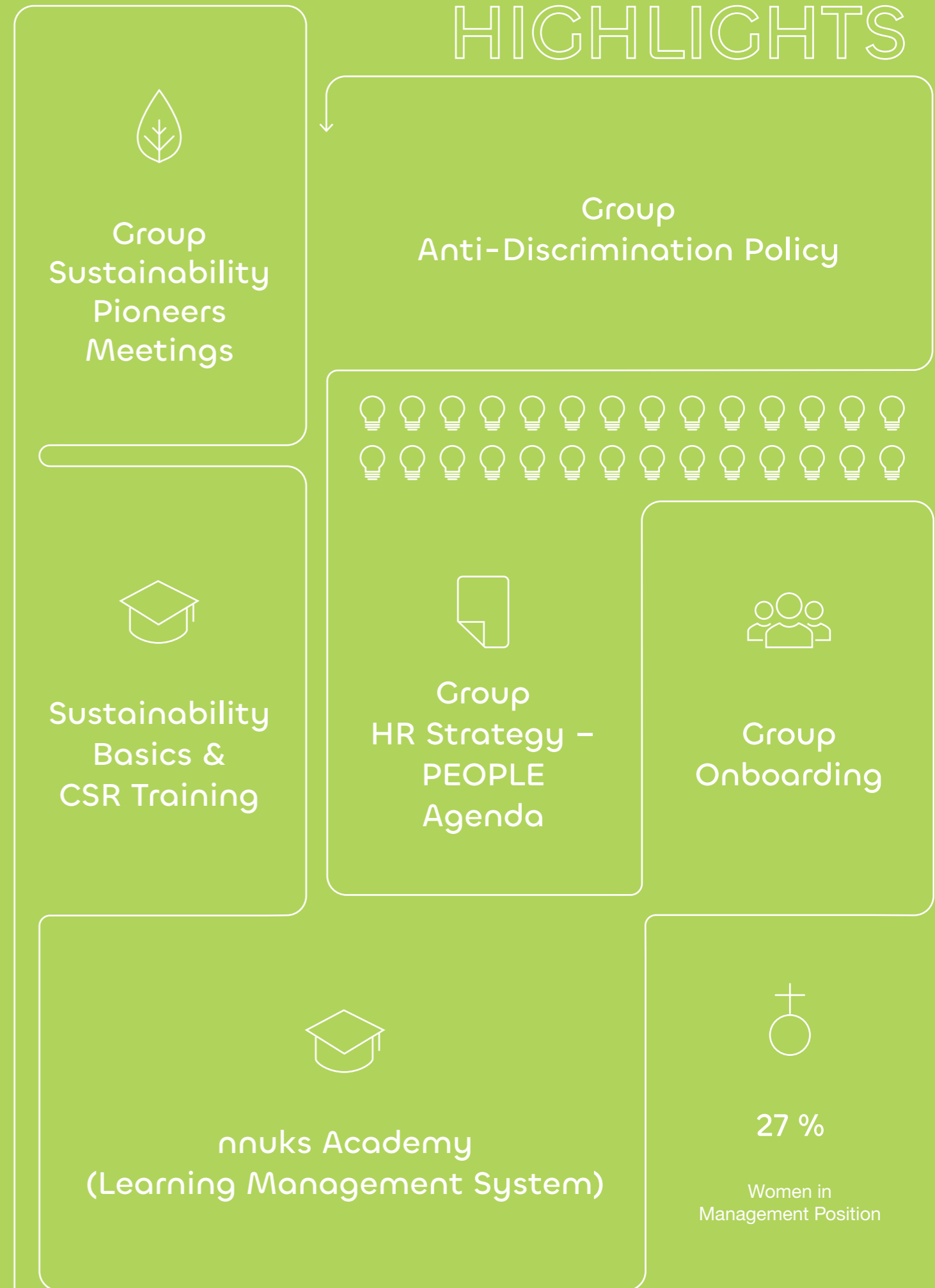
*due to transfer between nnuks Holding GmbH and SLV GmbH

Health and Safety*	2020	2021
Absence Rate (%)	5.4	4.7
Injury Rate	0.27	0.09
Number of Lost days	94	23

*These figures only cover Germany and the coverage will be extended to the whole Group in 2022



HIGHLIGHTS



Goals reached

2020 - 2021

83 %

Group Engagement Survey Participation Rate in 2020 (86 % in 2021)

100 %

Compliance and Anti-Corruption training of Sales Force and Management at BU SLV

5-15 %

ESG Goals in remuneration of management

30 %

Women in management

5 %

Employees with disabilities

Goals

(till 2023)

4.00

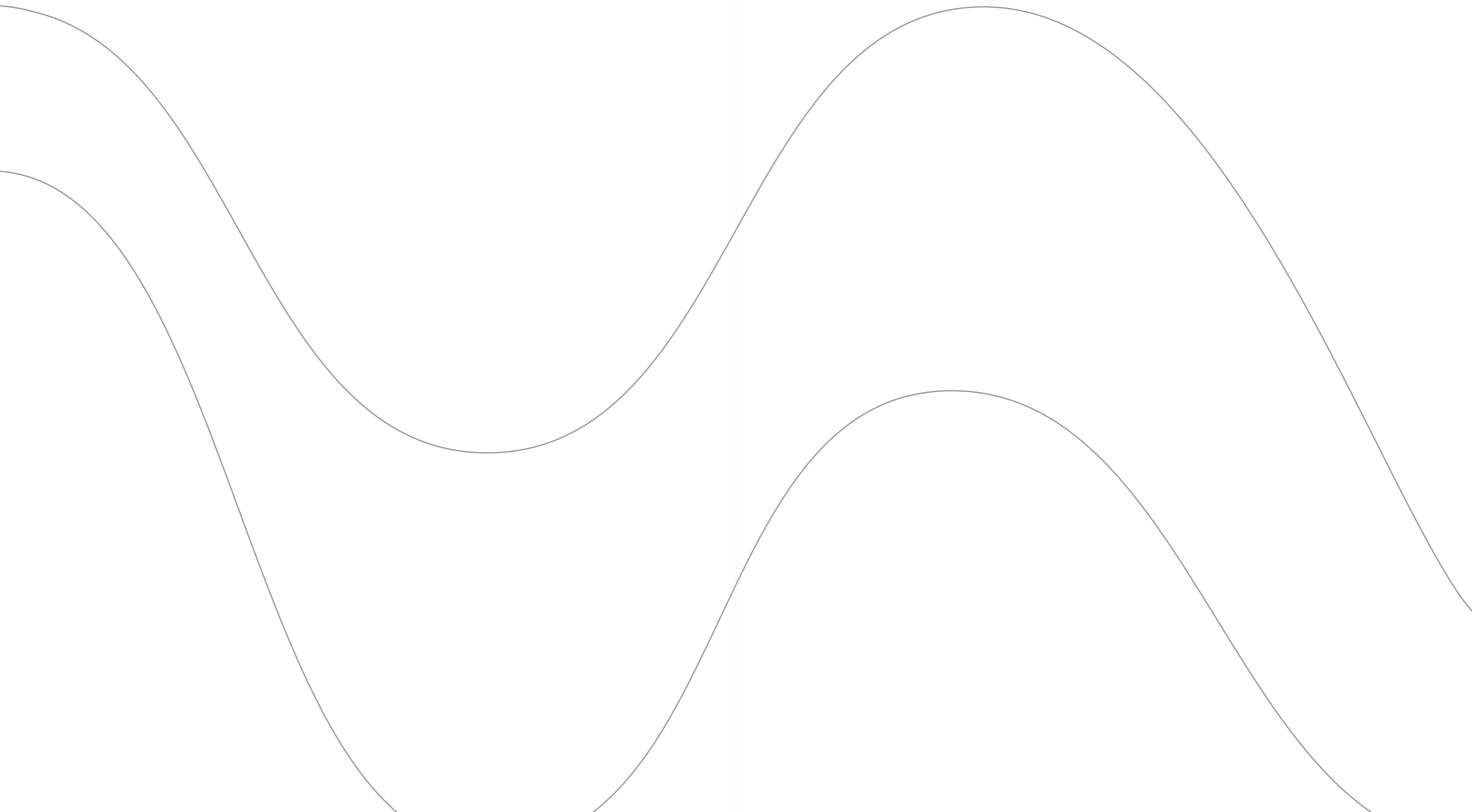
Increase engagement mean (currently at 3.82)

Diversity & Inclusion training for all employees

12 h

Increase number of training hours per employee (currently at 9.8)

GRI INDEX



GENERAL DISCLOSURE

GRI Standard	Indicator	Content	Pages	Comments	
GRI 102: Operational Profile	101-1	Name of the Organisation	8		
	102-2	Activities, brands, products and services	8-11		
	102-3	Location of headquarters	8		
	102-4	Location of operations	8		
	102-5	Ownership and legal form	8		
	102-6	Markets served	8-11		
	102-7	Scale of the organisation	8, 84		
	102-8	Information on employees and other workers	84		
	102-12	External initiatives	49-51	UN Global Compact	
	102-13	Membership of Associations		Since September 2019, nnuks has been a member of industrial association ZVEI (German Electrical and Electronic Manufacturers' Association).	
	GRI 102: Strategy	102-14	Statement from senior decision-maker	4-5	
	GRI 102: Stakeholder engagement	102-43	Approach to stakeholder engagement	52-55, 57	
		102-44	Key topics and concerns raised	52-55, 57	
GRI 102: Reporting Practice	102-50	Reporting Period		2020, 2021	
	102-51	Date of most recent report		04.06.2020	
	102-52	Reporting cycle		Biennial reporting cycle	
	102-53	Contact point for questions regarding the report	102		
	102-54	Claims of reporting in accordance with GRI Standards		The report was prepared in accordance with the GRI Standards Option „Core“.	
	102-55	GRI Content Index	90-97		
	102-56	External Assurance		The report has not been externally audited.	

CLIMATE CHANGE: Responsible consumption of Energy

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	19-23	
	103-2	The management approach and its components	19-27	
	103-3	Evaluation of the management approach	19-23	
GRI 302: Energy	302-1	Energy consumption within the organisation	99	
	302-3	Energy Intensity	99	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	24	
	305-2	Energy indirect (Scope 2) GHG emissions	24	
	305-3	Other indirect (Scope 3) GHG emissions	24	
	305-4	GHG emissions intensity	24	

CIRCULAR ECONOMY: Focus on LED-technology & energy efficiency

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	32	
	103-2	The management approach and its components	32, 44	
	103-3	Evaluation of the management approach	32	

Focus on resource efficiency

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	31,32	
	103-2	The management approach and its components	31, 32, 45	
	103-3	Evaluation of the management approach	31, 32	

Monitoring of waste amount

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	41	
	103-2	The management approach and its components	41	
	103-3	Evaluation of the management approach	41	
GRI 306: Waste	306-3	Waste generated	42	
	306-5	Waste directed to disposal	42	

Responsible consumption of water

GRI Standard	Indicator	Content	Pages	Comments
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource		Water resources and effluents are monitored within ESG-Audits.
	303-5	Water consumption	42	

SOCIAL RESPONSIBILITY : Ethical and moral guidelines

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	57	
	103-2	The management approach and its components	57	
	103-3	Evaluation of the management approach	57	
GRI 206: Anti-competitive Behaviour	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	57	

Active fight against corruption

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	57	
	103-2	The management approach and its components	57	
	103-3	Evaluation of the management approach	57	
GRI 205: Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	86	
	205-3	Confirmed incidents of corruption and actions taken		There were no incidents of corruption in the reporting period.

Compliance with national and international laws and guidelines

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	57	
	103-2	The management approach and its components	57, 69	
	103-3	Evaluation of the management approach	57	
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations		There have been no violations of environmental protection laws and regulations in the reporting period.
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area		There have been no incidents of non-compliance with laws and regulations in the social and economic area in the reporting period.

Prevention of child and forced labour in the supply chain

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	57, 61, 62	
	103-2	The management approach and its components	57, 61, 62, 69	
	103-3	Evaluation of the management approach	57, 61, 62	
GRI 408: Child labour	205-1	Operations and suppliers at significant risk for incidents of child labor	62	
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	62	

Environmental concerns

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	65	
	103-2	The management approach and its components	65, 69	
	103-3	Evaluation of the management approach	65	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria		100 % of new Suppliers were screened in the reporting period.

PEOPLE AGENDA: Health and Safety

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	83	
	103-2	The management approach and its components	83	
	103-3	Evaluation of the management approach	83	
GRI 403: Occupational Health and Safety	403-9	Work-related injuries	84	

Developing People

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	77	
	103-2	The management approach and its components	77, 87	
	103-3	Evaluation of the management approach	77	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	84	

Protection against discrimination of any kind

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	78, 79	
	103-2	The management approach and its components	78, 79	
	103-3	Evaluation of the management approach	78, 79	
GRI 406: Non- discrimination	406-1	Incidents of discrimination and corrective actions taken		There are no known cases of discrimination within the reporting period.

Good work-life balance

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	83	
	103-2	The management approach and its components	83	
	103-3	Evaluation of the management approach	83	
GRI 401: Employment	401-3	Parental leave	98	

Secure employment

GRI Standard	Indicator	Content	Pages	Comments
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	73	
	103-2	The management approach and its components	73	
	103-3	Evaluation of the management approach	73	
GRI 401: Employment	401-1	New employee hires and employee turnover	98	

ADDITIONAL KPIs

Human Resources

	2020	2021
Employees on parental leave (Headcount)		
Male	7	6
Female	14	14
Total	21	20
Employee return (Headcount)		
Male	6	5
Female	6	6
Total	12	11
Newly hired employees (Headcount)		
Male	46	66
Female	27	57
Total	73	123
Employee Turnover (Headcount)		
Male	21	42
Female	18	44
Total	39	86

Energy

	2020	2021
Energy Consumption [GJ]		
Renewable Electricity purchased	867.6	3,673.9
Non-Renewable Electricity purchased	4,698.9	1,589.2
Total Electricity purchased	5,566.5	5,263.1
Renewable Electricity produced	374.0	288.8
Non-Renewable Electricity produced	732.0	648.0
Total Electricity produced	1,106.0	936.8
Total Electricity sold	189.7	177.8
Total Electricity Consumption	6,482.8	6,022.1
Diesel Consumption	5,320.3	5,019.1
Gasoline Consumption	1,589.5	2,166.5
Natural Gas Consumption*	15,052.9	16,272.6
Total Fuel Consumption	21,962.7	23,458.1
Total Energy Consumption	27,713.5	28,832.2
Energy Intensity (GJ per million EUR sales)	128.4	120.6

*Natural Gas used for heating and electricity production



sustainability@nnuks.com