

August 2025



SLV | LIGHTING
GROUP

LIGHT ON SUSTAINABILITY

SLV Lighting Group Sustainability Report 2025

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EMBEDDING SUSTAINABILITY INTO PRODUCTS, DATA, AND DESIGN

At **SLV Lighting Group**, sustainability is embedded in how we develop our products and operate our business. In 2024, we strengthened our strategic direction by focusing on three areas with tangible impact: sustainable product design, responsible packaging, and transparent data.

By expanding the use of life cycle assessments, we are gaining clearer insights into environmental impacts throughout the product life span. In packaging, we continued our shift toward solutions that reduce waste and favour recyclable and recycled materials. At the same time, we improved the consistency and accessibility of sustainability data across our value chain.

With these priorities, we aim to deliver high-quality lighting solutions that combine technical excellence with environmental and social responsibility.

FOREWORD

Sustainability continues to shape the way we think and act at **SLV Lighting Group**, not as a separate discipline but as a cross-functional responsibility embedded in our operations and decisions.

In 2024, we built on our commitment to sustainable development by focusing on areas where we can make a measurable impact. One of the main pillars was strengthening the environmental profile of our products. We deepened our use of life cycle assessments to better understand product impacts across different stages. This helps us make more informed design, sourcing, and development choices.

We also advanced our packaging initiatives, further reducing the use of problematic materials and improving recyclability. These efforts reflect our broader commitment to responsible resource use as well as our contribution to the United Nations Sustainable Development Goals, in particular SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action).

As sustainability expectations from stakeholders and regulatory bodies continue to rise, we have placed even greater emphasis on transparency, structured data and traceability across our processes and supply chain. This structured approach is reflected in the key focus areas of our report: Climate Change, Circular Economy, Social Responsibility, and our People Agenda. These pillars help us align our sustainability work with international priorities while addressing concrete risks and opportunities within our business.

These achievements would not have been possible without the commitment of our employees and suppliers, who continue to drive our progress through collaboration, innovation, and a shared sense of responsibility.

There is still a long road ahead, but we are confident that with our focused, data driven approach and the ongoing engagement of our team, we are on the right path to shaping a more sustainable business and making a meaningful contribution to the goals we share globally.

Düsseldorf, August 2025, Mark Henrik Körner, CEO **SLV Lighting Group** GmbH

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Headquartered in Düsseldorf, **SLV Lighting Group GmbH** unites five distinctive yet complementary brands under one roof. Each brand brings its own expertise to the table, allowing us to deliver a broad and high-quality portfolio of lighting solutions tailored to the needs of both commercial and residential sectors.

By leveraging the synergies within our Group, we provide innovative products that combine technical performance with design excellence. Our range includes indoor and outdoor luminaires, lighting accessories, and complete lighting concepts. These are developed for and distributed through wholesale and electrical trade channels, as well as tailored for lighting design professionals.

What connects all our brands is a shared vision: delivering value through innovation, quality, and a commitment to sustainability that drives positive change throughout the lighting industry.



18
Subsidiaries



5
Brands



617
Employees
worldwide



+100
Countries

WHAT DRIVES US

We are passionate about developing lighting solutions that make a real difference in people's lives. Whether in private homes, public buildings or commercial environments, our products are designed to combine performance with atmosphere. Through close connections to our markets and customers, we translate real needs into lighting solutions that are efficient, flexible, and built for the future. Innovation, teamwork and a continuous curiosity guide our thinking and shape the way we move ahead.

V

OUR BRANDS

Nordtronic

Since its establishment in 2006, Nordtronic has earned a reputation across the Nordic region for offering top-quality downlights and a portfolio tailored to local preferences. Next to its own product portfolio, Nordtronic is also growing in offering private label solutions to their trusted customers. Continuously evolving with customer insights, the product range focuses on delivering innovative, sustainable, and energy-efficient solutions that are also designed for effortless installation. Since 2025 Nordtronic and SLV have leveraged their synergies by bundling purchasing and logistics fully in Übach-Palenberg.

Novalux

Novalux has consistently pushed the limits of innovation, delivering high-quality, personalized lighting solutions since its founding in Italy in 1948. With a strong emphasis on developing groundbreaking, customizable designs for commercial spaces, Novalux specializes in using lighting to craft the perfect atmosphere and experience for its clients. Now led by the founder's grandson, the brand proudly carries on this legacy as part of the **SLV Lighting Group**. As part of its growth strategy and cross-brand synergies, Novalux products are also increasingly being sold outside of Italy by SLV.

unex lighting

Founded in 1973, the Swiss brand Unex specializes in a premium range of LED strips, profile, and commercial lighting solutions. Operating from its headquarters in Zurich, the company not only manufactures its own products but also develops customized lighting solutions while serving as a trusted lighting consultant for projects throughout Switzerland.

Knightsbridge

As a UK and Ireland focussed company, Knightsbridge has grown into a leading supplier of over 3,000 premium products, ranging from wiring accessories to cutting-edge lighting technologies. The teams at the Knightsbridge brand (also known as **ML Accessories**) are dedicated to creating innovative, smart, and stylish solutions that elevate both the atmosphere and functionality of residential and commercial spaces.

SLV

Driven by German engineering, SLV quickly expanded from its origins in Übach-Palenberg, Germany, to supplying expertly designed luminaires to more than 100 countries worldwide. Today, SLV is a leading provider of future-ready lighting solutions for both indoor and outdoor applications. As a B2B brand, it excels at combining innovative technology, modern design, and competitive pricing, whilst delivering exceptional service and top-quality products to its customers.

OUR STRATEGY

The five brands of the **SLV Lighting Group** all strive for growth in their core segments and markets, each leveraging their individual strengths. Next to these the Group ensures that synergy potentials are leveraged wherever possible, starting from supplier selection, reaching across the bundling of logistics for Nordtronic and SLV and extending over to cross-selling Novalux across Europe.

To continue the journey of responsible growth, **SLV Lighting Group** focuses on five strategic directions:



Customer Centricity

Our customers – installers, light planners, architects, wholesalers and many more – are at the heart of everything we do. We focus our time and maximise our efforts into precisely understanding their requirements and challenges, tailoring our products and services to equal and surpass their needs. For that very reason continuously improving the ease of installation of our products is one of the core challenges we set for ourselves.



Digital Transformation

As we move further into a digital age, we continue to drive the transformation of our business and are making use of AI advancements to increase efficiency and market insight. We believe that our customers are becoming more and more digital and want to make use of new technologies to make their lives even easier. We collaborate closely with our partners to ensure a seamless purchasing experience, whether in-store or online.



Social Value

We aim to become fully socially responsible and decrease our carbon footprint through approaches such as focusing on product repairability and responsible sourcing.



Strive for Excellence

We aim to continuously push our boundaries to achieve the highest quality of our work, products and offered services. It involves relentless commitment to improvement and to delivering value to our customers, employees and partners.



Culture (R)evolution

We cultivate an agile learning environment and offer appealing growth opportunities to attract and retain top talent within our Group. We aim to provide an environment in which everyone can develop and use their strengths to drive the business forward.



Vision

We are a trusted lighting Group, delivering future-proof lighting solutions that illuminate residential and commercial environments across Europe.



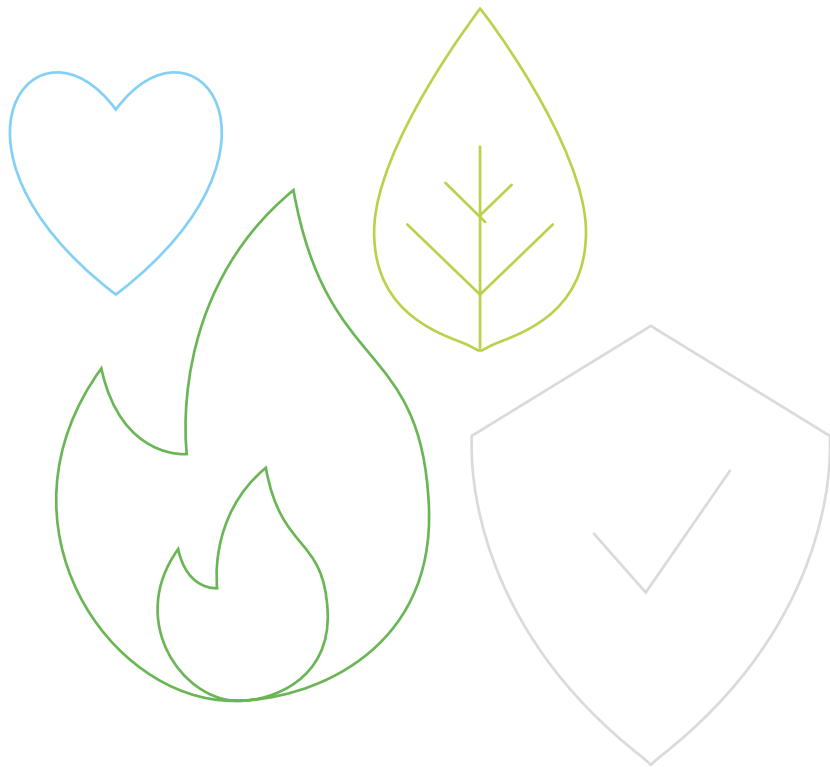
Mission

Light is the core and heart of our business. We want to simplify the lives of our customers by providing high-quality lighting and first-class service. We follow trends closely to ensure that our products always reflect the latest technology and design trends.



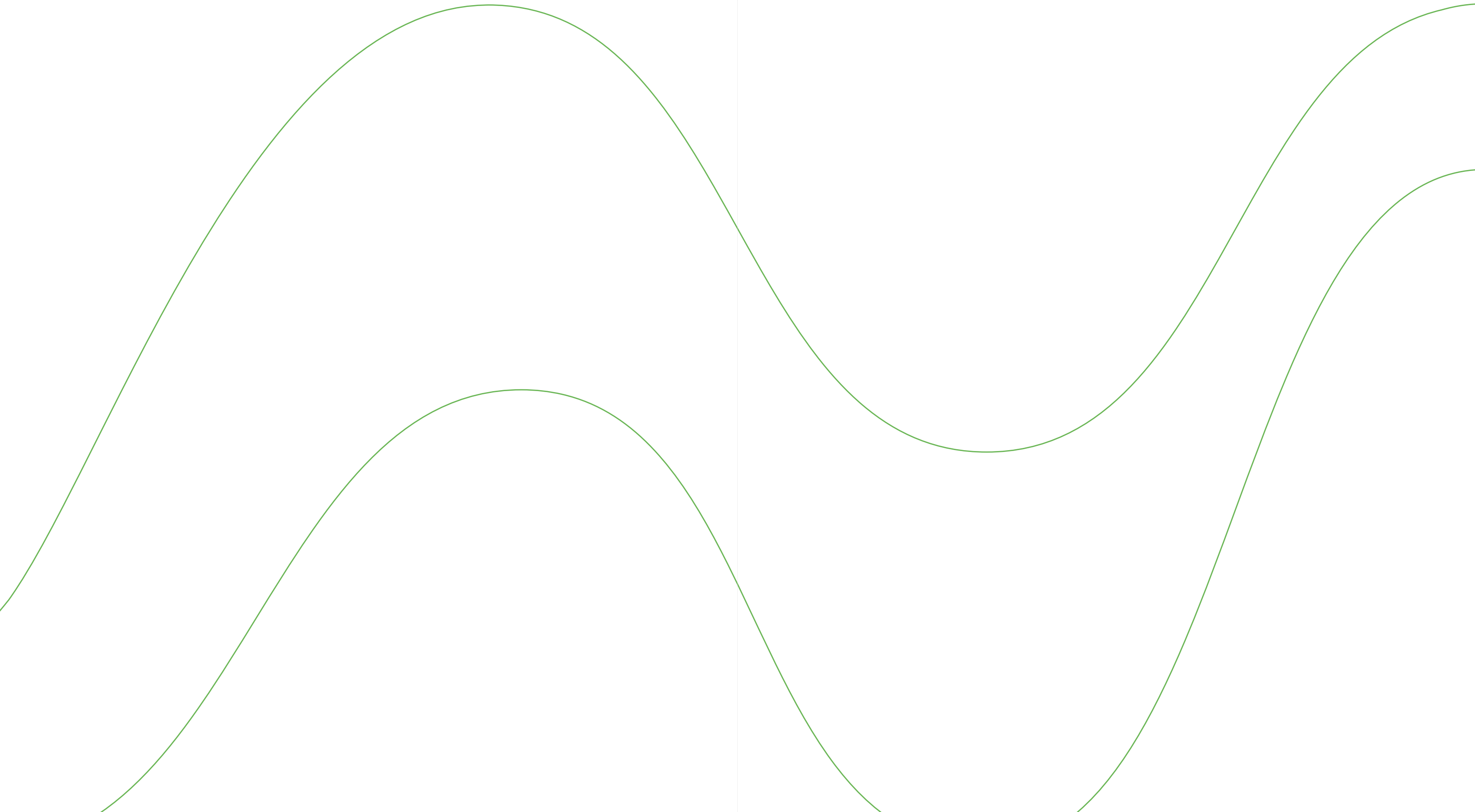
Values

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



- Passion.**
We love what we do and go the extra mile for colleagues and customers.
- Responsibility.**
We stand up for the needs of our team and our customers.
- Respect.**
We believe that people give their best and we embrace diversity.
- Reliability.**
We are transparent, honest and authentic and learn from mistakes together.

SUSTAINABILITY STRATEGY



At **SLV Lighting Group**, sustainability is not a static goal, but a continuous effort to improve how we operate, develop products, and engage with our stakeholders. In 2024, our strategy centred on three priorities: enhancing product sustainability, advancing climate action, and strengthening awareness and accountability both internally and throughout our supply chain.

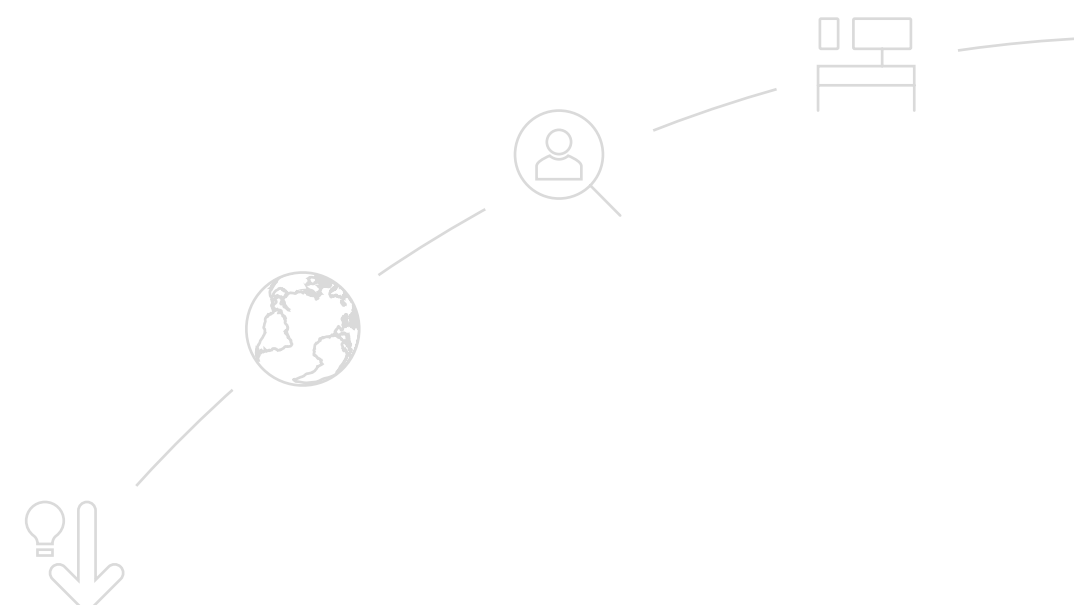
Our updated focus areas:

- **Product sustainability.** We expanded our efforts to assess and improve the environmental performance of our indoor and outdoor luminaires, integrating life cycle assessments (LCAs) more systematically into product development. Packaging remained a key action area as we continued to reduce plastic, eliminate unnecessary materials, and increase recyclability.
- **Climate action.** As part of our ambition to support global climate goals, we worked to further reduce greenhouse gas (GHG) emissions across our operations and supply chain. This included measuring key emission sources and identifying opportunities to improve energy efficiency and reduce our carbon footprint.
- **Training and awareness.** We placed greater emphasis on building knowledge and awareness through targeted training measures. These efforts supported our employees and partners in integrating sustainability principles into everyday decision-making and helped strengthen compliance with environmental and social standards throughout our value chain.

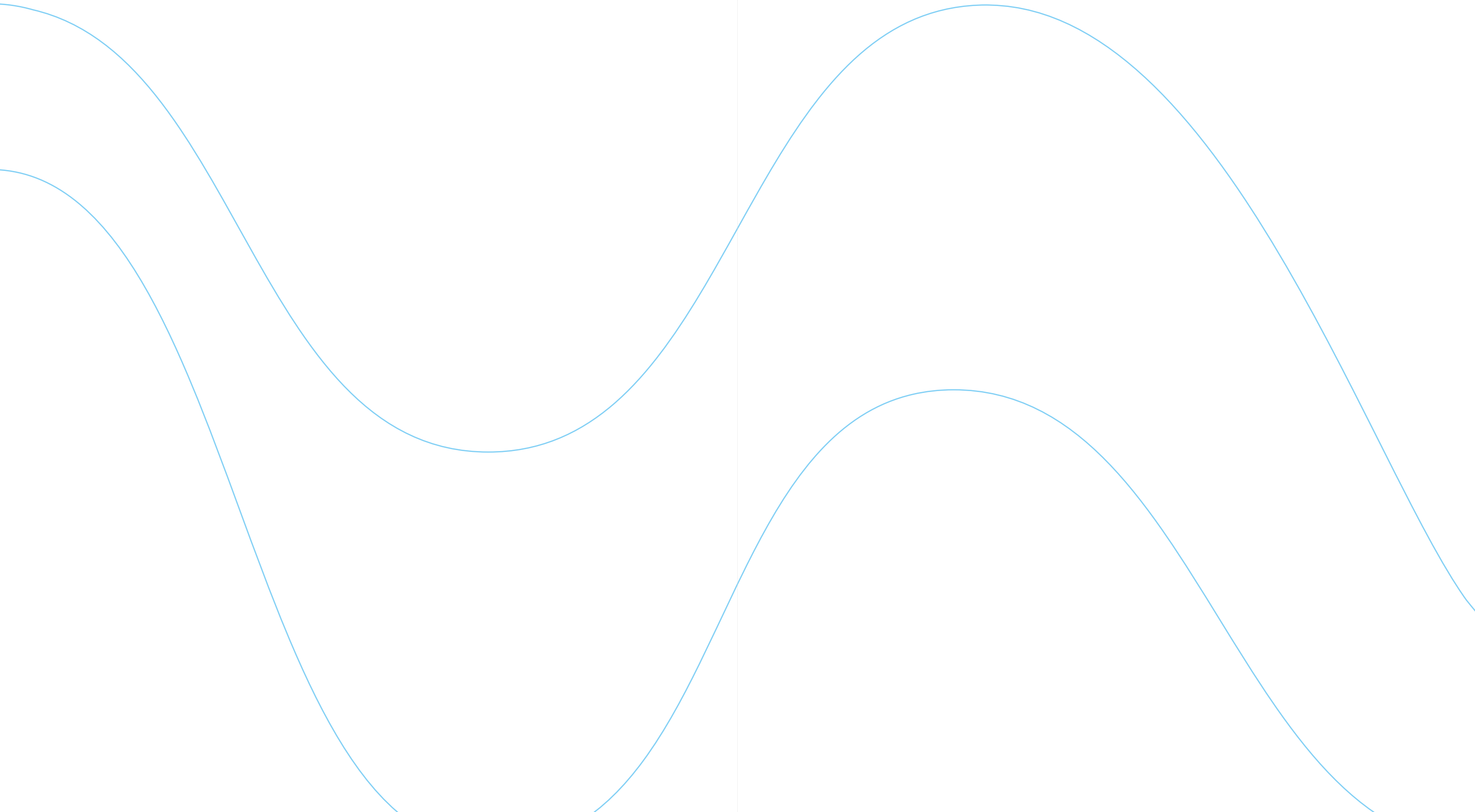
In this report, we present the progress we have made in these areas and outline the steps we are taking to strengthen responsible practices. Our reporting is aligned to the Global Reporting Initiative (GRI) Standards, which serve as a reference framework to guide the structure and content of our disclosures and support greater transparency for our stakeholders.

The following chapters offer an overview of the initiatives embedded in our sustainability strategy and how they are reflected in business operations, collaboration with suppliers, and the design of our products. We share updates on our key performance indicators (KPIs), highlight new developments, and set out our goals for the future. The report also explores how we are embedding sustainability deeper into our organisation and contributing to broader environmental and social outcomes.

Our work is guided by four key areas of impact: Product Sustainability, Climate Change, Social Responsibility, and the People Agenda. These pillars define our contribution to a more responsible lighting industry and shape our path toward lasting positive impact.



CLIMATE CHANGE



Scope 1 emissions

cover all GHG emissions caused by 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

Climate change continues to be one of the defining challenges of our time. At **SLV Lighting Group**, we see it as our responsibility to contribute to global efforts that limit its impact. Reducing greenhouse gas emissions remains a central goal within our sustainability strategy, supported by an expanded data foundation and a growing set of targeted actions.

Emissions are generally divided into three categories. Scope 1 includes direct emissions from our own operations. Scope 2 covers emissions from purchased electricity and other forms of energy. Scope 3 includes all other indirect emissions across the value chain. This final category typically represents the largest share of total emissions, and our data confirms this is also the case for **SLV Lighting Group**.

In 2024, we expanded our emission monitoring to include new Scope 3 categories. For the first time, we assessed the emissions associated with employee commuting. These insights help us understand how our day-to-day operations affect our environmental footprint. We also confirmed that logistics are the most significant contributor within Scope 3. Reducing transport-related emissions is therefore a priority, and we are exploring more efficient delivery routes, low-emission transport options, and closer alignment with logistics partners.

Looking ahead, we are preparing to calculate emissions from the use of sold products, one of the most relevant categories under Scope 3. Preliminary analyses suggest that this area will play a key role in our overall footprint. Having reliable data will allow us to set specific reduction targets and align our product development more closely with climate goals.

GREENHOUSE GAS EMISSIONS
MONITORING AND REPORTING

As part of our commitment to environmental accountability, we have established a structured greenhouse gas (GHG) emissions monitoring system that enables us to track, assess, and manage our carbon footprint across scopes 1, 2, and 3. This system supports data-driven decision-making and provides a solid foundation for emission reduction efforts.

Our methodology is based on globally recognized frameworks, particularly the Greenhouse Gas Protocol Corporate Standard. Where applicable, we draw on principles from ISO 14064-1 to ensure consistency, transparency, and relevance in our emissions accounting. Emission factors are reviewed annually, updated if necessary, and sourced from reputable national or international databases.

To ensure accurate data collection, we use internal tracking tools and reporting structures that are regularly reviewed and improved. Scope 1 and 2 emissions are monitored through energy consumption records and fuel usage data from our own operations, while Scope 3 categories — such as logistics, employee commuting, and upstream supply chain activities— are integrated progressively based on data availability and materiality assessments.



Our emissions data is subject to internal checks and documented as part of our wider sustainability management process. It also feeds into external sustainability ratings and stakeholder disclosures, including this report. This monitoring system allows us to set clear reduction targets, identify high-impact areas, and align with evolving regulatory requirements and stakeholder expectations. By continuing to expand our emissions accounting and working with partners across our value chain, we aim to identify effective solutions that will help reduce our climate impact in the long term. These efforts are part of our broader ambition to contribute to international climate objectives and to make sustainability an integral part of our business decisions.

Reducing emissions is only one part of our environmental commitment. At **SLV Lighting Group**, we are equally focused on using resources more efficiently and minimizing waste wherever possible. This includes rethinking product design to extend lifespans, lower material consumption, and support end-of-life recyclability. Our ambition is to embed circular principles into our portfolio without compromising quality, safety, or innovation.

We believe that sustainable products are those that last longer, perform reliably, and are developed with their entire life cycle in mind. That is why we continue to evaluate how materials are sourced, used, and recovered. Packaging remains an important area of action. We aim to avoid unnecessary components, eliminate problematic materials, and use more recycled content.

Our responsibility extends beyond our own production sites. We take a broad perspective and consider the environmental impacts throughout the entire value chain. Together with suppliers and partners, we work toward reducing waste, promoting responsible sourcing, and closing material loops where possible.

Over the past years, we have continuously updated our **Sustainability Goals** and focused on clear, measurable progress. Rather than relying on generic offsetting measures, we aim for improvements that are concrete and within our sphere of influence. This approach helps us drive meaningful environmental change while staying aligned with the expectations of our stakeholders. The **Sustainability Goals** are valid both at Group level and specifically for SLV GmbH.

- **Develop an action plan for scope 1 emissions reduction.**

We are committed to reduce our scope 1 emissions by 30 percent by 2030 (baseline year 2024). This includes measures such as improving energy efficiency at our sites and gradually shifting to renewable energy sources.

- **Develop an action plan for scope 2 emissions reduction.**

We are committed to reduce our scope 2 emissions by 15 percent by 2030 (baseline year 2024). This includes measures such as improving energy efficiency at our sites and gradually shifting to renewable energy sources.

- **Establish a comprehensive scope 3 emissions baseline by 2026.**

Understanding the full impact of our value chain is essential. We aim to complete our baseline calculation for all relevant scope 3 categories by 2026, enabling better management and reduction strategies.

- **Reduce current scope 3 emissions by 10 percent by 2028.**

Based on the categories already measured, we have set an initial goal to reduce our currently recorded scope 3 emissions by 10 percent by 2028 (baseline year 2024). This reduction target reflects both our ambition and the practical limitations of indirect influence in the supply chain. It serves as an achievable benchmark while we build a more complete dataset and deepen supplier collaboration.

- **Increase the share of renewable energy to 40 percent by 2029.**

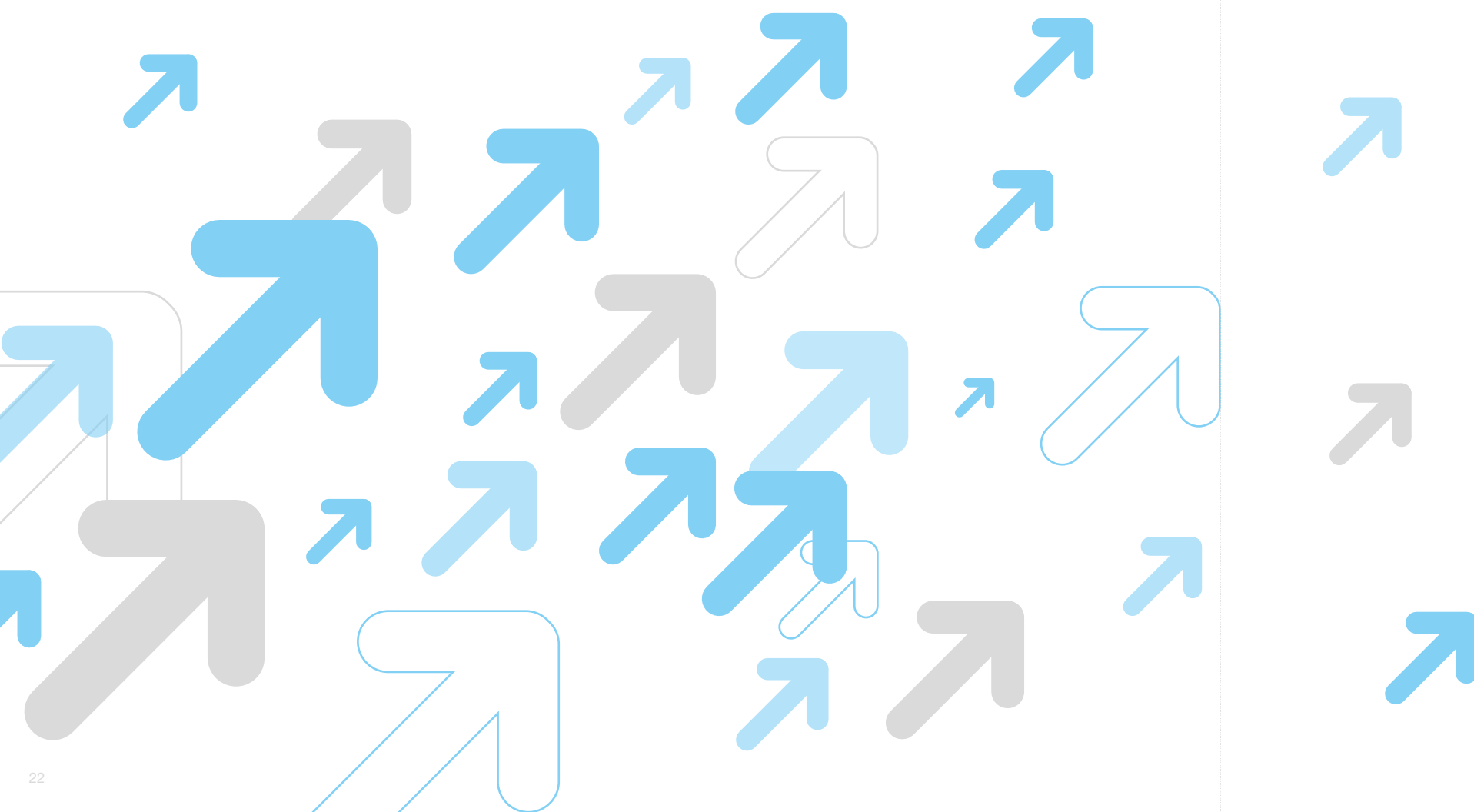
A key element of our climate strategy is to raise the share of renewables in our total energy consumption. This target includes on-site generation, for instance through photovoltaic systems, as well as sourcing green electricity from external providers.

Through our **Group Environmental Policy** and our updated **Supplier Code of Conduct**, we maintain a continuous dialogue with our manufacturing partners to reduce emissions associated with production. Our goal is to ensure that all relevant processes are aligned with our environmental standards and contribute meaningfully to our reduction targets.

By concentrating exclusively on LED technology, we support the global shift toward low-emission lighting. To enhance this commitment, we actively monitor a dedicated performance indicator that tracks the energy efficiency of the light sources used in our products. By 2026, we aim to significantly increase the proportion of products that fall within the higher efficiency classes, with specific targets for commercial and residential products.

Measuring and evaluating environmental performance through sustainability-related indicators enables us to better understand our footprint and identify areas for improvement. These regular assessments help us benchmark our practices, monitor developments over time, and respond effectively to new findings.

This approach ensures that our environmental strategy continues to evolve. Through ongoing review, targeted measures, and long-term partnerships, we remain focused on advancing our contribution to sustainable development and raising the bar on environmental responsibility across our value chain.

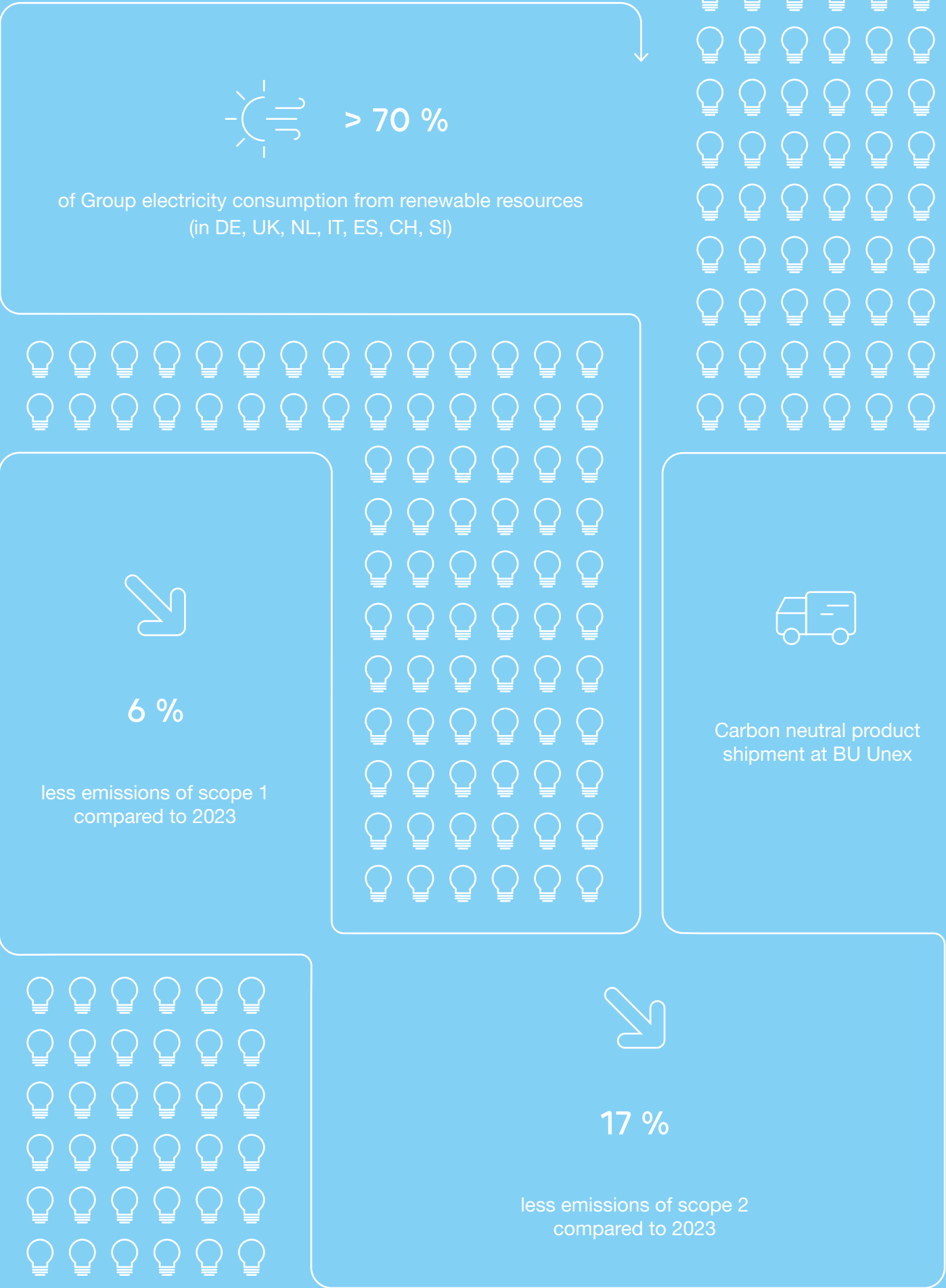


CLIMATE CHANGE INDICATORS 2024

GHG emissions [t CO2e]	SLV Lighting Group	SLV GmbH
Sum of scope 1	1,321.6	654.7
Natural gas	591.8	479.1
Diesel consumption	515.4	162.6
Gasoline consumption	214.4	13.0
Sum of scope 2	112.1	5.9
Electricity consumption	112.1	5.9
Sum of scope 3	7,915.3	6,251.0
Down and upstream processes natural gas	161.4	130.7
Down and upstream processes diesel	249.1	78.6
Down and upstream processes gasoline	110.8	6.7
Business travels with flights	122.5	54.3
Logistic: Transport to warehouse	5,579.3	4,595.0
Logistic: Transport to customers	1,312.1	1,233.6
Sum of scope 1 and 2	1,433.7	660.6
Sum of scope 1, 2 and 3	9,348.9	6,911.6
GHG emissions intensity (tons scope 1 and 2 emissions per million EUR sales)	6.88	4.28



HIGHLIGHTS



Goals reached

2024

24 %

Share of renewable
energy consumption
in 2024

> 80 %

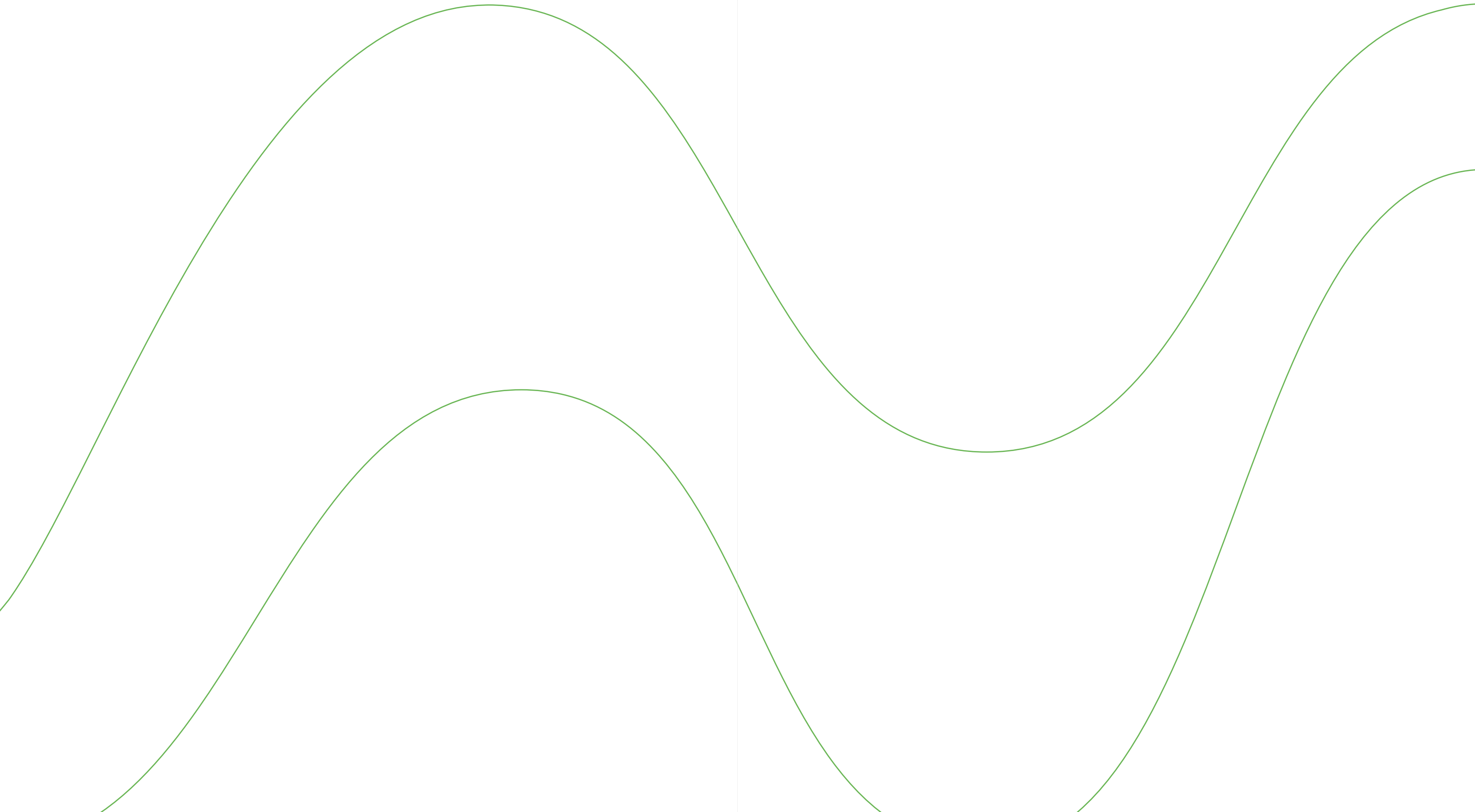
of SLV BU shipments
were completed using
climate neutral services
in the downstream
areas in 2024

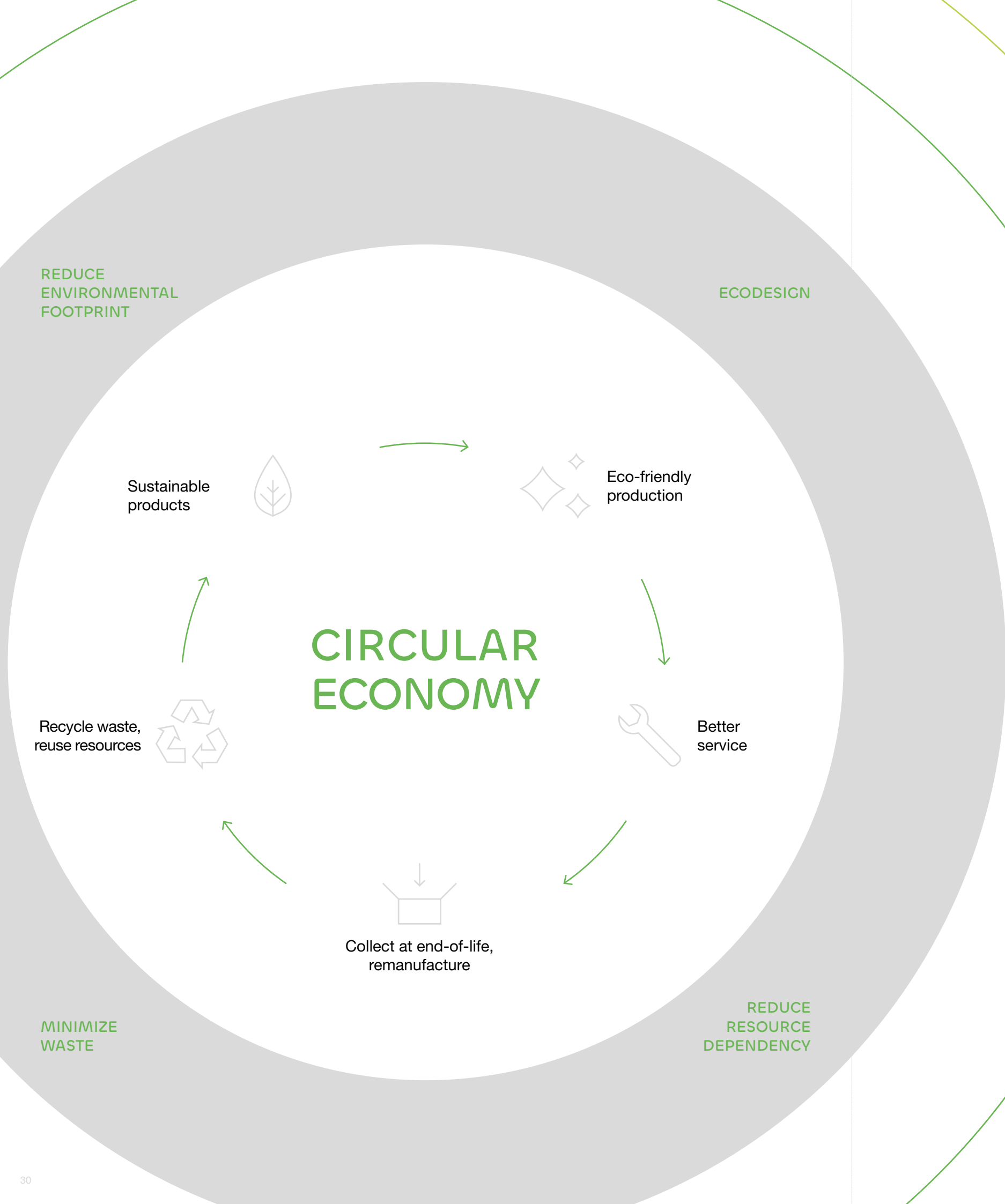
Goals

(till 2029)

Solar system
for SLV Germany

CIRCULAR ECONOMY





CIRCULAR ECONOMY

Transitioning to a circular economy is becoming increasingly important in light of rising environmental challenges and growing resource constraints. For companies with global supply chains, like **SLV Lighting Group**, adopting circular principles is both a sustainability imperative and a strategic opportunity. It allows us to reduce material waste, conserve resources, and increase efficiency throughout the product lifecycle.

We are steadily shifting our focus from linear product models toward more circular, regenerative approaches. This begins at the design stage, where we aim to extend product lifespans and facilitate reusing, repairing, and recycling. Ecodesign is central to this process. It enables us to minimize resource consumption and environmental impact, while delivering durable, high-performing lighting solutions that support evolving customer needs.

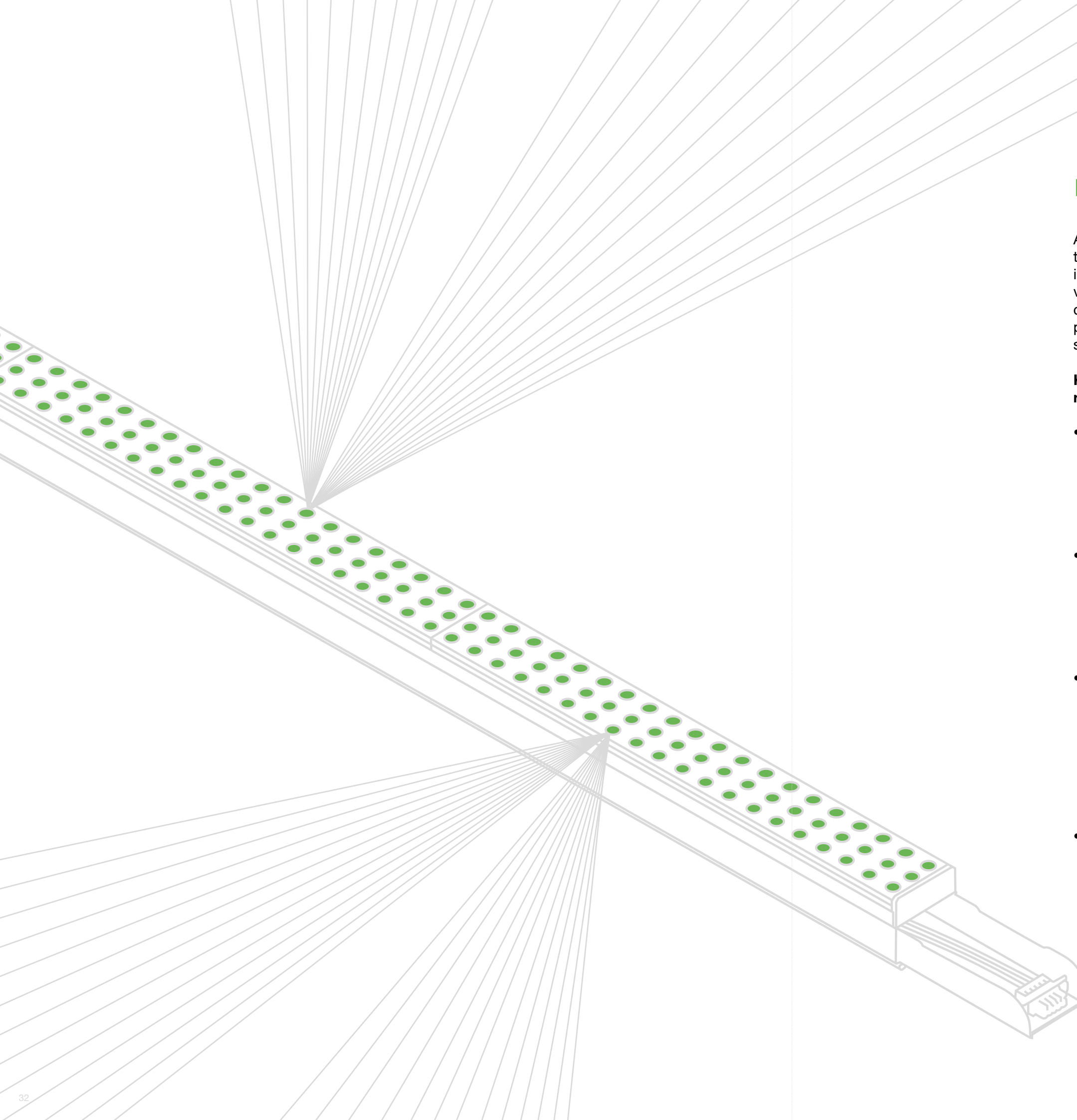
Our commitment to product responsibility also includes strict chemical management across the supply chain. We follow the European Union's REACH regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals) and actively work to eliminate substances of concern from our products. Compliance with REACH is not just a legal requirement for us, it reflects our broader ambition to promote safe materials and sustainable recycling practices across our value chain.

By embedding ecodesign and chemical safety into our product development process, we improve product circularity and set high standards for environmental and consumer protection. Our transparent, future-oriented approach helps us align with customer expectations, regulatory developments, and sustainability best practices.

Ultimately, circular thinking drives innovation across the business and keeps us on track toward long-term environmental goals, while supporting a lighting portfolio that is efficient, reliable, and ready for a more sustainable future.

CIRCULAR DESIGN

We are committed to continuously enhancing our processes and products with a clear focus on achieving a circular economy. This approach enables us to drive product improvements that prioritize key principles such as resource efficiency. Innovation is essential for building a sustainable future. We actively encourage all companies within the Group to take the lead in innovation, ensuring that sustainability and creativity are embedded in every aspect of our operations.



RESOURCE EFFICIENCY

At **SLV Lighting Group**, we are dedicated to advancing circularity through smart product design, responsible material use, and long-term innovation. By embedding resource efficiency into every stage of our value chain, we reduce environmental impact while improving product quality and resilience. We see innovation as the engine of sustainable progress and encourage all business units to lead with forward-thinking solutions that balance customer needs with ecological responsibility.

Key initiatives at BU (Business Unit) SLV, contributing to improved resource efficiency:

- **Recycled materials in products**

In our portfolio, there are several products made from recycled materials, marking an important step toward integrating circular principles. By sourcing high-quality recycled content, we reduce reliance on virgin resources while maintaining the performance and durability our customers expect.

- **Repairability and modular design**

97% of our product range is repairable, and 63% includes modular components. These features are critical for reducing waste and prolonging product lifespans, enabling users to replace parts instead of entire luminaires. This also contributes to improved serviceability and reduced total cost of ownership.

- **Life Cycle Assessment and EPD documentation**

We conducted Life Cycle Assessments (LCAs) for three key product families: MEDO, Numinos SPOT, and Numinos DL. Additionally, Environmental Product Declarations (EPDs) have been compiled for 312 products. These efforts not only increase transparency but also support sustainable procurement and compliance with market requirements. Our goal is to further expand documentation across our product lines in the coming years.

- **Energy efficiency across the portfolio**

Improving energy efficiency remains a top priority in our product development. We are currently defining minimum energy efficiency classes for new commercial and residential lighting segments. This allows us to continuously reduce energy consumption during product use (one of the most critical phases in terms of environmental impact) and to better support our customers' own sustainability targets.



OUR APPROACH TO SUSTAINABLE PACKAGING

Packaging plays a significant role in resource consumption and environmental impact. That is why we continuously strive to make our packaging as sustainable as possible.

Reducing the environmental impact of packaging is a key priority across the **SLV Lighting Group**. In line with our circular economy ambitions, we are eliminating unnecessary materials, minimizing waste, and designing smarter solutions that make packaging more sustainable from end to end.

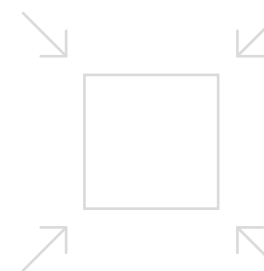
RECYCLED
MATERIAL



REDUCING
PLASTICS



MINIMIZING
PACKAGING
VOLUME



PACKAGING APPROACH AT BU SLV

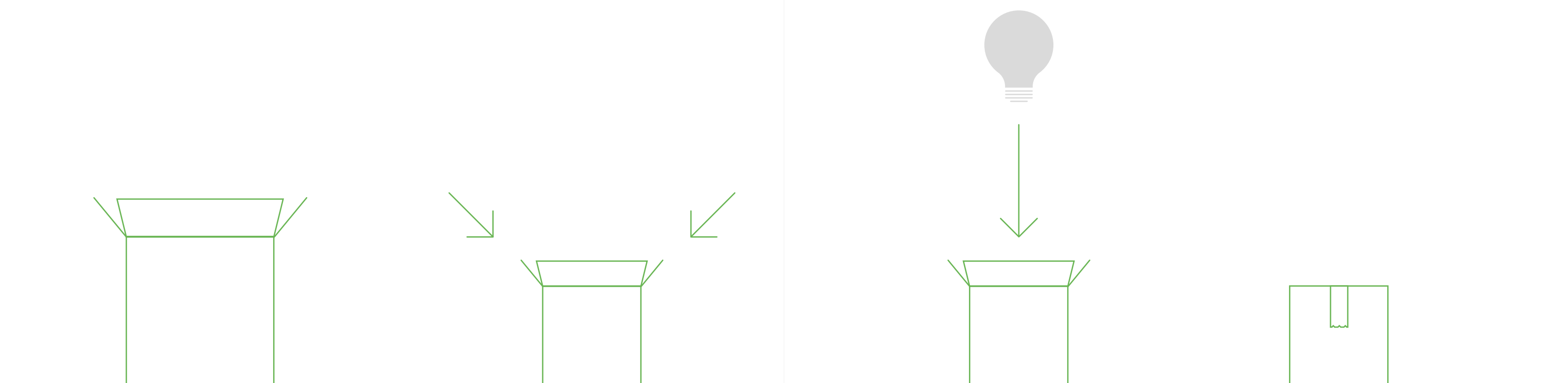
We have made significant progress in reducing plastic, replacing conventional components like bags, twine, and tape with paper-based alternatives. Since 2020, these efforts have enabled us to cut the use of plastic in packaging by 99%, contributing to better recyclability and cleaner ecosystems.

In parallel, we have focused on reducing packaging volume. Using advanced equipment that adjusts each box to the size of the product, we produce around 40% of our packaging on demand. This approach allows us to reduce packaging volume by up to 35% on average, cutting material use and emissions from transportation. Together, these improvements support our broader goal of conserving resources and advancing circularity throughout our operations.

In 2021, we have also introduced climate-neutral shipping through UPS for the majority of our parcels. Today, over 80% of all packages are shipped without adding to our carbon footprint. These deliveries are certified as net-zero emissions thanks to verified carbon offset programs supported by our logistics partner.

In 2024, we launched a new initiative to further improve the environmental profile of our product packaging. Gradually, we are switching to packaging made from at least 70% recycled cardboard while also rolling out a refreshed design. This update goes hand in hand with a weight reduction and will result in total annual savings of around 130 tonnes of paper.

With every step, we are reinforcing our commitment to responsible resource management and continuing to reduce the environmental impact of our packaging processes.



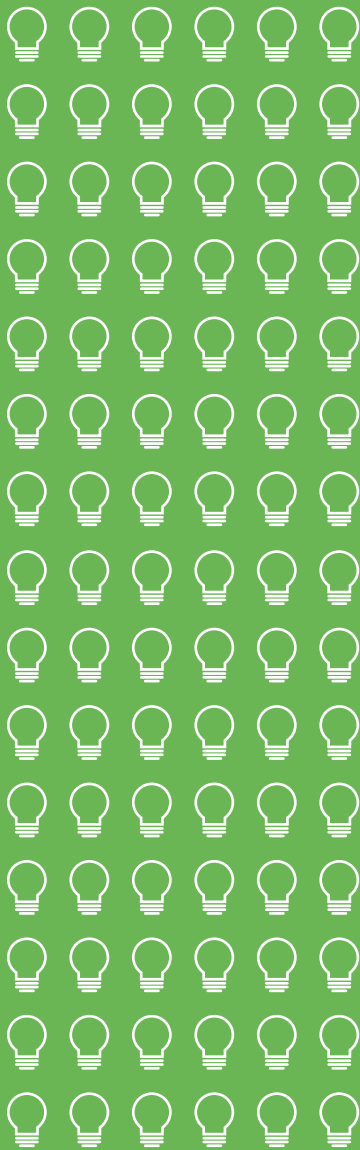
CIRCULAR ECONOMY INDICATORS 2024

Waste and water consumption	SLV Lighting Group	SLV GmbH
Total amount of waste (t)	375.13	236.09
Amount of hazardous waste (t)	2.88	2.64
Amount of non-hazardous waste (t)	372.25	233.45
Tap water consumption (m³)	3,868.43	1,510.07
Eco-design*		SLV GmbH
Share of repairable products (%)		97
Share of products with modular approach (%)		63

*covers only SLV GmbH



HIGHLIGHTS

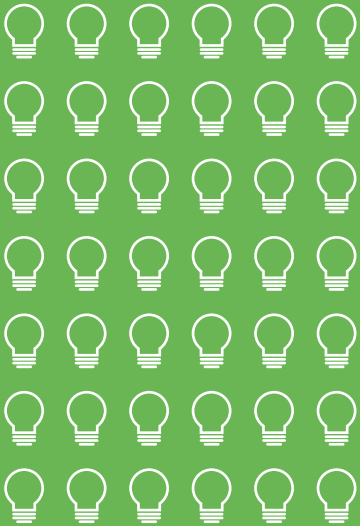


91 %

of primary packaging produced annually made from recycled material (range of 30% - 100% recycled content) at BU MLA



Kick-off packaging project:
Recycled cardboard for
product packaging



60 %

of card-based primary
packaging FSC-certified
at BU MLA



3

product families
(312 products) selected
for life cycle assessments

Goals reached

2024

97 %

of all luminaires
repairable
at BU SLV

63 %

of all luminaires
have a modular
design at BU SLV

Goals

(till 2027)

Recycled cardboard
for all product
packaging

2

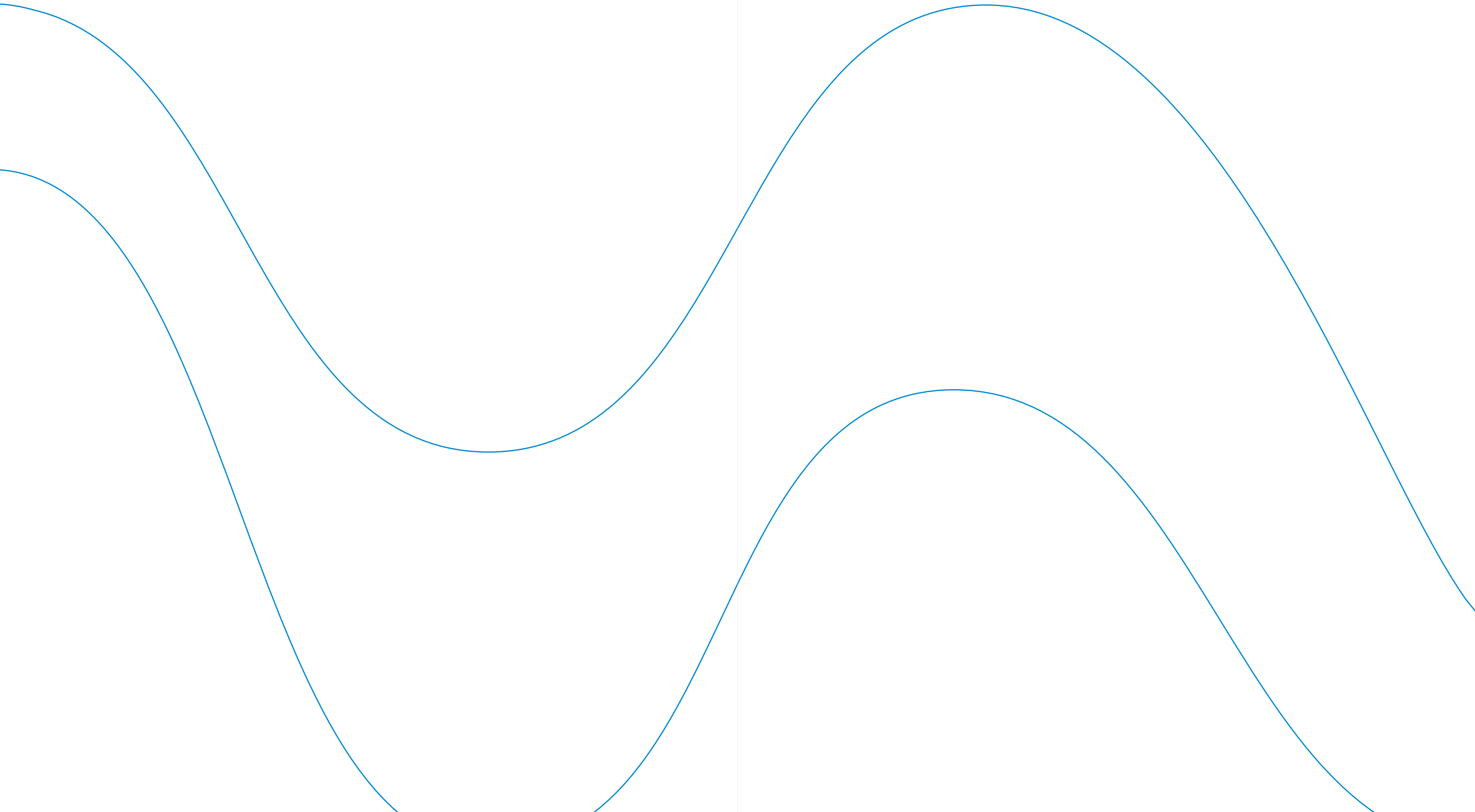
product families
with FSC-certified
cardboard for
BU SLV

10

suppliers qualified
to deliver EPD
documentation

EPD certification
for 8 product
families

SOCIAL RESPONSIBILITY



SLV LIGHTING GROUP IS SIGNATORY
FOR UN GLOBAL COMPACT



COMMUNICATION ON
PROGRESS

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

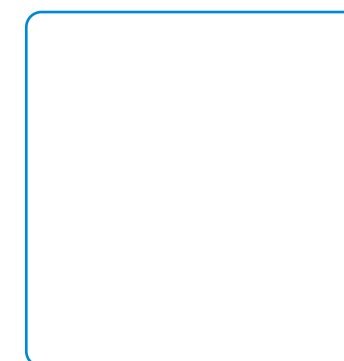
We welcome feedback on its contents.



OUR COMMITMENT TO THE PRINCIPLES OF THE UN GLOBAL COMPACT

As a signatory of the United Nations Global Compact, we are fully committed to integrating its Ten Principles across the four key areas of human rights, labour standards, environmental responsibility, and anti-corruption. These principles form a cornerstone of our corporate responsibility approach and are embedded in our strategies, policies, and everyday practices.

We reinforce this commitment through annual sustainability targets, ongoing due diligence, and continuous monitoring of key risk areas. Progress is regularly communicated through our reporting channels to maintain transparency and accountability toward our stakeholders.

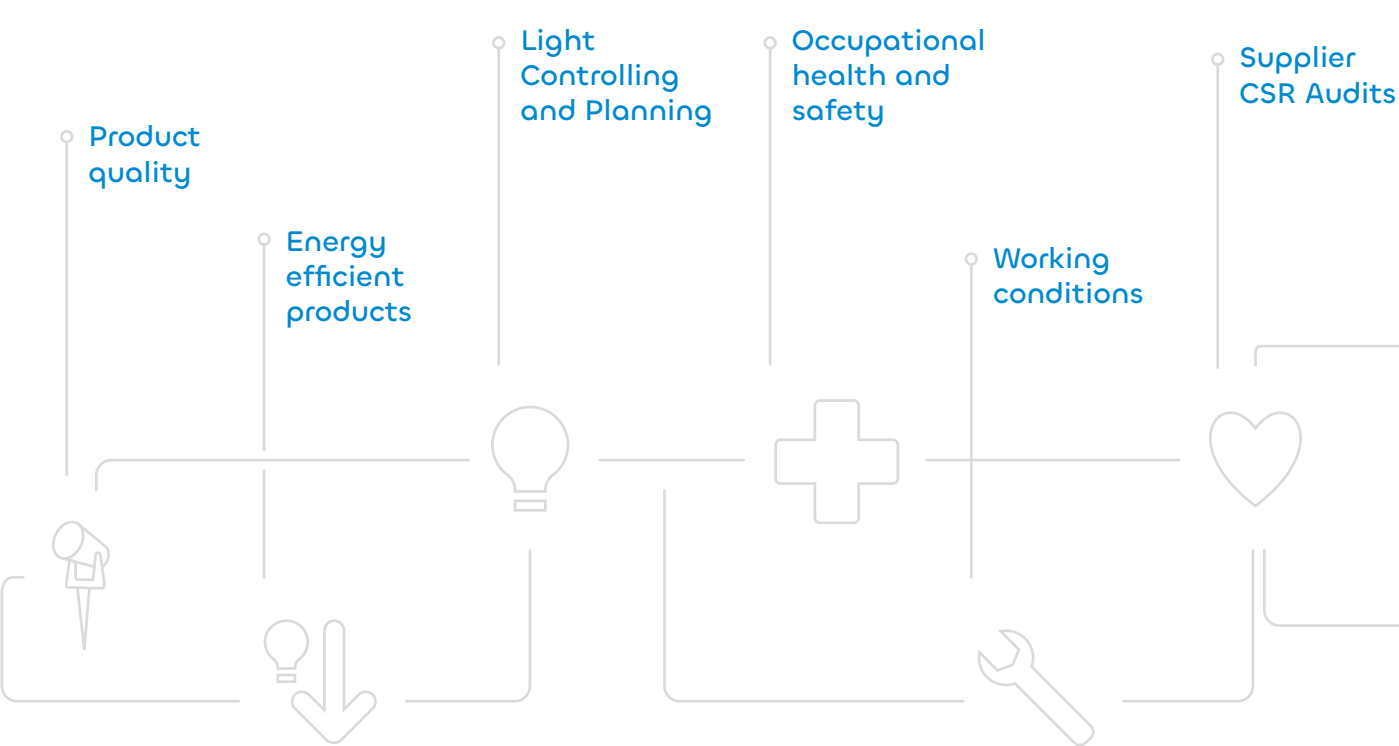


STAKEHOLDER ENGAGEMENT AND MATERIALITY

Understanding the needs and expectations of our stakeholders is essential for shaping relevant and responsible sustainability initiatives. In 2021, we conducted a structured global stakeholder analysis to identify and prioritise key issues across our value chain. This process included insights from employees, suppliers, customers, and shareholders, and resulted in the identification of 45 key topics, which we grouped into 13 thematic areas.

Key concerns included the prevention of child labour and human rights violations, as well as the need for safe working conditions, fair pay, and product safety. Stakeholders also called for stronger action against corruption and greater efforts to reduce plastic use, improve energy efficiency, and increase the use of recycled materials in packaging.

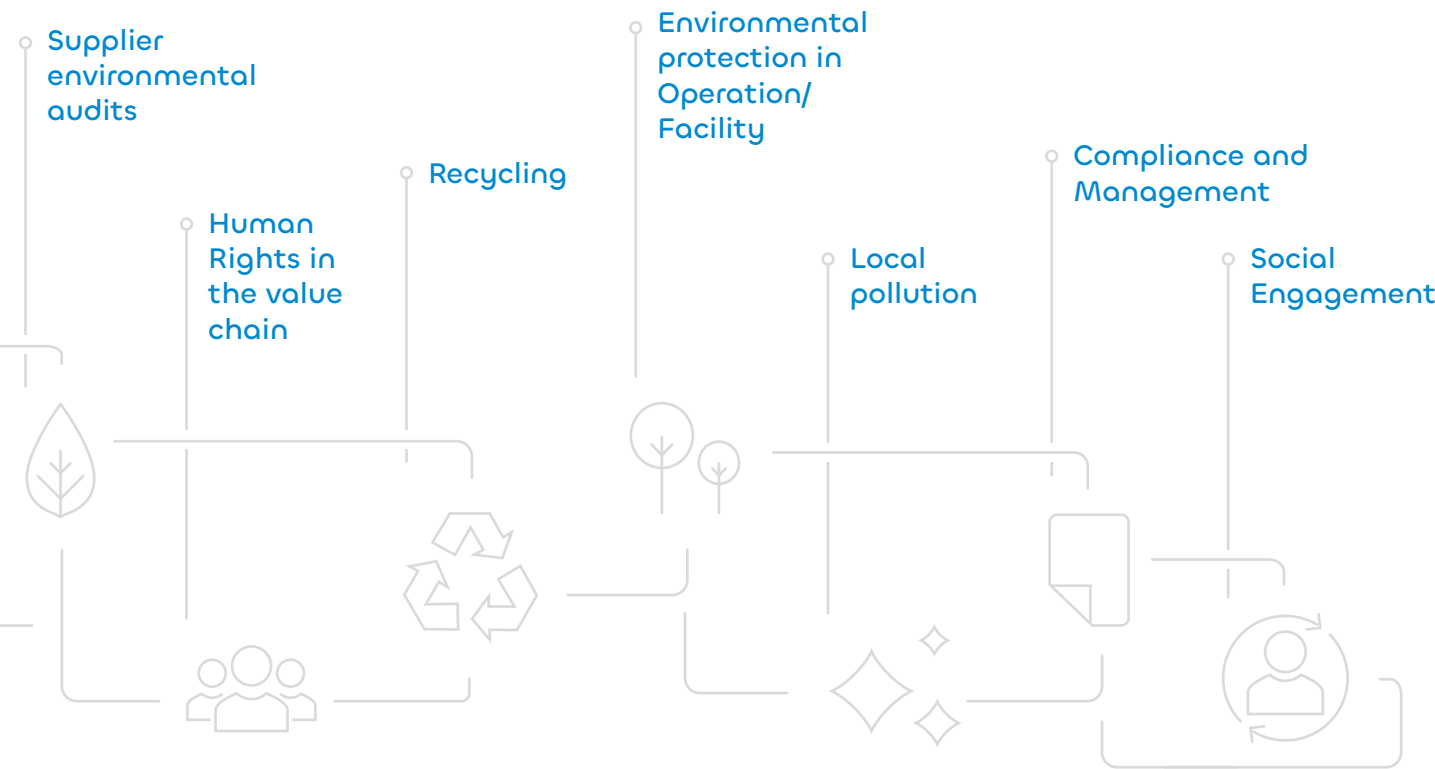
The results of this analysis were directly incorporated into our materiality matrix. This tool allows us to systematically assess and prioritise sustainability topics based on their relevance to stakeholders and potential business impact. It guides our strategic decisions and supports alignment between our actions and stakeholder expectations.



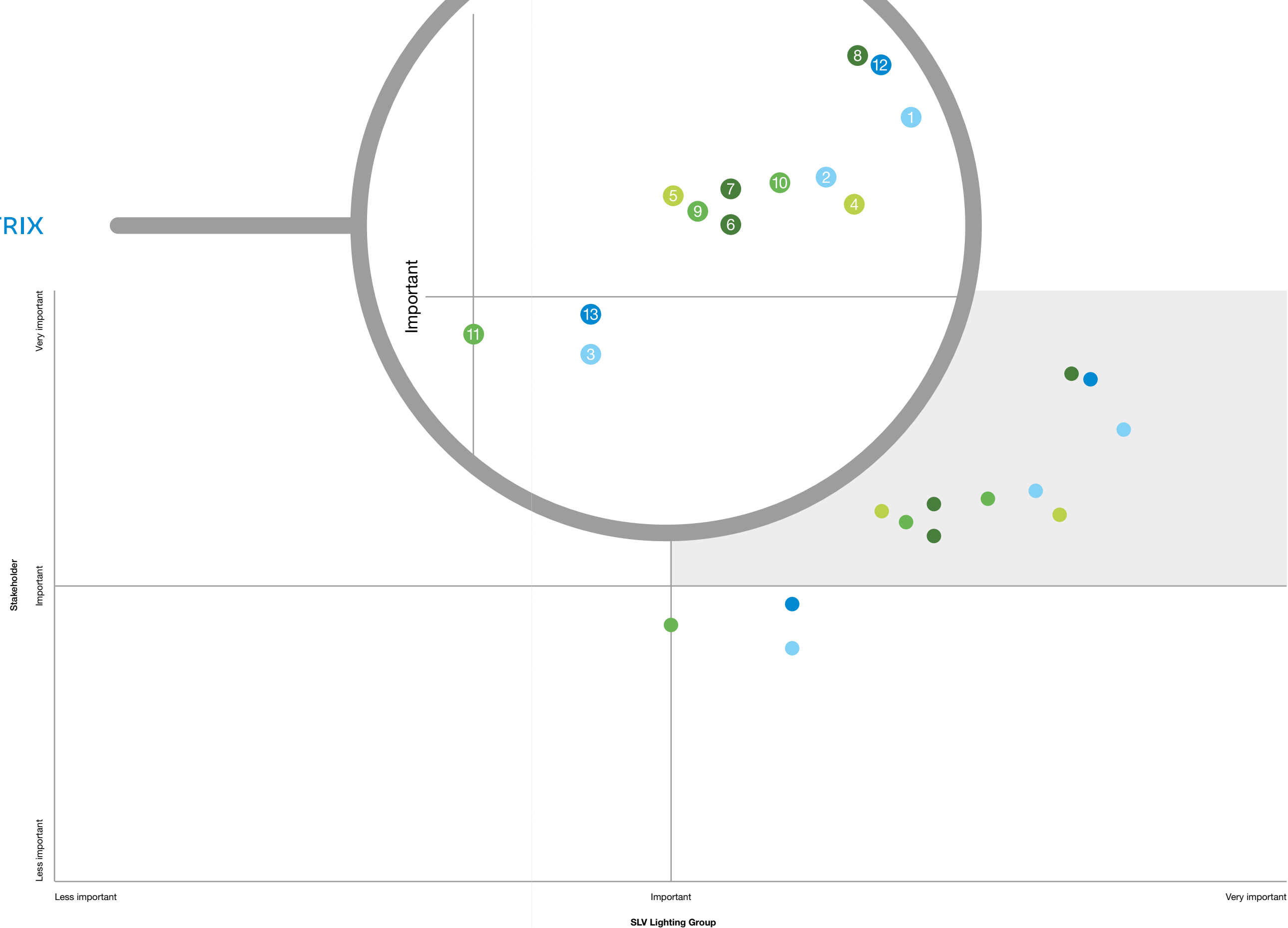
LOOKING AHEAD: RENEWED DIALOGUE IN 2025

Recognising that stakeholder concerns evolve over time, we will conduct an updated stakeholder analysis in 2025. This follow-up will serve to refine our materiality matrix and ensure that our sustainability roadmap continues to reflect both external expectations and internal priorities.

By maintaining an open dialogue with our stakeholders and acting on their feedback, we strengthen the relevance and effectiveness of our sustainability agenda, ensuring it remains focused, responsible, and aligned with global standards and long-term business goals.



MATERIALITY MATRIX



- **Products**


 - 1. Product quality
 - 2. Energy efficient products
 - 3. Light controlling and 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 and management
 - 13. Social engagement



“OUR BIGGEST CHALLENGE
IN THIS NEW CENTURY IS TO
TAKE AN IDEA THAT SEEMS
ABSTRACT – SUSTAINABLE
DEVELOPMENT – AND TURN
IT INTO A REALITY FOR ALL
THE WORLD’S PEOPLE.”

Kofi Annan, Former UN Secretary-General


GOVERNANCE AND TRAINING

Strong governance is essential for advancing social and environmental responsibility. At **SLV Lighting Group**, we view effective governance not just as oversight, but as a foundation for ethical conduct, transparency, and accountability. Our leadership teams are expected to model these values, integrating them into daily operations and decisions across all business units.

Promoting awareness of these responsibilities across the organisation is a key priority. In 2024, we placed particular emphasis on strengthening knowledge and engagement through targeted training initiatives. These covered a range of high-impact topics aligned with our broader sustainability and compliance goals, for example:

- **Annual compliance training** is mandatory for all employees, ensuring a shared understanding of our Code of Conduct and internal policies.
- **Anti-corruption training** is provided to managers and sales teams, reinforcing our zero-tolerance approach and supporting responsible business practices in high-risk functions.
- **Sustainability and waste disposal training** was rolled out to all SLV GmbH employees, highlighting the importance of resource-conscious behaviour and responsible waste management in everyday work.

These training measures are regularly reviewed and updated to reflect emerging risks and evolving standards, helping us embed a culture of responsibility and continuous learning across the Group.





RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Ensuring that our suppliers meet the Environmental, Social, Governance, and Health (ESGH) standards of the **SLV Lighting Group** remains a central component of our responsible sourcing strategy. All suppliers are bound by our Supplier Code of Conduct, which forms an integral part of our general business agreements. To verify compliance and uphold accountability, we conduct regular ESGH audits, particularly focusing on working conditions, human rights, and environmental standards.

In 2024, we completed ESGH audits for 74 suppliers, including one based in the EU, achieving a 100% audit completion rate as planned. Each of these audits resulted in an ESGH assessment report, followed by the successful closure of 100% of all corrective action plans (CAPs) issued. This demonstrates both supplier engagement and our commitment to continuous improvement.

By maintaining a robust supplier due diligence framework and acting on audit results, we ensure transparency and accountability throughout our supply chain. These measures not only reduce ESG-related risks but also reinforce the long-term resilience and ethical integrity of our global operations.

OUR RESPONSIBLE SOURCING POLICY

As a global company, the **SLV Lighting Group** operates in diverse regions where social and environmental standards can vary significantly. This global footprint requires us to take a proactive and responsible approach to sourcing. We regard our suppliers not merely as vendors but as essential partners in delivering on our Corporate Social Responsibility (CSR) commitments. Full compliance with national and international regulations is a basic expectation, but we aim to go beyond compliance and foster real, measurable progress across our supply chain.

In 2020, we introduced the **Group Responsible Sourcing Policy** to ensure that principles such as occupational health and safety, labour rights, environmental protection, and ethical governance are firmly embedded across all procurement activities. The policy serves as a key instrument for advancing responsible sourcing practices throughout our operations and within our supplier network.

SUPPLIER CODE OF CONDUCT

Our **Supplier Code of Conduct** complements the Responsible Sourcing Policy and outlines the core requirements for all suppliers. It sets clear expectations around:

- **Fair labour practices and safe working conditions**
- **Compliance with environmental regulations and efforts to reduce environmental impact**
- **Ethical business conduct**, including zero tolerance for corruption
- **Product safety and legal compliance across all operations**

Suppliers are required to uphold all applicable laws, industry standards, and best practices. In addition to self-monitoring, suppliers must provide documentation as evidence of compliance and be open to audit and verification measures. Where gaps are identified, we take a cooperative approach by jointly developing Corrective Action Plans (CAPs) to ensure sustainable improvements. To further increase transparency and safeguard ethical behaviour, a whistleblower mechanism has been extended to all suppliers, allowing confidential reporting of misconduct or breaches of the Code.

In 2024, the Supplier Code of Conduct was revised to include:

- **Stronger requirements to reduce environmental impacts**
- **Mandatory evidence provision for ESG performance**
- **Explicit inspection rights and follow-up measures** in case of non-compliance

NO TOLERANCE

CONSERVATION OF
RESOURCES

FORCED LABOR

ECODESIGN

CHILD LABOR

MINIMIZATION
OF COSTS

POLLUTION
REDUCTION

CONFLICT
MINERALS

GHG
MINIMIZATION

LOCAL
ECONOMY



RESPONSIBLE
SOURCING
POLICY



SUSTAINABLE AND ENVIRONMENTAL CUSTOMER SERVICE

At SLV GmbH, environmental responsibility does not end at the point of sale. We see ourselves as stewards of our products throughout their entire lifecycle. That includes actively supporting our customers in minimizing environmental impacts long after installation. This approach is reflected in a range of services and practices that go beyond regulatory requirements and demonstrate our long-term commitment to sustainability.

Product Longevity and Warranty

We design our products with durability in mind and back this commitment with an extended 5-year warranty for luminaires, which far exceeds legal obligations. This warranty reflects the confidence we have in our engineering, and it serves to reduce unnecessary replacements and waste. By encouraging long-term use, we directly support resource efficiency and reduce environmental impact.

Spare Parts and Repairs

Most of our lighting solutions (97%) are designed to be repairable, and we actively support this by providing spare parts for a wide range of models. A dedicated repair team ensures maintenance is carried out efficiently, and wherever possible, repairs are completed on-site at the customer's location. This reduces the need for transportation, minimizes emissions, and extends the life of the product.

Customer Guidance on End-of-Life

We believe in making product end-of-life handling as sustainable as possible. That is why we include clear, product-specific disposal instructions to help customers comply with environmental standards and prevent harmful substances from entering the waste stream. Beyond that, we actively encourage customers to return defective products so that we can recycle them responsibly through certified waste streams. This closed-loop approach supports circular economy principles and keeps valuable materials in use.

Systematic Return Analysis and Continuous Improvement

Returned items are not simply discarded or recycled blindly. We take the opportunity to analyse returned products for systemic issues, feeding valuable insights into our quality assurance and ecodesign processes. This not only improves the robustness of future product generations but helps prevent recurring faults, further extending the lifecycle of our lighting solutions.

Raising Awareness and Enabling Circularity

We view ourselves as advocates for responsible consumption. Through transparent communication, accessible documentation, and proactive customer service, we support our customers in making environmentally conscious decisions throughout the use phase of our products. From repair options to disposal guidance, every interaction is an opportunity to support more circular behaviours.

SOCIAL RESPONSIBILITY INDICATORS 2024

	SLV Lighting Group	SLV GmbH
Total number of suppliers	100	58
Coverage rate priority suppliers* ESG Audits (%)	100	100

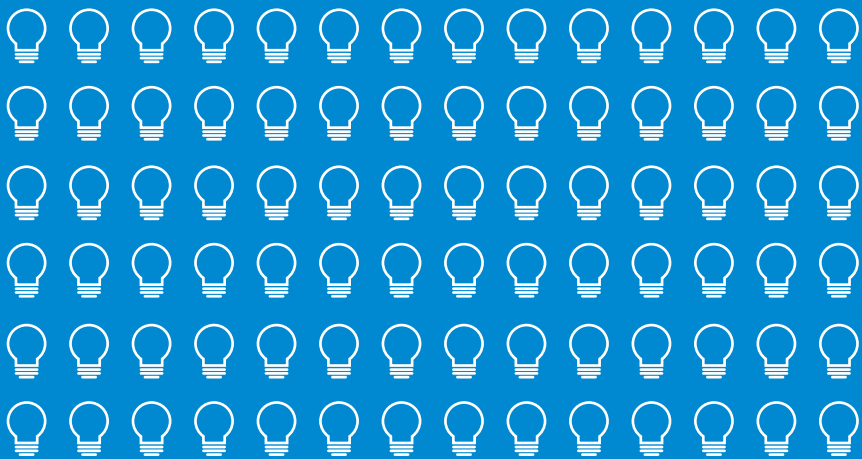
*suppliers in risk areas such as China



HIGHLIGHTS



EcoVadis Gold
Certification



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



Supplier Code of Conduct
has been updated

Code of Conduct
has been updated

Goals reached

2024

100 %

coverage rate
for supplier
ESG audits

Training on
sustainability
for all SLV GmbH
employees

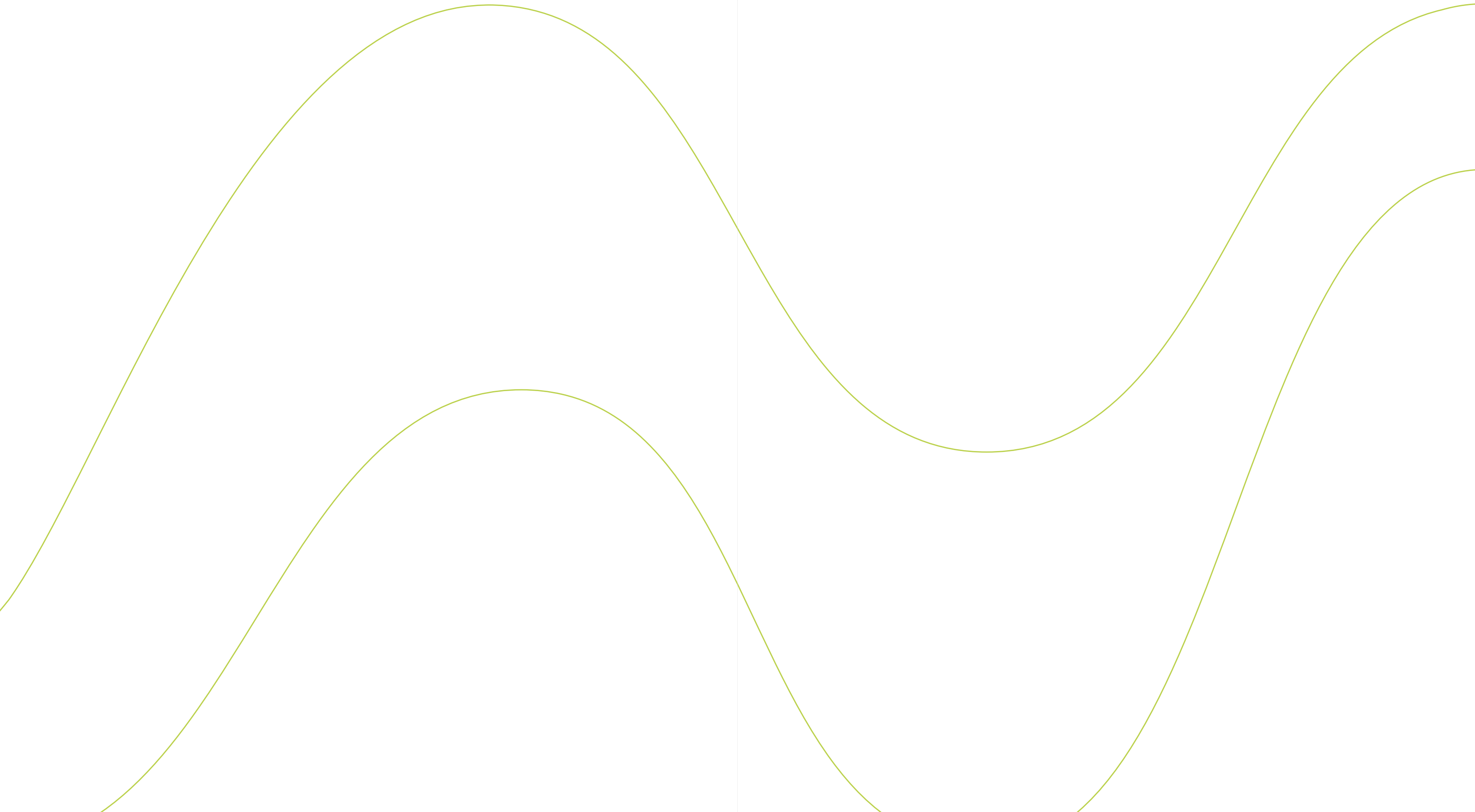
Goals

(till 2027)

Group-wide training
on sustainability

Reduce the number
of Group suppliers in
China from 96 to 82

PEOPLE AGENDA



SUPPORTING EMPLOYEES THROUGH OUR GLOBAL PEOPLE AGENDA

The people that make up the various teams across the **SLV Lighting Group** 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. After implementing the first Global People Agenda in 2020 we still focus on **four** big topics around our workforce:

- **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 to improve cooperation in and among teams. In 2022 we created a competency framework as a basis for our further global HR work, for example for a new feedback form and interview guideline. Since then, we have been constantly working on implementing this framework in our daily HR work.

After our Employee Engagement Survey in 2023, we invited the whole Group in 2024 again to participate in the updated Employee Engagement Survey. We closed the survey with a participation rate of 78%. In 2024 we newly introduced the ENPS (Employee Net Promoter Score) as part of the survey, which now gives us the opportunity to measure employee satisfaction and loyalty in the Group and monitor the value over the years.

The results of the survey have once again been analysed with the aim of increasing employee satisfaction. Team results have been shared with the respective local managers and concrete measures have been identified and incorporated into action plans by the countries and managers themselves.

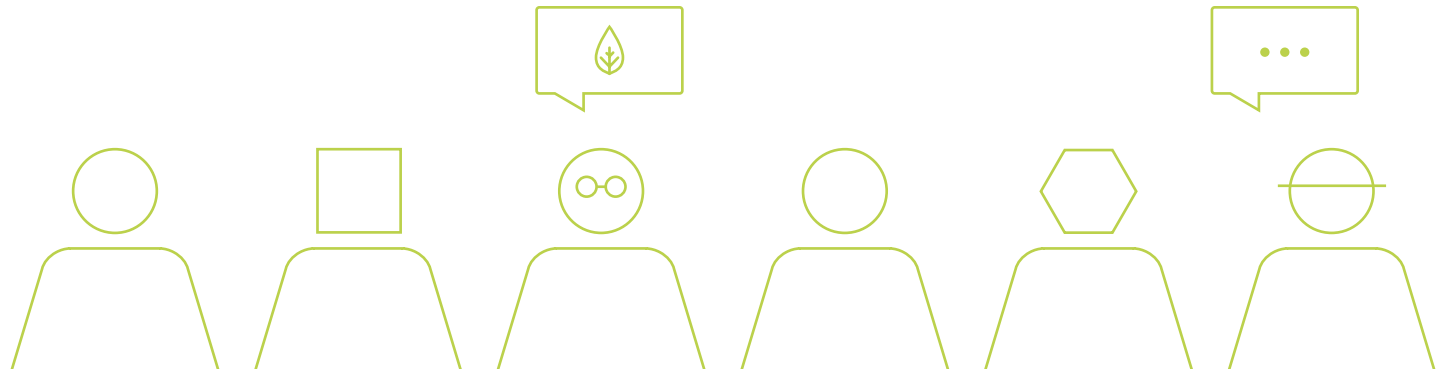
Another way we are strengthening our one Group culture is by continuing a standardized onboarding training for all new employees joining our company across the Group. The aim is to connect employees from different countries and to build a collective culture. Employees get to know our five brands, our products, and our company values and strategy as well as sustainability topics. In 2024 we had three sessions with 41 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 4.66 on a scale of 0-5.

We also aim to keep employees updated on the latest company news to foster a feeling of belonging. All German employees participate in a quarterly onsite townhall meeting, and all international employees participate in a quarterly online townhall, where they receive updates on our teams, projects, and financial achievements. Furthermore, we share a newsletter called QuickNews on a regular basis with the whole Group with insights on social activities and people topics.

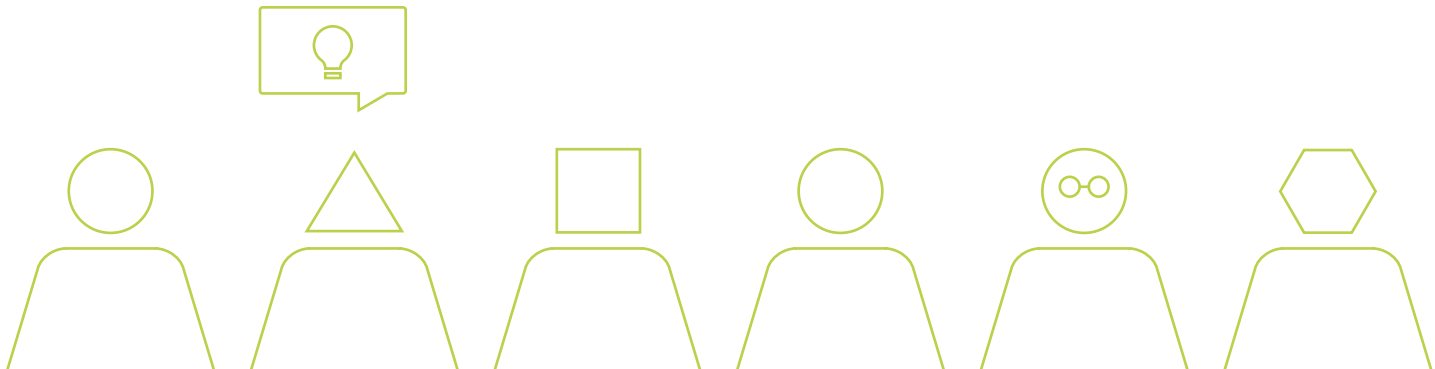


Lastly, our teams have the opportunity to engage in various campaigns and social engagements through the Group. Here are some of the engagements that have taken place over the past few years:

- **Support local facilities.** Similar to 2023, employees in our German entity could **fulfill Christmas wishes** from residents of a local retirement home and a local children's home in 2024. The initiative was again a big success. Furthermore we initiated an afternoon of games in a local retirement home, where employees played board games with the residents.
- **Christmas donations.** Christmas presents which employees of SLV receive from customers and suppliers are collected at the HR department and donated to the Übach-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 collection boxes for bottle caps which are donated to the Förderkreis Bonn. SLV bears the delivery costs and the proceeds from this collection go to the "Förderkreis für krebskranke Kinder und Jugendlichen Bonn e.V." (Support Association for Children and Young People with Cancer) to support various projects and the care of affected families.
- **Voluntary days:** Once again in 2024, Novalux colleagues supported **Antoniano Onlus**, a local charitable organization in Bologna. On several days some colleagues helped on the spot to prepare the food for distribution in the canteen and to make pasta themselves, while other colleagues wore gloves and aprons to serve a meal for the guests at the canteen in Via Guinizelli in Bologna. A wonderful experience of solidarity, but also an opportunity for growth, comparison and training for the entire Novalux team, who organized and planned a new and important activity.



- **Raising epilepsy awareness:** In March 2024 our colleagues from MLA Knightsbridge, whose corporate color is purple, celebrated the Purple Day, showcasing their commitment to raising **epilepsy awareness** by donning various shades of purple. It was heartening to see everyone come together in solidarity for such an important cause. In addition to the vibrant displays of purple, Knightsbridge also launched a **donation matching initiative**, wherein all contributions made by colleagues were matched by the business and subsequently donated **over £700** to Epilepsy Action.
- **Supporting the way to clean water:** In one of our townhall meetings in Germany a colleague provided insights into his social commitment at well:fair. The foundation works to provide access to clean water, sanitation and hygiene. In the project regions of Ethiopia, Kenya and Tanzania, the foundation works with local partners to install water and sanitation facilities in rural regions in order to lay the foundations for a self-determined life in human dignity. Together with our sustainability department he started an initiative within the organization to collect donations for the project.
- **River Clean-up:** In May 2024 colleagues from **SLV Benelux** met in their free time at the weekend to help with a **river clean-up**. In total, they collected around **200 kg of garbage**, some from the edge of the river, but some colleagues were also on and in the water. The whole activity was organized together with the organization **River Cleanup** (<https://www.river-cleanup.org/en>). The organization organizes events worldwide.





DEVELOPING PEOPLE

Individual learning opportunities are provided through various training courses available to all employees (e.g. MS Office, negotiation skills) as well as through a talent development and management process. We also organize training opportunities from employees for employees to support the knowledge transfer between our workforces.

Online training via LinkedIn Learning is available to all employees on enquiry. Learning paths are available for employees with individual development plans. 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 overall and per employee as well as total training hours. Our aim is to increase the opportunity and uptake of training in the coming years.

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 them to share 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 four times per year so that current topics can be discussed regularly.

DIVERSITY AND INCLUSION

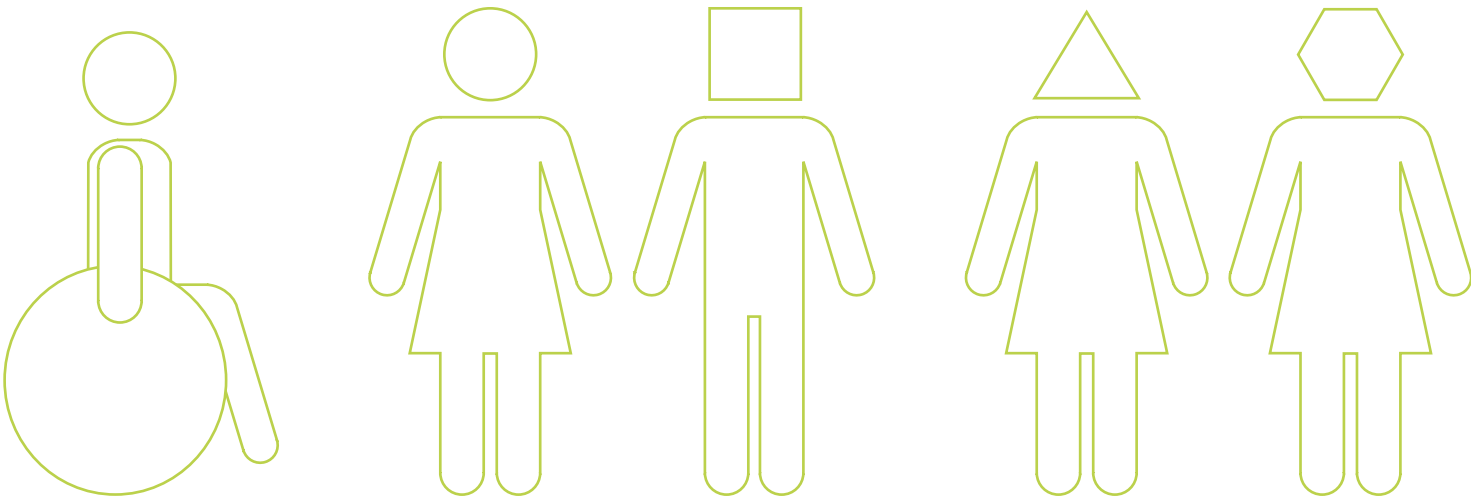
As a global company, diversity is one of our key strengths. It helps us to gain versatile perspectives on our corporate activities. Our 18 subsidiaries located in 16 countries represent the internationality and diversity within the **SLV Lighting Group**.

At the **SLV Lighting Group**, we recognize individual differences and strive for equal access to opportunities and resources to ensure an inclusive workplace. It is not only 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 13% in 2024 (Heads).

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.

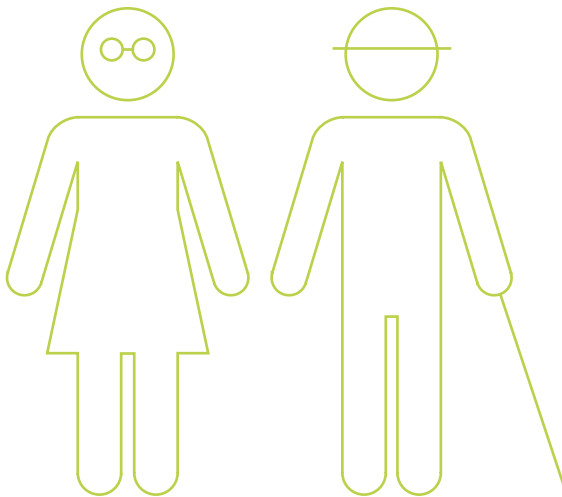
While diversity plays an important role at all levels of the company, it is especially crucial in leadership positions, where different perspectives are needed to make important decisions. Diversity promotes discourse and the ability to be innovative and cover multiple perspectives. To increase diversity 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 part of our HR strategy to boost diversity, we also aim to promote the **SLV Lighting Group** 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 2025 is to reach a share of 3% of disabled employees.

To ensure that diversity and inclusion is respected throughout all our offices, **SLV Lighting Group** developed a **Code of Conduct** in 2018 that provides guidance for open and respectful conduct for all employees. This Code of Conduct has been updated in November 2024. Our **Anti Discrimination Policy**, which we published in 2020 was also updated in 2024. 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 our groupwide whistleblowing tool iWhistle. There were no discrimination cases observed or registered within the **SLV Lighting Group** during the reporting period. Both policies/guidelines are valid for all companies of the **SLV Lighting Group** worldwide.



NEXT LEVEL HR

Our HR mission is to partner with the various HR departments across our Group to provide services that add true value.

We organize best practice calls with all HR professionals of our subsidiaries several times per year 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, salary and benefits schemes.

Our key performance indicator dashboard for HR, which centralizes the most important indicators at a Group level is created on a monthly basis to track our HR KPIs within the Group and to show current changes in the organisation. This increases transparency and allows us to monitor the impact of our initiatives. Out of this data we create a monthly dashboard for the Group management board.

HEALTH AND SAFETY

The **SLV Lighting Group** 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.

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 2024. In all entities and countries, we furthermore ensure to continuously train first aiders and fire protection assistants according to local law and refresh the training of those who are already in such a position.

The **Group Health & Safety Policy** was 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 2024, 327 employees participated in at least one health and safety training.

PEOPLE AGENDA INDICATORS 2024

HR	SLV Lighting Group	SLV GmbH
Total number of employees (FTE)	562.9	230.9
Total number of employees (Heads)	617	278
Quote of female employees (% FTE)	33.3	27.2
Quote of employees with disabilities (%)	1.9	3.3
Quote of women in management positions (%)	29.7	25.0
Average training hours per employee (h)	15	18
Quote of staff fluctuation (%)	17	10
Employees in management position (Heads)	74	12
Health and safety	SLV Lighting Group	SLV GmbH
Absence rate (%)	2.8	5.2
Injury rate	0.013	0.014
Number of lost days	12.5	5



HIGHLIGHTS



Group Sustainability
Pioneers Meeting
once per quarter



Various social initiatives
in several countries

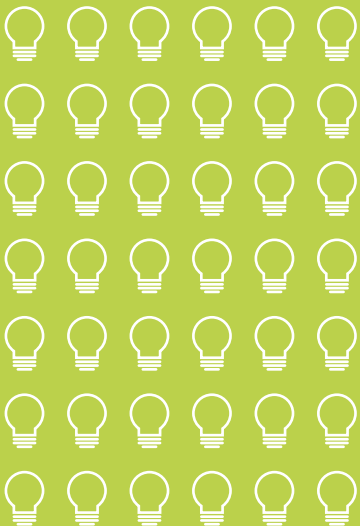


Further improvement of
international and cross
functional communication via
Newsletter (Quick News) and
Group Townhall meeting with all
employees once per quarter



30 %

women in
management positions



Goals reached

2024

78 %

participation rate in
Group Engagement
Survey (2023: 80%)

100 %

training of sales
workforce and
management on
compliance and
anti-corruption

33 %

women in
management
positions

100 %

training of employees
on data protection,
IT security and AI-
Compliance

3 %

employees with
disabilities

80 %

participation rate in
the yearly employee
engagement survey

18 h

of average training
hours per employee

Further development
of occupational health
management in
Germany

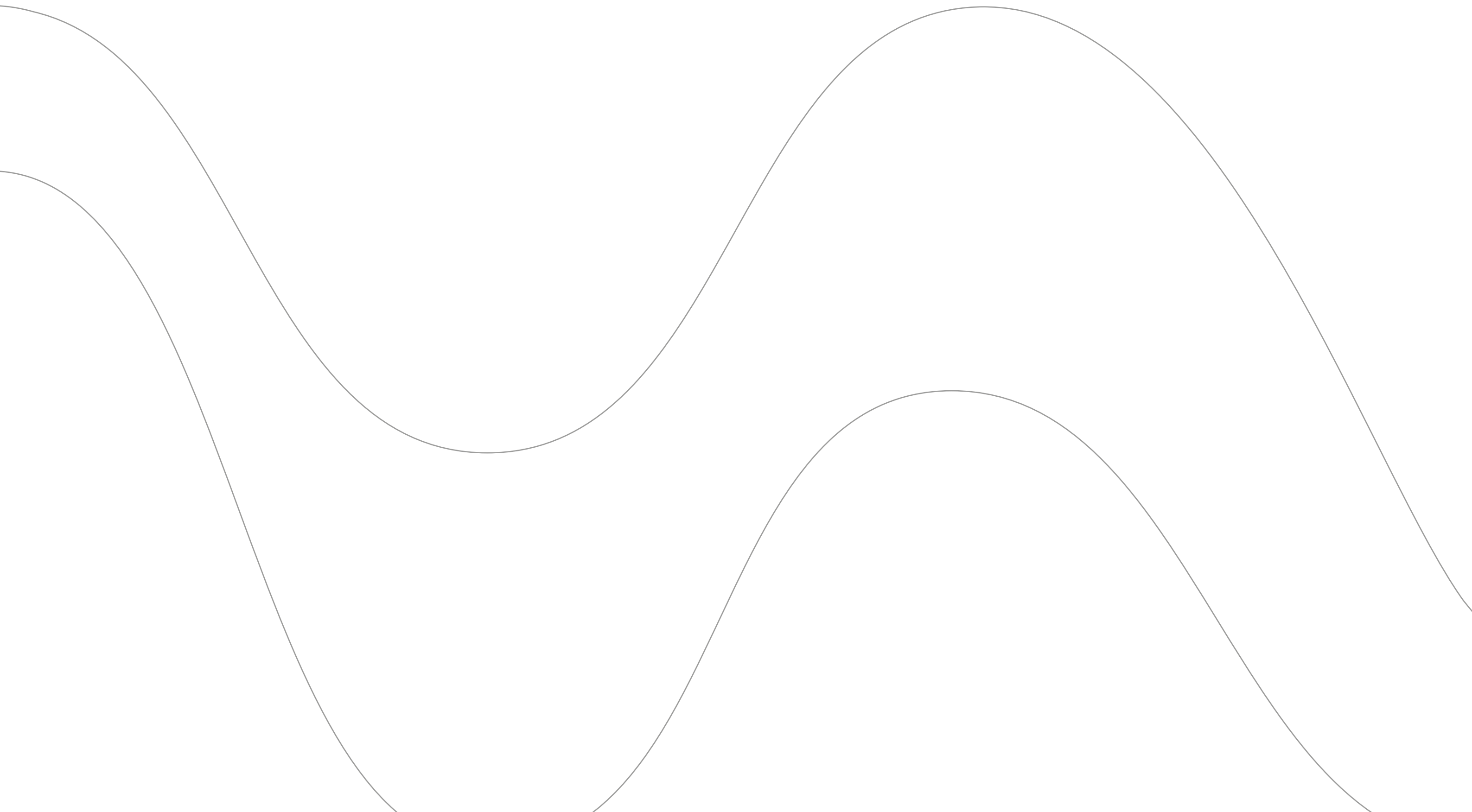
100 %

completed annual
feedback meetings
and training needs
assessments

Goals

(till 2025)

GRI INDEX



STATEMENT OF USE:

SLV Lighting Group GmbH has reported the information cited in this GRI content index for the period 01.01.2024 – 31.12.2024 with reference to the GRI Standards.

GRI 1 USED:

GRI 1: Foundation 2021

GENERAL DISCLOSURE AND MATERIAL TOPICS

GRI Standard	Indicator	Content	Pages	Comments
GRI 2: General Disclosures 2021	2-1	Organizational details	8, 9	
	2-2	Entities included in the organization’s sustainability reporting	9	
	2-3	Reporting period, frequency and contact point	94	January 1, 2024, to December 31, 2024.
	2-4	Location of operations	9	Brand HQ: Germany, UK, Italy, Switzerland, Denmark
	2-5	External assurance		The report has not been externally audited.
	2-6	Activities, value chain and other business relationships	8, 31, 55, 56	
	2-7	Employees	76, 90	
	2-8	Workers who are not employees	55	ESGH standards regarding workers are covered in the ESGH audits.
	2-9	Governance structure and composition	8, 9	UN Global Compact
	2-27	Compliance with laws and regulations	31, 56	
	2-28	Membership associations		Since September 2019, SLV Lighting Group GmbH has been a member of industrial association ZVEI (German Electrical and Electronic Manufacturers’ Association).
	2-29	Approach to stakeholder engagement	48, 49	

GRI Standard	Indicator	Content	Pages	Comments
GRI 3: Material Topics 2021	3-1	Process to determine material topics	48, 49	
	3-2	List of material topics	48, 49	Waste, Water and Effluents, Energy, Emissions, Anti-competitive Behaviour, Anti-corruption, Child Labor, Forced or Compulsory Labor, Supplier Environmental Assessment, Occupational Health and Safety, Training and Education, Non-discrimination, Employment
	3-3	Management of material topics	48, 49	

CLIMATE CHANGE:
Responsible consumption of energy

GRI Standard	Indicator	Content	Pages	Comments
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	91	
	302-3	Energy intensity	91	
	302-4	Reduction of energy consumption	25	
GRI 305: Emissions 2016	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:
Monitoring of waste amount

GRI Standard	Indicator	Content	Pages	Comments
GRI 306: Waste 2020	306-3	Waste generated	38	
	306-5	Waste directed to disposal	38	

Responsible consumption of water

GRI Standard	Indicator	Content	Pages	Comments
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		Water ressources and effluents are monitored within ESG-Audits.
	303-5	Water consumption	38	

SOCIAL RESPONSIBILITY : Ethical and moral guidelines

GRI Standard	Indicator	Content	Pages	Comments
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	56	

Active fight against corruption

GRI Standard	Indicator	Content	Pages	Comments
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	53, 76	
	205-3	Confirmed incidents of corruption and actions taken		There were no incidents of corruption in the reporting period.

Prevention of child and forced labour in the supply chain

GRI Standard	Indicator	Content	Pages	Comments
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	56, 57	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	56, 57	

Environmental concerns

GRI Standard	Indicator	Content	Pages	Comments
GRI 308: Supplier Environmental Assessment 2016	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 403: Occupational Health and Safety 2018	403-9	Work-related injuries	75, 76	

Developing People

GRI Standard	Indicator	Content	Pages	Comments
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	76	

Protection against discrimination of any kind

GRI Standard	Indicator	Content	Pages	Comments
GRI: Non-discrimination 2016	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 401: Employment 2016	401-3	Parental leave	90	

Secure employment

GRI Standard	Indicator	Content	Pages	Comments
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	90	

ADDITIONAL KPIs

Human Resources 2024

	SLV Lighting Group	SLV GmbH
Employees on parental leave (Headcount)		
Male	11	8
Female	17	11
Total	28	19
Employee return (Headcount)		
Male	11	7
Female	6	3
Total	17	10
Newly hired employees (Headcount)		
Male	55	18
Female	17	5
Total	72	23
Employee turnover (Headcount)		
Male	59	15
Female	45	14
Total	104	29

Energy 2024

	SLV Lighting Group	SLV GmbH
Energy Consumption [GJ]		
Renewable Electricity purchased	3,925.2	2,050.7
Non-Renewable Electricity purchased	1,029.5	0
Total Electricity purchased	4,954.7	2,050.7
Renewable Electricity produced		
	625.2	0
Non-Renewable Electricity produced	732.9	732.9
Total Electricity produced	1,358.1	732.9
Total Electricity sold		
	363.9	8.3
Total Electricity Consumption	6,021.9	2,833.2
Diesel Consumption		
	7,797.1	2,460.6
Gasoline Consumption	3,055.9	185.2
Natural Gas Consumption*	10,027.1	7,977.5
Total Fuel Consumption	20,880.1	10,623.3
Total Energy Consumption	28,899.2	13,248.2
Energy Intensity (GJ per million EUR sales)	138.6	118.5

*Natural Gas used for heating and electricity production



SLV | LIGHTING
GROUP

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