Sustainability report 2025

TRIDONIC

www.tridonic.com

Table of contents

CEO commitment
Shaping sustainability

«For us, sustainability is more than just a trend. It is a core value, a responsibility and a driving principle.»

Hugo Rohner, CEO Tridonic

Dear readers,

We are pleased to present Tridonic's 2025 Sustainability Report. At a time when sustainability and responsible action are more important than ever, we are actively committed to a sustainable future. Every step we take is a step in the right direction – for us, for future generations and for our planet.

At Tridonic, we have stood for innovation and progress for many years. We use this strength to actively change lighting technology and our environment. Our goal is to be a leader in intelligent lighting solutions while setting an example of environmental responsibility and social integrity. For us, sustainability is not an empty word, but firmly anchored in our strategy.

We are passionate about reducing our energy consumption and GHG emissions. By optimising our production processes and the targeted use of renewable energies in our plants, we are making an important contribution to a sustainable future. Resource conservation and recycling are a matter of course for us – both in the development and manufacture of our products. Our solutions combine maximum performance with environmental friendliness. At the same time, we ensure that the life cycles of our products are extended.

Sustainability means more than environmental protection. It also demands our social responsibility. We are committed to fair working conditions and genuine equal opportunities. We actively promote the further training of our employees. With our strong continuing education programme, we lay the foundation for a successful future. A motivated team is the heartbeat of our success and drives our ambitious sustainability goals.

A central part of our strategy is close cooperation with our customers and partners. We know that we cannot solve challenges alone. That's why we build strong partnerships with suppliers and other key stakeholders. Together, we develop innovative solutions. Our initiatives promote collaboration and the exchange of knowledge. This creates sustainable approaches that make a difference in the long term. This gives our customers real advantages in global competition. For example, through our participation in standardisation committees, we identify new rules early on and implement them proactively. This means our customers always receive the right products on time.

In this report, we would like to give you a comprehensive insight into our progress, challenges, and objectives. We would like to clarify how we integrate the principles of sustainability into our daily actions and what measures we take to continuously improve. This report is more than an overview, it is a call to action for everyone to actively participate in change.

We are on our way to a sustainable future. The challenges are significant, but the opportunities are even greater. Together, we aim to achieve economic, ecological and social goals. To us, sustainability is not an added extra, but a core value.

I invite you to join us on this journey and make a positive contribution to preserving our environment and promoting sustainable development.

Thank you for your interest in Tridonic and your support on this important journey!

Hugo Rohner, CEO Tridonic

01. Tridonic

The technology brand of the Zumtobel Group

We see light as the key to quality of life. With sustainable hardware and software solutions, we enable B2B partners to create flexible, energy-efficient systems that are easy to control, maintain and integrate.

Founded in 1956
in Austria, Dornbirn

The foundation for Tridonic's success story was laid 70 years ago. Today, Tridonic is a leading global provider of lighting technology for professional applications, including office buildings, retail, hotels and restaurants, the education and industry facilities.

299 mio. EUR
turnover

71 patents
in FY 2024/2025

1,619 employees
worldwide

More than 70 sales channels
worldwide

Our production sites use state-of-the-art manufacturing technology to ensure the precision, consistency and high quality of our LED modules, LED drivers and lighting controls. Our products meet or exceed industry standards.

With production sites in various regions around the world, we are a reliable partner for our customers and an integrated part of a stable supply chain.

Organisation
Structure and division

Tridonic GmbH & Co KG is headquartered in Dornbirn, Austria, as is its listed parent company, Zumtobel Group AG.

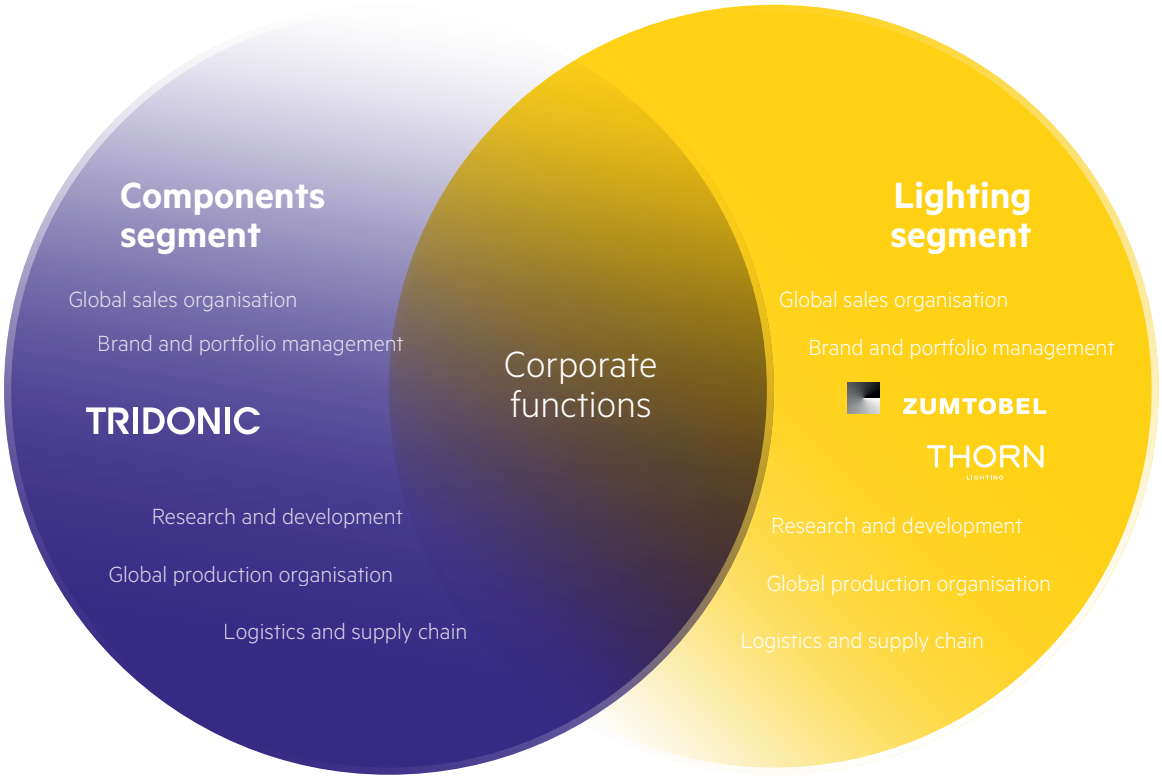
Tridonic has four production sites, six technology centres, and more than 70 sales channels. This report refers to Tridonic GmbH & Co KG.

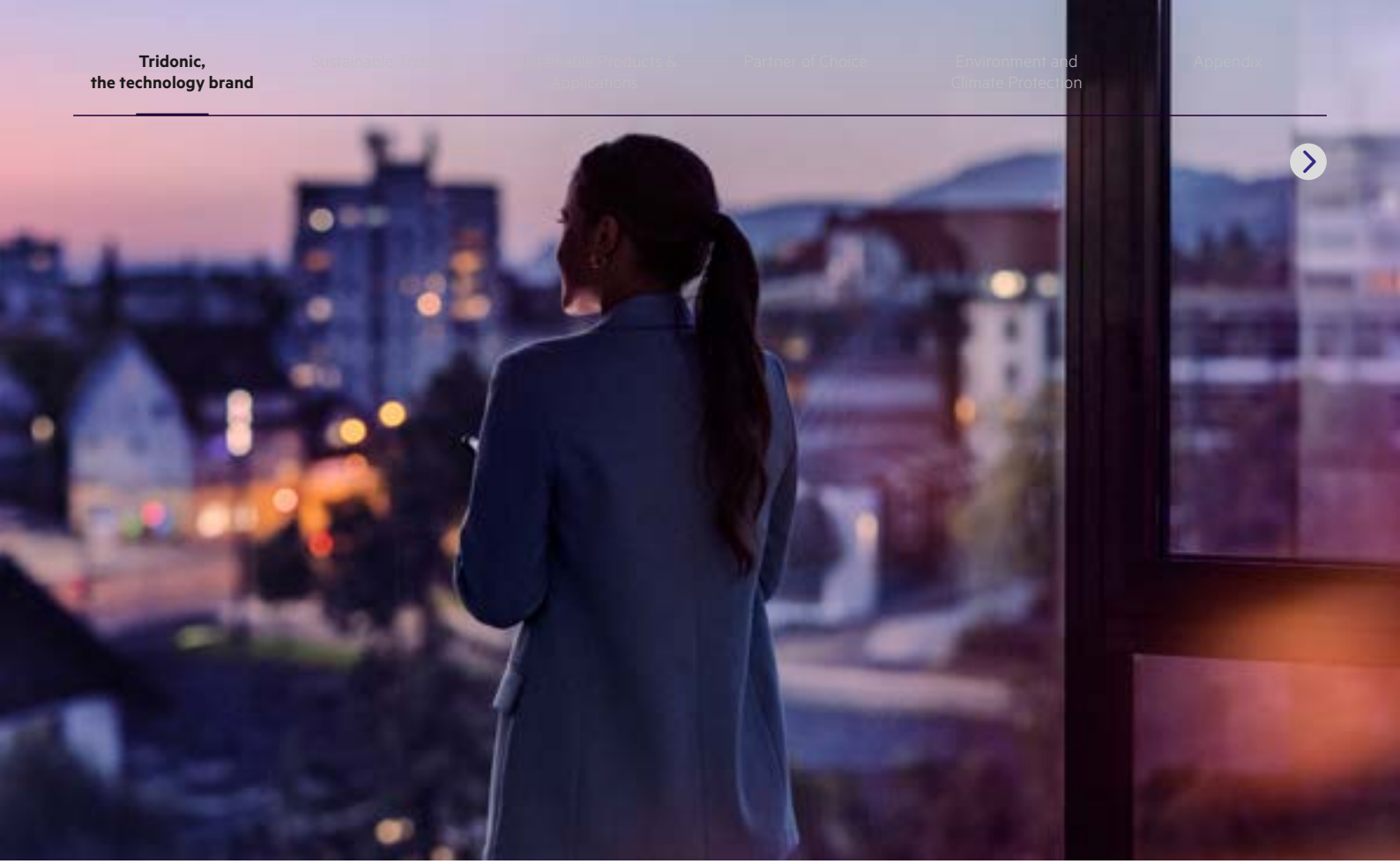
The central functions of the Zumtobel Group comprise:

- insurance
- IT and process management
- procurement
- law, audit & compliance
- human resources
- Finance & Treasury

The Zumtobel Group thus consists of a Lighting Segment with the Zumtobel and Thorn brands as well as Tridonic, the lighting technology provider. Tridonic plays a leading role in the production of hardware and software for lighting systems (LED light sources, LED drivers, sensors and lighting management) and thus represents the components segment within the Group.

Tridonic is currently a leading global supplier of lighting technology for professional applications, including office buildings, retail, hotels and restaurants, the education sector, industry and outdoor lighting.





Tridonic - We manage light

Tridonic holds a strong position worldwide in the electronics sector in the field of lighting control and control gear. As a global innovation driver for light-based network technology, Tridonic develops future-proof and scalable solutions, e.g. based on Bluetooth®, that enable new business models for luminaire manufacturers, building managers, and system integrators, among others. As well as manufacturing components and system solutions for the Zumtobel Group's own luminaire brands, Tridonic supplies luminaire manufacturers all over the world and generates over 80 % of its sales outside the Zumtobel Group.

Tridonic's main sales markets include the DACH region, the Nordic countries, the United Kingdom, Eastern Europe, France, the Benelux countries, and Italy.

Tridonic and Zumtobel Group: Joint sustainability – individual goals

Tridonic's management team consists of the Chief Executive Officer (CEO) Hugo Rohner and the Chief Operations Officer (COO) Alexander Jankovsky. All members have extensive expertise in corporate strategy, finance, operations, and sales. The composition of the management takes into account different professional backgrounds to ensure balanced and effective decision-making. The committee is responsible for the company's strategic direction, monitoring operational performance and making key decisions regarding sustainability. The members of the management actively contribute their expertise to relevant committees and together contribute to long-term value creation and the implementation of responsible corporate governance.

At the level of Tridonic GmbH & Co KG, the Chief Executive Officer (CEO) assumes the role of the highest management body. In this role, the CEO has overall responsibility for ensuring that environmental, social, and governance (ESG) aspects are effectively integrated into the company and implemented in a manageable manner.

Comprehensive and responsible compliance management is carried out independently of management at Group level by the Corporate Audit & Compliance department. A clear focus is on compliance with company policies and legal requirements to ensure that all business activities meet the required ethical standards and statutory regulations.

The strategic orientation and the integration of ESG aspects are embedded in the existing management system. Key sustainability goals are anchored in the company-wide business scorecard, the progress of which is regularly monitored.

Tridonic defines its business strategy largely independently within the framework of the group-wide guidelines. The development and implementation of measures to manage sustainability impacts take place in close coordination with the Zumtobel Group AG as the parent company. While group-wide guidelines, fundamental policies and overarching sustainability goals are set by the parent company, Tridonic has the flexibility to define and implement additional goals and measures – particularly in specific focus areas.

A clear focus is on compliance with company policies and legal requirements to ensure that all business activities meet the required ethical standards and statutory regulations. In the coordinated structure with the Zumtobel Group, Tridonic's highest management body can make decisions on ESG-relevant topics and thus actively contribute to the achievement of group-wide and company-specific sustainability goals.

From left to right:
Hugo Rohner (CEO); Alexander Jankovsky (COO)

Innovative portfolio for every challenge

Tridonic provides a comprehensive portfolio of solutions for indoor and outdoor lighting. Intelligent systems are being developed for interior spaces that are specifically tailored to the requirements of retail, hotels and hospitality, offices and education, as well as industry.

Outdoors, the products ensure safe and efficient lighting of streets, tunnels, cities and sports venues. Software solutions enable simple and flexible lighting control.

The offering is complemented by advanced sensors that support adaptive, energy-efficient lighting control. The solutions are characterised by interoperability, future viability and easy installation and maintenance.

Top down:
Healthcare; Office Space; Industry and Smart Data

Commitment and cooperation

Tridonic relies on strong partnerships with leading organisations in the lighting industry when developing new lighting solutions. The company's research & development department covers the entire value chain with its memberships in associations, committees, consortia, and alliances. The Group provides resources that enable employees to shape standards and guidelines that ultimately benefit the entire lighting industry, customers, and users alike. This also ensures that the field of „light" represents the interests of the lighting industry and is well integrated into construction thanks to increasing interconnectedness.

Through active participation in national, European, and international standardisation committees, Tridonic ensures that issues such as safety, sustainability, and light quality are appropriately represented and industry standards defined. This includes the company's involvement with the IEC (International Electrotechnical Commission) and CIE (International Commission on Illumination), the ZVEI (German Electrical and Electronic Manufacturers' Association), and the British trade association, LIA (Lighting Industry Association). Tridonic is also a member of the IPC (Association Connecting Electronics Industries).

Tridonic also participates in alliances and consortia such as DiiA (Digital Illumination Interface Alliance), CSA (Connectivity Standards Alliance), and Zhaga to standardise relevant communication networks and mechanical/electrical interfaces of luminaire components.

New additions to our partnerships include membership in industry alliances as currentOS and the ODCA (Open DC Alliance), which reflects increasing importance of DC microgrids for Tridonic's lighting business.

Away from standardisation, Tridonic works closely with industry partners as well as with research bodies and technical colleges. Its many academic partners include institutes such as the Vorarlberg University of Applied Sciences, V-Research, the Fraunhofer Society, and Silicon Austria Labs (SAL), which are working with Tridonic on several national and international research projects. Tridonic also regularly supervises Bachelor's, Master's and PhD students.

In addition, there are collaborations with various industry partners such as Casambi and Irida Labs, which provide technologies in which Tridonic itself does not invest. At EU level, these collaborations are being consolidated through various research projects, These include, for example, the AI-TwiLight project, which aims to develop digital twins of LED light sources and electronic components as well as self-learning models based on AI, and was successfully completed during the reporting period.

Tridonic firmly believes that the challenges of transitioning to a resilient future-proof system can only be overcome together. Only when all stakeholders work together towards a common goal will transformation be possible and the concept of circularity integrated within the entire value chain. Incorporating the latest technology allows Tridonic to develop innovative solutions that meet the demands of the modern, ever-changing world.

Selection of partnerships

Consortia

IEC International Electrotechnical Commission
ZVEI
cie
Lighting Industry Association

Industry alliances

currentOS
Digital Illumination Interface Alliance
csa connectivity standards alliance
ZHAGA Regular Member
DALI Alliance
ODCA direct current by zvei
Bluetooth
THREAD

Subsidies

EUROPEAN UNION
FFG Forschung wirkt.

Innovation as a driver for sustainable development

Innovation is at the heart of what drives real progress. Tridonic stands for lighting technologies that are powerful, intelligent, environmentally friendly, and future-proof. Research and development are carried out in close cooperation to create products that combine the highest quality with responsibility.

Digital services, modern product development and energy-efficient systems are the focus of targeted investments in innovative solutions that offer real added value. Technical know-how, flexible development processes and close cooperation with universities and partner companies ensure continuous progress.

In this way, we not only create lighting solutions, but also actively work towards a sustainable and connected world – for greater well-being and a better future.

- 35 % share of new products < 3 years
- 71 new patents in 2024/25
- 2,400 patents registered in total

«Our research and development activities are focused on finding innovative solutions that meet our customers' needs while making a positive contribution to sustainability.»

Antonio Andrea Romano, VP R&D

Lifetime Indicator awarded with Vorarlberg Innovation Award

Tridonic's outstanding development work was honoured at the prestigious Vorarlberg Innovation Award ceremony.

Out of 21 projects submitted, seven outstanding innovations were awarded.

Tridonic brings intelligent lighting to Dornbirn's city centre – energy-efficient, demand-oriented and future-proof

- Intelligent lighting: Use of modern control systems for demand-oriented lighting
- Energy efficiency: Reduction of energy consumption through optimised lighting control
- Sustainability: Integration of technologies that sustainably support urban development

More information to the reference project

Stakeholder focus: Impulses for strategy and development

Tridonic cultivates transparent dialogue with all relevant stakeholders, using it to exchange information and share points of view. This allows the expectations and requirements of the various groups to be discussed and integrated into the corporate strategy. The dialogue also helps identify risks and opportunities at an early stage and build trust.

In particular, the close and direct exchange with customers, suppliers, scientific institutions, and partners in the project business promotes the development of innovative and sustainable solutions. The following table gives an overview of the main stakeholder groups.

Shareholders
- Supervisory Board meetings and shareholder meeting

Customers / Business partners
- Personal conversations
- Newsletter & Trade Fairs
- Training
- Customer events

Architects / Designers / Planners
- Collaboration on projects

Suppliers / Manufacturers
- Supplier audits
- Annual reviews
- Continuous dialogue

Research / Science sector
- Cooperation with universities of applied sciences and universities

Politics / Authorities
- Manufacturers' associations
- Standardisation bodies
- Employers' associations

NGOs / NPOs
- Joint corporate citizenship projects

Employees / Temporary workers
- Employee interviews
- Events
- Social Media
- LiLi (Intranet)

Neighbours
- Direct exchange
- On-site inspections

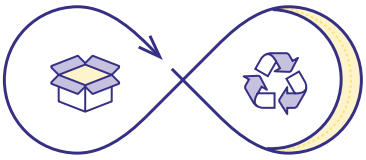
02. Sustainable Tridonic

Our sustainability programme

Sustainability is an integral part of Tridonic's corporate strategy. Since its launch in the 2022/23 financial year, the Sustainable Tridonic programme has developed into a comprehensive sustainability strategy. This strategy is reviewed and adjusted annually, taking into account the environmental, social, and governance (ESG) aspects relevant to the company. On its sustainability path, Tridonic is guided by three key themes along the entire value chain.

Sustainable Tridonic
Three pillars for sustainable development

Sustainable products
Tridonic is committed to implementing circular processes and using healthy materials. To this end, the company is optimising its production processes, focusing on recyclability and developing sustainable products. Furthermore, resource efficiency is a key focus along the entire value chain. Tridonic aims to conserve resources and, together with suppliers and customers, enable a circular economy.



Sustainable products

Partner of choice
As a partner of choice, Tridonic values collaboration with employees, customers, suppliers and stakeholders. The company aims to maintain close ties with them and to work together on developing solutions that align with Tridonic's sustainability goals. This is about not only meeting legal requirements, but also developing a comprehensive understanding of mutual needs and expectations. Tridonic aims to involve partners in its own commitment to sustainability and inspire them with these goals.

Partner of choice

Environmental and climate protection
Environmental protection is a central aspect that is hugely important at both an internal and intercorporate level. Tridonic has set itself the goal of reducing its environmental impact along the entire value chain and minimising its ecological footprint. To achieve this, the lighting specialist is focusing on switching to renewable energies, reducing greenhouse gas emissions and implementing measures to prevent and recycle waste. The Zumtobel Group's signing of the Science-Based-Targets initiative represents a significant step towards reducing emissions along the entire value chain.

Environmental and climate protection

Responsible employer

This chapter highlights key aspects regarding opportunities and risks and their connection to corporate strategy. A particular focus is on the compatibility of work and private life as well as on health and occupational safety.

Work-life balance
Attractive working conditions in a safe environment and a good work-life balance have a positive effect on employee satisfaction and loyalty. At the same time, however, there are potential risks, such as work-related accidents or health impairments resulting from long-term exposure. These can lead to long-term illnesses, increased sickness rates, and increased staff turnover.

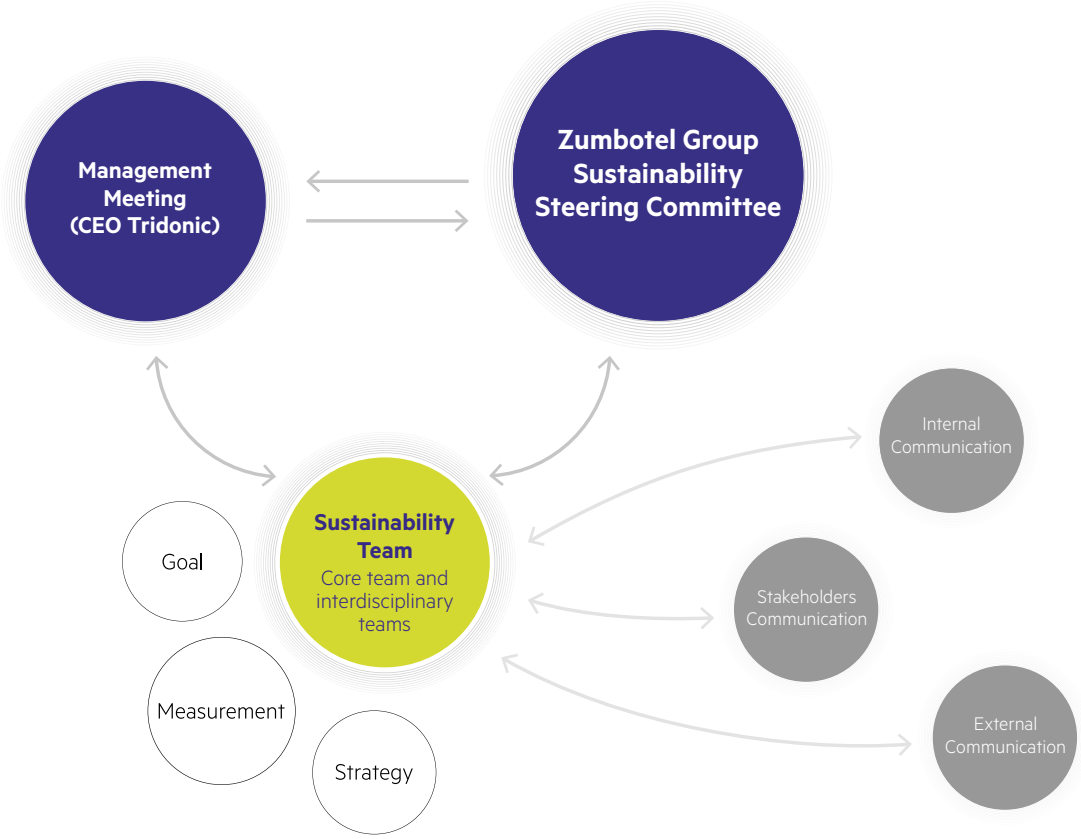
Equal treatment & equal opportunities
Another key topic is equal treatment, equal opportunities and diversity within the organisation. Targeted training and development measures strengthen the competence of employees, which has a positive effect on their job satisfaction. Family-friendly initiatives promote inclusion and enable a better balance between work and family life. In addition, diversity contributes significantly to promoting creativity and innovation. At the same time, it is important to counteract the risk of impending knowledge loss due to age-related retirements. In this context, diversity offers a significant opportunity to integrate new perspectives and sustainably strengthen the company's ability to innovate.

„Partner of choice" as a sustainability goal
Through the strategically anchored sustainability goal of Partner of Choice, the company underlines how central its own workforce is to the company's success and therefore plays a key role.

Anchoring sustainability

The Sustainability Department, which reports directly to the Executive Board, manages and coordinates the implementation of the sustainability strategy in cooperation with the internal specialist departments. Monthly reports are submitted to Tridonic's management, which consists of the Executive Board and other key specialist department heads. Through the monthly management meeting, the Executive Board is able to provide oversight and review information, activities and disclosures. Targeted sessions and workshops are held with the management on selected topics to ensure that the highest management body has the necessary knowledge, skills and relevant experience in the field of sustainable development. The final approval of Tridonic-specific sustainability agendas is given by CEO Hugo Rohner.

In addition, the Steering Committee of the Zumtobel Group meets on a quarterly basis and is composed of the Executive Board of the Zumtobel Group, the Group Sustainability department and various representatives of the Zumtobel, Thorn and Tridonic brands with relevant departmental responsibility. The Sustainability Steering Committee (SSC), which was set up for Group-wide sustainability management, decides on the strategic direction of Group-wide sustainability issues. The Zumtobel Group's Sustainability departments and the Sustainability specialist team at Tridonic communicate on a weekly basis.



Sustainability in the management system structure

Sustainability is also reflected in the management structures. Since a well-established management system plays an important role at Tridonic, our management systems at all production sites worldwide are certified to ISO 9001, which forms the basis for all subsequent certifications.

All four production sites are certified according to ISO 14001 and all European sites according to ISO 45001 and ISO 50001.

Location	Standard		Certified until	Certified since
Dornbirn	Quality management	ISO 9001:2015	2026	1994
	Environmental management system	ISO 14001:2015	2026	2004
	Energy management system	ISO 50001:2018	2026	2013
	Occupational health and safety*	ISO 45001:2018	2025	2022
Niš	Quality management	ISO 9001:2015	2027	2018
	Environmental management system	ISO 14001:2015	2027	2018
	Energy management system	ISO 50001:2018	2026	2023
	Occupational health and safety*	ISO 45001:2018	2027	2021
Spennymoor	Quality management	ISO 9001:2015	2027	1993
	Environmental management system	ISO 14001:2015	2025	2010
	Energy management system	ISO 50001:2018	2027	2015
	Occupational health and safety*	ISO 45001:2018	2026	2023
Shenzhen	Quality management	ISO 9001:2015	2026	2005
	Environmental management system	ISO 14001:2015	2026	2009

*newly added certificates

In addition, social aspects play a central role:
For example, the Tridonic production plant in Niš, Serbia, successfully completed an external social audit according to the SMETA standard in the last fiscal year. The audit was conducted by Bureau Veritas Certification. The audit examined the four key pillars: labour standards, health and safety, the environment and business ethics.

Although the underlying requirements are already enshrined in our Code of Conduct (CoC) and the relevant ISO standards, Tridonic has consciously opted for this additional audit as a sign of its commitment to transparency, continuous improvement and compliance with international social standards.

Commitment to sustainability initiatives

ÖKOPROFIT

ÖKOPROFIT is an Austrian initiative that helps companies in Vorarlberg to implement and continually improve their environmental management systems. Tridonic has been an active partner since the founding and received its 29th ÖKOPROFIT certification in 2025.

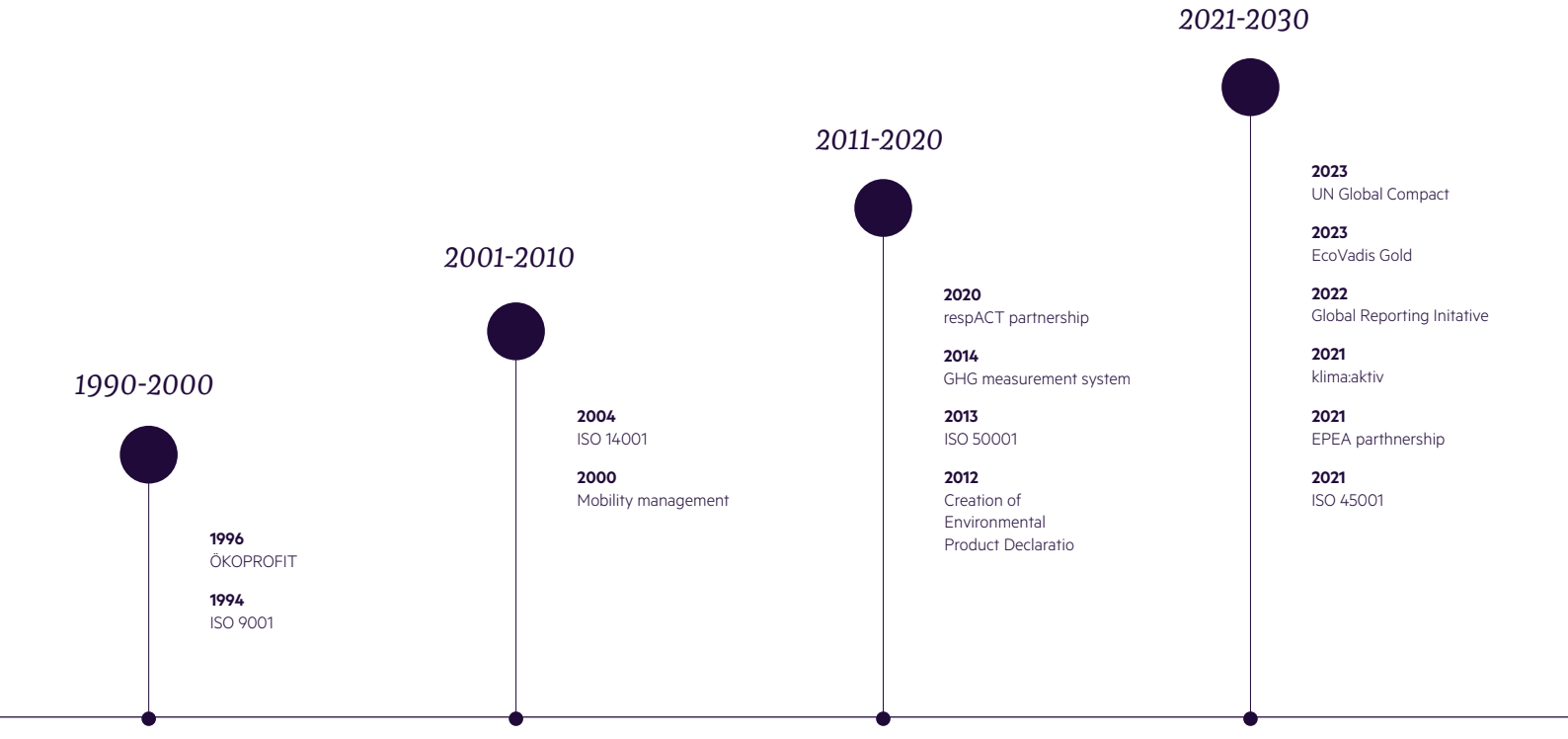
Klimaaktiv Pakt

The Austrian Federal Ministry for Climate Protection, Environment, and Energy offers large companies the overall opportunity to join the Klimaaktiv Pakt, a voluntary, credible, and transparent alliance for climate protection. With the active support of climate protection experts from Klimaaktiv Pakt, Tridonic has developed a climate protection concept and is implementing the measures at the operational level.

The overarching goal is to reduce greenhouse gas (GHG) emissions by 50 % by 2030 (based on 2015 levels). The achievement of the agreed targets is reviewed annually by the Austrian Energy Agency and the Federal Environment Agency.

Austrian business council for sustainable development (respACT)

respACT is a leading Austrian initiative focused on promoting networks and partnerships. Tridonic has been a proud member of respACT since 2020 and actively contributes its expertise to the initiative. In April 2025, regional coordination for Vorarlberg was handed over to Tridonic CEO Hugo Rohner.



UN Global Compact

As of 2023, Tridonic is also an official signatory of the UN Global Compact, committing itself to implementing its ten principles on human rights, labour standards, environmental protection, and anti-corruption. The Group's commitment to responsible corporate company management is affirmed in the UN Global Compact's annual progress report (Communication on Progress, CoP). This report ensures all relevant stakeholders are kept informed about the activities and progress made in implementing the ten principles. The CoP also includes Tridonic's efforts and is submitted centrally by the parent company.

EPEA Hamburg

EPEA (Environmental Protection Encouragement Agency) Hamburg is a leading company specialising in the development of Cradle to Cradle® solutions. Since its foundation in 1987, EPEA Hamburg has played a key role in promoting the circular economy and sustainable product development. Tridonic has been working closely with EPEA Hamburg since February 2021 to drive forward the roll-out of Cradle to Cradle Certified® products. By using EPEA Hamburgs professional consulting service, Tridonic benefits from its comprehensive expertise to support the introduction of circular economy products.

World of Pi

In the past fiscal year, Tridonic, together with World of Pi, launched a pilot project to create a Digital Product Passport (DPP). This involved creating a unique product passport for each product. Users can scan the QR code on the product with their smartphone and immediately access information.

Sustainable Development Goals (SDGs)
UN sustainability goals in the company

At the UN Sustainable Development Summit in New York in September 2015, the United Nations General Assembly adopted 17 Sustainable Development Goals (SDGs) and 169 targets. UN member states in particular are all committed to achieving these goals. However, responsible companies are also encouraged to help achieve the SDGs. As a globally active company, Tridonic believes it has a responsibility to make an active contribution to the United Nations' SDGs. The SDGs are embedded in its management systems and are communicated to the workforce through internal training programmes.

Not all the SDGs are equally relevant to Tridonic. Tridonic focuses on those goals where it can have the greatest impact. In particular, Tridonic supports the goals listed below.

- Company health management
- European sites ISO 45001 certified

- Development of the LIGHT UP People Strategy
- Support master's degree programmes for relevant educational programmes

- Code of conduct to avoid any form of discrimination
- Compatibility of work and family, work-life balance offers

- Green electricity in all European plants
- Reporting structure takes into account the share of renewable energies

- Code of Conduct for Suppliers and Business Partners
- Sustainability assessments, audits
- Whistleblowing system

- Klimaaktiv Pakt 2030, respACT and UN Global Compact Partner
- Tridonic is constantly looking for new partnerships to accelerate the transition to a circular economy
- Circularity Study with external partners

- Combating corruption and bribery
- Establish transparent institutions
- Promote needs-based, inclusive and representative decision-making

- Continuous reduction of CO_2e emissions
- Consideration of Scope 3 emissions
- Joining the Science-Based Targets initiative (STBi)

- Sustainable design of new product developments
- Cradle to Cradle© approach
- Reduction of waste generation
- Sustainable procurement strategy is strengthened

- Innovative packaging solutions
- More than 2500 patents
- Increasing expenditure on research and development and promoting innovation

Independent sustainability assessment
EcoVadis

EcoVadis has grown to become the world's largest and most reliable provider of corporate sustainability ratings and has created a global network of more than 90,000 rated companies. In accordance with a company's size, location and industry, the EcoVadis methodology rates company policies and measures, as well as reports published by the company on subjects such as the environment, employment and human rights, ethics, and sustainable procurement. This evidence-based rating of between 0 and 100 points is shown on a scorecard, which can be shared with other companies worldwide. In the most recent assessment in 2025, Tridonic GmbH & Co KG was awarded the EcoVadis Gold Medal for the third time in a row. This puts Tridonic among the top 2 % of companies in the industry.

EcoVadis offers Tridonic a transparent and objective evaluation of its sustainability initiatives in various categories such as environment, employment and human rights, ethics, and the supply chain. The detailed analysis gives the company valuable insights into its strengths and weaknesses and enables it to make the necessary improvements. This helps Tridonic to define and achieve its sustainability goals.

Another benefit of the EcoVadis award is improved communication with Tridonic's stakeholders. The EcoVadis evaluation is an independent seal of approval for Tridonic's sustainability performance and gives customers, investors and partners confidence in the company's commitment to sustainability. Tridonic is able to communicate its successes and progress in a transparent manner and strengthen its brand as a responsible company.

Materiality
Analysis according to ESRS and CSRD

As part of the sustainability reporting according to GRI Standards, the materiality analysis for the reporting year 2024/25 was prepared in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). The background is that the parent company is subject to the reporting requirements of the Corporate Sustainability Reporting Directive (CSRD) and therefore its subsidiaries also follow this approach. For this reason, Tridonic is presenting its first double materiality with this report.

The double materiality analysis is the central tool for identifying and prioritising the most important sustainability topics. The materiality analysis examines activities, relationships and dependencies along the entire value chain using two dimensions. This dual perspective leads to an improved understanding of the company's actual and potential impacts on people and the environment (inside-out, impacts) as well as the financial opportunities and risks associated with sustainability issues (outside-in, risks and opportunities).

The aim is to identify, prioritise and further develop the most important topics for the company and its stakeholders. In the interest of continuity, the necessary procedures are fully integrated into the management processes.

The 2024/25 materiality analysis builds on the previous materiality analysis processes of previous years. For the current reporting year, the methodology and approach were revised and adapted accordingly, taking into account the legal requirements of the ESRS. The environmental aspect of water was classified as no longer material for the company in 2024/25.

Key topics	Area	ESG	Key topics
Partner of Choice	Responsible company management	G	Compliance and Ethics
		S	Customer satisfaction
		S	Social standards in the supply chain
	Responsible procurement	E	Environmental standards in the supply chain
		G	Procurement and supplier management
		S	Occupational safety, health and well-being
	Responsible employer	S	Education and training
		S	Employee satisfaction
		S	Human rights
		S	Diversity and equal opportunity
Environmental protection	Internal environmental protection	E	GHG emissions (Scope 1 and 2)
		E	Energy management
	Inter-company environmental protection	E	GHG emissions (Scope 3)
Sustainable products	Materials	E	Material reduction
		E	Waste management
		E	Healthy materials
		E	Recyclable materials
	Circularity	E	Circular design
		E	
	Services	E	Sustainable applications
		S	Product quality & safety
		S	Customer health & safety

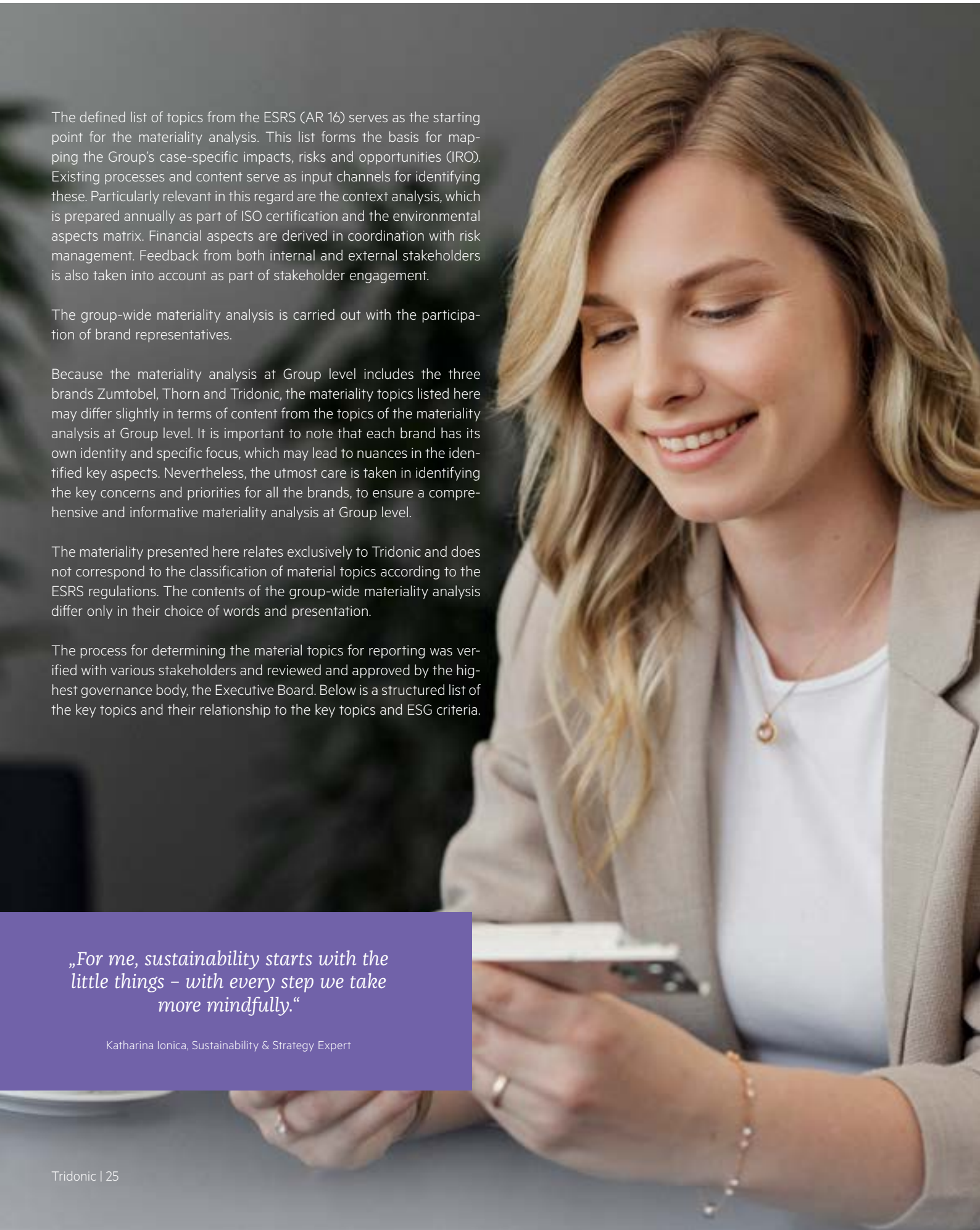
The defined list of topics from the ESRS (AR 16) serves as the starting point for the materiality analysis. This list forms the basis for mapping the Group's case-specific impacts, risks and opportunities (IRO). Existing processes and content serve as input channels for identifying these. Particularly relevant in this regard are the context analysis, which is prepared annually as part of ISO certification and the environmental aspects matrix. Financial aspects are derived in coordination with risk management. Feedback from both internal and external stakeholders is also taken into account as part of stakeholder engagement.

The group-wide materiality analysis is carried out with the participation of brand representatives.

Because the materiality analysis at Group level includes the three brands Zumtobel, Thorn and Tridonic, the materiality topics listed here may differ slightly in terms of content from the topics of the materiality analysis at Group level. It is important to note that each brand has its own identity and specific focus, which may lead to nuances in the identified key aspects. Nevertheless, the utmost care is taken in identifying the key concerns and priorities for all the brands, to ensure a comprehensive and informative materiality analysis at Group level.

The materiality presented here relates exclusively to Tridonic and does not correspond to the classification of material topics according to the ESRS regulations. The contents of the group-wide materiality analysis differ only in their choice of words and presentation.

The process for determining the material topics for reporting was verified with various stakeholders and reviewed and approved by the highest governance body, the Executive Board. Below is a structured list of the key topics and their relationship to the key topics and ESG criteria.



„For me, sustainability starts with the little things – with every step we take more mindfully."

Katharina Ionica, Sustainability & Strategy Expert

03. Sustainable products & applications

Measures and commitment

Tridonic is a trailblazer in the lighting industry in that the company is constantly reducing its material usage while increasing the proportion of recyclable materials that it uses. With the application of the Cradle-to-Cradle® design philosophy as well as digitalisation solutions, Tridonic comes one step closer to a circular economy every year. The company's goal is to certify all its premium products according to Cradle-to-Cradle® standard by the year 2030.

Sustainability begins with the product
Tridonic's commitment

Tridonic has adopted various measures with the aim of improving the sustainability of its product portfolio.

Tridonic operates in a sector with a high energy demand: lighting technology. Therefore, the company places great emphasis on continuously improving the energy efficiency of its products. By developing energy-efficient components and solutions, Tridonic is contributing to reducing power consumption during the use phase, and thus to saving valuable resources.

In addition to environmental aspects, the human factor must not be neglected. Tridonic recognises that light is a basic need and has a significant impact on human well-being. Therefore, the company attaches great importance to the development of high-quality light that is not only efficient, but also pleasant and health-enhancing. Selected examples of Tridonic's work can be found in the chapter „Tridonic applications with sustainable added value“.

In addition, Tridonic focuses on the materials used in its products. In its careful selection, Tridonic places emphasis on using materials that are as recyclable, non-toxic, and environmentally friendly as possible. This is intended to help ensure that products can be recycled at the end of their life cycle without having any negative impact on the environment.

Another aspect that underscores Tridonic's sustainability efforts is the promotion of product circularity. Since the Sustainable Tridonic Strategy was first introduced, the company has been working with the Cradle to Cradle® Design Framework, which has enabled it to derive important insights for future projects. More information can be found in the "Circular economy measures" chapter.

These efforts to improve the sustainability of its product portfolio are supported by comprehensive research and development. The company invests in innovative technologies and solutions in order to create products that are sustainable – for the environment, for the economy, and for society.

What is Cradle to Cradle® ?

The goal of the Cradle to Cradle® (C2C) concept is to develop safe, responsibly manufactured products that are suitable for the circular economy.

These products are intended to go beyond simply minimising negative impacts to actually create a positive environmental footprint. C2C is about implementing a circular economy and ensuring that materials continue to circulate sustainably, among other things.

Our design standards

Tridonic works with Cradle to Cradle Certified® because this approach has the potential to transform the lighting industry for years to come through the promotion of new and highly ambitious design specifications. The Cradle to Cradle Certified® programme evaluates sustainability performance according to five categories:

Material health

Material reutilisation

Renewable energy

Water stewardship

Social fairness

Most products that are developed and used today are designed with a „cradle to grave“ mentality: „Use it, wear it out and bury it in the ground.“

The Cradle to Cradle® approach is different: Cradle to Cradle® means "from a cradle to a cradle." This means that the end of a product's useful life is followed by the beginning of a new one. Tridonic meets the strict requirements of the standard with high-quality, selected LED modules from the LLE, QLE and CLE product groups, manufactured in Niš, Serbia, as well as with Generation 4 (Gen4) LED drivers.

The addition of a Cradle to Cradle Certified® electronic component makes it easier for luminaire manufacturers to certify their luminaires, as the component's Cradle to Cradle Certified® certificate covers the majority of the product. The certificate can also be used with other initiatives. The LEED® system for green building is one example.

Certified luminaires, among other products, are already available on the market. This is due to the fact that Cradle to Cradle Certified® assesses products by weight. Depending on the certification level, the amount assessed can be 75 % or more of the total product weight. Because each driver weighs a maximum of 1.5 kg (200 g on average), they can generally be considered outside of the scope of a luminaire. For lighter luminaire models, C2C certification is more difficult, however, particularly if the electronics have not yet been assessed separately. In addition, the weight percentage of the product to be certified increases with the level of certification. At Silver level, 95 % of the weight is required, and the electronic components become relevant for certification.

Detailed information about the standard and its criteria can be found at the following link:

Cradle to Cradle Products Innovation Institute

The hurdles of Cradle-to-Cradle® in the electrical and electronics industry

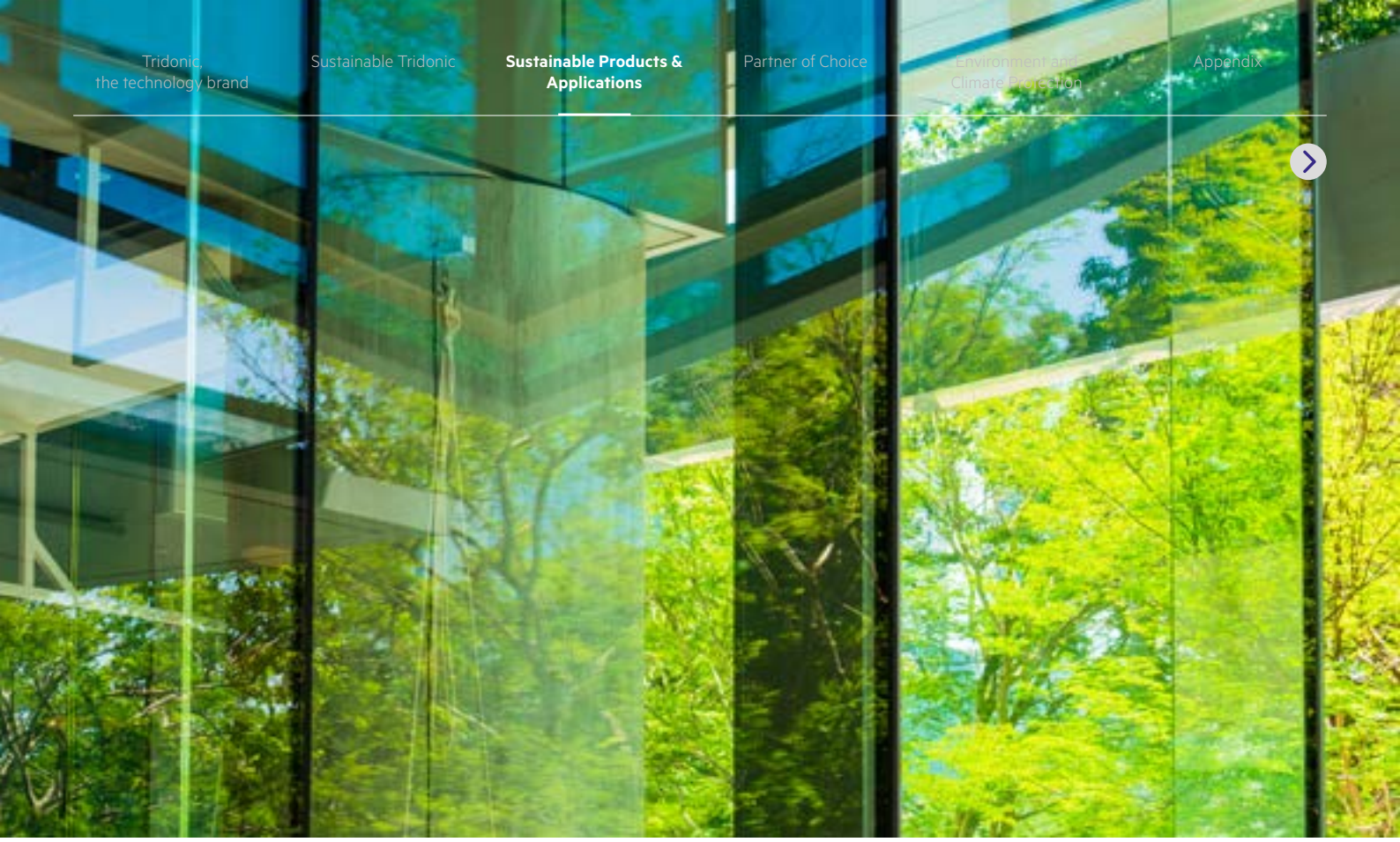
Tridonic uses raw materials that need to be specially monitored, even without the additional requirements of the C2C Certified® criteria. Legal provisions such as RoHS, REACH, and the Conflict Minerals Regulation apply here. The requirements of the C2C approach are much stricter, however. To establish whether products are C2C-compliant, Tridonic must work closely with its suppliers as well as gathering and evaluating a considerable amount of information about procured components.

Because Tridonic sources its raw materials from around the world and the company's suppliers often do not have much knowledge about the strict requirements that are in place, the process of collecting information is painstaking and time-consuming.

It is true that in this industry, certain materials are irreplaceable, as their specific properties are needed for electronic components and (currently) no alternatives are available on the market.

Cradle to Cradle Certified® components help luminaire manufacturers with their own certification, as information about the materials is already available and has been verified.

Cradle to Cradle Certified® is a registered trademark of the Cradle to Cradle ®Products Innovation Institute.



Circular economy & resource use
Circularity as a goal

For Tridonic, the responsible use of resources is a key sustainability issue. The use of primary raw materials, non-recyclable materials and the generation of waste, for example, from packaging or the disposal of our own products, have exclusively negative impacts on the environment, climate, and resource efficiency.

A fundamental element of the Sustainable Tridonic Strategy is therefore supporting the transformation towards a regenerative and circular economy. Tridonic sees this as a necessary step to achieve the EU's target of climate neutrality by 2050. To achieve this, resources must be kept in circulation for as long as possible by using them intensively, recovering them and returning them to the value-creation-process.

Tridonic's approaches at a glance

Sustainable procurement

The procurement of materials, which is increasingly geared towards circularity, is a fundamental strategic building block of sustainable procurement. For example, Tridonic is actively working with suppliers to record and increase the proportion of recycled materials. An initiative to increase renewable materials was launched and intensive research into materials from renewable resources was carried out. The aim of the mandatory signing of the Business Partner Code of Conduct is to support suppliers in promoting resource-friendly use in the upstream value chain.

Sustainable materials

An example of the use of sustainable materials is Makrolon® RE, a bio-based plastic that replaces fossil raw materials while meeting high technical requirements. With the introduction of Makrolon® RE housings in the fourth generation of the compact Premium and Excite LED driver line, Tridonic is now expanding its portfolio with another environmentally friendly product. Packaging materials have been switched to fully recyclable solutions for a large part of the product range.

Cradle to Cradle ® and follow-up projects

Another aspect that highlights Tridonic's efforts towards sustainability is the promotion of circularity in its products. Because Tridonic has been working with the Cradle to Cradle® Design Framework since the introduction of the Sustainable Tridonic Strategy, several key findings have now been identified for future projects. This resulted in a concept study, the so-called "Sustainable Demonstrator". This was used to research the technical feasibility of recyclable products. The goal is to verify customer needs and derive extended circular design rules.

Material reduction

Tridonic also focuses on circular product design and material reduction. For example, fourth-generation LED drivers have been developed that significantly reduce material usage and the ecological footprint by reducing weight by up to 25 % and using fewer individual components.

There is also potential for material savings at the application level: Wireless lighting solutions enable end customers to reduce copper consumption – one of the most valuable raw materials in the electronics industry. Despite technical limitations with certain materials, Tridonic is continuously investigating more sustainable alternatives and actively promoting circular approaches along the entire supply and value chains.

Battery technology

LiFePO4 batteries are used in emergency lighting to avoid critical substances such as cadmium.

Our goal

The goal is to support customers in the best possible way and in a spirit of partnership towards a recyclable lamp. Not only the upstream but also the downstream value creation process is considered.

Tridonic sees itself as an active enabler of the circular economy. Through innovative solutions and targeted product developments, Tridonic supports its partners in implementing circular business models and meeting ecological requirements throughout the product life cycle.

A concrete example of this is the award-winning Lifetime Indicator developed by Tridonic. This feature enables luminaire manufacturers for the first time to transparently record the actual service life of components and integrate them into their take-back, maintenance or reuse concepts. Tridonic is thus creating an important prerequisite for the implementation of a circular economy in the lighting industry – beyond its own value creation.

Circular economy measures
Our solutions at a glance

Sustainable Demonstrator

Tridonic's aim is to support its partners in achieving their ecological and economic goals and creating long-term value through innovative solutions.

For this purpose, a technological concept study in the form of a „Sustainable Demonstrator" was launched to evaluate how our high-quality products can best contribute to circularity at the luminaire level.

The focus is on:

- Maximising the service life
- Interchangeability to facilitate repair work
- The use of non-toxic materials
- Reducing the CO_2e footprint of products
- Supporting rehabilitation and reprocessing measures through the Lifetime Indicator
- Easily accessible data transparency in the form of the Digital Product Passport

The goal is to achieve the highest possible resource efficiency and effectiveness and to support the lighting industry in realising the transformation towards a regenerative economy.

Digital Product Passport (DDP)

The Digital Product Passport is a tool designed to make detailed product and product life cycle information easily accessible along the value chain. For this purpose, a mock-up for three products was created as part of the Sustainable Demonstrator project with external partner „World of Pi." The DDP for these products can be accessed via a QR code. This provides information on the product, material composition, recycling, warranty, sustainability and circular economy.

For detailed information, the data sheet, the sustainability report, and the Environmental Product Declaration are also easily accessible and available to every stakeholder in the downstream value chain. In addition, functions for reordering and extending the warranty are demonstrated.

The Lifetime Indicator also provides life cycle data such as the ageing rate every year and driver health. In practice, this data can not only significantly reduce the costs for refurbishing or remanufacturing the luminaire, but can also be used for predictive maintenance.

Lifetime prediction of lighting components – Lifetime Indicator

A key innovation in Tridonic's sustainability efforts is the introduction of the „Lifetime Indicator". This intelligent programme provides real-time information about the remaining lifetime of an LED driver.

By monitoring critical parameters such as temperature, operating hours and electrical load, the Lifetime Indicator can predict the expected lifetime of an LED driver. This information is accessible via user-friendly interfaces such as DALI-2 or NFC and enables proactive maintenance and replacement planning.

The feature offers numerous benefits, including extended product life through timely maintenance, which prevents premature disposal and thus reduces waste. It also promotes resource conservation through predictive maintenance, which minimises unnecessary spare parts and conserves materials and resources used to manufacture new products. It also improves operational efficiency by enabling facilities to proactively plan maintenance activities, avoid unexpected downtime and ensure smooth operations.

These measures contribute to significant cost savings over the product life cycle. Additionally, the Lifetime Indicator supports warranty optimisation and component reuse by allowing customers to decide when to extend warranties for continuous performance without unnecessary spare parts. Precise insights into the condition of components allow them to be reused in other applications, in line with the principles of the circular economy.

The „Build Back Better Award" from Great Britain has already been the first award for this unique function in the lighting market. This award recognises innovative solutions that contribute to environmentally conscious and socially responsible leadership in the construction industry. In 2025, the Lifetime Indicator also received recognition as part of the Vorarlberg Innovation Award.

«The Lifetime Indicator enables our customers to make data-based decisions throughout the entire life cycle of a luminaire – from maintenance and replacement to reuse and recycling. This allows the full potential of a luminaire to be realised in a sustainable and efficient manner.»

Andreas Schmölzer, Business Innovation Manager

Preparation of environmental product declarations (EPD)

«Environmental product declarations help our customers make conscious and sustainable decisions by providing verified and transparent information about a product's environmental impact.»

Hermann Marte, Sustainability Expert

To evaluate the environmental performance of Tridonic products, the company creates Environmental Product Declarations (EPD) for the majority of its products. EPDs present all the relevant environmental impacts in a transparent and neutral way. The entire life cycle is taken into consideration, including the extraction of raw materials; production; transport; installation and operation in a building; and recycling and disposal at the end of the use phase.

The environmental indicators that are declared include greenhouse effects, damage to the ozone layer, over-fertilisation of soil and acidification of the water bodies. For more than ten years, Tridonic has produced Type III environmental product declarations according to ISO 14025 and EN 15804 on the basis of life cycle assessments (LCA) according to ISO 14040 and ISO 14044 for components. As a result of the wide variety of products and the continual expansion of the product range, the company has contemplated a system that would enable EPDs for products to be generated in a comparatively simple way.

However, all EPDs must meet the requirements of the applicable standards and be verified by the programme operator IBU (Institut für Bauen und Umwelt). To this end, a process structure has been implemented in the company and is regularly audited by the IBU. These annual audits evaluate whether standards are complied with, whether LCA data is up to date and whether the system has been adjusted accordingly. This means that Tridonic is capable of producing EPDs independently.

EPDs can be used in a number of ways. Within the company, they feed into product development, helping to continually improve the environmental performance of products. In addition, customers can use the EPDs in their life cycle assessments for luminaires or buildings.

As transparent and verified sources of information, environmental product declarations form part of the ingredients required for a circular economy.

With knowledge of the ecological consequences of manufacturing a product as well as a list of all the relevant materials, it is possible to ascertain how a product in the cycle will impact the environment.

EPDs also make it possible to calculate certain emissions in Scope 3 of the Greenhouse Gas (GHG) Protocol.

Reducing energy demand for products and services

Artificial lighting converts electrical energy into visible radiation, thus producing light. Energy efficiency, a key metric in the lighting industry, describes how much light (luminous flux in lumens) can be generated from one watt of electrical power. The sum of the energy efficiency of all products launched during the reporting period demonstrates how the product portfolio has evolved. This figure is a purely physical measurement and therefore represents potential for improvement – regardless of how long the sold products are used. The topic of energy efficiency is more relevant than ever due to the necessary global efforts to reduce CO_2e emissions and in light of fluctuating energy costs.

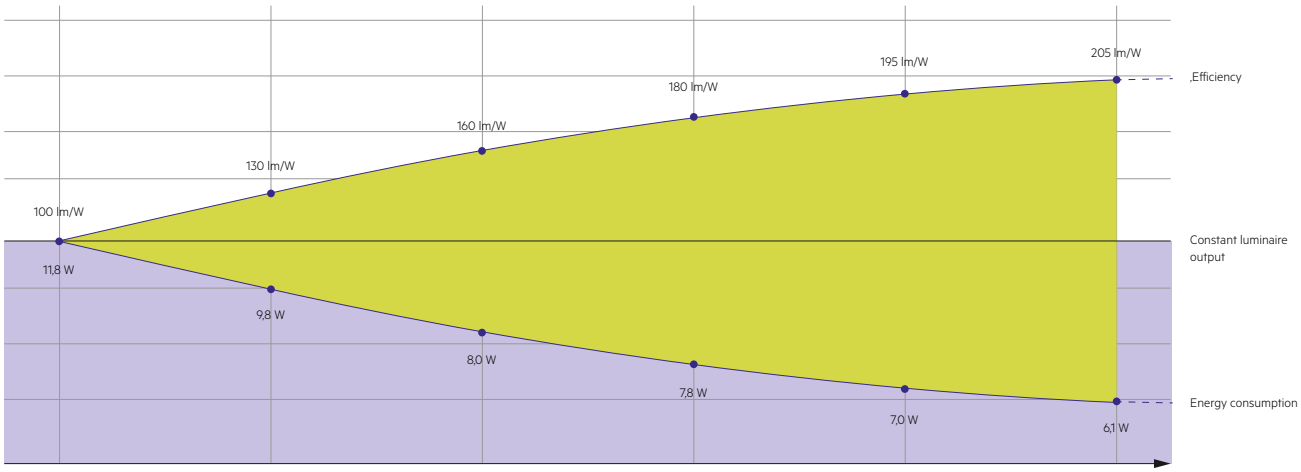
LED-based lighting solutions with smart controls consume up to 75 % less power compared to conventional options. The average improvement in energy efficiency is assessed using the total electrical power input (number of LED light engines multiplied by the rated power). The quotient is taken from this:

The average energy efficiency of the Tridonic product portfolio improved slightly in the last business year 2024/25. For LED modules, there was an increase from 148.8 lm/W to 150.8 lm/W and the LED drivers maintained their very high efficiency level of 88.7 %, thus remaining at the same level as the previous year.

The following graph shows the efficiency improvement of an LED module since 2012. Its efficiency has increased by an impressive 105 %, while power input has almost halved.

In future however, progress will slow down, as the potential energy efficiency of LEDs is limited, and the limits of LED drivers have already largely been reached. The maximum LED efficiency of a white light LED is between 260 and 300 lm/W. There is no precise numerical limit, since the transition from emitted pure white to coloured, greenish white light is fluid.

KSF (Potassium Rare Earth Fluoride) is a newly available phosphor technology for general lighting, which was first used by Tridonic with LLE PRE. It enables a significant increase in efficiency to 200 lm/W, especially in the area of higher colour rendering (4000 K CRI 90).



Tridonic applications
With sustainable added value

Tridonic sees sustainability as a central element of corporate responsibility. With innovative lighting solutions, the company makes an active contribution to reducing energy consumption, conserving natural resources and promoting human well-being. Tridonic goes beyond pure lighting and develops systems that combine energy efficiency, digitalisation, and user-centricity.

Through intelligent control, data-driven optimisation, and adaptive lighting concepts, Tridonic is laying the foundation for a future-proof lighting infrastructure. This not only enables energy to be used according to demand but also supports people's well-being through biologically effective light and user-friendly environments. Tridonic is thus contributing to key sustainability goals - from energy savings to the circular economy and the protection of biodiversity. At the same time, the company creates the conditions for sound, data-based decisions in building operations and supports its partners on the path to a resilient, liveable and climate-friendly future

Energy efficient through the use of lighting management systems

As described in more detail in the chapter „Reducing Energy Consumption for Products and Services“ the efficiency of electronic lighting components is reaching its limits with today's technological advances. However, a lighting management system that allows lighting to respond intelligently to its environment offers significant additional energy savings potential. Tridonic offers both wired and wireless system solutions that enable intelligent control of everything from individual luminaires to entire building and street lighting systems.

In addition to professional lighting planning, the simplest and most effective way to save energy is to use intelligent lighting control with motion and daylight sensors. However, time-dependent lighting controls can also help to ensure that only the required amount of light is produced in each area at any given time.

According to research studies, up to 75 % of lighting energy can be saved in this way compared to non-dimmable lighting. To that end, Tridonic offers an extensive portfolio of smart sensors for luminaire and ceiling installations. These can be integrated into a lighting system or used as the main controls for a small system.

In addition to wired systems such as sceneCOM evo, which operate on the DALI connectivity standard used for lighting control for decades, Tridonic has also been offering wirelessly networked lighting components for several years. Without additional structural measures, sensors, buttons, or control devices can be used flexibly in expansion or renovation projects as well as in changes of use of existing buildings. For example, existing DALI lighting systems can be expanded in a resource-saving manner and in the interest of building preservation.

Tridonic customers can choose the radio protocol for wireless lighting control. On the one hand, Tridonic provides the basicDIM wireless system based on the leading proprietary standard Casambi. In order to open up new markets, components based on the new wireless standard Matter were also launched. The new open-source communication standard Matter forms a bridge between a smart home ecosystem and smart end devices from various manufacturers.

With the Wireless Solution Cooperation, Tridonic is now also opening up to partnerships with wireless technology providers, so that specialised wireless technology can also be used if necessary. Tridonic's intelligent lighting management systems go beyond mere lighting. They not only contribute to reducing energy consumption within the lighting system, but also enable a system-wide increase in energy efficiency. Sensors that can be integrated into the lighting system, such as air-quality or occupancy sensors use the existing lighting infrastructure to transmit relevant data to the building management system.

Thanks to open APIs, the lighting management systems can be seamlessly integrated into the building infrastructure and ensure maximum interoperability. Other building technology systems such as heating, air conditioning or blinds can interact with the lighting management system via standardised interfaces and, for example, react to sensors. This allows the existing lighting infrastructure to be used to increase the energy efficiency of buildings.

Intelligent lighting management systems form the basis for more efficient workflows and provide the data basis for resource-saving decisions. From the outset, they are designed to facilitate the commissioning of the lighting and thus reduce operational interruptions to a minimum. But especially during the long-term use of intelligent control systems, their great potential for increasing efficiency becomes apparent.

By evaluating existing system data, such as from lumDATA-enabled LED drivers, real-time information is obtained about the condition of the components and the usage behaviour in the building. This allows work processes such as maintenance work to be optimised. The available data also provides information on further energy saving potential, such as through the comparison of occupancy and lighting profiles or through the evaluation of actual lighting settings compared to the intended use of the rooms.

Human centric lighting solutions

The term Human Centric Lighting (HCL) refers to lighting concepts that focus on people and their individual lighting needs. Human needs go beyond the purely visual perception of light and focus on the effect of different lighting situations on our mood, our activity and relaxation levels. With Tridonic Tunable White technology, luminaires can flexibly switch between light colours in the colour spectrum from 2,700 to 6,500 Kelvin and can also be dimmed across the entire spectrum from 3 % to 100 %. On the one hand, this offers great potential for energy and cost savings in buildings and, on the other hand, the opportunity to create optimal conditions for users. By providing the right light at different times in the same place, Tridonic supports people's health and well-being. Thanks to simple wireless lighting control solutions, settings can be made individually and conveniently directly by the user.

In the future, Tridonic will continually expand its portfolio in this area and launch products that can help to regulate biorhythms and specifically activate light-controlled processes in the body. Tridonic also focuses on target group-specific lighting solutions and implemented technologies to optimise working conditions and everyday processes through suitable light spectra.

Lighting for DC microgrids

In light of the increasing energy demand in industrialised countries and the pressure of the energy transition on the one hand and the insufficient infrastructure in remote regions on the other, more and more companies and municipalities are investing in sustainable, local energy production. The resulting microgrids are not based on a classic alternating current (AC/DC) grid, but lay the foundation for the direct operation of the connected devices in the direct current (DC) grid. This eliminates all conversion losses between AC and DC in lighting, but also in all battery-operated machines and devices. Energy from braking forces can thus be fed into the circuit.

Tridonic supports this shift towards more sustainable energy infrastructures with suitable DC lighting solutions based on 24 V, 48 V and 350 V.

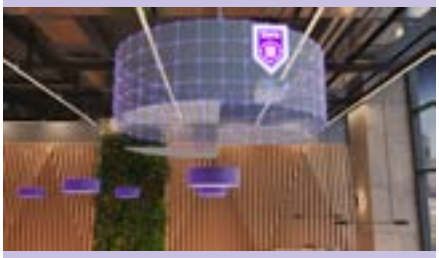
Data-driven lighting for sustainable decisions

Tridonic integrates sustainability as an essential component of its core business and contributes to reducing global resource consumption through energy-efficient and intelligently controlled lighting technology. The increased efficiency of LED lights and falling costs for LED chips are promoting this development. A central component of the sustainability strategy is the use of data to analyse the lifetime and reusability of LED components. Data collection and interpretation can provide valuable insights that optimise product use, promote the longevity of luminaires and reduce resource consumption.

Data generation

Tridonic recognises that optimising buildings is a complex task that goes far beyond simple lighting. Therefore, the company pursues a three-stage strategy that covers the entire data process from collection to decision-making.

Luminaire data



At the first level, Tridonic collects detailed luminaire data that provides precise insights into each individual product.

Technologies such as lumDATA and the Lifetime Indicator can be used to monitor and extend the service life of luminaires and LED drivers. Intelligent LED drivers record operating times and statuses, enabling performance and maintenance requirements to be identified and planned at an early stage.

Space data

The second level involves considering entire rooms and areas.

Advanced sensors such as airASPECT, falcoSENSE, and sensorX comprehensively monitor air quality, lighting, and room usage. This not only ensures optimal efficiency of lighting systems, but also increases the comfort and well-being of building users. The insights gained from this form a sound basis for sustainable decisions.

Building data

At the third level, Tridonic analyzes the performance of entire buildings.

Networked lighting solutions provide comprehensive insights—from automated controls for energy savings and automatic error messages to system-wide overviews. This information contributes significantly to optimizing building operations and supports sustainable, data-based operational management.

Process optimisation with lichtMONITOR

The browser-based visualisation solution called „lichtMONITOR“ from Tridonic complements the sceneCOM evo lighting control system with a clear user interface that contains imported floor plans, clear graphics and information on energy consumption, as well as sending warning messages in the event of faults.

The data of the individual luminaires, drivers, sensors and input devices are imported into the building floor plan. This enables precise visualisation of the building infrastructure, including integrated status information on lighting components.

The management of the building infrastructure is further simplified by automatic fault notifications. If a lighting component fails or automated tests of the emergency lighting indicate an error, the responsible facility managers are automatically notified. Frequency, type of notification and individual recipients can be freely defined in the system. lichtMONITOR thus provides an additional level of comfort and saves time in daily operations.

In keeping with the spirit of a user-friendly lighting management system, the progress of each project can be saved in lichtMONITOR and restored as a backup. All status information about the lighting system, including error messages and warnings, is recorded in a project log.

When D4i- or lumDATA-capable drivers are used in the lighting, lichtMONITOR displays the energy consumption of these lighting components in clear graphics. This data is valuable because it helps identify potential cost savings and enable more sustainable operations management.

Implementing and monitoring the lighting system with lichtMONITOR therefore enables clear and efficient commissioning, reduces complexity for facility managers, helps avoid downtime, shortens response times in the event of problems and identifies potential for further energy savings.

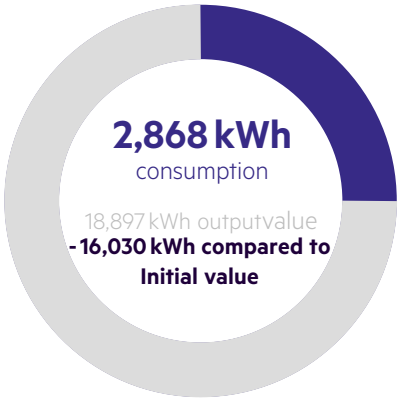
Sustainable operation of a lighting system with „lightCOACH“

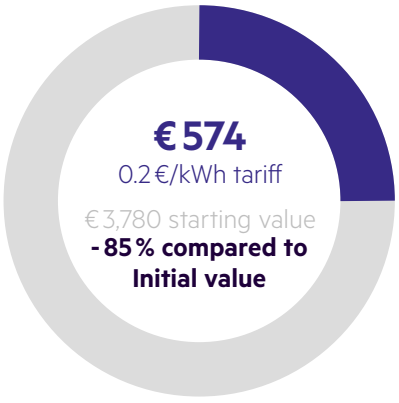
The EU Building Directive (EPBD) aims to reduce the energy consumption of buildings and improve their overall energy efficiency. A key challenge is the inadequate collection of usage data, which makes it difficult to optimally commission and adapt lighting controls. Standard settings are often used because precise basic data is missing. In addition, operating data is rarely evaluated systematically, which means that existing savings potential remains unused. Proving optimised operation therefore involves considerable effort.

Tridonic's lightCOACH offering specifically addresses this problem. Luminaire operating data (lumDATA) as well as sensor data and metadata from the lighting control system are recorded, analysed and compiled into a compact report. Building operators receive a detailed overview of the system's configuration, usage, condition and performance. Based on the performance data of individual building zones, concrete recommendations for fine-tuning the lighting control can be derived. Typically, this can result in additional energy savings of 5-10 %.

From the case report – „Tridonic Headquarters“

As part of an internal pilot project, lightCOACH was deployed across the entire 5th floor of the company's Dornbirn headquarters over a period of one calendar year. Continuous monitoring revealed clear savings potential in the area of lighting.





* Energy consumption and savings from January to December 2024 from the 5th floor of the Tridonic headquarters building.

The baseline value for the savings calculation refers to the situation before the conversion to LED lighting.
The energy savings achieved consist of two components:

- static savings by switching from T5 lamps to modern LED technology
- Dynamic savings through daylight and presence-dependant lighting control

Further energy savings of up to

5 %

The lighting already operates with high energy efficiency.
Only a small percentage of energy is consumed outside of business hours. Minor adjustments during off-peak hours can result in further savings of **up to 5 %** can be achieved.

***Presence linking* during business hours**

By reducing the run-on time **from 10 to 5 minutes,** additional energy can be saved without compromising the comfort of office users.

***Presence linking* outside business hours**

An additional presence detection function „only off" with a delay time of 2 minutes reduces energy consumption during off-peak times, on weekends and at night.

Extended service life due to reduced wear

During the observation period, no lighting failures were recorded on the 5th floor of our building in Dornbirn. The luminaires are operated in a dimming range of 20 % to 40 %, which significantly reduces wear and tear on the luminaires. This leads to a longer service life and helps to ensure that the lighting quality is reliably maintained over a long period of time.

16,030 kWh
annual savings

2,517 kg CO_2e
annual reduction

194 trees
saved every year

€ 3,206
annual savings

Outdoor lighting – protecting the environment and supporting people

Modern lighting concepts rely on energy-efficient and environmentally friendly technologies to use light in a targeted and resource-saving manner. Intelligent control systems enable needs-based adaptation, reduce light pollution and promote harmonious interaction with natural habitats. Advanced developments take into account the impact of light on people and the environment by using optimised colour temperatures and adjusted illuminance levels. This not only saves energy but also supports perception and well-being. Some Tridonic solutions are described below.

Preventive measures against light pollution

Due to „light pollution“ we can hardly see the stars in many places today. Light pollution is the result of constant artificial lighting, leading to the absence of complete darkness in affected areas. In the long term, excessively bright lighting not only harms people but also the entire ecosystem.

Adaptive lighting solutions can reduce light pollution yet still allow people to feel safe. This is made possible by luminaires that switch on only when they are actually needed. If there is no one nearby, the lighting is warm and dimmed instead. This greatly reduces the impact on the environment compared with constant bright lighting.

Multichannel technology for environmentally friendly lighting control

The Tridonic Multichannel system offers a comprehensive solution for environmentally friendly outdoor lighting. We have combined a dual-channel driver with a Tunable White LED module and dynamic lighting controls to deliver lighting that is completely needs-based.

The components of the Multichannel solution enable luminaires to be controlled in a variety of ways. Whether you wish to control individual luminaires by programming the driver (chronoSTEP+) or using sensors (sensorMODE) or you require central basicDIM Wireless lighting controls, there is a solution for every application – no matter how many luminaires are installed.

Less blue for more environmental and species protection

Tridonic supplies special LED modules that have only a minimal blue share. Reducing the blue share in the light spectrum reduces the attraction for insects while also significantly decreasing light pollution, as less blue light is dispersed. As a result, there is less interference with the natural day-night rhythm of humans and animals. Combining this with smart lighting controls and appropriate lenses creates safer, energy-efficient and environmentally friendly outdoor lighting. This innovative solution actively contributes to protecting biodiversity and helps to significantly reduce light pollution.

Smart outdoor lighting with Sensor X

Tridonic has developed a sensor that was already presented at Light and Building 2024. By incorporating AI and the ability to distinguish between pedestrians, bicycles and vehicles, outdoor lighting can be controlled to achieve a perfect balance between energy savings and maximum safety for users.

The sensor processes all data locally, thus preserving citizens' privacy. With minimal energy consumption and the elimination of image transmission via the devices, Tridonic ensures that the devices CO_2e footprint is minimal and the energy savings potential remains significant.

When was the last time you saw the stars?

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More information
to the reference project

Self-sufficient lighting systems for urban and rural areas

Urbanisation, increasing demands for infrastructure solutions and decarbonisation are driving the growth of solar-powered and independent light poles. These systems combine renewable energy with state-of-the-art lighting and sensor technology. They require neither an external power supply nor wired data lines - energy and communication are completely self-sufficient. This eliminates the need for complex earthworks, which not only reduces installation costs by up to 80 % but also minimises interference with public space.

Especially in the context of advancing urbanisation worldwide – according to the UN, around 68 % of the world's population will live in cities by 2050 – solar-powered lampposts represent a central component of smart, resilient cities. But they also create new opportunities in rural areas where tight budgets often prevent the expansion of conventional lighting systems. They also make an active contribution to security of supply: as decentralised, energy-autonomous units, they remain functional even in the event of power outages or grid disruptions.

Another advantage is the integrated intelligence: sensors and communication units can be seamlessly integrated via D4i-compatible drivers. This enables adaptive lighting control and data-based planning – for example, to optimise energy use, maintenance or safety aspects. This can result in additional energy savings of up to 30 %.

Over their life cycle, solar-powered light poles can save several tons of GHG emissions depending on the system design and the regional electricity mix. The elimination of the grid connection alone contributes significantly to the environmental footprint, especially in regions with predominantly fossil-fuel-based power generation. This makes them a strong answer to the challenges of modern outdoor lighting, not only technologically but also ecologically.

More information
to the reference project

Consumers and end-users

Innovative lighting management systems make a measurable contribution to the health protection, personal safety, and general well-being of users. For example, they improve visual ergonomics, support the natural biorhythm and increase the quality of stay in indoor spaces. The company has identified the growing market for sustainable products and solutions as a strategic opportunity - particularly driven by regulatory developments such as the revision of the EPBD (Energy Performance of Buildings Directive).

In this context, Tridonic defines consumers and end-users as natural people or groups of people who purchase, use or are otherwise affected by the company's products or services. Tridonic's network includes OEM sales to luminaire manufacturers as well as the sale of intelligent solutions to electrical and system planners. The end result is lighting solutions that have an impact on health and well-being.

Integrated quality management at Tridonic

Tridonics' developments are based on individual needs and the highest quality standards to create sustainable and efficient solutions. Quality plays a crucial role here. The standardised and centrally defined sales processes are certified and regulated in the management system. Tridonic's integrated management system covers quality issues in accordance with ISO 9001. The quality policy applies to internal business activities and is available to both the company's own employees and external stakeholders on the company website.

The primary goal is always to continuously improve the quality of the manufacturing and distribution processes as well as of the product information documents and thus to further increase the satisfaction of end-users and customers as well as their trust in the products and product safety. The effectiveness of the quality policy and progress towards achieving the objectives are ensured through comprehensive monitoring and follow-up by the management of the Global Quality department and monitored by them through their assignment to the COO.

Safety and quality standards for long-term customer satisfaction

The health and safety of customers is Tridonic's top priority. For that reason, products and services are evaluated on an ongoing basis with regard to the effects of their use on health and safety, and improvements to products, product documents and processes are implemented.

Twice a year, the REACH conformity of products is checked based on the current SVHC (Substances of Very High Concern) list of the European Chemicals Agency (ECHA). In parallel, continuous RoHS testing is carried out when procuring new or alternative components - this includes 100 % of the raw materials used.

As part of the CE conformity assessment, a comprehensive risk analysis is also carried out, which particularly takes into account aspects of health and consumer protection. In addition, all products are systematically tested and classified according to the relevant standards – in particular the EN 61347 series („Devices for lamps“) and EN 62031 („LED modules for general lighting“).

To ensure market approval in the core markets (Europe, Asia, USA, Australia etc.), the products undergo extensive testing – including safety and EMC tests, country-specific certifications and approvals for radio technologies. In addition, stress tests are carried out under extreme environmental conditions to guarantee durability, safety and transportability.

Tridonic's LED modules generally correspond to risk group 0 or 1 and therefore pose no risk to the human eye. Individual special applications may be assigned to risk group 2, but remain within the applicable safety requirements. In various technical documents (data sheets, handbooks etc.), notes are used to alert the user to potential hazards during the installation or use of Tridonic products.

As an active member of specialist committees such as the IPC and the IEC Committee TC34, current developments in standardisation and electronics technology are integrated into product development at an early stage. This direct exchange helps to drive innovations forward in a targeted manner and ensure the highest quality standards, thereby continuously strengthening technological leadership.

Involvement of consumers and end-users

In order to better understand the needs and expectations of its customers, Tridonic regularly carries out customer surveys known as Brand Equity Monitors (BEM). These surveys provide valuable feedback and allow products and services to be adapted and improved accordingly. The last global Brand Equity Monitoring (BEM) took place at the end of 2023, during which Tridonic received feedback on loyalty, brand perception, brand associations and brand performance. The results were outstanding: In terms of brand loyalty, Tridonic achieved a Net Promoter Score (NPS) of 64, the best result since the customer survey began.

The customer survey was also focused on our commitment to sustainability, and the results were equally encouraging at the end. Tridonic was associated with sustainability by 70 % of the respondents. The survey also revealed that Tridonic's customers are highly satisfied with our products and services.

The goal is to continuously improve brand value and sustainability efforts. Based on these results, workshops were conducted with the relevant departments to define goals and measures for further improvements.

In addition to the regular BEM, Tridonic organises customer workshops, events and opportunities for knowledge exchange on various topics. These platforms offer Tridonic's customers the opportunity to make direct contact with experts, expand their knowledge and discuss current issues. In-person dialogue enables Tridonic to respond even more effectively to the individual needs of customers and develop innovative solutions.

70 %

THE RESPONDENTS ASSOCIATE TRIDONIC WITH SUSTAINABILITY

Sustainable packaging

In addition to product sustainability, Tridonic is also focusing on packaging and has taken a significant step towards sustainable packaging. Tridonic has therefore responded early to the requirements of the Packaging and Packaging Waste Regulation (PPWR) of the European Union, which came into force on 11th February 2025. A comprehensive project to convert packaging materials was initiated with the clear goal of significantly increasing the proportion of recyclable packaging while simultaneously reducing packaging waste.

A key success of this project is the extensive conversion of product packaging to cardboard. For years, packaging for LED drivers has been made primarily from paper alternatives. In the 2024/25 financial year, this trend was further strengthened by switching other packaging to fully recyclable cardboard. The project made it possible to increase the proportion of in-house manufactured items in fully recyclable packaging to 99.7 %.

The development of packaging that ensures both ESD protection and mechanical protection of the sensitive LED modules while minimising volume and weight presented a particular challenge. However, this challenge was successfully overcome.

The use of cardboard not only offers advantages in terms of recyclability. Packaging suppliers for cardboard and paper also boast a recycled content of up to 90 %. The CO_2e intensity of packaging has also significantly been reduced: from 6 kg CO_2e per kilogram of packaging material for plastics to just 0.3 kg CO_2e for cardboard.

Focus on customised packaging

With the successful switch to cardboard, Tridonic has already created a solid foundation to meet the PPWR's future requirements. A special focus will now be placed on adapting the remaining packaging, especially customer-specific solutions. The aim is to completely convert this packaging to recyclable materials and thus make a further contribution to reducing the ecological footprint.

Internal waste streams and processes

For Tridonic, waste represents a key area of action within its sustainability strategy. Waste generated in upstream processes, as well as in its own operations through packaging materials and the disposal of its own products, has exclusively negative impacts – both on the environment and on resource efficiency along the value chain. Therefore, Tridonic implements targeted measures to prevent waste, optimise packaging solutions (see chapter: Sustainable Packaging)and promote recyclability throughout the entire product life cycle.

Waste management is an essential component of environmental management systems and is continuously being developed further. Every production location has a waste officer as well as documented processes and detailed records on all generated waste. The key performance indicators relating to waste include the amount of waste generated in tonnes, broken down into recycling waste, residual waste and hazardous waste.

The main waste streams arise from packaging materials from suppliers (cardboard, plastics, wooden pallets) and from surpluses in electronics production (metal waste, electronic scrap). Smaller quantities are accounted for by residual waste such as mixed plastics, insulation foils and non-recyclable wood residues. Hazardous waste arises in particular from the disposal of batteries, small electrical appliances and small quantities of used oil, cleaning agents and adhesive residues. Extraordinary waste includes the scrapping of machinery, tools, raw materials, purchased parts and unsaleable finished products.

These waste streams relate to internal processes at the production sites. Disposal is carried out by recognised and authorised recycling companies. Due to controlled handling and legally compliant disposal, no negative impacts on the environment or health have been identified to date. At the same time, the company strives to continuously reduce waste generation and thereby minimise potential environmental impacts as much as possible.

All data relevant for waste management is recorded by the locations in the group-wide environmental and energy reporting. The data is based on information and invoices from the contracted waste disposal companies. To ensure data quality, random audits are conducted at the end of the fiscal year.

Tridonic | 50

Highlights of the financial year

-9%

TOTAL WASTE VOLUME PER 1,000 UNITS PRODUCED

-24%

NON-RECYCLABLE WASTE

90,7%

INCREASE IN THE RECYCLING RATE FROM 87.7% TO 90.7%

Measures regarding resource use and waste

At all production sites, we are continuously working to improve waste management. In recent years, various analyses and measures have been implemented at global plants to recycle or avoid waste more effectively. For example, regular waste analyses of non-recyclable materials were carried out, which made it possible to collect certain plastics and electronic waste separately and hand them over to recycling companies in a sorted form. The recycling rate was increased by a remarkable 14 % compared to the reference year 2020/21.

In addition, materials are recycled wherever possible – for example, by processing tin scraps or repairing wooden pallets. A special focus is also placed on reducing packaging waste associated with the delivery of materials. Compared to the reference year 2020/21, 9 % waste was saved based on the number of pieces produced.

In addition, all production plants continuously check the incoming goods areas to ensure that the suppliers' packaging materials met the internal sustainability criteria. In the event of deviations, the relevant suppliers are contacted to work together on an improved, more sustainable alternative. In this way, a contribution is made to resource conservation and material savings beyond the company's boundaries.

Target achievement 2024/25

In the 2024/25 financial year, all waste targets set at the global production sites were achieved:

- Total waste volume: The target of less than 1,050 tonnes of waste was achieved. The total waste volume in 2024/25 amounts to 966 tonnes.
- Non-recyclable waste: Last year's target of less than 116 tonnes of non-recyclable waste was also achieved. In the 2024/25 financial year, 90 tonnes of non-recyclable waste were generated.
- Recycling rate: The target of achieving a recycling rate of 88.9 % was also achieved. The recycling rate in the past financial year was 90.7 %.

The targets always refer to the global production plants.

Waste targets 2025/26

For the 2025/26 financial year, Tridonic has set itself the following targets – taking into account a forecast production increase of 4.9 %:

- Total waste volume: reduction in total waste by 1.1 % compared to the previous year
- Non-recyclable waste: Reduction of non-recyclable waste by 3.7 % comapred to the previous year.
- Increase in the recycling rate from 90.7 % to 90.9 % in 2025/26.

The goal of reducing total waste and non-recyclable waste in the production plants is aimed at preventing

Generated waste

In the 2024/25 financial year, a total of 966 tonnes of waste were generated in the production processes. This represents an increase of 2 % compared to the previous year (952 tonnes). At the same time, production volume increased by 12 % over the same period.

If the amount of waste is put in relation to the number of units produced, this results in a relative reduction in waste of 9 %. This underlines the progress made in resource efficiency and the effectiveness of waste prevention measures at the production sites.

Total waste generated by production sites in tonnes	2024/25
Total waste generation	**966**
hazardous waste diverted from disposal*	**69**
hazardous waste diverted from disposal for preparation for reuse	-
hazardous waste diverted from disposal for recycling	16
hazardous waste diverted from disposal for other recovery operations	53
non-hazardous waste diverted from disposal	**807**
Non-hazardous waste diverted from disposal for preparation for reuse	102
hazardous waste not diverted from disposal for recycling	701
Non-hazardous waste diverted from disposal for other recovery operations	4
for the disposal of certain hazardous waste	**20**
for the disposal by incineration of certain hazardous waste	20
for the disposal by landfill of certain hazardous waste	-
for disposal by other means of disposal of certain hazardous waste	-
for the disposal of certain non-hazardous waste	**70**
for disposal by incineration of certain non-hazardous waste	68
for the disposal by landfill of certain non-hazardous waste	2
for disposal by other means of disposal of certain non-hazardous waste	-
Total hazardous waste generation	89
Total waste generation non-hazardous waste	877
Total waste diverted from disposal	-
Non-recycled waste (intended for disposal)	-
Share of non-recycled waste [%]	9 %

Tridonic | 53

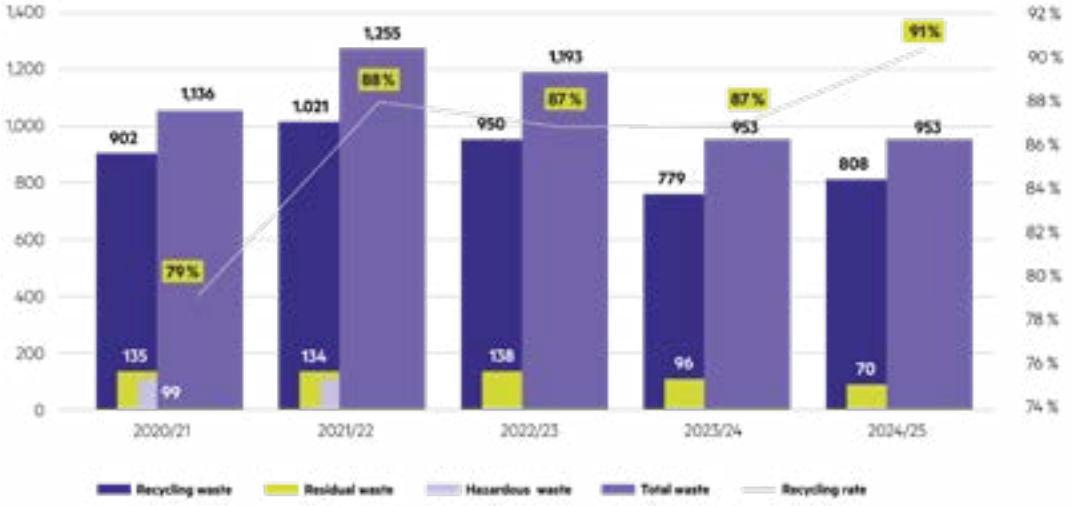
Recycling rate

In the 2024/25 financial year, the ambitious target of a recycling rate of 89 % was achieved and even exceeded. The actual rate was 91 %. Compared to the previous year, this represents an improvement of 4 percentage points and underlines the effectiveness of the measures introduced to promote the circular economy.

Disposal of rerouted and forwarded waste

87 % of the non-hazardous waste is diverted from disposal (for recycling) and 13 % is forwarded (as not recyclable). The non-hazardous waste that is forwarded is incinerated with energy recovery. 86 % of hazardous waste is diverted from disposal and 14 % is forwarded. 100 % of the hazardous waste that is forwarded is incinerated with energy recovery.

Development of waste (in tonnes) and recycling rate



04. Partner of Choice

Paths we take to take others with us

The group-wide and valid corporate guidelines are adopted by the Executive Board of Zumtobel Group AG and are binding for all subsidiaries, including Tridonic.

Responsible corporate governance
Transparent decision-making processes

Guidelines are defined group-wide at the parent company level and adopted by the Management Board of Zumtobel Group AG. These global guidelines are binding for all subsidiaries and affiliated companies – including Tridonic. This structure ensures that all companies in the group act consistently according to the same ethical, social and environmental standards - regardless of their operational independence.

Tridonic integrates these guidelines into its business strategy and management systems, thus contributing to the achievement of Group-wide objectives.

Comprehensive and responsible compliance management is carried out by the corporate Audit & Compliance department at group level. A clear focus is on compliance with company policies and legal requirements to ensure that all business activities meet the required ethical standards and statutory regulations. Corporate Compliance is viewed and implemented as an integral part of business operations at all levels of the company.

The Corporate Audit & Compliance department is a staff function that reports directly to the Audit Committee and also has reporting obligations to the Zumtobel Group's Management Board. This ensures the department's independence within the organisation.

Commitment to responsible business conduct

Contents of the Code of Conduct internally as well as for business partners

Basic guidelines and procedures are set out in the Code of Conduct (CoC) that applies across the Group. The guidelines set out therein define the general standards for conduct in business, legal and ethical matters, including the prohibition of corruption. Tridonic is committed to complying with legal regulations to combat corruption, bribery and money laundering. They serve as a binding orientation and regulatory framework for members of the Management Board, company managers and employees when dealing with each other and with external parties.

The Code of Conduct for Business Partners is intended to ensure that the principles and rules relating to due diligence – beyond their own organisation – are applied and shared throughout the entire value chain. The Code of Conduct for Business Partners is an integral part of all contracts between Tridonic (with all its business units) and its business partners.

The company expects that its business partners and their employees acknowledge the principles set out in the Code of Conduct and the guidelines on due diligence and that they comply with these and share them with their direct business partners and their employees.

Both the Code of Conduct and its Declaration of Principles are in line with international standards such as the Universal Declaration of Human Rights, OECD Guidelines, UN Guiding Principles, the UN Global Compact and the ILO Core Labour Standards. The aim of these concepts is to ensure compliance with all due diligence obligations.

These rules of conduct are taught and refreshed in an annual recurring training session for both existing and new employees in the form of online training. The Management Board and the Supervisory Board also receive regular updates in this regard.

This content ensures that the key sustainability aspects in the areas of climate protection, energy, the circular economy, as well as compliance with the core labour standards of the International Labour Organisation (ILO) and the relevant United Nations standards, as well as corruption, are addressed.

The Codes of Conduct are available for download on our website:

More information on our website

Contents of the Code of Conduct internally and for business partners

Basics behavioural requirements

- Individual responsibility
- Conduct of managers and supervisors
- Conduct in situations of conflict
- Compliance with laws
- Respect and fairness
- Avoiding conflicts of interest

Due diligence along the value chain

- Compliance with rules relating to due diligence
- Human rights
- Discrimination and working conditions
- Child labour
- Forced labour
- Freedom of association
- Right to collective bargaining
- Occupational safety and healthndheit
- Sustainability and the environment

Dealing with business partners and third parties:

- Individual responsibility
- Conduct of managers and supervisors
- Conduct in situations of conflict
- Compliance with laws
- Respect and fairness
- Avoiding conflicts of interest

Handling information:

- Ban on insider trading
- Commitment to data protection and security
- Protection of trade secrets (duty of confidentiality)
- Information security
- Social media and external communications
- Handling company property

Declaration of principles on human rights

The company is explicitly committed to respecting and promoting human rights along its entire value chain. This commitment is enshrined in the group-wide Human Rights Policy and forms an integral part of its corporate strategy.

The Human Rights Policy aims to identify human rights risks at an early stage, prevent them and take appropriate measures to remedy them. It is based on internationally recognised standards such as the Universal Declaration of Human Rights, the ILO core labour standards and the UN Guiding Principles on Business and Human Rights.

The policy is not publicly accessible as it is subject to internal group regulations. However, this is freely accessible to employees on the Intranet (LiLi) and content is actively communicated.

Key content of the policy

- Zero tolerance for child labour
- Zero tolerance for forced labour
- Freedom of association and right to collective bargaining
- Equal opportunities and protection against discrimination
- Fair and appropriate remuneration
- Compliance with working conditions (incl. working hours)
- Compliance with health and safety regulations

Diversity, equity & inclusion

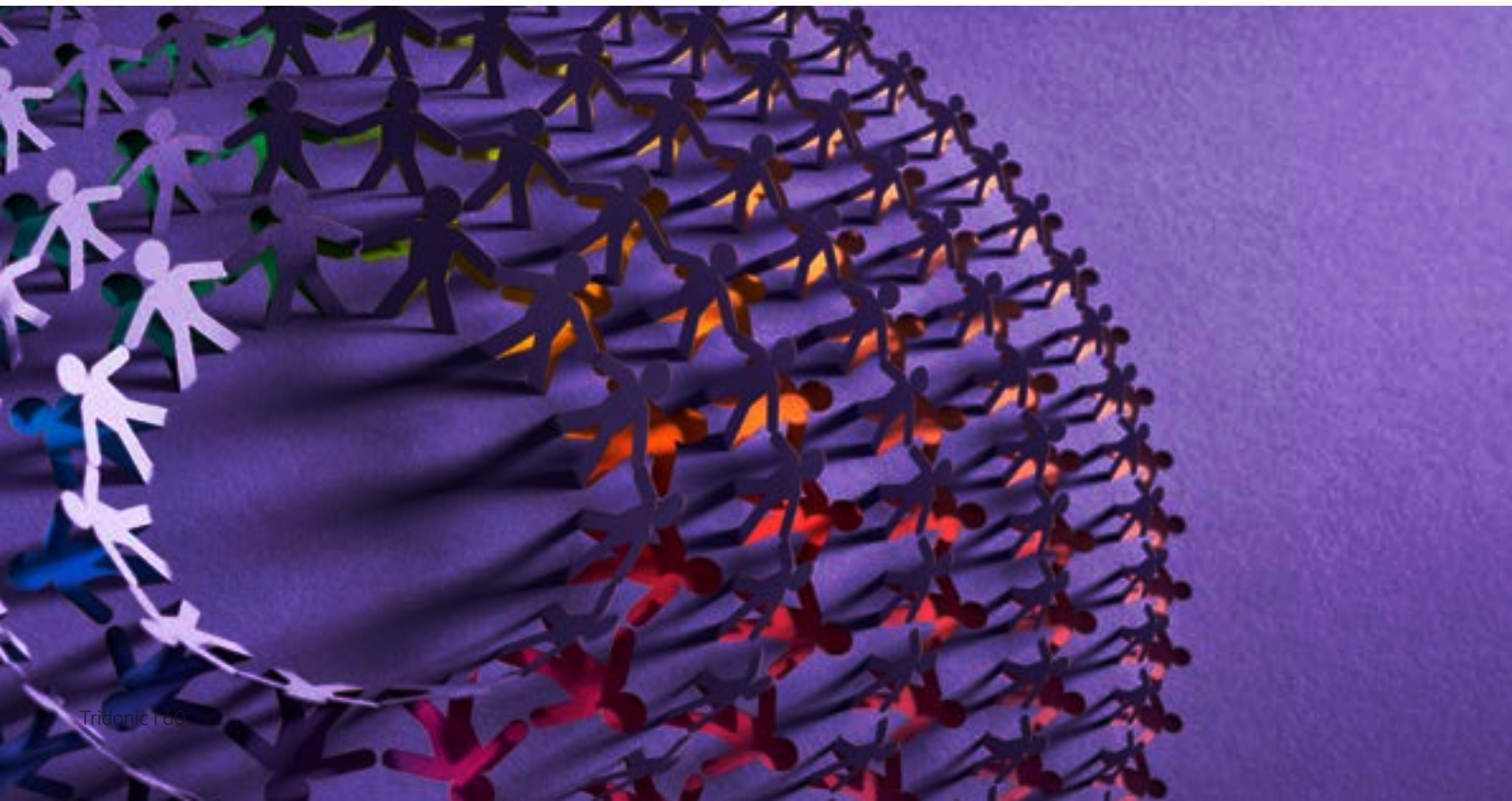
The company is committed to a corporate culture in which diversity, equality, and inclusion are fundamental principles. The group-wide Diversity, Equity & Inclusion Policy forms the foundation of this self-image and sets out clear expectations regarding behaviour, decision-making, and collaboration within the company.

The DE&I policy aims to create a working environment in which all employees can develop their full potential and actively contribute. Tridonic categorically rejects any form of direct or indirect discrimination – regardless of ethnic origin, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political opinion, social background, or other personal characteristics.

Key content of the policy:
- Promoting an inclusive work environment that values diversity
- Zero tolerance towards discrimination and intolerance
- Integration of DE&I into all business areas and decision-making processes
- Strengthening innovation through different perspectives
- Contribution to a fair and respectful corporate culture

The policy is not publicly accessible as it is subject to internal group regulations.

The company ensures that generally applicable group-wide guidelines are accessible to all employees via the intranet and the LightLink (LiLi) platform. In addition, all employees complete mandatory training. In addition, formats such as interviews and the integration of relevant topics into internal company podcasts are used to communicate policy content in a target group-appropriate and effective manner.



Anti-corruption and anti-competitive behaviour

Preventing corruption and ensuring competitive behaviour are a matter of course for Tridonic. This has positive effects on both the workforce and business partners. Independent governance structures and established compliance practices promote ethical behaviour along the entire value chain.

The Compliance Management System (CMS) at Group level covers the prevention of corruption offences, in particular the criminal offences of bribery and corruption in commercial transactions, the granting of benefits to public officials and the bribery of public officials. The CMS guidelines related to anti-trust law cover the prevention of agreements and coordinated practices that could restrict competition. The company strictly rejects any form of prohibited agreements. This is laid down in the Code of Conduct.

To ensure compliant processes, mandatory training and additional internal control mechanisms – such as the Compliance Risk Assessment – have been implemented for some time. In addition, a specific compliance charter for purchasing has been established. A whistleblower system is available through which suspicions or concerns can be reported. Compliance criteria are also firmly anchored in supplier management, particularly through the mandatory code of conduct.

As of the reporting date of 30th April 2025 89.9 % of the company's workforce was trained in anti-corruption and anti-bribery.

90 %

THE WORKFORCE WAS TRAINED IN ANTI-CORRUPTION AND ANTI-BRIBERY

Conflicts of interest

Loyalty and acting in the company's best interests are fundamental values for employees. Employees are required to report any activities or secondary employment that could lead to a conflict of interest or influence decisions. There is an additional Code of Conduct for Buyers in this context („Ethical Charter for Buyers"), knowledge of which must be confirmed in writing.

The highest governance body shall ensure that potential conflicts of interest are avoided or appropriately addressed in accordance with the Code of Conduct by commissioning regular audits and training. It also ensures that all employees comply with the principles enshrined in the Code of Conduct.

Comprehensive and responsible compliance management is carried out at the group-level by the Corporate Audit & Compliance department. Further information on the organisational integration of compliance processes can be found in the overarching chapter „Responsible corporate governance".

Systematic anchoring of compliance in the company

Training of the workforce

All new employees are required to complete mandatory online compliance training during their induction phase. The modules Code of Conduct (Module 1) and Code of Conduct Refresher (Module 2) are offered via a company-wide learning platform. The invitation to the online training will be sent via email and is an integral part of the onboarding process. Modules 1 and 2 of the mandatory compliance training cover and reinforce the Code of Conduct, including the whistleblower system. Module 1 must be completed within 30 days. Immediately after this deadline, new employees are required to register for the CoC refresher course in June or December of each year.

All existing employees receive a CoC refresher training every year. The Code of Conduct and refresher training cover the following key topics:

- Dealing with business partners and third parties, prohibition of corruption, handling of donations, donations and sponsorship, combating money laundering, export controls, business relationships with suppliers, and fair competition.
- The company informs its employees about current and ongoing compliance topics via the company platform LightLink; the training courses are also linked and accessible via this platform.
- Internal compliance monitoring processes and training ensure that the highest standards of integrity and compliance are maintained. In general, all departments receive the same level of training.

Internal control through compliance risk assessment

The Compliance and Audit departments operate separately and independently of each other. Where necessary, the Corporate Compliance Department requests Audit Department staff to conduct investigations. Due to potential conflicts of interest and a lack of independence, the work of Corporate Compliance is not reviewed by Corporate Audit staff. The Chief Compliance Officer reports twice a year to the Audit Committee and the examination board. Administratively, the Chief Compliance Officer reports directly to the Management Board of the Zumtobel Group.

As part of the compliance risk assessment at group level, 24 individuals at risk were interviewed and trained by an external expert and an internal compliance specialist regarding their risky areas within the scope of their work. Tridonic employees were also interviewed during the compliance risk assessment.

Within the Group, there are departments that are exposed to a higher risk of corruption and bribery than others. These include: Communications, Finance, Human Resources, Investor Relations, Legal, Logistics, Marketing, Procurement, Quality, R&D, Risk Management, Strategy, Sustainability, Treasury, and Sales. These areas work closely with various stakeholder groups, including customers, suppliers, public bodies, officials and/or other business partners. In addition, they are involved in significant financial transactions. The geographical location of these departments can lead to different risk profiles, particularly in countries with higher corruption risks and lower levels of transparency.

Audit of procurement processes

The Corporate Audit department conducts regular audits of procurement processes. With regard to corruption, the following aspects are examined in particular: selection of suppliers, number of suppliers approached and the associated procedures, decisions regarding suppliers, contract design, payment terms, price developments, quality monitoring of suppliers, and resulting measures.

Before entering into any business relationship with Tridonic, each potential supplier must sign the Business Partner Code of Conduct. By signing the code, the partners undertake to combat the aforementioned risks relating to violations in the supply chain under all circumstances and to eliminate them within their sphere of influence. Signing the Code of Conduct is mandatory for every contract concluded with external partners. This document contains an explicit reference to the company-wide whistleblower system.

Currently, based on volume, 97.8 % of suppliers have signed the Business Partner Code of Conduct (previous year: 97.4 %).

97.8%

THE SUPPLIERS SIGNED THE CODE OF CONDUCT

The whistleblower system

The Group-wide whistleblower system provides all stakeholders (employees, suppliers, value chain workers, customers & end-users, shareholders, and investors etc.) with a secure reporting and communication system for potential violations of the Code of Conduct and compliance issues such as allegations of corruption or bribery.

Critical issues and concerns are reported directly to Corporate Compliance. As an additional communication channel, reports can also be submitted by email. The independence of the Compliance Department at Group level ensures that case processing is carried out independently of the management chain. The identity of the whistleblower will always be treated confidentially, independently, and objectively and no form of retaliation will be tolerated.

Submitted incidents are investigated in accordance with internal Investigation Guidelines, which provide clear and standardised procedures for submitting, investigating, following up and closing cases. Appropriate measures will be derived from this if necessary. All incoming relevant reports will be communicated to the Executive Board. In the case of reports involving risks, the Management Board is informed immediately; the remaining reports with non-material risks are submitted as part of the quarterly reporting. If no immediate notifications are required to the Audit Committee due to material violations, these will be recorded in quarterly reports to the Audit Committee.

Individuals can also contact the corporate compliance department through various channels regarding any queries relating to responsible business conduct in the company and the organisation's business relations. The necessary information is available for all employees on the company's intranet.

This offer is regularly used in practice. The Zumtobel Group whistleblower system covers the following reporting priorities:

- Health, safety, and environmental regulations
- Fraud / breach of trust / embezzlement
- Corruption
- Capital market compliance / insider trading
- Data breaches
- Anti-competitive behaviour
- Discrimination / harassment / bullying
- Human rights
- Other violations

Technically, the Zumtobel Group's whistleblower system is supported by the Business Keeper Management System (BKMS), which has already been implemented worldwide.

The whistleblower system meets all legal requirements of the EU Whistleblower Directive and the Whistleblower Protection Act pursuant to Directive (EU) 2019/1937. The Group-wide whistleblower system offers employees and external third parties worldwide the opportunity to report anonymous information about possible violations via a link on the respective homepage.

The confidentiality of informants' identities is always guaranteed. This is one of the basic requirements of the EU whistleblower directive that came into force on 16th December 2019 and was transposed into national law.

No dedicated surveys or interviews with various stakeholder groups on the effectiveness of this channel were conducted in the 2024/25 financial year. However, the whistleblower system is interpreted as an effective tool through active use and ongoing incoming reports.

Incidents, complaints and serious impacts

- Tridonic confirms that no negative impacts on the human rights of its own workforce were identified in the 2024/25 financial year.
- Tridonic also confirms that there were no fines,, sanctions, or compensation payments for incidents or complaints regarding human rights or discrimination. Accordingly, no measures for reparation or compensation were required.
- There were no incidents related to corruption, bribery, fraud, money laundering, or anti-competitive behaviour. Likewise, no employees were disciplined or dismissed as a result of such incidents and no contracts with business partners were terminated or not renewed due to such violations.
- In addition, no incidents related to the acceptance, offer ,or promise of gifts were reported.
- No incidents were identified in the area of information security in the 2024/25 financial year.
- No violations or actions involving legal proceedings in relation to anti-competitive behaviour or the creation of cartels or monopolies were identified during the reporting period.
- No fines or other sanctions were imposed for violations of laws or regulations during the entire reporting period.

Responsible employer
Focus on opportunities, risks and employee well-being

This chapter highlights key aspects regarding opportunities, risks and, their connection to corporate strategy. A particular focus is on the compatibility of work and private life, as well as on health and occupational safety. Attractive working conditions in a safe environment and a good work-life balance have a positive effect on employee satisfaction and loyalty. At the same time, however, there are potential risks, such as work-related accidents or health impairments resulting from long-term exposure. These can lead to long-term illnesses, increased sickness rates, and increased staff turnover.

Another key topic is equal treatment, equal opportunities, and diversity within the organisation. Targeted training and development measures strengthen the competence of employees, which has a positive effect on their job satisfaction. Family-friendly offers promote inclusion and enable a better balance between work and family life. In addition, diversity contributes significantly to promoting creativity and innovation. At the same time, it is important to counteract the risk of impending knowledge loss due to age-related retirements. In this context, diversity offers a significant opportunity to integrate new perspectives and sustainably strengthen the company's ability to innovate.

‚Through its strategically anchored sustainability goal, „Partner of Choice“, Tridonic emphasises the central role of its workforce in driving the company's success and highlights their key contribution to achieving this objective.‘

Stephanie Schaffgotsch, Product Manager Outdoor

LIGHT UP

The promise to make a positive contribution to attractive working conditions, including a good work-life balance and a wide range of training and development opportunities, is directly linked to the Group-wide strategic human resources policy „LIGHT UP".

L **Leaders who trust, challenge and empower their teams and set an example.**

I **International perspectives, local roots and equal opportunities for all.**

G **Growth opportunities unfolding our employees' full potential.**

H **High performance culture marked by self-responsibility and open, two-way feedback.**

T **Teams that create real value with passion and purpose.**

U **Uncomplicated fair payment and performance recognition.**

P **Practical flexible working models which meet individual needs.**

The LIGHT UP people strategy has been derived from the FOCUSED corporate strategy, the corporate values of Passion, Performance, and Partnership, current strengths and weaknesses, external factors, and market conditions as well as HR trends and best practices.

The company's promise to make a positive contribution to attractive working conditions, including a healthy work-life balance and broad training and development opportunities, is directly linked to its strategic human resources policy „LIGHT UP".

The letter G – „Growth opportunities" – refers to the development potential and growth opportunities of the company's own workforce. Flexible working models and the balance between work and private life are represented by the letter P – „Practical flexible working models". The benefits offered are available to all employees.

All employees of the company's own workforce are included in the scope of the information provided here. The company's own workforce does not include self-employed people, temporary workers, or people who work on behalf of external companies and are essentially employed as employees. Due to the nature of the business, the company's workforce is not exposed to the risk of forced labour or child labour.

Own workforce

The company's obligations to its employees, as well as the employees' own responsibilities, are clearly defined through global policies, strategies, and codes of conduct. The integrated management system (IMS) encompasses the implementation of the STAYING FOCUSED strategy. Both the Code of Conduct and the Health & Safety Policy are available to all stakeholder groups on the company website. The human rights policy (see „Declaration of Principles on Human Rights“ chapter) is freely available on the intranet and can be accessed by the company's own employees. This policy applies to the entire workforce and has been approved by the Executive Board. The objective and main content of the various policies are described below.

Compliance with due diligence obligations

The commitment to due diligence extends both to the company's own workforce and across the entire value chain and is an integral part of the company's strategy. The commitment includes responsible corporate governance, human rights, and labour standards. Respect for and protection of human rights, as well as compliance with fundamental principles of labour law, occupational safety, and health protection throughout the world are an essential component and form the basis for cooperative collaboration.

The Code of Conduct and the Declaration of Principles on Human Rights underscore the company's commitment to respecting and promoting human rights in all business activities. The Code of Conduct refers to the Declaration of Principles as an essential reference point for employees and business partners alike.

Characteristics of employees

The table „Own workforce by gender“ shows the number of employees who are in direct and ongoing (active) employment with Tridonic as of 30th April 2025. Personnel with long-term absences (with an inactive employment relationship) and temporary workers (non-employee workers) are not shown here. The key figures for the company's own workforce are shown in headcounts (HC).

Collective bargaining coverage & social dialogue

Collective bargaining coverage refers to legally regulated agreements with trade unions that regulate key working conditions, such as wages, and salaries, and etermine salaries, working hours, holiday regulations or notice periods. Within the European Economic Area (EEA), such contracts exist at different levels. The table below shows the collective bargaining coverage by headcount as of 30th April 2025.

Social dialogue includes negotiations between company management and employee representatives – e.g. by works councils or trade unions – with the aim of representing the interests of employees and ensuring their co-determination. The Zumtobel Group is also represented in the European Works Council.

Fluctuationion

The listed departures (according to the „Employee resignation in HC“ table) comprise the total number of employment terminations of the entire workforce, both with fixed-term and permanent contracts, who left voluntarily or due to termination of employment or retirement. The „Turnover Rate“ indicator is the total number of departures relative to the average total number of the company's workforce.

Company employee characteristics

Own workforce by gender in HC (headcount)	2023/24 [in HC]	2023/24 [in %]	2024/25 [in HC]	2024/25 [in %]
Total number of employees	**1,599**		**1,619**	
Female	662		679	
Male	937		940	
Other	-		-	
Not specified	-		-	
Number of employees	**967**	**100%**	**944**	**100%**
Female	272	28%	268	28%
Male	695	72%	676	72%
Other	-	-	-	-
Not specified	-	-	-	-
Number of workers	**628**	**100%**	**670**	**100%**
Female	388	62%	409	61%
Male	240	38%	261	39%
Other	-	-	-	-
Not specified	-	-	-	-
Number of apprentices	**4**	**100%**	**5**	**100%**
Female	2	50%	2	33%
Male	2	50%	3	67%
Other	-	-	-	-
Not specified	-	-	-	-

Countries with significant employment in HC (headcount)	2024/25
Austria	380
Serbia	457
United Kingdom	185
China	415
Germany	18
France	11
Switzerland	17
Italy	8
USA	4
Portugal	64
Australia	7

Employees by type of contract – broken down by gender	2024/25				
in HC (headcount)	**Female**	**Male**	**Other**	**Not specified**	**Total**
Total	**680**	**941**	**-**	**-**	**1,619**
Number of temporary employees	1	1	-	-	-
Number of full-time employees	**607**	**903**	**-**	**-**	**1,510**
Number of part-time employees	**72**	**37**	**-**	**-**	**109**

Employee resignation in HC (headcount)	Total
Total number of resignations	**360**
Female	161
Male	199
Other	-
Not specified	-
Fluctuation rate [%]	**22.3%**

Turnover rate per production plant	Number of leavers2 in HC (headcount)	Fluctuation in %
China	146	35%
Serbia	93	20%
Austria	73	19%
United Kingdom	14	8%

Collective bargaining agreements and social dialogue

Coverage rate in %	Collective bargaining coverage		Social dialogue
	Employees in EEA countries	Employees in Non-EEA countries	Representation at the workplace in EEA countries
	(for countries with >50 employees, or >10% of the total)	(for countries with >50 employees, or >10% of the total)	(for countries with >50 employees, or >10% of the total)
0-19%	-	Phase-in option in the first reporting year	-
20-39%	-		-
40-59%	-		-
60-79%	Germany		-
80-100%	France		Germany
	Italy		France
	Austria		Italy
	Portugal		Austria
			Portugal

Involvement of the company's own workforce and employee representatives

The company has developed structured and continuous processes to actively involve its workforce in shaping corporate development and culture. These procedures are designed to promote a transparent, inclusive, and responsible work environment in which employees are regularly engaged and their perspectives are meaningfully integrated into organisational decision-making.

A central component is the global employee survey (Global Employee Survey), which is conducted every two years at all locations and at all organisational levels. The most recent survey, conducted in April 2025, served as a control survey for the comprehensive survey conducted in 2023.

The main objective was to determine the progress and effectiveness of the previously identified priority themes. In addition, it was evaluated and reviewed whether the initiatives implemented since then have led to measurable improvements in employee well-being and engagement. The 2025 survey achieved a very high participation rate of 83 %, slightly lower than the 2023 participation rate of 87 %. This positive development confirms both the employees' continued trust in the process and their ongoing commitment to actively shaping the corporate culture and working environment. The results provide valuable insights into strengths, challenges, and areas where further targeted improvements are needed.

Following the 2023 survey, the company conducted extensive employee workshops to reflect on the results and develop concrete improvement measures. These workshops were documented in detail and systematically tracked to ensure a transparent and effective feedback process.

In the 2024/25 financial year, the progress of these activities was communicated to the Management Board and the Supervisory Board to ensure strategic oversight and accountability. The positive results of the 2025 survey confirm the value of this approach, as the company was able to achieve improvements in all areas surveyed. This demonstrates the effectiveness of actively involving employees in the design and continuous development of their workplace. To ensure transparency, the results of the Global Employee Survey 2025 were communicated to all employees via the company intranet LightLink.

The next full Global Employee Survey is planned for 2027, continuing the established two-year cycle and further strengthening the company's commitment to a workplace culture based on trust, transparency, and shared responsibility.

In addition, the company has implemented a user-friendly section on the corporate intranet that provides comprehensive information on the various employee representation options, both locally and globally. This includes a variety of channels through which employees can express their views and actively interact with colleagues and management. These channels include HR business partners, health and safety representatives, local employee committees, collaborative forums, industrial relations officers, and regular personal development meetings.

Formal employee representation structures, such as works councils, or safety representatives, are established in accordance with local laws or agreements with relevant employee representative bodies. Engagement through these structures occurs both through regular, scheduled meetings and through ad hoc meetings convened to address specific or urgent issues related to the workforce.

Reporting concerns

In cases where the company causes significant adverse impacts on individuals or groups of its own workforce with regard to health and safety or other violations, the company will ensure fair treatment of those affected and a neutral, confidential, responsible, and impartial investigation of the facts. This serves both to clarify the situation and to provide appropriate redress.

To support open, confidential, and secure communication, the Group-wide anonymous whistleblower system can be used to report misconduct, policy violations or concerns regarding ethics, occupational safety or human rights. All reports are processed in accordance with the internal Investigation Guidelines, which provide clear and standardised procedures for submitting, investigating, following up and closing cases. Details are provided in the section entitled „Reporting concerns“ chapter.

No cases were submitted through the whistleblower system in the 2024/25 financial year. All reports were investigated, resolved, and found to be non-significant, with no critical impact on business operations, or financial reporting.

In addition to the formal reporting channels, a large part of Tridonic's own workforce is represented by an elected works council. The works council provides another independent and trustworthy opportunity to express concerns or seek support on work-related issues.

Health & safety protection

The company is committed to an active occupational health and safety policy and thus to compliance with all applicable legal and statutory regulations, as well as other requirements relating to the health and occupational safety of its employees. These topics are covered by the Group-wide Integrated Management System (IMS). Compliance with labour law, occupational safety, and health protection is regularly audited by a third party as part of the ISO 45001 certification.

The aim of the occupational safety and health management system is the continuous improvement of occupational safety, the prevention, and reduction of accidents at work and the avoidance of potential physical and psychological stress in the company.

The occupational safety of employees and their mental and physical health are continuously being improved using needs-based measures.

Managers at the sites are responsible for this, in cooperation with local occupational safety and health experts. The occupational health and safety policy is approved by the Executive Board, which also monitors the progress of the defined KPIs.

73 % of our own workforce at the production sites are covered by this health and safety management system.

Hazard identification, risk assessment and investigation of incidents

Tridonic ensures a safe working environment for all employees by proactively identifying and avoiding potential causes of accidents and physical injuries, as well as potential psychological stress, and by continuously improving the well-being of its workforce.

Due to the nature and business model of a manufacturing company, there are potential health and safety impacts and risks for its own workforce. Due to workplace evaluations, near misses and work-related accidents, there is a risk of tripping and falling, resulting in bruises and fractures, cuts and, burns. Furthermore, the business model can have health impacts on the company's own workforce due to long-term stress.

In particular, the production workforce is more affected by any risks. However, these impacts are not specific to Tridonic, but represent a challenge for the entire sector and industry.

Employees have the right and are urged to immediately stop their activities, tasks, and work processes if they appear unsafe or do not meet relevant safety requirements. The work can and should only be continued after safety officers have inspected the situation, provided that safety has been ensured once again. In order to continuously improve occupational safety, measures are implemented such as employee training sessions, improvements to protective clothing, and maintenance of machinery. Accident prevention and the protection of employees' health are topics that are regularly discussed in formal employer-employee committee meetings.

Health and safety parameters

The proportion of the company's workforce covered by a health and safety management system is calculated by dividing the number of employees at ISO-certified sites by the total number of employees.

The key figures regarding the number and rate of reportable work-related accidents only take into account the workforce at the production sites. Workplace accidents are not significant in the sales locations compared to the operational production operations and would change the rate accordingly.

Information on work-related illnesses and days lost due to work-related injuries is not disclosed.

The days lost due to work-related accidents are reported in the table below according to the ILO standard under the indicator "accident severity". The accident severity index is calculated based on the number of days lost x 1,000,000 / number of hours worked. Compared to the previous year (2023/24), this figure has improved.

In the reporting year 2024/25, the number of work-related accidents at the production sites fell to seven. The cases were investigated by the locally responsible teams and the causes did not reveal any systematic background. At the same time, measures are continually being taken to minimise or eliminate causes.

Globally, it was decided to classify the cases into four categories. These include employee misconduct, evaluation incomplete/sufficient, evaluation not present/not recognised, not foreseeable. The majority of cases were classified by the teams as „unforeseeable" – such incidents are therefore difficult to avoid.

In the 2024/25 financial year (as in the previous year), there were no deaths resulting from work-related injuries. The LTI (Lost Time Injury) rate calculates the number of work-related accidents resulting in more than 8 hours of lost time x 1,000,000 in relation to the number of hours worked and represents the rate of reportable work-related accidents according to the ESRS.

Parameters for the health and safety of the company's own workforce, based on HC (headcount)	2024/25
Percentage of own workforce that, based on legal requirements and/or recognised standards or guidelines from the health and safety management system of the Company covered [%]	63
Number of deaths due to work-related injuries	0
Number of (reportable) work accidents	7
Rate of reportable occupational accidents (LTI rate)	2.90
Total working hours [h]	**2,394,390**

Employees can raise any incidents or concerns without fear of retaliation because they are actively encouraged to report them through occupational health and safety policies.

Health measures

An essential component of this programme is the BGF („Workplace Health Promotion“) survey, which helps the company identify specific health challenges and needs within its workforce. In addition, regular health promotion discussions are held to support employees in improving their individual health practices and addressing any concerns they may have. In addition, ergonomic tips for exercise breaks are provided through short instructional videos on the LightLink intranet. These videos are intended to encourage employees to be active during the day. This measure started in the 2023/24 financial year and is currently still being implemented.

The company offers a „Wellbeing Calendar“ with monthly thematic focuses to promote physical and mental health. Examples include stress management seminars for managers to effectively manage teams during challenging times and create a supportive, resilient work environment. This offer was launched for the first time in the 2024/25 financial year and will be continued annually.

Tridonic offers employees a structured reintegration programme after a long period of sick leave. This process ensures that the return to work takes health-promoting aspects into account, such as limiting daily working hours or adapting the activity. This measure was introduced in 2016 and will continue continuously with no end date.

At site level, Tridonic offers a variety of specific measures tailored to the needs of the workforce, such as: local sports facilities to promote physical activity and stress reduction. Preventive inspections are carried out on-site, during which occupational safety experts and safety officers identify risks and promote a healthy working environment. This is an annual recurring measure.

Fig.: University Hospital Poitiers, France – TunableWhite technology for recovery

Safety measures & employee protection

All workplaces are professionally and safely aligned based on a workplace evaluation. Potential hazards, stresses and negative impacts in the work process are eliminated, where possible, or minimised through technical and organisational measures. The ongoing provision of personal protective equipment and regular training ensure that employees can carry out their work safely despite remaining potential hazards and stresses.

Workplace evaluations are reviewed annually to take into account changes in the working environment. In the event of accidents at work, work-related illnesses, new machinery or other new work equipment, changes in legal requirements, employee requirements, or findings relating to occupational health and safety hazards, a new evaluation of the work area is carried out.

At all production sites, binding commitments regarding environmental, health, and occupational safety issues are reviewed by local, internal and, external representatives. In addition, internal compliance audits are conducted at all ISO-certified locations.

The main aim here is to prevent accidents and to identify work-related hazards and dangerous situations. In order to continuously improve occupational safety, measures are implemented such as employee training sessions, improvements to protective clothing, and maintenance of machinery. The prevention of accidents and the maintenance of employee health are discussed in regular formal employee protection committees. In addition, employee representatives, such as works councils, are involved in occupational safety issues at many production sites. Employees can make suggestions for improvements at any time and these will be assessed and implemented where appropriate.

All employees are regularly instructed on occupational safety aspects relating to machines, workplaces, and activities and also receive job-specific safety instructions for their activities and work on systems and machines. Guidelines, processes, and procedures as well as all important documents on the subject of occupational health and safety are made available within the internal communications network.

Effectiveness of health and safety measures

The effectiveness of health and safety measures is monitored through various key performance indicators, with a focus on absenteeism and occupational accident rates. These KPIs are tracked globally so that the impact of health initiatives can be assessed at all certified production sites. By continuously monitoring and evaluating these key performance indicators, the company ensures that the measures not only contribute to improving the overall health of its workforce but also create a safe and productive working environment.

Compliance with legal and voluntary obligations is an essential component of the IMS and is ensured through regular internal and external audits.

Diversity and equal opportunity

Concepts in the area of diversity

In the Group-wide „Diversity, Equity & Inclusion“ (DE&I) strategy, the company is committed to diversity, equality, and inclusion as fundamental principles. The DE&I strategy is a cornerstone of equality and fairness and sets expectations for behaviour and interactions.

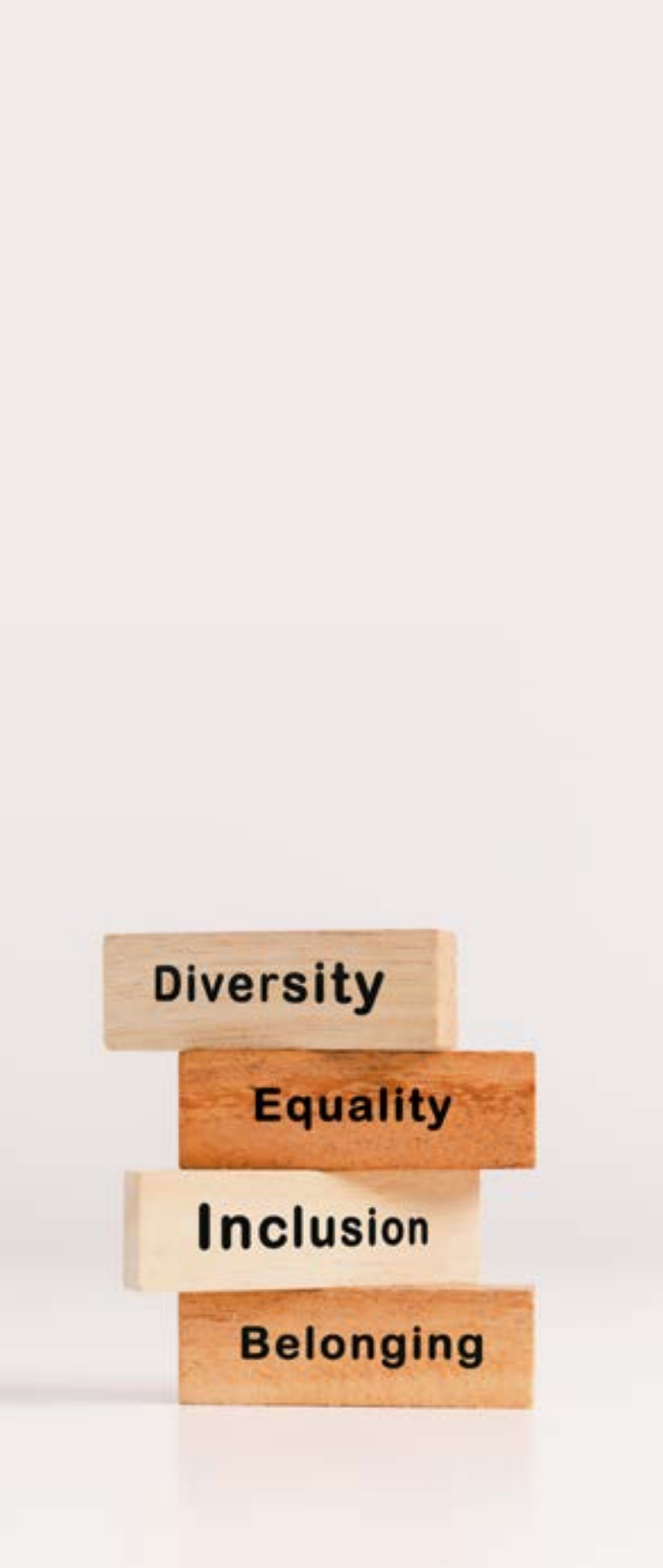
The company rejects any form of discrimination, whether based on race or ethnic origin, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national origin, social origin, or other personal characteristics. The company promotes a culture of diversity that strengthens both the company and society.

The following three strategic priorities were identified:

- Gender equality: the company is committed to ensuring that all genders have equal opportunities for career advancement and leadership positions. This includes measures to increase the proportion of women in leadership positions and promote a sustainable female talent pipeline.
- Collaboration: The company promotes collaboration and knowledge sharing within the organisation to create a positive and innovative work environment. This includes improving cooperation between departments, divisions, and regions.
- Age diversity: Tridonic recognises the value of a cross-generational workforce and promotes the exchange of knowledge between experienced professionals and younger talents. This helps ensure that all employees can develop their full potential.

The resulting initiatives are intended to ensure that employees feel valued, respected, and empowered. The DE&I mission emphasises the importance of a fair, inclusive, and collaborative work environment in which diversity of thought is seen as a key driver of excellence and performance. To promote diversity and inclusionin general and prevent discrimination, three newly introduced training courses (e-learnings) are available to the company's workforce to create transparency and promote knowledge. The DE&I strategy complements the Code of Conduct and other relevant policies with the goal of creating a positive and inclusive workplace. It has been approved by the Executive Board and is managed by the Global Head of HR. Key content of the policy can be found in the „Commitment to responsible business conduct“ chapter .

At the time of reporting, the company had no specific policies regarding inclusion or support measures for people from groups that are particularly vulnerable.



Diversity in control organs and among employees

Tridonic's management team consists of three executive members (100 % male). The Supervisory Board at Group level consists of a total of nine members: six shareholder representatives elected by the Annual General Meeting (67 %) and three employee representatives (33 %) appointed for an indefinite period by the Works Council. Of the nine members, 33 % are female and 67 % are male. The Supervisory Board is responsible for overseeing the non-financial statement. Approximately 56 % of the Supervisory Board members are independent. The Supervisory Board operates exclusively at the Group level.

Age distribution of the company's own workforce	in HC	in %
< 30 years of age	218	13
30-50 years of age	1,102	68
> 50 years of age	299	18
Total number of employees	**1,619**	**100**

Number of employees at top management level	in HC	in %
Female	1	8
Male	12	92
Other	-	-
Not specified	-	-
Total number of employees at top management level	**13**	**100**

Number of female managers (company-specific information)	in HC	in %
Female leaders at all management levels	57	27
Board members	-	-
Senior management positions	1	0
Middle management positions	9	4
Lower management positions	47	22
Total management positions (all management levels)	**215**	**100**

Measures in the area of DE&I

In the last financial year 2024/25, the following exemplary measures were derived formt he DE & I strategy:

- A comprehensive online training programme on DE & I was introduced to increase employee awareness and skills in this area.
- Internal publication of a DE & I policy to promote diversity, equality and inclusion.
- Expansion of internal and external communication on DE & I content, including a dedicated DE & I intranet page, regular DE & I intranet articles and a campaign for International Women's Day.
- A communication concept for employees on parental leave was developed to better inform and involve employees on parental leave.
- Introduction of a „meeting policy" to improve collaboration and knowledge sharing in meetings.
- A globally applicable Group Policy on Human Rights underscores the company's strong commitment to respecting and promotion human rights in all its business activities.

Effectiveness of DE&I measures

By promoting these initiatives, the company aims to create a work culture in which employees feel respected and have the opportunity to develop their careers in a fair and supportive environment. This approach not only aims to reduce employee turnover but also ensures that all employees have equal opportunities to advance in their careers and receive fair compensation for their work. The company strives to create a workplace where diversity drives innovation, equity fosters growth, and inclusion creates a sense of belonging, leading to long-term retention, and a positive organisational culture.

At Group level, the following measures are planned for the 2025/26 financial year:

- Continuous development and implementation of measures that support the DE & I strategy
- Increase visibility for female managers in the company through „Female Role Models"
- Development of structures and guidelines to embed diversity in the company (e.g. Initiation of employee networks)
- Implementation of information events on DE & I
- Further expansion of the training programme, including the management programme.

Education and training

The company is constantly evolving, and so should its employees. Employee development including systematic professional advancement is a cornerstone of sustainable business success. To this end, an advanced training concept has been developed, based on two pillars:

- General and free (digital) learning opportunities, which are available in the company's own learning management system. Employees can access these offers freely or are allocated according to their role (e.g. new employees, sales employees etc.) are assigned to specific courses.

- Individual development plans that focus on both profesionala as well as personal development (soft skills etc.).

The formats vary and consist of internal and external training, coaching and mentoring. The individual development plans for all employees are agreed during feedback sessions in consultation with the manager. They may also map out further development into other job roles and longer-term career paths.

The basis for systematic employee development is the company-specific competence model LIGHT, which is derived from the corporate strategy:

L Level of knowledge, skills & experience

I Innovation & transformation

G Getting things done

H Habit to develop

T Together we shine

By describing these five overarching ambition levels for desired behaviours and level of professional expertise, LIGHT creates a framework for personnel recruitment, selection and development.

Employee development meetings

The annual employee development discussions are an important building block in the collaboration between employees and their superiors. In these discussions, managers agree on concrete business and development goals with their employees. In addition, the annual employee reviews allow for open reflection on the employment relationship.

The employee interviews are an essential part of the overall personnel development process. This global process, including annual calibration and development conferences, defines potential and performance at all levels of the organisation and ensures that employee evaluations are objective, consistent, and fair. The process aims to identify unused potential of employees and to develop it through appropriate development measures. This gives them the opportunity to develop their full potential. This process forms the basis for succession planning, particularly with regard to imminent retirements. Another focus of the personnel development process is on identifying and reducing the risk of key personnel and high performers leaving the company through targeted retention measures.

These discussions reflect both measures already implemented and planned initiatives for the coming financial years.

The table below shows that almost 90.9 % of employees had a career development interview. In addition, in the 2024/25 financial year, on average, 7 hours per employee are spent on training.

Average hours of training per year and employee

Parameters for training and skills development	2024/25				
	Female	Male	Other	Not specified	Total
Total number of performance assessments [hours; h]	**627**	**805**	**-**	**-**	**1,432**
Percentage of employees participating in regular performance and have participated in career assessments [%]					91%
Average training hours per employee [hours; h]	7	8	-	-	7
Average training hours per employee [hours; h]	12	8	-	-	9
Average training hours per worker [hours; h]	3	9	-	-	5

Measures in the areas of working conditions, training and, skills development

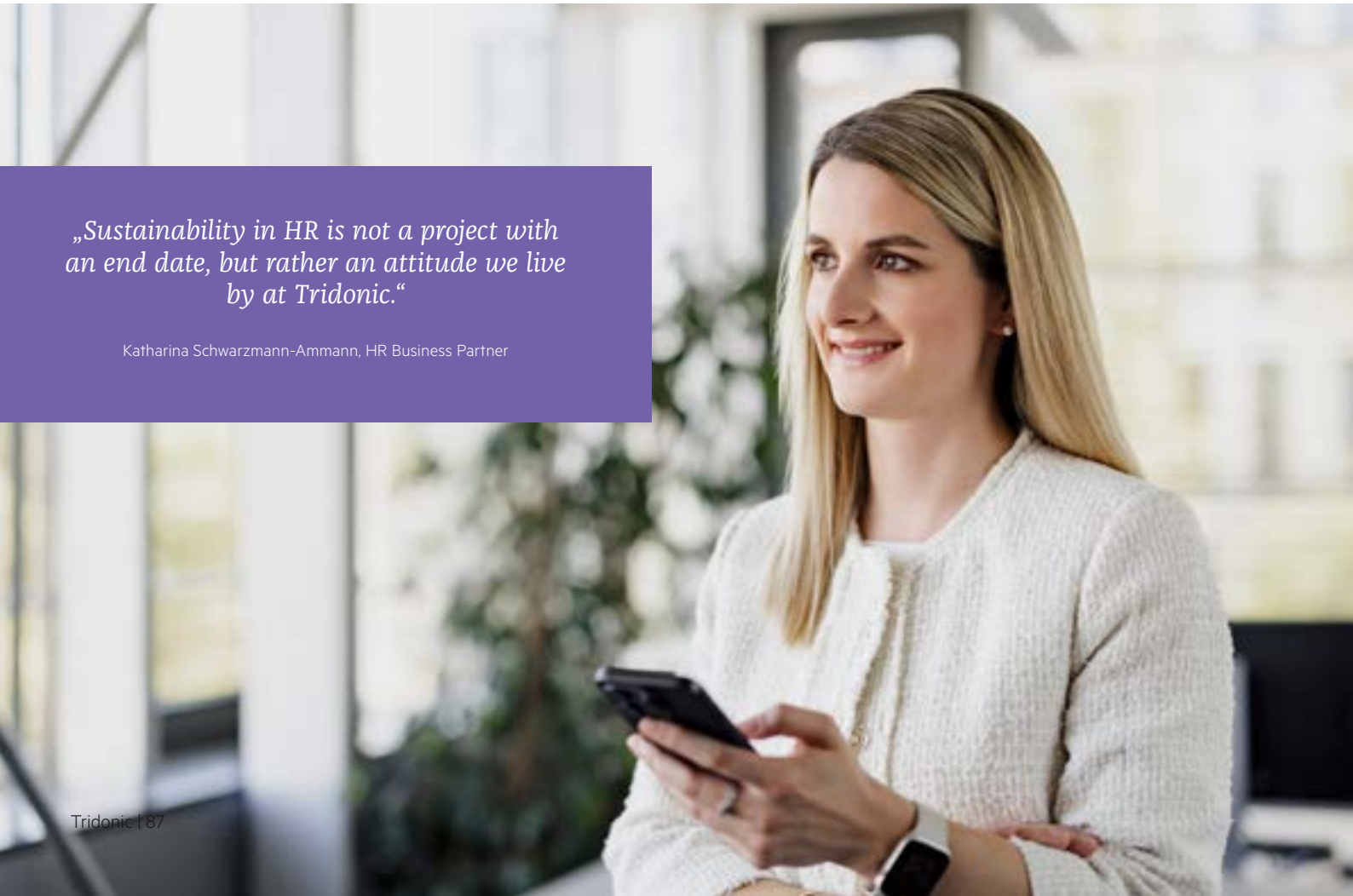
Measures to reconcile work and private life

As a responsible employer, the company is committed to ensuring a healthy work-life balance for its employees at different stages of their lives. The constantly changing needs of the younger generations in the labour market are also taken into account. In addition, various measures are available to help working parents balance work and family life.

Employees have the opportunity to take advantage of models such as part-time arrangements, educational leave, sabbaticals, paternity leave, or remote work. Mothers and fathers who return to work after maternity protection and parental leave are actively supported by the company in their reintegration. These working models are continuously available to employees – flexibly tailored to their individual needs. This applies both retrospectively to the 2024/25 financial year and with a view to the future.

Effectiveness of the follow-up process

The effectiveness of these measures is reflected, among other things, in the high participation rate in the Global Employee Survey 2025 and the improvements in all surveyed dimensions. This positive development demonstrates the impact of our structured follow-up process and the growing trust of our employees in being heard and included. The company remains committed to this continuous improvement cycle and ensures that feedback from its own workforce continues to shape and improve the working environment. The effectiveness of training and skills development can be interpreted through the number of average training hours. This key figure is described in the section „Average hours for training per year and employee“.



„Sustainability in HR is not a project with an end date, but rather an attitude we live by at Tridonic.“

Katharina Schwarzmann-Ammann, HR Business Partner

Goals related to your own workforce

The company sets the following goals for its own workforce in connection with the identified sustainability aspects.

Increase employee satisfaction: This goal is measured by increasing the overall engagement score of the employee survey by at least +3 points (and thus to 75/100 points) by 2026/27. In the 2024/25 financial year, the score is 72/100 points (Group target).

LTI rate (Lost Time Injury, rate of reportable occupational accidents): With a focus on minimising occupational accidents, Tridonic has set a target of an LTI rate of 3.5 for the 2025/26 financial year. In the reporting year 2024/25, Tridonic has an LTI rate of 2.9. This means that Tridonic is committed to maintaining its already very low accident rate.

Manager training: The aim is that in the 2024/25 financial year a total of 120 managers completed the Zumtobel Group's Leadership Excellence Programme. Since the start of this initiative in the 2022/23 financial year, around 100 Tridonic managers have completed this training programme.

Female managers: The aim is to increase the proportion of women in management positions by 3 % by the 2026/27 financial year. (Corporate objective) Management positions include all management levels (e.g. Top management, but also team leaders, and supervisors). In the 2024/25 reporting year, Tridonic will have a female management share of 27 %.

Remuneration policies

Adequate remuneration

Tridonic ensures that wages and salaries in all countries are at least equal to or higher than the statutory minimum wage. To further strengthen fairness and appropriateness, the company has introduced local salary policies based on external benchmarks that reflect market-based salaries at all locations. In addition, some countries have collective agreements that support fair remuneration practices. In all other countries (outside the EEA), the company conducts assessments with the help of the WageIndicator Foundation to verify that wages are fair and provide a living wage. Tridonic pays 100 % of its workforce appropriately.

Shares	Tridonic	
	FY23/24	FY24/25
Percentage of the workforce receiving a fair wage [%]	100	100
Proportion of workforce paid below the applicable benchmark for fair wages plus country information [%]	0	0

Inclusion of sustainability-related performance in incentive systems

By taking sustainability-related performance (in the form of ESG targets) into account, the company ensures that the topics receive the necessary relevance. The variable remuneration policy takes into account financial and non-financial performance criteria. Four ESG targets with a total weighting of 20 % are included in the overall target achievement of the „Short-Term Incentive“ (STI for short). This variable remuneration is received by all employees who are contractually granted an STI and thus by all those who are significantly involved in the company's development. The regulations on variable remuneration also apply to the entire Executive Board. The Supervisory Board is exempt from this variable incentive system. Target achievement is measured in a corridor between 0-200 %. For the ESG objectives, criteria from the categories of environment, social, and governance are defined and operationalised with concrete targets. The specific target value, as well as the minimum and maximum values, are approved annually by the Supervisory Board before the start of the respective financial year as part of the annual budget approval.

The ESG targets for the 2024/25 financial year include the following topics:

- Reduction of total CO_2e emissions
- Supply chain due diligence (digital onboarding rate of suppliers in DigiSus)
- Global Employee Survey
- Implementation of reporting standards

Thus, 25 % of the Group’s ESG targets are linked to climate considerations. For further details on the Group’s incentive system, please refer to the „Consolidated Financial Statements“.

Compensation parameters

The unadjusted gender pay gap is the difference between the average earnings of female and male workers, expressed as a percentage of the average earnings of male workers. The calculation includes all of the company's own employees (with the exception of apprentices, interns, external employees, employees on parental leave, and members of the board of directors). The analysis is conducted at the employee level and is based on the contractually agreed total annual compensation. This includes the basic salary, the target remuneration as well as performance-related and non-performance-related bonuses (e.g. for transport or housing). All values are converted to full-time equivalents (1 FTE) and converted into euros using the exchange rate as of 30th April 2025, to ensure consistent comparability within the Group.

For the 2024/25 financial year, the unadjusted gender pay gap at Tridonic is 48 %. This result reflects a number of structural factors, including the composition of the overall workforce and the distribution of roles across regions and functions. In particular, differences in job profiles and regional remuneration levels contribute to variations in average income. The adjusted gender pay gap, taking into account Tridonic's organisational structure, calculates the gender pay gap per level according to the company's own grading. The wage gap at all levels is included in the calculation, weighted according to the number of employees per level. This adjusted calculation method reduces Tridonic's gender pay gap to 2.5 %.

The company recognises the importance of equal pay between the sexes and is actively committed to closing this gap. Continuous efforts are underway to promote more balanced representation across functions, levels, and regions and to ensure transparent, fair and inclusive compensation practices throughout the Group.

The relationship between the total annual compensation of the highest-paid person and the median total annual compensation of all Tridonic employees was calculated using the same methodology. For the reporting period 2024/25, this ratio is 20.07 %.

Responsible procurement
Company policies and legal requirements

The global procurement department is responsible for worldwide procurement. A clear focus is on compliance with company policies and legal requirements to ensure that all business activities meet the required ethical standards and statutory regulations. Guidelines, measures, and processes are fully applicable to Tridonic and are implemented accordingly. This management approach applies across the Group.

Tridonic relies on long-term involvement and communication with its stakeholders in the supply chain and in the rest of the organisation's sphere of influence. The company works with 179 suppliers from around 23 countries worldwide in the areas of raw materials (direct materials) and merchandise. This international presence supports employees in consistently working on optimising sustainable procurement and improving resource efficiency. Thus, the company makes a significant contribution to environmental and climate protection, as well as compliance with social standards and labour law-compliant conditions in the supply chain.

As part of the assessment of opportunities and risks, a significant risk was identified in the procurement area. Due to the company's global business activities, there is a possibility that suppliers may violate the core labour standards of the International Labour Organisation (ILO). This could lead to human rights violations such as child or forced labour along the supply chain.

For this reason, sustainable procurement plays an essential role for Tridonic as a manufacturing company. The following social, labour law, and ecological issues are fully taken into account across the supply chain.

Workers in the value chain

As an internationally active company, there may be varying occupational health and safety regulations in the upstream value chain. In countries with inadequate regulation in this regard, workers are at greater risk of possible forced labour or child labour. These obviously negative conditions can affect not only those affected but also their families. This sustainability aspect is an essential component of the sustainability strategy and is taken into account through the „Partner of Choice" objective. All workers in the value chain who could be significantly affected are included in the scope of disclosure.

Within the value chain, Tridonic works with various types of workers. In the upstream value chain, these are workers who are responsible for the extraction and processing of raw materials and their subsequent transport. In addition to its own workforce, Tridonic also collaborates with workers downstream in the value chain. This includes employees responsible for transporting the products and any intermediaries before the products are delivered to the customer or end customer.

Tridonic operates partly with suppliers in countries that have an increased risk of child or forced labour. Areas with an increased risk that are relevant for the company are China and Serbia. Through abstract risk assessments of suppliers, Tridonic is able, among other things, to develop an initial assessment of which industries and countries employees are exposed to a greater risk of human rights violations. The specific results and detailed information of this risk assessment are not currently available to Tridonic. However, the final result serves as a first rough estimate for prioritisation. Some countries are more at risk due to, for example, inadequate occupational health and safety regulations, and a lack of labour representation.

Concepts related to labour in the value chain

For cooperation and commitment to respect human rights (incl. in order to ensure compliance with labour rights and to protect workers in the value chain, all suppliers, manufacturers, and distributors (but also customers) are obliged to adhere to the global and group-wide „Code of Conduct for Business Partners".

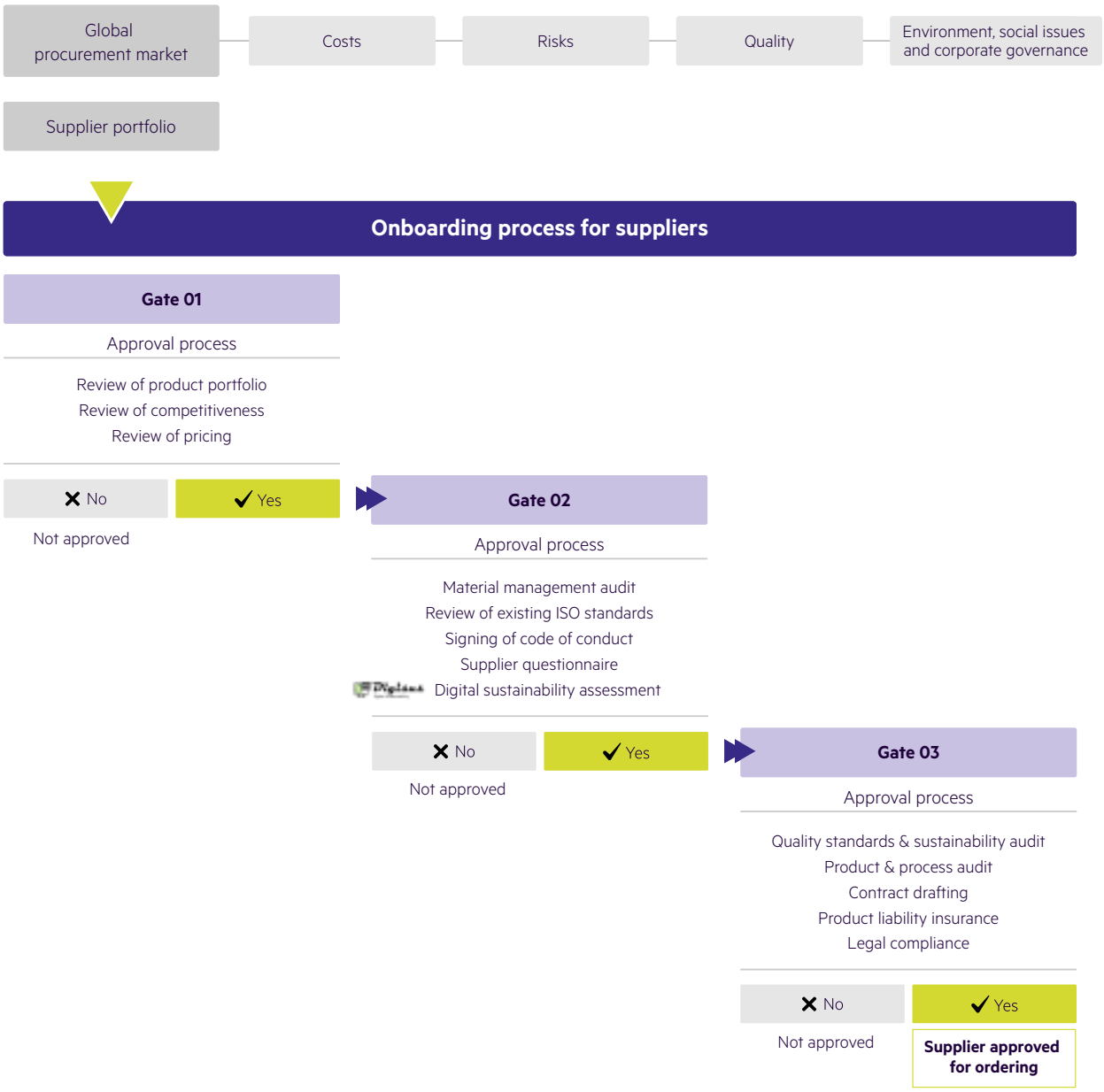
Furthermore, the Declaration of Principles on Human Rights underscores the company's commitment to respecting and promoting human rights in all business activities. The goal of these two concepts is to ensure compliance with all due diligence obligations.

A systematic supplier evaluation and approval process (supplier onboarding) forms the basis for business relationships. Before any business relationship begins, each potential supplier signs the Code of Conduct for Business Partners. After signing, a screening of the economic factors follows through a supplier self-assessment and a detailed assessment of the sustainability performance of the potential new suppliers by EcoVadis (supplier rating, preferred for suppliers with strategic relevance) or IntegrityNext (supplier self-assessment, preferred for suppliers with less strategic relevance).

Furthermore, the process requires agreement on commercial and quality-related contracts at a later stage, and concludes with the auditing of various key topics in different areas such as quality, and sustainability.

The Code of Conduct for Business Partners addresses due diligence issues. The requirements and minimum standards it sets out regarding human rights risks refer to national laws, as well as the principles and frameworks for due diligence compliance throughout the entire value chain. Details can be found in the „Code of Conduct for Internal and Business Partners" section.

Tridonic has not been informed, either through the whistleblower system or through any other channels, of any violations of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises. that affect workers in the value chain.


Global procurement market
Costs
Risks
Quality
Environment, social issues and corporate governance
Supplier portfolio
Onboarding process for suppliers
Gate 01
Approval process
Review of product portfolio
Review of competitiveness
Review of pricing
No
Yes
Not approved
Gate 02
Approval process
Material management audit
Review of existing ISO standards
Signing of code of conduct
Supplier questionnaire
Digital sustainability assessment
No
Yes
Not approved
Gate 03
Approval process
Quality standards & sustainability audit
Product & process audit
Contract drafting
Product liability insurance
Legal compliance
No
Yes
Not approved
Supplier approved for ordering

Procedures for the inclusion of workers in the value chain

Cooperation with suppliers and customers is based on confirmation of compliance with all requirements defined in the Code of Conduct for Business Partners, which aim to take human rights into account, as well as clearly defined social and environmental standards.

Consent is essential for establishing a supplier relationship and forms the foundation for a long-term and sustainable partnership.

The Global Procurement department is responsible for ensuring that employees are included in the value chain. There is currently no general procedure to communicate with the workforce beyond these measures to come into direct contact with others in the value chain.

Critical concerns

In cases where Tridonic causes significant negative impacts on individuals or groups of people upstream in the value chain due to human rights violations or other offences, the company will ensure fair treatment of those affected and a neutral, confidential, responsible and, impartial investigation of the facts. This serves both to clarify the situation and to provide appropriate redress. Information regarding the whistleblower system and protection against retaliation can be found in the „Reporting Concerns“ chapter.

Taking action

As an international corporation, the company has a complex supply chain, particularly with regard to the procurement policies of various raw material suppliers. Nevertheless, efforts are being made to structure the supply chain as regionally as possible and to increasingly promote the „local 4 local“ procurement concept at its production sites.

The company has taken various measures to prevent potential negative impacts on workers in the upstream value chain. This includes risk assessments of the industries in which value chain workers work, performance monitoring of suppliers, and compliance with sustainable procurement policies.

DigiSus (Digital Sustainability) – The digital solution for supplier management

In the 2024/25 financial year, the company focused on digitalisation and the transformation of supplier management. During the reporting year, the company was able to increase the DigiSus onboarding percentage of suppliers for direct material and merchandise to 100 %. In the indirect material procurement sector, over 80 % of suppliers are now registered on one of the two sustainability platforms. New digital tools enable the company to more efficiently monitor suppliers and view their performance and compliance online. The system evaluates submissions from two different tools:

- The EcoVadis platform evaluates supply partners using a customer-specific questionnaire and requires substantive evidence through documents and certificates. It assesses sustainability performance in the areas of environment, labour, human rights, ethics, and sustainable procurement and awards certificates based on supplier information and supporting documents. Company news also contributes to the assessment.

- The IntegrityNext platform is based on supplier self-disclosures and helps meet the requirements of the Supply Chain Act and the EU due diligence Directive. The platform makes it possible to request additional information on sustainability performance. Initially, the supplier undergoes an abstract risk analysis, which is largely combined with a self-assessment to create the ESG rating. The prioritisation regarding the development of suppliers is included in the focus topics of due diligence and human rights in the 2025/26 financial year.

The effectiveness of this digital supplier monitoring is demonstrated by the daily real-time results of all suppliers. An improvement in performance will only be reflected in better scoring in the future. Thanks to the secure licensing of DigiSus, global procurement will be able to continue on its chosen path in the future.

„For me, sustainability means making the right decisions today that will ensure continuous progress toward a better future.“

Markus Heschl, Global Commodity Manager & Process Expert

Sustainability assessment & supplier audits

More than 90 suppliers (equivalent to almost 50 %) are now certified by EcoVadis. In terms of purchasing volume, this already represents more than 82 % of total expenditures for direct materials and merchandise. Compliance with various standards in the areas of environmental protection, labour and human rights, ethics, and sustainable procurement is thus evaluated by EcoVadis.

Sustainability audits were carried out on specifically selected suppliers. In addition to the 137 quality audits, 46 sustainability audits were also carried out during the reporting year. In addition to the quality system/process focus, special attention was paid to the areas of ethics, health and safety, labour and employee protection, and environmental management.

The sustainability audits explicitly address topics such as „freely chosen employment“ according to ILO Convention 105, „avoidance of child labour“ according to ILO Convention 182, „freedom of association“ according to ILO Conventions 87 and 98 or „equal remuneration“ according to ILO Conventions 100 and 102. „Avoidance of discrimination“ according to ILO Convention 111.

A positive sustainability audit is a prerequisite for cooperation with Tridonic. If the targets are not met, immediate action will be taken by mutual agreement with the delivery partners.

In addition to the risks already mentioned (corruption, human rights violations, forced labor, and child labor), this approach involves identifying and auditing further environmental and social risks in the supply chain and refusing to enter into any business relationship in the event of non-compliance.

Supplier audits (sustainability audits)	Unit	2023/24	2024/25
Suppliers (99.9 % annual volume)	Number	175	179
New suppliers	Number	5	5
Total audits	Number	34	31
	%	19.5	17.3
Sustainability audits	Number	31	21
	%	91.2	67.7
Total audits of new potential suppliers	Number	8	8
Sustainability audits of new potential suppliers	Number	7	5
	%	87.5	62.5
Suppliers with negative impact	Number	0	0
Suppliers with negative impact and termination of supplier relationship	Number	0	0
New suppliers with negative impact	Number	0	0
New suppliers with negative impact and termination of supplier relationship	Number	0	0

Conflict minerals

Since the start of 2021, companies with their headquarters in the EU are legally required to carry out a process of due diligence when procuring conflict minerals. The European Commission calls on all companies covered by the regulation to exercise due diligence in their supply chains for the minerals tin, tantalum, tungsten, and gold. As part of the conflict minerals programme, Tridonic has also implemented measures in its supply chain to ensure that its products do not financially support business in the Democratic Republic of the Congo (DRC), whether directly or indirectly. Tridonic uses the Responsible Minerals Initiative (RMI) reporting template to document due diligence and to disclose supply chain due diligence by smelters and refineries, as required by the Responsible Minerals Assurance Process (RMAP).

The OECD guideline „Due Diligence Guidance for Responsible Supply Chains from Conflict-Affected and High-Risk Areas“ is the most important reference document that provides guidance for the current RMAP standards. The guideline requires all upstream companies to publish annual reports.

Smelters and refineries are considered upstream enterprises under the OECD Guidelines and must meet the OECD Level 5 reporting requirements for upstream enterprises to be compliant with the RMAP standards.

The reports are prepared and updated by an external company, ValueStream Europe GmbH, which contributes its expertise in the field of material compliance. The current version of the Conflict Minerals Reporting Template (CMRT) is available for download on the Tridonic website under the „Services“ menu item.

Goals

The company has not defined a measurable target in this area for the coming year, but will focus on further developing the due diligence process with a particular focus on human rights.

Resource inflows

The materiality analysis found that the use and exploitation of primary resources actually has a negative ecological impact and is therefore to be considered a material issue.

Resource inflows relevant to resource use include electronic components, mechanical components made of plastic and metal, wires and cables, packaging materials, finished products, merchandise, and goods for logistics (pallets). The total weight of products and materials is shown in the resource inflow metrics table below.

Resource inflows	Unit	2024/25
Total weight of technical and biological materials used	in tonnes	6,656
Of which technical materials	in tonnes	5,848
Of which biological materials	in tonnes	808
Percentage of technical materials used	%	88
Percentage of biological materials used	%	12
Total weight of reuse or recycled secondary components, products and materials (including packaging)	in tonnes	319
Percentage of reuse or recycled secondary components, products and materials (including packaging)	%	5

Concepts related to resource use

Tridonic's approaches and measures for the efficient use of resources can be found in the chapters „Resource Use & Circular Economy“, „Sustainable Packaging“, and „Internal Waste“.

Parameters for the recyclable content in products & packaging in %	2024/25
Recyclable content in products	29%
Recyclable content in packaging	76%

05. Environmental & climate protection

There is only one way – away with CO_2e

Together with the Zumtobel Group, Tridonic is pursuing the goal of Net-Zero. By joining the Science Based Targets initiative (SBTi), the Group is committed to following this reduction path in a way that is based on science.

Since the base year 2020/2021, Tridonic has already made a significant contribution to decarbonisation by reducing its CO_2e emission (Scope 1 and 2 at production sites) by more than 70 %.

Environmental and climate protection
The path to climate neutrality

Reducing emissions in all areas – this is the objective that is now being promoted under the name Net-Zero, and is replacing the term „climate neutrality in Scopes 1 & 2".

For this reason, the Group joined the Science-Based Targets initiative (SBTi) in April 2023, thus committing to the science-based Net-Zero path.

The submitted Net-Zero targets were successfully validated in the last fiscal year. This plan is accompanied by a long-term, successive reduction of all direct and indirect emissions (Scopes 1, 2 and 3) by 2050. On the way there, the company is aiming for short-term milestones up to 2030, which will be crucial for achieving its long-term objectives.

In order to do this, the company relies on the latest scientific findings to take effective measures and to determine their success. The focus is on preventing the generation of emissions.

In order to achieve the set goals, a comprehensive transition plan was drawn up last fiscal year within the framework of the European Sustainability Reporting Standards (ESRS), which sets out in detail the necessary steps and measures to achieve the Net-Zero targets. This plan will be reviewed and adjusted regularly to ensure that the set goals are achieved.

The measuring system was adapted to the Greenhouse Gas Protocol (GHGP) in the 2021/22 business year and important indicators were added. Further highlights achieved in the last financial year include improvements in data collection processes and further detailing of calculation methods, which led to higher data quality in carbon accounting. The Greenhouse Gas Protocol categories applicable to Tridonic are fully mapped.

The Group-wide base year for measuring emissions is the 2020/2021 financial year for Scope 1 and 2, and the 2022/23 financial year for Scope 3 categories.

Key impacts, risks and opportunities

As part of the materiality analysis, various impacts along the value chain were identified that are of central importance for the company's climate protection and energy management. A positive effect results from the maximum energy efficiency achieved through the use of the products by customers on site. The market trend towards energy-efficient solutions confirms this development and at the same time represents a key requirement for the product portfolio. (See chapter: Sustainable products and applications)

However, there are significant challenges: the use of non-renewable energy along the supply chain, as well as energy consumption during production and the use phase of the products lead to negative environmental impacts. These are reflected in particular in greenhouse gas emissions, which are divided into Scope 1 and 2 (direct emissions from production), and Scope 3 (upstream materials and downstream use) according to international standards.

By strategically embedding the three pillars of „Environmental and Climate Protection", „Sustainable Products" and „Partner of Choice" in its sustainability strategy, Tridonic underscores the relevance of these key sustainability aspects. The identified climate-related physical risks and the climate-related transition risks are described in the following chapters (see „Climate-Related Risks and Opportunities").

Furthermore, it was found that global policy measures for decarbonisation have the potential to lead to rising energy costs, which is assessed as a transition risk in the sense of climate risk analysis. These findings are incorporated into our strategic planning to address both ecological and economic risks at an early stage.

Climate-related risks and opportunities
Physical and transition risks

Tridonic, together with the Zumtobel Group, systematically analyses climate-related risks. Two categories of risks are distinguished: physical risks arising from assumed climate change and transition risks resulting from a transition to a low-carbon economy.

Resilience analysis

The group-wide resilience analysis is an integral part of the strategic management process and thus of the integrated management system. The results of this analysis may lead to adjustments to the strategic direction, the business model, and the physical risks arising from assumed climate change, as well as transition risks resulting from a transition to a low-carbon economy.

In the context of materiality analysis, the company defines and analyses the key internal and external issues relating to political, economic, socio-cultural, technological, ecological, and legal factors as well as the requirements of its stakeholders. This also involves identifying relevant financial opportunities, and risks, reviewing the business model and strategic direction and defining and planning appropriate measures and activities.

Climate-related impacts are explicitly identified in a climate risk and vulnerability assessment and reviewed annually. All current potential environmental conditions that could affect the company are assessed at each location. In addition, measures already implemented will be reviewed and, if necessary, new measures will be defined.

The climate risk and vulnerability assessment uses two climate scenarios (4.5 and 8.5) to determine the potential physical risks. The short-term current climate impact is considered based on one financial year, while the medium-term time horizon is defined as five years. The long-term time horizon was defined as 20 years or more.

Climate-related physical risk

At the time of preparing this report, no significant climate-related physical risks arise from the assessment of the production sites.

Increased rainfall intensity, flooding, and hail currently represent potential physical risks that are covered by an insurance policy. Appropriate measures are taken to address these risks. This approach takes into account potential consequences such as damage to assets, interruption of availability in procurement and production stoppages. At all ISO 14001-certified sites, procedures for addressing both climate risks and other risks are summarised in a hazard prevention plan. The analysis of long-term climate scenarios shows an increase in the number of hot days, drought, and an increase in the number and intensity of extreme weather events. This does not result in any significant major risks and no need for short-term action. The assessment of physical risks at all locations shows that the company is not significantly affected by climate change.

When considering the value chain, there is a potential risk of disruptions in the upstream value chain due to extreme weather events.

Climate-related transition risks & assessment of the strategy and business model

Political and legal developments are resulting in increasing reporting and disclosure requirements and, consequently, strict legislation, for example, on emissions reduction. These developments are proactively considered and evaluated in the context of materiality analysis of the management system and appropriate measures are initiated at an early stage. Targets have been formulated to reduce emissions and major reduction measures on the path to Net-Zero have already been initiated and implemented. Tridonic and the entire Group are exposed to the risk of volatile energy prices; however, this risk does not affect the strategy or business model. Due to political and legal changes, another future transition risk could be the CO_2e-pricing of materials.

Further potential risks arise from market developments and from all those customers who demand environmentally friendly products and services and who consider and evaluate the company's sustainability performance when making procurement decisions. In addition to expanding its range of energy-efficient products and sustainable services, the company pursues a strategy to continuously develop and improve its sustainability performance along the entire value chain.

There may be potential risks to the company's reputation if products and, services are perceived as not sustainable or not sustainable enough. In the case of non-credible and fact-based communication, a loss of trust can occur. The company therefore attaches great importance to communication on sustainability and environmental issues that is based exclusively on facts.

In the area of sustainability data, two trends can be observed: on the one hand, the efforts of legislators and associations to standardise and, on the other hand, transparency requirements imposed by national or regional initiatives that are difficult to fulfil. Examples of standardisation efforts include the Ecodesign for Sustainable Products Regulation (ESPR) at the product level, or the Energy Performance of Buildings Directive (EPBD) at the building level.

In order to meet these customer requirements, the environmental impacts of products are systematically documented through independently verified environmental product declarations. Progress in sustainability performance is made visible, for example, through the external EcoVadis rating. The risks involved in the transition to a decarbonised economy are also accompanied by major opportunities.

The identified key internal and external issues did not reveal any significant risks from transition events that would have a significant impact on the assets and business activities of the company. The risks of transition events have been assessed. Appropriate measures are defined and planned, and are continuously implemented according to defined priorities.

„Climate protection begins within the company – and has an impact far beyond our locations.“

Stefanie Neier, Sustainability Expert

Transition plan for climate protection
Climate Transition Plan

The content of this chapter, as well as the measures to reduce CO_2e Emissions are collected and managed centrally at the Group level. The subsidiary Tridonic currently has no independent Climate Transition Plan or separate commitment within the Science Based Targets initiative (SBTi). The Group-wide consolidation of the climate strategy serves to ensure consistent target pursuit and avoid redundant structures within the Group. The SBTi targets are deliberately not broken down at the subsidiary level to avoid conflicting objectives and ensure the effectiveness of central management.

The Group supports the goals of the 2015 Paris Climate Agreement and, for this reason, committed to the Science-Based Targets (SBTi) in 2023. The SBTi emission reduction targets were validated in autumn 2024. This includes a Net-Zero target in all three scopes, which is being pursued by 2050. Further details can be found in the chapter „Targets related to climate protection“.
The following description lists the key decarbonisation levers that will be implemented in the coming years to achieve emission reductions.

Scope 1 and 2 – Direct and indirect emissions from own activities

Decarbonisation lever 1: Gradual conversion of the company fleet to electric vehicles

By replacing conventionally powered vehicles with electric or other low-emission drives, direct emissions (Scope 1) from the vehicle fleet are reduced. The company's goal is to double the number of electric vehicles by the 2024/25 financial year. The company does not expect any significant additional costs as a result of this change.

Target by 2030: Doubling of electric vehicles by 2030 based on Group vehiclesfleet

Decarbonisation lever 2: Further expansion of renewable energies in non-European plants

The switch to electrical energy from renewable sources at international production sites is a key lever for reducing Scope 2 emissions. Fossil fuels should be replaced by wind, solar, or hydropower.

Target by 2030: Conversion of the Shenzhen production plant to 100 % electricity from renewable sources by 2030. This measure began in 2024 and will be achieved by increasing the share annually. The expected greenhouse gas emission reduction relative to the base year (2020/21) for Scope 1 and 2 amounts to approximately 3,900 t CO_2e.

Scope 3 – Indirect emissions from the value chain

Decarbonisation lever 3: Sustainable procurement strategy

The company is increasingly focusing on sourcing sustainable raw materials and materials with a higher recycled content. By selecting sustainable suppliers, upstream emissions are reduced. However, the effectiveness of this measure depends on technological advances and their commercial availability. At this point in time, it is not yet possible to reliably estimate potential future additional costs as a result of the main suppliers switching to raw materials with a higher recycled content. Due to the long-term time horizon and the currently unclear implementation pipeline, a cost estimate is deliberately omitted at this point.

Target by 2030: The expected greenhouse gas emission reduction at Group level with this measure amounts to around 42 % of product-related purchased materials compared to the base year for Scope 3 (2022/23).

Decarbonisation lever 4: Increasing the efficiency of the product portfolio

More energy-efficient products reduce emissions during the customer's usage phase. This is a key lever, as the majority of GHG emissions occur during the use of the products sold. For this reason, the company is focusing on further increasing energy efficiency. However, the potential of this lever is limited by physical constraints. The opportunity to influence this lies in continuously increasing the sales volume of more energy-efficient products.

Goal by 2030: Continuous improvement in the efficiency of the entire Group's product portfolio.

Decarbonisation lever 5: Increasing the dimmable share in the product portfolio

Dimmable lighting components enable the end customer to control energy consumption according to their needs, thus reducing consumption and the associated emissions. The goal is therefore to continuously increase the proportion of these products sold.

Goal by 2030: Increase the dimmable share of the entire Group's product portfolio.

Decarbonisation lever 6: Decarbonisation of the energy mix (passive measure)

Decarbonisation of the electricity grids („greening the grid") is an external but essential factor. The company benefits from the growing availability of renewable energy in the grid, which further reduces indirect emissions from the use of its products by customers. This measure is outside the control of the organisation, but is a crucial factor in achieving the goal. Based on current forecasts (Eurostat), the Group can achieve its climate targets – provided that the European Union implements the planned decarbonisation of the electricity grid to the extent envisaged.

Passive measure: Decarbonisation of the energy mix. Through this measure, the company expects a greenhouse gas emission reduction of around 44 % compared to the base year for Scope 3 (2022/23).

The company's locked-in emissions arise primarily from the sale of its products. The gradual product design adjustments will be reflected in the GHG balance in the long term through emission reductions in Scope Category 3.1 (purchased goods and services).

At the time of reporting, operational expenditure and capital expenditure are considered insignificant from a financial perspective and therefore no link can be established to the corresponding performance indicators of the EU Taxonomy.

No significant investments were made in coal, oil, or gas-related activities during the 2024/25 reporting period.

The transition plan and the resulting measures were defined in the fourth quarter of the 2024/25 financial year in close consultation with the departments. The Management Board of the Zumtobel Group confirms this transition plan. Continuous progress can be deduced from the next financial year 2025/26. The Group analyses the entire value chain with regard to key decarbonisation measures.

Financial resources for the transition plan

The transition plan serves as a long-term action plan for the company. For Scopes 1, 2 and 3, GHG reduction targets were formulated as milestones for the period up to 2030. The funds allocated to the transition plan cover operating expenses (OpEx) and capital expenditures (CapEx) for the current reporting period, as well as for the short, medium, and long term until the planned achievement of the reduction targets in 2030.

From a financial perspective, the operating expenditures and necessary capital expenditures for the implementation of the transition plan are considered insignificant at the time of reporting. However, some expenses depend on future price developments that cannot currently be foreseen.

Climate targets in line with the 1.5 °C pathway

The Group and Tridonic acknowledge their responsibility as globally operating manufacturing companies to reduce their impact on climate change. For this reason, the company is committed to achieving the group-wide Net-Zero emissions reduction target across its entire value chain by 2050.

Science-based targets call for an annual emissions reduction of 4.2 %. This reduction is directly linked to the goal of achieving the 1.5 °C target of the Paris Agreement. With regard to the SBTi targets, the Group has set two base years: for Scope 1 and 2, the base year is 2020/21 and for Scope 3, the base year is 2022/23. This selection of different base years is based on the availability of the required data.

The Group's emission reduction targets validated by the Science Based Targets initiative (SBTi):

- Reduce absolute Scope 1 and 2 emissions by 66 % by 2030 compared to the 2020 base year.
- Reduce absolute Scope 3 emissions by 42 % by 2030 compared to the base year 2022.
- Net-Zero: Reduce absolute Scopes 1 and 2 by 90 % by 2050 compared to the base year 2020. Within the framework of the SBTi emissions reduction, it is expected that around 90 % of the targeted reductions will be in Scope 2.
- Net-Zero | Reduce absolute Scope 3 emissions by 90 % by 2050 compared to the base year 2022. The above targets refer to the parent company, the Zumtobel Group, and are not specifically broken down to Tridonic. However, specific targets are defined annually for Tridonic's production sites. These targets are in line with the Group-wide climate strategy and are presented in the following chapter.

The decarbonisation levers can be found in the chapter „Transition plan for climate protection | Climate Transition Plan“.

Targets of the plants in the 2025/26 financial year

The values stated refer exclusively to the global production plants and include indirect and direct emissions according to Scope 1 and 2 as well as Scope 3.3 from the production plants.

The target for the production sites for the 2025/26 fiscal year is 2,245 tonnes of CO_2e for Scope 1 and 2 (compared to 2,438 t of CO_2e in 2024/25) and an energy savings target of 2.3 %. This target takes into account a production volume increase of 4.9 %.

With regard to increasing the share of renewable energies, Tridonic has set itself the goal of increasing this to 72 % by 2025/26. No stakeholders outside the company were involved in these defined goals.

Targets achievement of the plants in the 2024/25 financial year

The target achievements of previous years relate only to the production site (excluding the sales locations).

- Emissions: The emission reduction target for Scope 1 and 2 of 2,900 tonnes of CO_2e was exceeded, achieving a 14 % reduction in CO_2e emission compared to the previous year. This target refers to production sites and the previous year's calculation method, excluding the reallocation of emissions from the Scope 3.8 category to Scope 1 and 2 and the Scope 3.3 category in accordance with ESRS requirements E1-6, AR 46(h)ii.

- Renewable energies: The target of increasing the share of renewable energies at production sites to 71 % was also achieved. At 72 %, the share of renewable energy was improved by 2 percentage points compared to the previous year (2023/24).

- Energy consumption: The target of energy consumption of less than 14,007 MWh was achieved with 13,391 MWh (excluding the sales office).

Monitoring of targets

The development of these targets is monitored with transparent and periodic global environmental reporting, which is based on the Global Reporting Initiative standard. At the monthly Environmental Review Meeting, key performance indicators and improvement measures are monitored and the status of the defined KPIs is communicated to management. If necessary, optimisation measures will be defined. A global meeting takes place every quarter, at which all site managers and Tridonic management are represented.

The key indicators of environmental reporting are energy consumption, CO_2e emission, waste figures, and recycling rates. Both absolute values and output-related values are presented. The quantity of products produced has a significant impact on environmental and energy-related performance.

As the data for the environmental and energy indicators are based on information and invoices from suppliers and they are sometimes only able to provide the final data more than one month later, there are marginal discrepancies between the indicators in the last sustainability report and those in the final environmental and energy report.

Environmental policy & energy policy
Certified environmental and energy management

An active environmental and energy management system is part of the integrated management system. Principles and objectives relating to environmental protection and energy efficiency are anchored in environmental and energy policy. These principles serve as a guide for our employees in their daily activities, thereby also creating awareness of the sustainable use of resources. The environmental and energy policy has been approved by the Executive Board and is available on the company website under the downloads tab for all internal and external stakeholders. Operational implementation is driven by global and local management teams, but all employees contribute to achieving environmental and energy goals.

By issuing ISO 14001 and ISO 50001 certificates, accredited certification partners Quality Austria, TUEV Rheinland and British Standard confirm Tridonic's effective implementation and ongoing development of its environmental and energy management systems. The key objectives of the integrated management system are improving environmental performance, achieving environmental targets to reduce and prevent environmental pollution and complying with legal, regulatory, and voluntary commitments. The current ISO certificates can be viewed in the „Sustainability in the Management System Structure“ chapter.

Tridonic sees the continuous improvement of energy-related performance and the increase in the share of renewable energies as an essential contribution to the careful and efficient use of resources.

Furthermore, Tridonic not only demonstrates its sustainability efforts in its own business activities, but also continuously expands its commitment to due diligence regarding environmental and energy impacts along its entire value chain. By requiring its business partners throughout the entire value chain to sign the Code of Conduct, the company further integrates its business partners into environmental responsibility. The contents of the Code of Conduct can be found in the „Commitment to Responsible Business Conduct“ chapter.

At each location, Senior Management is responsible for providing appropriate resources to achieve the environmental targets. They are supported by a local Environmental Management Officer. Global process owners ensure compliance with all requirements of the ISO standards and binding obligations in their business processes.

Competence and awareness – Sustainable use of resources

For Tridonic it is important to promote awareness of the environment and how resources can be used sustainably among all employees. Employees are informed and made aware of environmental issues on a ongoing basis using various communication channels.

Supervisors and Environmental Officers regularly train and instruct employees on environmental impacts and aspects in their specific areas of responsibility. In addition, employees worldwide are informed about planned and implemented environmental projects.

Furthermore, every new employee at headquarters receives an introduction to the „Sustainable Tridonic“ sustainability strategy. In fiscal year 2023/24, training for new employees was digitised and made available globally. 77 % of all newly hired employees have completed the Sustainable Tridonic Onboarding Training. Examples of information channels include introductory folders and welcome training for new employees, information screens in break areas, and the intranet.

GHG balance – Scope 1, 2 and 3 at a glance

The emissions calculations for Scope 1, 2 and 3 are calculated using the GHGP standard with the following formular:

Scope 1 and 2 – Direct and indirect emissions from own activities

The necessary emission factors and the CO_2e emissions required for the calculation for Scope 1 and 2 are obtained from relevant sources depending on the location. The corresponding calculation methodology and the associated and used emission factor sources are listed in the table below. The goal is to always obtain a verifiable value and to document the evidence for this. Any changes that occur during the year are recorded and documented with evidence.

The „rented or leased property, plant and equipment“ previously reported under Scope 3.8 are now reported under Scope 1 and 2, provided Tridonic exercises operational control over these locations. To ensure comparability, the data is back-calculated to the base year.

The calculation method is specified in the global Environmental Report, in which the energy used in MWh is multiplied by the emission factor t/MWh.

Tridonic's market-based emissions include the following contractual instruments: EECS (European Energy Certificate System), GEC (Green Electricity Certificate), and Guarantee of Origin (GO).

Scope 3 – Indirect emissions from the value chain

Tridonic reports on a total of ten Scope 3 categories. The relevant activity data is collected for this purpose. The factors required for the emissions calculation come from recognised sources. The corresponding calculation methodology and the associated and used sources of emission factors can be found in the table below.

The most important Scope 3 categories are 3.1 „Purchased Goods and Services and 3.11 „Use of sold Products.“ These two categories account for more than 95 % of Tridonic's Scope 3 emissions.

The emissions calculation for Category 1 under Scope 3 is divided into product-related (PR) and non-product-related (NPR) goods and services.

Product-related emissions are calculated based on the weights of the purchased product groups. To ensure consistency, emission factors are used from the same system that is used to prepare environmental product declarations. Currently, the calculations are based on secondary data.

Emissions from non-product-related goods and services are calculated using the expenditure method. Each commodity group receives an emission factor based on the assigned SIC (Standard Industrial Classification). As part of this year's sustainability reporting, the calculation of Scope Category 3.11 was adjusted. A switch to country-specific energy mixes was made to more accurately reflect actual emissions. In addition, energy consumption is calculated over the entire lifetime of the components sold in the respective application. This contributes to a more realistic assessment of environmental impacts.

For Scope 3.1 NPR, the precision of the emissions calculation has been significantly increased by now calculating according to individual product groups. This enables a more accurate recording of the respective emissions. In addition, double counting is avoided by excluding data that is already included in other scopes.

Scope 3.3 „Fuel and energy-related activities" is newly included in the calculation. The integration of this additional area captures additional indirect emissions that were previously not considered. At the same time, the inclusion of Scope 3.3 reduces the emissions in Scopes 1 and 2.

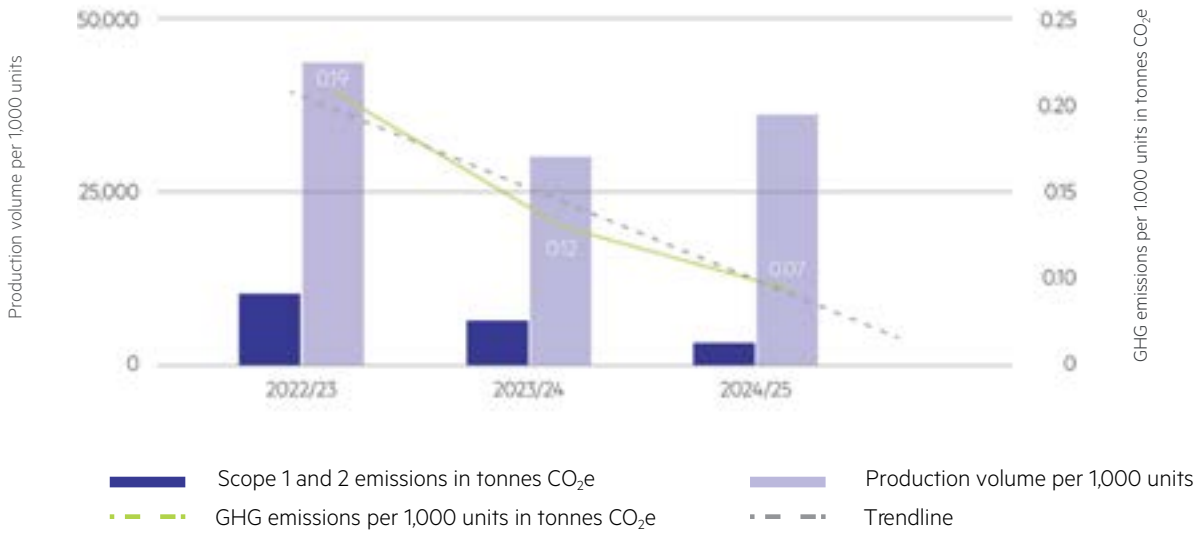
The „rented or leased property and equipment" previously recorded under Scope 3.8 are now reported under Scope 1 and 2, provided Tridonic exercises operational control over these locations. Emissions from rented warehouses will in future be reported in Scope 3.4. Consequently, category 3.8 is completely eliminated from this reporting period.

To ensure comparability of the data, a back calculation to the base year is carried out.

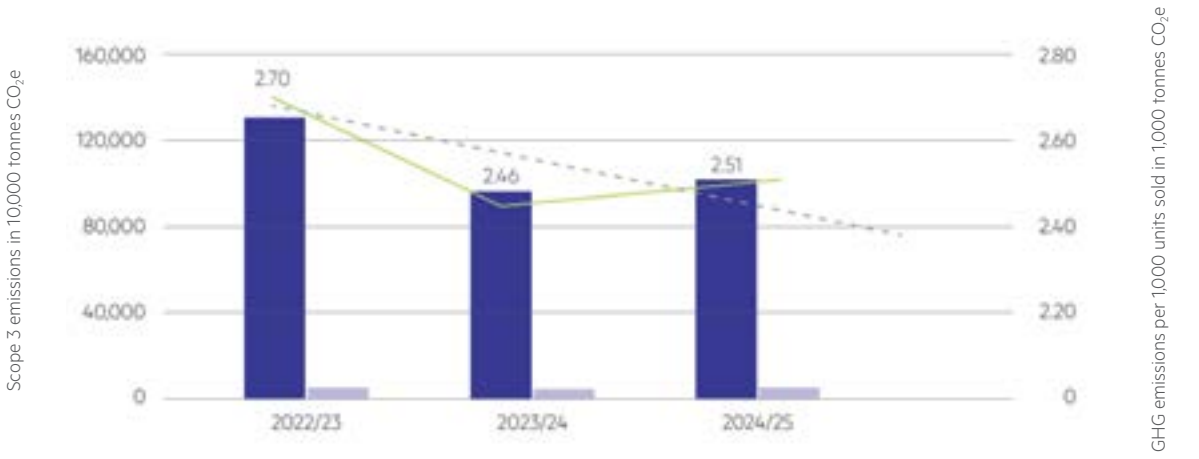
Furthermore, category Scope 3.10 (further processing of sold products) is negligible for Tridonic products. Due to Tridonic's business activities, categories 3.2 (Capital goods), 3.13 (Rented or leased property), and equipment), and 3.14 (Franchise operation) are not applicable to Tridonic.

Greenhouse gas emissions in tCO_2e	Base year	2023/24	2024/25
Scope 1 greenhouse gas emissions			
Scope 1 GHG gross emissions	683	599	650
% of Scope 1 greenhouse gas emissions from regulated Emissions trading systems	-	N/A	0%
Scope 2 greenhouse gas emissions			
Site-specific Scope 2 GHG gross emissions	7,445	3,257	2,089
Market-related Scope 2 GHG gross emissions	7,067	6,652	6,481
Significant Scope 3 greenhouse gas emissions			
Total gross indirect Scope 3 GHG emissions	**12,156,627**	**9,791,087**	**10,293,436**
Scope 3.1 Purchased goods and services	132,101	162,033	212,718
Scope 3.2 Capital Goods	1,499	866	1,174
Scope 3.3 Activities related to fuels and energy	1,916	1,617	1,895
Scope 3.4 Upstream transport and distribution	3,853	3,008	3,891
Scope 3.5 Waste generation in companies	625	469	625
Scope 3.6 Business Travel	324	263	320
Scope 3.7 Commuting employees	1,344	1,311	1,315
Scope 3.9 Downstream transport	73	83	131
Scope 3.11 Use of sold products	12,005,442	9,612,458	10,061,968
Scope 3.12 Treatment of products at the end of their life	9,450	8,980	9,389
Total GHG emissions			
Total GHG emissions (location-specific)	16,930,394	12,821,213	13,467,452
Total GHG emissions (market-related)	16,925,443	12,805,926	13,482,778

Ratio of Scope 1 and 2 emissions (CO_2e) to production volume



Ratio of Scope 3 emissions (CO_2e) to sales volume



Scope category	Calculation methodology	Data source:
Scope 1	The calculation method is specified in the global Environmental Report: The energy used in MWh, which is entered by the respective locations, is multiplied by the emission factor t$CO2_e$/MWh, which is defined globally. With regard to the vehicle fleet, the litres of fuel used by company vehicles are essentially recorded and converted into MWh using the respective calorific value of the fuel. The energy for electric vehicles is available directly as kWh. The same multiplication is then carried out with the respective emission factor of the energy sources, which has been defined globally.	Ecoinvent. UBA
Scope 2 Market-based	The calculation method is specified in the global Environmental Report: The energy used in MWh (quantity-based), which is entered by the respective locations, is multiplied by the emission factor t$CO2_e$/MWh, which is defined globally.	Ecoinvent. UBA
Scope 2 Location-based	The calculation method is specified in the global Environmental Report: The energy used in MWh (quantity-based), which is entered by the respective locations, is multiplied by the emission factor tCO2e/MWh, which is defined globally.	Ecoinvent.
Scope 3.1	The emissions calculation for Category 1 under Scope 3 is divided into product-related (PR) and non-product-related (NPR) goods and services. Product-related emissions are calculated based on the weights of the purchased product groups. To ensure consistency, the emission factors of the same system are used that is also used to calculate environmental product declarations. Currently, the calculations are based on secondary data. Emissions from non-product-related goods and services are calculated using the expenditure method. Each commodity group receives an emission factor based on the assigned SIC (Standard Industrial Classification). For Scope 3.1 NPR, the precision of the emissions calculation has been significantly increased by now calculating according to individual product groups. This enables a more precise recording of the respective emissions and identification of hotspots. In addition, double counting is avoided by excluding data that is already included in other scopes.	Sphera, CaDI
Scope 3.3	The calculation method is specified in the global Environmental Report: The energy used in MWh, which is entered by the respective locations, is multiplied by the emission factor t/MWh, which is defined globally. Scope 3.3 “Fuel and energy-related activities” is newly included in the calculation. The integration of this additional area will capture further indirect emissions that were not previously taken into account.	Ecoinvent.
Scope 3.4	Emissions are calculated based on the actual distances travelled, the weights transported and the mode of transport used (e.g. truck, train, ship, aircraft). For this purpose, mass, distance, and specific emission factor are multiplied so that transport-related emissions are calculated differentiated by transport type.	Exiobase 3
Scope 3.5	Emissions from production waste are calculated for the three fractions of recycling, residual waste, and hazardous waste.	Ecoinvent.
Scope 3.6	The emissions calculation for Scope 3.6 is carried out via the travel booking system, which records the data by transport type (flight, car, train). Since not all business areas are integrated into the booking system, the emissions determined are then extrapolated based on the actual travel costs paid, depending on the mode of transport. Overnight stays are not taken into account	Ecoinvent.
Scope 3.7	The emissions calculation for Scope 3.7 is based on an employee survey to record the modes of transport used and the distances between home and work. The data obtained in this way are then extrapolated to the entire workforce in order to determine the total emissions from commuting.	Ecoinvent.
Scope 3.8	The “rented or leased property and equipment” previously recorded under Scope 3.8 are now reported under Scope 1 and 2, provided that the company exercises operational control over these locations. Emissions from rented warehouses will in future be reported in Scope 3.4. Consequently, category 3.8 is completely eliminated from this reporting period. To ensure comparability of the data, a back calculation to the base year is carried out.	-
Scope 3.9	For Scope 3.9, emissions are calculated via extrapolation based on the logistics costs incurred. the loading volume. For this purpose, the costs or the transported volume was taken as a basis and the emissions from Scope 3.4 were extrapolated accordingly.	-
Scope 3.10	Furthermore, category Scope 3.10 (further processing of sold products) is negligible for Tridonic products.	-
Scope 3.11	As part of this year's sustainability reporting, the calculation of Scope Category 3.11 was adjusted. A switch to country-specific energy mixes was made in order to more accurately reflect actual emissions. In addition, the energy consumption over the entire lifespan of the sold products are calculated in the respective application. This contributes to a more realistic assessment of environmental impacts.	Ecoinvent.
Scope 3.12	The emissions calculation for Scope 3.12 follows the same principle as for Scope 3.1 PR	Sphera
Scope 3.13, 3.14, 3.15	Due to Tridonic's business activities, categories 3.13 (Rented or leased property and equipment), 3.14 (Franchise operation), .15 (investments) are not applicable to the company.	-

Biogenic emissions

In the 2024/25 financial year, Tridonic's biogenic emissions amounted to 129 t CO_2e.

GHG emissions intensity

The values given refer exclusively to the global production plants and the included indirect and direct emissions according to Scope 1 and 2 as well as Scope 3.3 from the production plants.

The generated GHG emissions are exclusively linked to energy consumption and the energy sources used. The intensity of the GHG emissions can therefore be calculated, similar to energy intensity, using the total greenhouse gas emissions per 1,000 units produced. Total emissions include the GHG emissions from heating energy at the production locations as well as the vehicle fleet. The intensity of greenhouse gas emissions at Tridonic has decreased from 0.073 t to 0.056 t per 1,000 pieces, which corresponds to an improvement of 23 %.

Pollutant emissions

None of the production locations produce, import, or export ozone depleting substances. Measurements taken in recent years have shown that the company does not produce significant nitrogen oxides, sulphur oxides, or other significant air emissions; these are therefore not recorded. Compliance with all legal and regulatory requirements at the production sites remains guaranteed.

Energy-efficient use

The consumption of energy is an important environmental aspect. The focus is on the energy consumption that can be influenced by Tridonic. As production processes consume the most energy, responsible energy consumption and the use of renewable energies are promoted at all production sites. Energy-related performance is defined as the result of efficient energy use, appropriate energy use, and energy consumption.

In this context, special external energy audits are also regularly conducted at selected locations to identify savings potential and derive improvement measures. The continuous implementation of these energy efficiency measures is intended to ensure the efficient use of energy.

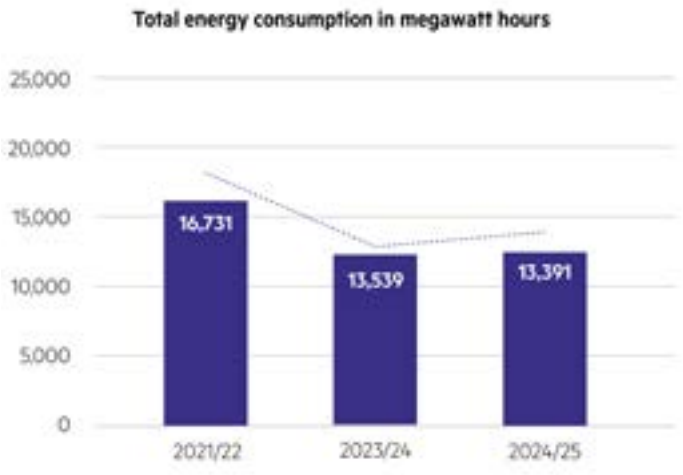
Energy consumption data are recorded monthly at all production locations. Heating and process energy are based on real consumption data that are provided by suppliers.

Energy consumption and energy mix in MWh	Base year 2020/21	2023/24	2024/25
Energy consumption and energy mix in MWh			
Fuel consumption from coal and coal products	0	0	0
Fuel consumption from crude oil and petroleum products	0	505	901
Fuel consumption from natural gas	-	1,669	1,909
Fuel consumption from other fossil sources	-	-	-
Consumption from purchased or received electricity, heat, steam and cooling and from fossil sources	4,225	2,923	3,139
Total consumption of fossil energy	**4,225**	**5,096**	**5,950**
Share of fossil sources in total energy consumption [%]	100%	35%	39%
Consumption from nuclear power sources	**377**	**312**	**330**
Share of consumption from nuclear sources in total energy consumption [%]	8.92%	2.16%	2.16
Fuel consumption for renewable sources, including biomass (including industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources etc.)	0	0	0
Consumption from purchased or received electricity, heat, steam and cooling and renewable Sources	-	9,243	9,261
Consumption of self-generated renewable energy that is not fuel	0	84	76
Total consumption of renewable energy	**0**	**9,327**	**9,337**
Share of renewable sources in total energy consumption [%]	-	65%	61%
Total energy consumption	**4,225**	**14,423**	**15,287**

The total energy consumption of the four production plants (excluding sales locations and fleet) was 13,391 MWh in the past financial year, thus increasing compared to the previous year (12,928 MWh) by 4 %. This increase is mainly due to an increase in production volume of 12 %.

Soldering and hardening processes, as well as compressed air generation require the most energy. Significant energy consumers provide the focus for the implementation of improvement measures.

In the 2024/25 financial year, 71 % of the total energy consumption in the production plants was covered by renewable energy, thus increasing the share of renewable energy by 5 % compared to the previous year.



Energy consumption outside of the organisation

The key environmental aspects are identified along the value chain and the entire product life cycle. The associated data are collected and, where necessary, converted into energy consumption. The required conversion factors are used from the EcoInvent database. These determined values indicate the impact of the processes on energy consumption (see Scope 3.11).

Fundamentally, the focus is on reducing energy consumption. Improving the energy efficiency of LED modules and LED drivers has the greatest impact on total energy consumption. The improvement in the overall energy consumption of the product portfolio is described in the chapter „Reducing Energy Demand for Products and Services“.

Reduction measures for emissions and energy consumption

The figures given refer exclusively to the global production plants and include indirect and direct emissions according to Scope 1 and 2 as well as Scope 3.3 from the production plants.

Since the number of units produced has a significant impact on total energy consumption, energy performance is assessed using the energy performance indicator: total energy consumption within the organisation per 1,000 units produced.

When calculating energy intensity, process and heating energy are included in the total energy consumption within the organisation. Energy consumption per 1,000 units was reduced, falling from 0.389 to 0.359 MWh last year. The energy intensity of the production plants has therefore improved by 8 % in this financial year..

It is important to note that energy intensity also includes processes like air conditioning, heating, and the base load requirements of machinery. These consumption values are not affected by the number of units produced and are relatively constant.

Reduction measures for emissions and energy consumption

The measures mentioned were launched in the 2024/25 financial year.

- Dornbirn (DO): In Dornbirn, two soldering systems were replaced by a new, modern and energy-efficient soldering system, which is currently being installed and implemented.

- Niš (RS): In Niš, the control system for heating, cooling, and ventilation has been adapted to production and shift planning. Furthermore, machines and systems are switched off in an energy-optimised manner on non-working days. In addition, the gas boilers were cleaned to further increase their energy efficiency.

- Shenzhen (SHZ): The share of green energy at the Shenzhen plant was increased from 29 % to 46 % in the 2024/25 fiscal year. In addition, the compressed air system has been optimised, resulting in significant energy savings. A wave soldering machine, an air cooling unit, and a reflow system were replaced with new, energy-efficient devices.

- Spennymoor (UK): A photovoltaic system will be installed on the roof and is expected to be operational in June 2025. This installation will enable the production plant to generate up to 2 GWh every year from its own power. The project is being implemented in cooperation with lighting sister company Thorn with which Tridonic shares the building structure.

- In addition, four soldering systems have been replaced with two new, more energy-efficient models, resulting in energy savings of 50 %. Furthermore, the nitrogen generator was replaced and the number of wave soldering machines was reduced.

„Wherever possible, we use sustainable technologies because we firmly believe that progress should have as little impact on the environment as possible.“

Hermann Marte, Sustainability Expert

Contact details

Stefanie Neier
Sustainability Expert
Email: sustainability@tridonic.com

Reporting period: 1 May 2024 to 30. April 2025

Publication date: biennially

Publication date: biennially / Version 01

Appendix

General principles
For the preparation of the sustainability report

Transparency and reporting
Robust criteria for environmental, social, and governance (ESG) are becoming increasingly important for companies and their stakeholders. The development is driven by new regulatory requirements and unified reporting standards that aim at both greater transparency and better comparability. Transparent communication and informative reporting are crucial in gaining stakeholders' trust and achieving long-term sustainability goals.

In the sustainability report, the company presents and reflects its sustainability strategy and performance. The focus here is primarily on the impact of our own actions along the entire value chain on people and the environment, as well as on the design of corporate responsibility. Being in tune with the times also means being able to compete. This is more demanding today than ever before, as companies think not only economically but also ethically and no longer only bear responsibility for their customers, but also for the world in which these customers live.

The first-time application of the CSRD and the European Sustainability Reporting Standards (ESRS) at group level (Zumtobel Group) also results in changes to Tridonic's non-financial statement this financial year. Although Tridonic continues to report according to the GRI standard, the group-wide switch to ESRS impacts processes and content, as reporting is largely carried out jointly with the Zumtobel Group. Comparability with previous year's reports is therefore only possible to a limited extent."

Data collection
If no real data is available for Tridonic, estimates are used. Actual values may vary. Details on when and how these estimation methods are applied can be found in the relevant sections. Estimates occur particularly in the preparation of the climate risk analysis („Climate-relevant risks and opportunities"), which can cause uncertainties in the results. With regard to Scope 3 emission values, Tridonic references secondary data and estimates (e.g. Emission factors, operating times, product lifetime); details can be found in the „GHG balance". Health & Safety data is collected at the production sites and extrapolated to the entire group. A separate collection of these key figures in the company's individual sales offices is not available.

Omissions
Tridonic does not exercise the right to omit certain information relating to interllectual property, know-how or the resuls of innovation in this report.

Consistent terminology
Throughout the report, the term Zumtobel Group is used uniformly to refer to the parent company, the Group, group-wide activities and the Group level; production sites are referred to as production plants and the Supervisory Board always refers to the Supervisory Board of the entire Zumtobel Group.

External assurance
This sustainability report has not been subject to any external audit. However, the underlying processes are subject to regular audits by Quality Austria as part of the certifications according to ISO 14001 (environmental management), ISO 50001 (energy management), ISO 45001 (occupational health and safety) and ISO 9001 (quality management).

In addition, the key content and key performance indicators (KPIs) at Group level for the key topics were reviewed by the auditor during the annual financial statement audit.

Release
The information contained in the Sustainability Report reflects the sustainability topics that are material to Tridonic. The report was carefully reviewed and formally approved by the highest management body of Tridonic GmbH & Co KG.

GRI Index

Declaration of use: Tridonic GmbH & Co. KG has reported the information cited in this GRI content index for the period from May 1, 2024, to April 30, 2025, in refrence with the GRI standard.

Explanation of the abbreviations used

- AFR: Annual Financial Report of the Zumtobel Group (Download)
- RR: Remuneration report of the Zumtobel Group (Downloadad)

GRI	Standard reference	Page reference(s)	Omissions, comments
	General standards		
GRI 1	**Foundation (2021)**		
GRI 2	**General disclosures (2021)**		
	1. Organisation and its area practices		
GRI 2-01	Organizational details	7, 8, 122	
GRI 2-02	Entities included in the organization's sustainability reporting	129	
GRI 2-03	Reporting period, frequency and contact point	122	
GRI 2-04	Restatements of information	24,112, 113	The reporting period was changed from annual to biennial.
GRI 2-05	External assurance	124	This sustainability report has not been externally audited
	2. Activities and workers		
GRI 2-06	Activities, value chain and other business relationships	8, 10, 91, 93, 96	
GRI 2-07	Employees	70-72	
GRI 2-08	Workers who are not employees	-	The information is subject to the phasing-in option in accordance with ESRS. Data on, for example, temporary agency workers is currently not available at a global level for Tridonic. This will be included in the next reporting period.
	3. Governance (corporate audit)		
GRI 2-09	Governance structure and composition	9, 18 AFR: 217 - 231	Tridonic is part of the Zumtobel Group and therefore cannot operate entirely independently. A detailed disclosure of the structure, roles, and expertise required for the activities of the highest governing body is provided at the parent company level and can be found in the Annual Financial Report.
GRI 2-10	Nomination and selection of the highest governance body	AFR: 217 - 231	Disclosure is provided exclusively at the parent company level (Annual Financial Report). The appointment of the highest governing body for subsidiaries is carried out by the Supervisory Board of the Zumtobel Group.
GRI 2-11	Chair of the highest governance body	9, 18 AFR: 217 - 231	A full disclosure is provided at the parent company level (AFR).
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	9 AFR: 220-225	A full disclosure is provided at the parent company level (AFR).
GRI 2-13	Delegation of responsibility for managing environmental impacts	9, 18	
GRI 2-14	Role of the highest governance body in sustainability reporting	9, 18, 25, 124	
GRI 2-15	Conflicts of interest	62 AFR: 106, 225	
GRI 2-16	Communication of critical concerns to the highest governance body incl. complaint management	56, 66	There were no confirmed reports of critical concerns during the reporting period.
GRI 2-17	Collective knowledge of the highest governance body about its skills and experience in sustainable development	9, 18	
GRI 2-18	Evaluation of the performance of the highest governance body in supervising the management with regard to the organization's impact on the economy, the environment and humanity	89 AFR:: 24-26	
GRI 2-19	Process to determine remuneration	89-90 RR: all	A full disclosure is provided at the parent company level (RR).
GRI 2-20	Process to determine remuneration	89 RR: 5	A full disclosure is provided at the parent company level (RR).
GRI 2-21	Annual total compensation ratio	90	
	4. Strategy, policies and practices for responsible business conduct		
GRI 2-22	Statement on sustainable development strategy	3-4	
GRI 2-23	Description of policy commitments to responsible business conduct including respect for human rights	56-60	
GRI 2-24	Embedding policy commitments for responsible business conduct in activities and business relationships	9, 18, 15-17, 19, 56-60, 89-90, 91-92	
GRI 2-25	Commitment to take responsibility for the organization's impact. Description of the measures taken to remediate negative impacts, incl. complaint management	47-48, 63, 64, 65, 73, 93	
GRI 2-26	Approach to concerns about responsible business conduct incl. whistleblowing mechanisms	65-66, 74	During the reporting period, there were no confirmed reports of critical concerns.

GRI	Standard reference	Page reference(s)	Omissions, comments
GRI 2-27	Compliance with laws and regulations	66	
GRI 2-28	Associations and advocacy organizations in which the organization participates in a signifi-cant role	11	
	5. Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	14, 73, 47-48	
GRI 2-30	Collective bargaining agreements and working and employment conditions for staff not covered by such agreements	70-72	
GRI 3	**Material topics (2021)**		
GRI 3-01	Process to determine material topics	24-25	
GRI 3-02	List of material topics	24	
	Topic-specific standards		
GRI 201	**Economic performance (2016)**		
GRI 201-01	Direct economic value generated and distributed	AFR: 130-131 192-195	Disclosure is provided exclusively at the parent company level (AFR). Within the Group, Tridonic represents the Components segment.
GRI 201-02	Financial implications for the organization and other risks and opportunities due to climate change	102-103	
GRI 201-03	Defined benefit plan obligations and other retirement plans	AFR: 120, 158, 168-173	Information is not available at Tridonic level. Disclosure is provided exclusively at the parent company level (AFR).
GRI 201-04	Financial assistance received from government	AFR: 163, 154-155	Information is not available at Tridonic level. Disclosure is provided exclusively at the parent company level (AFR).
GRI 205	**Anti-corruption (2016)**		
GRI 3-03	Management of material topics (2021)	58-59, 62, 64, 92-95	
GRI 205-01	Operations assessed for risks related to corruption	65, 67	
GRI 205-02	Communication and training about anti-corruption policies and procedures	58-59, 62, 64-65 AFR: 26	A breakdown by employee categories and regions is not possible due to the current data situation.
GRI 205-03	Confirmed incidents of corruption and actions taken	66- 67, 75	
GRI 206	**Anti-competitive behavior (2016)**		
GRI 3-03	Management of material topics (2021)	58-59, 62, 64, 92-95	
GRI 206-01	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	65, 67	
GRI 301	**Materials (2016)**		
GRI 3-03	Management of material topics (2021)	16, 24-33, 49-53	
GRI 301-01	Materials used by weight or volume	99	
GRI 301-02	Recycled input materials used (secondary raw materials)	99	
GRI 301-03	Reclaimed products and their packaging materials	99	
GRI 302	**Energy (2016)**		
GRI 3-03	Management of material topics (2021)	9,47, 105-112	
GRI 302-01	Energy consumption within the organisation	118-120	
GRI 302-02	Energy consumption outside of the organization	113-116, 120	
GRI 302-03	Energy intensity	117	
GRI 302-04	Reduction of energy consumption	119, 121	
GRI 302-05	Reducing energy demand for products and services	37-43, 105-107, 115-116	
GRI 305	**GHG emissions (2016)**		
GRI 3-03	Management of material topics (2021)	9,47, 105-112	
GRI 305-01	Direct GHG emissions (Scope 1)	101, 113,115-117	
GRI 305-02	Energy indirect (Scope 2) GHG emissions	101, 113,115-117	
GRI 305-03	Other indirect (Scope 3) GHG emissions	113-116	
GRI 305-04	Intensity of GHG emissions (compliance)	117	
GRI 305-05	Reduction of GHG emissions	105-110	
GRI 305-06	Emissions of ozone depleting substances (ODS)	117	
GRI 305-07	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Air emissions are currently not recorded due to their low relevance.

GRI	Standard reference	Page reference(s)	Omissions, comments
GRI 306	**Waste**		
GRI 3-03	Management of significant waste-related impacts	9,47, 50-51	
GRI 306-01	Waste generated and significant waste-related impacts	53-54	
GRI 306-02	Management of significant waste-related impacts	30-34,50, 52-53	
GRI 306-03	Waste generated	54	
GRI 306-04	Waste diverted from disposal	55	
GRI 306-05	Waste sent for disposal	55	
GRI 308	**Supplier environmental assessment**		
GRI 3-03	Management of material topics (2021)	92-98	
GRI 308-01	New suppliers that were screened using environmental criteria	97	
GRI 308-02	Negative environmental impacts in the supply chain and actions taken	92, 94-96	
GRI 403	**Occupational health and safety**		
GRI 3-03	Management of material topics (2021)	73-74, 76-81	
GRI 403-01	Occupational health and safety management system	9,19,71, 75-78	
GRI 403-02	Hazard identification, risk assessment, and incident investigation	76-77	
GRI 403-03	Occupational health services	78-79	
GRI 403-04	Worker participation, consultation, and communication on occupational health and safety	73, 76, 79	
GRI 403-05	Worker training on occupational health and safety	79	
GRI 403-06	Promotion of worker health	78	
GRI 403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76, 78-79	
GRI 403-08	Workers covered by an occupational health and safety management system	77	Information on temporary agency workers is currently not available at the global level for Tridonic (see GRI 2-08).
GRI 403-09	Work-related injuries	76-77	Information on temporary agency workers is currently not available at the global level for Tridonic (see GRI 2-08).
GRI 403-10	Work-related ill health	-	Information on work-related illnesses and lost days is not disclosed. Data on lost days due to work-related injuries is also not disclosed.
GRI 404	**Education and training**		
GRI 3-03	Management of material topics (2021)	17, 67-69, 73-74, 85-88	
GRI 404-01	Average hours of training per year per employee	86	
GRI 404-02	Programs for upgrading employee skills and transition assistance programs	86-87	
GRI 404-03	Percentage of employees receiving regular performance and career development reviews	86	
GRI 405	**Diversity and equal opportunity**		
GRI 3-03	Management of material topics (2021)	60, 81, 84	
GRI 405-01	Diversity of governance bodies and employees	82 AFR: 92	
GRI 405-02	Ratio of women's basic salary and remuneration to men's basic salary and remuneration	90	
GRI 406	**Non-discrimination**		
GRI 3-03	Management of material topics (2021)	57-59, 60, 65, 81	
GRI 406-01	Incidents of discrimination and remediation measures taken	66	
GRI 408	**Child labor (2016)**		
GRI 3-03	Management of material topics (2021)	57-59, 91-92	
GRI 408-01	Operations and suppliers at significant risk for incidents of child labor	91- 97	
GRI 409	**Forced or compulsory labor (2016)**		
GRI 3-03	Management of material topics (2021)	57-58, 91-92	
GRI 409-01	Facilities and suppliers with a significant risk of incidents of forced or compulsory work	91- 97	

GRI	Standard reference	Page reference(s)	Omissions, comments
GRI 414	**Supplier social assessment (2016)**		
GRI 3-03	Management of material topics (2021)	57-58, 91-97	
GRI 414-01	New suppliers that were screened using social criteria	96	
GRI 414-02	Negative social impacts in the supply chain and actions taken	91-96	
GRI 416	**Customer health and safety (2016)**		
GRI 3-03	Management of material topics (2021)	47-48	
GRI 416-01	Assessment of the health and safety impacts of product and service categories	47	
GRI 416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	66	No violations

Tridonic basis of consolidation

The table below is included in the sustainability reporting. The scope of consolidation is identical to the scope of consolidation for financial reporting.

NR	Total	Country	Share in %	Consolidation method	engraving
1	Tridonic GmbH	Austria	100	Full	30 April
2	Tridonic GmbH & Co. KG	Austria	100	Full	30 April
3	Tridonic Deutschland GmbH	Germany	100	Full	30 April
4	Tridonic UK Ltd	United Kingdom	100	Full	30 April
5	Tridonic SRB d.o.o.	Serbia	100	Full	30 April
6	Tridonic Holding GmbH	Dornbirn	100	Full	30 April
7	Tridonic Iberia SL	Spain	100	Full	30 April
8	Tridonic Oceania Holding Pty. LTD	Australia	100	Full	30 April
9	Tridonic Australia Pty. Ltd.	Australia	100	Full	30 April
10	Tridonic (ME) FZE	UAE	100	Full	30 April
11	Tridonic Aydinlatma Ticaret Limited Sirketi	Turkey	99	Full	30 April
12	Tridonic SA (Proprietary) Limited	South Africa	100	Full	30 April
13	Tridonic S.E.A Pte Ltd.	Singapore	100	Full	30 April
14	Tridonic (Malaysia) Sdn, Bhd.	Malaysia	100	Full	30 April
15	Tridonic Korea LLC	South Korea	100	Full	30 April
16	Tridonic Inc. Highland	USA	100	Full	30 April
17	Zumtobel Group Services Hong Kong Ltd.	Hong Kong	100	Full	30 April
18	Tridonic (Shanghai) Co. Ltd.	China	100	Full	30 April
19	TridonicAtco (Shenzhen) Co. Ltd.	China	100	Full	30 April
20	Tridonic AG	Switzerland	100	Full	30 April
21	Tridonic France Sarl	France	100	Full	30 April
22	Tridonic Jennersdorf GmbH	Austria	100	Full	30 April
23	Tridonic Portugal Unipessoa LDA	Portugal	100	Full	30 April
24	Tridonic Italia SRL	Italy	100	Full	30 April