August 2026

SLV LIGHTING GROUP

LIGHT ON SUSTAINABILITY

SLV Lighting Group Sustainability Report 2026

SHEDDING LIGHT ON IMPACT:
EVERY DECISION WE MAKE
SHAPES THE FUTURE.

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FROM AMBITION TO ACTION

Sustainability is not a standalone initiative but an integral part of how we develop products, use resources and create value. In 2025, we continued to turn our ambitions into measurable progress.

In addition to advancing environmental product information, we further optimised packaging through greater resource efficiency and the increased use of recyclable and recycled materials. We also continued to support our customers in reducing energy consumption through efficient lighting technologies and innovative product solutions.

At the same time, our materiality assessment provided valuable guidance in identifying the sustainability topics that matter most to our stakeholders and business. By focusing our efforts on these priorities, we are creating a strong foundation for responsible growth and long-term value creation.

FOREWORD

Few business topics have evolved as profoundly as sustainability. Over the past decades, its role in business has expanded from a discussion centred on corporate responsibility, waste reduction and philanthropy into a defining challenge that shapes business strategy, investment decisions and long-term value creation.

Today, sustainability is increasingly shaped by a complex combination of environmental, economic and geopolitical factors. Russia‘s invasion of Ukraine exposed Europe‘s vulnerability to energy dependencies and demonstrated how closely energy security and economic resilience are linked. More recently, tensions and conflicts in key energy-producing regions have contributed to volatility in global energy markets, reinforcing concerns about the stability and affordability of energy supply. At the same time, extreme weather events continue to highlight the growing impacts of climate change, while the rapid expansion of digital technologies and artificial intelligence is driving unprecedented demand for electricity and resources.

The complexity of these developments highlights that no single government, industry, or organisation can address these challenges alone. Initiatives such as the Paris Agreement and the United Nations Sustainable Development Goals have helped create a common direction for action, encouraging businesses, governments and society to work towards shared objectives and a more sustainable and resilient future.

At **SLV Lighting Group**, we are committed to playing our part by focusing on the areas where we can make the greatest impact. Our efforts particularly support the objectives of Affordable and Clean Energy (SDG 7), Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13).

These priorities were reflected in several key initiatives throughout 2025. We further improved the energy efficiency and durability of our lighting solutions while expanding intelligent lighting controls that help optimise energy use in everyday applications. We also launched a major packaging transformation project aimed at reducing resource consumption and minimising environmental impacts. Beyond these efforts, we increased transparency around the environmental impacts of our products through our first Life Cycle Assessments and Environmental Product Declarations, enabling us to better understand and manage environmental performance throughout the product life cycle.

Another milestone was the completion of our first Double Materiality Assessment. By incorporating stakeholder perspectives and assessing both our impacts and the sustainability-related risks and opportunities facing our business, we gained valuable insights that will help guide our future priorities and strengthen the long-term resilience of SLV Lighting Group.

The assessment also reinforced the importance of collaboration across our value chain and stakeholders. Especially in challenging times, strong and trusted partnerships are more important than ever. The long-standing relationships we have built with our employees, suppliers, customers and business partners around the world are among our greatest strengths. Their expertise, dedication and willingness to embrace change provide stability and enable us to continuously drive meaningful progress.

The initiatives highlighted here are just a selection of the actions driving our sustainability agenda. In this report, we provide further insights into our progress, achievements and ambitions across Climate Change, Circular Economy and Biodiversity, Governance and our People Agenda.

While the role of sustainability has evolved significantly over the past decades, our commitment remains unchanged: to create lasting value through responsible business practices and continuous improvement.



Mark Henrik Körner
CEO **SLV Lighting Group** GmbH

ABOUT US

ABOUT US

At **SLV Lighting Group**, we believe that great lighting does more than illuminate spaces—it enhances experiences, supports wellbeing and creates lasting value. Bringing together five specialised brands, we combine entrepreneurial expertise, technical know-how and a shared commitment to innovation.

From our headquarters in Germany and through our network of 18 subsidiaries worldwide, we operate in more than 100 countries, connecting global expertise, strong sourcing capabilities and local market insight to deliver value wherever we do business. Supported by a strong network of partners and suppliers, we develop and deliver lighting solutions for wholesalers, installers, architects, lighting designers and commercial customers worldwide.

Our portfolio includes indoor and outdoor luminaires, track and system solutions, lighting accessories and customised project solutions that combine quality, functionality and contemporary design.

18
Subsidiaries

5
Brands

559
Employees worldwide

100+
Countries

WHAT DRIVES US

At **SLV Lighting Group**, we are driven by a passion for creating lighting solutions that enhance the spaces where people live, work and connect. Whether in private homes, hotels and restaurants, public buildings, or commercial environments, our products combine performance, reliability and aesthetic appeal.

Our strongest source of inspiration comes from the people who work with our products every day. Through close collaboration with installers, wholesalers and other industry professionals, we gain first-hand insights into practical needs and emerging trends. This ongoing exchange motivates us to continuously improve, innovate and develop lighting solutions that not only meet today's requirements but also shape a brighter and more sustainable future.

OUR BRANDS

Nordtronic
Nordtronic is a trusted provider of high-quality downlights and lighting solutions, founded in 2006 and firmly rooted in the Nordic region. In addition to its own product portfolio, the company is continuously growing its private-label business and expanding its presence from the Nordic markets into Continental Europe through international and local wholesale brands. Guided by customer insights, Nordtronic focuses on delivering energy-efficient and easy-to-install lighting solutions tailored to market needs. Since 2025, Nordtronic and SLV have leveraged Group synergies by fully integrating purchasing and logistics in Übach-Palenberg.

Novalux
Founded in Italy in 1948, Novalux has a long tradition of delivering high-quality, tailored lighting solutions. Specialising in customisable lighting concepts for commercial spaces, the company combines technical expertise and design to create unique atmospheres and experiences. Under the leadership of the founder's grandson, Novalux continues to evolve while staying true to its heritage as part of the **SLV Lighting Group**. Supported by the Group's growth strategy and cross-brand synergies, Novalux products are increasingly reaching customers beyond the Italian market through SLV's international sales network.

unex lighting
Originating in Switzerland in 1973, unex draws on more than 50 years of experience in the lighting industry and specialises in premium LED strips, profiles and commercial lighting solutions. From its headquarters in Zurich, the company develops and manufactures its own products while delivering customised lighting solutions tailored to individual project requirements. In addition, unex serves as a trusted lighting consultant for projects across Switzerland.

Knightsbridge
With a focus on the UK and Ireland, Knightsbridge has grown into a leading provider of more than 3,000 premium products, ranging from wiring accessories to modern lighting technologies. The brand's team, also operating under the name **ML Accessories**, is dedicated to delivering smart, design-led solutions that are both functional and capable of creating attractive and atmospheric environments in residential and commercial settings.

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

OUR STRATEGY

The five brands of the **SLV Lighting Group** each pursue growth in their core segments and markets, leveraging their individual strengths and market positions. At the same time, the Group seeks to realise synergies wherever possible, from coordinated supplier management and the integration of logistics activities between Nordtronic and SLV to the cross-selling of Novalux and Nordtronic products across Europe.

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

Customer Centricity

Our customers – including installers, lighting designers, architects, wholesalers and many others – are at the heart of everything we do. We focus our efforts on understanding their requirements and challenges, tailoring our products and services to meet and exceed their needs. As a result, enhancing the ease of installation of our products remains one of our key priorities.

Social Responsibility

We are committed to operating responsibly through initiatives such as reducing greenhouse gas emissions, improving product repairability, advancing circularity and ensuring responsible sourcing practices.

Digital Transformation

As digital technologies continue to reshape our industry, we are advancing the digital transformation of our business and leveraging data-driven insights and AI-supported tools to improve operational efficiency, customer engagement and decision-making. As digital adoption continues to grow among our customers, we aim to use new technologies to make their daily lives easier. Through close collaboration with our partners, we continuously improve the purchasing experience with our customers, both online and in-store.

Strive for Excellence

We strive to continuously raise the bar in everything we do, from the quality of our products and services to the way we work together as an organisation. This requires an ongoing commitment to improvement, enabling us to deliver lasting value to our customers, employees and business partners.

Culture (R)evolution

We foster a learning-oriented and agile work environment, offering attractive development opportunities to attract and retain talent. We strive to create a culture in which everyone can develop their strengths and contribute to the Group's success.

Vision

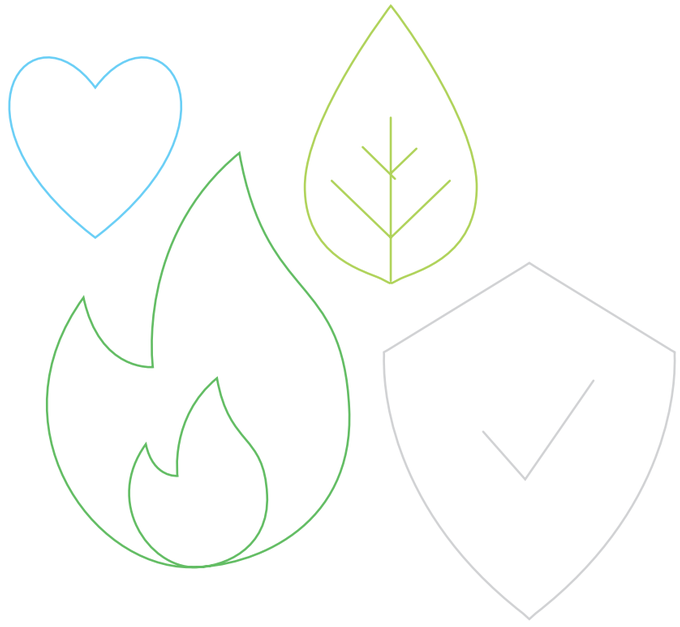
We are a trusted lighting group, delivering future-proof lighting solutions that illuminate residential and commercial environments across Europe.

Mission

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

Values

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



Passion.
We love what we do and go the extra mile for colleagues and customers.

Responsibility.
We stand up for the needs of our team and our customers.

Respect.
We believe that people give their best and we embrace diversity.

Reliability.
We are transparent, honest and authentic and learn from mistakes together.

SUSTAINABILITY STRATEGY



DRIVING SUSTAINABLE DEVELOPMENT

The United Nations Sustainable Development Goals (SDGs) comprise 17 global goals adopted to promote sustainable development and address social, environmental and economic challenges by 2030. Achieving these goals requires the contribution of governments, businesses and society alike. At **SLV Lighting Group**, the SDGs serve as an important reference point for our sustainability strategy and guide our efforts to create positive impact through our products, operations and value chain.

While our activities contribute to several SDGs, we place particular emphasis on Affordable and Clean Energy (SDG 7), Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13), as these goals are most closely linked to our business activities and the areas where we can make the greatest contribution.

SUSTAINABILITY STRATEGY

At **SLV Lighting Group**, sustainability is not a static goal, but a continuous effort to improve how we operate, develop products and engage with our stakeholders. In 2025, our strategy centred on three priorities: enhancing product-related sustainability aspects, supporting our climate-related objectives and strengthening awareness and accountability both internally and throughout our supply chain.

Our updated focus areas include:

Product sustainability
We continued to further consider sustainability-related aspects in our product development by enhancing the energy efficiency of our luminaires and integrating life cycle assessments (LCAs) more systematically into product development. Packaging remained another key focus area, with increased use of recycled cardboard and the elimination of unnecessary packaging materials.

Climate action
As part of our ambition to support global climate goals, we worked to further reduce greenhouse gas (GHG) emissions across our operations and supply chain. This included measuring key emission sources and identifying opportunities to reduce our carbon footprint.

Sustainability governance and engagement
We strengthened the integration of sustainability principles into our business processes, decision-making structures and stakeholder relationships. This included targeted employee engagement initiatives, enhanced supplier and customer collaboration and measures to promote accountability and compliance with environmental and social standards across our value chain.

ABOUT THIS REPORT

In this report, we present the progress we have made in these areas and outline the steps we are taking to strengthen responsible practices. For the first time, this report also considers the Voluntary Sustainability Reporting Standard for SMEs (VSME), complementing our reporting approach and supporting alignment with emerging European sustainability reporting practices. Our sustainability reporting continues to be prepared with reference to the Global Reporting Initiative (GRI) Standards, which guide the structure and content of our disclosures and support greater transparency for our stakeholders, going beyond the requirements of the VSME framework. The following chapters provide an overview of the initiatives embedded in our sustainability strategy and illustrate how they are reflected in our business operations, supplier relationships and product development activities.

We share updates on our key performance indicators (KPIs), highlight new developments and outline our goals for the future. The report also explores how we are embedding sustainability more deeply into our organisation and contributing to broader environmental and social outcomes.

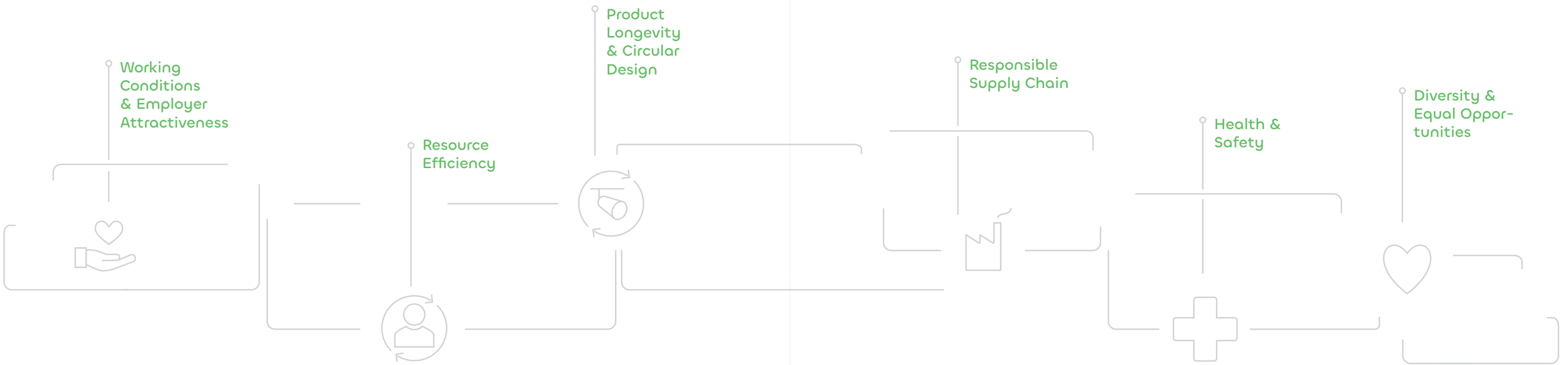
Our work is guided by four key focus areas: Climate Change, Circular Economy, People Agenda and Governance. These pillars define our contribution to a more responsible lighting industry.

STAKEHOLDER ENGAGEMENT AND DOUBLE MATERIALITY ASSESSMENT

Understanding the expectations of our stakeholders and the sustainability-related impacts of our business activities is essential for responsible decision-making and effective sustainability management. As the foundation for this sustainability report, we conducted our first Double Materiality Assessment to identify the sustainability matters that are most relevant from both an impact and a financial materiality perspective.

The assessment process began with a review of relevant sustainability standards, reporting frameworks, regulatory requirements and industry-specific sustainability topics. This analysis helped identify a broad range of potentially relevant environmental, social and governance topics and provided the basis for a structured assessment of sustainability-related impacts, risks and opportunities (IROs). In parallel, we mapped our upstream activities, own operations and downstream activities across the value chain to better understand where sustainability-related impacts, risks and opportunities may arise and where the company can exert influence.

As a next step, we conducted three cross-functional workshop involving representatives from all major business functions across the organisation. During the workshop, participants identified and discussed actual and potential impacts of **SLV Lighting Group** on people and the environment, as well as sustainability-related risks and opportunities that may affect the company throughout its value chain. Through structured brainstorming sessions, expert discussions and collaborative evaluation exercises, participants contributed their knowledge and perspectives, resulting in a comprehensive longlist of 92 individual impacts, risks and opportunities.



To incorporate stakeholder perspectives into the assessment, the identified IROs were subsequently evaluated through an online survey involving employees, management representatives and subject-matter experts from across the organisation. The survey was completed by 27 participants representing a broad range of business functions and areas of expertise within **SLV Lighting Group**.

External stakeholder perspectives, including those of customers, suppliers and business partners, were incorporated indirectly through the relevant business functions responsible for maintaining regular engagement and close working relationships with these stakeholder groups.

To ensure a consistent, transparent and robust evaluation process, participants were provided with detailed assessment criteria, explanatory guidance and supporting examples. Actual and potential sustainability impacts were assessed on a scale from 0 to 5. Impact materiality was evaluated based on the severity of the impact, considering its scale, scope and, where relevant, irremediable character. For potential impacts, the likelihood of occurrence was also considered. Both actual and potential positive and negative impacts were included in the assessment. Sustainability-related risks and opportunities were assessed on a scale from 1 to 5, considering both their likelihood of occurrence and the potential magnitude of their financial effects on the business.

The evaluation covered the impact of our own operations as well as relevant upstream and downstream activities within the value chain on people and the environment. In addition, the assessment considered sustainability-related risks and opportunities that could influence the company's long-term business performance, resilience and value creation.

Based on the survey results, the identified IROs were consolidated into a shortlist of 19 sustainability subtopics. These subtopics formed the basis for the subsequent materiality assessment and were plotted in a materiality matrix according to their impact materiality and financial materiality scores.

Sustainability subtopics achieving a score of at least 4 out of 5 in both dimensions were classified as highly material. Sustainability subtopics achieving a score of at least 3.5 out of 5 in both dimensions, or a score of at least 4 out of 5 in either dimension, were classified as moderately material. All other sustainability subtopics were considered not material.

The results and the materiality matrix were subsequently reviewed and validated by the Sustainability Team together with relevant management representatives to ensure consistency, accuracy and alignment with the company's strategic priorities.

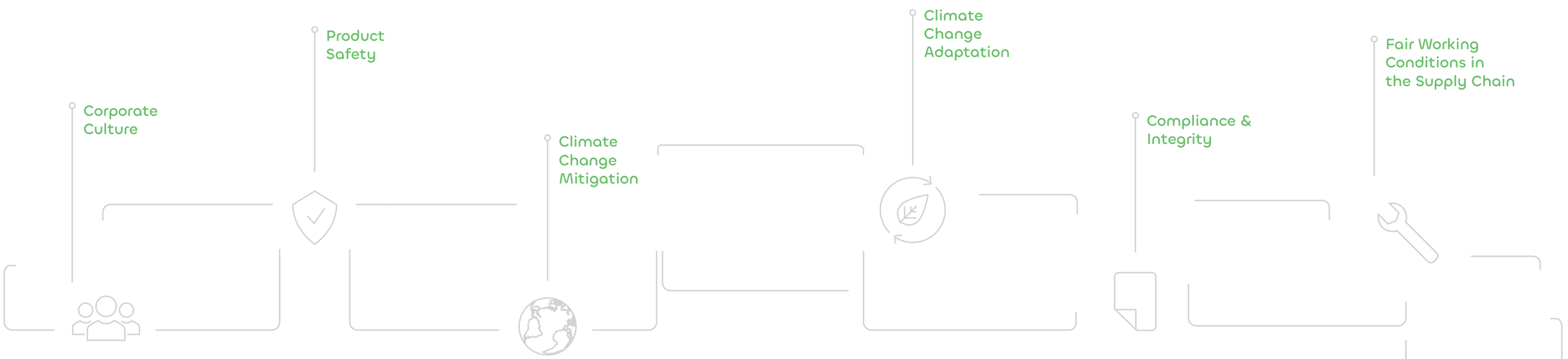
Based on the results of the Double Materiality Assessment, we identified as **highly material topics:**

- **Corporate Culture**
- **Product Safety**
- **Climate Change Mitigation**
- **Climate Change Adaptation**

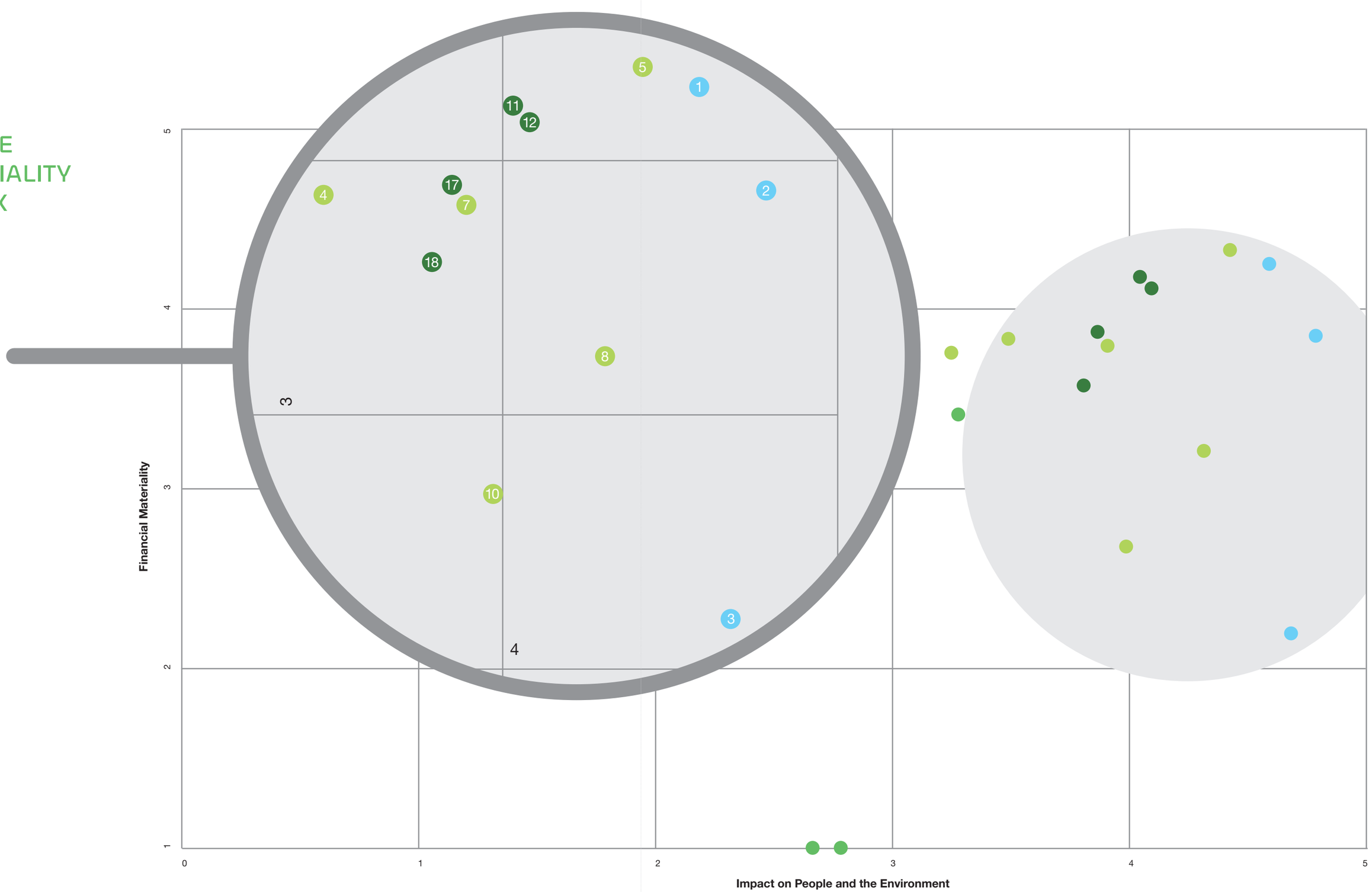
These topics demonstrated the highest relevance across both impact and financial materiality dimensions. In addition, were assessed as **moderately material topics**:

- **Compliance & Integrity**
- **Fair Working Conditions in the Supply Chain**
- **Working Conditions & Employer Attractiveness**
- **Resource Efficiency**
- **Product Longevity & Circular Design**
- **Responsible Supply Chain**
- **Health & Safety**
- **Diversity & Equal Opportunities**

The outcome of the Double Materiality Assessment forms the foundation of our sustainability strategy, reporting approach, target-setting activities and sustainability programme. It enables us to focus our efforts on the sustainability matters that are most significant for our stakeholders, our value chain and our business, while supporting the long-term resilience and success of **SLV Lighting Group**.



DOUBLE MATERIALITY MATRIX



Governance

1. **Corporate Culture**
2. **Compliance & Integrity**
3. **Responsible Supply Chain**

Social

4. **Fair Working Conditions in the Supply Chain**
5. **Product Safety**
6. Customer Information & Transparency
7. **Working Conditions & Employer Attractiveness**
8. **Health & Safety**
9. Training & Skills Development
10. **Diversity & Equal Opportunities**

Environment

11. Climate Change Mitigation
12. Climate Change Adaptation
13. Pollution & Air Emissions
14. Substances of Concern
15. Water
16. Biodiversity
17. Resource Efficiency
18. Product Longevity & Circular Design
19. Take-Back & Circular Systems

CLIMATE CHANGE

Emissions are generally divided into three categories:

Scope 1 emissions -
Direct emissions from company operations and company-owned vehicles.

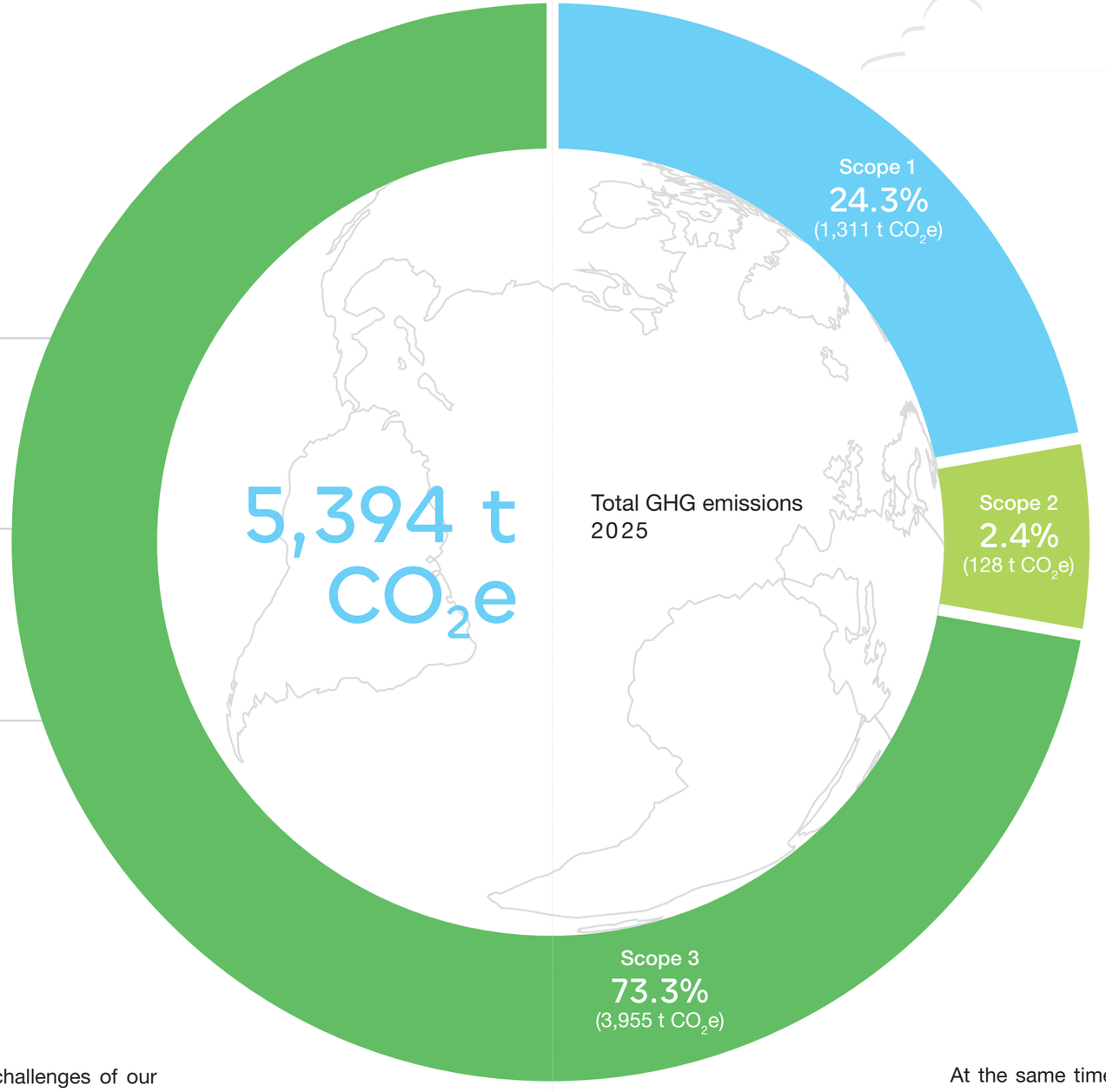
1,311 t Co_2e

Scope 2 emissions
Indirect emissions from purchased electricity.

128 t Co_2e

Scope 3 emissions
Indirect emissions across the value chain, including upstream and downstream logistics, business travel and employee commuting.

3,955 t Co_2e



Scope 3 - key contributors

- Upstream Logistics
  2,626 t Co_2e
- Indirect Energy
  543 t Co_2e
- Employee Commuting
  344 t Co_2e
- Downstream Logistics
  320 t Co_2e
- Business Travel
  121 t Co_2e

CLIMATE CHANGE

Climate change continues to be one of the defining challenges of our time. At **SLV Lighting Group**, we are committed to contributing to global efforts to mitigate its impacts and support the transition to a low-carbon economy. Reducing greenhouse gas emissions remains a central objective of our sustainability strategy, supported by an expanded data foundation, increased transparency and a growing set of targeted actions.

As a lighting company, we recognize that climate-related impacts arise throughout the product lifecycle, from raw material extraction and manufacturing to transportation, product use and end-of-life treatment. The sourcing of materials such as aluminium, steel, plastics and electronic components, as well as energy consumption in production and logistics, contribute to the carbon footprint of our products.

At the same time, we believe that lighting support global efforts to reduce greenhouse gas emissions. Advances in LED technology, intelligent lighting controls and circular design principles offer significant opportunities to reduce energy consumption and associated emissions over a product‘s lifetime. By focusing on energy-efficient and long-lasting lighting solutions, we aim not only to reduce greenhouse gas emissions associated with our own operations, but also to support customers in identifying opportunities to reduce greenhouse gas emissions during the use phase of our products.

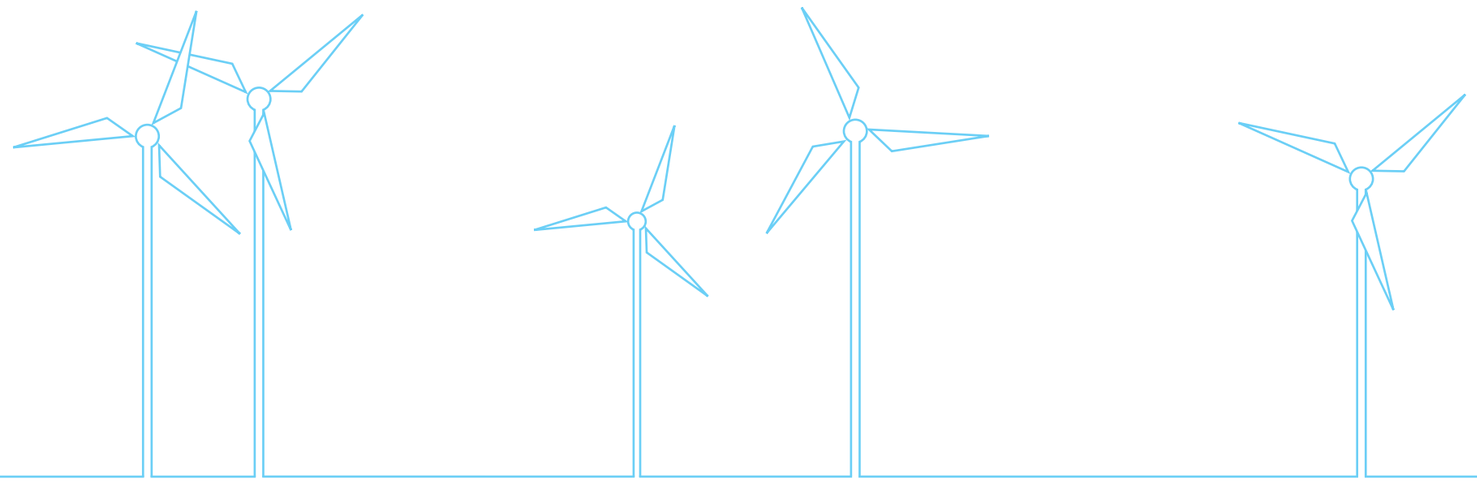
GREENHOUSE GAS EMISSIONS MONITORING AND REPORTING

As part of our commitment to environmental accountability, we established a monitoring system and conduct an annual carbon footprint assessment to better understand and manage our climate impact.

Our methodology is based on globally recognised frameworks, particularly the Greenhouse Gas Protocol Corporate Standard. Where applicable, we draw on principles from ISO 14064-1 to ensure consistency, transparency and relevance in our emissions accounting.

Our 2025 greenhouse gas inventory covers **Scopes 1, 2** and selected **Scope 3** categories. While **Scope 1 and 2** emissions are monitored through energy consumption records and fuel usage data from our own operations, our current **Scope 3** reporting includes fuel- and energy-related activities, upstream and downstream transportation and distribution, business travel and employee commuting.

Emission factors are reviewed annually, updated where necessary and sourced from reputable national and international databases. We continuously strive to improve data quality and increase our reliance on primary data sources wherever possible. Strengthening the robustness and accuracy of our emissions data enables us to better understand our climate impact and further improve the effectiveness of our reduction initiatives.



Our emissions are part of our wider sustainability management process and are monitored consistently. The resulting data also informs external sustainability ratings and stakeholder disclosures, including this report. The insights gained through our emissions accounting enable us to identify emission hotspots, prioritise reduction measures, focus our resources where they can achieve the greatest impact and support target setting in line with evolving regulatory requirements and stakeholder expectations.

By continuing to expand our emissions accounting and collaborating with partners across our value chain, we aim to identify effective solutions that help reduce our climate impact over the long term. These efforts are part of our broader ambition to contribute to international climate objectives and embed sustainability into our business decision-making.

In 2025, our total greenhouse gas emissions amounted to **5,394 tCO_2e**. Of this, **1,311 tCO_2e** were attributable to **Scope 1** emissions and **128 tCO_2e** to **Scope 2** emissions. The largest contributors within these scopes were the consumption of natural gas, as well as diesel and petrol used in our operations.

The **Scope 3** categories currently included in our assessment accounted for **3,955 tCO_2e**, representing the largest share of our reported carbon footprint. Overall, **Scope 3** emissions represented approximately 73% of our total reported greenhouse gas emissions in 2025. Within these categories, upstream transportation and distribution represented the most significant source of emissions, accounting for approximately 66% of total **Scope 3** emissions. Nevertheless, we achieved significant emission reductions in this category, primarily driven by a substantial decrease in air freight volumes.

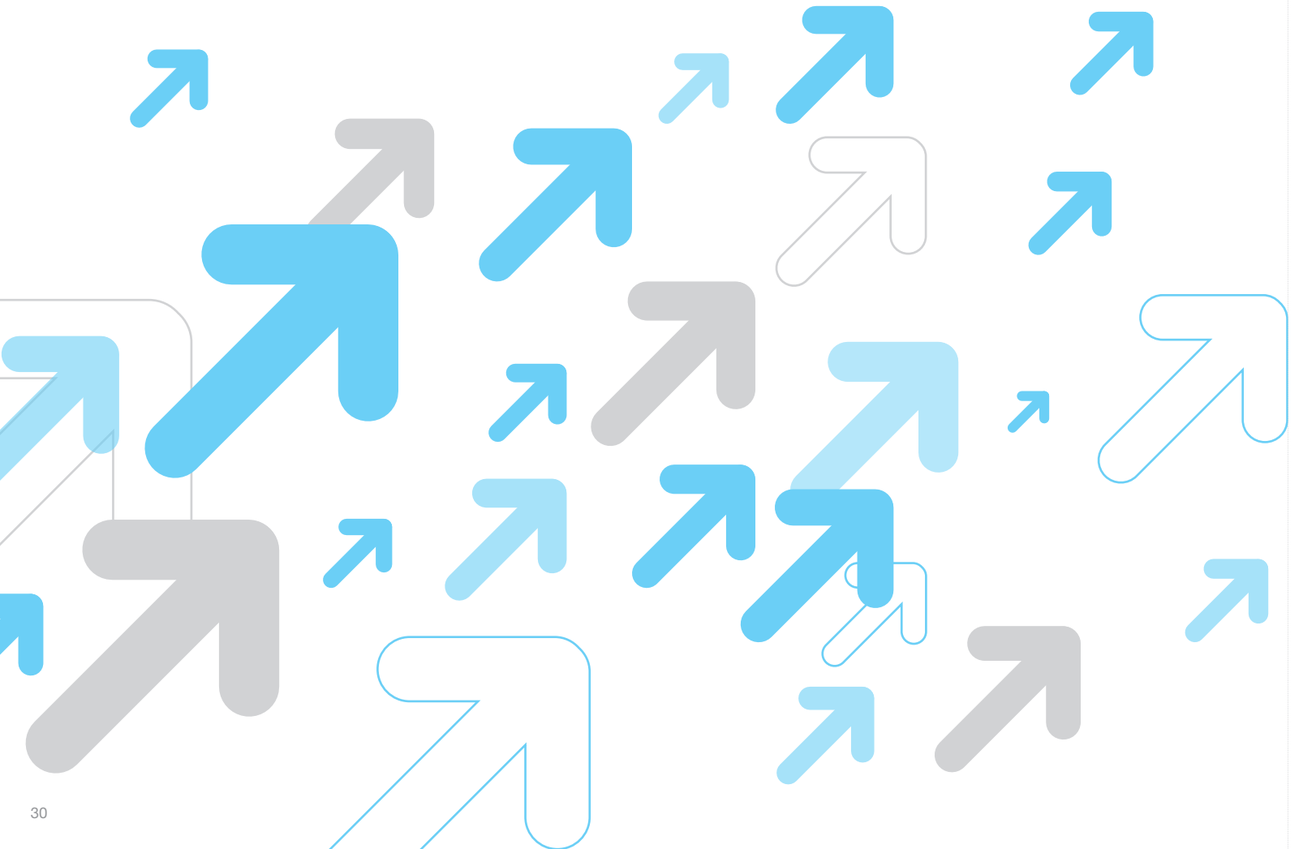
We recognise that our current **Scope 3** assessment does not yet cover all relevant categories. In particular, **Purchased Goods and Services and Use of Sold Products** are expected to represent a significant share of our overall **Scope 3** emissions. Expanding the coverage of our greenhouse gas accounting therefore remains a key priority.

CLIMATE TARGETS AND DECARBONISATION EFFORTS

Over the past years, we have continuously updated our climate goals and focused on clear, measurable progress. Rather than relying on generic offsetting measures, we aim for improvements that are concrete and within our sphere of influence. This approach helps us focus on tangible emissions reduction measures while staying aligned with the expectations of our stakeholders. The GHG emissions reduction goals are valid both at Group level and specifically for SLV GmbH.

- **Reduce Scope 1 emissions by 30% by 2030 (baseline year 2024).** To support this target, we will develop and implement a dedicated Scope 1 reduction action plan. This includes measures such as improving energy efficiency at our sites and gradually shifting to renewable energy sources.

- **Reduce Scope 2 emissions by 15% by 2030 (baseline year 2024).** To support this target, we will develop and implement a dedicated Scope 2 reduction action plan. This includes measures such as improving energy efficiency at our sites and gradually shifting to renewable energy sources.



- **Reduce Scope 3 emissions by 10% by 2028 (baseline year 2024).** Based on the categories already measured, we have set an initial goal to reduce our currently measured Scope 3 emissions by 10% by 2028 (baseline year 2024). This reduction target reflects both our ambition and limited direct influence over the supply chain. It serves as an achievable benchmark while we build a more complete dataset and deepen supplier collaboration.

- **Complete a comprehensive Scope 3 emissions baseline.** Understanding the full impact of our value chain is essential. We aim to add at least two additional Scope 3 categories to our baseline calculation by 2026, enabling better management and reduction strategies.

- **Increase the share of renewable energy to 40% by 2029.** A key element of our climate strategy is to raise the share of renewables in our total energy consumption. This target includes on-site generation, for instance through photovoltaic systems, as well as sourcing green electricity from external providers.

- **Introduce at least 5 new GHG emissions reduction measures by 2026.** To support the achievement of our climate targets, we aim to introduce at least five additional emissions reduction measures across our operations by 2026. These measures may include energy efficiency improvements, optimization of production processes, electrification of equipment and vehicles, renewable energy projects, waste reduction initiatives, as well as measures to reduce emissions from business travel and promote lower-emissons employee commuting. By continuously identifying and implementing practical reduction opportunities, we aim to create a structured pipeline of actions that contributes to long-term emissions reductions across Scopes 1, 2 and 3.

We recognise that changes in reported emissions can result not only from reduction measures, but also from factors such as improved data quality, updated emission factors, changes in employee numbers, floor area or overall business activity. To better assess our environmental performance over time, we therefore aim to complement absolute emissions data with relative performance indicators, such as tCO_2e per employee, per square metre or per unit of revenue. Our existing emissions reduction targets remain unchanged and continue to guide our climate action efforts. These additional indicators will, however, help us measure progress more accurately and improve the comparability of our performance over time.

Key initiatives within SLV Lighting Group that contribute to decarbonisation are:

Lower-Emission Logistics
As part of our efforts to reduce greenhouse gas emissions across our value chain, we significantly optimised our transport logistics by shifting shipments away from air freight wherever feasible. Compared to the baseline period (2024), we achieved an 86% reduction in air freight volumes. Since air freight is one of the most carbon-intensive transport modes, this change resulted in a substantial reduction in associated CO_2 emissions. Through improved planning, longer lead times and the increased use of lower-emission transport alternatives such as sea and road freight, we were able to lower GHG emissions while maintaining a reliable supply chain. This achievement demonstrates how targeted logistics measures can deliver meaningful progress towards our climate and sustainability objectives.

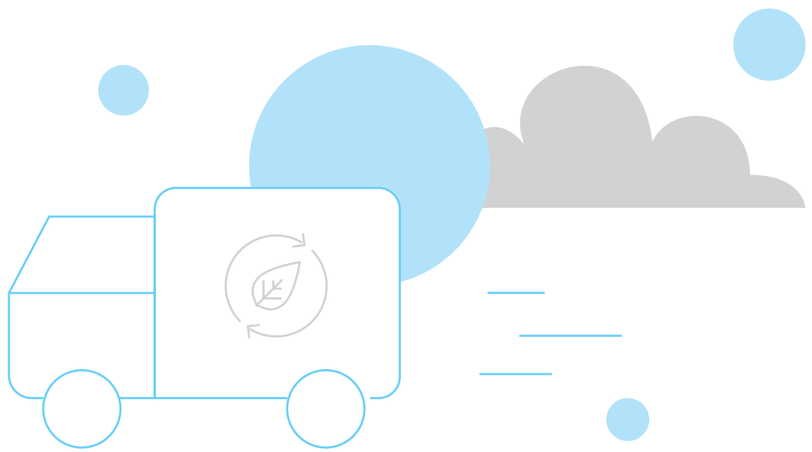
Reducing Impact Through Packaging and Product Longevity
Reducing emissions also means using resources efficiently and minimising waste. Through the transition of our packaging materials to higher recycled content, we were able to reduce emissions by approximately 100 tonnes of CO_2e in the past year. In addition, we strive to design and develop durable products that remain in use for as long as possible, helping to conserve resources and reduce potential environmental impacts throughout their life cycle.

Advancing Energy Efficiency
By focusing exclusively on LED technology, we support the global transition towards low-emission lighting. To strengthen this commitment, we actively monitor a dedicated performance indicator that tracks the energy efficiency of the light sources used in our products. Since 2014, we have increased the average efficiency of newly launched commercial products from 66 lumens per watt to 150 lumens per watt. While our product portfolio continues to offer increasingly energy-efficient lighting solutions, we also aim to encourage our customers to adopt these more efficient products. To measure progress, we have introduced a sales-weighted luminous efficacy indicator, which reflects the average luminous efficacy (lm/W) of the luminaires sold. This approach enables us to assess not only the efficiency of our product portfolio, but also the extent to which highly efficient products are adopted by the market. Going forward, we aim to improve the sales-weighted luminous efficacy of our sold luminaires by 3% annually and have set a target of achieving at least 79 lm/W by 2027 for our residential and commercial products. These efforts will further increase the share of highly energy-efficient products sold and contribute to reducing energy consumption during the use phase of our products.

Unlocking Savings Through Smart Lighting
Beyond luminaire efficiency itself, we recognize that connected, controllable and sensor-enabled lighting solutions can provide additional opportunities to reduce energy consumption and associated greenhouse gas emissions. As a result, the continuous development of smart and connected lighting solutions is a key focus area for us. By adapting lighting levels and operating times to actual demand, occupancy and daylight conditions, these technologies can support customers in reducing energy consumption and associated CO_2 emissions throughout the use phase of our products.

Enhancing Climate Transparency Across the Value Chain
Through our Group Environmental Policy and our updated Supplier Code of Conduct, we maintain a continuous dialogue with our manufacturing partners to reduce emissions associated with production and ensure that relevant processes are aligned with our environmental standards and reduction targets. To strengthen transparency and improve the quality of climate-related product data, we aim to expand our portfolio of Environmental Product Declarations (EPDs), with a target of 30 EPDs by 2027. In 2025, we published EPDs for three product families and established a basis for scaling up climate-related product transparency across our portfolio. The expanded EPD portfolio will improve our understanding of product life-cycle emissions, enhance transparency regarding product-related greenhouse gas emissions, and support the identification of additional emission reduction opportunities throughout our value chain.

While reducing greenhouse gas emissions remains an ongoing journey, we are committed to delivering measurable progress year by year and supporting the transition towards a more energy-efficient and low-carbon future.



CLIMATE CHANGE INDICATORS 2024 / 2025

	2024		2025	
GHG emissions [t CO2e]	SLV Lighting Group	SLV GmbH	SLV Lighting Group	SLV GmbH
Sum of scope 1	**1,322**	**655**	**1,311**	**648**
Natural gas	592	479	514	433
Bio Gas	-	-	36	-
Oil	-	-	46	-
Diesel	515	163	488	189
Gasoline	214	13	228	26
Sum of scope 2	**112**	**6**	**128**	**2**
Electricity consumption	112	6	128	2
Sum of scope 3	**7,915**	**6,251**	**3,955**	**2,374**
3.3 Indirect Energy	-	-	543	170
3.4 Upstream Logistics	5,579	4,595	2,626	1,781
3.6 Business Travel	122	54	121	49
3.7 Employee Commuting	-	-	344	125
3.8 Downstream Logistics	1,312	1,234	320	249
Sum of scope 1 and 2	**1,434**	**661**	**1,439**	**650**
Sum of scope 1, 2 and 3	**9,349**	**6,912**	**5,394**	**3,024**
GHG emissions intensity (tons scope 1 and 2 emissions per million EUR sales)	**6.88**	**4.28**	**6.89**	**5.91**

HIGHLIGHTS

80%

of Group electricity consumption was sourced from renewable energy

~ 100 tonnes

of CO_2e avoided through increased recycled content in packaging

33%

increase in sales-weighted luminous efficacy since 2020

66 to 150 lumens per watt

increase in the average efficacy of newly launched commercial lighting products since 2014

Goals reached

30 %
share of renewable energy in total energy consumption achieved

86 %
decrease in air freight volume since 2024

2
additional Scope 3 categories assessed

5
additional emissions reduction measures by 2026

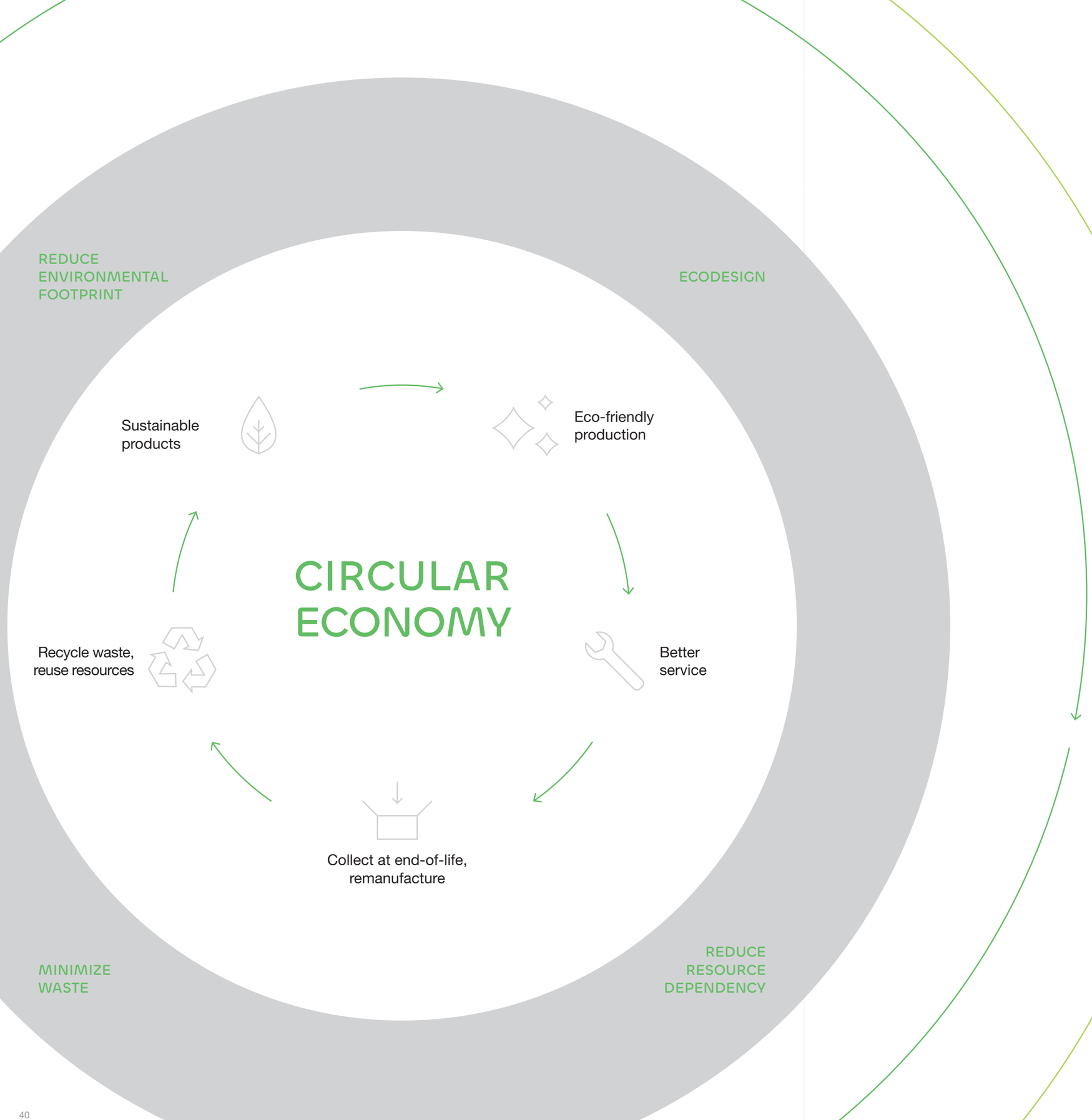
Goals

Install a solar PV system at SLV Germany by 2029

30
EPDs published by 2027 to improve climate transparency

79
lm//W or higher sales-weighted luminous efficacy by 2026

CIRCULAR ECONOMY & BIODIVERSITY



CIRCULAR ECONOMY

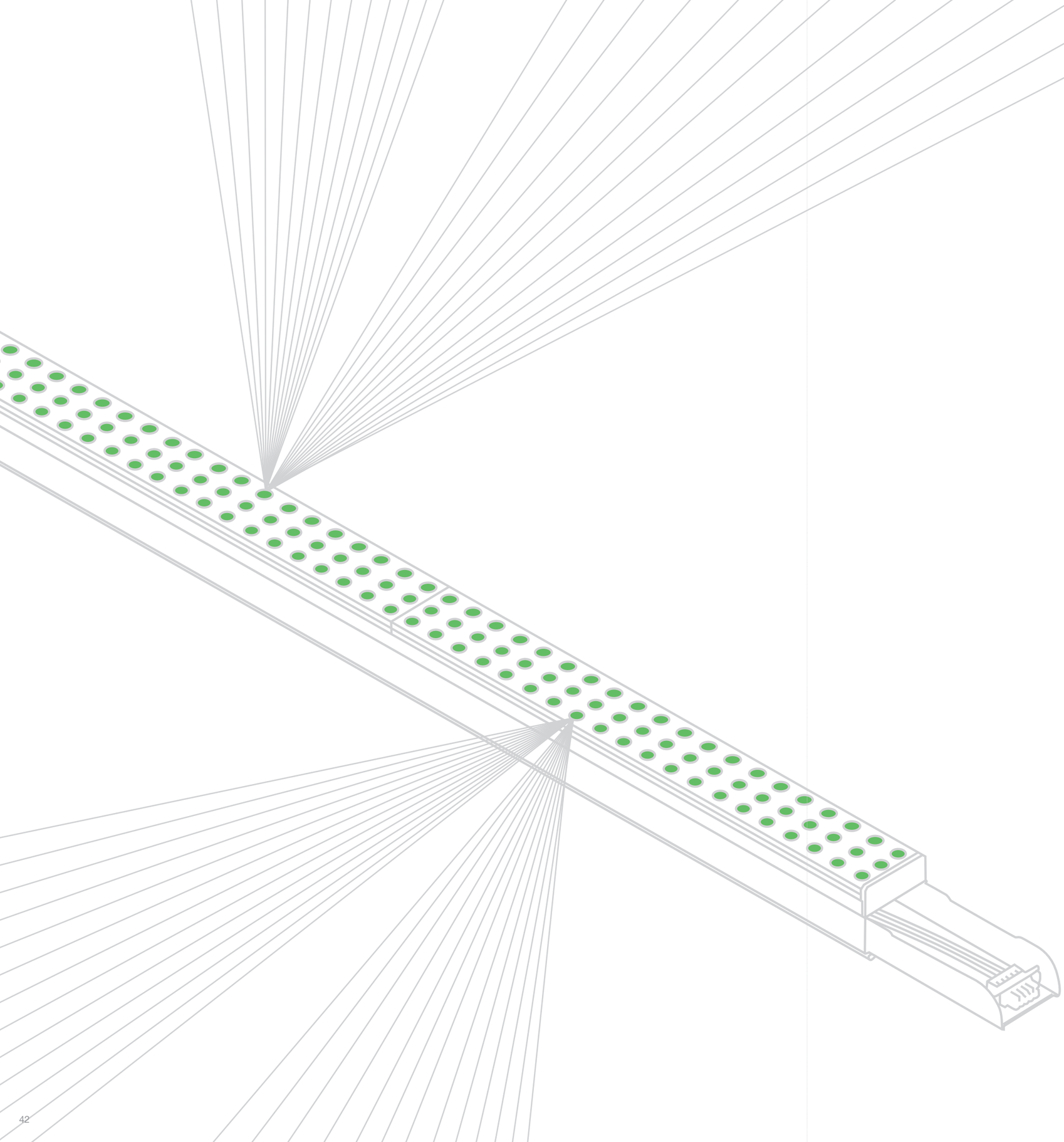
At **SLV Lighting Group**, we believe that implementing circular economy principles is essential in a world of increasing resource scarcity. By reducing our dependence on virgin materials and keeping resources in use for longer, we aim to safeguard long-term access to materials while supporting long-term value creation for our business and stakeholders.

Moving beyond the traditional linear model of take, make and dispose requires collaboration across the value chain. Through circular design, responsible material sourcing, close cooperation with our suppliers and resource-efficient solutions, we aim to keep products, components and materials in use for as long as possible while reducing waste.

CIRCULAR DESIGN AND RESOURCE EFFICIENCY

Circular design and resource efficiency play a crucial role in translating our circular economy ambitions into tangible product solutions. During product development, we seek to balance functionality, aesthetics, quality and sustainability by considering factors such as material efficiency, durability, repairability and end-of-life treatment. By evaluating these aspects early in the design process, we aim to identify opportunities to reduce potential environmental impacts across the product lifecycle while maintaining the performance and reliability expected by our customers.

Regulatory requirements such as Ecodesign and Energy Labelling already form an important basis for our design and engineering processes. We also closely monitor emerging legislation, including the Ecodesign for Sustainable Products Regulation (ESPR), which is expected to strengthen requirements related to durability, repairability, recyclability and product transparency. These developments support our broader ambition to improve resource efficiency and advance circular product design throughout our portfolio.



Key initiatives within the Business Unit (BU) SLV that contribute to improved resource efficiency are:

Responsible Sourcing, Recycled Materials and Product Compliance
Responsible sourcing is a key element of our circular economy approach. Through our Responsible Sourcing Policy and ESGH audits, we engage with suppliers across our global value chain to promote traceable and responsible sourcing practices aligned with our environmental, social and governance requirements. By encouraging the adoption of our environmental and social standards, we support our suppliers in contributing to our circularity objectives and the responsible use of natural resources.

Increasing the use of recycled materials is another important lever for reducing dependence on virgin resources and advancing circularity. Several products within our portfolio already incorporate recycled content, marking an important step towards integrating circular principles into our product offering. Examples include our SAMRINA outdoor luminaire, which contains 48% recycled plastic, the RUBA luminaire family with 41% post-consumer recycled (PCR) plastic and selected SIMA luminaires incorporating between 42% and 52% PCR plastic, depending on the product variant. By sourcing high-quality recycled content, we reduce reliance on virgin materials while maintaining the performance, quality and durability our customers expect.

In addition to recycled materials, we prioritise responsibly sourced raw materials. For selected products, such as our WUD series, we use FSC®-certified wood sourced from forests managed according to FSC® certification requirements. Beyond our products, we further promote responsible sourcing by incorporating FSC®-certified materials into parts of our packaging portfolio and key marketing materials, including the BIG WHITE® catalogue.

Our commitment to product responsibility also includes strict chemical and product compliance management across the supply chain. We comply with the European Union’s REACH Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals) and actively work to eliminate substances of concern from our products. In addition, we ensure compliance with the RoHS Directive (Restriction of Hazardous Substances), which restricts the use of certain hazardous materials in electrical and electronic equipment. Through responsible chemical management, supplier engagement and the substitution of hazardous substances, we aim to reduce the risk of pollution and minimise potential impacts on human health and the environment. By reducing hazardous substances and promoting safer material choices, we support product recyclability, responsible end-of-life treatment and the transition towards a more circular economy.

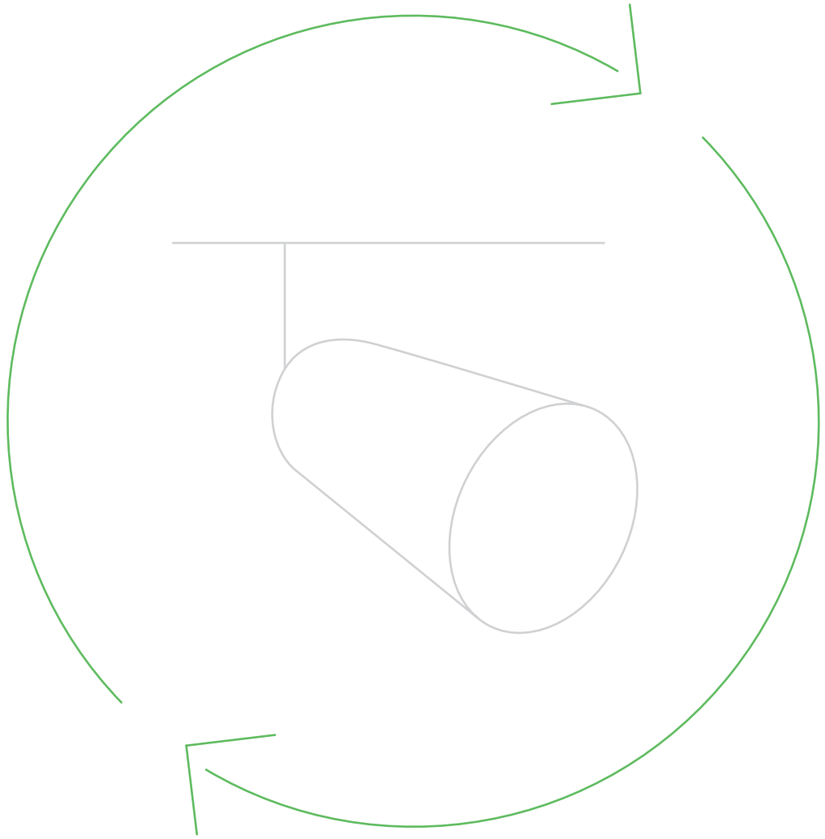
Durability, Repairability and Product Lifetime
Extending product lifetimes is a key element of our circular economy approach. By developing durable and high-quality lighting solutions, we aim to reduce resource consumption, minimise waste and preserve valuable materials for future generations. To underline our commitment to quality and long-lasting performance, SLV offers a 5-year manufacturer guarantee on most of its luminaires.

In addition to durability, repairability plays an important role in keeping products in use for longer. Currently, 97% of our product range is repairable by a quilified specialist, enabling the replacement of individual components rather than entire luminaires. This helps reduce waste, conserve resources and improve serviceability while lowering the total cost of ownership for customers.

To further support circular product use, we increasingly integrate design considerations such as ease of repair, component replacement and material separation into product development. These measures help extend product lifetimes and improve maintainability, supporting a more circular use phase for our products.

End-of-Life Considerations, Returns and Recycling
At **SLV Lighting Group**, we recognise that a truly circular economy extends beyond product use and begins with considering a product‘s end of life already during the design phase. By taking aspects such as disassembly, material separation and resource recovery into account during product development, we aim to facilitate recycling processes and support more circular material flows. Compliance with the WEEE Directive (Waste Electrical and Electronic Equipment) further supports the responsible collection, treatment and recovery of electrical and electronic products at the end of their useful life.

Beyond product design, effective return management plays an important role in reducing waste and maximising resource efficiency. Returned products are systematically assessed for reintegration into the value chain. Wherever feasible, priority is given to resale, refurbishment, recycling and other recovery options to keep products and materials in use for as long as possible and minimise the need for disposal.



In 2025, our return rate amounted to 2.12% of units sold. The majority of returned products were successfully managed through our established recovery and handling processes and reintroduced into appropriate value streams. Only a limited proportion could not be reused, refurbished or otherwise recovered and therefore required disposal.

In addition to product returns, deadstock inventories arise from products that can no longer be sold. In 2025, deadstock inventories totalled 9,575 units (3,294 kg), comprising 8,932 obsolete or technologically outdated units (3,142 kg) and 643 defective units (152 kg). The material is processed as shredder material through an R4 recovery process, resulting in an estimated 80% material recycling (mixed ferrous and non-ferrous metals for foundries and steel mills) and 20% thermal recovery in waste-to-energy facilities.

We continuously review and improve our recovery, recycling and resource management processes to further reduce disposal volumes and increase the proportion of products and materials that can be retained within the value chain. In line with the requirements of the Ecodesign for Sustainable Products Regulation (ESPR), we disclose information on discarded products as part of our commitment to transparency, accountability and responsible resource management.

Life Cycle Assessments and EPDs
To better understand and manage the environmental impacts of our products throughout their lifecycle, we conducted Life Cycle Assessments (LCAs) for three key product families: MEDO, Numinos SPOT and Numinos DL. To further expand transparency and meet increasing market demands, we plan to implement a dedicated EPD management tool by 2026. This will allow us to scale EPD creation across our portfolio while gaining deeper insights into product lifecycle impacts, helping us identify targeted opportunities to reduce the environmental footprint of our products. The resulting data will support more informed product development decisions and enhance transparency for customers and other stakeholders. As part of this commitment, we aim to provide Environmental Product Declarations (EPDs) for at least 30 products by 2027.

OUR APPROACH TO SUSTAINABLE PACKAGING

Packaging accounts for approximately 36% of municipal solid waste in the EU, and growing packaging volumes combined with low levels of reuse, collection and recycling continue to pose significant challenges to the transition towards a low-carbon circular economy. Recognising our responsibility, we continuously strive to make our packaging more sustainable.

Reducing the environmental impact of packaging is a key priority across the **SLV Lighting Group**. Guided by our circular economy ambitions, we systematically eliminate unnecessary materials, minimise waste and develop more resource-efficient packaging solutions throughout the packaging lifecycle. Our efforts focus on three key levers: increasing recycled content, reducing the use of plastic wherever feasible and minimising overall packaging volumes.

RECYCLED MATERIAL

REDUCING PLASTICS

MINIMIZING PACKAGING VOLUME

PACKAGING AT BU SLV

Our first focus has been to reduce unnecessary materials. Since 2020, we have cut the use of plastic in our packaging by 99%, replacing conventional components such as plastic bags, twine and tape with paper-based alternatives wherever possible. Today, plastic is only used in a limited number of applications where functional requirements still make it necessary, while alternative solutions continue to be evaluated.

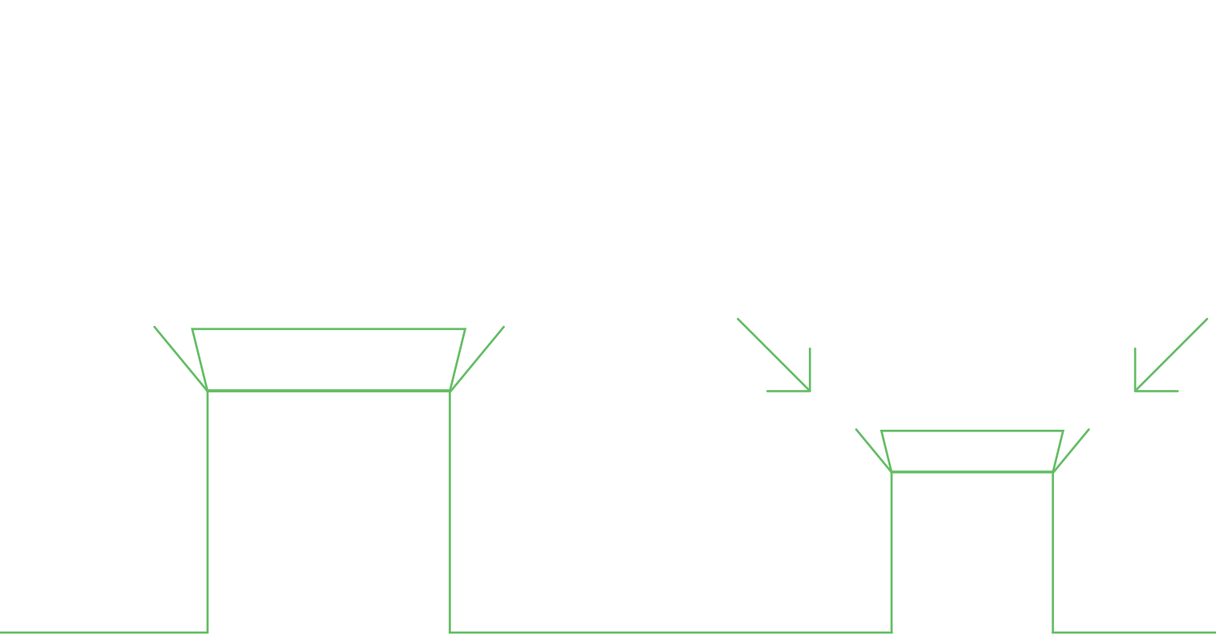
At the same time, we have optimised our shipping packaging processes. Through an on-demand packaging system, shipping cartons are produced according to the size of the respective order, minimising empty space and unnecessary packaging material. Around 40% of our shipping packaging is now generated in this way, reducing packaging volumes by an average of up to 35% while lowering material consumption and transport-related emissions.

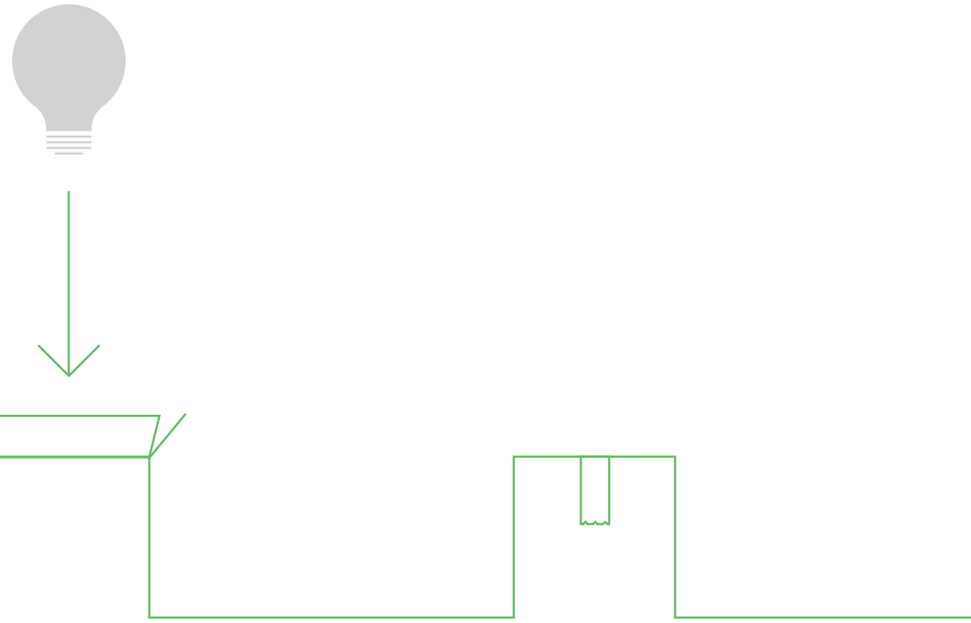
Building on these achievements, we launched a major packaging transition programme in 2024. Our product packaging is gradually being redesigned and converted to materials containing at least 70% recycled cardboard. By the end of 2025, 84% of all product packaging had already been transitioned. The remaining share mainly consists of low-volume product lines, existing packaging inventories and products that are expected to be phased out in the near future.

Once the transition is fully implemented, the combination of recycled materials and lighter packaging will save approximately 130 tonnes of paper every year, while reducing the need for more than 2,500 mature trees. In addition, recycled materials require less energy and water during production, further lowering the environmental footprint of our packaging.

While our packaging is changing, the expectations of our customers remain unchanged. Product protection, stability and functionality continue to meet the highest standards. More than 90% of our shipments are already plastic-free, and we are implementing these improvements without passing additional costs on to customers. To avoid unnecessary waste, we also continue to use existing packaging stocks before introducing new alternatives.

Through these measures, we are not only reducing the environmental impact of our packaging today but also preparing for tomorrow. Our packaging strategy already aligns with the principles of the EU Packaging and Packaging Waste Regulation (PPWR) that are relevant at this stage, as well as further principles, positioning us well for its phased implementation from 2026 onwards.





BIODIVERSITY AND RESPONSIBLE OUTDOOR LIGHTING

The direct impact of **SLV Lighting Group**‘s own operations on biodiversity is considered limited. Our offices, warehouses and operational sites are not located within or in close proximity to protected areas or biodiversity-sensitive locations. No significant biodiversity-related incidents were identified during the reporting period.

As a developer and supplier of lighting solutions, however, we recognise that artificial light at night can affect ecosystems and the behaviour of nocturnal species. We therefore seek to integrate biodiversity considerations into our product design and innovation activities.

Our approach follows the principle of providing light only where, when and to the extent it is needed. In line with recognised Dark Sky principles, we focus on targeted light distribution, low levels of upward light emission and intelligent lighting control. By reducing unnecessary light pollution, these measures are intended to minimise potential impacts associated with artificial light at night while maintaining safety, orientation and visual comfort.

One example is our QUAD PRO bollard luminaire. Through its precise optics and shielded luminaire design, it emits less than 1% of its luminous flux into the upper hemisphere (ULOR < 1%), directing light efficiently onto the intended surface and helping to limit light spill into surrounding habitats. The luminaire is also available with warm colour temperatures of 2200 K and 2700 K, which contain a lower proportion of short-wavelength blue light. Warmer colour temperatures are generally associated with lower insect attraction compared with higher colour temperatures.

In addition, QUAD PRO can be controlled via DALI-2 and integrated into intelligent lighting systems. These technologies enable lighting levels to be adapted to actual demand through dimming schedules, sensor integration and adaptive lighting concepts. Reducing light intensity and avoiding unnecessary operating times are considered important measures for limiting insect attraction and reducing ecological disturbance. For this reason, we see intelligent control systems, adaptive lighting solutions, shielded luminaires and precise light guidance as key elements of biodiversity-conscious lighting design.

By combining efficient optics, shielded luminaire designs, warm light colours and adaptive control technologies, we continue to develop lighting solutions that support both the lighting needs of people and biodiverstiy considerations.



CIRCULAR ECONOMY INDICATORS 2024 / 2025

	2024		2025	
Waste and water consumption	SLV Lighting Group	SLV GmbH	SLV Lighting Group	SLV GmbH
Total amount of waste (t)	**375.13**	**236.09**	**434.82**	**346.88**
Amount of hazardous waste (t)	2.88	2.64	0.59	0
Amount of non-hazardous waste (t)	372.25	233.45	434.23	346.88
Recycling rate	-	-	-	99.16
Tap water consumption (m^3)	3,868	1,510	3,609	1,039
Eco-design*				
Share of repairable products (%) **	-	97	-	97
Share of packaging from at least 70% recycled cardboard (%)	-	-	-	84
Biodiversity				
Operational sites located in or adjacent to protected areas or biodiversity-sensitive areas	0	0	0	0

*covers only SLV GmbH
**repairable by a quilified specialist

HIGHLIGHTS

95 %

of returned product units recovered, refurbished, recycled or otherwise reintegrated into value streams

2.12 %

of product return rate maintained, based on units sold

84 %

of product packaging transitioned to cardboard containing at least 70% recycled content

> 90 %

of shipments delivered plastic-free

3

product families (312 products) covered by Environmental Product Declerations (EPDs)

Goals reached

97 %
repairability rate achieved across the luminaire portfolio

Obtained FSC trademark liscence, enabling the use of FSC®-certified materials in our packaging portfolio

Goals

Complete the transition to cardboard packaging containing at least 70% recycled content by 2026

Launch a dedicated LCA management tool in 2026

Introduce FSC®-certified cardboard packaging for two product families by 2026

GLOBAL PEOPLE AGENDA

SUPPORTING EMPLOYEES THROUGH OUR GLOBAL PEOPLE AGENDA

The people who make up the various teams across the SLV Lighting Group are the most valuable and important resource we have in supporting our growth strategy. The future success of our Group therefore depends on a strategy that supports our teams and employees every step of the way. Since implementing the first Global People Agenda in 2020, we have continued to focus on four key topics across our workforce:

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



ONE GROUP CULTURE

A sense of belonging, respect and responsibility are important prerequisites for successful cooperation and a high-performing team. We therefore rely on feedback from our employees to improve cooperation within and across teams. In 2022, we created a competency framework as a basis for our further global HR work, for example for a new feedback form and interview guideline. Since then, we have been constantly working on implementing this framework in our daily HR work.

Following our Employee Engagement Surveys in 2023 and 2024, we invited the whole Group in 2025 again to participate in the updated Employee Engagement Survey. We closed the survey with a participation rate of 75%. We also reassessed the eNPS (Employee Net Promoter Score). This value gives us the opportunity to measure employee satisfaction and loyalty in the Group. Compared with 2024, the eNPS decreased from +5 to -5, reflecting organisational changes and challenges experienced during the reporting period. Based on the survey results, management has identified specific areas for improvement and is developing targeted measures to address employee concerns and strengthen employee engagement.

The other results of the survey have once again been analysed with the aim of increasing employee satisfaction. Team results have been shared with the respective local managers and concrete measures have been identified and incorporated into action plans by the countries and managers themselves. To foster collaboration and employee engagement, we plan to introduce a DNA Award, collaboration workshops, meeting guidelines, and a regular Lunch Roulette for all employee in 2026.

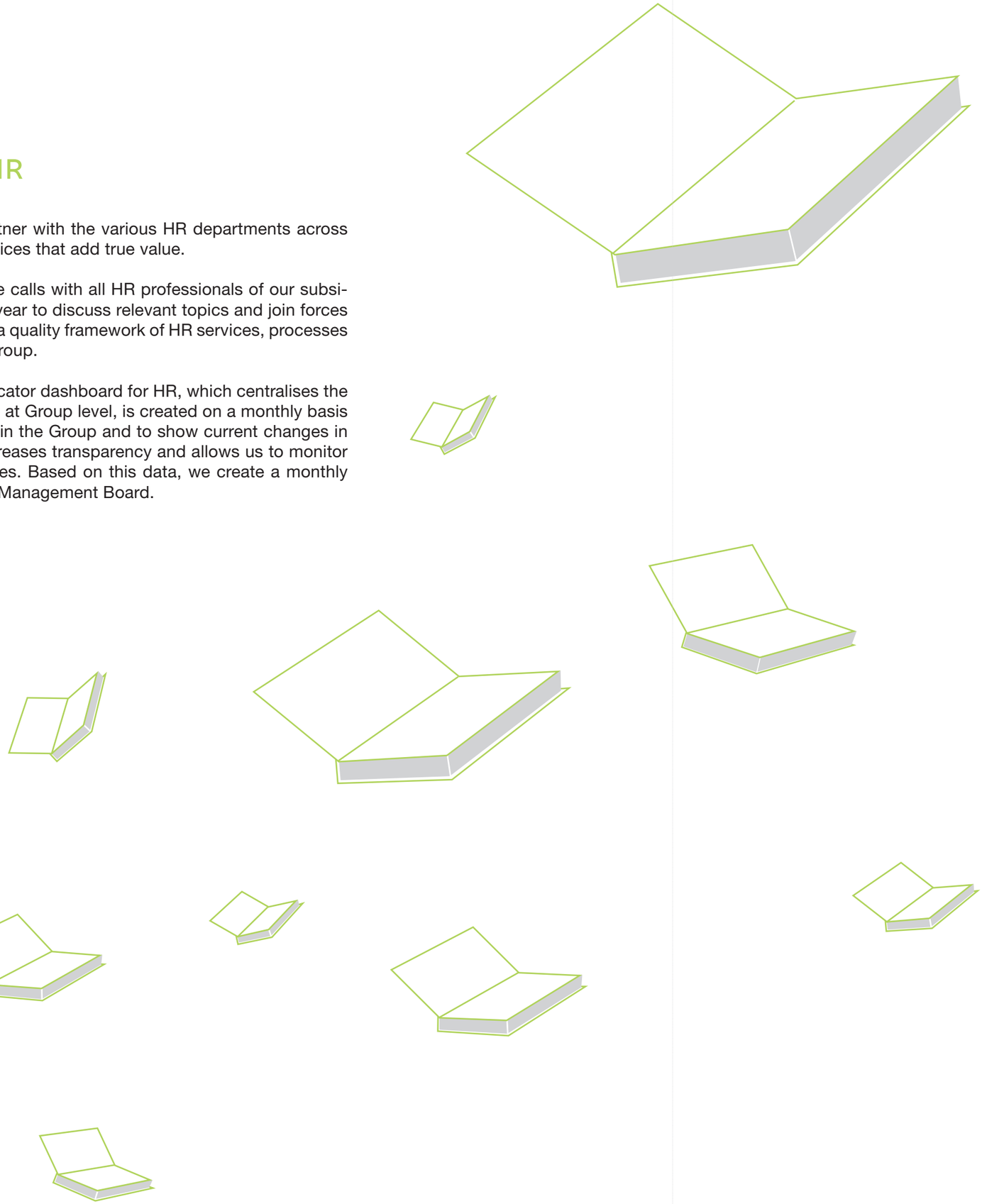
We also aim to keep employees informed about the latest company developments to foster a sense of belonging. All German employees participate in a quarterly on-site town hall meeting, and all international employees participate in a quarterly online town hall, where they receive updates on our teams, projects and financial performance. Furthermore, we regularly share a newsletter called QuickNews across the Group, providing insights into social activities and people-related topics.

NEXT LEVEL HR

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

We organise best practice calls with all HR professionals of our subsidiaries several times per year to discuss relevant topics and join forces to establish and maintain a quality framework of HR services, processes and policies across the Group.

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



DEVELOPING PEOPLE

Individual learning opportunities are provided through various training courses available to all employees (e.g. MS Office or negotiation skills) as well as through a talent development and management process. We also organise training opportunities by employees for employees to support the knowledge transfer across our workforce.

Online training through LinkedIn Learning is available to all employees upon request. Learning paths are available for employees with individual development plans. Employees can access online learning whenever they have time and tailor their learning experience to their individual needs, choosing relevant modules and tracking the competencies they have acquired.

We track and measure training participation overall and per employee as well as total training hours. In 2025, the average training time per employee was 13 hours. Our aim is to increase the opportunity and uptake of training in the coming years.

In addition, regular workshops and knowledge-sharing sessions are offered on sustainability-related topics as well as lighting-specific subjects, such as lighting design and lighting planning. These initiatives support continuous learning and the exchange of expertise across the Group.

DIVERSITY AND INCLUSION

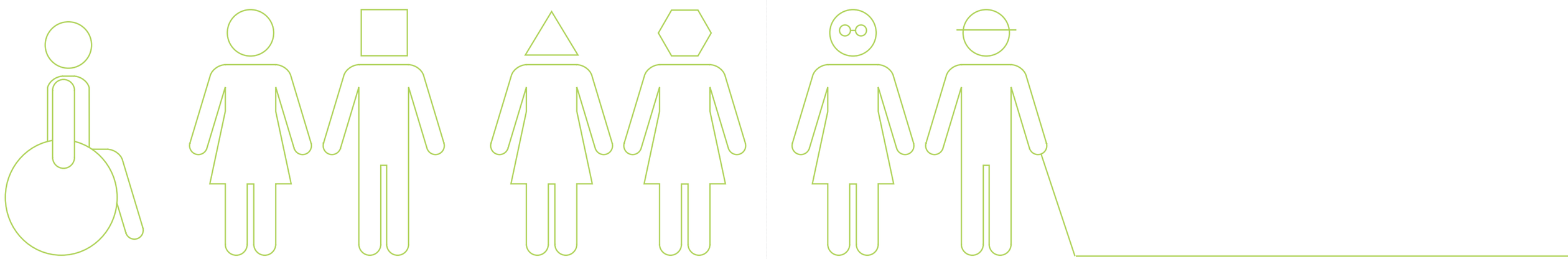
As a global company with 18 subsidiaries across 16 countries, diversity is one of the **SLV Lighting Group**'s key strengths. We value individual differences and strive to provide equal access to opportunities and resources, fostering an inclusive workplace where all employees can contribute their perspectives and talents. Beyond being a core element of our corporate culture, diverse teams support innovation, better decision-making and business success.

We monitor key diversity indicators, including the composition of our management team and our Flexible Working Index, which measures the share of employees making use of flexible working arrangements. In 2025, the Flexible Working Index reached 12% (heads).

We are committed to attracting and developing a diverse workforce across all areas of difference, including gender, ethnicity and ability. Particular attention is given to leadership positions, where diverse perspectives are essential for effective decision-making. To promote gender equality, we publicly report the share of women in management positions and aim to increase female representation in leadership roles through internal development and promotion opportunities.

As part of our HR strategy, we aim to strengthen diversity by promoting the **SLV Lighting Group** as an employer of choice for people with disabilities. In Germany, vacancies are published through the relevant employment agency to increase accessibility for candidates with disabilities and those facing barriers to employment. We are committed to providing reasonable workplace accommodations and ensuring equal participation in all work processes. In 2025, employees with disabilities represented 2.1% of our workforce, and we aim to further increase this share in the future.

To foster an inclusive and respectful workplace, the **SLV Lighting Group** has established a Group-wide Code of Conduct and an Anti-Discrimination Policy, both updated in 2024. These policies apply to all Group companies worldwide and provide clear guidance on respectful behaviour, the prevention of discrimination and reporting procedures. Employees can report concerns anonymously through the Group-wide whistleblowing system, iWhistle. No cases of discrimination were reported during the reporting period.



HEALTH AND SAFETY

At **SLV Lighting Group**, we remain committed to providing a safe, healthy and supportive working environment for all employees. Protecting the wellbeing of our workforce is a fundamental responsibility and an integral part of our business approach.

In 2025, responding to the growing impacts of climate change and the increasing occurrence of heat-related risks became a key priority. As part of this effort, we began developing a dedicated heat protection concept, with a particular focus on employees working in logistics operations. The concept is designed to support employee health, wellbeing and productivity by mitigating heat-related risks and strengthening preventive measures.

This initiative reflects our corporate values of Respect, Responsibility, Reliability and Passion, which underpin our approach to occupational health and safety. Guided by these values, we continuously work to enhance workplace safety through preventive actions, awareness-building and a strong culture of care. By promoting healthy and safe working environments, we contribute to the wellbeing of our employees while supporting the success of our business.

To monitor and continuously improve our health and safety performance, key indicators are collected and evaluated annually at Group level. These include, among others, the number of safety representatives, first aiders and fire safety officers. Workplace accidents are systematically reviewed in order to identify preventive measures and further strengthen our safety standards.

In 2025, no fatal workplace accidents occurred across the Group. In addition, only two recordable occupational accidents were reported during the year, reflecting our ongoing focus on accident prevention and workplace safety.

Across all Group companies and countries, we ensure that first aiders and fire safety officers receive training in accordance with applicable legal requirements. Existing qualifications are maintained through regular refresher training and continuing education measures. In addition, evacuation drills and emergency exercises are conducted regularly as part of our continuous improvement process, helping to strengthen preparedness and reinforce our safety culture.

The Group-wide Health & Safety Policy, introduced in 2022, provides the overarching framework for occupational health and safety management throughout the Group. It defines key requirements, responsibilities and preventive measures aimed at identifying risks at an early stage and effectively preventing accidents and injuries.

To further support awareness and transparency, a central Health & Safety platform has been established on SharePoint. The platform provides employees with access to relevant occupational health and safety information, updates on completed and ongoing initiatives and practical guidance for emergency and first-aid situations.

Employee health and wellbeing are further supported through preventive health and sports programmes. In 2025, SLV offered a variety of initiatives, including mental health awareness activities, cycling and running events, mindfulness training, preventive health checks and team sports. These measures help promote healthy lifestyles, enhance wellbeing and strengthen collaboration across the workforce.

In addition, employees have access to health and safety training through the Group-wide learning platform. In 2025, a total of 280 employees participated in at least one health and safety training course, making an important contribution to strengthening the Group’s safety and wellbeing culture.

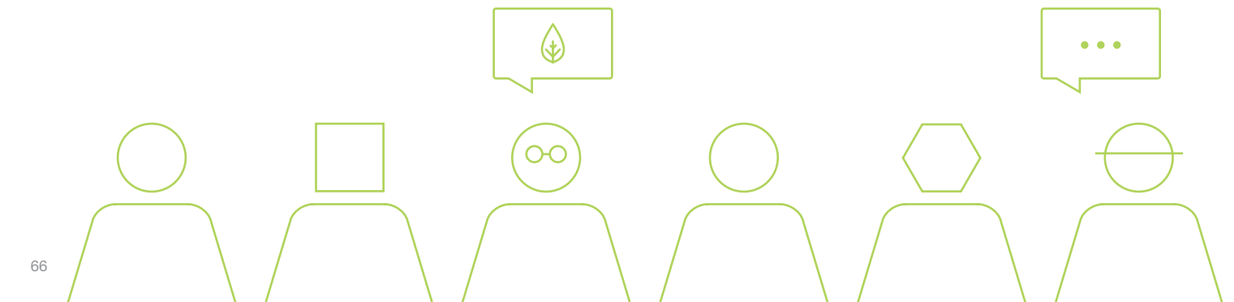
EMPLOYEE ENGAGEMENT AND COMMUNITY INVOLVEMENT

Employee engagement extends beyond the workplace through a variety of community involvement, volunteering and fundraising initiatives across the Group. These activities enable our employees to support local communities, contribute to charitable causes and make a positive social impact.

Support local facilities
For the past two years, employees at our German entity have fulfilled Christmas wishes from residents of a local retirement home and a local children‘s home. The initiative was once again a great success in 2025.

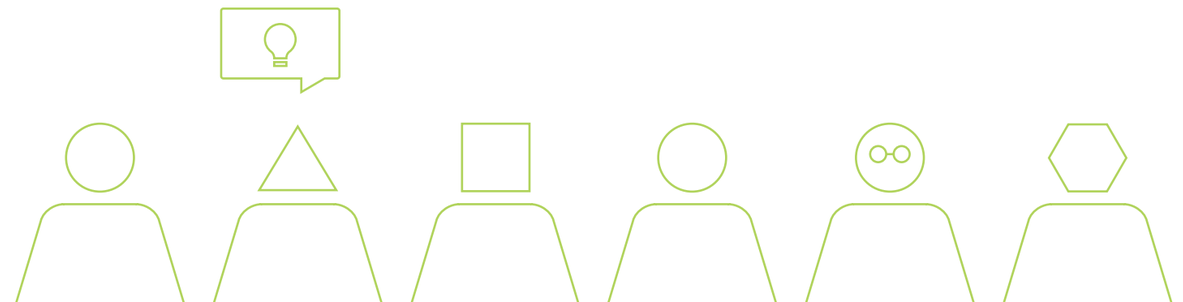
Christmas donations
Christmas gifts received by SLV employees from customers and suppliers are collected by the HR department and donated to Übach-Palenberger Tafel e.V., a local charitable organisation. Furthermore, instead of giving presents at Christmas time, SLV regularly donates the amount of €5,000 to the German Cancer Aid Foundation and Children’s Cancer Aid.

Voluntary days
Once again in 2025, Novalux colleagues supported Antoniano Onlus, a local charitable organisation in Bologna. They also participated in several solidarity days, experiencing first-hand the importance of corporate volunteering. The team participated in Music Therapy and Cinema 4Good activities, supported the Operazione Pane project and provided canteen service and daily support for guests. These activities enable us to provide not only material support, but also culture, social interaction, companionship and new opportunities to people experiencing economic, personal or family-related hardship. These were intense, authentic and exciting days, during which Novalux was able to see how many different souls coexist within Antoniano: human support, listening, accompaniment, care and inclusion.



Raising awareness
In July 2025, our colleagues from MLA Knightsbridge, whose corporate colour is purple, celebrated the Purple Day, showcasing once again their commitment to raising epilepsy awareness by donning various shades of purple. It was heartening to see everyone come together in solidarity for such an important cause.

Fundraising
With the incredible support of our employees and matching by the company, our colleagues in the UK donated a total of £3,431 in 2025. Given the challenges of managing household budgets, the level of employee engagement demonstrated through these donations was particularly impressive. Cake was a notable theme, with superb support from colleagues for cake sales raising funds for Dementia UK and Macmillan Cancer Support. Our generous colleagues bake at home, bring cakes to work and the rest of us donate to charity in return for a tasty treat with our coffee. Our colleagues furthermore raised money via a raffle for our local hospice, Keech, a much-loved charity whose services have supported the family members and friends of many of our site-based colleagues. Keech provides end-of-life care and respite support for families of people living with life-limiting illnesses. Yet more cash was raised for Keech from a keen group of Fantasy Football players. We are very fond of Keech, so we ended the year by getting dressed up in our Christmas jumpers and made donations to raise even more money.





USERS, END-CUSTOMERS AND PRODUCT RESPONSIBILITY

At SLV GmbH, we are committed to supporting our customers throughout the entire lifecycle of our products. By providing reliable products, transparent information and comprehensive after-sales services, we help customers make informed and responsible decisions while maximising the value and longevity of their lighting solutions.

Product Longevity and Reliability
The durability and quality of our products play a key role in customer satisfaction. To support long-term product use, we offer an extended five-year warranty for luminaires, reflecting our confidence in product quality and reliability. This approach provides customers with greater planning security and reduces the need for premature product replacement.

Repair and Maintenance Services
To further extend product lifetime, 97% of our lighting solutions are designed to be repairable. Customers have access to spare parts for a wide range of products, supported by a dedicated repair service team. Wherever possible, maintenance and repair work is carried out directly at the customer site, ensuring efficient service and minimizing disruption.

Product Quality and Safety
Ensuring the quality and safety of our products is a key element of our responsibility towards customers and end users. Through comprehensive quality assurance processes, product testing and continuous monitoring of product performance, we strive to deliver lighting solutions that meet high standards of safety, functionality and durability throughout their service life.

Customer Information and End-of-Life Guidance
We provide customers with clear information on the proper handling, maintenance and end-of-life management of our products. Product-specific disposal instructions help customers meet environmental requirements and support responsible waste management. In addition, customers are encouraged to return defective products through established take-back channels to enable appropriate recycling and resource recovery.

Customer Feedback and Continuous Improvement
Customer feedback and product return analyses play an important role in the continuous improvement of our products and services. Information gathered through customer interactions, service requests and returned products is systematically reviewed and integrated into product development, quality management and ecodesign processes. This helps enhance product quality, customer experience and the long-term performance of our lighting solutions.

Promoting Responsible Product Use
Through transparent communication, technical documentation and personal customer support, we encourage responsible product use and informed decision-making. By providing practical guidance throughout the product lifecycle, we help customers maximise product value while contributing to a more responsible use of resources.

PEOPLE AGENDA INDICATORS 2024 / 2025

	2024		2025	
HR	SLV Lighting Group	SLV GmbH	SLV Lighting Group	SLV GmbH
Total number of employees (FTE)	562.9	230.9	516.5	203.5
Total number of employees (Heads)	617	278	559	238
Quote of female employees (% FTE)	31.3	27.2	32.0	28.0
Quote of employees with disabilities (%)	1.9	3.3	2.1	1.0
Quote of women in management positions (%)	29.7	25.0	25.4	22.0
Quote of staff fluctuation (%)	17.0	10.0	19.8	23.9
Employees in management position (Heads)	74	12	67	9
Average training hours per employee (h)	15	18	13	8.4
Health and safety				
Absence rate (%)	2.8	5.2	3.7	5.3
Injury rate	0.013	0.014	0.064	0.125
Number of lost days	12.5	5	63	44

HIGHLIGHTS

Group Sustainability Pioneers Meeting once per quarter

Continuous social initiatives in several countries

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

280

participants in Health & Safety Training

Goals reached

> 97 %
participant rate in Data Protection Training

Goals

100 %
training of employees on data protection, IT security and AI-Compliance by 2026

3 %
employees with disabilities by 2026

33 %
women in management positions by 2026

16 h
of average training hours per employee by 2026

80 %
participation rate in the yearly employee engagement survey by 2026

100 %
completed annual feedback meetings and training needs assessments by 2026

GOVERNANCE

“THE FUTURE DEPENDS ON
WHAT WE DO IN THE PRESENT“

Mahatma Gandhi

SUSTAINABILITY GOVERNANCE

At **SLV Lighting Group**, sustainability is integrated into business decision-making and forms part of our long-term business development. Clear responsibilities, cross-functional collaboration and regular management involvement help ensure that environmental, social and governance considerations are embedded throughout the organisation.

Overall responsibility for sustainability lies with Group Management, which provides strategic direction, reviews progress and supports the implementation of sustainability priorities across the business. Sustainability topics are considered in relevant decision-making processes and are discussed regularly within the Management Board. Dedicated sustainability meetings are held approximately once a month to review ongoing initiatives, monitor progress against objectives, discuss regulatory developments and define priorities for future action.

The Group’s sustainability activities are coordinated by a dedicated Sustainability Manager, who is responsible for sustainability reporting, KPI monitoring, the implementation of sustainability initiatives and the further development of sustainability targets and policies. To further strengthen sustainability management across the Group, a second Sustainability Manger position was established in 2025, expanding the team‘s capacity and supporting the continued development of sustainability in 2027 onwards.

To ensure a Group-wide approach, all business units and key functions are involved in the implementation of sustainability initiatives and the collection of sustainability data. Regular exchange between the Sustainability Team and representatives from the different business units supports the consistent application of sustainability standards, the sharing of best practices and the achievement of common sustainability objectives across the Group.

Employee engagement is supported through the Sustainability Pioneers network, which provides a platform for sharing ideas, discussing sustainability topics and identifying opportunities for improvement. Open to employees across the Group, the network encourages collaboration and knowledge exchange while strengthening sustainability awareness throughout the organisation. Meetings take place quarterly and regularly include management representatives to ensure direct dialogue and support for relevant initiatives.

ETHICS AND COMPLIANCE

Ethical business conduct, integrity and compliance with applicable laws and regulations are fundamental to the way **SLV Lighting Group** operates. We are committed to conducting business responsibly and transparently and expect the same standards from our employees, business partners and suppliers. By fostering a culture of accountability and respect, we seek to maintain the trust of our stakeholders and ensure responsible decision-making throughout our operations.

Our Group Code of Conduct defines the principles and expectations that guide behaviour across the organisation. It promotes ethical conduct, mutual respect, compliance with legal requirements and responsible business practices. These standards are supported by a range of policies and guidelines, including our Anti-Discrimination Policy, Environmental Policy, Responsible Sourcing Policy, Supplier Code of Conduct and Anti-Corruption Guideline.

To ensure that these principles are understood and applied consistently, regular training is an integral part of our compliance approach. A general compliance training is annually mandatory for all employees and reinforces awareness of the Code of Conduct and internal policies. In addition, special training, such as an anti-corruption training is provided to management and sales functions, supporting our zero-tolerance approach to bribery and corruption.

Transparency and open communication are essential components of our compliance approach. Employees can report concerns regarding misconduct, violations of internal policies, discrimination, harassment, or other compliance-related matters through the Group‘s whistleblowing platform iWhistle. The system allows reports to be submitted confidentially and anonymously. To strengthen transparency throughout the value chain and ensure compliance with applicable legal and regulatory requirements, access to the whistleblowing mechanism has also been extended to suppliers and business partners.

Through clear policies, continuous training and accessible reporting channels, we aim to foster a culture in which ethical behaviour, responsibility and compliance are embedded in everyday business practices.

NO TOLERANCE

CONSERVATION OF RESOURCES

FORCED LABOR

ECODESIGN

CHILD LABOR

MINIMIZATION OF COSTS

POLLUTION REDUCTION

CONFLICT MINERALS

GHG MINIMIZATION

LOCAL ECONOMY

RESPONSIBLE SOURCING POLICY

COMMITMENTS, RATINGS AND CERTIFICATIONS

SLV Lighting Group aligns its sustainability activities with internationally recognised frameworks, standards and certifications to continuously improve environmental, social and governance performance and promote transparency.

As a signatory of the United Nations Global Compact (UNGC), we are committed to integrating the Ten Principles covering human rights, labour standards, environmental responsibility and anti-corruption into our business activities and decision-making processes. These principles provide an important foundation for our sustainability approach and are reflected in our policies, management systems and supply chain requirements.

To evaluate and strengthen our sustainability performance, we participate in the EcoVadis sustainability assessment. In 2025, **SLV Lighting Group** achieved an EcoVadis Silver rating, recognising our performance in the areas of environment, labour and human rights, ethics and sustainable procurement.

Our commitment to responsible business practices is further supported by internationally recognised management systems. ISO 14001 provides the framework for our environmental management system and supports a structured approach to environmental performance, compliance and continuous improvement. In addition, ISO 9001 supports high standards of quality management, helping to enhance customer satisfaction, process efficiency and continuous improvement. In 2025, ISO 14001 certification was maintained for SLV Germany and Novalux.

UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS

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

We welcome feedback on its contents.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

As a global company, **SLV Lighting Group** operates in diverse regions where social and environmental standards can vary significantly. This requires a proactive and responsible approach to sourcing. We regard our suppliers not merely as vendors but as essential partners in delivering on our sustainability commitments. While compliance with national and international regulations represents a basic expectation, our ambition is to drive continuous improvement and promote responsible business practices throughout our supply chain.

Responsible Sourcing Policy
To support this approach, we introduced the Group Responsible Sourcing Policy in 2020. The policy establishes requirements relating to occupational health and safety, labour rights, environmental protection and ethical business conduct. It serves as a key framework for integrating sustainability considerations into procurement activities and supplier relationships across the Group.

Supplier Code of Conduct
The Supplier Code of Conduct complements the Responsible Sourcing Policy and defines the minimum standards expected from all suppliers. It outlines requirements relating to:

- Fair labour practices and safe working conditions
- Compliance with environmental regulations and the reduction of environmental impacts
- Ethical business conduct, including zero tolerance for corruption
- Product safety and legal compliance across all operations

All suppliers are required to comply with these requirements and uphold applicable laws, industry standards and best practices. In 2024, the Supplier Code of Conduct was revised to strengthen environmental requirements, introduce mandatory evidence provision for ESG performance and reinforce inspection rights and follow-up measures in cases of non-compliance.

Due Diligence and ESGH Audits
To support these requirements, we apply a structured supplier due diligence process that helps identify, assess and address ESGH (Environmental, Social, Governance and Health) risks throughout our supply chain. A key element of this process is our ESGH audit programme, which focuses on working conditions, human rights, environmental standards and governance practices.

Suppliers are expected to provide evidence of compliance and participate in audit and verification activities. Where gaps are identified, corrective action plans (CAPs) are developed and implemented jointly to support sustainable improvements. To further strengthen transparency and accountability, suppliers can use the iWhistle whistleblowing system to confidentially report potential misconduct or violations of the Supplier Code of Conduct.

In 2025, we completed ESGH audits for 38 of our 88 suppliers, covering 43% of our supplier base. As part of our commitment to achieving a 100% audit completion rate within a two-year cycle, the remaining suppliers are scheduled to be audited in 2026. All audits resulted in comprehensive ESGH assessment reports. Furthermore, 100% of the resulting corrective action plans (CAPs) were successfully implemented and closed, demonstrating the effectiveness of our supplier engagement and follow-up processes.

By combining clear supplier requirements, a robust due diligence framework and regular audits, we strengthen transparency and accountability throughout our supply chain. These measures help mitigate ESG-related risks while supporting the long-term resilience and integrity of our global operations.

SOCIAL RESPONSIBILITY INDICATORS 2024 / 2025

	2024		2025	
	SLV Lighting Group	SLV GmbH	SLV Lighting Group	SLV GmbH
Total number of suppliers	100	58	88	54
Coverage rate priority suppliers* ESG Audits (%)	100	100	43**	30**
ESGH audit quantity	100	58	38	16

* Suppliers in risk areas such as China

** As part of our commitment to achieve a 100% audit completion rate within a two-year cycle, the remaining suppliers are scheduled to be audited in 2026

	2025	2025
	SLV Lighting Group	SLV GmbH
Does your company have a Code of Conduct and/or human rights policies applicable to its own workforce? If yes, do these policies address the following topics:	Code of Conduct	Code of Conduct
Child labour	yes	yes
Forced labour	yes	yes
Human trafficking	yes	yes
Discrimination	yes	yes
Does your company have a process in place for handling complaints raised by its own workforce?	iWhistle	iWhistle

HIGHLIGHTS

Achieved an EcoVadis Silver rating

Maintained ISO 14001 certification for SLV Germany and BU Novalux

Established monthly sustainability management meetings across the Group

Expanded sustainability expertise by establishing a second Sustainability Manager position

Goals reached

100 %
of identified corrective action plans with suppliers (CAPs) implemented

Reduce suppliers to 88

Goals

Roll out Group-wide sustainability training by 2027

Reduce the number of Group suppliers in China to 82 by 2027

GRI INDEX

STATEMENT OF USE:

SLV Lighting Group GmbH has reported the information cited in this GRI content index for the period 01.01.2025 – 31.12.2025 with reference to the GRI Standards.

GRI 1 USED:

GRI 1: Foundation 2021

GENERAL DISCLOSURE AND MATERIAL TOPICS

GRI Standard	Indicator	Content	Pages	Comments
GRI 2: General Disclosures 2021	2-1	Organizational details	8, 9	
	2-2	Entities included in the organization's sustainability reporting	9	
	2-3	Reporting period, frequency and contact point	106	January 1, 2025, to December 31, 2025. As of 2023 annual frequency.
	2-4	Restatements of information.		No restatements of information were made during the reporting period.
	2-5	External assurance		The report has not been externally audited.
	2-6	Activities, value chain and other business relationships	8, 40, 26-33, 82-83	
	2-7	Employees	70-71, 98-101	
	2-8	Workers who are not employees	83, 98	ESGH standards regarding workers are covered in the ESGH audits
	2-9	Governance structure and composition	77	UN Global Compact
	2-12	Role of the highest governance body in overseeing the management of impacts	77	
	2-13	Delegation of responsibility for managing impacts	77	
	2-14	Role of the highest governance body in sustainability reporting	77	
	2-22	Statement on sustainable development strategy	4-5	
	2-23	Policy commitments	62-63, 78-83	
	2-24	Embedding policy commitments	78-83	
	2-25	Processes to remediate negative impacts	78-83	
	2-26	Mechanisms for seeking advice and raising concerns	78-83	
	2-27	Compliance with laws and regulations	43, 78-83	
	2-28	Membership associations		Since September 2019, SLV Lighting Group GmbH has been a member of industrial association ZVEI (German Electrical and Electronic Manufacturers' Association).
	2-29	Approach to stakeholder engagement	18-21	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	18-21	
	3-2	List of material topics	20-23	
	3-3	Management of material topics	18-23	Throughout report

CLIMATE CHANGE

GRI Standard	Indicator	Content	Pages	Comments
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	102	
	302-3	Energy intensity	102	
	302-4	Reduction of energy consumption	30-37	
	302-5	Reductions in energy requirements of products and services	32-33	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	26-34	
	305-2	Energy indirect (Scope 2) GHG emissions	26-34	
	305-3	Other indirect (Scope 3) GHG emissions	26-34	
	305-4	GHG emissions intensity	34	
	305-5	Reduction of GHG emissions	30-37	

CIRCULAR ECONOMY & BIODIVERSITY

GRI Standard	Indicator	Content	Pages	Comments
GRI 306: Waste 2020	306-3	Waste generated	52	
	306-4	Waste diverted from disposal	44-45, 52-53	
	306-5	Waste directed to disposal	44-45, 52-53, 103-104	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		Water resources and effluents are monitored within ESG-Audits
	303-5	Water consumption	52	
GRI 304: Biodiversity 2016	304-2	Significant impacts on biodiversity	50-51	
	304-3	Habitats protected or restored	50-51	limited reporting

Environmental concerns

GRI Standard	Indicator	Content	Pages	Comments
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	82-84	
	308-2	Negative environmental impacts in supply chain and actions taken	82-84	

PEOPLE AGENDA

GRI Standard	Indicator	Content	Pages	Comments
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	100-101	
	401-3	Parental leave	100-101	
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	64-65	
	403-9	Work-related injuries	64-65, 70-71, 100-101	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	61, 70-71, 100-101	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	62-63, 70, 98-101	
GRI: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	62-63	
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	78-84	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	78-84	

GOVERNANCE

GRI Standard	Indicator	Content	Pages	Comments
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	78-79	
	205-3	Confirmed incidents of corruption and actions taken	78-79	
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	78-79	

VSME CONTENT INDEX 2025

VSME Ref.	Disclosure	Page(s)
B1	Basis for preparation	16-17
B2	Sustainability practices, policies and future initiatives	14-15, 76-83
B3	Energy and greenhouse gas emissions	26-37, 102
B4	Pollution	42-43, 50-51
B5	Biodiversity	50-51
B6	Water	52
B7	Resource use, circular economy and waste management	40-55, 102
B8	Workforce characteristics	58-73, 98-101
B9	Health and safety	64-65, 70-71, 100-101
B10	Diversity and inclusion	62-63, 70-71, 98-101
B11	Business conduct	76-83

VSME Ref.	Disclosure	Page(s)
C1	Climate transition and GHG reduction targets	30-37
C2	Climate-related actions and investments	30-37
C3	Energy efficiency of products and services	32-37
C4	Human rights and supply chain management	82-83
C5	Supplier engagement and due diligence	82-83
C6	Governance of sustainability matters	76-77
C7	Stakeholder engagement and materiality assessment	18-23
C8	Product sustainability and circular design	40-55, 68-69
C9	Sustainability strategy and commitments	4-5, 12-23, 80-81

ADDITIONAL KPIs

Human Resources 2025

	SLV Lighting Group	SLV GmbH
Total numbers of female employees	193	77
Total numbers of male employees	366	161
Total number of divers employees	-*	-*
Total number of employees without gender specification	-*	-*
Employees with permanent contract	535	224
Employees with non-permanent contract	30	10 (Trainees / Students)
Number of self-employed (only working for SLV)	-*	0
Employees paid at or above applicable minimum wage	yes	yes
Number of temporary workers	-*	5
The percentage gap in pay between its female and male employees	Each subsidiary has a workforce of fewer than 150 employees	12.2
Percentage of employees covered by collective bargaining agreements (%)	-*	0

Employees in different countries	SLV Lighting Group	SLV GmbH
Austria	2	
Belgium	13	
China	37	
Czech	3	
Denmark	8	
France	32	
Germany	248	238
Italy	49	
Netherlands	12	
Poland	5	
Portugal	4	
Slovenia	3	
Spain	4	
Sweden	2	
Swiss	47	
UK	90	

* Data not available yet. Data collection and reporting processes are currently being established. Disclosure will be provided in future reporting periods.

Human Resources 2024 / 2025

	SLV Lighting Group 2024	SLV GmbH 2024	SLV Lighting Group 2025	SLV GmbH 2025
Employees on parental leave (Headcount)				
Male	11	8	9	8
Female	17	11	10	7
Total	**28**	**19**	**19**	**15**
Employee return (Headcount)				
Male	11	7	9	8
Female	6	3	7	3
Total	**17**	**10**	**16**	**11**
Newly hired employees (Headcount)				
Male	55	18	42	18
Female	17	5	24	6
Total	**72**	**23**	**66**	**24**
Employee turnover (Headcount)				
Male	59	15	70	41
Female	45	14	42	20
Total	**104**	**29**	**112**	**61**

	SLV Lighting Group 2024	SLV GmbH 2024	SLV Lighting Group 2025	SLV GmbH 2025
Average training hours per employee (h)				
Male	-*	-*	-*	-*
Female	-*	-*	-*	-*
Total	**15**	**18**	**13**	**8**
Number of work accidents (Headcount)				
Male	-	-	1	0
Female	-	-	3	2
Total	**-**	**-**	**4**	**2**
Number of deaths due to work related accident or disease	0	0	0	0
Confirmed severe human rights incidents involving own workforce	0	0	0	0
Are you aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and/or end-users?	no	no	no	no

* Data not available yet. Data collection and reporting processes are currently being established. Disclosure will be provided in future reporting periods.

Energy 2024 / 2025

	SLV Lighting Group 2024	SLV GmbH 2024	SLV Lighting Group 2025	SLV GmbH 2025
Energy Consumption [GJ]				
Renewable Electricity purchased	3,925.2	2,050.7	3,798.4	2,081
Non-Renewable Electricity purchased	1,029.5	0	944.4	0
Total Electricity purchased	**4,954.7**	**2,050.7**	**4,742.8**	**2,081**
Renewable Electricity produced	625.2	0	626.6	0
Non-Renewable Electricity produced	732.9	732.9	648.1	648.1
Total Electricity produced	**1,358.1**	**732.9**	**1,274.7**	**648.1**
Total Electricity sold	363.9	8.3	362.7	43.4
Total Electricity Consumption	**6,021.9**	**2,833.2**	**5,941**	**2,703.1**
Diesel Consumption	7,797.1	2,460.6	6,522.8	2,530.6
Gasoline Consumption	3,055.9	185.2	3,151.2	358.7
Natural Gas Consumption*	10,027.1	7,977.5	9,065.6	7,633.5
Bio Gas Consumption	-	0	3,798.4	0
Heating Oil	-	0	628.5	0
Total Fuel Consumption	**20,880.1**	**10,623.3**	**23,166.5**	**10,522.8**
Total Energy Consumption	**28,899.2**	**13,248.2**	**29,128.4**	**13,225.9**
Energy Intensity (GJ per million EUR sales)	**138.6**	**118.5**	**138.3**	**120.2**

*Natural Gas used for heating and electricity production

Unsold consumer products 2025

Disposal of Returned Products by Product Category

Product Category	Discarded Units	Product + Accessories + Manuals (kg)	Packaging Materials (kg)
Luminaires	4,145	7,681	2,301
Components / Accessories	614	153	38
Control Gear	397	54	4
Light Sources	183	22	6
Other	81	83	15
Catalogues	3	2	1
Total	**5,423**	**7,996**	**2,365**

Share of Disposed Products Relative to Total Returns

Product Category	Discarded Units as % of Total Returns	Discarded Product Weight as % of Total Returned Product Weight	Discarded Packaging Weight as % of Total Returned Packaging Weight
Luminaires	5%	10%	11%
Components / Accessories	4%	4%	3%
Control Gear	8%	8%	6%
Light Sources	2%	3%	2%
Other	78%	91%	75%
Catalogues	0%	0%	0%
Total	**5%**	**10%**	**10%**

Unsold consumer products 2025

Reasons for Disposal of Deadstock

Product Category	Units	Weight (kg)
Luminaires & Accessories	9,575	3,294
Defective	643	152
Obsolete / Technologically Outdated	8,932	3,142

Material Recovery Pathways

Material Stream	Estimated Share	Recovery Route	End Use
Mixed Metals (ferrous and non-ferrous metals)	Approx. 80%	Material Recycling	Foundries and steel mills
Other Material Fractions	Approx. 20%	Thermal Recovery	Waste-to-energy facilities (municipal waste incineration plants)

Note: The material is purchased and sold as shredder material. As part of the recycling process, it undergoes further shredding and separation (R4 recovery operation) to enable the recovery of valuable material fractions.



SLV | LIGHTING GROUP

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