



LEDVANCE

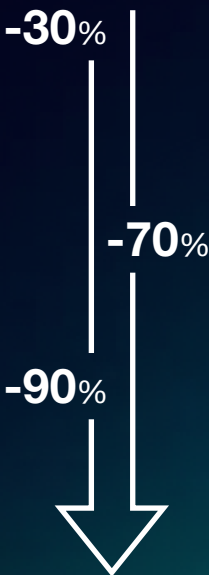
SUSTAINABILITY AT LEDVANCE

REPORT 2025

EXECUTIVE SUMMARY



AMBITIOUS PATHWAY FOR EMISSIONS REDUCTION



2030
By 2030, we are aiming to reduce our Scope 1 and 2 emissions by 30%.

2050
Our target for cutting Scope 3 emissions is 70%.*
A 90% reduction in our Scope 1, 2, and 3 emissions.*

* Base year 2019

ECOVADIS GOLD



We are proud to have been awarded EcoVadis Gold status in 2025. This accolade helps to highlight our ongoing progress and shows the world that sustainability is an intrinsic part of our processes.

GREATER SELF-SUFFICIENCY



LEDVANCE is employing specific infrastructural measures to actively advance decarbonization. The new 400-kW solar farm at the Molsheim site increases the site's self-sufficiency with renewable energy and reduces site-specific emissions, while also strengthening local energy supply resilience.

PROGRESS IN RENEWABLE ENERGY



By systematically switching to electricity from renewable energy sources, LEDVANCE was able to reduce its Scope 2 emissions by 27% between 2024 and 2025. This emphasizes the strong impact generated by our measures and shows that our energy procurement strategy is geared consistently and sustainably towards climate-friendly sources.

FUTURE-PROOF PRODUCT PORTFOLIO

97%

In 2025, 97% of the LEDVANCE portfolio was classified as taxonomy-eligible according to the EU Taxonomy. This underlines our product portfolio's clear alignment towards sustainable and future-proof solutions.

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GENERAL BASIS FOR THE PREPARATION OF SUSTAINABILITY STATEMENTS

ESRS 2 BP-1

The LEDVANCE Group is not yet subject to any statutory reporting requirements for the 2025 fiscal year. This 2025 Sustainability Report is a voluntary disclosure of our progress in the areas of environmental, social, and governance (ESG) issues. The goal is to provide stakeholders with transparent information about the company’s sustainable business strategy, which is viewed as a key driver of long-term corporate success, and also update them on our social and environmental development.

This report is based on the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD, (EU) 2022/2464). It provides an overview of the current status of the transformation process toward future CSRD compliance and adherence to the EU Taxonomy Regulation (Regulation 2020/852). This takes into account the simplifications of the “Omnibus Directive” (EU 2026/470), which were finally adopted by the Council of the EU on February 24, 2026. These regulations are intended to significantly reduce the regulatory burden through adjusted thresholds and deadlines.

LEDVANCE uses existing structures for data collection: Selected locations are certified in accordance with ISO

9001 (quality) and ISO 14001 (environmental management), which allows the company to rely on established processes and documentation. Insofar as estimates or extrapolations are required for individual key performance indicators, the underlying assumptions, methods, and the resulting estimation uncertainties are explained transparently in the respective sections.

REPORTING BOUNDARIES AND GENERAL NOTES ON REPORTING

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

- The reporting period for this sustainability report covers the 2025 fiscal year and therefore matches the consolidated financial statements, spanning the period from January 1 to December 31, 2025.
- In general, the sustainability report covers all fully consolidated companies; any input data for key performance indicators not available at a company level has been estimated. These estimates were acknowledged by the auditor.
- Loblicht was acquired in 2025. The company has been gradually incorporated into sustainability reporting since 2025, starting with environmental standards. Since the investment in Bridgelux Optoelectronics Co., Ltd. (Xiamen, China) was not consolidated in fiscal year 2025, it is generally not included in this sustainability report. Furthermore, due to the level of immateriality – projected emissions amount to less than 1% of the Group’s total emissions – it was not included in the GHG balance sheet.

- Subsidiaries are exempt from preparing their own sustainability reports under the Regulation based on their inclusion in the consolidated report and the fact that none of the subsidiaries are of significant public interest.
- In addition to the company’s own business activities, individual chapters of the 2025 Sustainability Report also cover parts of the upstream and downstream value chain. The sections in question are highlighted within the report.
- Discrepancies caused by rounding may occur during the addition of rounded values and percentages.
- In addition to the retrospective view, the report also contains some forward-looking statements and information that are based on assumptions and currently available information and are therefore subject to corresponding uncertainties.
- The forward-looking horizons covered in this report are already in line with CSRD requirements. “Short-term” refers to a horizon of up to twelve months. “Medium-term” refers to a period of one to five years, and “long-term” refers to a horizon of more than five years.

CHANGES IN REPORTING AND GENERAL NOTES

Compared to last year, the report has changed and evolved, particularly as a result of preparations for future CSRD reporting.

We are in the process of establishing reporting in accordance with the ESRS requirements. For this reason, the following disclosures on material topics are not yet included in the Sustainability Report for fiscal year 2025: E5-3, E5-6, S1-7, S1-10, S1-11, S1-15, S1-16, G1-2, and G1-6. The report does contain information on certain individual

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topics, but this information does not yet comply with ESRS standards.

This content will be developed gradually and incorporated into the reporting. The goal is to fully integrate this content by the time reporting becomes mandatory.

As part of the implementation of ESRS requirements, efforts are underway to integrate the upstream and downstream value chains into the reporting process as well. This is particularly important to the materiality assessment, but also in other areas of reporting, such as greenhouse gas emission reporting. The status of the integration process is described in detail under ➤ **ESRS 2 SBM-1**.

In fiscal year 2025, LEDVANCE disclosed in full all relevant information regarding intellectual property, expertise, and innovations.

DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

ESRS 2 BP-2

Any forward-looking statements are based on the standard time horizons set out in ESRS. Deviations from these horizons are disclosed in the topic-specific chapters. LEDVANCE uses certified management systems as a basis for its data collection. In cases where performance indicators are based on estimates or secondary data – particularly in relation to Scope 3 emissions – the methodology, measurement uncertainties, and measures for future data improvement are explained directly in the relevant sections. Unless otherwise stated, the key performance indicators (KPIs) included in this report have not been subject to any further external validation beyond the audit conducted by the appointed auditor.

THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

ESRS 2 GOV-1

As the most senior governing body in the LEDVANCE Group’s parent company, the executive management team at LEDVANCE GmbH serves as the central body for making decisions and supervising the Group. Since the company is not legally required to establish a supervisory board and currently has no separate supervisory body, the executive management team is responsible for both strategic management and oversight. LEDVANCE GmbH’s strategy is shaped by its affiliation with the parent company, MLS Co., Ltd., which ensures fundamental alignment with the overarching objectives.

To make sure that sustainability-related performance indicators and the associated risks and opportunities are monitored systematically, LEDVANCE employs an integrated management system. Progress throughout the year and the achievement of targets are reviewed by the Corporate Sustainability department and evaluated together with executive management as part of the annual management review. The focus here is on the key risks, opportunities, and impacts (IROs) related to the areas of environment, quality, and social standards.

COMPOSITION AND DIVERSITY

As of December 31, 2025, the committee consists of four members, who have many years of expertise in the lighting and semiconductor industries and who cover the specific requirements of our global procurement and sales markets:

- Mr. Quinghuan Sun (CEO): Executive Member and also CEO of MLS Co., Ltd.
- Ms. Jiayuan Sun (Legal Representative):

- Executive Member
- Dr. Markus Emmert (CFO): Non-Executive Member
- Ms. Jue Wang (Senior Executive Vice President): Non-Executive Member

With women making up 50% of its membership, the body has a balanced gender ratio. While the executive members set out the strategy, the non-executive members, in particular, are responsible for managing operations and also assessing and monitoring impacts, risks, and opportunities (IROs) related to sustainability.

KNOWLEDGE AND EXPERTISE IN THE FIELD OF SUSTAINABILITY

The executive management team possesses the expertise needed to manage the impact of business operations on people and the environment and also handle the financial risks and opportunities arising in the area of sustainability. The Senior Executive Vice President in particular has specific expertise and many years of experience in the field of sustainability. In addition, the Chief Financial Officer (CFO) has extensive expertise in integrating sustainability aspects into corporate governance and reporting.

INVOLVEMENT OF EMPLOYEE REPRESENTATIVES

LEDVANCE supports the right to freedom of organization and assembly. In accordance with local legislation, formalized employee representation exists in key markets (including Germany and France) through works councils, general works councils, and specific committees, such as an economic committee and the representative council for employees with disabilities. The interests of senior executives are represented by a separate executive committee.

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INFORMATION PROVIDED TO AND SUSTAINABILITY MATTERS ADDRESSED BY THE UNDERTAKING’S ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

ESRS 2 GOV-2

LEDVANCE GmbH’s sustainability efforts are overseen by a governance structure that reports directly to executive management. Since LEDVANCE GmbH does not have a supervisory board, the executive management team is responsible for setting out the sustainability strategy and monitoring the achievement of its goals.

REPORTING AND INFORMATION FLOW

The Corporate Sustainability department is responsible for the central management and coordination of all sustainability-related issues in collaboration with the relevant functional departments. The executive management team, led by the responsible Senior Executive Vice President, is regularly briefed – at least twice a year – on the progress of sustainability initiatives as part of a formal reporting process.

One of the main components of this reporting process are the impacts, risks, and opportunities (IROs) identified as being material during the double materiality assessment. This approach ensures that both the environmental and social impacts of business activities (inside-out perspective) and the financial impacts on the company (outside-in perspective) are taken into account on a systematic basis. The structured reporting process is also supplemented by ad hoc reporting on topics of particular strategic importance. Furthermore, external experts are also consulted as required to validate specific sustainability initiatives.

In fiscal year 2025, the following key topics and IROs (impacts, risks, opportunities) were the focus of our sustainability efforts. They were reported to the executive management team and then developed further as part of a dialog:

- **Climate change (E1)**
Addressing CO₂-related IROs along the value chain by enhancing the climate strategy.
- **Product portfolio (E1/E5)**
Steering the transition toward more energy-efficient solutions through tailored product roadmaps.
- **Workforce (S1)**
Focusing on succession planning and lifelong learning to tackle demographic change.
- **Business conduct (G1)**
Prioritizing geopolitical risks by strengthening regional supply chains to reduce dependencies.

MONITORING AND CONTROL SYSTEM

Implementation of these measures is monitored using a set of specific ESG performance metrics in the areas of occupational safety, human resources, and supply chain management. To further formalize the management of measures throughout the year, a dedicated ESG controlling function is currently being established. The goal of this controlling function is to enable progress to be monitored systematically in future and also ensure that sustainability-related issues form an integral part of the company’s corporate governance, beyond just the annual reporting process.

In this context, the Corporate Sustainability department regularly reports on the progress achieved in establishing the control function. It also provides updates on target achievement levels in key strategic areas, such as climate strategy and general reporting.

INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

ESRS 2 GOV-3

CURRENT STRUCTURE OF REMUNERATION SCHEMES

In the 2025 reporting period, the remuneration system for the executive management team and senior executives was based solely on financial and operating KPIs. These are mainly centered around key figures related to the Group’s growth, profitability, and financial stability. There were no specific, formalized links between variable compensation and sustainability-related performance indicators (ESG KPIs) in fiscal year 2025.

STRATEGIC DEVELOPMENT AND OUTLOOK

LEDVANCE recognizes the strategic importance of ESG goals for forward-looking corporate governance. In light of this, the company intends to evaluate the extent to which relevant sustainability metrics and appropriate target pathways can be integrated into the variable compensation of the executive management team and selected management levels in the future.

These potential compensation components are due to be developed through cross-functional collaboration between the Corporate Sustainability, Finance, and Human Resources departments. The plan is to keep the executive management team updated on the progress of this evaluation and ensure they are closely involved in creating the strategic structures of this process. The company will report transparently on the results of this review and on any adjustments to its remuneration policy in upcoming reporting periods.

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STATEMENT ON DUE DILIGENCE

ESRS 2 GOV-4

The following overview presents the core elements of company-wide due diligence processes and illustrates how they are integrated into the structure of this sustainability report. By mapping this information out, LEDVANCE ensures transparency regarding the systematic identification, management, and monitoring of key IROs. This presentation highlights the company’s holistic approach to integrating environmental and social due diligence into its governance structures and operating processes.

KEY ELEMENTS OF DUE DILIGENCE AND THEIR INTEGRATION INTO THIS REPORT

Key elements of due diligence	Information on measures and objectives in the respective ESRS standards
1) Integration of due diligence into governance, strategy, and the business model	ESRS 2 GOV-1 The role of the administrative, management and supervisory bodies
	ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies
	ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model
2) Involvement of affected stakeholders in all key stages of the due diligence process	ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies
	ESRS 2 SBM-2 Interests and views of stakeholders
	ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities
3) Identification and assessment of negative impacts	Specific information in the respective topic-specific standards
	ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities
4) Measures to counter these negative impacts	ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model
	Information on measures in the respective topic-specific standards
5) Follow-up on the effectiveness of measures	Information on measures, metrics and objectives in the respective topic-specific standards
6) Communication and collaboration related to corrective action	Sustainability report
	Individual communication with stakeholders
	Grievance process (whistleblowing)

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RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

ESRS 2 GOV-5

The LEDVANCE Group’s sustainability reporting process is integrated into a company-wide system that is designed to ensure data quality and the reliability of reports. These structures are subject to ongoing development as part of the efforts to implement CSRD and ESRS requirements.

PROCESSES AND INTERNAL CONTROLS

Data is acquired using an IT-based reporting tool that enables qualitative and quantitative information to be collected in a way that is structured and traceable. Clear areas of responsibility have been established between decentralized business units and the central Corporate Sustainability department. To minimize reporting risks, a multi-step verification process has been established for decentralized data collection:

- **Primary review:** Data is validated by the department responsible at operating level
- **Secondary review:** Content is reviewed and checked for completion by Corporate Sustainability
- **Consultation:** Consistency with financial reporting is ensured through liaison with the Finance division
- **Approval:** A final review is performed by the member of executive management responsible for sustainability and the data is authorized

In addition to this, LEDVANCE has commissioned its sustainability report to be reviewed in a limited assurance audit performed by the independent auditor dhpG, based on the ISAE 3000 and ISSA 5000 auditing standards.

IDENTIFIED RISKS ASSOCIATED WITH REPORTING

Despite the controls that have been implemented, specific risks still arise regarding the completeness and accuracy of information. These include, in particular:

- Regulatory complexity: The rapid pace and extent of changes to reporting regulations
- Data availability: Limited transparency regarding KPIs for the upstream and downstream value chains. In some cases, estimates based on external benchmarks are needed
- Systemic consistency: Challenges in harmonizing disparate data collection systems that have evolved over time, as well as estimation uncertainties in the calculation of key performance indicators
- Time constraints: Delays in the provision of relevant KPIs for annual financial statements as well as limited personnel resources in certain regions

MEASURES FOR RISK MITIGATION AND CONTINUOUS IMPROVEMENT

To address these risks, LEDVANCE has implemented a centralized ESG data management system, which is supported by regular employee training and enhanced process documentation. Implementing ESRS-compliant reporting early on – even before it becomes a legal requirement – primarily serves to optimize processes and reduce risk.

Findings from the internal risk assessment and recommendations by external auditors are incorporated directly into process improvements. At least once a year, Corporate Sustainability briefs the executive management team on the structure of the preparation process, the effectiveness of controls, and the optimization measures that have been implemented.

STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

ESRS 2 SBM-1

CORPORATE STRATEGY

As a leading global lighting company, LEDVANCE aims to generate profitable growth, sustainably increase corporate value, and further cultivate its corporate values of “Striving for Excellence,” “Breaking New Ground,” and “Winning Together.”

The company regards itself as a reliable partner for customers, employees, and other stakeholders. Our strategy is based on three overarching pillars:

- Bringing our corporate vision “Power through light” to life
- Sustainability as the principle that guides strategic action
- Implementation of the “LEDVANCE Digital Future” program

Power through light

As an innovative and environmentally conscious company, LEDVANCE aims to inspire people and help them to harness the full power of light—“Power through Light.” Modern, efficient lighting systems and solutions for renewable energy generation and management are designed with the aim of creating better living and working environments in the future. They help to save energy and reduce costs, thereby making an important contribution to the environment and society. This targeted approach to expanding the portfolio on a horizontal level is boosting the company’s long-term strategy.

In parallel to this, LEDVANCE is continuously optimizing its value chain to tap into additional areas of vertical growth. It is reviewing opportunities for both organic growth and potential M&A activities. In addition, project-based business with new customer groups is generating further momentum for growth. The successful growth of the lighting business highlights the company’s ability to sustainably tap into new

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markets and business areas.

Key operational functions are consolidated under the C.O.R.E. umbrella (China Operations Regional Excellence), while regional expertise is being enhanced in specific areas. Business decisions are made on a decentralized basis and are tailored to the specific requirements of the sales regions of Western Europe, Emerging Markets, and the USA and Canada.

Sustainability as the principle that guides strategic action

LEDVANCE’s strategic direction is based on the three pillars of sustainability: environment, social standards, and governance. In recent years, the company has expanded key aspects of its structures, resources, and capabilities and systematically integrated sustainability into its corporate strategy. Guided by the principle of “Power through Light,” the company is constantly increasing the proportion of energy-efficient and resource-conserving products in its portfolio.

As a sub-brand for sustainable product design, the LEDVANCE LOOP concept plays a central role in this regard. EVERLOOP extends product life and reduces waste through replaceable LED modules and drivers. By using recycled materials, such as plastic, NATURELOOP increases the proportion of recycled content and supports the circular economy.

Employee well-being and professional development are additional core elements of the sustainability strategy. The introduction of the EMPOWER HR software in fiscal year 2025 marked an important step toward digital human resources development. The integrated learning management system provides uniform access to training around the world, promotes equal opportunities, and supports a sustainable culture of learning and development.

The specific expansion of digital learning formats forms the

foundation for forward-looking human resources development, and thus also boosts the company’s capacity for innovation and its competitiveness.

LEDVANCE Digital Future

With its “LEDVANCE Digital Future” program, LEDVANCE is rebuilding its digital and data landscape from the ground up. The goal is to create an integrated, globally harmonized system landscape that improves efficiency, expedites analysis, and enhances customer value. One of the key elements of the program is the migration of existing SAP systems to SAP S/4HANA and the targeted use of complementary software solutions. In addition to this, LEDVANCE is also exploring the use of artificial intelligence to tap into further potential for process optimization and prepare the organization for the future.

Thanks to its proximity to its customers, qualified employees, lean organizational structures, and clear strategic direction, LEDVANCE aims to offer technologically advanced and resource-efficient products at competitive prices, thereby ensuring long-term profitable growth and a positive contribution to the environment and society.

SUSTAINABILITY STRATEGY

The company's sustainability strategy, including the associated goals, focuses on the key sustainability issues identified during the materiality assessment:

- Climate change mitigation
- Circular economy and circularity
- Our own employees
- Employees along the value chain
- Consumers and end users
- Governance

By focusing on these key sustainability-related issues, the company ensures that its sustainability strategy makes an

effective contribution to long-term value creation, the management of risks and opportunities, and compliance with stakeholder and regulatory requirements.

LEDVANCE’s sustainability goals are aligned with the key elements of its business model and relate to core product groups, customer segments, geographic markets, and relevant stakeholder relationships. The focus is on energy-efficient lighting products such as LED lamps and luminaires. The sustainability goals set out for these products are centered primarily around reducing environmental impacts throughout the product life cycle, improving energy efficiency, and developing more sustainable material and packaging solutions. The goals are aimed at both private and commercial customer groups in LEDVANCE’s key markets and take into account their expectations regarding product quality, transparency, and responsible supply chains. In geographical terms, sustainability goals apply to all relevant business and procurement regions. Furthermore, our sustainability goals support responsible collaboration with key stakeholders – particularly employees, suppliers, customers, and business partners – and contribute to sustainable development of the business model.

LEDVANCE’s rigorous sustainability strategy earned international recognition in 2025, receiving an EcoVadis Gold Award and a solid CDP rating of B- to reflect the company’s progress in environmental and climate management.

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BUSINESS MODEL AND PORTFOLIO

Business model

LEDVANCE employs a global business model that is primarily managed through three regions: Western Europe, Emerging Markets, and the USA and Canada. Western Europe encompasses markets in Northern, Northwest, Southwest, and Central Europe, including the DACH region. Emerging Markets are divided into Asia-Pacific, the Middle East and Africa, Latin America, and Eastern Europe. The Russian business, which was used for product sales and had previously been assigned to Eastern Europe, was transferred to the centrally managed Group companies on January 1, 2025, and sold to MLS on July 18, 2025. The USA and Canada region is the third core market.

Customer support is provided according to defined customer groups through the Business-to-Business (B2B), Business-to-Customer (B2C), and e-commerce sales channels, supported by global key account management. The company has an extensive product portfolio, while innovative project solutions and lighting management systems like the Vivares system bolster its project business.

LEDVANCE’s structures include business functions such as Marketing/Sales, Purchasing/Logistics, and Research & Development, along with centrally organized administrative functions, such as Strategy, Human Resources, Legal & Compliance, Accounting & Financial Control, and Sustainability.

LEDVANCE’s Shenzhen site in China is responsible for both the company’s Chinese business operations and also consolidates its operational functions (China Operations Regional Excellence / C.O.R.E.), including key aspects of procurement, logistics, and packaging management. The Group’s main administrative functions are located at its headquarters in Garching, near Munich. LEDVANCE operates three regional service centers (Asia (C.O.R.E.), North/

South America, and Europe), which consolidate and manage the business units’ transactional business processes.

LEDVANCE GmbH is a wholly owned subsidiary of Eurolight Luxembourg Holding S.à r.l., a company of MLS Co., Ltd., China.

Portfolio

The LEDVANCE Group’s product portfolio includes products based on both LED and traditional technologies. Products from the luminaires, LED bulbs, electronics, and SMART segments are classified as energy-efficient LED-based technologies. In addition, products from the traditional lamps segment and OSRAM products are sold using cross-selling channels.

Within the LEDVANCE Group, product segments are only established once revenue reaches a particular threshold. Low-volume business activities are reported under “Other” in the “Revenue by product segment” section and currently include activities in the renewable energy sector.

The following is an overview of the product segments as of December 31, 2025:

Luminaires

The luminaire product portfolio includes standardized products for both outdoor and indoor use. The portfolio’s focus on professional use is primarily based on the needs and requirements of lighting installation technicians and tradespeople. The home luminaire product line is geared heavily toward the needs of end consumers and is marketed primarily through retail and e-commerce channels. Our award-winning luminaires are essential components for complex applications with sophisticated specifications; they promote the further development of the project business and also complement the product portfolios for electrical contractors and retail.

LED lamps

LED lamps include standardized LED lamps in classic designs. LED lamps with a standardized base offer an energy-efficient alternative to traditional lightning elements. LED lamps form the basis for modern, efficient, and above all environmentally friendly and energy-efficient lighting, and are replacing traditional lighting technology as part of the lighting industry’s evolution.

Electronics and SMART

Smart, controllable lighting systems are an important gateway to the SMART Home and SMART Building portfolio. The electronics and SMART product segment encompasses business activities such as the development, global sourcing, and sale of electronic control units and lighting modules for intelligent and energy-efficient lamp and luminaire control, which can be used either in professional building automation or in homes.

Traditional lamps

Traditional lamps include lightning elements based on traditional technologies, such as incandescent and halogen bulbs, fluorescent lamps, and compact fluorescent lamps. As part of the evolution of the lighting industry, products from the traditional lamps segment are being replaced by LED-based products. The importance of these products is therefore in significant decline, both on a general level and for the LEDVANCE business.

Cross-selling

This section summarizes sales of products that LEDVANCE sources from ams OSRAM. The cross-selling business includes products such as electronic ballasts and LED light engines, as well as products from the automotive division.

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VALUE CHAIN

The company's value chain extends from raw material extraction, to product development and manufacturing by suppliers, through to the global distribution, use, and disposal of products. The individual stages of the value chain are explained below:

Research, development, and innovation

As a leader of innovation in the global lighting industry, the R&D division – working in collaboration with product management – is where the value chain begins. It is where customer-focused solutions are developed for intelligent lighting control systems, smart luminaires, and sustainable products to be used in both professional and residential settings. Guided by an open innovation approach, LEDVANCE works closely with strategic partners from the worlds of industry and science to develop technology to market maturity. In fiscal year 2025, the main focus was on the further development of innovative control components, with an emphasis not only on technical performance but also, first and foremost, on the ease of installation and regional market requirements.

Raw material extraction and component manufacturing

Based on a defined set of specifications, procurement is carried out using a global supplier base, with a regional focus on suppliers, raw material extractors and processors from China. The materials used consist primarily of metals, as well as glass, plastics, and rare earth elements. In component manufacturing, these raw materials are processed in complex, multi-step workflows; for example, the semiconductor manufacturing process involves stages ranging from cleaning and polishing to wafer fabrication. In plastics manufacturing, raw materials are melted, often mixed with post-consumer recycled (PCR) materials, and then molded into precision components using injection molding.

Assembly and production

The final assembly process to create our lamps, luminaires and solar modules is carried out by combining electrical components, housing elements, and light sources. The majority of these manufacturing steps are performed by our direct suppliers in China, particularly in the Shenzhen area. To safeguard global supply capabilities and risk diversification, LEDVANCE also works with manufacturing partners in other countries, such as Germany, India, Poland, the USA and Mexico.

Inbound logistics

Finished goods are transported from the production sites to central logistics centers using various modes of transportation, with maritime vessels serving as the primary means of transport. Depending on product requirements and the target market, rail or air freight services are also used. The flow of goods is managed through a global network of company-owned warehouses and specialized third-party logistics (3PL) providers, with central hubs in the USA, France, Spain, South Korea, and China.

Own operations

Since LEDVANCE does not run its own production facilities, its operational activities focus on logistics management and specialized services. Products are sorted, stored, and prepared for onward transport at our regional logistics centers. At its site in Molsheim, France, LEDVANCE has its own testing station along with capacity to customize standard products as needed through LEDVANCE Project Services, enabling the company to directly meet specific customer requirements.

Outbound logistics (downstream)

Final distribution from our regional warehouses to customers in over 130 countries is mainly truck-based. Here, LEDVANCE relies on its physical presence with branches in more than 55 countries to ensure market-oriented delivery and local support for its business customers and retail partners.

Operational phase and project business

During the usage phase, products from a portfolio comprising several thousand items are used by both professional and private users. One area that is becoming increasingly important is the custom project business, in which bespoke lighting management systems – such as the VIVARES system – are planned and implemented in collaboration with customers. Thanks to their intelligent control technology, these systems allow energy efficiency to be increased significantly throughout their entire service life.

Waste management and end-of-life

At the end of a product's life cycle, it is disposed of using country-specific collection and recycling systems. These external partners ensure that end-of-life equipment is collected properly and that its components and materials are either recycled or disposed of safely. LEDVANCE is committed to further developing the legal framework for product responsibility through its collaboration with Eucolight, the European association of collection and recycling organizations for lamps and lighting.

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INTERESTS AND VIEWS OF STAKEHOLDERS

ESRS 2 SBM-2

LEDVANCE maintains an ongoing dialog with relevant stakeholders to ensure their interests are incorporated into the company’s strategy and operational planning. Communication takes place across locations at a management level and between departments, both on a regular basis and as needed. Key stakeholders include customers, employees, owners, and suppliers. In addition, it also shares information with the media, the academic community, politicians, government agencies, and NGOs in relation to specific topics.

Stakeholder interests are directly incorporated into the development of company-wide policies and procedures, as well as into the assessment of impacts, risks, and opportunities (IROs) as part of the double materiality assessment ☞ **ESRS 2 IRO-1.**

LEDVANCE’s corporate strategy is aligned with stakeholder expectations and defines ESG as a key driving factor, with a focus on climate goals. Business units monitor sustainability requirements through customer surveys and ESG ratings, while employee-related issues are addressed through direct dialog with management.

LEDVANCE takes particular care to respect the rights and interests of its own employees, workers along the value chain, and end consumers, especially with regard to human rights. The business model is regularly reviewed for significant negative impacts and mitigation measures are implemented as needed. Furthermore, a well-established complaints management system enables stakeholders to report violations of corporate principles (e.g., environmental protection, integrity) ☞ **For details, see ESRS G1-1.**

The following table outlines the company's engagement with its key stakeholders.

Stakeholder	Focus of dialog and communication channels		
Customers	Reasons for engagement and key focus areas: – Safeguarding of customer satisfaction – Identification and tackling of areas of innovation – Product quality – Implementation of regulatory requirements	The impact of dialog on strategy and business model: – Impact on portfolio and product development – Compliance with customer requirements (e.g., quality and sustainability information)	Communication channels: – Direct, regular, and ad hoc communication – Trade shows and conferences – Customer service
Employees	Reasons for engagement and key focus areas: – Employee satisfaction and professional development, including performance reviews – Exchange of information on business development and strategy – Health and safety – Identification with the company and its products	The impact of dialog on strategy and business model: – Company agreements – Implementation of initiatives and programs, as well as location-specific campaigns – Employee development	Communication channels: – Information events with executive management and senior leaders – Employee reviews and surveys – Works council
Owners	Reasons for engagement and key focus areas: – Safeguarding of strategy implementation and the achievement of objectives – Assurance of information exchange on business development – Company’s further development – Dialog on changes in the economic and regulatory environment	The impact of dialog on strategy and business model: – Strategic direction – Investment decisions – Portfolio developments (products and regions) – Depth of value creation	Communication channels: – Representative from MLS management as member of executive management team – Regular dialog at management and expert level – Ad hoc dialog
Suppliers	Reasons for engagement and key focus areas: – General and situation-specific topics related to the business relationship – Further development of the business relationship – Further development of the product portfolio – Industry trends and changes in the regulatory environment (including sustainability)	The impact of dialog on strategy and business model: – Further development of the product portfolio – Expansion of sustainability throughout the value chain – Implementation of the corporate strategy and established goals	Communication channels: – Direct, regular, and ad hoc communication – Trade shows and conferences – Project work

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MATERIAL IMPACTS, RISKS AND OPPORTUNITIES
AND THEIR INTERACTION WITH STRATEGY AND
BUSINESS MODEL

ESRS 2 SBM-3

Resilience analysis

Based on its materiality assessment, which is described below ☹ **ESRS 2 IRO-1** , LEDVANCE has identified climate change as a material issue. The assessment confirms both the impacts of the transition to a low-carbon economy (transitional opportunities and risks) and potential physical climate risks in the company’s specific supply chains and locations.

LEDVANCE is currently in the middle of a structured process to comprehensively assess the resilience of its business model in light of these factors. As part of this process, the transitional and physical climate risks have already been identified on the basis of climate scenarios. While the qualitative assessment of adaptability has already provided insights for strategic planning, the quantitative assessment of financial implications is still in progress. LEDVANCE will gradually finalize its resilience analysis to ensure full reporting in accordance with ESRS 2 SBM-3 and ESRS E1 by the 2027 reporting year.

Based on the double materiality assessment conducted in accordance with ☹ **ESRS 2 IRO-1**, LEDVANCE has identified material sustainability aspects that have a significant influence on its strategy and business model. The following table provides a detailed overview of these key impacts, risks, and opportunities (IROs).

IROs are classified according to their respective position within the global value chain (upstream – Group’s own area of business – downstream). They are also classified according to their time horizon (short-, medium-, or long-term) to illustrate their strategic relevance and urgency.

Topic / Sub-topic	IRO	Description	Position in the value chain			Time horizon		
			Upstream	Group’s own business area	Downstream	Short term	Medium term	Long term
ENVIRONMENT E1 Climate change								
Climate change adaption	Risk	Supply chain disruptions caused by extreme weather events can lead to restrictions to production and may necessitate structural modifications		x		x		
	Risk	Due to changing market requirements and customer preferences, there may be a shift in demand toward more environmentally friendly products		x		x		
	Opportunity	Strengthening regional supply chains – for example, by increasing procurement within Europe – enhances resilience to climate-related disruptions and helps to minimize risk		x		x		
	Opportunity	Expansion of the portfolio and products offered in the field of photo-voltaics		x		x		

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Topic / Sub-topic	IRO	Description	Position in the value chain			Time horizon		
			Upstream	Group's own business area	Downstream	Short term	Medium term	Long term
ENVIRONMENT E1 Climate change								
Energy	Opportunity	Energy-efficient products and lighting management systems offer an opportunity for climate protection and help to drive demand for LED-VANCE products (supported by regulatory requirements)		x		x		
	Opportunity	Expansion into new markets in the field of charging infrastructure for electric vehicles		x		x		
	Impact (positive)	Upgrading to efficient lighting, smart power systems (IoT), and the use of renewable energy are effective ways to reduce CO ₂ emissions		x		x		
	Impact (negative)	The use of fossil fuels in our own offices generates CO ₂ emissions		x		x		
	Impact (negative)	Operational energy requirements of manufacturing sites (suppliers) in China	x			x		
	Impact (negative)	The use of lighting products results in energy-related CO ₂ emissions (Scope 3)			x	x		
GHG and climate change mitigation	Impact (negative)	Our own vehicle fleet contributes to CO ₂ emissions		x		x		
	Impact (negative)	Business travel contributes to CO ₂ emissions		x		x		
	Impact (negative)	Negative climate impacts resulting from greenhouse gas emissions associated with purchased goods and services contribute to global warming	x			x		
	Impact (negative)	Negative environmental impacts caused by transportation-related greenhouse gas emissions throughout the entire logistics chain	x		x	x		
	Impact (negative)	Negative climate impacts resulting from greenhouse-gas-intensive employee commutes		x		x		
	Impact (negative)	Fossil fuel consumption and resulting greenhouse gas emissions at logistics sites		x		x		

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Topic / Sub-topic	IRO	Description	Position in the value chain			Time horizon		
			Upstream	Group's own business area	Downstream	Short term	Medium term	Long term
ENVIRONMENT E5 Resource use and circular economy								
Resource inflows, including resource use	Opportunity	Expansion into new market segments through circular product development (repair capabilities) and sustainable product lines such as Everloop and Natureloop		x		x		
	Risk	Shortages of raw materials within the value chain can jeopardize business operations		x		x		
	Risk	Increased volatility in procurement costs due to supply chain dependencies and supply risks for critical materials		x		x		
	Impact (negative)	The use of finite resources and rare earth elements in products can affect security of supply		x		x		
Waste	Impact (negative)	Negative environmental impact due to inadequate monitoring of downstream disposal and recycling processes at the end of the life cycle			x	x		
SOCIAL S1 Own workforce								
Continuing education and professional development	Opportunity	Opportunities for professional development and continuing education, as well as attractive training and career advancement opportunities, make the company more appealing to new talent and strengthen employee retention		x		x		
	Opportunity	Internal measures to improve operational efficiency and optimize processes		x		x		
	Impact (negative)	A lack of development opportunities and poor training and career advancement opportunities can reduce the company's appeal and lead to higher employee turnover. This results in additional costs for recruiting and training new employees.		x		x		
Working conditions – working hours	Opportunity	Retaining expertise within the workforce creates a competitive advantage		x		x		
	Impact (positive)	A collaborative work environment and team spirit		x		x		
	Impact (positive)	The company's financial stability contributes to job security for its own workforce		x		x		

Topic / Sub-topic	IRO	Description	Position in the value chain			Time horizon		
			Upstream	Group's own business area	Downstream	Short term	Medium term	Long term
SOCIAL S1 Own workforce								
Working conditions – working hours	Risk	Imbalance in the age structure of employees and managers can limit diversity and affect the working environment, which can potentially lead to high employee turnover		x		x		
	Risk	Increased competitive pressure from other market participants leads to a shortage of skilled workers		x		x		
	Risk	Demographic change and the loss of expertise lead to an increase in the workforce taking on cross-functional tasks		x		x		
	Risk	Deficiencies in the areas of skills development, knowledge management and succession planning		x		x		
	Risk	Employee retention and turnover within the company		x		x		
	Impact (negative)	An increase in work intensity results in overtime and longer daily working hours		x		x		
	Impact (negative)	An appropriate structured, culture-based change management process has yet to be established		x		x		
Social dialog	Impact (negative)	Friction and communication gaps between departments can hinder social dialog and lead to misunderstandings or missing information		x		x		
	Impact (negative)	Inadequate communication has a negative impact on employee satisfaction		x		x		
SOCIAL S2 Workers in the value chain								
Working conditions	Impact (negative)	Potential violations of labor laws can adversely affect the working conditions of employees throughout the value chain	x			x		
	Impact (negative)	Verifying compliance with wage and working hour standards is challenging due to the complexity of the supply chain	x			x		

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Topic / Sub-topic	IRO	Description	Position in the value chain			Time horizon		
			Upstream	Group's own business area	Downstream	Short term	Medium term	Long term
SOCIAL S4 Consumers and end users								
Access to products and services	Opportunity	Tapping into and expanding new markets and products in the area of sustainability can help to attract new customers		x		x		
	Opportunity	Ongoing customer relationships can unlock additional revenue potential through upselling initiatives (recurring revenue)		x		x		
	Impact (positive)	Revenue potential from user-friendly, high-quality, and durable products		x		x		
	Impact (positive)	Customers benefit from the strong reputation and brand recognition of OSRAM and Sylvania, which are synonymous with consistent product quality		x		x		
	Risk	Acceptance risk associated with new technologies or products if the expected customer benefits are not realized		x		x		
GOVERNANCE G1 Business conduct								
Corporate culture and leadership	Opportunity	A diversified portfolio minimizes risks, stabilizes revenue, and strengthens the company's resilience to market changes		x		x		
	Opportunity	Efficiency gains and achievement of operational excellence through flexibility and rapid decision-making processes		x		x		
	Impact (positive)	A transparent compliance culture promotes ethical conduct throughout the company		x		x		
	Impact (positive)	Corporate values that are put into practice promote team-oriented collaboration and fair dialog, and have a positive impact on the overall corporate culture		x		x		
	Impact (negative)	Potential barriers to acceptance of new cultural development initiatives among long-serving employees or managers		x		x		
Management of supplier relationships, including payment practices	Opportunity	Building long-term supplier relationships promotes stability and creates conditions for cost efficiencies		x		x		
	Risk	Geopolitical risks stemming from dependence on Chinese procurement markets		x		x		

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DESCRIPTION OF THE PROCESSES TO IDENTIFY
AND ASSESS MATERIAL IMPACTS, RISKS AND
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ESRS 2 IRO-1

Materiality assessment

General information

In 2025, LEDVANCE performed a double materiality assessment. The process was carried out in accordance with the guidelines set forth in European Sustainability Reporting Standard 1 (ESRS 1). The results of this assessment form the basis for the company’s sustainability efforts and constitute the main content of this sustainability report.

The double materiality assessment examines and evaluates both the actual and potential impacts that the LEDVANCE Group has on people and the environment, as well as relevant sustainability-related financial risks and opportunities. LEDVANCE considers a sustainability issue to be material if it has been classified as material either on the basis of its impacts (materiality of impacts on people and the environment) and/or on the basis of risks and opportunities (financial materiality).

Stakeholder engagement

Stakeholders who are important to the company were involved in the development of the materiality assessment. To identify these stakeholders, LEDVANCE conducted a stakeholder engagement analysis and used it as the basis for developing a stakeholder engagement strategy. As part of the multi-stage stakeholder engagement analysis, the following eight stakeholders were identified as the most significant stakeholders for the company and were included in the development of the materiality assessment, either directly or indirectly, including through so-called employee proxies:

- Employees
- Customers and end users
- Investors and executive management
- Suppliers
- Companies and nongovernmental organizations acting on behalf of nature
- Policy makers
- Auditors
- Competitors

The groups of employees, customers, investors/executive management (owners), and suppliers play a particularly central role here. The company is in regular dialog with these groups and also with its auditors, as described under ➤ **ESRS 2 SBM-2** .

Methodology and process of the materiality assessment

LEDVANCE completed the double materiality assessment during 2025. The process involved representatives from various departments within the company, as well as external experts and key stakeholders relevant to the company where required. An IT tool was also used to support this process and was disclosed to the auditor. The core team for the project consisted of the managers and staff of the Sustainability department, who also oversaw the entire process. The relevant regulations of ESRS 1 (Chapter 3 – Double materiality as the basis for assessing materiality) served as the basis for performing the materiality assessment. The process for the double materiality assessment was divided into the following four main phases:

- **Phase 1:** Development of the necessary foundations
- **Phase 2:** Identification of relevant impacts, risks, and opportunities (IROs)
- **Phase 3:** Assessment of the identified impacts, risks, and opportunities (IROs)
- **Phase 4:** Identification and documentation of sustainability issues material for LEDVANCE

Phase 1 involved developing the project setup, conducting a trend analysis, and performing a benchmarking study of previously published double materiality assessments from the same industry. Similarly, the stakeholder engagement analysis described above was conducted to ensure that stakeholders were identified on the basis of ESRS 1 (Chapter 3.1. – Stakeholders and their significance to the materiality assessment) and involved in the process accordingly. In addition, the internal expertise required to conduct the double materiality assessment was advanced during this phase.

In **Phase 2** , the focus was on identifying the actual and potential impacts, risks, and opportunities (IROs) relevant to LEDVANCE. As a first step, a long list of IROs relevant to LEDVANCE’s business activities and business model was compiled. The project core team compiled this long list, which included 144 IROs.

In the subsequent **Phase 3**, the IROs identified as relevant to LEDVANCE were evaluated. A key component of this evaluation process was a workshop attended by representatives from key business units, the core project team, and external experts involved in the project. During the workshop, both financial materiality (ESRS 1 – 3.5 Financial materiality) and the materiality of impacts (ESRS 1 – 3.4 Materiality of impacts) were determined.

The rating scale used to determine the financial materiality of risks and opportunities was based on the Finance department’s established risk and opportunity management framework. Under this framework, an opportunity or risk is classed as material if the combination of its financial impact and probability of occurrence exceeds a defined threshold. For 2025, scores ranging from 0 to 3.2 points were possible and the threshold was 0.8 points.

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The materiality of an impact was assessed in accordance with the requirements set forth in ESRS 1 (3.4 Materiality of impacts). Negative impacts were therefore assessed based on their severity and probability of occurrence. The severity was based on the magnitude, scope, and/or irreversibility of the actual or potential impact. An impact was classed as material if its severity and probability of occurrence – either individually or together – exceeded a defined threshold. Positive impacts were assessed based on their magnitude and scope in the case of actual impacts, or based on their magnitude, scope, and probability of occurrence in the case of potential impacts. Possible ratings ranged between 0 and 12 points for positive effects and between 0 and 8 points for negative effects. A threshold of 6.9 points was set for 2025.

Overall, a sustainability-related issue was classed as material if it met the criteria for materiality of impact and/or the criteria for financial materiality.

The results of the workshop were documented in an IT tool and then validated with regional representatives from the Product Management, Sales, Quality, and Sustainability divisions. In addition, a validation meeting was held with the person responsible for company-wide risk management. Following the validation process, the eight stakeholder groups identified as most significant to the company were involved in the ➤ **stakeholder engagement** validation. They were involved both directly by way of direct dialog with representatives of the stakeholder groups and also by way of indirect methods. For certain groups – such as policy makers and nongovernmental organizations acting on behalf of nature – scientific studies were consulted, and for suppliers, the benchmark analysis developed during Phase 1 was used. The results of stakeholder engagement were subsequently incorporated into the final assessment of material issues.

In the final **Phase 4** , the sustainability-related issues deemed material to LEDVANCE were mapped to the corresponding ESRS data points. The results were then documented in the designated IT tool.

Material sustainability issues

During the double materiality assessment process described above, the sustainability issues listed in the previous table that are classed as material to LEDVANCE were identified. A total of 12 sustainability issues have been deemed material. These issues encompass a total of 144 IROs, 50 of which were classed as material.

During the double materiality assessment, sustainability issues from the areas of pollution (ESRS E2), water and marine resources (ESRS E3), biodiversity and ecosystems (ESRS E4), and affected communities (ESRS S3) were assessed as non-material. The main reasons for this are outlined below.

Pollution (ESRS E2): The manufacturing and logistics processes for the products sold by LEDVANCE do not generate material levels of pollution due to the use of standardized processes and a focus on component composition. The impact of transportation has also been assessed as negligible. The overall impacts, opportunities and risks related to

ESRS	Topic	Material sustainability issue	Number of material IROs
ESRS E1	Climate change	Climate change adaptation	4
		Climate change mitigation	6
		Energy	6
ESRS E5	Circular economy	Resource inflows, including resource use	4
		Waste	1
ESRS S1	Own workforce	Working conditions	10
		Social dialog	2
		Training and skills development	3
ESRS S2	Workers in the value chain	Working conditions	2
ESRS S4	Consumers and end users	Access to products and services	5
ESRS G1	Business conduct	Corporate culture	5
		Management of supplier relationships, including payment practices	2

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substances of very high concern (SVHC) are also considered immaterial due to the processes established within the company to avoid the substances in question. The materiality assessment revealed that certain stakeholders consider the handling of these substances to be important. In a regular assessment, the issue could also be classed as material, provided the overall evaluation supports this. In general, LEDVANCE uses established process to ensure compliance with regulations, in particular the REACH Regulation (Registration, Evaluation, Authorization, and Restriction of Chemicals, EU Regulation) and the RoHS Directive (Restriction of Hazardous Substances, EU Directive).

Water and marine resources (ESRS E3): On the whole, the production and sale of products only requires small amounts of water. For specific processes requiring more water, care is taken to ensure an adequate water supply.

Biodiversity and ecosystems (ESRS E4): In the production and sale of products, there are only minor points of contact with impacts, risks, and opportunities related to biodiversity. The greatest potential impact relates to light pollution caused by the use of outdoor luminaires and lamps. LEDVANCE is already working hard to design products that are consistent with the protection of biodiversity.

Affected communities (ESRS S3): The LEDVANCE Group’s business activities have no significant interactions with affected communities. However, impacts may be generated through material procurement and processing in the upstream value creation chain. These impacts, risks, and opportunities were assessed to be immaterial overall.

The risks and opportunities identified as material were integrated into the established opportunity and risk management process and are therefore subject to regular risk assessment. Measures are also defined, their implementation is initiated, and their effectiveness is evaluated.

DISCLOSURE REQUIREMENTS IN ESRS COVERED
BY THE UNDERTAKING’S SUSTAINABILITY STATE-
MENT

ESRS 2 IRO-2

LEDVANCE identified the sustainability information to be reported using its double materiality assessment ☹ **ESRS 2 IRO-1**. Since reporting in accordance with ESRS standards is still in the development stages, certain information could not be integrated into the sustainability report for fiscal year 2025, see ☹ **ESRS 2 BP-1**. The disclosure requirements that are material to LEDVANCE, as well as their inclusion in this sustainability report, are shown in the ESRS index below.

The specific list of data points based on other EU legislation is not yet included in the current report. The company is currently implementing the processes necessary for this. Full disclosure of all necessary information is scheduled for fiscal year 2027.

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ESRS 2 BP-2	Disclosures in relation to specific circumstances	ESRS 2
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ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies	ESRS 2
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	ESRS 2
ESRS 2 GOV-4	Statement on due diligence	ESRS 2
ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	ESRS 2
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ESRS E1-1	Transition plan for climate change mitigation	ESRS E1
ESRS E1 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS E1 and ESRS 2
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ESRS E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	ESRS E1
ESRS E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Not reported, phase-in
ENVIRONMENT ESRS E1 Pollution		
ESRS E2-1	Policies related to pollution	Not material; voluntary disclosure
ENVIRONMENT ESRS E5 Resource use and circular economy		
ESRS E5 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	ESRS E5 and ESRS 2 IRO-1
ESRS E5-1	Policies related to resource use and circular economy	ESRS E5
ESRS E5-2	Actions and resources related to resource use and circular economy	ESRS E5
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ESRS E5-4	Resource inflows	ESRS E5
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ESRS S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESRS S1

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ESRS S1-8	Collective bargaining coverage and social dialog	ESRS S1
ESRS S1-9	Diversity metrics	ESRS S1
ESRS S1-10	Adequate wages	Not reported, phase-in
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ESRS G1-6	Payment practices	Not reported, phase-in

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ESRS E1
Climate change

ESRS E2
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ESRS E1 | Climate change

EU TAXONOMY

BASIC INFORMATION AND REGULATORY FRAME-
WORK

Through its EU Action Plan on Sustainable Finance, the European Union (EU) aims to channel capital flows toward sustainable investments in order to support the overarching goal of Europe’s climate-neutral transformation by 2050.

The EU Taxonomy Regulation (EU 2020/852, referred to hereinafter as the “Taxonomy Regulation,” and its amendments) is intended to create EU-wide transparency for the steering of capital flows. The Taxonomy Regulation provides a uniform classification system for defining “environmentally sustainable” economic activities. Within the framework of the EU Taxonomy, the following table contains a list in accordance with the Climate Delegated Act (EU) 2021/2139 and the Environmental Delegated Act (EU) 2023/2486 of the six environmental objectives to which an economic activity must make a significant contribution in order to be classified as environmentally sustainable within the meaning of the Taxonomy Regulation.

The Taxonomy Regulation and its classification system distinguish between taxonomy eligibility and taxonomy alignment. While taxonomy-eligible economic activities have the potential to be environmentally sustainable, the economic activities classified as taxonomy-compliant are actually environmentally sustainable according to the Taxonomy Regulation’s definition.

EU ENVIRONMENTAL GOALS (TAXONOMY REGULATION)

1	Climate change mitigation (CCM)
2	Climate change adaption (CCA)
3	Sustainable use of water and marine resources (WTR)
4	Transition to a circular economy (CE)
5	Pollution prevention and control (PPC)
6	Protection and restoration of biodiversity and ecosystems (BIO)

When assessing taxonomy eligibility, a company must analyze whether its economic activities correspond to those described in the annexes to the relevant Delegated Regulations (EU 2021/2139—Annexes I and II, EU 2023/2486—Annexes I–IV, and EU 2022/1214). If an economic activity is classified accordingly, it is considered taxonomy-eligible and may be disclosed as such.

Building on this, each economic activity identified as taxonomy-eligible is assessed against the criteria set out in the aforementioned Delegated Regulations and their annexes to determine whether it (a) makes a material contribution to one of the six environmental objectives specified in the Tax-

onomy Regulation (“Substantial Contribution” criteria) and, in doing so, (b) does not significantly harm any of the other environmental objectives (“Do No Significant Harm” criteria, DNSH). Furthermore, it must be verified whether (c) the company complies with minimum safeguards, for example, with regard to human rights and labor standards. If all three of the listed criteria are met, an economic activity is considered taxonomy-aligned and is therefore environmentally sustainable within the meaning of the EU Taxonomy.

Companies subject to reporting requirements – which will include the LEDVANCE Group in the future – must report annually on the results of the classification for the three KPIs (key performance indicators): revenue, capital expenditure (CapEx), and operating expenditure (OpEx).

The LEDVANCE Group is not currently legally required to disclose information regarding the EU Taxonomy. However, the company is committed to creating transparency related to the EU Taxonomy at an early stage and, as a first step, will disclose its taxonomy-eligible revenue, capital expenditure (CapEx), and operating expenditure (OpEx) for fiscal year 2025.

METHODOLOGY AND CLASSIFICATION PROCESS
OF THE LEDVANCE GROUP

A project team consisting of employees from the Sustainability, Corporate Accounting and Taxes, and Corporate Controlling departments was established to classify and identify activities that are taxonomy-eligible and taxonomy-aligned.

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This task force was supported as needed by colleagues from the Product Management & Innovation, Human Resources, and Legal & Compliance departments, as well as by external experts. To identify and evaluate economic activities that are taxonomy-eligible and possibly also taxonomy-aligned, LEDVANCE follows a two-step approach.

As part of the first step, the project team’s work in fiscal year 2025 focused on identifying taxonomy-eligible economic activities and assessing their financial value. The second step, which involves identifying economic activities that are taxonomy-aligned, is due to be performed in fiscal years 2026 and 2027 based on the Delegated Regulation (EU) 2026/73 of July 4, 2025 as regards the simplification of reporting in accordance with the EU Taxonomy Regula-

tion (also known as the Omnibus Simplification Package). In this way, the company aims to ensure that, by the time reporting becomes mandatory in 2028 (reporting for the 2027 fiscal year), it has achieved full transparency regarding the EU Taxonomy and that LEDVANCE will have established processes and methods in place to determine the required metrics.

CLASSIFICATION PROCESS FOR DETERMINING TAXONOMY ELIGIBILITY

In fiscal year 2025, the LEDVANCE Group’s product portfolio was reviewed for its taxonomy eligibility. In this process, products were assigned to economic activities specified in the relevant delegated acts. Published taxonomy reports from the competitive landscape were also used as a basis

for comparison. Following several rounds of consultation, LEDVANCE was found to engage in five taxonomy-eligible economic activities. If products could not be clearly assigned to a taxonomy-eligible economic activity due to a lack of data, they were not assigned as taxonomy-eligible revenue. The following table lists these products and briefly describes the corresponding activities performed by the LEDVANCE Group.

The results of the financial assessment of the aforementioned economic activities for the 2025 fiscal year are described under  **EU Taxonomy KPIs** .

CLASSIFICATION PROCESS FOR DETERMINING TAXONOMY ALIGNMENT

LEDVANCE intends to perform and finalize its assessment of taxonomy alignment for the five economic activities classified as taxonomy-eligible during the 2026 and 2027 fiscal years.

As part of this assessment, it will examine whether the economic activity in question makes a significant contribution to one of the six environmental objectives established by the EU, whether this activity generates no significant harmful effects on the other five environmental objectives (fulfillment of the technical screening criteria), and whether minimum social safeguarding requirements are met.

EU TAXONOMY KPIS

The Taxonomy Regulation requires companies to report the KPIs (key performance indicators) “Revenue,” “Capital Expenditure (CapEx),” and “Operating Expenditure (OpEx).” These KPIs have been calculated based on the definitions and explanations provided in Annex I of Delegated Regulation (EU) 2021/2178. For reasons related to competition, LEDVANCE is currently refraining from disclosing its absolute revenue figures. This report presents the revenue contributed by taxonomy-eligible activities.

Number	Target under the Climate Delegated Act (EU 2021/2139)/ Environmental Delegated Act (EU 2023/2486)	Activity name	Explanation of LEDVANCE-relevant products
1.2	Transition to a circular economy (CE)	Manufacture of electrical and electronic equipment	Luminaires from the “Everloop” product series, which have a virtually unlimited product lifespan thanks to the ability to replace individual components and thereby significantly reduce the amount of electronic waste, among other benefits.
3.1	Climate change mitigation (CCM)	Manufacturing of renewable energy technologies	Products in the fields of energy generation using renewable technologies (photovoltaics) and energy storage (electricity storage systems).
3.5	Climate change mitigation (CCM)	Manufacture of energy-efficient equipment for buildings	Energy-efficient lamps and smart control and lighting management systems.
3.6	Climate change mitigation (CCM)	Manufacture of other low-carbon technologies	Luminaires, LED modules, and ballasts for indoor and outdoor use.
6.15.	Climate change mitigation (CCM)	Infrastructure that enables low-carbon road transport and public transportation	Charging stations for electric vehicles.

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DATABASE FOR EU TAXONOMY KPIS

The KPIs disclosed in this report – revenue, capital expenditure (CapEx), and operating expenditure (OpEx) – are based on the figures reported in the IFRS consolidated financial statements (International Financial Reporting Standards, or IFRS for short) and therefore include all Group companies within the scope of consolidation. Any deviations from this – for example, in the event of planned divestitures of business units – are explicitly described. The CapEx and OpEx KPIs were calculated using a revenue-based allocation formula.

To avoid double-counting when allocating revenue, CapEx, and OpEx figures, a clear procedure was established and documentation was created to ensure that each relevant value for revenue, CapEx, or OpEx is only ever allocated to one economic activity. At LEDVANCE, for example, this affects economic activity “1.2. Transition to a circular economy.” Products assigned to this activity have been eliminated from activity “3.6. Manufacture of other low-carbon technologies”, for example, so that the corresponding values were recorded under activity 1.2 only.

TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED REVENUE IN FISCAL YEAR 2025

Revenue as defined by the Taxonomy Regulation comprises the revenue reported in the consolidated statement of income (IFRS) for the year 2025. To determine the shares of taxonomy-eligible and taxonomy-aligned revenue, any revenue classified according to either definition (numerator) is calculated in relation to the aforementioned revenue from the consolidated statement of income (denominator). In fiscal year 2025, revenue reported in the consolidated statement of income represents 100% of total revenue. Based on the classification of the LEDVANCE Group’s product and solution portfolio conducted in fiscal year 2025, the share of taxonomy-eligible revenue was 97.1%. Of the remaining 2.9%, 1.3 percentage points were classified as taxonomy-ineligible, and 1.6 percentage points could not be conclusively classified due to a lack of data and, in accordance with prudent business practice, were not allocated to

taxonomy-eligible revenue. Since the classification process to determine taxonomy alignment is still in progress, no taxonomy-aligned revenue shares were calculated or reported for fiscal year 2025.

In fiscal year 2025, the largest contributions to taxonomy-eligible revenue were made by CCM 3.5. Manufacture of energy efficiency equipment for buildings and CCM 3.6. Manufacture of other low-carbon technologies. A detailed breakdown of classified revenue is included in the tables for the EU Taxonomy ☞ **KPIs and the EU Taxonomy reporting templates for fiscal year 2025.**

TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED CAPITAL EXPENDITURE (CAPEX) IN FISCAL YEAR 2025

In fiscal year 2025, total capital expenditure (CapEx) as defined by the Taxonomy Regulation consisted of additions to property, plant, and equipment, intangible assets, and rights-of-use assets in accordance with IFRS 16.

This therefore resulted in total capital expenditure according to the Taxonomy Regulation (denominator) of EUR 35.5 million. This included additions to property, plant, and equipment totaling EUR 7.0 million (Note 19 I, Property, plant, and equipment in VI. Notes to the consolidated financial statements for 2025), additions to intangible assets in the amount of EUR 6.8 million (Note 18 I, Intangible assets, in VI. Notes to the consolidated financial statements for 2025) and additions to right-of-use assets (IFRS 16) in the amount of EUR 21.7 million (Note 20 I, Leasing, in VI. Notes to the consolidated financial statements for 2025).

The numerator for the CapEx KPI was calculated using an allocation based on taxonomy-eligible revenue. This approach resulted in a total numerator – in other words total taxonomy-eligible capital expenditure – of EUR 34.4 million, which corresponds to 97.1% of total capital expenditure as defined by the Taxonomy Regulation.

Since the classification process to determine taxonomy alignment is not yet complete, no taxonomy-aligned capital expenditure was calculated or reported for fiscal year 2025.

TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED OPERATING EXPENDITURE (OPEX) IN FISCAL YEAR 2025

Total operating expenditure (OpEx) as defined in the Taxonomy Regulation refers to direct, non-capitalized costs for research and development, building renovation projects, short-term rental agreements/leases, and expenditure on maintenance and repairs. In fiscal year 2025, OpEx totaled EUR 35.8 million and was largely attributable to research and development costs of EUR 27.0 million and maintenance and repair expenses of EUR 8.3 million.

The numerator for the OpEx KPI was calculated using an allocation based on taxonomy-eligible revenue. This approach resulted in a total numerator – in other words total taxonomy-eligible operating expenditure – of EUR 34.7 million, which corresponds to 97.1% of total operating expenditure as defined by the Taxonomy Regulation. Since the classification process to determine taxonomy alignment is not yet complete, no taxonomy-aligned operating expenditure was calculated or reported for fiscal year 2025.

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EU TAXONOMY KPIS AND REPORTING TEMPLATES FOR FISCAL YEAR 2025

The following tables, which require disclosure in accordance with the Taxonomy Regulation, provide information on the taxonomy-eligible and taxonomy-aligned portions of revenue, CapEx, and OpEx.

PERCENTAGE OF REVENUE, CAPEX, AND OPEX ATTRIBUTABLE TO GOODS AND SERVICES ASSOCIATED WITH TAXONOMY-ELIGIBLE OR TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR FISCAL YEAR 2025

SUMMARY KPIS

Fiscal year 2025

[illegible]

Breakdown by activity

REPORTED KPI – REVENUE

Fiscal year 2025

[illegible]

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Breakdown by activity

REPORTED KPI – CAPEX

Fiscal year 2025

[illegible]

Breakdown by activity

REPORTED KPI – OPEX

Fiscal year 2025

[illegible]

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INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

ESRS E1 GOV-3

In the 2025 reporting period, the remuneration system for the executive management team and senior executives was based solely on financial and operating KPIs. There were no specific, formalized links between variable compensation and climate-related performance indicators (ESG KPIs) in fiscal year 2025. LEDVANCE recognizes the strategic importance of ESG goals for forward-looking corporate governance. In light of this, the company intends to evaluate the extent to which relevant sustainability metrics and appropriate target pathways can be integrated into the variable compensation of the executive management team and selected management levels in the future ➤ **ESRS 2 GOV-3.**

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

ESRS E1-1

LEDVANCE is implementing a transition plan designed to ensure to the greatest extent possible that both its business model and strategy are aligned with the transition to a 1.5°C-compatible economy and the goal of achieving climate neutrality by 2050.

The company has defined the following key reduction targets:

- **30% reduction in Scope 1 and 2 emissions by 2030**
- **70% reduction in Scope 3 emissions by 2030**
- **90% reduction in Scope 1, 2, and 3 emissions by 2050**

These targets cover all significant emissions along the value chain and are based on data collected in accordance with the GHG Protocol. Emissions from the upstream and downstream value chain are particularly relevant here, as LEDVANCE does not operate its own manufacturing facilities and the vast majority of emissions are generated by suppliers, during transportation, and, in particular, during product use. To best support its own contribution to global 1.5°C climate targets, LEDVANCE outlines the key areas of decarbonization leverage across all emission scopes. The targets have not been externally validated nor developed on the basis of a sector-specific decarbonization pathway.

The transition plan is phased. In the period leading to 2030, LEDVANCE will focus on decarbonizing transportation, expanding renewable energy at its sites, and enhancing its energy-efficient products. Between 2030 and 2040, these measures will be scaled up further, particularly in collaboration with suppliers and logistics partners.

The implementation of the transition plan is supported by a structured governance model that includes annual progress reviews, clear areas of responsibility, and KPI-based control mechanisms. The mechanisms include KPIs on emissions by scope category and the proportion of procured energy that comes from renewable sources. In this way, LEDVANCE ensures that its transition plan is continuously reviewed, adjusted, and refined.

By far the largest share of emissions occurs during the products’ usage phase, as energy consumption during operation accounts for the majority of total emissions. These use-phase emissions can, in theory, impact the achievement of emissions reduction targets and exacerbate transition risks, particularly due to stricter energy efficiency and ecodesign requirements.

However, the overall level of risk to the company is limited as LEDVANCE does not operate its own production facilities and is therefore not dependent on emission-intensive production facilities. In addition, energy-efficient LED technologies and smart control solutions are being developed all the time, permanently reducing energy consumption during the product’s service life. In this way, LEDVANCE actively addresses the key sources of emissions in its product portfolio and effectively reduces long-term climate risks.

LEDVANCE’s business operations fall within the EU benchmarks derived from the Paris climate goals, and the company is aligning its strategy accordingly. The transition plan is an integral part of the corporate strategy, in which sustainability is established as one of three central pillars. The three cornerstones – environment, social responsibility, and governance – shape the company’s priorities and ensure that climate action forms an integral part of its strategic direction.

Investments in energy-efficient products and smart solutions are systematically identified as part of the research and development planning process and prioritized in medium- and long-term budget plans. Additional investments in decarbonization measures that can be implemented in the short term are taken into account in budget plans wherever possible. Over the medium term, the plan is to gradually integrate additional investments into the multi-year financial plan.

LEDVANCE’s transition plan was reviewed and approved by the responsible member of the executive management team. This ensures that the climate goals, measures, and priorities defined in the transition plan are fully integrated into the company’s strategic and organizational management structures.

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MATERIAL IMPACTS, RISKS AND OPPORTUNITIES
AND THEIR INTERACTION WITH STRATEGY AND
BUSINESS MODEL

ESRS E1 SBM-3

As part of the materiality assessment described under ➤ **ESRS 2 IRO-1**, LEDVANCE identified material climate-related impacts, risks, and opportunities (IROs). They were evaluated in terms of their effectiveness along the value chain and also over various time horizons. A table showing further details about these IROs can be found under ➤ **ESRS 2 SBM-3**. The IROs identified in the area of climate change are also closely integrated with the corporate strategy and the sustainability strategy derived from it.

The materiality assessment confirms that the majority of material climate-related impacts, risks, and opportunities for LEDVANCE are transition risks. Since LEDVANCE does not operate its own production facilities, physical climate risks mostly affect the company on an indirect basis through its global supply chains (e.g., climate-related disruptions to logistics). LEDVANCE is currently engaged in a structured process to assess these risks and opportunities. While the qualitative assessment of opportunities and risks is already in the advanced stages and has been supporting the company’s strategic direction, the quantitative assessment of financial implications is still in progress. The company is working to finalize this assessment in order to ensure compliance with the requirements of ESRS E1 by the reporting year 2027 at the latest.

DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES

ESRS E1 IRO-1

The impacts, risks, and opportunities material to LEDVANCE were identified during the double materiality assessment process. This is described in detail under ➤ **ESRS 2 IRO-1** .

POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

ESRS E1-2

LEDVANCE pursues a global climate strategy that is geared toward the active management of material climate-related IROs throughout the entire value chain. As a strategic pillar and central guiding principle of the company’s business activities, climate policy is anchored within the operational management team under the Senior Executive Vice President. The strategy is guided by the expectations of key stakeholders – in particular customers, financial backers, and employees – and aims to continuously reduce negative environmental impacts and make an effective contribution to environmental protection.

The strategy focuses on addressing key sources of emissions in order to promote decarbonization. This includes, in particular, reducing greenhouse gas emissions during the product usage phase and also in relation to purchased goods and services, during transportation logistics, and at the end of the product life cycle (end-of-life). At the same time, the company is working hard to optimize energy consumption at its own locations. Beyond reducing emissions, LEDVANCE uses innovative product solutions for leverage

in specific areas: Highly efficient LED technologies, smart lighting management systems, and solutions in the field of renewable energy form the core of the strategy to actively support customers in reducing their own carbon footprint and tapping into climate-related opportunities. The internal company regulations listed below create the binding operational framework for the wide-scale implementation of these goals:

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SUSTAINABILITY POLICY

Relevance to material issue	– Climate change mitigation as a central element of the company’s sus- tainability strategy – Contribution to the reduction of greenhouse gas emissions throughout the entire product life cycle – Alignment of business activities with the goals of the Paris Climate Agreement and the UN Sustainable Development Goals
Material content	– Development and provision of smart, energy-efficient, and sustainable lighting solutions to reduce energy consumption – Support for customers in reducing their carbon footprint through ener- gy-efficient products and solutions – Measures to decarbonize the company’s own operations, includ- ing renewable energy, responsible use of resources, and continuous improvement of environmental performance at our sites
Area of application	– Valid for all employees around the world – Upstream and downstream value chain
Responsibility	– Overall responsibility within the Sustainability department – Implementation through company-wide collaboration
Consideration of third-party standards/ initiatives	– Climate calculations based on the GHG Protocol – Alignment with the goals of the Paris Climate Agreement
Consideration of stakeholder interests	– Consideration of regulatory and societal expectations regarding climate protection – Support for customers in achieving their own climate goals through ener- gy-efficient solutions
Access	– Internally via the intranet

MANAGEMENT SYSTEM POLICY

Relevance to material issue	– Assessment and reduction of climate impacts
Material content	– Climate-conscious selection of energy sources and use of renewable energy – Prevention and reduction of operating emissions – Recording and minimization of greenhouse gas emissions
Area of application	– Valid for all employees around the world – Upstream and downstream value chain
Responsibility	– Overall responsibility lies with the executive management team – Implementation by the QM&SEHS department and implementation through company-wide cooperation
Consideration of third-party standards/ initiatives	– Based on ISO 14001
Consideration of stakeholder interests	– Climate protection, climate-related risks, and future-proofing measures (customers, employees, the environment, regulatory requirements)
Access	– Internally via the intranet – Posters at sites – Available externally via the website

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ACTIONS AND RESOURCES IN RELATION TO CLIMATE CHANGE POLICIES

ESRS E1-3

LEDVANCE is committed to continuously reducing its greenhouse gas emissions. Due to the business model – which involves no in-house production and relies primarily on leased buildings – the company’s ability to directly influence Scope 1 and Scope 2 emissions is limited. Many relevant factors, such as the energy supply and building technology systems, are the responsibility of property management companies and external service providers. Interdependencies also exist in relation to Scope 3 emissions, as a large portion of emissions are generated within the global supply chain. LEDVANCE therefore works closely with its partners and suppliers to increase transparency and develop joint measures to reduce emissions. Despite these structural challenges, LEDVANCE works consistently to implement climate protection measures and promote efficiency improvements and sustainable solutions throughout the value chain.

Implementation of smart, energy-efficient lighting systems

LEDVANCE’s business generates opportunities to make a positive impact on energy efficiency. Since the environmental impact of LED products is generated mainly during the use phase, the continuous improvement of the product portfolio’s energy efficiency leads to a reduction in the environmental footprint of both the company and its end users. LEDVANCE is pursuing a strategy of complete “LEDification” by transitioning its entire portfolio to semiconductor-based LED technology. While traditional lighting technologies still accounted for about 50% of revenue in 2017, wide-scale investments in sustainability, innovation, and efficiency have meant that this share had moved significantly in favor of the LED-based portfolio by 2025.

The energy efficiency associated with the switch to LEDs stems from the fact that LEDs are significantly more efficient than conventional incandescent bulbs. Connected systems,

relying on smart, wireless technology, are the next frontier for the lighting industry in its goal to improve energy and cost efficiency. This concept, often referred to as “space efficiency,” promotes the more efficient use of lighting and leads to a further reduction in emissions during the usage phase.

Decarbonization of the company’s own operations

Decarbonizing our own operations is a central element within our climate strategy. Since LEDVANCE does not run its own production facilities and its direct carbon footprint is therefore relatively small, the company is always implementing new measures to further reduce operating emissions and support overarching climate goals.

The transformation of mobility is a key factor when it comes to decarbonizing our own operations. Through the gradual expansion of the electric fleet, the replacement of all remaining combustion-engine vehicles with lower-emission models, and the optimized use of business travel, the company is reducing its transportation-related CO₂emissions. Since 2025, the company has been gradually replacing its vehicle fleet with lower-emission and electric vehicles. The initiative is currently being rolled out around the world, with a particular focus on the European Union, and is scheduled to run through to 2030.

Decarbonization is also being actively promoted in the area of building energy consumption. The growing shift toward renewable energy sources for electricity – for example, through the installation of rooftop solar panels – is leading to a sustainable reduction in the Scope 2 carbon footprint. In addition, the use of energy-efficient building technology – such as modern heating, cooling, and lighting systems – is being promoted at every location in order to continuously reduce total energy consumption. In addition, a solar farm was successfully installed on the grounds of the distribution center in Molsheim, France, between 2024 and 2025. This measure is intended to facilitate the transition to renewable energy as a key driver of decarbonization and helps to

reduce site-specific greenhouse gas emissions.

Transportation

At LEDVANCE, regional organizational structures extend beyond the sales markets themselves to ensure that distribution channels are optimized. Logistics processes are subject to ongoing review to safeguard their cost-effectiveness, with many of these measures also yielding environmental benefits. In the area of inbound logistics, the company employs a proactive approach to management. The use of high-emission modes of transportation is subject to strict regulations. For example, options such as air freight or the use of Transports Internationaux Routiers (TIR) trucks require a separate permit. In the area of ocean freight, which makes up the majority of LEDVANCE’s transport volume, the company consistently partners with leading shipping companies with transparent sustainability strategies. In addition, intensive work is underway to optimize incoming shipments with the aim of sustainably reducing both the cost structure and CO₂emissions.

For outbound logistics, we collaborate with a wide range of transportation service providers around the world. Various ongoing initiatives to promote sustainability in the logistics sector are geared towards the continuous reduction of carbon-intensive modes of transportation. In Europe, targeted measures are being implemented to increase transportation efficiency and reduce CO₂emissions, particularly through partnerships with trucking companies aimed at increasing the share of biofuels and LNG trucks. Working closely with our main customers, the company is striving to maximize full truck loads (FTL), which leads to increased loading efficiency and fewer trips.

In fiscal year 2025, additional concrete measures to decarbonize the supply chain were implemented. One key measure was the start of the transition to regional suppliers for transport pallets at the Wroclaw (Poland) and Molsheim (France) sites, which use more than 150,000 pallets.

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Emissions are reduced primarily because the transport distance has been cut to below 10 km by switching to regional suppliers. This measure, which is already being implemented, is a key factor for the decarbonization of the value chain in relation to procurement.

In 2025, the company switched to a new supplier of transport packaging (cardboard boxes) in Poland as part of its efforts to promote decarbonization within the value chain and optimize procurement channels. By switching suppliers, the transport distance was reduced from 230 km to less than 10 km. Implementation of this measure is already complete.

End of product life and recycling

Reducing emissions at the end of the product life cycle and promoting the transition to a circular value chain are key priorities within our operations. To this end, we work closely with collection system providers and specialized recycling facilities in order to continuously improve collection and recycling processes.

We are also committed to continuous optimization in relation to packaging. By reducing material use, utilizing recycled materials, and improving the separability of components, we create resource-efficient designs, which in turn leads to a reduction in associated emissions.

Suppliers

Key objectives in this area include the long-term reduction of emissions in product manufacturing and the decarbonization of the upstream value chain. Since a significant portion of Scope 3 emissions originate within the supply chain, collaboration with suppliers plays a central role. An internal review is currently underway to ensure that this process is effective.

The focus here is on establishing structured cooperation models with suppliers to increase transparency concerning product-related emissions and to identify joint opportunities for reduction. Various strategic approaches are being evaluated to this end. The goal is to align future collaborations in such a way that measurable contributions to emissions reduction can be achieved both at LEDVANCE level and at supplier level.

Business travel

At LEDVANCE, business travel accounts for only a small portion of total Scope 3 emissions. Nevertheless, this area has been identified as having significant potential to support climate goals and achieve a comprehensive reduction in emissions. The company’s approach aims to limit business travel to the absolute minimum while simultaneously making it more sustainable.

To this end, the company is encouraging staff to make greater use of digital collaboration tools, with virtual meetings serving as the preferred alternative to in-person meetings. In addition, we are currently evaluating the introduction of additional internal guidelines to ensure that travel decisions are consistently aligned with sustainability criteria. The goal here is to ensure that business travel is planned in a way that conserves resources, demonstrates responsibility, and achieves efficiency.

Leverage for implementing measures

Financial planning and resources

The implementation of planned climate and sustainability measures depends on the availability and allocation of financial resources. This applies in particular to expenditure on research and development, as well as the further development of sustainable product solutions. The transition to renewable energy and low-emission transportation also requires adequate financial resources. To ensure the long-term implementation of these measures, LEDVANCE is aiming to incorporate the necessary funds into its future financial and investment planning.

PEP Ecopassport

LEDVANCE is a member of the P.E.P. Association (PEP eco-passport®). This program for electrical, electronic, and HVAC products provides uniform guidelines for the preparation of environmental product declarations (EPDs), such as the PSR0014 product-specific guideline for luminaires. An EPD documents a product’s environmental impacts throughout its entire life cycle based on a life cycle assessment (LCA). These declarations use the following principles of the internationally recognized ISO standard for Type III environmental declarations (ISO 14025) as their base.

By the end of 2025, 67 environmental product declarations had already been published for more than 1,000 products. This makes LEDVANCE a leader in the application of PEP ecopassport® EPDs for the lighting sector. Through process integration and automation, the goal is to achieve 80% EPD coverage for the professional lighting portfolio in Europe. In addition to increased product transparency, the data collected supports resource-efficient product development and can also be used elsewhere, such as in life cycle analyses at building level.

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TARGETS RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

ESRS E1-4

LEDVANCE’s GHG emission reduction targets are aligned with the 1.5-degree goal of the Paris Climate Agreement, were established in accordance with the GHG Protocol, and are also consistent with Germany’s national climate targets and those set out by the European Union. They have not been externally validated yet and were not derived from a sector-specific decarbonization pathway. When setting GHG emission reduction targets, assumptions about future developments were taken into account, including changes in sales volumes, technological advancements, and underlying regulatory conditions. These factors can influence both the level of greenhouse gas emissions and the potential for

reduction. A climate scenario was taken into account when identifying areas of leverage for decarbonization.

The overarching emissions reduction target specifically refers to Scope 1 and 2 emissions, as well as Scope 3 emissions classified as material; see section ☞ **ESRS E1-6**. The GHG emission reduction targets refer to CO₂ equivalents of all relevant greenhouse gases, in line with the GHG inventory. The GHG emission reduction targets are defined as gross targets and do not take into account either the removal of greenhouse gases or the use of carbon credits. The GHG reduction targets are based on the same organizational and operational boundaries as the greenhouse gas inventory in accordance with ESRS E1-6. This ensures consistency between the defined targets and emissions reporting. The base year for GHG emission reduction targets

is 2019 ☞ **ESRS E1-6**. From 2030 onwards, the base year for GHG emission reduction targets will be reviewed every five years.

The base year 2019 represents a typical year without significant external distortions or extreme outliers. For this reason, the reference value did not need to be normalized and a multi-year average did not need to be used. The base year and reference value are not adjusted unless there are significant changes to the target or reporting thresholds. For the current targets, 2019 was selected as the base year in accordance with ESRS regulations on comparability.

GOALS RELATED TO CLIMATE PROTECTION

Goal	Description of the goal	Base year	Target tear	Progress	Tracking	ESRS ref.
Reduction of Scope 1 and 2 emissions by 2030	Reduction of Scope 1 and 2 emissions by 30% by 2030	2019	2030	2025: 23%	Recording of relevant scope emissions according to the GHG Protocol	E1-4, 34
Reduction of Scope 3 emissions by 2030	Reduction of Scope 3 emissions by 70% by 2030	2019	2030	2025: 68%	Recording of relevant scope emissions according to the GHG Protocol	E1-4, 34
Emissions reduction by 2050	Reduction of Scope 1, 2, and 3 emissions by 90% by 2050	2019	2050	2025: 68%	Recording of relevant scope emissions according to the GHG Protocol	E1-4, 34

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ENERGY CONSUMPTION
AND MIX

ESRS E1-5

As part of its sustainability reporting, LEDVANCE collects data on energy consumption and the energy mix. This data, presented in the table below, is collected at site level and then aggregated at company level.

ENERGY CONSUMPTION

in MWh		2025
Primary energy		
Gas		7,808
Fuel consumption from coal and coal products		0
Fuel consumption from crude oil and petroleum products		12,090
Fuel consumption from other fossil sources (hydrogen)		0
Fuel consumption from renewable sources, including biomass		0
Secondary energy (non-renewable)		4,102
Consumption of purchased and supplied electricity, heat, steam, and cooling energy		4,102
Secondary energy (Renewable)		2,654
of which is purchased		2,547
of which is generated on-site (solar)		107
Total energy from fossil fuels		22,102
Share of energy from fossil fuels in total energy consumption		83%
Total energy from nuclear sources		1,898
Share of energy from nuclear sources out of total energy consumption		7%
Total energy from renewable sources		2,654
Share of energy from nuclear sources out of total energy consumption		10%
Total (primary and secondary energy)		26,654
Energy generation at the sites		119
of which is non-renewable		0
of which is renewable		119

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GROSS SCOPES 1, 2, 3
AND TOTAL GHG EMISSIONS

ESRS E1-6

Reporting thresholds and consolidation

Greenhouse gas emissions reported for the LEDVANCE Group include all consolidated subsidiaries. Boundaries are determined in accordance with the principles of ESRS 1 using the operational control approach. For fiscal year 2025, reporting of emissions according to net revenue was omitted for confidentiality reasons. Emissions from operations in Russia were included on a pro rata basis for 2025.

In accordance with ESRS E1-6, LEDVANCE notes that it holds interests in associated companies and joint ventures over which it does not exercise operational control:

- Lightcycle Retourlogistik und Service GmbH (stake: 47%), Munich (Germany)
- EKOLAMP s.r.o. (stake: 33%), Czech Republic
- LEDVANCE Prosperity Company Ltd. (stake: 50%), China

Since the units mentioned above are neither under operational control nor integrated into the core processes as suppliers, their emissions are not included in the consolidated balance sheet.

Methodology and comparability

During the reporting period, there were no material changes to the definition of the reporting entity or the structure of the value chain, with the exception of the sale of the Russian business during the year and the acquisition of Loblicht. This therefore ensures that data is comparable from year to year.

However, to improve data quality, the calculation methodology for secondary data in the following scope categories has been optimized, and calculation errors corrected:

- Category 1.2: Own fleet of vehicles
- Category 2.2: Electricity (market-based)
- Category 3.1: Purchased goods and services
- Category 3.6: Business travel
- Category 3.9: Downstream transportation and distribution
- Category 3.11: Use of sold products
- Category 3.12: End-of-life treatment of sold products

By using more precise, product-specific data sets, it has been possible to reflect total emissions in these categories more accurately. This methodological adjustment results in a more accurate database compared to the previous year.



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GREENHOUSE GAS EMISSIONS

t CO ₂ e	Retrospective					Milestones and target years		
	Base year (2019)	2023	2024	2025	Change in % (N / N-1)	2030	2050	Annual % of target / base year
Scope 1 GHG emissions	3,206	2,257	4,126	4,835	17%	2,244	321	-7%
Percentage of Scope 1 GHG emissions covered by regulated emissions trading systems (in %)	0%	0%	0%	0%	0%	0%	0%	0%
Scope 2 GHG emissions (market-based)	5,881	1,895	3,002	2,176	-27%	4,117	588	-7%
Scope 2 GHG emissions (location-based)	5,094	1,895	2,968	2,345	-21%	3,566	509	-7%
Significant Scope 3 GHG emissions	271,705,572	41,225	87,401,176	88,180,578	1%	81,511,672	27,170,557	-7%
3.1 Purchased goods and services	2,578,486	320	1,528,486	1,617,091	6%	773,546	257,849	-7%
3.4 Upstream transport and distribution	23,466	11,173	17,479	23,099	32%	7,040	2,347	-7%
3.6 Business travel	3,056	-	2,804	2,556	-9%	917	306	-7%
3.9 Downstream transportation and distribution	38,996	29,731	23,346	23,291	0%	11,699	3,900	-7%
3.11 Use of sold products	268,930,589	-	85,750,934	86,431,166	1%	80,679,177	26,893,059	-7%
3.12 End-of-life treatment of sold products	130,980	-	78,128	83,374	7%	39,294	13,098	-7%
Total gross GHG emissions (market-based)	271,714,660	45,377	87,408,304	88,187,590	1%	81,518,033	27,171,466	-7%
Total gross GHG emissions (location-based)	271,713,873	45,377	87,408,271	88,187,758	1%	81,517,482	27,171,387	-7%
Total of all GHG emissions (market-based) per net revenue	Not disclosed	Not disclosed	Not disclosed	Not disclosed	N/A	N/A	N/A	N/A
Total of all GHG emissions (location-based) per net revenue	Not disclosed	Not disclosed	Not disclosed	Not disclosed	N/A	N/A	N/A	N/A

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LEDVANCE’s basic methodology aims to use the most accurate data available to calculate greenhouse gas emissions. Whenever possible, primary data was used; if this data was not available, secondary data and sound estimates were used. Emissions factors from the databases of the ESG reporting software used, as well as emissions factors from “DEFRA” (UK Department for Environment, Food and Rural Affairs) and “CaDI” (Carbon Data Intelligence), were used. Site-specific emissions data was consolidated using the ESG reporting software. Figures are calculated in accordance with the requirements of the GHG Protocol.

All emissions are reported as CO₂ equivalents (CO₂e) and include not only CO₂ but also other relevant greenhouse gases such as CH₄, N₂O, and fluorinated gases. Scope 1, Scope 2, and Scope 3 emissions are taken into account in accordance with the GHG Protocol. For Scope 3 emissions, in particular, the company sometimes had to rely on secondary data and estimates. For all new sites established in 2024 or 2025, the data was estimated or calculated based on expenditures.

Scope 1

Scope 1.2.a Vehicle fleet

Because different fleet management systems were used across the various business units, emissions were calculated using different methods. In some cases, emissions had already been calculated by the respective fleet service provider. In other cases, the number of kilometers traveled or fuel consumption was recorded. If none of this data was available, an expenditure-based approach using financial data was applied. The increase in emissions compared to the previous year is attributable to adjustments to the calculation methodology as well as a rise in business and sales activity.

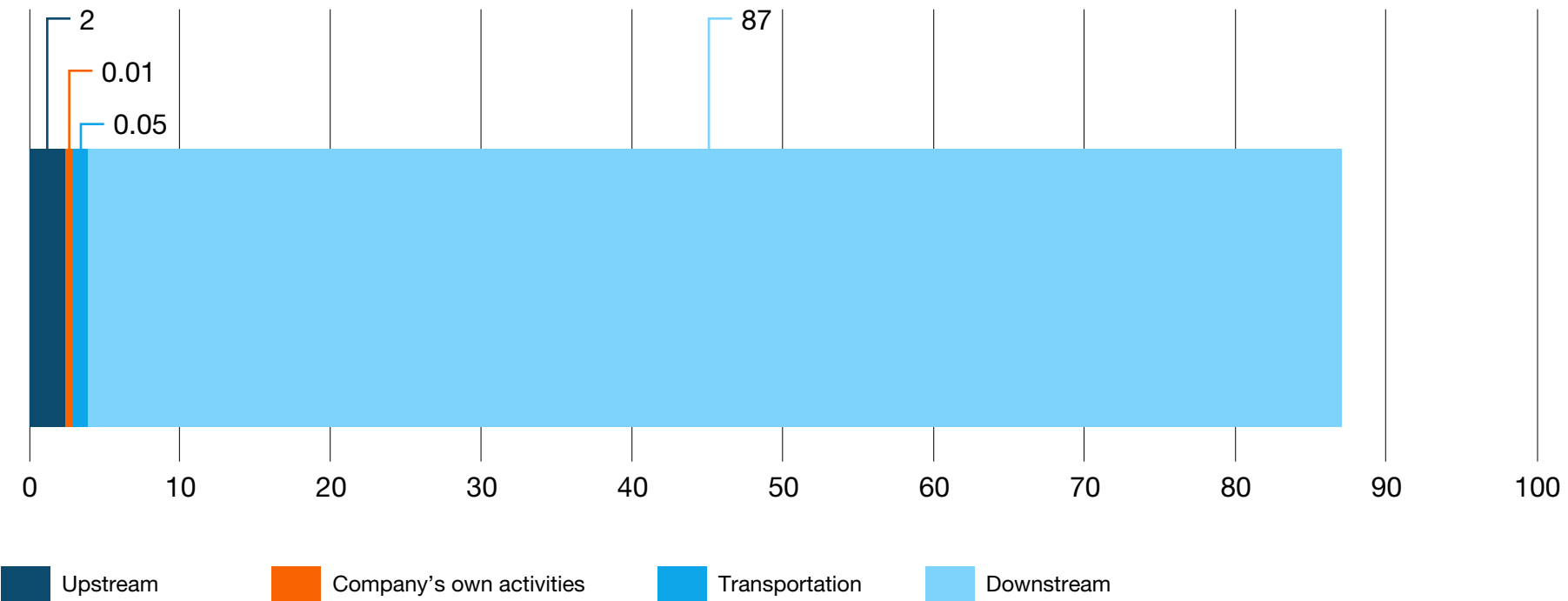
Scope 1.1.a Heating systems, Scope 2.1 Purchased heat, steam, and cooling energy, Scope 2.2 Purchased electricity
The calculations are based on invoices and rental and lessor agreements. In some cases, estimates were made based on the area of offices or warehouse space in square meters. For each country, the average CO₂e emission factor per kWh from “CaDI” was used for Scope 2.1 and Scope 2.2. For the market-based approach, guarantees of origin or certificates for the energy sources were used when available; otherwise, the same approach was used as for the location-based Scope 2.1 and Scope 2.2 calculations.

Scope 3

Scope 3.1 Purchased goods and services,
Scope 3.12 Disposal of sold products (end-of-life)

This calculation was based on the quantities of products sold in each country and their weight. The emission factor used was the average emissions intensity per kilogram of product, depending on the respective product category (sources: EPDs for product sub-categories, industry-standard average values).

TOTAL GREENHOUSE GAS EMISSIONS –
Value chain (million metric tons of CO₂e)



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Scope 3.4 Upstream transport and distribution,
Scope 3.9 Downstream transport and distribution

The emissions calculation is based on reports from transport service providers. If the relevant data was not available, internal SAP data was used to determine number of kilo-meters traveled and modes of transport. These figures were calculated using DEFRA emission factors for freight transport. There was a significant increase in emissions from upstream transportation. In 2025, more goods were moved into warehouses worldwide, and inventory levels were kept high to allow for a quick response to customer requests.

Scope 3.6 Business travel

Emissions for business travel were calculated according to available activity and financial data, such as kilometers traveled. In most cases, an expenditure-based approach was employed, using the ESG reporting emission factors. Due to the lack of high-quality primary data in certain countries, these emissions were provisionally calculated using an expenditure-based approach based on EXIOBASE data. These factors result in systematically higher figures, as they include not only the actual flight emissions but also infrastructure, upstream sectors, and global averages across all flight classes and distances. Phased optimization of data quality to improve the accuracy of reporting is planned for the coming years.

Scope 3.11 Use of sold products

The calculation is based on the product quantities sold per country, their power consumption, and their service life. The assumed service life is based on assumptions and is derived from the expected service life indicated on the products. The power consumption derived from this was assessed using country-specific CO₂e emission factors from “CaDI.”

During the reporting year, LEDVANCE conducted a qualitative and quantitative analysis of all Scope 3 categories in accordance with the GHG Protocol. The aim of the analysis was to assess the materiality of the individual categories and hone the reporting process in on the most relevant emission sources. The evaluation was based on the criteria of emission level, financial volume, ability to influence, risk exposure, and stakeholder interest. Scope 3 categories that were classified as immaterial based on this analysis are not currently included in the quantitative balance sheet of emissions.

ANTICIPATED FINANCIAL EFFECTS FROM MATERIAL PHYSICAL AND TRANSITION RISKS AND POTENTIAL CLIMATE-RELATED OPPORTUNITIES

ESRS E1-9

As described under ☞ **ESRS E1 SBM-3**, LEDVANCE has begun to identify its material climate risks and opportunities on a qualitative basis and assess them according to climate scenarios. A financial assessment of the opportunities and risks is currently in progress. The goal is to implement all quantitative requirements under the ESRS E1-9 disclosure standard by the reporting year 2027.



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ESRS E2 | Pollution

POLICIES RELATED TO POLLUTION

ESRS E2-1

Although the issue of pollution was classified as immaterial during the 2025 materiality assessment, it is a high priority in LEDVANCE’s industry environment. In light of this, LEDVANCE is providing voluntary information on this matter at this point. Below is a brief description of how the issue of pollution is addressed at LEDVANCE.

SUPPLY CHAIN MANAGEMENT AND CIRCULARITY

Since production was fully outsourced in 2022, environmental impacts have been managed mainly through the LEDVANCE Code of Conduct, which all suppliers are required to comply with. The management of critical areas includes strict substance management and a comprehensive approach to resource conservation, aimed at minimizing emissions into water, soil, and air and to ensuring responsible use of conflict minerals.

HANDLING OF HAZARDOUS SUBSTANCES AND CHEMICALS

When used properly, our products generally do not release any harmful substances. Technically unavoidable residual amounts – such as mercury in specific high-performance solutions – have already been drastically reduced in the product portfolio. The Environmental Index List (ILE) is used for active management; it defines substances that are prohibited and those that must be minimized. Suppliers are required to sign the relevant ILE document at the start of their business relationship.

ENVIRONMENTAL REGULATORY COMPLIANCE

Environmental compliance is ensured through full compliance with the EU RoHS Directive and the EU REACH Regulation. LEDVANCE also goes beyond legal standards and requires its partners to provide explicit test reports in addition to their self-declarations. Furthermore, the requirements of the new EU Battery Regulation will be implemented gradually in accordance with the applicable deadlines.

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ESRS E5 | Resource use and circular economy

DESCRIPTION OF THE PROCESSES
TO IDENTIFY AND ASSESS MATE-
RIAL RESOURCE USE AND CIRCU-
LAR ECONOMY-RELATED IMPACTS,
RISKS AND OPPORTUNITIES

ESRS E5 IRO-1

LEDVANCE has reviewed its own operations as well as selected upstream and downstream activities to identify actual and potential impacts, risks, and opportunities related to resource use and the circular economy. The review was conducted as part of the company-wide materiality assessment ➤ **ESRS 2 IRO-1** and focused in particular on product- and packaging-related aspects throughout the life cycle. The IROs identified in connection with resource use and the circular economy are summarized under ➤ **ESRS 2 SBM-3**.

POLICIES RELATED TO RESOURCE
USE AND CIRCULAR ECONOMY

ESRS E5-1

For LEDVANCE, circularity is a key pillar of product sustainability. As such, it acts as the driving force behind numerous product innovations. The goal is to create circular products that conserve resources, protect the environment, and help customers proactively reduce their carbon footprint. Key factors in this regard include the products themselves, their packaging, and the recyclability of the products.

Products

With this in mind, the company is developing and manufacturing a wide range of lighting solutions that are increasingly designed in accordance with the principles of a circular economy. This work is centered around durable and resource-efficient LED products. A longer service life reduces product demand and thus material consumption. At the same time, the company strives to achieve the most efficient use of materials possible without compromising on product quality. In addition, product designers are adopting an increasingly modular approach, which can further reduce the amount of material required. The “From Line to Loop” concept brings this vision together within a clear framework. It is based on the waste hierarchy and aims to prevent waste, extend product service life, and promote material recovery through reuse and recycling.

The main focuses of “From Line to Loop” include:

- Designing for durability
- Minimizing material consumption and prioritizing recycled materials
- Simplifying repairs and refurbishment
- Supporting material recovery at the product’s end-of-life
- Reducing packaging materials and increasing the use of recycled materials

Designing for durability

Designing durable products is a core principle of product development. As a lighting company, maximizing a product’s service life is one of the most effective ways to reduce resource consumption and ease environmental impact. This aspect is firmly embedded throughout the entire development process – from component selection and thermal management to electronic and visual stability.

In recent years, service life has steadily increased across the portfolio. Many lamps and luminaires today are designed to last between 50,000 and 70,000 hours. Being able to use products reliably over the long term reduces replacement rates, which in turn minimizes waste and creates lasting value for customers and the environment. Further details on product development can be found under section ➤ **ESRS E1** (Climate change) in this report.

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Minimizing material consumption and prioritizing recycled materials

Efficient design and responsible material selection are crucial for reducing environmental impacts. By minimizing material use and prioritizing recycled materials – as is the case in our NATURELOOP products, for example – we achieve a high standard of performance, while also reducing resource consumption.

The focus here is on lightweight construction, optimized product and packaging design, and the elimination of unnecessary components. Whenever appropriate, recycled materials are prioritized over virgin raw materials in order to cut raw material consumption, energy use, and upstream emissions. This combination of material efficiency and higher recycled content supports a more circular and lower-carbon product life cycle.

NATURELOOP

The NATURELOOP product line is built around products made from recycled materials, including post-consumer recycled plastics (PCR) and aluminum. This approach results in a manufacturing process that is significantly more environmentally friendly than conventional methods. The use of PCR materials offers an extensive array of environmental benefits. Compared to virgin raw materials, the manufacturing process for PCR plastics reduces water consumption by 59% and energy consumption by 88%, resulting in a 71% saving on carbon emissions. All LEDVANCE products with at least 50 percent PCR plastic content bear the NATURELOOP badge.

Repair and refurbishment

EVERLOOP

Guided by the idea of making sure that components can be replaced and upgraded, the EVERLOOP series allows professional customers to replace specific components (such as light sources or drivers). This extends the service life of the original product and reduces waste.

While traditional incandescent bulbs were designed to be replaceable, modern LEDs are often designed as non-serviceable units. EVERLOOP was developed in response to the Single Lighting Regulation (SLR) under the EU Ecodesign Directive. Its range of LED luminaires are designed to ensure the simple replacement of components. This goes beyond current legal requirements and maximizes the service life of the lights.

Support for the recovery of old materials

Our commitment does not end with the usage phase. Despite our lack of direct influence over waste disposal, the company actively collaborates with international collection organizations to support the effective collection and processing of end-of-life equipment.

Proper collection forms the foundation for high-quality recycling and the recovery of valuable materials, while also ensuring that hazardous substances are handled safely. Special processes for LED and discharge lamps enable components to be separated, retaining the value of the material. Cleaned glass is used to manufacture new products, metals are sent for metal recycling, and plastics are primarily recycled through thermal processing. Any remaining mercury is handled responsibly and according to legal requirements.

In the EU, specialized collection and recycling service organizations (CRSOs) coordinate these processes. LEDVANCE is actively involved in European industry associations, including EucoLight, the European association of collection and recycling organizations for lamps and lighting. The Head of the Sustainability and SEHS department represents LightingEurope – the voice of the lighting industry – on the EucoLight board.

Since 2019, EU regulations mandate that organizations like EucoLight achieve a minimum collection rate of 65% of the

average weight of Electrical and Electronic Equipment (EEE) placed on the market in the three preceding years.

LEDVANCE complies with all country-specific legal requirements regarding the proper disposal and recycling of Waste Electrical and Electronic Equipment (WEEE). As further initiatives modeled after EucoLight are emerging worldwide, the company is actively sharing its experiences on the European market to promote global recycling efforts.

Reducing packaging materials and increasing the use of recycled materials

Another key focus is on reducing product packaging and maximizing recyclability and the proportion of recycled material. As much as 79% of our packaging is already made from recycled materials; in addition, the proportion of plastic used has been reduced to a minimum across the entire company. Plastic components such as flaps, adhesive tapes, labels, and shrink wrap remain a challenge. Due to the significant market demand for plastic-free solutions, we are continuously working to further reduce plastic use.

For example, paper tape is increasingly replacing conventional packing tape. Non-visible packaging, such as plastic padding or PE bags, is also being phased out gradually, provided that tested alternatives offer the same level of product safety. Changes to visible packaging are made in consultation with customers, since, for example, the switch from plastic (hanging) to cardboard (standing) often requires new storage solutions. To speed up this process, trade shows serve as a platform for early dialog and gathering customer feedback on planned packaging changes.

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ACTIONS AND RESOURCES
RELATED TO RESOURCE USE AND
CIRCULAR ECONOMY

ESRS E5-2

LEDVANCE is implementing and enhancing targeted measures to decouple resource consumption from the company’s growth and increase the circularity of its portfolio. Our efforts center around incorporating “design for durability” principles into product development in order to cut material usage per hour of use by increasing the product’s longevity.

At the same time, LEDVANCE is working to close material loops, particularly through the use of recycled materials in the Natureloop product line.

In addition, the recyclability of packaging is being systematically improved through the gradual replacement of plastic components with paper-based solutions.

LEDVANCE is working across departments to implement these approaches and aims to allocate the necessary resources in a way that meets the needs of the organization.

TARGETS RELATED TO RESOURCE
USE AND CIRCULAR ECONOMY

ESRS E5-3

LEDVANCE has not yet defined any quantitative targets in accordance with the specific requirements of ESRS E5-3.

Despite being unable to quantify its efforts, LEDVANCE is still continuously working on the strategic development of recyclable products and packaging. The top priority here is to reduce resource consumption and consistently improve

the reusability and recyclability of the portfolio. With this approach, LEDVANCE is already addressing the impacts identified in the materiality assessment with regard to resource use. Efforts are already underway to define measurable performance indicators with LEDVANCE aiming to disclose appropriate quantitative targets by the reporting year 2027 at the latest.

RESOURCE INFLOWS

ESRS E5-4

LEDVANCE’s resource inflows consist mainly of luminaires and components, which include materials such as aluminum, steel, plastics, and glass, as well as electronic components. Electronic components also contain critical raw materials and, in some cases, rare earth elements. Other relevant inflows include packaging materials, which are made predominantly of paper and cardboard. The company’s water consumption is limited to general operational use and does not include industrial process requirements. Property, plant, and equipment consist primarily of office and warehouse infrastructure, as well as general operating equipment.

The specific requirements and data sources related to resource inflows are currently being reviewed. The goal is to gradually implement comprehensive, ESRS-compliant reporting by the reporting year 2027.

RESOURCE OUTFLOWS

ESRS E5-5

For LEDVANCE, circularity is a central pillar of product sustainability and acts as an important driver of innovation. Key factors here include product design, sustainable packaging concepts, and a high level of recyclability at the end of the lifec ycle ➤ **ESRS E5-1.**

Since LEDVANCE does not operate its own production facilities, waste is generated primarily at its logistics sites and, to a lesser extent, in its offices. In warehouses, the predominant form of waste is packaging waste made of paper, cardboard, and plastic; in addition, some waste from goods and old electronic devices is generated. Office locations generate only small amounts of conventional waste, as is typical in day-to-day administrative operations.

A detailed quantitative breakdown of waste volumes, categorized by waste type and disposal method, is presented in the table below. The collection of the waste data presented here focuses on the company’s own warehouses and distribution centers. Data collection is based on the invoices and billing documents from service partners contracted for waste disposal services. The reported waste volumes are systematically broken down into hazardous and non-hazardous waste and further categorized according to their respective recovery pathways. Waste is assigned to a category based on the waste disposal data provided by service partners. As of the time of reporting, LEDVANCE does not generate any radioactive waste or waste that is prepared for reuse.

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Waste data in metric tons and %	2025
Total volume of waste	886 t
Volume of hazardous waste prepared for reuse	0 t
Volume of non-hazardous waste prepared for reuse	0 t
Total volume of waste (recycled)	684 t
Volume of hazardous waste (recycled)	0 t
of which is hazardous waste recovered through recycling	0 t
of which is hazardous waste recycled in other ways	0 t
Volume of non-hazardous waste (recycled)	684 t
of which is non-hazardous waste recovered through recycling	684 t
of which is non-hazardous waste recycled in other ways	0 t
Total volume of waste (disposed of), not recycled	202 t
Percentage of non-recycled waste	23%
Volume of hazardous waste that is disposed of	56 t
of which is hazardous waste for incineration	55 t
of which is hazardous waste for landfill	0.1 t
of which is hazardous waste with other disposal methods	0 t
Volume of non-hazardous waste that is disposed of	147 t
of which is non-hazardous waste for incineration	51 t
of which is non-hazardous waste for landfill	6 t
of which is non-hazardous waste with other disposal methods	90 t
Total volume of hazardous waste	56 t



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ESRS S1 | Own workforce

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTER-ACTION WITH STRATEGY AND BUSINESS MODEL

ESRS S1 SBM-3

This report covers the entire LEDVANCE workforce. Business operations have a significant impact on all employee groups, particularly in logistics and sales, and across the various locations. External employees (e.g., those working under temporary employment arrangements) are affected to a lesser extent and do not represent a material focus of the identified impacts.

As part of the materiality assessment described under ☞ **ESRS 2 IRO-1**, LEDVANCE identified material impacts, risks, and opportunities (IROs) linked to the company’s workforce. They were evaluated in terms of their effectiveness along the value chain and also over various time horizons. A table showing further details about these IROs can be found under ☞ **ESRS 2 SBM-3**. Global, systemic factors were identified as the main negative impacts related to the workforce – in particular, a heavy workload and limited opportunities for individual development.

To address these effects, LEDVANCE aims to cultivate a collaborative working environment that prioritizes fair wages, reasonable working hours, and the promotion of work-life balance. In addition to compensation in accordance with

national standards, the workforce has access to other benefits, such as the Open Mentoring Program.

Protecting health, safety, and well-being is an integral part of the sustainability strategy. The company’s chosen approach of “Healthy Body, Healthy Mind” focuses on preventive measures in the areas of medical care, nutrition, exercise, and mental health to support employees’ long-term resilience and development.

POLICIES RELATED TO OWN WORKFORCE

ESRS S1-1

LEDVANCE is committed to adhering to the ten principles of the UN Global Compact and the core labor standards defined by the International Labor Organization (ILO). These commitments are firmly embedded in the LEDVANCE Code of Conduct and the Employee and Culture Policy. The table below lists the most important policies and explains how they work.

Since 2022, LEDVANCE’s human resources management strategy has been aimed at the global standardization and digitization of HR tools and processes. One of the main strategic focuses is promoting diverse teams and fostering a supportive development environment in order to safeguard the workforce’s resilience and performance in a dynamic market environment. This strategy is closely linked to the overarching sustainability goals with the aim of ensuring that

management measures make a long-term impact. In terms of integrating this strategy into business operations, the digital transformation of administrative processes and the promotion of lifelong learning are both essential factors. With the introduction of the “LEDVANCE EMPOWER” system in late 2025, the company was able to harness an important tool for modernizing global human resources processes. The system improves transparency and collaboration through the following core features:

- Employee self-service:
Allowing employees to update their own personal data to improve data quality
- Management information systems:
Providing real-time team data for strategic workforce planning and development
- Networking:
Visualizing the organizational structure to facilitate internal cooperation
- Digital learning:
Integrated access to internal training courses and external learning platforms

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Due to the current underlying economic conditions, the introduction of additional modules planned for 2026 – including workforce analytics, performance management, succession planning, and compensation management – has been put on hold for the time being.

EMPLOYEE AND CULTURE POLICY

Relevance to material issue	– Promoting fair, safe, and inclusive working conditions for all employees worldwide – Strengthening a culture of mutual respect as the foundation for long-term business success – Respecting human rights and the dignity of every individual as an integral part of human resources management – Supporting employees’ personal and professional development
Material content	– Summary of Group-wide standards on working conditions and processes – Focus on collaborative working practices, employee development and support, and cultivation of an optimal corporate culture – Fair and transparent processes for recruitment, onboarding, and development
Area of application	– Valid for all employees around the world – Supplemented by local regulations in accordance with national requirements
Responsibility	– Overall responsibility within the HR department – Implementation by local HR departments – Executives are responsible for implementation within their respective areas of responsibility
Consideration of third-party standards/initiatives	– Alignment with the principles of the UN Global Compact – Compliance with the International Labor Organization’s (ILO) core labor standards
Consideration of stakeholder interests	– Protection of the rights, health, and safety of our own employees – Consideration of employees’ expectations regarding fair working conditions and opportunities for development
Access	– Internally via the intranet

A consistent framework of policies and internal regulations supports the management of workforce-related issues. This framework acts as the binding foundation for the company’s conduct toward its employees. The most important policies and their main purpose are outlined below.

GUIDANCE ON LEADERSHIP PRINCIPLES

Relevance to material issue	– Promotion of a consistent, values-based leadership culture and prevention of negative impacts on the company’s own workforce, particularly with regard to discrimination, harassment, equal opportunities, and teamwork
Material content	– Clarifying and strengthening the roles and responsibilities of executives – Focus on non-discrimination, the handling of unconscious biases, prevention of sexual harassment, leaders as role models, effective communication, team development, change management, and the cultivation of an open and constructive culture of feedback
Area of application	– Applies to all managers and executives at LEDVANCE worldwide – Supplements the existing Business Conduct Guidelines
Responsibility	– Overall responsibility lies within the HR department – Implementation and integration into day-to-day work through HR functions, as well as corresponding training and development initiatives
Consideration of stakeholder interests	– Consideration of employees’ interests through the setting of clear expectations for executives in order to foster cohesive, high-performing, and respectful teams and promote a consistent understanding of leadership across all regions
Access	– Development of the Guideline in 2025 – Communication to all managers in 2026 – Integration into day-to-day work through training opportunities in the learning management system

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CODE OF CONDUCT

Relevance to material issue	– The Code of Conduct provides a binding framework for the responsible treatment of our own employees around the world – It addresses central issues such as respect for human rights, equal treatment, fair working conditions, occupational health and safety, and the protection of personal data
Material content	– Non-discrimination & equal treatment: Respect for all employees; prohibition of discrimination and harassment – Fair leadership & responsibility: Leaders as role models, protection against legal violations – Health & safety: High priority for occupational safety, accident prevention, and health-conscious workplaces – Environment & workplace safety: Technical safety as an integral feature of responsible working conditions – Data protection & privacy: Protection of employees’ personal data, transparent and legally compliant data processing – Whistleblower protection: The ability to report violations confidentially and anonymously; protection against retaliation

POLICY ON OCCUPATIONAL SAFETY AND HEALTH,
FIRE SAFETY, AND SECURITY

Relevance to material issue	– Protection of the health and safety of our own employees – Prevention of workplace accidents and work-related risks
Material content	– Regular hazard and risk assessments – Training on occupational health and safety – Guidelines for the safe handling of machinery and hazardous substances – Processes for reporting and analyzing accidents – Regulations on fire, emergency, and evacuation safety

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SUSTAINABILITY POLICY

Relevance to material issue	– Respecting human rights and the dignity of every employee as a fundamental part of the sustainability strategy – Promoting fair, safe, and healthy working conditions at every global site – Creating a working environment that supports diversity, equal opportunity, and personal development – Contributing to the long-term maintenance of employee motivation, performance, and well-being
Material content	– Commitment to compliance with internationally recognized human rights and labor standards – Prohibition of child labor and forced labor, and rejection of all forms of discrimination – Assurance of occupational health and safety and healthy working conditions – Promotion of diversity, equal treatment, and fair wages
Area of application	– Valid for all employees around the world – Upstream and downstream value chain
Responsibility	– Overall responsibility lies within the Sustainability department – Implementation through company-wide collaboration
Consideration of stakeholder interests	– Protecting the health, safety, and rights of our own employees – Taking employees’ expectations into account with regard to fair working conditions and opportunities for development – Strengthening trust, motivation, and long-term employee retention
Access	– Internally via the intranet

MANAGEMENT SYSTEM POLICY

Relevance to material issue	– Protection of the health and safety of employees – Prevention of work-related risks
Material content	– Systematic risk and hazard assessment – Employee training and development – Emergency and incident management – Continuous improvements to occupational health and safety
Area of application	– Valid for all employees around the world
Responsibility	– Overall responsibility lies with the executive management team – Implementation by the Product Management and Sustainability departments
Consideration of third-party standards/initiatives	– Based on ISO 14001
Consideration of stakeholder interests	– Protection of employees’ physical and mental health
Access	– Internally via the intranet – Posters at sites – Available externally via the website

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PROCESSES FOR ENGAGING WITH OWN WORKERS AND WORKERS’ REPRESENTATIVES ABOUT IMPACTS

ESRS S1-2

Employee engagement is firmly embedded in LEDVANCE's corporate culture. Flat hierarchies and open communication help to foster an environment in which employees are motivated to contribute their own ideas and play an active role.

STRUCTURED FEEDBACK MECHANISMS AND EMPLOYEE SATISFACTION SURVEYS

Feedback from the workforce forms the basis for the ongoing development of measures to improve workplace quality. In this regard, LEDVANCE is relying increasingly on locally tailored approaches to specifically address cultural and organizational nuances:

- Regional snapshot surveys:
In Sweden, Norway, and Finland, for example, surveys on the work environment are conducted on a regular basis. In Sweden, a bimonthly snapshot survey featuring short, specific questions was launched in April 2025 to ensure prompt assessment of employee satisfaction and the identification of important issues for management. In Germany, too, needs-based snapshot surveys are used, with the option for open feedback.
- Onboarding reviews:
In China, new employees are systematically surveyed about their satisfaction levels during their first 180 days at the company.
- Prevention and health:
In countries such as Colombia, Ecuador, Germany,

Mexico, and Peru, mental health risks and indicators of harassment are regularly assessed to ensure a safe and healthy work environment.

- Direct communication formats: Communication is strengthened through in-person events, such as joint lunches between management and staff (Germany). There are also plans to introduce a peer coaching program in 2026.

The results of these dialog formats are compiled systematically. Management is informed about the findings and resulting actions to ensure that employee feedback is incorporated into strategic corporate governance. An anonymous complaint system is also available for raising concerns, and is open to both internal and external parties. Potential problems are addressed in consultation with the parties involved (for further details, see the “Governance” section).

SOCIAL IDENTITY AND COMMUNITY PROJECTS

Employee engagement is supported through the promotion of charitable initiatives that foster a sense of purpose at work and pride in the company. The activities listed below are a selection of projects from the reporting period:

- Social support: In Germany, for example, the company has a long-standing partnership with the St. Vinzenz Children’s Home in Landshut. In Slovakia, disadvantaged groups are supported through donations of IT equipment and donations-in-kind to elderly care homes.
- Employee-driven engagement: In Norway, employees can choose to donate their Christmas gifts to organizations such as Doctors Without Borders. In the Netherlands, employees engage with their communities by participating in charity fun runs and donating goods to local food banks.

COLLECTIVE PARTICIPATION AND COMMUNICATION

In certain countries, collective bargaining agreements with unions safeguard a structured approach to human rights-related issues such as wages and working hours. General information for the workforce is communicated through multilingual channels, with English serving as the primary language for global newsletters. Local management teams and specialist executives ensure that employees’ questions and requests for clarification can be addressed at any time.

PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR OWN WORKERS TO RAISE CONCERNS

ESRS S1-3

For LEDVANCE, compliance with human rights due diligence obligations is a matter of great importance. Company-wide procedures and measures are in place to prevent or mitigate negative impacts. LEDVANCE has its own defined process for implementing remedial measures in cases where the company has caused or contributed to significant negative impacts on employees.

REPORTING CHANNELS AND RESPONSIBILITIES

Established reporting channels are in place to record relevant incidents and employee complaints. HR Business Partners and the central compliance channel serve as the primary points of contact. Incoming complaints are subjected to a structured assessment, with responsibility assigned depending on the subject matter in question.

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- **Compliance-related incidents:**
This type of incident is formally recorded and tracked using the LILi (LEDVANCE Integrity Line) IT tool.
- **HR-related matters:**
These matters are handled and tracked regionally by the HR departments in the respective countries.

REMEDIAL MEASURES AND EFFECTIVENESS
REVIEWS

Working in consultation with the affected employees, appropriate remedial measures are defined, implemented, and documented. The effectiveness of these measures is reviewed on a systematic basis. Various tools are used for this purpose, such as follow-up meetings, tracking in internal systems, and targeted feedback from employee surveys (e.g., snapshot surveys). The insights gained from these reviews are used to continuously optimize internal procedures and preventive mechanisms.

COOPERATION WITH EMPLOYEE REPRESENTATIVES
AND FREEDOM OF ASSEMBLY

The right to freedom of association and assembly is supported around the world. In accordance with the relevant national legislation, many countries (e.g., Germany and France) have works councils or union representatives. In Germany, elections for works council representatives are held every four years at all locations. The interests of the workforce are represented by local works councils, the general works council, the economic committee, and a representative council for employees with disabilities. The Executive Committee serves as the representative body for senior management.

Additional information on alternative channels for reporting concerns is provided under ➤ **ESRS G1-1**.

TAKING ACTION ON MATERIAL
IMPACTS ON OWN WORKFORCE,
AND APPROACHES TO MITIGAT-
ING MATERIAL RISKS AND PUR-
SUING MATERIAL OPPORTUNITIES
RELATED TO OWN WORKFORCE,
AND EFFECTIVENESS OF THOSE
ACTIONS

ESRS S1-4

To address significant impacts on the workforce, targeted measures are implemented in the areas of equality, workplace culture, and skills development. These measures were developed with input from employees and employee representatives and were supported by the necessary resources. Work in this area focuses on the following key topics.

PROMOTING GENDER EQUALITY

Gender equality is being advanced under a global gender action plan for the period from 2024 to 2027. The plan focuses on measurable progress and transparency in the areas of recruitment, employee development, leadership presence, and workplace culture. While the overarching goals are the same all over the world, their integration into operations is carried out using region-specific measures that take the respective local context into account. To assess the effectiveness of these initiatives, the proportion of female employees and the proportion of women in leadership positions are continuously tracked and reported in detail under ➤ **ESRS S1-9** . The goal is to strengthen support for and representation of women at all levels of the company in a sustainable manner.

ENHANCEMENT OF WORKPLACE CULTURE AND
EFFICIENCY

The global Employee and Culture Policy launched in 2023 was updated in 2025 to address changing requirements, such as persistently high workloads. The focus is on prioritizing value-adding activities and reducing activities with low added value. Measures here include the redistribution of work packages and the promotion of digital readiness. A key factor in simplifying and streamlining workflows is the targeted use of artificial intelligence (AI).

LIFELONG LEARNING AND INTERCULTURAL COMPE-
TENCE

We are rolling out a global e-learning initiative to ensure the ongoing professional development of our workforce. This initiative offers customized learning content for specific target groups, with a focus on current topics such as artificial intelligence and leadership skills. Global learning needs are currently being assessed through systematic surveys so that the content on offer can be further refined at both global and local levels. To promote intercultural cooperation and the sharing of experiences, employees are also actively encouraged to take on international assignments.

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TARGETS RELATED TO MANAGING
MATERIAL NEGATIVE IMPACTS,
ADVANCING POSITIVE IMPACTS,
AND MANAGING MATERIAL RISKS
AND OPPORTUNITIES

ESRS S1-5

LEDVANCE believes that a diverse and inclusive workforce containing a variety of perspectives makes a significant contribution to the company’s economic development. Specific objectives have been defined to manage these positive effects and address the identified risks:

INCREASING THE PROPORTION OF FEMALE
EMPLOYEES

The company aims to increase the global proportion of women in its workforce from the current 44% to 46% by the end of 2027. Despite the challenges presented by the general shortage of skilled workers, the company remains committed to this goal so that it can strengthen the representation of women within the company over the long term and promote equal opportunity.

PROMOTING AN INCLUSIVE LEADERSHIP CULTURE

Since diversity extends beyond just gender equality and also encompasses the integration of different backgrounds and world views, it is important that managers are made aware of this issue. In 2025 and 2026, executives around the world have had the opportunity to complete training on diversity and inclusion, aimed at reducing unconscious bias and reinforcing a workplace culture of inclusion.

MONITORING EQUAL WAGES

To counter the risk of gender-based discrimination and ensure pay equity, an evaluation is due to be conducted in 2026 to determine how globally relevant data can be collected and analyzed. The goal here is to systematically monitor gender pay gaps in the future so that targeted corrective measures can be implemented on the basis of valid data.

CHARACTERISTICS OF THE UNDER-
TAKING’S EMPLOYEES

ESRS S1-6

As of December 31, 2025, the LEDVANCE Group employed 2,827 employees (FTE, full-time equivalents), which represents an increase of 88 employees (FTE) compared to December 31, 2024 (2,739 FTE).As of December 31, 2025, a total of 2,959 people were employed by the LEDVANCE Group (number of people). Unless otherwise specified, the figures in the tables below refer to the number of employees.

COUNTRIES WITH >50 EMPLOYEES AND > 10% OF THE
TOTAL NUMBER OF EMPLOYEES

Country	Total number of employees (in number of people)
Slovakia	395
France	364
U.S.A.	337
Germany	319
China	310
Other countries	1,234
Total	2,959

NUMBER OF PEOPLE BY GENDER

Gender	Total number of employees (in number of people)
Male	1,673
Female	1,286
Other/No information provided	0
Total	2,959

TURNOVER RATE

Turnover rate (in %) and number of people	2025
Turnover rate in %	12%
Number of employees who have left the company	365

LEDVANCE calculates the turnover rate as follows: The number of employees who left the company during the reporting period divided by the total number of employees as of December 31, 2025. Common reasons for leaving the company include, for example, voluntary resignation, termination by the company, mutual termination agreements, and retirement.

The following tables show the breakdown of employees by contract type and gender as of December 31, 2025. They also include a breakdown by region and contract type. The tables include zero-hours workers who work without guaranteed or fixed minimum hours. As of December 31, 2025, LEDVANCE did not employ any zero-hours workers.

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NUMBER OF PEOPLE BY TYPE OF EMPLOYMENT (BROKEN DOWN BY GENDER)

	2025			
	Male	Female	Other/No information provided	Total
Number of employees	1,673	1,286	0	2,959
of whom are employees with permanent contracts	1,531	1,088	0	2,619
of whom are employees with temporary contracts	142	198	0	340
of whom are zero-hours workers	0	0	0	0

NUMBER OF EMPLOYEES BY EMPLOYMENT SCOPE (BROKEN DOWN BY REGION)

	2025				Total
	Europe - West	Emerging Markets	USA and Canada	Reconciliation to Group ¹	
Number of employees	1,041	1,152	369	397	2,959
of whom are full-time employees	973	1,121	367	395	2,856
of whom are part-time employees	68	31	2	2	103

1 Including centrally managed Group companies in Shenzhen, Shanghai, Wuhu (China), and India

NUMBER OF EMPLOYEES BY EMPLOYMENT SCOPE (BROKEN DOWN BY GENDER)

	2025			
	Male	Female	Other/No information provided	Total
Number of employees	1,673	1,286	0	2,959
of whom are full-time employees	1,645	1,211	0	2,856
of whom are part-time employees	28	75	0	103



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COLLECTIVE BARGAINING COVER-
AGE AND SOCIAL DIALOG

ESRS S1-8

As an international corporation, LEDVANCE places a high priority on social dialog and upholding the right to freedom of association and collective bargaining. The following table shows the percentage of employees covered by collective bargaining agreements.

The coverage rate varies significantly between the global sites. Collective bargaining coverage is particularly high in Germany and France. In these countries, both of which have large workforces, the labor environment is characterized by a strong tradition of social dialog and established collective bargaining systems, which regulate key conditions such as pay, working hours, and vacation entitlements.

In regions where collective bargaining agreements are not widely used, compliance with fair labor standards is ensured through global corporate policies and the company-specific Code of Conduct. LEDVANCE recognizes the right to collec- tive bargaining within the framework of applicable national laws.

COVERAGE RATE

	Percentage
Percentage of employees covered by collective bargaining agreements	30%
Global percentage of employees covered by employee representatives	26%

Coverage rate	Coverage by collective bargaining agreement – Employees (EEA; for countries with >50 employees, who account for > 10% of total employees)	Coverage by collective bargaining agreement – Employees (Non-EEA countries; estimate for regions with >50 employees, who account for > 10% of total employees)	Social dialog – Workplace representation (EEA only; for countries with >50 employ-ees, who account for > 10% of total employees)
0–19%	Slovakia	Asia Latin America USA and Canada	Slovakia
20–39%	-	-	-
40–59%	-	-	-
60–79%	-	-	-
80–100%	Germany France		Germany France

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DIVERSITY METRICS

ESRS S1-9

The following overview shows the age distribution of LEDVANCE employees as of December 31, 2025.

NUMBER OF PEOPLE AND PERCENTAGE (BROKEN DOWN BY AGE GROUP)

	2025	
	Number of people	Percentage
Number of employees	2,959	100%
of whom are employees in the “under 30” age group	340	12%
of whom are employees in the “between 30 and 50” age group	1,727	58%
of whom are employees in the “over 50” age group	892	30%

The gender breakdown of senior management is shown below.

NUMBER OF EMPLOYEES AND PERCENTAGE OF SENIOR MANAGEMENT (BROKEN DOWN BY GENDER)

	2025			
	Male	Female	Other/No information provided	Total
Number of members of senior management	280	138	0	418
Percentage	67%	33%	0%	100%

PEOPLE WITH DISABILITIES

ESRS S1-12

LEDVANCE is committed to fostering an inclusive working environment that offers all employees equal and fair opportunities, regardless of any physical or psychological disabilities. In 2025, people with disabilities accounted for 2% of the workforce.



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TRAINING AND SKILLS DEVELOPMENT METRICS

ESRS S1-13

LEDVANCE aims to avoid any negative impacts associated with training and professional development. To address the workforce’s concerns regarding career development opportunities, LEDVANCE has implemented a package of measures made up of several sub-categories.

One key focus is the e-learning initiative, which makes it easier to access appropriate courses by providing improved support. This includes recommendations for regular training along with customized learning content for specific employee groups. Relevant training programs are offered on a global level, while also taking local training needs into account. To promote cross-regional experiences, intercultural competence, and cooperation, employees are encouraged to actively participate in international assignments.

In 2025, the average duration of e-learning courses was nine hours per employee. At the same time, in-person training sessions were offered on topics such as artificial intelligence (AI), a high-performance culture, growth mindsets, influence, Motivation 3.0, multicultural communication, and task and time management. A total of 19 in-person events were held, with 266 participants. In addition, two international executive training courses took place, with 42 participants from around the world. The commitment to a healthy feedback culture was also further strengthened by ensuring that every employee receives a formal feedback session at least once a year.



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HEALTH AND SAFETY METRICS

ESRS S1-14

The safety and physical well-being of employees are a top priority at LEDVANCE. As part of this report, the following KPIs on occupational health and safety are disclosed. Significant KPIs are summarized in the table below. Workplace accidents are recorded on a decentralized basis at a country level.

INCIDENTS, COMPLAINTS AND
SEVERE HUMAN RIGHTS IMPACTS

ESRS S1-17

The digital whistleblowing hotline “LEDVANCE Integrity Line” (LILi) serves as the platform for reports from both internal and external stakeholders, including employees throughout the entire value chain ➤ **ESRS G1**. This channel can be used to raise concerns regarding possible violations of legal requirements, the LEDVANCE Code of Conduct, or internal policies. Reports can be submitted either anonymously or by name. In accordance with the provisions of the Compliance Policy, whistleblowers are expressly protected from retaliation.

Information on incidents, complaints, and serious human rights violations is obtained from the central compliance tool; operational responsibility lies with the Compliance department. The following table provides an overview of the human rights violations identified during the reporting period.

KPIS ON OCCUPATIONAL HEALTH AND SAFETY

	2025
Coverage by the occupational health and safety system	55%
Number of deaths among employees and external staff	0
Number of workplace accidents involving employees	16
Percentage of workplace accidents that required reporting	4.3%
Number of cases of incapacity to work caused by work-related illnesses among employees	1
Number of workdays lost due to workplace accidents, injuries, and fatalities among employees	318
Number of workdays lost due to workplace accidents, injuries, and fatalities among external workers	41
Number of cases of incapacity to work due to illness among external workers	0
Work-related illnesses among former employees	0

OVERVIEW OF COMPLAINTS AND INCIDENTS RELATED TO HUMAN RIGHTS

	2025
Number of reported complaints regarding discrimination (including harassment)	3
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0
Total number of complaints filed by employees (excluding discrimination and harassment)	2
Total fines resulting from substantiated complaints filed by employees	EUR 0
Number of human rights violations involving employees	0
Number of serious human rights incidents involving the company’s own workforce that violate UN and OECD guiding principles	0
Total fines resulting from proven human rights violations	EUR 0
Number of serious human rights cases in which the company played a role in ensuring that remedies were provided to those affected	0

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IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

ESRS S2 SBM-3

As part of the materiality assessment described under  **ESRS 2 IRO-1**, LEDVANCE identified material impacts, risks, and opportunities (IROs) related to workers in the value chain. They were evaluated in terms of their effectiveness along the value chain and also over various time horizons. A table showing further details about these IROs can be found under  **ESRS 2 SBM-3**.

As a global company, LEDVANCE identifies potential negative impacts mainly in its upstream value chain, particularly among workers involved in the extraction and processing of raw materials, as well as among production workers. Based on its analysis, LEDVANCE has identified China and India as geographic regions affected by potential negative impacts. At a raw material level, there is particular potential for negative impacts related to 3TG minerals, which are addressed through membership in the Responsible Minerals Initiative (RMI). The scope of these impacts includes both systemic industry-wide issues, such as child labor or forced labor in the electronics sector, and specific impacts arising from individual business relationships, particularly in connection with the manufacture of solar panels. Due to the complex and multifaceted nature of the global supply chain – especially in the early stages involving raw materials –

it is currently not possible to reliably assess whether certain groups of workers are at disproportionate risk.

The limited transparency and wide variety of working conditions at the top of the supply chain currently make it difficult to conduct a nuanced assessment of individual groups that are particularly at risk; for this reason, LEDVANCE aims to improve transparency throughout the value chain.

POLICIES RELATED TO VALUE CHAIN WORKERS

ESRS S2-1

As a globally active company, LEDVANCE is committed to respecting internationally recognized human rights and fulfilling its corporate due diligence obligations throughout the value chain. The objective here is to protect the dignity, well-being, and rights of all individuals affected by the company’s business activities. This is achieved by promoting transparency and working closely with suppliers. When it comes to workers in the value chain, the company places particular focus on the protection of fundamental labor and human rights. These include, first and foremost, a ban on child labor, forced labor, and modern slavery. It also aims to safeguard occupational health and safety, the freedom of association, non-discrimination, and fair compensation. Its objective is to create a value chain in which the products, materials, and services procured reflect a commitment to human rights and environmental responsibility. The pro-

motion of a corporate culture based on transparency and accountability also plays a role in this regard.

These matters are managed in accordance with binding guidelines and internal regulations, which form the legal and ethical framework for the company’s conduct toward workers throughout the value chain. The executive management team bears ultimate responsibility for adopting these guidelines and ensuring that they are observed. The key policies and their main purpose are outlined below:

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PURCHASING POLICY

Relevance to material issue	– Incorporating sustainability criteria as an integral part of the entire purchasing and procurement process – Establishing sustainable procurement practices to support company-wide sustainability goals and regulatory requirements – Contributing to risk mitigation and ensuring responsible business conduct throughout the supply chain
Material content	– Binding guidelines for legally compliant, transparent, and sustainable procurement on a global scale – Mandatory consideration of social and environmental criteria as early as the specification stage for products, materials, and services – Integration of sustainability, human rights, and environmental requirements into the supplier selection process – Preference for suppliers with recognized certifications (e.g., ISO 14001, ISO 45001, ISO 50001) – Mandatory incorporation of the Supplier Code of Conduct into relevant supplier contracts as a key tool for safeguarding human rights, labor, environmental, and compliance standards

SUPPLIER CODE OF CONDUCT

Relevance to material issue	– Suppliers’ compliance with rights and obligations
Material content	– Respect for human rights and labor rights – Prohibition of child labor and forced labor – Fair working conditions and appropriate wages – Occupational health and safety – Non-discrimination and ethical business conduct

Annual risk analyses are conducted throughout the value chain to identify and assess impacts on human rights and the environment. These analyses take into account industry- and country-specific risks both within the company’s own business sphere and among its direct suppliers (based on order or invoice volumes). The results serve as the basis for defining preventive and corrective measures.

Given the importance of certain raw materials in our product portfolio, we place particular emphasis on responsible sourcing. This commitment is enshrined in the Supplier Code of Conduct as well as in LEDVANCE’s general Code of Conduct.

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AT LEDVANCE

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ESRS S4
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FSC	
Relevance to material issue	– Promoting responsible procurement while taking social standards in the supply chain into account – Safeguarding fair working conditions among suppliers of wood-based materials
Material content	– Mandatory use of FSC-certified materials from verified sources – Integration of minimum social standards through the FSC Core Labor Requirements (including a ban on child labor and forced labor) – Traceability of materials and suppliers through chain-of-custody systems –
Area of application	– All European units – Upstream value chain
Responsibility	– Central responsibility lies with the FSC Certificate Manager – Implementation by Purchasing, Logistics, and Product Management
Consideration of third-party standards/ initiatives	– FSC chain of custody standards
Consideration of stakeholder interests	– Protection of rights and working conditions of workers in the supply chain – Contribution to responsible and socially sustainable forestry
Access	– Internally via the intranet



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PROCESSES FOR ENGAGING WITH VALUE CHAIN WORKERS ABOUT IMPACTS

ESRS S2-2

LEDVANCE recognizes that engaging workers throughout the value chain plays a central role in identifying and addressing human rights impacts. Insights into the perspectives of affected stakeholders and potential impacts are gained both from the materiality assessment and from direct dialog with suppliers. In addition, established complaint mechanisms serve as an important, timely, and direct source of information.

The “LEDVANCE Integrity Line” (LILi) whistleblowing hotline is the central digital reporting channel ➤ **ESRS G1**. Through this system, both LEDVANCE employees and external parties – including workers in the upstream and downstream value chain – can report concerns regarding potential violations of legal requirements, the LEDVANCE Code of Conduct, or internal policies. Reports can be submitted either anonymously or by name.

In accordance with the provisions of the Compliance Policy, whistleblowers are expressly protected from retaliation. Access to the LILi reporting system is generally available to all workers in the value chain at any time and without fixed time intervals in order to ensure continuous communication.

PROCESSES TO REMEDIATE NEGA- TIVE IMPACTS AND CHANNELS FOR VALUE CHAIN WORKERS TO RAISE CONCERNS

ESRS S2-3

To ensure that social standards are observed throughout the value chain, selected suppliers are subjected to social audits in accordance with the amfori BSCI standard (Business Social Compliance Initiative, amfori BSCI). These audits are conducted by independent external auditors and cover significant areas such as social management systems, the right to freedom of association and collective bargaining, compliance with fair wages and reasonable working hours.

If audit results indicate a need for action, defined corrective actions must be implemented. The effectiveness of this tool is ensured by systematically tracking these measures in subsequent audits.

In addition, the “LEDVANCE Integrity Line” (LILi) whistleblower system serves as the central mechanism for filing complaints. All compliance incidents – including those involving workers in the value chain – are documented using a dedicated case management tool and submitted to executive management on a quarterly basis for review and assessment.

At present, familiarity with the reporting tool among suppliers’ employees is not actively assessed. Detailed information on workflows, responsibilities, and the protection of individuals from retaliation is provided under ➤ **ESRS G1-1**.



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TAKING ACTION ON MATERIAL IMPACTS ON VALUE CHAIN WORKERS, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO VALUE CHAIN WORKERS, AND EFFECTIVENESS OF THOSE ACTIONS

ESRS S2-4

To manage the impact on workers throughout the value chain, LEDVANCE is planning to establish appropriate measurement systems and control mechanisms by 2027. Since these structures are not yet in place, the current focus is on preventive measures that have already been implemented, as well as clearly defined remedial processes.

Preventive measures and monitoring

To identify risks at an early stage and prevent negative impacts, the following tools are employed across the company:

- **Supplier Code of Conduct:**
Mandatory sustainability stipulations for new suppliers once defined purchasing volumes are reached.
- **Monitoring & audits:**
Performance of supplier self-assessments and social audits (primarily in accordance with the amfori BSCI standard) to verify compliance with legal, social, and ethical standards.

- **Certificate review:**
Verification of documentation related to human rights, the environment, and due diligence.

Remedial measures and complaint mechanisms

In the event of actual negative impacts, LEDVANCE ensures the effective implementation of defined remedial measures. Standardized processes for reporting, investigating, and handling such cases are available via the compliance tool “LILi”  **ESRS G1-1**. This mechanism ensures that specific incidents are systematically recorded and addressed.

Development goals

Complementary approaches to specifically promote positive impacts, as well as a system for directly measuring effectiveness, are due to be developed gradually during this initial phase. The annual risk analysis serves as the current basis for management, enabling the company to implement supplier-specific corrective actions or training as needed. The effectiveness of measures is currently being evaluated indirectly, including through the results of BSCI assessments.

TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

ESRS S2-5

As part of the materiality assessment, human rights impacts on workers in the upstream supply chain were identified as a material issue. Since the relevant reporting processes have not yet been established within the ongoing digital transformation and the enhancement of the sustainability strategy, LEDVANCE has not yet defined any specific, time-bound targets in accordance with ESRS S2-5.

Nevertheless, the continuous improvement of transparency within the supplier network and the appropriate approach to identified negative impacts together form an overarching strategic goal. The structural foundations for this have already been laid, as described in the previous chapters. LEDVANCE intends to develop measurable goals on this basis and is currently exploring the implementation of realistic and effective approaches to quantitatively track progress concerning the response to material impacts in the future.

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SOCIAL

ESRS S4 | Consumers and end users

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTER-ACTION WITH STRATEGY AND BUSINESS MODEL

ESRS S4 SBM-3

LEDVANCE’s product portfolio is aimed at end users in the residential, commercial, industrial, and public sectors. Products are sold through a multi-layered distribution network consisting of wholesalers, specialized installation engineers, and retailers, as well as through direct online channels.

The impacts, risks, and opportunities for consumers and end users identified in accordance with ➤ **ESRS 2 IRO-1** are listed in the table under ➤ **ESRS 2 SBM-3** and have been assessed in terms of their effectiveness along the value chain and over various time horizons.

Product safety is ensured through testing, compliance with local standards, and the provision of detailed usage information, including for products containing regulated substances.

From a strategic perspective, material opportunities arise from a consistent focus on sustainable, high-quality product solutions, which help the company to tap into new market segments and consolidate its market position. On the other hand, there are potential risks related to the market acceptance of new technologies if these do not fully live up to customer expectations.

POLICIES RELATED TO CONSUMERS AND END-USERS

ESRS S4-1

As a company, LEDVANCE is synonymous with innovative, high-quality, and reliable lighting solutions, with customer needs and market trends at the heart of its operations – from research and development through to product management and quality assurance. To ensure that the company’s standards are met, all major locations comply

with the highest quality standards and are certified annually to ISO 9001 and ISO 14001 by external auditors. Compliance with and the continuous improvement of these strict standards are ensured through regular inspections. The results of audits are discussed systematically at local level and at central levels involving the responsible parties and executive management. To ensure safe installation and use, all products come with manuals that comply with applicable standards and clearly summarize health and safety instructions using both text and illustrations.

MANAGEMENT SYSTEM POLICY

Relevance to material issue	– Protecting the health and safety of consumers and end customers during product usage – Preventing product- and usage-related risks throughout the entire lifecycle
Material content	– Identification and assessment of product-related health and safety risks – Integration of safety and quality requirements into product design and development – Continuous improvement of product safety and user information
Area of application	– Applies worldwide for all products and services
Responsibility	– Overall responsibility lies with the executive management team – Implementation by Product Management, Quality, and the Sustainability department
Consideration of third-party standards/initiatives	– Based on ISO 9001
Consideration of stakeholder interests	– Protecting the physical health and safety of consumers and end customers
Access	– Internally via the intranet – Posters at sites – Externally via the website

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In addition, reliable processes are in place to identify and report potential product defects in the respective markets so that corrective and preventive action can be taken immediately. A dedicated customer service team handles inquiries from wholesale and retail channels and ensures that the relevant specialized departments are involved in complex cases. This continuous improvement process, based on the analysis of error statistics and regular reports to management, is designed to systematically prevent technical defects. These material impacts, risks, and opportunities are managed in accordance with specific guidelines, with the globally applicable and detailed management system policy serving as the binding framework. In this context, LEDVANCE adheres to the United Nations Guiding Principles on Business and Human Rights and is committed to respecting the rights of all consumers and end users. At an operational level, this commitment is implemented through transparent dialog, inclusive feedback channels, and clear procedures for providing effective corrective measures. In 2025, no cases of human rights violations were reported in the downstream value chain.

Although data protection and cybersecurity were not classified as material issues during the materiality assessment, the responsible handling of data is treated as a key concern. Data protection is managed by a data protection officer and local coordinators in strict compliance with the European Union’s General Data Protection Regulation (GDPR). An intra-group data processing agreement (IGA) and binding corporate rules ensure a uniform level of data protection worldwide. Cybersecurity is guided by international standards and continuously strengthened through an information security management system, the implementation of a “zero-trust framework,” and regular employee training.

PROCESSES FOR ENGAGING WITH
CONSUMERS AND END-USERS
ABOUT IMPACTS

ESRS S4-2

Ongoing communication and dialog with commercial and project clients – including both individual companies and international corporate groups – are managed centrally by a global key account management team ☞ **ESRS 2 SBM-2**. In addition, individual satisfaction surveys performed for a sub-set of customers are an essential tool for identifying user needs. Furthermore, all end users have the option to provide feedback or raise specific concerns directly on the company’s website or via dedicated email addresses.

Trade shows serve as an important forum for sharing information with wholesalers and installation engineers, who, thanks to their regular contact with end consumers, provide valuable insights for product optimization. Product reviews and posts on online platforms are also analyzed to gain a comprehensive understanding of user expectations. This feedback serves as a significant foundation for customer-focused enhancements to the portfolio. Information about the available communication and complaint channels is clearly provided on the website, in product manuals, and on packaging. Interaction generally takes place on an ongoing and direct basis, with the intensity of dialog being increased as needed during professional events or when addressing specific issues.



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CHANNELS FOR CONSUMERS AND END-USERS TO RAISE CONCERNS

ESRS S4-3

Various communication channels are in place for receiving and handling inquiries or complaints from customers and end users. These include direct contact through Key Account Management, sales and retail staff, the central email address on the website, and a customer service hotline. In addition, the “LILi” compliance tool described above provides a platform for reporting violations. Channels such as the LILi tool and direct access through Key Account Management are available at all times ☹️ **ESRS G1.**

Customer inquiries are handled on a decentralized basis by regional quality management. Issues that are directed to the sales department are handled directly in liaison with the affected customers.

Transparent information about these communication and complaint channels is provided on the company’s website, in product manuals, on product packaging, and through direct customer communications.

TAKING ACTION ON MATE- RIAL IMPACTS ON OWN CON- SUMERS AND END USERS, AND APPROACHES TO MITIGATING MATERIAL RISKS AND PURSU- ING MATERIAL OPPORTUNITIES RELATED TO CONSUMERS AND END USERS, AND EFFECTIVENESS OF THOSE ACTIONS

ESRS S4-4

Significant impacts, risks, and opportunities affecting consumers are managed on the premise that the company can, in principle, ensure the provision of safe, durable, and energy-efficient lighting solutions. Systematic quality management and product testing ensure compliance with high safety standards. Positive effects are achieved by opening up new markets for sustainable technologies and smart lighting solutions.

This report does not yet provide detailed information regarding specific action plans and their effectiveness in accordance with ESRS S4-4. The company is currently planning to have developed appropriate, ESRS-compliant action plans and measures by the time full reporting requirements come into force.

TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

ESRS S4-5

As of the date of this report for fiscal year 2025, no quantitative targets compliant with ESRS had been defined with respect to consumers and end users. Nevertheless, the company follows a quality-oriented approach that focuses on the development of high-quality, durable, and safe products. Through the continuous development of its product portfolio – particularly with regard to energy efficiency and the materials used – the company aims to reduce resource consumption throughout the entire product lifecycle, enhance customer satisfaction, and minimize negative impacts related to resource use and the circular economy.

This report does not include measurable, time-bound goals or information on how they are monitored. Appropriate KPIs are due to be identified, defined and reported on by the time reporting becomes mandatory in fiscal year 2027.

GOVERNANCE

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GOVERNANCE

ESRS G1 | Business Conduct

THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

ESRS G1 GOV-1

The basic governance structures and executive responsibilities relating to sustainability issues are explained under ➤ **ESRS 2 GOV-1**. In addition to this information, the entire executive management team possesses expertise and many years of experience in the areas of corporate governance and policy. Thanks to this experience and expertise, the executive management team also covers the areas of business ethics, corruption prevention, and integrity.

DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS G1 IRO-1

At LEDVANCE, material impacts, risks, and opportunities are identified based on a comprehensive two-step materiality assessment ➤ **ESRS 2 IRO-1**. This process takes into account all criteria that are relevant to the globally oriented procurement and sales structure.

The analysis places particular focus on global business operations, especially procurement in the Chinese market. Regional regulatory requirements, potential human rights

and environmental risks, and local market conditions are subject to systematic assessment. Further information on conducting risk analyses within the supply chain is provided under ➤ **ESRS S2**.

These criteria reflect the company’s market status as a procurement and distribution firm within the lighting industry, dealing with products including LED technology, traditional lightning elements, luminaires and solar panels. Potential risks arise both from the material composition of electronic products and from industry-specific processes in electronics and component manufacturing.

This assessment process ensures a thorough understanding of relevant risks throughout the value chain. It also serves as the basis for identifying priority actions and for strategically capitalizing on opportunities within the procurement and product portfolio.



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MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

ESRS G1 SBM-3

As part of the materiality assessment described under ☞ **ESRS 2 IRO-1**, LEDVANCE identified material impacts, risks, and opportunities (IROs) linked to the company’s policy and culture. They were evaluated in terms of their effectiveness along the value chain and also over various time horizons. A table showing further details about these IROs can be found under ☞ **ESRS 2 SBM-3**. The IROs identified in the area of corporate policy and culture are also closely integrated with the corporate strategy and the sustainability strategy derived from it.

BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE

ESRS G1-1

LEDVANCE aims to redefine the role of lighting in a connected world, an aim which goes hand-in-hand with a commitment to acting with integrity at all levels. Trust, cooperation, and a sense of responsibility form the foundation for the high standards expected of employees and the company as a whole in their business conduct. Managers act in accordance with the established compliance culture and take part in specific training for this purpose. A structured reporting process based on the need-to-know principle ensures a continuous flow of information about current developments. The principles of responsible corporate governance are firmly embedded in the following key internal policies:

CODE OF CONDUCT

Relevance to material issue	– The Code of Conduct is the central governance tool for ensuring compliant and responsible business conduct – It defines binding standards of conduct, responsibilities, and oversight mechanisms for all employees and managers – The Code supports effective corporate governance through clear rules on compliance, integrity, transparency, and accountability
Material content	– Integrity & ethical conduct: Commitment to complying with all applicable laws and internal policies – Management and supervisory responsibilities: Managers are allocated clear responsibilities concerning organization, selection, monitoring, and communication – Compliance structure: Establishment of a Group-wide compliance organization and regular audits – Anti-corruption & business ethics: Ban on bribery, and the granting or acceptance of undue advantages; rules on gifts, donations, sponsorship and government mandates – Fair competition: Compliance with antitrust and competition law – Financial integrity & transparency: Proper accounting, accurate records, and internal controls – Handling conflicts of interest: Reporting and disclosure requirements for secondary employment and investments – Whistleblower system & grievance mechanisms: Confidential and anonymous reporting options, protection against retaliation
Area of application	– Valid for all employees around the world
Responsibility	– Overall responsibility lies with the executive management team and Compliance department – Executives bear special responsibility for implementation, setting an example, training, and oversight
Consideration of third-party standards/initiatives	– OECD Guidelines for Multinational Enterprises – UN Convention against Corruption
Consideration of stakeholder interests	– Building trust through clear rules of conduct, anti-corruption measures, and fair business practices – Ensuring accountability and access to grievance mechanisms
Access	– Internally via the intranet – On the website

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PURCHASING POLICY

Relevance to material issue	– Central governance tool for safeguarding a compliant and transparent procurement process – Support for responsible corporate governance through binding procurement rules – Clear management of decision-making and approval processes –
Material content	– Mandatory stipulations for legally compliant procurement – Clear roles, tasks, and lines of responsibility – Established approval and authorization processes – Mandatory documentation of sourcing decisions and contracts – Implementation of compliance requirements (e.g., anti-corruption, competition law, export controls) – Supplier Code of Conduct as a binding contractual element
Area of application	– Applies globally to all procurement activities – Applies to all employees with purchasing responsibilities – Applies to new and existing suppliers
Responsibility	– Overall responsibility lies with Purchasing – Support from SEHS & Sustainability, the Compliance and Legal departments
Consideration of third-party standards/initiatives	– Alignment with the ILO’s Core Labor Standards – Reference to the UN Global Compact
Consideration of stakeholder interests	– Protection of workers in the supply chain – Engagement of suppliers through contractual requirements – Consideration of regulatory and customer expectations
Access	– Internally via the intranet

Clear governance structures ensure that corporate policies are implemented:

- The Compliance team monitors adherence to the guide-
lines and oversees the implementation of training pro-
grams.

– The Human Resources department is responsible for
cultural development and the definition of leadership stan-
dards.

– Managers are responsible for operational implementation
and serve as role models for putting the company’s values
into practice.

A global People & Culture program that focuses on trust, performance, and collaboration serves to consolidate the values-based corporate culture. This approach is sup-ported by systematic measures, including regular employee surveys, training on compliance and ethics, a global whis-tleblower system for reporting misconduct, and targeted leadership development initiatives.

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REPORTING AND MANAGEMENT

The internal governance and reporting tool “Ethical” serves as the digital foundation for the global management of compliance and ethics risks. The system can be used to assign and track tasks and also to collect structured information via questionnaires on a global level and within business units. Categorizing these issues into “streams” and “topics” allows for a detailed assessment of ethical and compliance-related aspects. “Ethical” also enables completion rates to be monitored in real time, program KPIs to be visualized, and reports to be exported. The data collected supports the ISO certification processes and plays a key role in minimizing potential risk factors.

In addition, the “Compliance & Risks” (C2P) platform ensures that information on new laws and regulatory changes is continuously available in all markets where the company is active. As such, the company is able to maintain an up-to-date database of legal requirements relevant to the its business activities.

Access to these tools ensures that all compliance officers receive country-specific information. Stakeholders are regularly informed of compliance changes via the intranet. Furthermore, compliance auditors are kept up to date on new developments through specialized training and refresher courses. The “LEDVANCE Integrity Line” (LILi) and a case management tool are available for reporting concerns, including those submitted by external parties.

COMPLAINT MECHANISMS, WHISTLEBLOWER SYSTEM, AND COMPLIANCE PROCEDURES

Given its international operations and complex supply chain, maintaining an effective complaint system is of paramount importance to LEDVANCE. The purpose of this system is to identify, investigate, and resolve indications of potential compliance violations at an early stage. Employees have the option to report suspected violations to their immediate supervisor, the responsible compliance officer, or designated members of the compliance organization.

In addition, the digital whistleblowing hotline “LEDVANCE Integrity Line” (LILi) enables both internal and external stakeholders – including employees throughout the entire value chain – to raise concerns regarding potential violations of legal regulations, the LEDVANCE Code of Conduct, or internal policies. Reports can be submitted either anonymously or by name. In accordance with the provisions of the Compliance Policy, whistleblowers are expressly protected from retaliation.

This structure establishes robust channels of communication with business partners and stakeholders who could be affected by potential misconduct, such as employees, direct and indirect suppliers, and local communities. The whistleblower system complies with the requirements of the German Whistleblower Protection Act (HinSchG) and the Supply Chain Due Diligence Act (LkSG), with a particular focus on human rights due diligence obligations. All compliance cases are recorded in the case management tool and presented to the executive management board on a quarterly basis.

Compliance incidents are handled in accordance with strictly defined procedures. Internal guidelines regulate the investigation process, which begins with a plausibility check by the local compliance organization.

If there is reasonable suspicion, the Chief Compliance Officer (CCO) issues an investigation mandate, which includes in-depth planning. All parties involved in the case are then notified.

The facts of the case are established through interviews and the analysis of relevant data and information. The final investigation report contains a statement of facts, a legal appraisal, and recommendations for disciplinary or procedural corrective measures. The implementation of these measures is closely monitored. Throughout the entire process, the rights of all parties involved – both whistleblowers and the individuals concerned – are fully protected.

TRAINING COURSES

The compliance training program is intended for the entire workforce, including management. One of its main components is the web-based introductory training, which is mandatory for all new employees within their first three months of joining the company. This provides an initial overview of global anti-corruption and antitrust regulations and raises awareness of individual responsibility within the company.

There is also a specialized web-based training program for the procurement function, which is an integral part of the Global Procurement (GP) Academy. It focuses on the particular responsibilities and specific compliance requirements in procurement.

In addition, three years after the basic training, mandatory in-person refresher courses are held for all employees. These sessions provide a deeper understanding of the LEDVANCE compliance management system and cover applicable rules, processes, and how the topic is integrated into the company’s organizational structure.

Limited Assurance Report by the Independent Auditor on the Sustainability Information of LEDVANCE GmbH, Garching near Munich

To LEDVANCE GmbH, Garching near Munich

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the group sustainability report (the “Report”) of LEDVANCE GmbH, Garching near Munich (the “Company”) for the fiscal year from January 1, 2025 to December 31, 2025.

The following items are outside the scope of our limited assurance engagement and are therefore not the subject of our conclusion:

- the disclosures on the transition plan for climate change mitigation (ESRS E1-1);
- the disclosures on the actions and resources in relation to climate strategies, including the decarbonization targets and levers described (ESRS E1-3); and
- the disclosures on progress made in achieving the GHG emission reduction targets (ESRS E1-4 in conjunction with ESRS E1-6).

We have not performed any procedures in relation to these disclosures. Accordingly, we do not express a conclusion thereon.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Report is not prepared, in all material respects, in accordance with Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 (Corporate Sustainability Reporting Directive, CSRD) and the European Sustainability Reporting Standards (ESRS), the applicable German legal and other European regulations, the supplementary criteria presented by the executive directors of the Company, and Article 8 of Regulation (EU) 2020/852. Our conclusion does not cover the disclosures in relation to the transition plan for climate change mitigation (ESRS E1-1), the disclosures on the actions and resources in relation to climate strategies, including the decarbonization targets and levers described (ESRS E1-3), or the disclosures on progress made in achieving the GHG emission reduction targets (ESRS E1-4 in conjunction with ESRS E1-6).

Basis for the Conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the *Auditor’s Responsibilities* section of our report.

We are independent of the Company in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements.

Our audit firm has applied the requirements for a system of quality control as set forth in the IDW Quality Management Standard issued by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW): Quality Assurance Requirements in Audit Practices (IDW QS 1) (09.2022). We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Emphasis of Matter

The Company has prepared this sustainability report on a voluntary basis in accordance with the requirements of the CSRD and the ESRS to prepare for the statutory reporting requirement that enters into force starting with the 2027 fiscal year. There is no statutory audit requirement for the fiscal year from January 1, 2025 to December 31, 2025.

Reporting on the EU Taxonomy (Regulation (EU) 2020/852) is still under development. Not all of the intended KPIs are reported on (no revenue disclosure, no reporting on Taxonomy alignment); the mandatory reporting templates were not used, and alternative presentation formats were chosen instead.

Responsibility of the Executive Directors for the Report

The executive directors of the Company are responsible for the preparation of the Report in accordance with the requirements of the CSRD and the ESRS, as well as in compliance with the applicable German legal and other European regulations, the supplementary criteria presented by the executive directors of the Company, and Article 8 of Regulation (EU) 2020/852, and for designing, implementing, and maintaining such internal control as they have considered necessary to enable the preparation of a report in accordance with these regulations that is free from material misstatement, whether due to fraud (i.e., fraudulent sustainability reporting in the report) or error.

This responsibility of the executive directors includes establishing and maintaining the materiality assessment process, selecting and applying appropriate methods for preparing the group sustainability report, as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

Inherent Limitations in Preparing the Sustainability Information

This sustainability report has been prepared by the Company on a voluntary basis and in accordance with the European Sustainability Reporting Standards (ESRS). The Company chose the ESRS as a contextual framework even though it is not legally required to do so. Reporting is subject to structural limitations that exist irrespective of the diligence of the reporting entity and the auditor and that limit the informative value of the reported information in specific ways. These inherent limitations are intrinsic to the nature of sustainability reporting and cannot be completely surmounted by improved processes or expanded procedures.

Voluntary Application and Selective Alignment with the ESRS

As the sustainability report has been prepared on a voluntary basis, the Company has independently determined the scope and level of detail of its alignment with the ESRS requirements. The ESRS have not been applied in their entirety, nor have all methodological details been strictly followed. Given that this is a voluntary report, any deviations from individual ESRS requirements are not considered errors for the purposes of this review, provided they are transparently disclosed and supported by an objective justification. Readers are advised to carefully note the disclosures in the report regarding the scope and reporting boundaries.

Materiality Assessment

The Sustainability Report includes only disclosures on matters that the Company identified as reportable as part of an independently conducted materiality assessment based on the ESRS concept of double materiality. This assessment is based on thresholds set by the Company as well as on qualitative evaluations that require the Company’s discretion and therefore necessarily contain subjective elements. Matters that the Company has determined not to be material are not the subject of this Report and have therefore not been included in the review. As the reporting has been prepared on a voluntary basis, the Company independently determined the design of the materiality assessment process because no standardized minimum requirements existed regarding the depth or methodology of the assessment.

Estimation Uncertainties in Sustainability Data

Many of the disclosures contained in the report are not based on directly measured figures backed by the accounting records, but on estimates, model calculations, and the application of emission factors and other conversion parameters. This applies in particular to disclosures regarding Scope 3 greenhouse gas emissions in accordance with the GHG Protocol Corporate Standard, disclosures on energy consumption and resource use throughout the value chain, as well as qualitative and quantitative disclosures on social impacts. The inherent uncertainties associated with these estimates may have a significant impact on the accuracy of the reported information. As the Company is in the process of developing its sustainability data collection system, the methods and emission factors applied may be further refined in future reporting periods, potentially resulting in revisions to comparative information. Such refinements do not constitute an error in the reporting for the current period.

Information Asymmetries in the Value Chain

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Disclosures on impacts, risks, and opportunities outside the Company’s own area of business – particularly in the upstream and downstream value chain – are mainly based on information that the Company has received from third parties, specifically suppliers and business partners. These disclosures are subject to structural information asymmetry, as neither the Company nor the auditor can verify the accuracy and completeness of information provided by third parties to the same extent as information within their respective areas of responsibility. In the review, the focus was solely on assessing whether the Company had implemented appropriate processes for obtaining, validating, and processing this third-party data.

Forward-Looking Statements

The report contains forward-looking statements, particularly in the form of sustainability goals, actions to be taken, and disclosures on strategic direction. These disclosures are based on the Company’s assumptions and estimates regarding future developments, which are inherently subject to uncertainty and may differ from actual future circumstances. The review of these disclosures is limited to assessing their internal consistency and the reasonableness of the underlying assumptions and does not provide assurance regarding the actual future achievement of the objectives described.

Auditor’s Responsibility

Our objective is to express a limited assurance conclusion, based on the limited assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Report – with the exception of the disclosures specified in the *Basis for the Conclusion* section – has not been prepared, in all material respects, in accordance with the CSRD and the ESRS, the applicable German legal and other European regulations, the supplementary criteria presented by the Company’s executive directors, and Article 8 of Regulation (EU) 2020/852 and to issue a limited assurance report that contains our conclusion on the Report.

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As part of an assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also:

- Obtain an understanding of the process used to prepare the Report, including the materiality assessment carried out by the Company to identify the disclosures to be reported in the Report.
- Identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement due to fraud is higher than for one due to error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. In addition, the risk of not detecting a material misstatement in information obtained from sources in the value chain not within the Company’s control (value chain information) is ordinarily higher than the risk of not detecting a material misstatement in information obtained from sources within the Company’s control, as both the Company’s executive directors and we as auditors are ordinarily subject to restrictions on direct access to the sources of the value chain information.
- Consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the Procedures Performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgment, including the identification of where material misstatements are likely to arise at the assertion level, whether due to fraud or error.

In performing our engagement, we performed, among other things, the following assurance procedures and other activities:

- Evaluated the suitability of the criteria as a whole presented by the executive directors in the Report.
- Inquired of the executive directors and relevant personnel involved in the preparation of the Report about the preparation process, including the materiality assessment process carried out by the Company to identify the disclosures to be reported in the Report, and

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about the internal controls relating to this process.

- Evaluated the reporting policies used by the executive directors to prepare the Report.
- Evaluated the reasonableness of the estimates and related information provided by the executive directors. If, in accordance with the ESRS, the executive directors estimate the value chain information to be reported for a case in which the executive directors are unable to obtain the information from the value chain despite making reasonable efforts, our assurance engagement is limited to evaluating whether the executive directors have undertaken these estimates in accordance with the ESRS and assessing the reasonableness of these estimates, but does not include identifying information in the value chain that the executive directors were unable to obtain.
- Performed analytical procedures and made inquiries in relation to selected information in the Report.
- Considered the presentation of the information in the Report.
- Considered the process for identifying taxonomy-eligible economic activities and the corresponding disclosures in the Report.

Restriction of Use

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

Munich, July 17, 2026

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