SYLVANIA Group

Sustainability Report

2024/25

Digital | Lighting | Solutions

Contents

A century of Light, a commitment to the planet

Looking back on our long-standing legacy, over 100 years, I feel incredibly proud of everything we've built together. Reaching a century in the electrical equipment industry is something very few companies achieve, and it shows the strength of our team, our partners, and the direction we've set together.

To mark this milestone, we're publishing our first Sustainability Report. It's not just a list of initiatives, it's a reflection of who we are and where we're heading. This year, we were awarded the Silver rating by EcoVadis, placing us among the top 10% of companies assessed globally. That recognition matters, but what matters more is that it confirms we're moving in the right direction.

The urgency of the climate crisis is clear to all of us. In 2023, we saw record-breaking temperatures and climate-related disruptions across the globe. That's why we've aligned with the COP28 commitment to double the rate of improvement in energy efficiency by 2030. Internally, we've set specific targets to ensure that every one of our major product lines includes top-tier energy-efficient options, introducing strict performance thresholds for luminous efficacy in new product developments, redesigned several existing families to meet updated efficiency standards, and incorporated smart control systems, SylSmart®, by default in key ranges to cut unnecessary energy use.

One of the most meaningful innovations this year has been the launch of OptiClip Terra, the first product in our new Terra™ range. It's not just a new luminaire, it's a shift in how we think about materials and design.

Made from fire-resistant cardboard and built with easily detachable modules, Opticlip Terra offers a modular, lower-impact alternative to conventional fixtures. We're also embedding multipower systems to reduce the number of product variants and avoid overproduction, making both our supply chain and our customers' stock management more efficient and sustainable.

At the same time, we're thinking beyond lighting. Through our new range, "Power™", we're helping clients produce and store their own energy. From PV panels to integrated battery systems, we're offering tools that support real progress on decarbonisation, giving our customers more control over their energy, while reducing their carbon footprint across the board.

At the heart of our journey is one guiding principle: will be the light that guides our path forward. That's why we've joined the Science Based Targets initiative (SBTi), committing to climate goals that are clear, measurable and aligned with science-based decarbonisation pathways, as it's the only way we value to move forward with credibility and purpose. Let's keep building a future we can all be proud of.

With appreciation,

Tom Qi.
Global CEO, Sylvania Group.

Our path towards Net Zero 2030

1.1

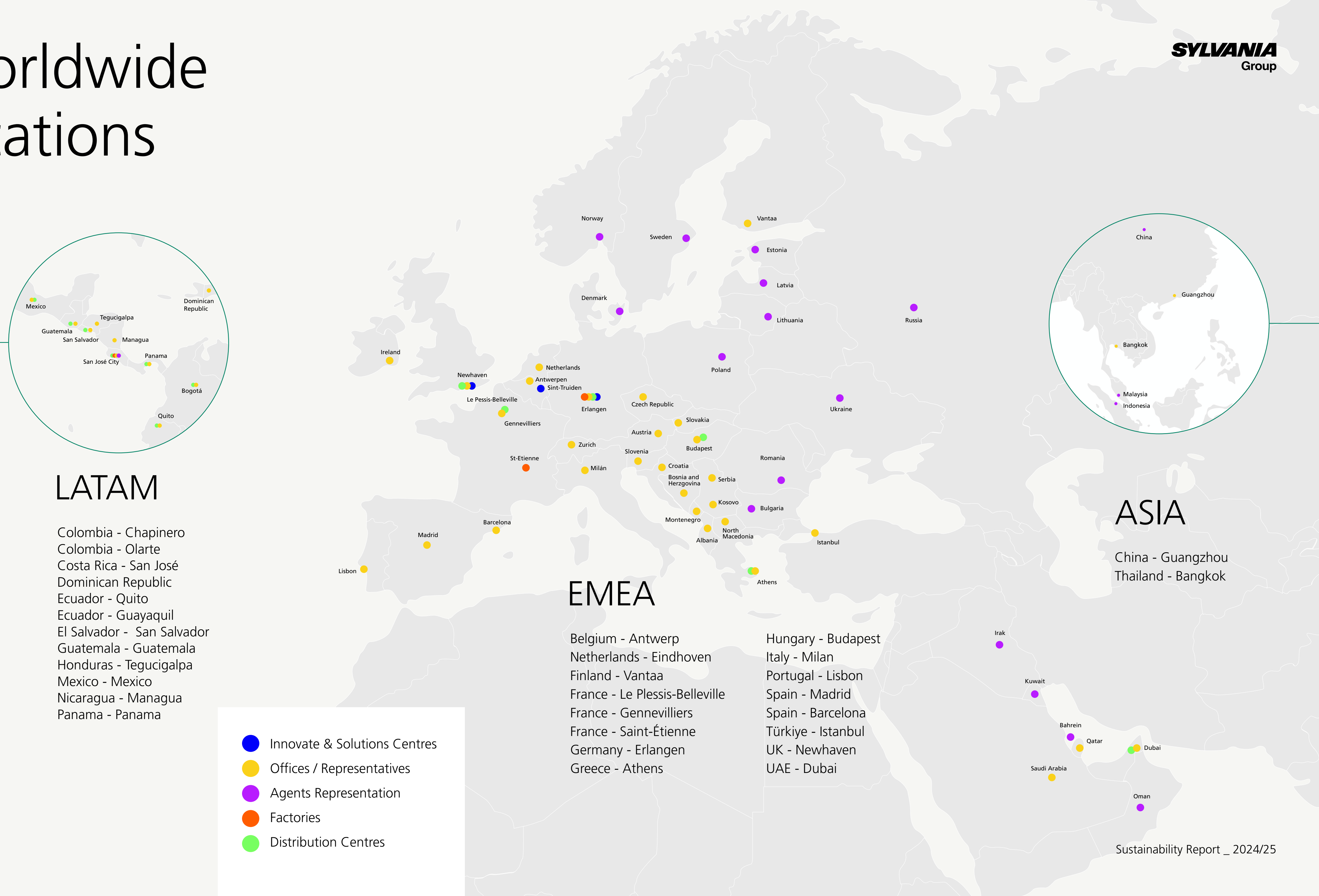
Sylvania Group, who we are and values

Sylvania Group is a lighting company with over 100 years of history. What started as a focus on lighting has grown into something much broader: helping people feel better in the spaces where they live and work. We're present around the world, and what connects everything we do is the idea that good lighting should make life easier, more comfortable, and more efficient.

Your global lighting partner

- We operate over 40 countries and trade in 50 countries across Europe & Middle East (EMEA), Latin America (LATAM) and Asia
- One-stop shop lighting & digital solutions provider for consumer & professional customers
- Over 100 years of lighting heritage with innovative design Concord, and reliable & affordable Sylvania brands
- 1,200 employees
- 2 European manufacturing facilities, 3 warehouses & 3 R&D centres in EMEA region and more globally

Worldwide locations



LATAM

Colombia - Chapinero
Colombia - Olarte
Costa Rica - San José
Dominican Republic
Ecuador - Quito
Ecuador - Guayaquil
El Salvador - San Salvador
Guatemala - Guatemala
Honduras - Tegucigalpa
Mexico - Mexico
Nicaragua - Managua
Panama - Panama

- Innovate & Solutions Centres
- Offices / Representatives
- Agents Representation
- Factories
- Distribution Centres

EMEA

Belgium - Antwerp
Netherlands - Eindhoven
Finland - Vantaa
France - Le Plessis-Belleville
France - Gennevilliers
France - Saint-Étienne
Germany - Erlangen
Greece - Athens

Hungary - Budapest
Italy - Milan
Portugal - Lisbon
Spain - Madrid
Spain - Barcelona
Türkiye - Istanbul
UK - Newhaven
UAE - Dubai

ASIA

China - Guangzhou
Thailand - Bangkok

Factories & solution centres

Our factories and solution centres are dedicated to meeting your needs and providing innovative solutions.

Sint-Truiden, Belgium

SpeciaLITE R&D Centre
Sylvania Global Laboratory
Digital Solutions Innovation Centre
Approx. 600m^2

Saint-Etienne, France

Office & Education Fixture Products
Metal forming & Processing
Late-Stage Configuration Centre
Approx 10 000m^2

Erlangen, Germany

Industrial Fixture Products
Retail, museum & display fixture products
Home of SpeciaLITE production
Late-stage configuration centre
Approx 28000 m^2

Brands

We work through several brands that each bring something different.

Sylvania is at the core, covering a wide range of professional lighting. Concord is our most design - driven brand, while SylSmart® and 360 Services™ cover not only end-to-end project execution, from early design to installation and maintenance, but also offering connected lighting systems, smart controls, and digital services that bring intelligence and flexibility to our products.

SYLVANIA

The group's flagship brand, **Sylvania,** has made its mark in offices / education, industry / logistics and the hospitality (hotels, restaurants) sector by combining performance, a wide range and eco-responsibility.

COST EFFECTIVE

From initial cost to operational efficiency, and long term maintenance.

FUNCTIONAL

The eco-performance and visual comfort of our luminaires have been recognised over 100 years.

VERSATILE

We offer a wide range of lighting solutions to cover all projects needs.

Concord

The **Concord** brand is dedicated to architectural lighting for galleries, museums and retail outlets. It's exceptional products have been recognised for their design and technical performance for almost 60 years.

PREMIUM

Our luminaires redefine excellence and offer state-of-the-art technical performances for all high-value-added projects.

DESIGN

The pure, timeless design of our luminaires has been recognised for almost 60 years

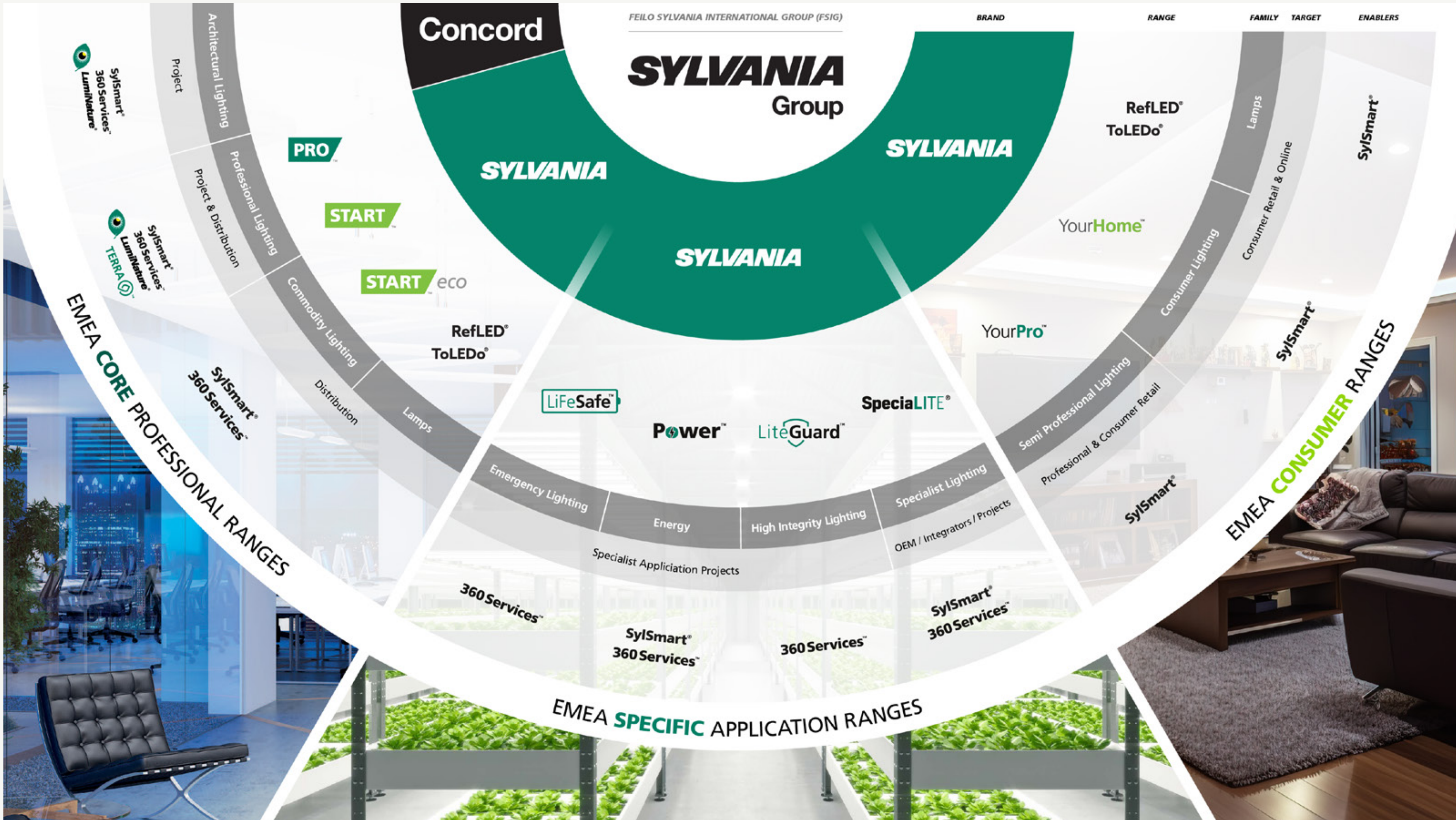
ARCHITECTURAL

The beauty of light for museums, galleries and retail

Sylvania Group ecosystem - LATAM

Sylvania Group ecosystem - EMEA

SYLVANIA Group



Our mission... enabled by Digital

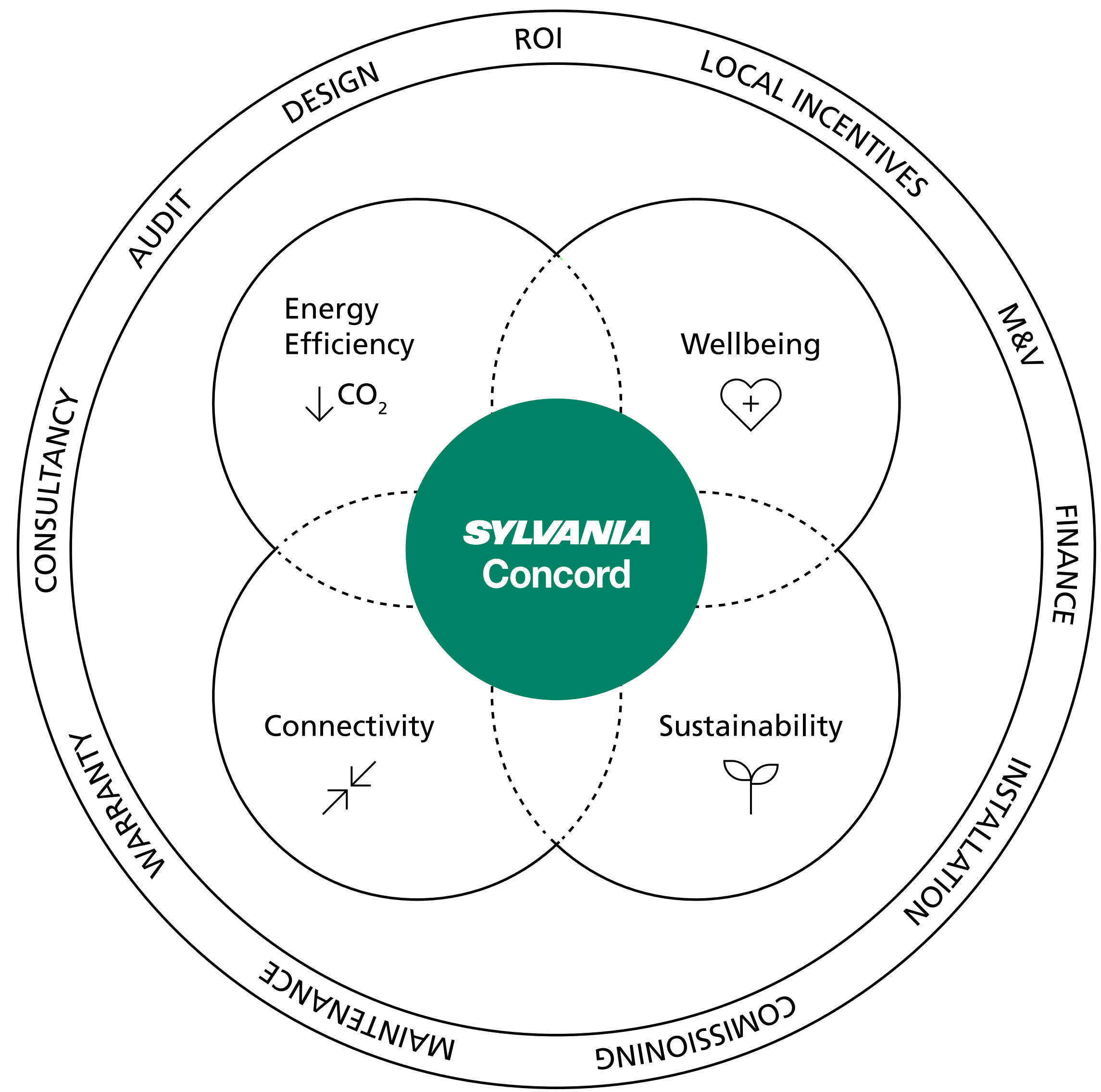
What brings all this together is not just the technology or the products, but the way we approach our work.

We want to make lighting simpler, more efficient, and genuinely useful. We care about how our solutions impact people and the planet. That's our mission, and we try to keep it present in every decision we make.

SylSmart®

360 Services™

Power™



Group Values

A Business & Culture built on a foundation of values

We're not fans of buzzwords. We just try to stay close to our customers, to be quick when things change, to keep moving forward with common sense, and to stay true to what we promise. That's how we've always worked, and it's how we plan to keep going. In the end, our goal isn't just to sell lighting. It's to do our bit to make homes, workplaces, and cities a bit better lit, and maybe a bit better lived in too.

We are

Agile

Progressive

Trusted

Approachable

Group Values

The Sylvania name itself comes from the woodlands of Pennsylvania, and the word carries the memory of forests in its roots, Welsh "Pen" (head), French "Sylvain" (of the woods), and Latin "Silvanus" (woodland). This isn't just trivia; it speaks to a way of seeing the world that's been with us from the start.

Our original logo featured an oak leaf with veins shaped like an 'S', and our corporate green wasn't chosen just for looks. It stood, and still stands, for life, for energy used wisely, and for taking care of what surrounds us. These are not empty symbols, they reflect how we've always tried to act.

Now, with 2030 on the horizon, we're working to become a Net Zero company. That means cutting our emissions across the board, not just where it's easy. It means looking at our products, our supply chain, how we travel, how we build things. It also means pushing the industry to move forward, not just through words, but through real changes and better ideas.

The world is shifting fast, and we want to be on the side of those who are building something better. Every small choice adds up. Whether it's the lighting we make, the energy we use, or the materials we select, we know we can make a difference. And we believe that running a business and respecting the planet shouldn't be at odds. We're here to prove they can go hand in hand.

SYLVANIA Group

1.2

Materiality Matrix

At the heart of our sustainability strategy lies a comprehensive double materiality assessment that helps shape both our reporting obligations and our internal priorities.

This concept, embedded in the latest European regulatory framework for sustainability, encourages organisations to look at sustainability from two essential perspectives: how environmental and social issues impact the company (outside-in), and how the company itself impacts people and the environment (inside-out).

Think of it as a two-way street. On one side, we need to understand how climate change, new legislation, or social shifts could affect our operations, costs, or market position. This is referred to as financial materiality, an "outside-in" view that helps us detect emerging risks and opportunities.

On the other side, we are also responsible for examining our own impact on the world around us, from carbon emissions and resource consumption to labour conditions and transparency. This is what's known as impact materiality, or the "inside-out" perspective. Both lenses are essential to making informed, responsible decisions.

To identify the issues that matter most, we worked with an independent consulting firm specialised in double materiality.

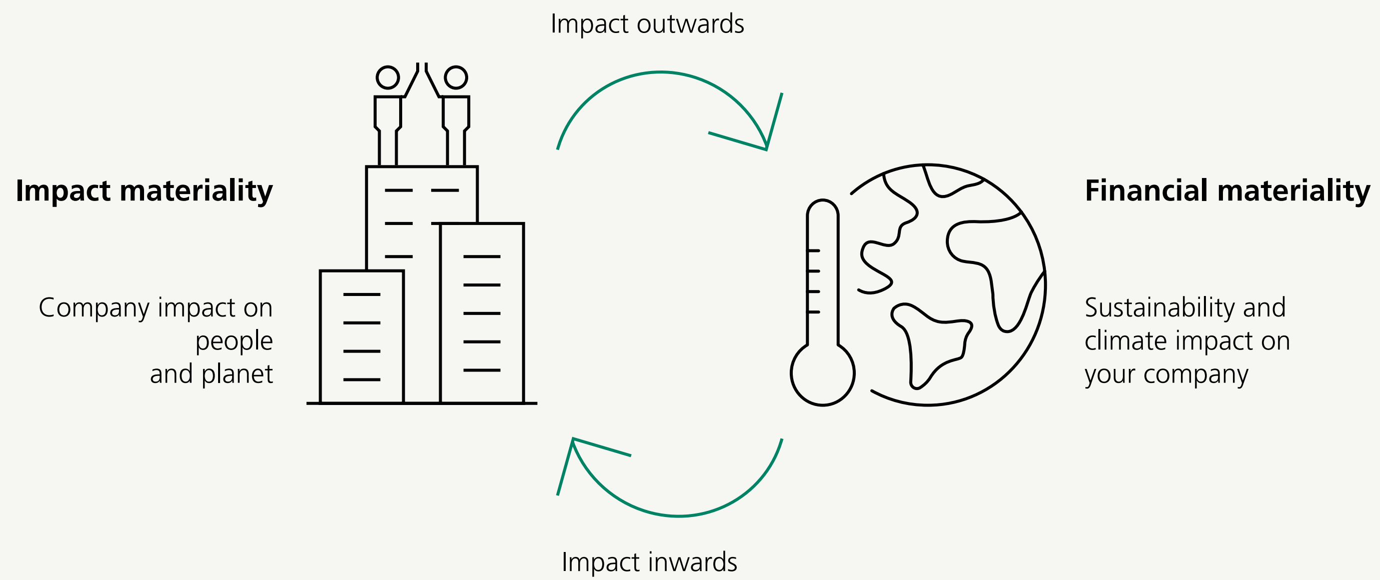
The process involved a combination of stakeholder interviews, a survey distributed to all employees, and consultations with key external partners.

The methodology we followed is based on recommendations from European Financial Reporting Advisory Group (EFRAG), a European advisory group that provides technical guidance to help companies report on sustainability in a consistent and comparable way. EFRAG is responsible for developing the European Sustainability Reporting Standards (ESRS), a set of reporting rules that tell companies what environmental, social, and governance topics they need to disclose.

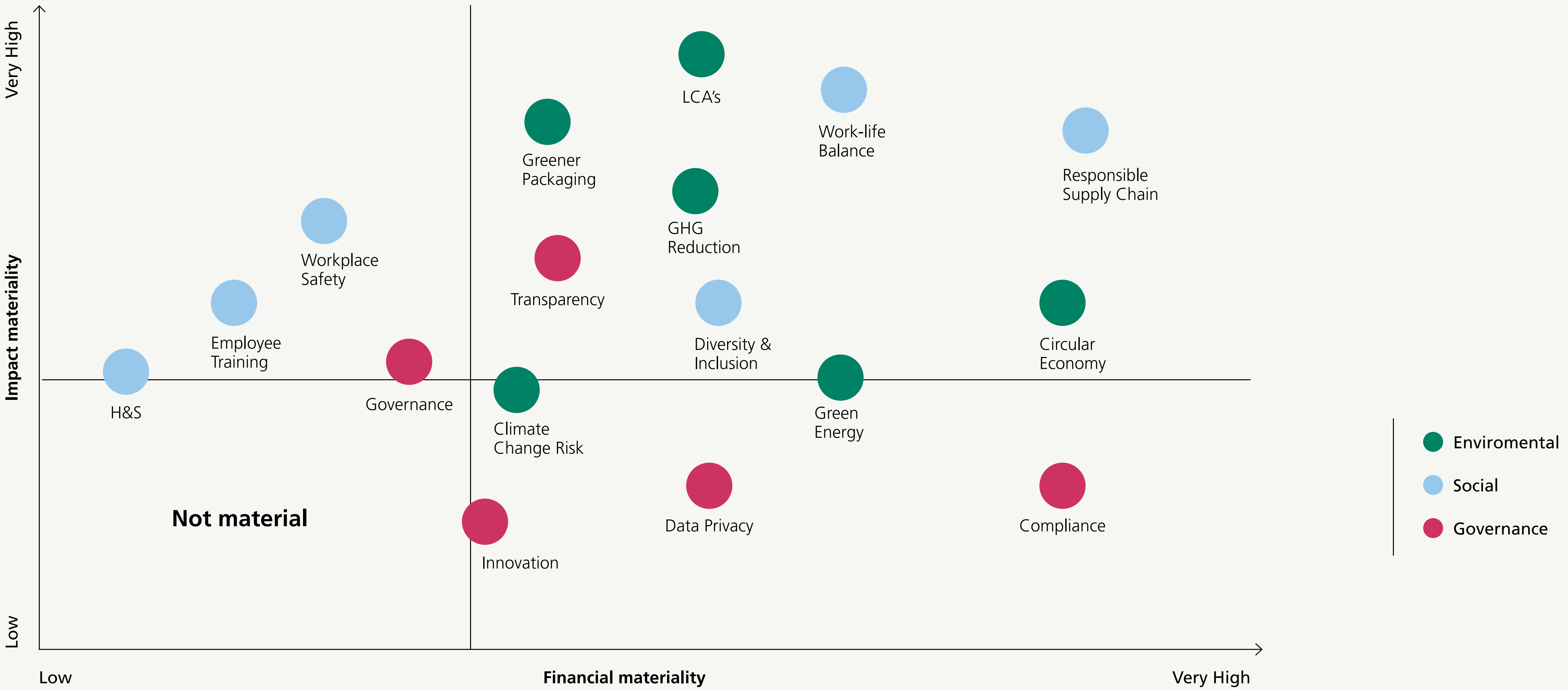
These rules are part of a wider European regulation known as the Corporate Sustainability Reporting Directive (CSRD), which requires eligible companies with more than 1.000 employees to publicly report on how they affect people and the environment, and how those issues in turn affect them.

As part of this exercise, we reviewed all topics included in the ESRS and evaluated each based on two criteria: its potential financial relevance and the magnitude of its environmental or social impact. Each topic was rated according to severity and likelihood and then weighted to reflect its overall relevance.

The scope of this analysis included all our operations, across all geographies where we operate, and it has been led by our Sustainability Manager and validated by the Sustainability Committee, which continues to review key sustainability risks and opportunities on a regular basis. This allows us to ensure that our strategy addresses not only what matters to us as a business, but also what matters to the world around us.



Materiality Matrix



Materiality Matrix

The results of the matrix indicate that the following ESRS topics are not considered material for Sylvania Group at this stage:

- ESRS E2: Pollution
- ESRS E3: Water and marine resources
- ESRS E4: Biodiversity and ecosystems
- ESRS S3: Affected Communities

At the heart of our sustainability strategy lies a comprehensive double materiality assessment that helps shape both our reporting obligations and our internal priorities.

Following the guidance provided by EFRAG, our reporting for this year will cover fully material topics. In future cycles, we will gradually incorporate partially material topics to ensure evolving transparency and relevance.

- ESRS S2: Workers in the value chain
- ESRS S4: Consumers and end-users

To deepen the granularity of our findings, we conducted a second-level assessment focusing on the sub-topics of initially material topics, allowing us to identify partially material topics, that can be found in the content index at the end of the report, as each of these topics has been mapped to the corresponding ESRS standard, ensuring that our reporting and strategic planning remain aligned with regulatory expectations.

Use of Green Energy and Resource Consumption (ESRS E1)

Our operations consume energy and materials, contributing to carbon emissions. Reducing this footprint through energy efficiency and renewable sources is a key environmental priority.

Waste Generation and Circular Economy (ESRS E5)

We generate waste through our production and operations. Embracing circular principles like sustainable design, material recovery, and recycling is critical to minimising this impact.

Employee Well-being and Working Conditions (ESRS S1)

Our internal policies and work culture shape the experience of our workforce. Ensuring fair hours, well-being, and professional development strengthens our social performance.

Responsible Practices in the Value Chain (ESRS S2)

Our influence extends to suppliers and partners. Upholding responsible sourcing and labour standards across the value chain is essential to prevent negative impacts.

Consumer Data Privacy and Information Access (ESRS S4)

We are responsible for protecting customer data and ensuring they have access to clear, reliable product information.

Compliance and Business Conduct (ESRS G1)

Our governance framework affects how we comply with laws, manage risks, and uphold ethical standards across the company and supply chai

These material impacts can be grouped according to where they occur:

Own operations

Energy use, emissions, and employee well-being

Upstream value chain

Responsible sourcing and supplier standards

Downstream value chain

Consumer rights, product disposal, and data handling

1.3

Strategy, business model and value chain

Strategy & Plan

We are working on a 7-year plan that started in 2023. Our goal is to achieve carbon neutrality by 2030. We have begun our journey in by being ecovadis bronze in 2022 & 2023. Silver since 2024.

Our goal targets are:

ZERO EMISSION

To become a net-zero emissions company (for our scopes 1&2)

To create & implement a circular economy business model.

During the current financial year, Sylvania Group has continued to operate along its established business lines, which include the design, production, installation, and maintenance of professional lighting systems. In parallel, we have maintained our commitment to advancing the digitalisation of the lighting sector through connected solutions and associated services. For example, we have increased the number of projects incorporating our SylSmart Connected solutions, expanded compatibility with third-party systems, and strengthened our support for commissioning and remote diagnostics.

A relevant development this year has been the deployment of solar energy services through our Power range. Building on its initial launch, we've started rolling out PV systems and storage solutions for commercial clients across EMEA. In parallel, we've begun training local technical teams to ensure proper installation and long-term support. This expansion is part of our broader purpose to offer integrated energy solutions that go beyond lighting, helping our clients transition towards more sustainable, efficient and future-ready technologies.

We do not see significant changes in the main markets and customers on which we focus our products and services, these being:

- Engineering and architecture
- Facility managers
- Professional installers
- Construction companies, promoters, and real estate companies
- Electrical material distributors
- End users

We continue working closely with these stakeholders by offering tailored solutions such as BIM-ready product libraries for architects and specifiers, pre-configured lighting kits for installers, and training webinars on circular lighting and efficiency for facility managers. In line with this, we have recently launched our Terra range aiming to reduce reliance on conventional plastics and metals, offering more sustainable designs while maintaining the performance standards expected in professional lighting environments.

Strategy, business model and value chain

Our 4 pillars

PRODUCTS

Conception to circularity

Developing sustainable / products & Solution

Product Enviromental Profile

HUMAN RESOURCES

Integration of eco-friendly practices

Development of a diverse workforce

Commitment to long-term goals

Promotion of sustainable awareness

PACKAGING

Sustainble packaging and plastic free

Sustainable paper-based material

Ecological ink

Reusable palets

PRODUCTION & SUPPLIERS

Factories and central warehouse are located in Europe

ISO14001
ISO 45001
ISO 9001
ISO 50001

Waste reduction with responsible managment practices

Strategy, business model and value chain

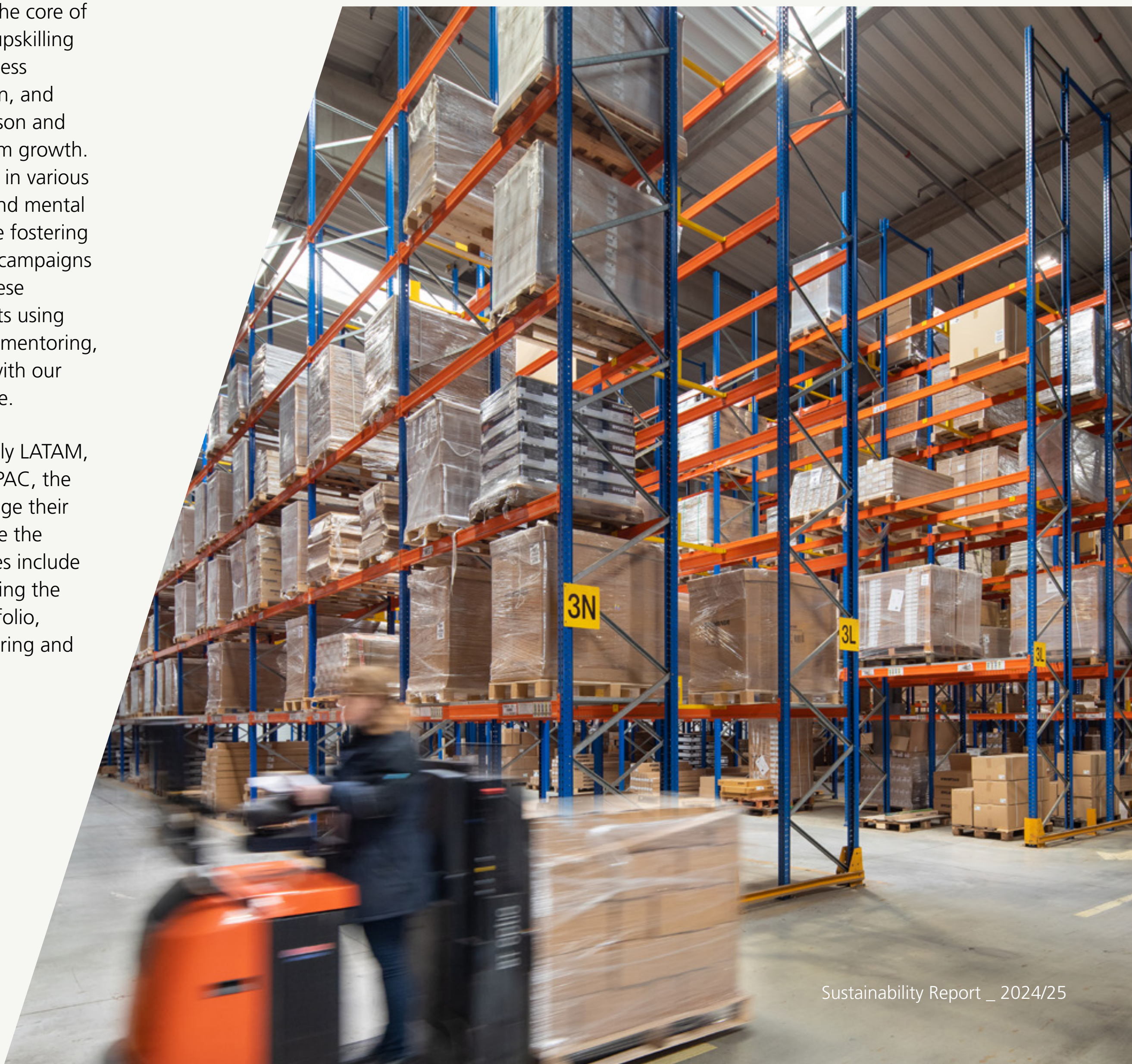
We are maintaining our commitment to product efficiency, aiming for over 180 lm/W in new developments, while embracing the next step: understanding and communicating the total environmental performance of our solutions. We are in the process of deploying Environmental Product Declarations (EPDs) across our main product ranges. This means we are quantifying the environmental impact of each product throughout its lifecycle—from raw material extraction to disposal—and making that data publicly available. These analyses follow international standards (EN 15804 and ISO 14025) and give our clients reliable, third-party-verified information to support sustainable procurement.

At the same time, we continue to digitalise both our products and our operations. Our luminaires increasingly incorporate smart features by default, enabling automated adjustments that improve energy efficiency in real time. Internally, systems like SylSmart Energy are being installed in our own offices and warehouses to monitor consumption patterns and guide interventions. Beyond product usage, circularity remains a central pillar of our design strategy. The Terra range reflects this: made with alternative materials inspired by nature, designed for disassembly, and equipped with multipower systems that simplify stock management and reduce waste across the value chain.

By combining high efficiency, digital intelligence, and verified environmental transparency, we are moving from compliance to leadership in how we define sustainable lighting.

On the social side, our workforce remains at the core of our sustainability approach. We've launched upskilling programmes focused on sustainability awareness and technical training for our sales, production, and engineering teams. These include both in-person and online modules, designed to support long-term growth. We've also implemented well-being measures in various countries, such as flexible working schemes and mental health support. Beyond the workplace, we are fostering employee engagement through volunteering campaigns and social initiatives driven by local teams. These projects range from community refurbishments using donated lighting to clean-up days and school mentoring, reflecting our belief that sustainability starts with our people and their ability to lead positive change.

Our activity is focused on three regions, namely LATAM, with 402 employees, EMEA, with 774, and APAC, the smallest, with 95. Each of these regions manage their products and services independently, but share the same key values and activities. Shared priorities include reducing carbon emissions in logistics, increasing the share of high efficiency luminaires in our portfolio, and phasing in digital tools for energy monitoring and control.



1.3.1 Interests and views of stakeholders

A robust strategy cannot thrive without integrating the perspectives of our key stakeholders.

At Sylvania Group, stakeholder engagement plays a fundamental role in shaping our sustainability commitments and strategic direction.

We have identified five primary stakeholder groups and established clear channels for continuous interaction:

- **Shareholders**
  They play a key role in shaping the strategic direction and corporate culture of Sylvania Group, acting as the ultimate sponsors of day-to-day operations. Communication with the wider organisation is maintained through the annual conference, the kick-off meeting at the start of the year, and regular town hall updates.
- **Workers**
  Engagement with employees is structured through periodic evaluations, feedback mechanisms, and various platforms where they can express concerns and ideas. Key points of contact include human resources and management representatives.
- **Clients**
  Customer engagement is managed through the Customer Service Department, ensuring consistent communication and feedback on product performance, and service effectiveness.
- **Suppliers**
  Our collaboration with suppliers is guided by regular performance reviews conducted by our planners and through daily interactions with product managers.
- **Industry Associations**
  We actively engage with associations such as LIA and LightingEurope, maintaining continuous dialogue through meetings, workshops, and training sessions.

The purpose of our stakeholder engagement is to foster trust, improve operational efficiency, and demonstrate our commitment to long-term sustainable growth. We aim to create meaningful relationships where stakeholders feel valued and see the Group as a company with purpose and empathy. The outcomes of our engagement contribute to key improvements, including optimising resource use, developing modular and easily reparable luminaires, and strengthening partnerships with suppliers and clients.

This process is dynamic, and we are committed to further enhancing stakeholder engagement as we continue to improve our sustainability performance. All feedback received is directed either to our Compliance Team or to the respective department heads responsible for addressing the concerns. Additionally, we plan to integrate this process into our Sustainability Committee, where each department will bring forward its considerations, allowing us to act collectively and effectively with the expertise of all participants.

1.3.1 Time intervals and climate scenarios

The analysis covers our global operations and was conducted in September 2024, evaluating a total of 26 facilities. We used a combination of tools such as the NGFS Phase 4 Scenario Portal and WWF's Risk Filter Suite to assess climate-related risks.

The resilience analysis examined various physical and transitional climate risks, evaluating their potential impact on our operations and value chain. Physical risks refer to climate-related phenomena that could directly affect our infrastructure or supply chain. Among these, landslides, tropical cyclones, and extreme heat were particularly relevant. These risks are especially critical for sites located in tropical or mountainous areas, where orography and extreme weather combine to increase vulnerability.

We also identified water stress and fire hazard as significant physical risks. More than a dozen of our sites are in regions facing high exposure to these threats, reflecting broader environmental trends such as droughts and rising global temperatures.

In addition to physical impacts, we assessed transitional risks—those arising from changes in regulations, technologies, markets, or societal expectations linked to the shift toward a low-carbon economy. Key risks identified include media scrutiny, pollution, and financial inequality. These risks highlight how social and reputational dynamics are becoming increasingly important in our overall sustainability risk framework.

This risk mapping aims to define and prioritise specific mitigation strategies adapted to each location, feeding into our broader climate and ESG risk management systems.

Climate-related risks, opportunities and financial impact

Time intervals and climate scenarios

As part of this analysis, we have adopted the framework proposed by the Task Force on Climate-related Financial Disclosures (TCFD), which offers a structured approach to identify and assess how climate change may affect an organisation. It distinguishes between two main types of climate-related risks, physical and transition, and highlights the importance of also identifying potential opportunities.

This classification helps organisations understand the channels through which climate change may have financial impacts, and how these risks and opportunities can be integrated into strategic planning and risk management.

— **PHYSICAL RISKS**

Refer to risks induced by changes in frequency, magnitude and/or duration of climate change driven natural hazards (for example storms, inundation, droughts or sea level rise) or more generally climate impacts. Furthermore, distinguishing between chronic and acute risks:

- ACUTE RISKS arise from changes in event-driven hazards, such as an increased frequency and/or severity of cyclones, hurricanes or floods.
- CHRONIC RISKS refer to long term incremental changes, for example in the average state of climate variables rainfall or temperature, or linked to slow processes such as sea level rise, the expansion of pests and diseases into new regions, etc.

— **TRANSITION RISKS**

Refer to potential losses arising from societal and economic shifts toward a low-carbon economy. For example, a coal ban in a region whose economy strongly relies on coal mining could lead to increased unemployment until the respective workforce has been retrained and reemployed.

For the definition of the scenarios and time ranges, we will adopt the ESRS recommendations, with a small adjustment, as follows:

— **SHORT TERM**
we will refer to the fiscal year after the publication of this report.

— **MEDIUM TERM**
from the end of the short term until 2030.

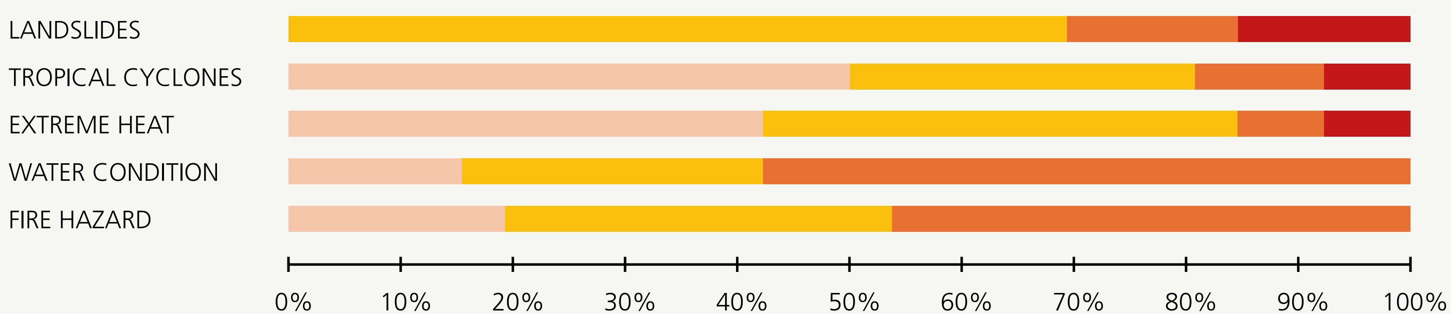
— **LONG TERM**
from 2030 to 2050.

1.4.1 Physical Risks

Whether we like it or not, the damage we have caused to our planet's ecosystems has consequences that in many aspects are still unexplored, however, we are able to estimate the physical risk involved in carrying out our activity depending on the location of the facilities.

For the analysis, we have included all the facilities we have around the globe, a total of 26. The methodology we have used is that provided by WWF thanks to its Risk Filter Suite tool. As this is the first time, we have carried out this type of analysis, we have considered it more relevant to focus on the present, leaving the comparison between scenarios for statements in the coming years. This approach allows us to determine more precisely where we should focus our current efforts, which in turn will serve to mitigate future risks.

From the huge list of physical risks assessed, we will highlight five acute physical risks:



	FIRE HAZARD	WATER CONDITION	EXTEME HEAT	TROPICAL CYCLONES	LANDSLIDES
No risk	0	0	0	0	0
Low	5	4	11	13	0
Medium	9	7	11	8	18
High	12	15	2	3	4
Very high	0	0	2	2	4

As shown in the previous chart, landslides represent the most significant physical climate - related risk across our operations.

This is particularly relevant for facilities located in tropical latitudes, such as Colombia, Guatemala, and Thailand, where the combination of steep orography and intense rainfall increases vulnerability.

Tropical cyclones are similarly concentrated in these regions and present a high level of exposure. Both risks are considered long-term in nature, as their likelihood and intensity are expected to grow progressively with climate change. In addition, water-related risks, linked to drought, water stress, or excess precipitation, also emerge as an area of concern over the long run, particularly given the number of facilities rated in the high-risk category.

In the short and medium term, two risk categories stand out due to their increasing severity in recent years: extreme heat and fire hazard. These hazards have shown a marked upward trend, both in frequency and intensity, and are already affecting our operational continuity and workforce safety. Extreme temperatures, in particular, have been identified as a risk in over half of our sites, posing a direct threat to employee health and requiring targeted mitigation measures.

For this assessment, we have included all facilities globally, as analysing the full scope of our operational footprint allows us to better align our risk response with the actual conditions of our business. An action plan is currently under development to address each of the identified risk categories, with special attention given to those already impacting our operations today, such as heatwaves and wildfires.

1.4.1
Transitional Risks

To identify and assess the different transitional risks and opportunities, whose classification is inspired by the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, we have used the scenarios[1] proposed by the NGFS in its 'Phase 4', focusing on:

NET ZERO 2050, which we take as an optimistic scenario, and uses as assumptions that ambitious climate policies are introduced immediately. It assumes that CO2e emissions are reduced to zero by 2050, which implies at least a 50% chance of limiting global warming to below 1.5°C by the end of the century. While the physical risks are relatively low, the transition risks are high. New technologies will have a rapid uptake, which will promote and drive decarbonisation.

CURRENT POLICIES, where it is assumed that no significant new mitigation measures are implemented, retaining current policies, which entails high physical risks. Emissions continue to increase until 2080, implying a warming of about 3°C and severe physical risks. This scenario can help us consider the long-term physical risks if we continue our current path to a 'hot world'. There will be little rate of adoption of new technologies to drive decarbonisation.

DELAYED TRANSITION, which we take as the most realistic scenario, assumes that global annual emissions will not start to decline until 2030. It also estimates that no new climate policies will be implemented until 2030 and that the level of action will differ between countries and regions depending on the policies currently in place. The availability of CDR technologies is assumed to be low, resulting in higher carbon prices than in the 2050 net zero emissions target. As a result, emissions will temporarily exceed the carbon budget and then decline rapidly after 2030, offering a 67% chance of limiting global warming to below 2°C. This leads to both a further transition and a further reduction in emissions. This leads to both a larger transition and greater physical risks than the Net Zero 2050 scenario. The speed of adoption of new technologies that drive decarbonisation will be slow until 2030, and rapid thereafter.

1. All scenarios used have a sound scientific basis, which can be verified at https://www.ngfs.net/ngfs-scenarios-portal/explore

Transitional Risks

SYLVANIA Group

We have identified the following risks for the business as a whole, taking into consideration present and future business activities that may be exposed and are sensitive to transition events:

CATEGORY	SCENARIO	TIME FRAME	DESCRIPTION	OCCURRENCE	FINANCIAL IMPACT	IMPACT AND RISK MANAGEMENT
Policy and Legal	NGFS Phase 4: Net Zero 2050	2030	Mandates on and regulation of existing products and services	High	Moderate (<15%)	If anything has characterised the last few years, it is the 'boom' of sustainability regulations that have been passed. The latest being CSDDD and PPwR. We work with agility to adapt our solutions to the new regulations, trying to get ahead of the mandatory compliance date, to demonstrate to other market players our firm leadership in this regard.
Policy and Legal	NGFS Phase 4: Delayed Transition	2050	Increased carbon pricing: This scenario sets prices close to $600/tnCO2, which will undoubtedly accelerate decarbonisation due to the high cost of not doing so.	Medium	Significant (>30%)	Direct emissions from our operations are not high enough for a rise in the price of emissions to alter our financial figures. To manage this, we have set zero net emissions targets and actions for direct emissions, aiming to accelerate their achievement by 2030.
Policy and Legal	Own	2030	Failure to meet decarbonisation targets, and public commitment to SBTi	Medium	Insignificant (<1%)	Due to the complexity of our operations, we have detected that meeting decarbonisation targets may not be a priority in some of our geographies. We have therefore established a Sustainability Committee to periodically assess and manage compliance, as well as to specify new measures and actions aligned with compliance.
Technology	NGFS Phase 4: Net Zero 2050	2050	Substitution of existing products and services with lower emissions options	High	Moderate (<15%)	We are witnessing how different markets are tightening their efficiency standards. In the lighting market in particular, we have seen a shift from extremely inefficient technologies such as halogen, to intelligent luminaires that are able to automate their consumption according to environmental conditions in real time. Who knows what the future holds?
Technology	NGFS Phase 4: Net Zero 2050	2050	Research and development expenditures in new and alternative technologies, the scenario foresees the world investing $350 trillion by 2050.	Medium	Moderate (<15%)	If there is one thing that has characterised us over time, it is the continuous innovation of our products. However, given the urgent need to move towards a greener economy, it is necessary to increase our efforts to develop more efficient technologies.

Transitional Risks

SYLVANIA Group

CATEGORY	SCENARIO	TIME FRAME	DESCRIPTION	OCCURRENCE	FINANCIAL IMPACT	IMPACT AND RISK MANAGEMENT
Technology	NGFS Phase 4: Net Zero 2050	2030	Costs to transition to lower emissions technology	Medium	Moderate (<15%)	As different industries decarbonise, the cost, not only economic but also reputational, will increase, being directly proportional to the opportunity cost. Sylvania Group faces this risk as a challenge and seeks to be a key player in the market, leading the decarbonisation of our industry.
Market	NGFS Phase 4: Delayed Transition	2050	Increased production costs due to changing input prices and output requirements	High	Significant (>30%)	The world economy is beginning to show signs of the end of the linear production model that has been in place until now. Resources are not as plentiful as they used to be, which is causing prices to rise steadily. Our Sustainability Committee, with the support of our purchasing managers, is actively working to strengthen relations with our suppliers in order to improve the conditions of our supply contracts, always looking for the most responsible raw materials for our planet.
Market	NGFS Phase 4: Net Zero 2050	2040	Abrupt and unexpected shifts in energy costs	High	Moderate (<15%)	As the world transitions to a greener economy, the cost of energy is expected to rise up to $47.38/GJ by 2040, which can be a great opportunity to raise awareness of our most efficient products, offering them as a great alternative to a large increase in electricity prices. Of course, we expect consumers and businesses will be looking to improve the efficiency of their installations as much as possible.
Reputation	NGFS Phase 4: Net Zero 2050	2050	Increased stakeholder concern	Medium	Minor (<5%)	Given the complexity of our corporate structure and given the increasing expectations and varying priorities for our social responsibility and environmental sustainability, failure to meet these standards could lead to loss of trust, pressure to improve our practices, and possible divestment. To mitigate this risk, we must maintain open and continuous communication, demonstrate our commitment with concrete actions, and ensure that our policies are aligned with the expectations and ethical standards of our stakeholders.

Transitional Risks

CATEGORY	SCENARIO	TIME FRAME	DESCRIPTION	OCCURRENCE	FINANCIAL IMPACT	IMPACT AND RISK MANAGEMENT
Reputation	NGFS Phase 4: Current Policies	2050	Financial Inequality	High	Moderate (<15%)	The financial instability in some of the geographies where we operate represents a significant risk to our operations and financial performance. Factors such as economic volatility, currency fluctuations, inflation, and political crises can negatively impact our sales, operating costs and profitability in those regions. To mitigate this risk, it is crucial to develop geographic and financial diversification strategies, establishing continuous risk monitoring mechanisms, and maintaining flexible and prudent financial management that allows us to adapt quickly to changing market conditions.
Reputation	NGFS Phase 4: Current Policies	2050	Media Scrutiny	Medium	Minor (<5%)	In the digital era, any action or inaction by our company can be quickly exposed and amplified on social media and other communication channels. Negative coverage of aspects such as our environmental, labour or business practices can damage our brand image, affect the trust of customers and partners, and result in significant financial losses. In addition, we are exposed to misinformation and possible unfair practices by our competitors, who may disseminate incorrect or misleading information to discredit us.

Transitional Risks

SYLVANIA Group

On the other hand, we have as well identified the following opportunities:

CATEGORY	SCENARIO	TIME FRAME	DESCRIPTION	OCCURRENCE	FINANCIAL IMPACT	IMPACT AND RISK MANAGEMENT
Resource Efficiency	NGFS Phase 4: Net Zero 2050	2050	Use of recycling	High	Significant (>30%)	Circular economy can cause a major revolution in the world of lighting. Not just recycling but reusing those parts of the most wear-resistant luminaires that are regularly discarded with the rest of the luminaires opens up a world of possibilities in the industry, which we are exploring.
Resource Efficiency	NGFS Phase 4: Net Zero 2050	2030	Move to more efficient buildings	Low	Minor (<5%)	Increasing the energy and thermal efficiency of buildings can lead to savings in the day-to-day consumption of our operations. We will undoubtedly be vigilant in those countries where our consumption is highest.
Resource Efficiency	NGFS Phase 4: Net Zero 2050	2040	Better talent attraction due to increase in sustainable commitment	High	Minor (<5%)	Increasing our sustainability efforts not only benefits the environment but also positions us as an employer of choice for talent committed to socially and environmentally responsible values. In a job market where professionals, especially younger ones, increasingly value sustainable business practices, our green initiatives positively differentiate us. By demonstrating our commitment to sustainability, we attract highly skilled individuals who are passionate about working for a company that shares their values. This committed talent not only contributes to our sustainability goals, but also brings innovation and dedication, thereby enhancing our competitiveness and long-term success.
Energy Source	NGFS Phase 4: Net Zero 2050	2040	Use of lower-emission sources of energy	High	Minor (<5%)	By integrating renewable energy into our operations, we not only reduce our greenhouse gas emissions, but also reap long-term economic benefits, such as reduced operating costs and mitigation of risks associated with volatile fossil fuel prices.

Transitional Risks

SYLVANIA Group

CATEGORY	SCENARIO	TIME FRAME	DESCRIPTION	OCCURRENCE	FINANCIAL IMPACT	IMPACT AND RISK MANAGEMENT
Products and Services	NGFS Phase 4: Net Zero 2050	2030	Development and/or expansion of low emission goods and services	High	Significant (>30%)	The launch of new products, adapted to the new reality, is one of our strategic priorities, which we have already started to explore, and we expect to launch these new products and services during the year. In addition, we are working on redesigning some of our best products to adapt to a world based on the circular economy, and in the future, we expect to be able to place our products within the nine planetary boundaries.
Products and Services	NGFS Phase 4: Net Zero 2050	2040	Ability to diversify business activities	High	Significant (>30%)	This is key to increasing our resilience and adaptability in an ever-changing market. By expanding into new business areas and developing a broader range of products and services, we can reduce our dependence on specific market segments and mitigate risks associated with economic fluctuations or regulatory changes. This diversification not only improves our financial stability but also allows us to take advantage of new growth opportunities and maintain our long-term competitiveness.
Markets	NGFS Phase 4: Net Zero 2050	2040	Access to new markets	High	Significant (>30%)	Explore and enter emerging markets or regions where we do not yet have a presence, an approach that allows us to diversify our customer base, reduce geographic and cultural risks, and benefit from growth trends in different areas. In addition, by tailoring our market strategies to meet local needs, we can build strong relationships with new customers and establish a more robust global presence.

Sylvania Group uses climate scenarios aligned with the Paris Agreement targets (limiting warming to 1.5°C or 2°C) to assess climate-related risks and impacts. These scenarios are compatible with the critical assumptions in the financial statements, which consider future energy costs, investments in low-carbon technologies, and asset resilience to extreme weather events.

This alignment ensures that projected financial impacts and asset valuations accurately reflect potential climate-related effects, supporting coherent integration of climate considerations into Sylvania Group's financial planning.

1.5 Sector alignment plans

"At the LIA, we are committed to accelerating environmental innovation across the lighting sector. As reporting frameworks like the CSRD drive greater accountability, we are working with members like Sylvania to support credible sustainability benchmarks, informed decision-making, and shared responsibility. Through collaboration across the UK and Europe, we are helping our industry go beyond compliance towards a future where lighting is truly sustainable by design."

Ayça Donaghy,
Chief Executive Officer.
Lighting Industry Association (LIA).

In the European lighting sector, two key bodies stand out in the climate transition of the main producers of lighting equipment. On the one hand, LightingEurope, that is the industry association representing leading European lighting manufacturers and national lighting associations. It focuses on promoting efficient and sustainable lighting practices while supporting regulations and standards that foster innovation and environmental responsibility. The organisation engages in policy advocacy, providing expertise on energy efficiency, product safety, and circular economy initiatives.

On the other hand, the Lighting Industry Association (LIA), based in the UK, is the largest trade association for lighting equipment manufacturers and suppliers in Europe. The LIA emphasises product quality, safety, and the promotion of sustainable development in the lighting sector. It offers training, certifications, and testing services to ensure compliance with industry standards and supports its members in adopting eco-friendly technologies and practices.

Both organisations have strategic plans and objectives aligned with sustainability. Lighting Europe focuses on reducing the environmental impact of lighting products through initiatives like eco-design requirements, energy labelling, and promoting the use of sustainable materials. Their plans also encourage innovation in LED technologies and intelligent lighting systems to minimise energy consumption and carbon footprints.

The LIA supports sustainability through its guidance on best practices for product lifecycle management, which includes designing products for durability, repairability, and recyclability. The association's objectives include fostering a circular economy in the lighting sector, supporting energy-efficient product development, and aligning industry practices with the goals of carbon neutrality.

This coordinated industry approach addresses a critical environmental challenge, as lighting remains an essential element of our daily lives, from homes and workplaces to public spaces and infrastructure, yet its cumulative environmental impact is far from negligible. The electricity required to illuminate our world represents a substantial portion of global energy consumption, with corresponding carbon emissions that significantly contribute to climate change. Without strategic intervention and technological advancement, these environmental pressures will only intensify as global populations grow and urbanisation accelerates.

02

Our impact on the planet

2.1 Climate change (E1)

"Climate change is no longer a future threat; it is a present crisis. We are crossing critical tipping points: irreversible polar ice melt, ocean acidification, and the disruption of global climate patterns. Every fraction of a degree matters, and the science is clear, exceeding planetary boundaries not only compromises ecological stability but also the viability of our societies and economies. Climate action is not optional; it is a matter of survival."

Enrique Castaño
EMEA Sustainability Manager

2.1.1 Transition plan for climate change mitigation

In 2020 we began to act to mitigate the effects of the climate crisis, and in 2023, given the need to apply a common sense to all the actions that were being carried out, we took a step forward by creating a Sustainability Department. Since then, the team has been working to give a structure to all the actions we were carrying out, and to merge them in a strategy to face this problem. As a 2024 milestone, due to the changes taking place at Sylvania Group, we have committed our decarbonisation targets to the SBTi, which is an initiative that seeks to certify that companies' decarbonisation targets are indeed science-based and aligned with the Paris Agreement. To achieve this target, global emissions must be halved by 2030 and reach near net zero by 2050.

In addition, we are also developing a Transition Plan to decarbonise our operations, which we will publish along 2025, and subsequently include and update in future Sustainability Reports. Following its publication, the plan will be formally adopted and implemented across our organisation.

This plan will be reviewed and approved by our Sustainability Committee, and will be readily available on our website, which we just transformed to focus on our sustainable commitment and brand values. On the other hand, to make sure it is aligned with our business strategy and financial planning, relevant departments of Sylvania Group will be invited to participate in its development. All the related actions fall under the Sustainability Department budget, which is assigned ad-hoc, depending on the need and urgency of the given action.

Subsequent chapters will detail the policies, actions, and goals we are pursuing to fulfil this commitment. However, although they are largely designed to be implemented globally, we have identified difficulties in realising some of them in some of the geographies in which we operate. In these cases, when it is not possible to avoid emissions, we will resort to offsetting methods, always opting for those with a solid scientific basis, working with highly reputable partners.

Due to the nature of our activity, Sylvania Group is not excluded from EU Paris-Aligned Benchmarks.

This plan will include actions such as:

- Purchasing renewable electricity, which would help us significantly reduce our scope 2 emissions.
- In line with our internal policies, and with the targets set out in the European Taxonomy, company cars will be converted to Zero Emissions as current contracts come to an end.
- When designing and producing a new fixture, we will prioritise high efficiency levels, which will result in a minor energy consumption of our products, significantly reducing our Scope 3 category 11 emissions.

2.1.2

Policies related to climate change mitigation and adaptation

Given that the Climate Change ESRS is one of our main priorities, we can highlight several policies:

Our Emissions and GHG Policy serves as the cornerstone of our climate strategy. This policy outlines the specific methodologies we employ to measure greenhouse gas emissions across our operations and supply chain. More importantly, it establishes clear, science-based decarbonisation targets that align with global climate goals and provide a roadmap for our transition to a low-carbon business model.

The Energy Policy focuses on two critical aspects of climate action. First, it establishes detailed guidelines for enhancing energy efficiency throughout our facilities and operations. Second, it sets ambitious targets for increasing our use of renewable energy sources, helping us reduce our carbon footprint while also building resilience against energy market volatility.

Recognising the significant impact of business travel, our Sustainable Business Travel Policy provides clear direction on transportation choices. The policy specifies conditions under which different modes of transportation may be utilised and sets stringent emission limits for our company vehicle fleet. This approach helps us minimise travel-related emissions while maintaining necessary business operations.
Our Sustainable Events Policy offers comprehensive recommendations for reducing the environmental impact of Sylvania Group's organised events. While this policy does not currently include specific targets, it provides a framework that can be enhanced with quantifiable objectives in the future as we gather more data on event-related impacts.

The Greenwashing and Environmental Claims Policy aligns with the homonymous European Regulation, ensuring that all our environmental communications are accurate, transparent, and substantiated. This commitment to integrity in our sustainability messaging, though not associated with direct numerical targets, is essential for maintaining stakeholder trust.

It is worth noting that all these policies, while diverse in their specific focus areas, share a common purpose of climate change mitigation. Additionally, each has been carefully crafted to ensure compliance with the CSRD and other relevant European Directives, demonstrating our commitment to meeting both regulatory requirements and stakeholder expectations in our climate action efforts.

2.1.3

Actions and resources in relation to climate change policies

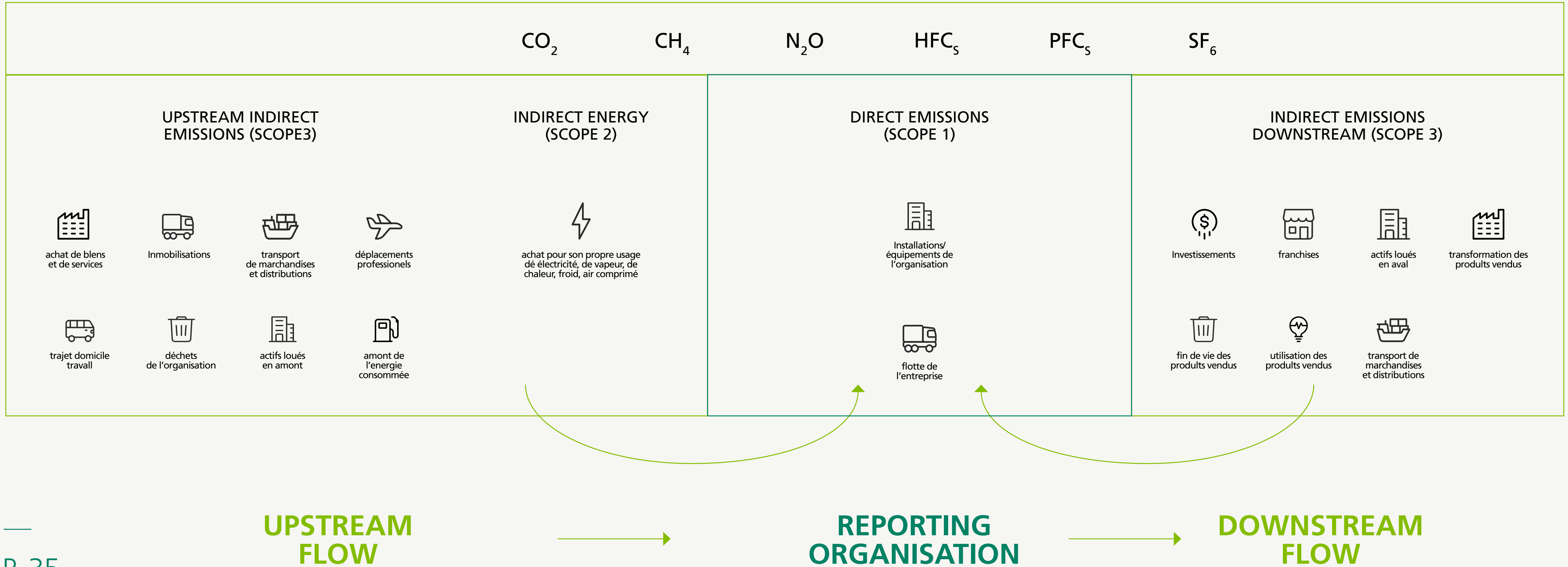
We are gradually starting to put in place a multitude of actions to reduce our impact, which will be published in the coming months in our Transition Plan, with a great level of detail, and the calculation of their expected impact reduction. These actions have been structured according to the widely used Scope 1, 2 and 3, by the GHG Protocol framework:

— **Scope 1** covers direct emissions from our own operations, such as fuel used in company vehicles or industrial processes.

— **Scope 2** includes indirect emissions from purchased electricity used in our facilities.

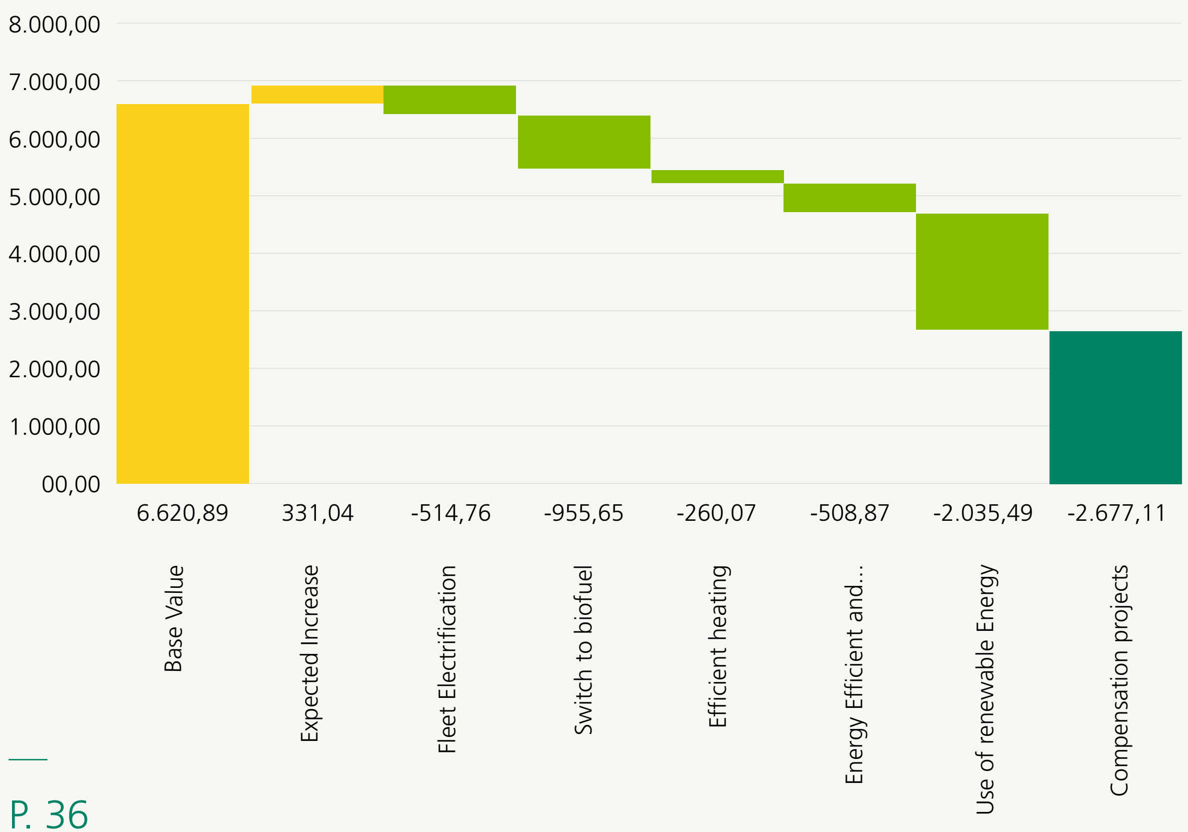
— **Scope 3** refers to all other indirect emissions throughout our value chain, including raw material extraction, logistics, product use, and end-of-life treatment.

What are the Scopes 1,2 & 3?



Actions and resources in relation to climate change policies

To preview these actions, in 2023, our baseline year for our Scopes 1&2 6.620,89 tonnes of CO_2, we identified the following levers as key elements of our decarbonisation strategy to become Net Zero 2030:



Where the following technology-based solutions stand out:

— **The installation of renewable energy** in those of our facilities where it is economically and environmentally viable, as in the case of Olarte, Colombia, which has offered notable reductions in energy consumption, and has the potential both reduce our emissions, and the money spent in energy.

— **The electrification of our vehicle fleet**, which although it cannot happen overnight, will be key to eliminating Scope 1 emissions, nowadays just 20% of our global fleet is pure electric.

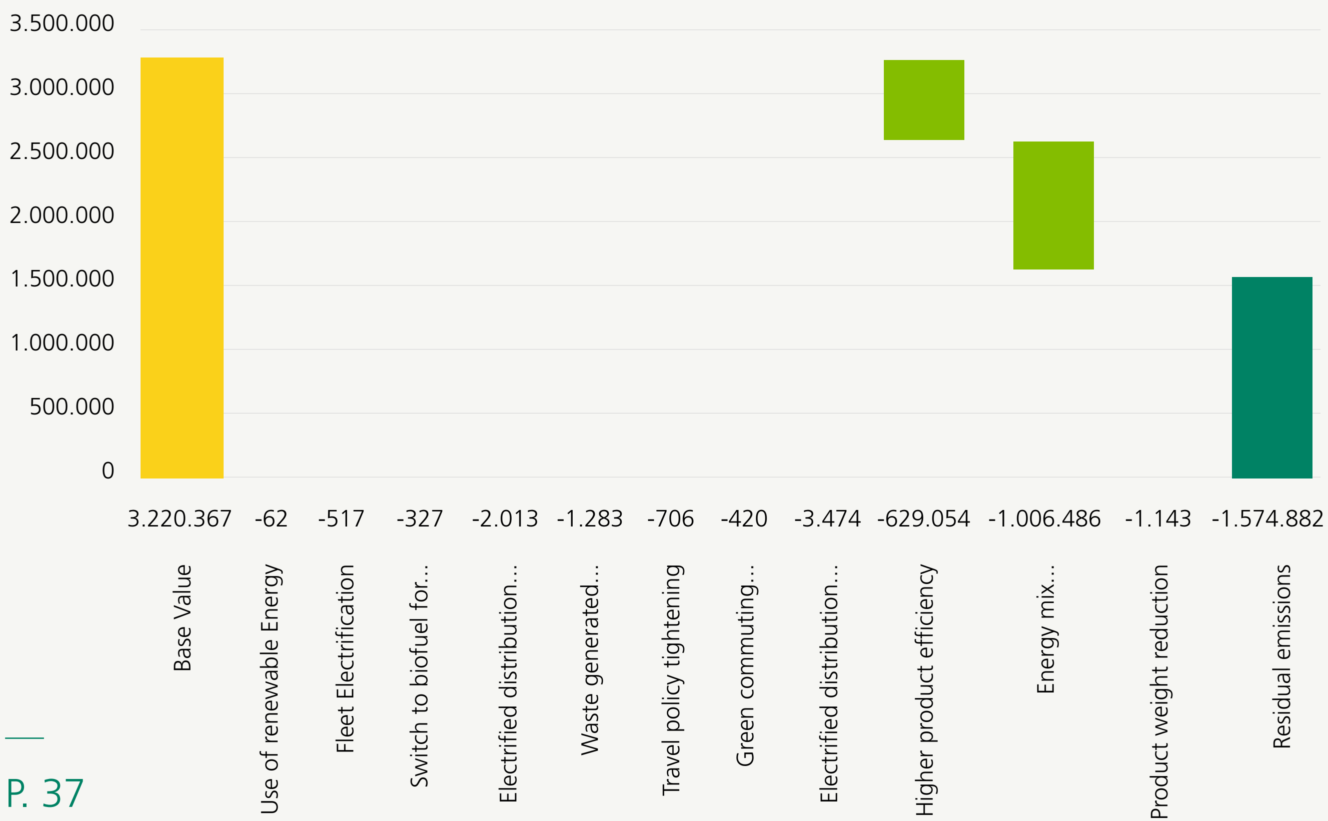
— **The installation of a heat pump at our Erlangen factory, Germany, to avoid emissions related to heating the building.** It has the potential to avoid approximately 600 tn CO_2, a figure that could be increased by installing renewable energy on the roof of the building.

On the other hand, in the coming years we will start to include nature-based solutions, such as planting native forests in places where it can favour local biodiversity, as well as other simpler actions such as installing insect hotels, or composting organic waste from offices.

Actions and resources in relation to climate change policies

The chart outlines the estimated impact of the key actions we have identified to reduce our Scope 3 greenhouse gas emissions by 2030. Starting from a baseline of over 3,2 million tonnes of CO_2, we have modelled the potential of each initiative in terms of avoided emissions.

And for the 3.220.367 tonnes of CO_2 Scope 3:



While several smaller initiatives contribute modest reductions, such as the use of renewable energy in the value chain, fleet electrification, switch to biofuel for heating, and waste reduction efforts, we have identified two key levers that will drive the most significant impact:

- **Improving the energy efficiency of our products,** which alone could reduce over 1 million tonnes of CO_2. This reflects the importance of addressing emissions from the use phase of our products, which accounts for a substantial share of our total Scope 3 footprint.
- **Supporting our customers' decarbonisation through energy mix optimisation,** enabled by our Power range. This solution allows clients to transition toward cleaner electricity sources, with an estimated reduction potential of over 1,1 million tonnes of CO_2.

Together, these two actions account for the majority of the expected reductions. Additional initiatives such as product weight reduction, greener logistics partners, tightening travel policies, and green commuting schemes further contribute to the overall reduction path.

After implementing all identified measures, we estimate residual Scope 3 emissions of approximately 1,58 million tonnes of CO_2 by 2030. These remaining emissions will be the focus of future reduction strategies and, where appropriate, credible neutralisation mechanisms.

2.1.4

Targets related to climate change mitigation and adaptation

In addition to having aligned our objectives with climate science thanks to SBTi, we want to go one step further and achieve neutrality of our Scope 1 & 2 emissions by 2030. We consider this important, as our goals seek to limit warming to +1,5°C. It should be noted that when we refer to Scope 2, we always refer to the market-based calculation, unless otherwise specified.

Target	FIRE HAZARD	WATER CONDITION
GHG emissions reduction Scope 1	4.074,99 tCO2e	0 tCO2e
Scope 1 GHG emissions intensity reduction (FTE)	3,20 tCO2e/ FTE	0 tCO2e
Scope 1 reduction (%)	0%	100%
GHG emissions reduction Scope 2	2.544,36 tCO2e	0 tCO2e
Scope 2 GHG emissions intensity reduction (FTE)	2.00 tCO2e/ FTE	0 tCO2e
Scope 2 reduction (%)	0%	100%

Regarding Scope 3 emissions, it is in 2024 when we have carried out a complete calculation of all its categories. For the intensity metric, we consider to be more representative to use the economic benefit of the year, since Scope 3 emissions are so high, it wouldn't make sense to compare them to the number of employees or FTE.

Target	FIRE HAZARD	WATER CONDITION
GHG emissions reduction Scope 3 (tCO2e)	3.220.628,45	1.867.964,50
Scope 3 GHG emissions intensity reduction (FTE)	2.525,98	1.465,07
Scope 3 reduction (%)	0%	-42%
Total GHG emissions reduction (tCO2e)	3.227.247,80	1.871.803,72
Total GHG emissions intensity reduction (million €)	12.224,42	7.090,17
Total GHG emissions reduction (%)	0%	-42%

Targets related to climate change mitigation and adaptation

The organisational boundaries used in the GHG inventory are based on the operational control approach, meaning that Sylvania Group accounts for all GHG emissions from facilities and activities over which we have operational control. This approach aligns with the boundaries set for our GHG reduction targets, ensuring that all relevant sources of emissions are included both in the inventory and in the scope of the reduction targets. The GHG reduction targets encompass all emissions sources within these operational boundaries. By setting targets across Scopes 1, 2, and 3, we ensure that its targets are consistent with the inventory's boundaries, covering direct emissions from our operations as well as key indirect emissions in the value chain.

We have been acting for years to reduce our impact, prior to the dates established as base year, however, we have considered it convenient to use current dates, as the lighting market has had several revolutions in recent years, and it wouldn't make as much sense as using data from the halogen-lamps era.
On the other hand, all targets have been established on the basis of measurements made in all our geographies, to ensure the consistency of the data, different estimates have been carried out with great care and attention. For those readers interested in these, more information is available in the last section of this report About this Report. The targets have been pre-established by our sustainability department, and subsequently consulted with stakeholders, as well as the Sustainability Committee, ensuring that they are sufficiently ambitious, and aligned with the strategic direction of the company.

In addition to the emission reduction targets, we have established a set of energy-focused targets, these are:

Target	Base Year Value (2023)	2030 Target
Improve the energy efficiency of company operations to reduce kWh/FTE	6.739,05 kWh/FTE	-33%
Increase the proportion of electricity used from renewable sources	22,70%	100%
Increase Zero Emissions vehicles share in our fleet	16%	100%

2.1.5 Energy consumption and mix

As Sylvania Group mission is to illuminate and improve the lives of our consumers, when it comes to the energy consumption of our products, we take it very seriously, as it represents more than 95% of our current carbon footprint, and therefore this chapter is something special.

Thanks to our energy monitor and control system, Sylsmart Energy, which we have installed in a large part of our facilities, we manage our electricity consumption responsibly, which give us the right tools to achieve significant savings. In addition to this, we have an energy policy and are constantly striving to improve the energy efficiency of our lamps and luminaires.

Energy consumption and mix (MWh)	Base Year (2023)	Comparative	FY24
Total fossil energy consumption	17.814,24	-27,03%	12.999,21
Share of fossil sources in total energy consumption	77,30%	6,82%	82,57%
Total renewable energy consumption	5.231,51	-47,57%	2.743,12
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	5.231,51	-50,88%	2.569,52
Renewable energy production	5,38	3.126,77%	173,60
Share of renewable sources in total energy consumption	22,70%	-23,24%	17,43%
Total energy consumption	23.045,76	-31,69%	15.742,33

For the above table, it is worth mentioning that those ESRS requirements whose value was 0, or not relevant, will not be shown in the above table to improve readability. In addition, since most of our facilities are rented, we do not have the possibility to generate as much own electricity through sources such as photovoltaic as we would desire. With the exception of our offices in Bogotá, Colombia, where in 2022 we decided to install PV panels, which produced a remarkable 173,6 MWh in 2024.

To calculate the figures shown in the table, our consumption in each of the countries has been weighted by the number of renewables in their national mix, to obtain the total figure by adding what is produced in our Colombian offices just mentioned.

2.1.6 Emissions

Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope

It is essential to measure emissions from all company activities in order to know how and where to act, and although we have been doing partial measurements for many years, it was not until 2023 that we took a step forward and started measuring our direct emissions, and 2024 for scope 3.

We have a GHG inventory at the corporate level in accordance with GHG protocol, that includes a complete overview of our operations worldwide, which is updated every year.

For readability, the base year for Scopes 1 and 2 is 2023, and for Scope 3 is 2024. In addition, the quantities will be expressed in tCO2e. Finally, it should be clarified that categories 2, 10, 13, 14 and 15 of scope 3, due to the nature of our activity, are not relevant, and therefore will not be shown in the table for easier reading.

	FY24 Emissions	Annual variation	Base Year emissions	Base year variation	2030 Target
Total GHG emissions	17.814,24	-27,03%	12.999,21		
Total GHG emissions per net revenue (tCO2e/million €)	77,30%	6,82%	82,57%		

Scope 1 GHG emissions

	FY24 Emissions	Annual variation	Base Year emissions	Base year variation	2030 Target
Gross scope 1	2.541,85	-37,62%	4.074,99	-37,62%	-100%
Total GHG emissions per net revenue (tCO2e/million €)	77,30%	6,82%	82,57%		

Scope 2 GHG emissions

	FY24 Emissions	Annual variation	Base Year emissions	Base year variation	2030 Target
Location Based	1.526,11	-40,02%	2.544,36	-40,02%	-100%
Total GHG emissions per net revenue (tCO2e/million €)	77,30%	6,82%	82,57%		

Scope 3 GHG emissions

	FY24 Emissions	Annual variation	Base Year emissions	Base year variation	2030 Target
Total Gross Scope 3 emissions	3.220.682,45	0%	3.220.682,45	0%	-42%
1 Purchased goods and services	41.402,43	0%	41.402,43	0%	-42%
3 Fuel and energy-related activities	905,89	0%	905,89	0%	-42%
4 Upstream transportation and distribution	10.065,31	0%	10.065,31	0%	-42%
5 Waste generated in operations	6.415,15	0%	6.415,15	0%	-42%
6 Business traveling	1.765,08	0%	1.765,08	0%	-42%
7 Employee commuting	1.400,19	0%	1.400,19	0%	-42%
8 Upstream leased assets	481,87	0%	481,87	0%	-42%
9 Downstream transportation	6.947,84	0%	6.947,84	0%	-42%
11 Use of sold products	3.145.530,64	0%	3.145.530,64	0%	-42%
12 End-of-life treatment of sold products	5.714,06	0%	5.714,06	0%	-42%

Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope

Here is more information on our carbon footprint, this time based in the main countries where we operate.

FY24 consumptions by country	Scope 1	Scope 2	Scope 3	Total
Total Gross Scope 3 emissions	3.220.682,45	0%	3.220.682,45	0%
1 Purchased goods and services	41.402,43	0%	41.402,43	0%
3 Fuel and energy-related activities	905,89	0%	905,89	0%
4 Upstream transportation and distribution	10.065,31	0%	10.065,31	0%
5 Waste generated in operations	6.415,15	0%	6.415,15	0%
6 Business traveling	1.765,08	0%	1.765,08	0%
7 Employee commuting	1.400,19	0%	1.400,19	0%
8 Upstream leased assets	481,87	0%	481,87	0%
9 Downstream transportation	6.947,84	0%	6.947,84	0%
11 Use of sold products	3.145.530,64	0%	3.145.530,64	0%
12 End-of-life treatment of sold products	5.714,06	0%	5.714,06	0%

APAC

FY24 consumptions by country	Scope 1	Scope 2	Scope 3	Total
China	0	19,73	259.286,82	259.306,55
Thailand	0	15,43	200.768,47	200.783,90
3 Fuel and energy-related activities	905,89	0%	905,89	0%
4 Upstream transportation and distribution	10.065,31	0%	10.065,31	0%
5 Waste generated in operations	6.415,15	0%	6.415,15	0%
6 Business traveling	1.765,08	0%	1.765,08	0%
7 Employee commuting	1.400,19	0%	1.400,19	0%
8 Upstream leased assets	481,87	0%	481,87	0%
9 Downstream transportation	6.947,84	0%	6.947,84	0%
11 Use of sold products	3.145.530,64	0%	3.145.530,64	0%
12 End-of-life treatment of sold products	5.714,06	0%	5.714,06	0%

Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope

EMEA

FY24 consumptions by country	Scope 1	Scope 2	Scope 3	Total
Belgium	131,38	109,22	39.097,39	39.337,99
Finland	19,49	4,02	20.762,27	20.785,78
France	913,35	127,33	78.241,65	79.282,33
Germany	904,66	884,68	264.697,39	266.486,73
Greece	28,55	13,60	90.841,99	90.884,14
Hungary	13,05	13,16	203.450,22	203.476,43
Italy	18,35	3,88	161.766,28	161.788,51
Netherlands	26,82	N/A	56.436,08	56.462,90
Portugal	8,44	0,20	5.242,01	5.250,65
Spain	51,89	7,70	81.990,63	82.050,22
Türkiye	10,80	0%	1.827,10	1.837,90
United Arab Emirates	38,38	6,31	49.787,36	49.832,05
United Kingdom	137,63	205,87	137.288,32	137.631,82

Here is more information on our carbon footprint, this time based in the main countries where we operate.

LATAM

FY24 consumptions by country	Scope 1	Scope 2	Scope 3	Total
Colombia	20,09	26,36	553.882,67	553.929,12
Costa Rica	12,65	33,76	32.648,30	32.694,71
Ecuador	29,94	8,52	256.999,63	257.038,09
El Salvador	146,48	18,32	64.452,02	64.616,82
Guatemala	22,65	10,70	138.178,89	138.212,24
Mexico	0	11,32	489.024,24	489.035,56
Panama	7,24	6,00	33.687,05	33.700,29

While there have been no significant changes in the consolidation perimeter of the data used compared to the base year, we have considerably improved the accuracy of the measurements, so that the emission reductions have been slightly inflated. In addition, it is important to mention that each entity can include the consumption of several countries that consolidate in them, as for example Feilo Sylvania International Group KFt., where several Eastern European countries are consolidated.

To calculate our carbon footprint, we have developed a carbon inventory, where each entity's financial controller uploads the necessary data for the measurement. The methodology followed is the one proposed by the GHG Protocol, and the conversion factors are updated year by year to ensure maximum accuracy, so there may be small changes in the values provided when comparing to previous years. Regarding the conversion factors, we have mainly use high quality ones, from trustable sources such as Ecoinvent and Ember. These conversion factors are managed by the SaaS's team of experts, who shall be consulted in case of any question.

Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope

Although we are in the early years of reporting our carbon footprint, 2024 has already seen a significant reduction compared to the 2023 measurement, showing that the Group is already ahead of the given GHG emissions reduction action plan. One of the main reasons for this is the positive reception of the energy efficiency and responsible use policy launched at the beginning of FY24. Another important point is the progressive decarbonisation of commercial vehicles, which, although it cannot be achieved overnight, is progressing at a good pace.

Currently, due to the differences between our geographic locations, we are not able to correctly measure both Scope 2 market based, and location based, and while we are already working on it, we do not expect to obtain an accurate estimate before 2030, so we will limit ourselves to using location based.

For the calculation of the Scope 3 categories, we have used invoices and other primary source data, also directly asking to our workforce when required. Currently, we have been able to measure around 36% of Scope 3 with primary source data, and we are currently working to improve this figure.

Finally, it is worth mentioning the different proxies we have made to make up for that data not available. Due to the enormous heterogeneity of the data between countries, we have measured with maximum detail Spain and Portugal footprint, and we have estimated all the non-available data from it. In the coming years we expect to be able to refine this figure as we implement changes to facilitate measurement.

For several of our facilities, such as those in Thailand and Panama, since the only data we had available was the monetary cost of the different consumptions, we have used the average prices of the respective years and consumptions for the total calculation.

On the other hand, for others like Finland, due to the lack of individual meters, we have taken the total consumption of the building, which was provided to us by the tenant, and we have used the % of our office over the total m2 that the meter consolidates.

Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope

In addition, below is a brief explanation of the assumptions made for each category of the third scope:

CATEGORY 1

Purchased goods and services: For the measurement we have accurately taken the total economic value of the internal purchases of luminaires for all countries. In addition, the expenditure on purchases of servers and digital service providers are included in the Hungarian FSIG entity. Finally, and given the tremendous difficulty of accurately compiling the rest of the purchases, we have calculated the footprint of the Spanish company with maximum detail, and made estimates for the rest, using the ratio of the internal purchases of luminaires, with respect to the rest of the purchases made from other suppliers. Only the most significant accounting items have been used for this calculation.

CATEGORY 3

Fuel and energy-related activities: For the calculation of this category, we have used the conversion factors for WTT offered by UNFCCC in its emissions calculator published at the beginning of 2024. We have used this emission factor to calculate the indirect emissions from the energy we have consumed for electricity, heating, and vehicle fuel.

CATEGORY 4

Upstream transportation and distribution: We have made precise calculations for Spain, thanks to which, based on the Cat 1 value of each country, which is a solid data for all countries, we have obtained a ratio of the emissions of this category for each euro spent on luminaires.

CATEGORY 5

Waste generated in operations: This is perhaps the most complex of all categories, and we have found it impossible to establish a precise method of data collection, mainly because there are many different facilities, and it is difficult to make employees understand the need to weigh the waste. For this reason, we have taken a standard figure of two kilograms of waste per day produced by each of our employees, even though we believe that this figure does not reflect the reality of the situation in our offices.

CATEGORY 6

Business traveling: As a basis for the estimate, an average air ticket price of €200 has been used, given that the data available to us are economic. With this, and with the help of emission factors from Climatiq and Ecoinvent, we have determined the impact of this category in Spain and then extrapolated according to the number of employees to the rest of the countries.

CATEGORY 7

Employee commuting: We have conducted interviews with all employees in Spain and, based on the results obtained, we have calculated the rest of the countries. Thanks to the fact that Spain has a sufficiently significant number of employees, which helps the estimates made to be consistent with reality. In future years we will try to make this calculation more precise, although due to the large size of the Group, it is possible that we will not obtain enough responses.

CATEGORY 8

Upstream leased assets: For this category we have obtained the cost of leasing each of the facilities we use across all geographies, these include offices, warehouses, and any other real estate necessary to carry out our business with normality. And with this, as for category 1, the NACE is used to carry out the calculation.

CATEGORY 9

Downstream transportation: We have repeated the methodology used for the calculation of category 4.

CATEGORY 11

Use of sold products: We take the consumption of each of the products sold, and multiply by the number of hours of life, to multiply the result by the emission factor of the energy mix of the country where the sale took place. This data is available for EMEA countries, and estimates have been made for the rest of the countries.

CATEGORY 12

End-of-life treatment of sold products: In this category we have used the weight of products placed on the market in 2024, which is available for most countries in Europe and the Middle East. For the rest of the countries, we have calculated a ratio based on all other countries, based on the weight placed on the market, and the average emissions that this implies.

GHG removals and GHG mitigation projects financed through carbon credits

We are not currently offsetting our emissions, as we believe that, despite their potential usefulness, it is a priority to try to reduce them as much as possible before opting for carbon credits.

Internal carbon pricing

The internal carbon pricing is a voluntary mechanism through which companies assign a notional cost to each tonne of CO_2 they emit.

This internal value is not paid to any external body, but is used as a decision-making tool to assess the climate impact of projects, steer investments, and prioritise lower-emission alternatives. By attaching a financial signal to carbon emissions, it becomes easier to align business strategies with climate objectives.

Although Sylvania Group does not yet apply an internal carbon price, we plan to start doing so in the 2025 financial year.

2.2 Resource use and circular economy (E5)

"Improving the efficiency of our luminaires is only one part of the equation. To truly reduce our environmental impact, we also need to rethink the materials we use and how we use them. That's why we're investing in material innovation, actively working to increase the percentage of recycled content in our products without compromising performance. Circularity, for us, means designing lighting solutions that are efficient, durable, and responsible, from start to finish."

Günther Casper
Quality Director

To determine the material topics regarding circular economy, Sylvania Group has initiated a systematic screening of its operations, value chain, and product life cycle to identify material IROs related to resource use and circular economy. The screening is being deployed as part of a structured plan to measure and evaluate our main product families, followed by comprehensive assessments for all other product categories.

- Own Operations: Focused on assessing resource inflows such as raw materials (virgin and recycled content) and resource outflows, including production waste at manufacturing facilities.
- Upstream Value Chain: Conducted initial evaluations of suppliers' resource use efficiency and their ability to supply materials aligned with circular economy principles.
- Downstream Value Chain: Analysed the potential for product recyclability and the generation of waste post-consumption to align with a circular product life cycle.

The assessment process is supported by the use of Environmental Product Declarations (EPDs) for the main product families to provide transparent and comparable data on resource use and life cycle impacts, which can be found in the PEP Ecopassport website. Additionally, Life Cycle Assessments (LCAs) are planned for subsequent deployment across the remaining product categories to provide a holistic understanding of impacts throughout the value chain.

Resource use and circular economy (E5)

On the other hand, we have actively engaged with key stakeholders to ensure a thorough understanding of the potential impacts, risks, and opportunities associated with our operations and products.

Consultations were conducted with employees across various levels of the organisation, including department directors, to capture internal expertise on resource management and circular economy potential. External stakeholders, including clients and suppliers, were also engaged to identify value chain-wide opportunities and address challenges related to resource use and waste management. These consultations have mainly been made through deep interviews and surveys to collect both qualitative and quantitative feedback.

Feedback was analysed and quantified using an impact scoring methodology during the double materiality assessment, with scores out of 10 assigned to key areas based on stakeholder priorities and perceived importance. The outcomes included:

- Packaging Policies: Scored 8,75, reflecting a high priority for stakeholders to improve sustainable packaging solutions, reduce packaging waste, and optimise material efficiency.
- Waste Management: Scored 6, highlighting the importance of addressing waste across operations, including recycling initiatives and improved disposal practices.
- Product Life: Scored 10, indicating the highest priority for extending product life cycles, improving durability, and designing products for repairability and recyclability.

2.2.1

Policies related to resource use and circular economy

Our commitment to the circular economy is not just a material topic; it's a fundamental principle that shapes our thinking and actions across the entire organisation. We have implemented a suite of policies that aim to minimise resource use, maximise recyclability, and prioritise renewable resources. Here's an overview of our key circular economy policies:

Our Responsible Resource Use Policy establishes guidelines for the efficient use of everyday resources in our facilities. It covers items such as paper, bags, and water bottles, promoting sustainable alternatives like paper tapes. By focusing on these seemingly small details, we're creating a culture of mindful consumption throughout our operations.

Our approach to waste management is comprehensive and data driven. The Waste Generation Management Policy outlines specific procedures for waste handling, particularly in office environments. It clearly defines responsibilities for tracking waste data, including weight and type. Additionally, it provides guidelines for managing obsolete sample luminaires, ensuring that even our product demonstrations contribute to our circular economy goals.

Recognising the critical role of certain minerals in our industry, our Conflict Mineral Policy ensures responsible sourcing practices. We've set clear principles that extend to our supply chain, requiring our suppliers to adopt similar policies and adhere to the standards set by responsiblemineralsinitiative.org. This approach helps us address the environmental and social impacts of mineral extraction and processing.

Sustainable Projects Policy: perhaps, it is one of our most ambitious policies, and establishes four key lines of action for circularity:

- Product design, which demands that certain sustainability parameters be considered when designing a new project.
- Product recyclability, to offer customers a solution for recycling their old luminaires.
- Transport and logistics, so that the project uses the most efficient means of transport.
- Packaging and pallets, establishes systems to reduce the amount of waste generated in transportation and storage.

Packaging evolution

Finally, our Sustainable Packaging Policy establishes clear sustainability requirements for all our packaging, outlining a comprehensive roadmap from design to compliance verification.

It ensures alignment with our circular economy principles by reducing waste without compromising product protection. One of the key criteria is the exclusive use of cardboard sourced from suppliers certified by FSC or equivalent schemes. We also address recyclability by minimising printed surface areas and using inks free from MOAH and MOSH compounds. In our B2B packaging, we have successfully reduced printed surface by up to 70%.

2.2.2 Actions and resources in relation to resource use and circular economy

At Sylvania Group, we strongly believe that the future is circular, and we want to become its living reflection. Since the last changes, we have been implementing a change of model from the foundations of the organisation, and we are changing our strategy to allow us to become the circularity champions we want to be.

It was in 2021 when we decided to flip the script, and implement a major change from product design, which would allow us to reduce the number of elements we needed to produce each unit. Thanks to this, we have been able to reduce around 30% the references and the ranges we have, making it easier for our consumers to make decisions, and of course reducing waste, since until now one of the problems we had encountered was that, having so many different elements for each luminaire, when updating the different models, year after year there were elements that we stopped using, wasting the remaining stock.

OptiClip TERRA™

INNOVATION

PAPER MADE

We are the first to propose a full luminaire made of 60% of paper! The OptiClip TERRA™ frame is made from certified sustainable paper, 60% recycled and fully recyclable.

DID YOU KNOW?

The production of a luminaire made of paper emits 80% less CO2 than its steel manufactured equivalent.
Its light weight allows a 40% CO2 saving when transported (vs metal frame luminaire equivalent).

Made in France
in Saint Etienne Factory

Covering an area of 10,000m2, Sylvania's French plant produces luminaires and tertiary solutions for the entire Group since 1987

Instruction Sheet printed on the back:
to limit extra paper use

Environmental Product Declaration (EPD) is provided with OptiClip TERRA

Smart packaging:
luminaires are packed by 4 in a certified sustainable compliant carton with ecological ink. They are protected by sustainable and 100% recyclable protective film

Actions and resources in relation to resource use and circular economy

As an example, our Start High Bay luminaire allows adjustment with two power levels, 10,000lm and 20,000lm, as well as three levels of colour temperature, 6500k, 4000k, 3000k. We are proud to be able to offer this type of solution, as it embodies our vision, "enabling our customers to focus on what they do best by sustainably transforming their wellbeing".

With the end of the fiscal year, we close our UK factory, one of the first major decisions we made that hasn't just been economic, but also about sustainability. This change aims to centralise production our factories in France and Germany, to improve efficiency in the use of primary resources, as well as in terms of material shipments and supplier management.

Another key action is the launch of the Terra range of products, consisting of luminaires designed with circularity in mind. One of its main virtues is the total use of raw materials, which has been considerably reduced thanks to the replacement of the traditional metal casings with cellulose-based casings. In addition, they are designed in a modular way, so that if the frame, LED module or any other component is damaged, it can be replaced quickly and easily.

To reduce internal waste, we have a well-structured policy with clear actions to follow.

For instance, merchandise that has become obsolete or is no longer suitable for sale is distributed through a draw among employees or, alternatively, donated to charitable organisations.

In addition, this year 2024 we want to bring circularity also into the heart of our offices, where we feel our employees are looking for more involvement in our mission to create a more sustainable world. This is why we have implemented a new policy that will ease waste management across our EMEA offices, it gives guidelines on how to properly carry out recycling in our facilities, allowing employees to consult them at any time in case of doubt, ensuring that waste is being sorted according to waste streams to facilitate waste disposal.

Finally, regarding our own electronic waste, such as computers and other IT equipment, we are separating electronic waste so they can enter the appropriate treatment process, in accordance with our internal policies. Additionally, whenever possible, we refurbish IT equipment to reduce electronic waste, giving them new uses and extending their lifecycle.

2.2.3

Targets related to resource use and circular economy

One of our broadest packages of objectives has been related to the circular economy. Our sustainability committee has been in charge of approving this first package, which will undoubtedly be complemented in the near future with new objectives also taking into account the packaging of the products, etc.

As a flagship objective, we have set ourselves the goal of reducing the weight of virgin raw materials used per unit of production by at least 25%. As a base value we have taken the value of mid-2024, each product weighing on average in EMEA, 4,21kg.

To achieve this, it is accompanied by several sub-objectives, for more details, please refer to the Transition Plan in our website:

- Increase the use of recycled materials in our production processes by 40%.
- Recover, recycle and give a second life to 25% of the products that are returned to us.
- Eliminate all single-use plastics from our packaging.
- Achieve zero waste to landfill in the waste generated by our main facilities.
- Reduce waste in our operations by 30%.

Additionally, we are working to offer an extensive range of products covered by a spare parts policy, as this is currently something that is carried out on an ad-hoc basis.

Finally, it is worth mentioning that, at the time of publication of this report, there is no law that obliges us to establish objectives related to the circular economy, although we expect that in the coming years certain regulations will begin to emerge that do so, such as the *Proposal Packaging and Packaging Waste, and the Eco-design Sustainable Products Regulation.*

2.2.4 Resource inflows

As a lighting solutions provider, our primary resource inflows consist of a variety of electronic components essential to our products' functionality. These include LED modules, drivers, control systems, and electronic subassemblies. We work closely with our suppliers to ensure these components meet strict quality standards, while gradually integrating sustainability criteria into our procurement practices.

Our manufacturing processes also rely heavily on raw materials such as aluminium (used in heat sinks, housings, and structural elements), steel (for mounting systems and internal structures), copper (for wiring and electrical connections), various polymers (used in optical parts, insulation, and housings), and glass (mainly for lenses and diffusers).

We are actively exploring ways to increase the share of recycled content in these materials, with a particular focus on aluminium and steel, two categories that offer significant potential for incorporating post-consumer and post-industrial recycled content without compromising product performance.

Packaging represents another key resource flow, primarily consisting of cardboard, protective films, and cushioning materials. In line with our corporate environmental policy, we exclusively source cardboard from suppliers certified by FSC or equivalent schemes, ensuring that all packaging materials come from responsibly managed forests that support environmental, social, and economic value.

We are aware that moving toward a more circular material model is essential for reducing our environmental footprint. To support this, we have launched several strategic initiatives. These include the development of a centralised resource tracking system, designed to improve visibility across all operations and enable more precise, data-driven decisions. We've also created a cross-functional team tasked with increasing the proportion of recycled content in our products, while maintaining the performance standards expected by our customers.

Our R&D department is actively researching alternative materials with lower environmental impact, assessing their feasibility in terms of durability, technical performance, and compatibility with our designs. In parallel, we're strengthening engagement with suppliers to improve transparency on recycled content and broader material footprints.

One concrete example of this shift is the Terra range, where we're directing specific R&D efforts toward identifying alternatives to traditional materials. This includes trials with polymers derived from renewable sources and recycled aluminium components, with the aim of significantly reducing the use of virgin resources in this product family.

Through these combined efforts, we aim to reduce our reliance on virgin raw materials while maintaining the high-quality standards our client's demand. As our internal data systems evolve, we will be able to share more detailed and quantitative data on our resource inflows in future reports.

At present, each manufacturing site and warehouse still manages its own resource tracking, which presents challenges in consolidating data at a global level. However, we remain committed to building a unified and transparent view of our material use and to driving continuous improvement across the organisation.

2.2.5

Resource outflows

We would like to start by pointing out that the lighting sector is subject to numerous regulations, which standardise quite a few of the points to be reported by the ESRS E5. For example, regarding the efficiency of the products, their durability, and even the minimum duration of the warranty offered to the consumer. In addition, there are other frameworks, such as the IP rating, which standardises the resistance of a product to water and dust.

On the other hand, we launch two main groups of products on the market, lamps, which are devices designed to emit light and serve as a source of illumination in different environments; and luminaires, which are complete equipment that include both the light source (lamp) and the components necessary to direct, distribute and control the lighting efficiently, providing integral solutions for various applications.

As for the durability of these products, as mentioned above, they are subject to many regulations that ensure minimum quality and safety. By law, manufacturers in the European Union have to offer at least a two-year warranty. However, for most of our products, we take this commitment one step further by extending the warranty to five years and offering the possibility to increase it up to ten years. Although this is a common practice in the industry, we could not standardise it as the norm. Furthermore, the lifespan offered fluctuates between 15.000 and 100.000, depending on various environmental conditions, such as humidity and heat.

However, when coming to product's repairability, there is no clear or specific methodology for assessing the reparability of products within the lighting sector. While industry organisations, such as LightingEurope, are actively working on developing relevant standards, no established system is available yet. For this reason, we have chosen not to adopt any methodology that is not specifically designed for lighting products, as we aim to avoid any risk of greenwashing. However, we are investing significant efforts in reducing the number of components in our luminaires and enhancing their modularity, allowing for easy replacement and repair at any time.

Regarding the recycled content in our products, as detailing the diverse percentage of recyclable content of our products in this report would make it too long and heavy for the reader, we kindly invite you to write to sustainability@sylvania-lighting.com if you have any related questions. However, we can say that the vast majority of our products are mainly made of materials with high recyclability rates, such as aluminium. In addition, our packaging policy seeks to exclude all non-recyclable materials, such as single-use plastics, which brings the percentage of recyclability closer to 100%. As already mentioned in other parts of this report, all qualitative data comes from our internal databases.

The data has been obtained from our ERP and alike systems, however for our operations in LATAM and APAC, as we do not currently have reliable data, we have made an estimate based on the volume of merchandise purchases during the year, using as a benchmark the EMEA average, where we do have verified data on the annual quantity of luminaires placed on the market. All the waste is considered to be non-hazardous.

We pay the WEEE (Waste Electrical and Electronic Equipment) fee in accordance with the corresponding regulations in each country, which involves working with associations and specialised teams, making it risky for us to offer a specific percentage. Due to the nature of our activity, this is not something we can always do, especially when you are removing products from another manufacturer. The WEEE fee is implemented throughout Europe, so the collection rate will be close to 100%.

Finally, and due to the lack of information available on how our consumers manage their waste, we have chosen not to include this level of detail. However, for more information, please refer to the Global E-waste Monitor 2024 and the Global Waste Management Outlook 2024.

Resource outflows (FY24)	Carton	Plastic	E-waste	Mixed
Tons	45.838,87	219,27	11.154,76	899,41
1 Purchased goods and services	41.402,43	0%	41.402,43	0%
3 Fuel and energy-related activities	905,89	0%	905,89	0%
4 Upstream transportation and distribution	10.065,31	0%	10.065,31	0%
5 Waste generated in operations	6.415,15	0%	6.415,15	0%
6 Business traveling	1.765,08	0%	1.765,08	0%
7 Employee commuting	1.400,19	0%	1.400,19	0%
8 Upstream leased assets	481,87	0%	481,87	0%
9 Downstream transportation	6.947,84	0%	6.947,84	0%
11 Use of sold products	3.145.530,64	0%	3.145.530,64	0%
12 End-of-life treatment of sold products	5.714,06	0%	5.714,06	0%

03

The changemakers behind our progress

3.1 Own workforce (S1)

"Building a truly inclusive workplace means recognising that diversity goes beyond gender or nationality, it includes how we think, process information and interact with the world. We're working to create an environment where neurodiversity is understood and valued, and where everyone, regardless of their background or abilities, has the same opportunity to grow, contribute and be heard."

Szilvia Bokker
EMEA HR Business Partner

Through our dual materiality analysis, we have identified that the working conditions of our workforce, including temporary and subcontracted workers, are a material issue. From an impact perspective, the company influences their well-being through wages, contractual stability and access to social security. From a financial perspective, the associated risks include potential regulatory non-compliance and loss of talent. As a result, we have decided to include the entire materially affected workforce in our disclosure, aligning with ESRS 2 and ESRS S1.

While we operate in countries identified as having a significant risk of forced or compulsory labour, such as China and Thailand, our workforce in these territories is composed exclusively of administrative and clerical staff, which does not constitute a high-risk activity in terms of labour exploitation. The same goes for child labour.

In certain emerging markets where we operate, social policies are less robust, and we may be exposed to fewer social security guarantees and benefits. To mitigate this, we work to offer all employees benefits aligned with our global welfare and work life balance policies.

FACTS AND FIGURE ABOUT OUR WORKFORCE

NATIONALITIES
23
WORLDWIDE

EMPLOYEES
1,270
WORLDWIDE

EMPLOYEES BY REGION

60.90 % EMEA
31.65 % LATAM
7.48 % APAC

WOMEN EMPLOYEES BY REGION

43.16 % APAC
43.03 % LATAM
32.45 % EMEA

3.1.1 Policies related to own workforce

The Group has established a set of comprehensive social policies designed to ensure ethical, fair, and inclusive working conditions across our operations, including:

- **Human Rights Compliance:** We are committed to upholding international human rights standards and ensuring that all employees and stakeholders within our operations and value chain are treated with dignity and respect. Our policies align with international frameworks such as the United Nations Guiding Principles on Business and Human Rights and the International Labour Organisation (ILO) conventions.
- **Non-Discrimination and Equal Opportunity:** Our policies explicitly prohibit any form of discrimination based on gender, race, ethnicity, religion, disability, sexual orientation, or any other protected characteristic. We promote diversity and inclusion through recruitment, career development, and leadership programs to foster a fair and equitable workplace.
- **Employee Training and Development:** We invest in continuous training programs to enhance employees' professional skills, leadership capabilities, and awareness of ethical business conduct. Our training policies cover key areas such as sustainability, compliance, and workplace safety.
- **Occupational Health and Safety:** Ensuring the health, safety, and well-being of our employees is a core priority. We have a structured Health & Safety Policy that outlines risk assessment processes, emergency response protocols, and employee well-being initiatives. This policy is aligned with ISO 45001 standards and includes regular safety training, workplace inspections, and access to mental health support programs.

In addition, as part of our ongoing diversity, equity, and inclusion efforts, in 2024, we launched the Women Development Program Policy. This initiative is specifically designed to:

- **Promote female leadership within our organisation** by providing targeted training, mentorship, and career advancement opportunities.
- **Ensure equal opportunities for women at all levels,** particularly in leadership and decision-making roles, addressing gender gaps in historically underrepresented areas.
- **Foster an inclusive work environment,** reinforcing our commitment to gender equality and aligning with global standards such as the United Nations Sustainable Development Goal 5 (Gender Equality).

This policy is integrated into our broader workforce management strategy, additionally, we actively monitor the effectiveness of our policies through key performance indicators such as:

- Gender diversity ratios across all levels of the organisation.
- Employee participation rates in training and leadership programs.
- Employee engagement and satisfaction surveys to assess the impact of inclusion initiatives.

3.1.2 Processes to engage and remediate potential impacts

At Sylvania Group, we actively engage with our employees to ensure their perspectives are integrated into decision-making processes, and make sure we can remediate the potential negative impacts at various levels of the organisation. Our approach combines direct collaboration with employees and engagement with employee representatives, always respecting local labour laws and best practices.

We foster open communication through multiple channels. On the one hand, employees can share their opinions directly in monthly team meetings with their managers, where they are encouraged to express concerns and propose improvements. Additionally, we maintain an open-door policy to facilitate transparent dialogue at all organisational levels. On the other hand, in countries where labour laws encourage or require employee representation, we collaborate with employee unions and committees, ensuring their voices are heard in key decision-making processes.

Beyond these direct interactions, we have also implemented an anonymous suggestion box, which is always available and provides a confidential space for employees to share feedback. Furthermore, we perform annual Growth, Performance and Success (GPS) evaluations, where employees are asked about various aspects of their work experience, allowing us to gather insights into engagement levels. These are complemented by regular check-ins, which help us continuously assess employee well-being and professional development needs.

Team meetings take place monthly, allowing for regular feedback exchange. Additionally, quarterly surveys provide a deeper analysis of employee concerns, while annual performance reviews offer a formal setting to integrate employee perspectives into long-term decision-making.

At the governance level, the Regional HR Business Partner EMEA holds the highest operational responsibility for ensuring that employee engagement remains effective and aligned with our corporate values. This role oversees the development and implementation of engagement strategies, monitors compliance with labour standards, and ensures that feedback mechanisms function efficiently across all locations.

When it comes to human rights, we are committed to maintaining the highest standards in our workforce policies. While agreements with employee representatives vary according to national regulations, we consistently uphold fundamental human rights principles across all operations. In line with international frameworks such as the ILO conventions and the UN Guiding Principles on Business and Human Rights, we ensure respect for freedom of association, collective bargaining rights, and non-retaliation policies, providing employees with a safe environment to voice their concerns.

To measure the effectiveness of our engagement efforts, we rely on key performance indicators (KPIs) that reflect employee well-being and organisational climate. We track employee satisfaction trends, particularly regarding work-life balance, and ensure that resignation rates remain below our established targets, indicating a healthy and engaged workforce. These metrics enable us to continuously assess whether our engagement initiatives are achieving their intended impact.

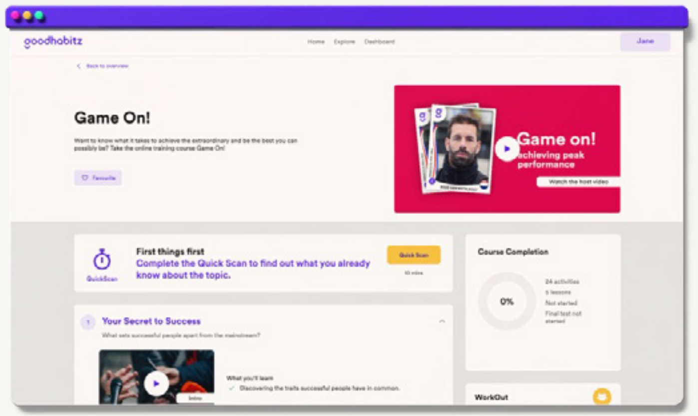
At the same time, we recognise that some employees may face greater challenges in the workplace due to their contract type, job role, or personal circumstances. To ensure that all perspectives are represented, we organise focus groups and structured interviews, allowing us to understand the specific concerns of more vulnerable employees. Moreover, our Diversity & Inclusion Committees work proactively to identify and address any barriers to equal opportunity, while our well-being programs provide additional support for employees facing personal or professional difficulties.

While we have already established a robust engagement framework, we are continuously exploring ways to enhance communication and collaboration. In this regard, we are evaluating new digital tools to strengthen real-time feedback mechanisms and further improve the interaction between employees and leadership. Through these efforts, we reaffirm our commitment to fostering a workplace culture where every employee feels valued, heard, and empowered.

Our Approach to Workforce-Related Impacts, Risks & Opportunities In 2024 we have implemented a series of structured actions to support and enhance the well-being, development, and equal opportunities of our workforce. Our commitment is reflected in targeted initiatives that address key aspects of employee experience, career growth, and workplace equity.

Processes to engage and remediate potential impacts

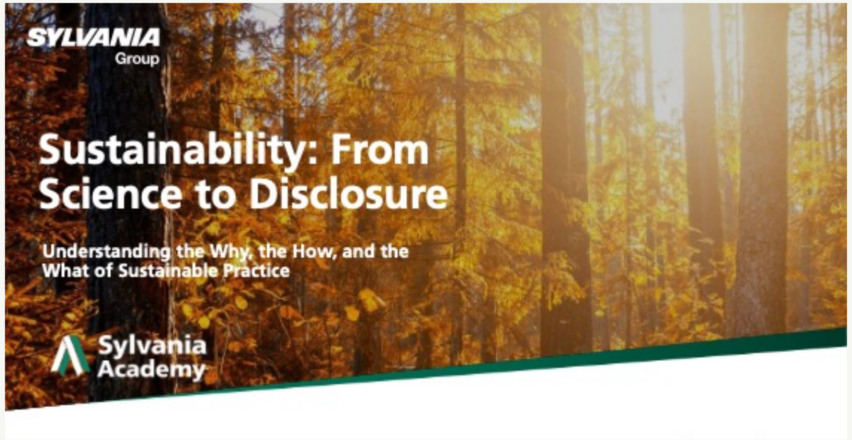
One of our most significant initiatives is the Women Development Program, which was introduced this year as part of our broader diversity, equity, and inclusion strategy. This program aims to foster female leadership, promote equal opportunities, and eliminate gender-related barriers within our organisation. Through mentorship, leadership training, and targeted career development initiatives, we ensure that women have the necessary tools and support to progress into leadership roles. The program also strengthens our long-term commitment to achieving a more balanced gender representation across all levels of the company.



In addition to our gender-focused initiatives, we have refreshed our formerly introduced Sylvania Group Academy, a dedicated learning and development platform that provides employees with access to a wide range of technical and professional training programs. Sylvania Group Academy plays a critical role in mastering the knowledge of internal processes, systems, products, solutions, ensuring that employees have the resources needed to excel in their careers. A more detailed description of Sylvania Group Academy and its impact will be included in the training and development section of this report.

Moreover, in 2024, we introduced the GoodHabitz e-learning platform, reinforcing our commitment to continuous learning and employee development. This digital learning tool empowers our people with flexible, high-quality training opportunities, helping them build new skills and grow professionally. By fostering a culture of learning, we not only support personal and career growth but also enhance our company's innovation and competitiveness. Investing in learning is investing in our future, strengthening our workforce and ensuring long-term sustainability.

Last but not least, the reporting process itself is helping us refine our action plan to further enhance workforce-related initiatives. As part of our sustainability strategy, this report provides an opportunity to analyse existing gaps, define areas for improvement, and establish clear remediation plans where necessary. The insights gathered through this assessment will allow us to better align our workforce policies with sustainability goals, ensuring that all employees benefit from fair, safe, and inclusive working conditions.



3.1.3

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Under ESRS S1-5, our workforce-related targets focus on improving employee satisfaction, gender equality, and professional development, ensuring that key aspects of the employee experience are continuously measured and enhanced.

Work-life balance and job stability are prioritised through specific objectives:

- KEEPING RESIGNATION RATES BELOW 12,5%, serving as a key indicator of employee retention.
- INCREASING PARTICIPATION IN ENGAGEMENT INITIATIVES AND VOLUNTEERING ACTIVITIES to foster a strong workplace culture.
- EXPANDING ACCESS TO FLEXIBLE WORKING ARRANGEMENTS, ensuring employees can adapt their schedules to personal and professional needs.
- STRENGTHENING EMERGENCY PREPAREDNESS by implementing response plans for climate-related risks and workplace emergencies.

Creating equal opportunities across the organisation is supported by:

- ENSURING ALL EMPLOYEES RECEIVE A LIVING WAGE, aligned with ethical labour standards.
- IMPLEMENTING PERFORMANCE-BASED COMPENSATION SYSTEMS to promote transparency and fairness.
- GUARANTEEING THAT CAREER DEVELOPMENT, leadership positions, and professional growth opportunities are accessible regardless of gender.

And finally, building workforce skills remains a priority, with the following objectives:

- Ensuring that all relevant employees receive training on safe handling practices.
- Providing comprehensive health & safety training across all departments.
- Encouraging participation in volunteering initiatives as part of professional development.
- Strengthening sustainability-related training, equipping employees with the knowledge to integrate responsible practices into daily operations.

Each of these targets is tracked through KPIs, allowing for data-driven assessments and continuous adjustments. The reporting process will further clarify our action plan for remediation where necessary, ensuring that progress remains aligned with both workforce priorities and business objectives.

3.1.4

Characteristics of the undertaking's employees

In recent years, the total number of employees has decreased as we have adapted to market conditions and optimised our operations. Despite these adjustments, most of our workforce remains in permanent positions and works full-time, reflecting our commitment to job stability and long-term employment.

The following table provides a consolidated view of our workforce, detailing employee distribution by gender, employment type (permanent or temporary), and working arrangement (full-time or part-time). The data shows that most of our employees hold permanent contracts and work full-time.

Head Count by gender	No. of employees	No. of permanent	No. of temporary	No. of temporary	No. of part-time
Male	805,57	799,41	6,16	790,06	14,51
Female	464,975	441,80	23,18	449,88	15,1
Total	1270,55	1241,21	29,34	1239,94	29,61

In addition, a country-by-country breakdown offers further insights into the regional distribution of our workforce, highlighting local employment trends and structural differences.

APAC

Head Count by gender	No. of employees	No. of permanent	No. of temporary	No. of temporary	No. of part-time
China (Male)	34	34	-	34	-
China (Female)	23	23	-	23	-
Thailand (Male)	20	20	-	20	-
Thailand (Female)	18	16	2	18	-
	5,38	3.126,77%	173,60		
	22,70%	-23,24%	17,43%		
	23.045,76	-31,69%	15.742,33		

EMEA

Head Count by gender	No. of employees	No. of permanent	No. of temporary	No. of temporary	No. of part-time
Belgium (Male)	47	46	1	35	12
Belgium (Female)	14	14	-	12	2
Finland (Male)	10	10	-	10	-
Finland (Female)	3	3	-	3	-
France (Male)	149	148	1	148	1
France (Female)	93	88	5	88	5
Germany (Male)	95	91	4	95	-
Germany (Female)	63	47	16	59	4
Greece (Male)	7	7	-	7	-
Greece (Female)	3	3	-	3	-
Hungary (Male)	38,93	38,93	-	38,93	-
Hungary (Female)	23,55	23,55	-	23,55	-

Characteristics of the undertaking's employees

The data collection was carried out with the support of the Human Resources department in each country, along with digital tools specialised in talent management. The reported data is presented in Headcount, providing an accurate and comprehensive representation of the fiscal year. Most of our workforce is concentrated in EMEA and LATAM, reflecting the core regions of our operations. Additionally, in countries where we have, or have previously had, manufacturing facilities or logistics centres, a higher number of employees can be observed due to the operational needs of these sites.

Our compensation approach is tailored to each country's specific market conditions and cultural expectations, ensuring competitiveness while maintaining internal equity across our global operations. While the exact components vary by region, our EMEA compensation packages typically include several benefits beyond base salary.

In most EMEA countries, employees receive meal vouchers that provide tax-efficient support for daily nutrition needs. Additionally, we offer comprehensive health insurance that often extends beyond the standard national healthcare provisions, ensuring our team members have access to quality medical care with reduced waiting times and expanded coverage options.

We understand the importance of work-life balance and offer flexible working arrangements where operationally feasible, including options for remote work and flexible start and end times.

Professional development remains a cornerstone of our employee value proposition, with educational assistance programs, professional certification support, and internal mobility opportunities available across our operations. These investments in our people not only enhance individual career growth but strengthen our organisational capabilities.

Through regular benchmarking and employee feedback, we continuously refine our compensation and benefits offerings to ensure they remain relevant, competitive, and supportive of our diverse workforce's evolving needs.

EMEA

Head Count by gender	No. of employees	No. of permanent	No. of temporary	No. of temporary	No. of part-time
Italy (Male)	6	6	-	6	-
Italy (Female)	8	8	-	8	-
Netherlands (Male)	14	14	-	13	1
Netherlands (Female)	1	1	-	-	1
Portugal (Male)	1	1	-	-	-
Portugal (Female)	2,13	2,13	-	2	0,13
Spain (Male)	24,61	24,61	0,16	24,1	0,51
Spain (Female)	9,82	9,82	0,18	7,85	1,97
Switzerland (Male)	3	3	-	3	-
Switzerland (Female)	-	-	-	-	-
Türkiye (Male)	-	-	-	-	-
Türkiye (Female)	2	2	-	2	-
UAE (Male)	11	11	-	11	
UAE (Female)	3	3	-	3	
UK (Male)	116,03	116,03	-	116,03	
UK (Female)	25,48	25,48	-	25,48	

LATAM

Head Count by gender	No. of employees	No. of permanent	No. of temporary	No. of temporary	No. of part-time
Colombia (Male)	54	54	-	54	-
Colombia (Female)	64	64	-	64	-
Costa Rica (Male)	93	93	-	93	-
Costa Rica (Female)	47	47	-	47	-
Ecuador (Male)	30	30	-	30	-
Ecuador (Female)	16	16	-	16	-
El Salvador (Male)	10	10	-	10	-
El Salvador (Female)	16	16	-	16	-
Guatemala (Male)	16	16	-	16	-
Guatemala (Female)	14	14	-	13	1
Mexico (Male)	20	20	-	20	-
Mexico (Female)	11	11	-	11	-
Panama (Male)	6	6	-	6	-
Panama (Female)	5	5	-	5	-

3.1.5

Characteristics of non-employee workers in the undertaking's own workforce

In addition to our direct employees, we also collaborate with a limited number of non-employees for specific projects where their expertise is particularly valuable. Currently, there are five non-employees working with us across Belgium, Spain, and the UK. These professionals support highly specialised initiatives, allowing us to remain agile and efficient in addressing specific business needs.

Head Count by gender	Male	Female	Total
Belgium	2	-	2
Spain	-	1	1
United Kingdom	2	-	2
Total	4	1	5

3.1.6

Collective bargaining coverage and social dialogue

Collective bargaining plays an important role in ensuring fair working conditions and fostering social dialogue within our organisation. Currently, 44,74% of our employees are covered by collective bargaining agreements, we continuously work to improve this coverage year by year, ensuring alignment with local labour regulations and industry practices.

Head Count by gender	Collective Bargaining Coverage - EEA	Collective Bargaining Coverage - Non-EEA	Workplace representation - EEA
0-19%	Hungary	Costa Rica, UK, China	Hungary
20-39%		Colombia	
40-59%			
60-79%			
80-100%	Germany, Belgium, France		Germany, Belgium, France

The table above provides an overview of collective bargaining coverage across different regions, categorised by the percentage of employees covered.

- In the EEA, Hungary has the lowest coverage (0-19%), while Germany, Belgium, and France have the highest (80-100%).
- In non-EEA countries, Costa Rica, the UK, and China fall within the lowest coverage range (0-19%), whereas Colombia has moderate coverage (20-39%).
- Workplace representation follows a similar pattern, with Hungary having the lowest presence and Germany, Belgium, and France maintaining structured representation frameworks.

This distribution reflects regional differences in labour relations and regulatory environments, and we continue working towards improving coverage and representation where applicable.

3.1.7

Diversity metrics

Diversity within our workforce is essential to fostering an inclusive and dynamic work environment. We monitor key diversity indicators to understand the composition of our employees and leadership teams, ensuring transparency and informed decision-making.

Distribution of employees by age groups	Male	Female	Total
<30	110	70	180
30-50	406	221	627
>50	292	151	442
Total	809	441	1250

The table above how the largest portion of our workforce falls within the 30-50 age group, reflecting a strong base of experienced professionals. On the other hand, while male employees represent the majority across all age categories, we remain committed to fostering greater gender balance in our workforce.

The composition of our management team reflects the current gender distribution within leadership roles. Out of a total of 26 managers, 5 are female (19.23%), while 21 are male (80.77%). While male representation remains predominant, we continue working towards greater gender balance in leadership, fostering an inclusive environment that promotes equal opportunities for professional growth.

Gender distribution at top management	Male	Female	Total
No.	21	5	26
%	81%	19%	100%

3.1.8

Adequate wages

100% of our direct employees are covered by a comprehensive living wage benchmarking analysis.

In all the countries where we operate, employees receive wages that meet or exceed the applicable benchmark indices, ensuring compliance with local standards for fair compensation.

While minimum wage is the legal baseline set by governments, a living wage reflects the actual income required to cover the basic cost of living with dignity, including housing, food, healthcare, education, and other essentials. Recognising this distinction, we have established a firm commitment to ensure that all our employees receive a living wage by 2030, in line with the specific responsibilities and context of each role.

In this matter, we are proud to report that 100% of our direct employees are covered by a comprehensive living wage benchmarking analysis. This analysis helps us identify gaps and develop strategies to ensure fair compensation across our entire workforce.

Currently, 92,71% of our workforce receives compensation above the living wage standards in their respective countries, despite full compliance with local salary regulations. This gap primarily exists in positions with minimal responsibility or qualification requirements, including internship programs and entry-level roles designed as stepping stones for career development. In addition is it worth noting that the average wage gap between direct employees paid below living wage against a living wage benchmark is under 20%.

For our living wage assessments, we utilise the methodology established by the Global Living Wage Coalition, a recognised authority that provides reliable benchmarks based on the cost of decent living in different geographic locations. This approach ensures that our compensation strategies are based on credible, third-party standards that reflect actual living costs in the communities where we operate, which will help us diligently close the remaining gaps and achieve our 2030 goal.

3.1.9

Social protection

Currently, 77% of our employees are covered by social protection schemes.

The remaining 23% of employees are not fully covered under these schemes, and the countries where social protection is not universally provided to all employees include Hungary, Italy, the Netherlands, Portugal, Türkiye, the United Kingdom, and China.

3.1.10

Persons with disabilities

We recognise the importance of providing equal opportunities to all individuals.

Ensuring an inclusive workplace allows us to benefit from diverse perspectives and talents while fostering a culture of respect and accessibility. We remain committed to supporting employees with disabilities by promoting fair hiring practices and providing the necessary resources for their professional development.

Disabilities	Male	Female	Total
%	1,73%	3,17%	4,9%

3.1.11

Training and skills development metrics

Sylvania Group recognises and appreciates outstanding performance and exceptional contributions of its employees. And that is why we have created the Excellence and Green Awards, which are designed to acknowledge and celebrate individuals/teams who consistently demonstrate excellence in their work, embody the company's values, and make a significant impact on the organisation.

There are four main categories:

Green Award (Individual)

It recognises individuals who exhibit exemplary dedication to environmental sustainability and stewardship. This prestigious accolade celebrates individuals who demonstrate a profound commitment to promoting eco-friendly practices, implementing innovative solutions to environmental challenges, and advocating for a greener future. Recipients of this award serve as inspiring role models, demonstrating how individual actions can make a significant positive impact on the environment and inspire others to follow suit.

Green Award (Team)

It celebrates outstanding collective efforts towards environmental sustainability and conservation. This esteemed recognition honours teams that demonstrate a shared commitment to implementing eco-conscious practices, fostering innovation in green initiatives, and achieving tangible results in reducing environmental impact. Recipients of this award exemplify effective teamwork, collaboration, and leadership in promoting sustainable practices within their organisation or community. Their dedication to environmental stewardship serves as an inspiration to others, showcasing the collective power of teamwork in creating a more sustainable future.

Excellence Award (Individuals)

It recognises outstanding individuals who demonstrate exemplary performance, leadership, and dedication in their respective fields. Recipients of this prestigious award exhibit exceptional skills, innovative thinking, and a commitment to excellence, serving as role models for their peers and inspiring others to strive for greatness.

Excellence Award (Team)

It celebrates exceptional teamwork, collaboration, and achievement within an organisation or community. This esteemed accolade honours teams that demonstrate outstanding performance, effective communication, and a shared commitment to success. Recipients of this award exemplify synergy, innovation, and a collective drive towards excellence, setting a high standard for collaboration and accomplishment.

Average training hours	% workforce receiving evaluations reviews
20	77,72%

On average, each employee receives almost 20 hours of training per year. However, we recognise that this figure may not fully capture the actual learning time, as tracking training hours with complete accuracy remains a challenge. In addition, approximately 50% of our workforce has now received training on environmental topics, and we plan to expand this number to 100%. This training includes around 6 hours of training on compliance and bribery, and DEI.

This year, we have significantly expanded our commitment to professional development by launching a wide range of courses through Sylvania Group Academy and GoodHabitz E-Learning Platform. Our offering includes both pre-recorded courses and live training sessions, ensuring that employees have access to diverse learning opportunities tailored to their needs.

Given this expansion, we expect that the actual training hours per employee will increase considerably, even if this growth is not immediately reflected in reported metrics. Additionally, we do not provide a gender-based breakdown of training hours, as gender does not influence access to Sylvania Group Academy, GoodHabitz or participation in learning programs. Our focus remains on fostering continuous learning and equipping our teams with the necessary skills to thrive.

Sylvania Academy

3.1.12

Health and safety metrics

Ensuring a safe and healthy work environment is a priority across all our operations. We continuously monitor key health and safety indicators to minimise risks and improve workplace conditions.

The table below provides an overview of our occupational health and safety performance, including accident rates, absenteeism, and overall coverage under our health and safety management system. 97.5% of our employees are covered by a formal Health & Safety system, reinforcing our commitment to workplace well-being.

Health & Safety	Male	Female	Total
No. of employees	806	465	1.271
% employees covered by a H&S system	98,0%	96,9%	97,5%
No. of occupational accidents without medical leave	3	3	6
No. of occupational accidents with medical leave	6	5	11
No. of in-itinere accidents	1	1	2
Working days lost due to work-related accidents	147	242	389
Total worked hours	1.491.319	859.997	2.351.316
Total hours of absenteeism	29.429	15.444	44.873
Deaths	0	0	0
Incidence rate	6,21	8,60	14,81
Frequency rate	3,35	4,65	8
Severity rate	0,10	0,28	0,38

Employees receive workplace safety training tailored to their specific roles, ensuring they are equipped with the necessary knowledge to perform their tasks safely.

These training programs are designed in compliance with local regulations in each country, aligning with industry standards and legal requirements to maintain a safe and secure work environment.

In addition to health and safety data, we also report on workforce changes. This year has been marked by a significant restructuring, including the closure of one of our European manufacturing facilities. As a result, employee terminations have been notably impacted.

Terminations	Male	Female	Total
<30	14	12	26
30-50	35	41	76
>50	40	18	58
Total	89	71	160

Following this, we present data on parental leave, reflecting our approach to work-life balance and support for employees during key life events.

Parental leaves	Male	Female	Total
Employees taking parental leave in FY24	6	18	24
Employees returning to work in the reporting period after the end of parental leave in FY24	5	8	13

3.1.13

Work-life balance metrics

Work-life balance remains an important aspect of employee well-being, though its implementation varies significantly depending on local labour regulations, cultural expectations, and company policies in each country.

These measures include flexible working arrangements, parental leave, and other initiatives aimed at supporting employees in managing their professional and personal responsibilities. We continue to adapt our approach in line with regional requirements and evolving workplace trends.

	% employees eligible for family leave	% of entitled employees that took family-related leave
Male	61,46%	6,23%
Female	60,18%	7,19%
Total	61,00%	6,58%

3.1.14

Compensation metrics

We ensure that there is no gender pay gap for employees performing the same work within our organisation. Our compensation policies are designed to provide fair and equal remuneration based on role, experience, and performance, regardless of gender.

Given the nature of our company structure, reporting a gender pay gap based on broad job categories is not meaningful. Unlike organisations with rigidly defined job classifications, our roles encompass a wide range of responsibilities within each category. As a result, a straightforward category-based comparison does not accurately reflect pay equity within our workforce.

The following metrics should be interpreted within the context of our broad international presence, as we operate in multiple countries with varying economic conditions and purchasing power. Differences in local salary structures and living costs naturally influence these figures, making direct comparisons more complex.

Relationship between best paid person and average of other employees (%)	Relationship between best paid person and lowest paid one
889,67%	111,97

3.1.15

Incidents, complaints and severe human rights impacts

During the reporting period, no cases of discrimination, including harassment, were reported, nor were any complaints submitted through internal grievance mechanisms or external bodies such as the OECD National Contact Points.

Additionally, there were no severe human rights incidents related to our workforce, and no fines, sanctions, or compensation payments were issued in connection with such matters.

Our commitment to human rights is firmly grounded in the principles established by the United Nations Global Compact (UNGC), which we have integrated into our corporate policies and daily operations. These principles guide our approach to ethical business conduct and inform our decision-making processes at all levels of the organisation.

We maintain a strict zero-tolerance policy regarding child labour, forced labour, and human trafficking throughout our operations and supply chain. Our comprehensive due diligence processes include assessments and audits to ensure compliance with international standards and local regulations concerning minimum working age and voluntary employment. We require suppliers to adhere to these same standards through our Supplier Code of Conduct.

> We remain committed to upholding high ethical standards and providing clear, accessible channels for employees to raise concerns.

Our internal monitoring processes and compliance frameworks ensure that any potential issues are addressed proactively, with remediation plans developed and implemented where necessary. Through these comprehensive measures, we strive to create a workplace environment that respects and upholds the dignity and rights of all individuals associated with our business.

Building trust for the future

4.1 Business conduct (G1)

"Dedicated to driving genuine sustainability through thoughtful by-laws, transparent corporate governance, and meaningful accountability.
I focus on ensuring that regulations create lasting, positive change – real impact, not just words."

István Jószi
EMEA Head of Legal

Sylvania Group operates under a multi-tiered governance structure, ensuring strategic oversight and alignment between regional and global leadership teams.

This structure allows for efficient decision-making, localised governance, and compliance with both regional and corporate sustainability objectives.

At the regional level, each of the three primary operating regions, APAC, LATAM, and EMEA, has its own governance council. These regional councils oversee business operations, financial performance, risk management, and sustainability initiatives within their respective territories. They are responsible for ensuring that corporate policies are implemented in a way that reflects local regulatory environments, market conditions, and stakeholder expectations.

For EMEA, governance is managed through the European Management Team (EMT), which follows a structured hierarchy. The CEO for Europe leads the region, supported by the CFO and an executive team responsible for sales, strategic operations, support functions, and compliance. The EMT also includes a European Support Committee, which provides expertise in legal matters, supply chain management, and specialised business segments. This ensures that decision-making integrates financial, operational, legal, and sustainability perspectives.

Above the regional councils, a Global Governance Council provides top-level oversight and ensures that all regional governance structures operate in alignment with the company's global objectives. This council sets the overall corporate vision, sustainability strategy, and ethical governance framework, ensuring consistency across markets while allowing for regional flexibility.

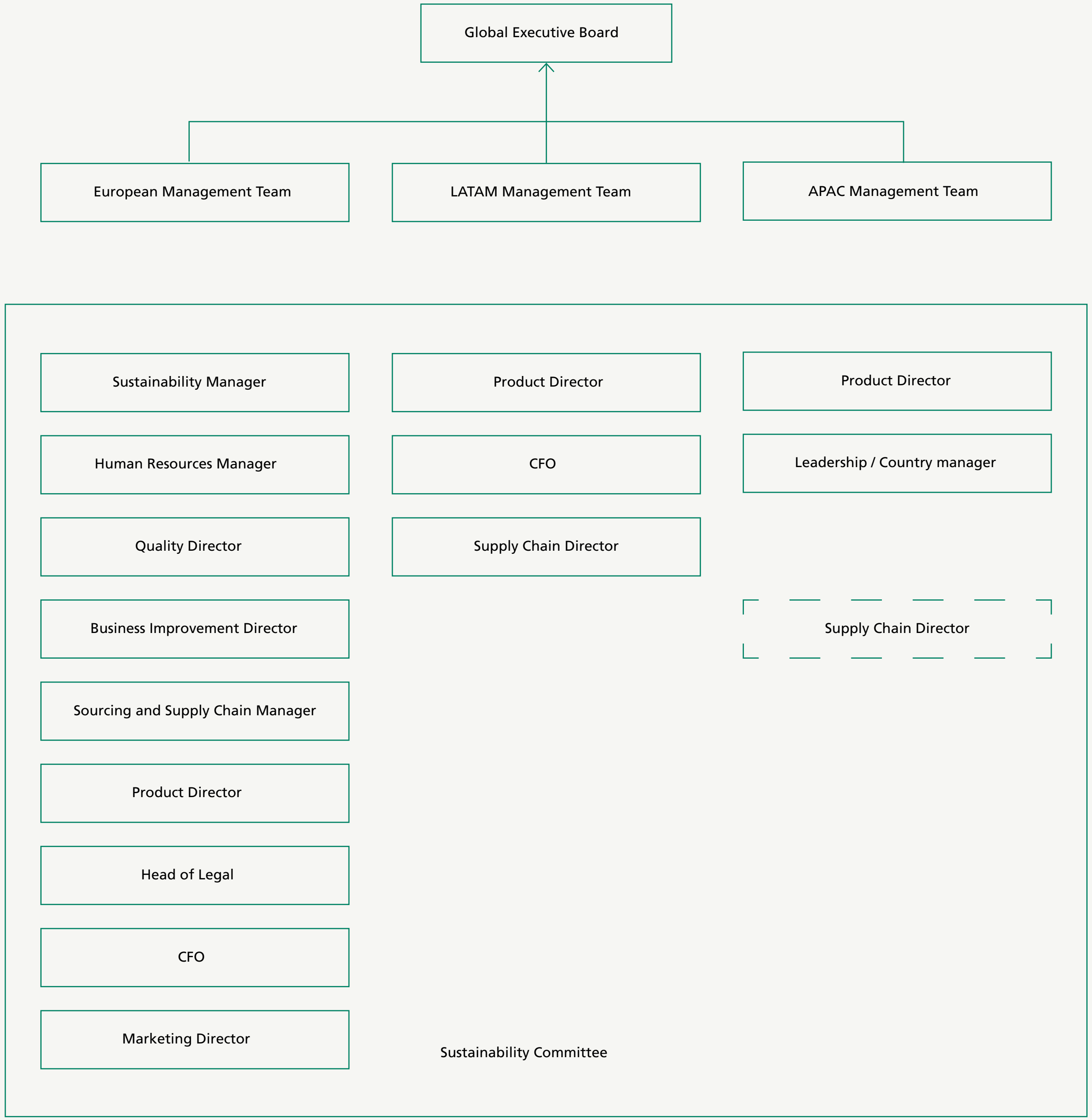
Furthermore, board composition and governance structures vary by country, adapting to specific regulatory and operational needs. However, across all regions, governance bodies share a common commitment to ethical leadership, transparency, and accountability, ensuring that the company operates in a sustainable and responsible manner.

The highest governance body plays a critical role in overseeing the management of sustainability impacts, ensuring that ESG considerations are integrated into corporate decision-making. The Sustainability Manager, as the highest-ranking sustainability officer, is responsible for leading these efforts, supported by the Sustainability Committee. This committee, composed of representatives from key departments, provides cross-functional expertise and ensures that sustainability-related risks and opportunities are effectively managed across business operations.

Business conduct (G1)

The delegation of responsibility follows a structured approach where the Sustainability Manager, in collaboration with the committee, develops and implements strategies to mitigate negative impacts and enhance sustainability performance. This framework fosters collective accountability, ensuring that relevant departments contribute actively to impact management and that sustainability goals align with broader corporate objectives.

Regarding sustainability reporting, the highest governance body maintains oversight to ensure compliance, transparency, and alignment with global standards such as ESRS and GRI. The Sustainability Manager, with the support of the committee, is responsible for data collection, performance analysis, and reporting, ensuring that disclosures accurately reflect the company's sustainability commitments and progress.



4.1.1 The role of the administrative, supervisory and management bodies

According to the Global Business Standards, violations can be reported to the immediate manager as the first point of contact. However, employees also have the option to escalate concerns to senior management, the Human Resources department, or the Legal Department.

In addition, a whistleblowing policy operates in parallel with the standard reporting process, allowing reporters to approach the Compliance Manager, who is part of the Legal Department, ensuring a structured and secure channel for handling misconduct reports.

The administrative, management, and supervisory bodies responsible for overseeing business conduct possess the following qualifications and expertise:

- The EMEA Regional HR Business Partner holds a certification in human resources management, ensuring a comprehensive understanding of labour regulations and corporate compliance.
- The Legal Department, including the Compliance Manager, is staffed with professionals holding legal degrees. In addition, the Head of Legal is a Doctor of Laws, and is Bar qualified, providing the necessary legal expertise to oversee business conduct, ethics, and compliance matters effectively.

4.1.2 Corporate culture and business conduct policies

The Human Resources Department takes the lead in developing, promoting, and evaluating the corporate culture, while the Legal Department is not directly involved in this process. To ensure ethical conduct and compliance, the company has established a Whistleblowing Policy that allows both internal and external individuals working with the organisation to report concerns through a dedicated helpline managed by the Compliance Manager. This policy outlines clear procedural rules, including responsibilities, deadlines, and protections for both the reporter and the accused, ensuring no retaliation and upholding the presumption of innocence.

Investigations are conducted independently by the Head of Legal, who has full autonomy in the process, meaning that senior management, including the CEO, cannot interfere. Once the investigation is completed, a formal report and recommendations are issued, and any necessary corrective actions are implemented by the relevant entity director.

To strengthen its ethical framework, the company has implemented a separate Anti-Bribery Policy and has identified functions that are most exposed to corruption risks. The procurement, IT, and sales departments are classified as the highest-risk areas due to their involvement in purchases and rebate agreements. Marketing, HR, quality assurance, and plant management follow as moderate-risk functions, particularly where they liaise with authorities. Finance teams, responsible for payment controls and processes, are also considered a relevant area in mitigating corruption risks.

The company is committed to protecting whistleblowers and ensuring a zero-tolerance policy for retaliation. Employees who report misconduct cannot face dismissal, disciplinary actions, or any disadvantageous measures without the explicit approval of both the EMEA CEO and the Head of Legal during the investigation process. Furthermore, this protection extends for one year after the case is closed, requiring continued approval from the EMEA CEO for any employment-related decisions affecting the whistleblower.

As part of its commitment to legal compliance, the company adheres to EU whistleblower protection regulations, particularly in FSIG, FS France, and FS Germany, where organisations with more than 50 employees must meet strict reporting and protection requirements. Internal whistleblower reporting channels are accessible through the Global Policy Portal ("The Green" intranet), and awareness is reinforced through circular emails, compliance training, Sylvania Academy sessions, billboards, and an intranet shortcut for easy access.

The company also mandates compliance training for all employees, which is delivered online by an external provider. This training is a compulsory part of the onboarding process and must be completed annually to ensure ongoing awareness and adherence to ethical business conduct.

4.1.3 Management of relationships with suppliers

The company is committed to ensuring that its supply chain operates in accordance with high ethical, environmental, and social standards. To achieve this, we have established a Supplier Onboarding process that integrates Environmental, Social, and Governance (ESG) criteria into supplier selection and evaluation.

As part of this process, all new suppliers are required to either sign our Supplier Code of Conduct, which explicitly outlines ESG expectations, and complete a SEDEX Self-Assessment Questionnaire (SAQ) to evaluate their inherent risks, or they must provide an internal Code of Conduct that meets comparable standards. Additionally, we accept approved third-party ESG assessments such as Integrity Next or EcoVadis as an alternative means of demonstrating compliance.

To ensure ongoing compliance and mitigate risks, we conduct further due diligence on suppliers if any concerns arise, whether with new partners or existing ones. In such cases, we initiate SMETA (SEDEX Members Ethical Trade Audit) audits, a widely recognised ethical trade audit methodology designed to identify social, labour, and environmental risks within supply chains. These audits provide a detailed assessment of suppliers' practices, allowing us to detect any shortfalls or non-compliances that may pose risks to our operations or values.

If non-compliances are identified, we engage directly with the supplier to implement corrective action plans aimed at addressing the deficiencies. Our expectation is that suppliers take proactive measures to rectify any issues and align their operations with our ESG standards. Failure to comply with these corrective actions may lead to more severe consequences, including sourcing products from alternative suppliers or, if necessary, removing the supplier from our supply chain.

4.1.4 Prevention and detection of corruption and bribery

The company has established a comprehensive compliance framework to prevent, detect, and address incidents of corruption and bribery. A mandatory online compliance training program is in place to educate employees on ethical business practices, whistleblowing procedures, and the Code of Conduct (CoC), ensuring the timely detection of potential violations.

To uphold investigative independence, all corruption and bribery cases are handled by an investigation committee that operates separately from the management chain responsible for prevention and detection. This approach guarantees impartiality in assessing and resolving reported concerns. When an issue arises, the Head of Legal is responsible for conducting the investigation and reporting outcomes to the CEO, the relevant director, and the HR department, providing a final conclusion and recommendations for corrective action.

As part of its commitment to transparency and continuous improvement, the organisation plans to extend its whistleblowing policy globally, ensuring that employees across all regions have access to a standardised, secure reporting mechanism. To reinforce awareness, all anti-corruption and bribery policies are communicated through circular emails, placement on the Global Policy Portal ("The Green" intranet), and employee sign-off, subject to local employment laws.

Employees are required to complete online anti-bribery training as a mandatory part of the onboarding process, with annual re-certification to ensure continued compliance. The program covers 100% of at-risk functions, focusing on departments and roles most exposed to corruption risks. Training is overseen by senior leadership, including the Head of Legal (EMEA), Compliance Manager, HR Manager (EMEA), and the EMEA CEO.

The company also conducts a structured analysis of its training activities, ensuring targeted delivery based on region and job function. Compliance training includes modules on the Code of Conduct, data privacy, anti-bribery measures, and competition law. The program is accessible to all employees with computer access, with blue-collar workers being the only exception. The global attendance rate currently stands at 85%, reflecting strong participation across the organisation.

To maintain ongoing awareness and vigilance, anti-corruption and bribery training courses are rolled out continuously every month. Employees must complete their initial training within one month of their hire date, followed by annual refresher courses to reinforce ethical conduct and regulatory compliance.

4.1.5 Confirmed incidents of corruption or bribery

The organisation maintains a strong anti-corruption and anti-bribery framework, ensuring compliance with international legal standards and corporate ethics. As a result of these robust measures, there have been no convictions for violations of anti-corruption and anti-bribery laws.

Additionally, the company has not incurred any fines related to such violations, reflecting its effective prevention strategies and adherence to regulatory requirements. There have been no confirmed incidents of corruption or bribery, making any case-specific analysis or investigation reports not applicable.

Furthermore, the company has not recorded any dismissals or disciplinary actions against employees for corruption or bribery-related offenses. Similarly, there have been no instances where contracts with business partners were terminated or not renewed due to violations of anti-corruption policies.

No public legal cases have been brought against the company or its employees concerning corruption or bribery, and therefore, there are no reported legal outcomes related to such matters.

4.1.6 Political influence and lobbying activities

The organisation does not engage in political influence or lobbying activities, as these matters are not relevant to the group's operations. The company maintains a neutral stance on political affairs and does not allocate resources to activities aimed at influencing governmental policies, legislation, or regulatory decisions.

4.1.7 Integration of sustainability-related performance in incentive schemes

Currently, sustainability performance is taken into account in the calculation of the EMT bonus, reinforcing the role of sustainable business practices at the leadership level.

However, we acknowledge that climate performance should be an integral part of our broader incentive structure, ensuring that other employees across different levels of the organisation feel actively involved in our sustainability strategy. To this end, we are actively working on a plan to integrate sustainability-related performance indicators into our compensation and incentive schemes, aiming to create a direct link between individual and collective contributions toward our climate goals, fostering a stronger culture of sustainability ownership within the company.

05

About this report

About This Report

This report was initiated with the intention of anticipating compliance with Directive (EU) 2022/2464 on corporate sustainability reporting, adopted by the European Union. However, recent developments have led to a relaxation of the initial obligations, thus diluting the level of ambition of the regulation. We consider transparency and accountability in sustainability to be fundamental principles guiding our business strategy and therefore, irrespective of these regulatory changes, we reaffirm our commitment to the implementation of the ESRS standards issued by EFRAG. We will move forward with the implementation and publication of this report under these standards, maintaining our commitment to full disclosure aligned with the principles of dual materiality and long-term sustainability.

5.1

Scope of information

This Annual Sustainability Report, covering the financial year from 1st January 2024 to 31st December 2024, hereinafter referred to as 'financial year 2024 or FY24, and forming an integral part of the consolidated Annual Accounts of Feilo Malta Limited, and its Subsidiary Companies, is published in compliance with the European Union Delegated Regulation 2023/2772 of 31st July 2023 and shall only be valid as long as it accompanies the aforementioned annual accounts. The report is published pursuant to the European Union Delegated Regulation 2023/2772 of 31st July 2023 and shall only be valid as long as it accompanies the aforementioned annual accounts.

This document refers to the activity of the Feilo Malta Limited, hereinafter 'the Group', 'Sylvania Group', or interchangeably, engaged in the production and marketing of electronic equipment, namely professional lighting.

For the elaboration of this Sustainability Report, a selection of indicators, or at least part of its content, established in the ESRS Sustainability Reporting Guidelines, as well as the Global Reporting Initiative, have been taken as standard, being these standards widely recognised internationally. An index is available in the following sections to facilitate the identification of the different information points to which they refer.

Likewise, the context and regulation of the sector has also been taken into account, as well as the main demands of stakeholders, including customers, employees, regulatory bodies, society and suppliers.

The scope of the current Sustainability Report is the same as that used in the Annual Accounts, and the following companies are included within the scope of consolidation[2]:

Country	Entity
APAC	
China	Guangzhou Feilo Sylvania Enterprises Limited
Thailand	Feilo Sylvania (Thailand) Ltd.
EMEA	
Belgium	Feilo Sylvania Belgium BV
Belgium	Feilo Sylvania Lighting Belgium NV
Finland	Feilo Sylvania Finland OY
France	Feilo Sylvania Lighting France SAS
Germany	Feilo Sylvania Germany GmbH
Greece	Feilo Sylvania Greece A.E.E.E.
Hungary	Feilo Sylvania International Group KFt.
Italy	Feilo Sylvania Italy S.p.A.
Netherlands	Feilo Sylvania Fixtures Netherlands B.V.
Portugal	Feilo Sylvania Portugal Lda.
Spain	Feilo Sylvania Spain, S.A.U.
Türkiye	Feilo Sylvania TR Elektrik Ürünleri Ltd.
United Arab Emirates	Feilo Sylvania Dubai FZCO
United Kingdom	Feilo Sylvania UK Limited
United Kingdom	Feilo Sylvania Fixtures UK Limited
LATAM	
Colombia	Feilo Sylvania Colombia S.A.
Costa Rica	Feilo Sylvania Costa Rica S.A.
Ecuador	Feilo Sylvania N.V. (Ecuador Sales Branch)
El Salvador	Feilo Sylvania El Salvador S.A. de C.V.
Guatemala	Feilo Sylvania Guatemala S.A.
Mexico	Feilo Mexico S.A. de C.V.
Panama	Feilo Sylvania Panama, S.A.

[2] Not all the entities consolidating in the financial statement have relevant consumption, such as water, electricity, etc. Moreover, to facilitate the reading of the report, the consumption of these companies has been integrated in those companies to which they consolidate, as in the case of Eastern Europe in Hungary.

Scope of information

The present report includes information on both the upstream and downstream activities of our value chain, focusing on material impacts, risks, and opportunities as identified through our materiality assessment.

Throughout the report, in order to be able to provide a comprehensive measurement, different estimates and proxies have been used, for example, for the calculation of our carbon footprint scope 3, we have relied on several approximations and estimates, particularly for entities where direct data is not yet available. Our approach involves detailed measurement of the carbon footprint for a select number of key entities, and we extrapolate this data to other entities based on their respective purchase volumes, a metric we consistently track across all entities. This method ensures a reasonably high level of fidelity in the estimates, as the volume of purchases serves as a reliable proxy for carbon-intensive activities.

We are committed to continuously improving the accuracy of our data collection and management processes. Significant progress has already been made compared to the previous reporting period, as we have enhanced our data collection systems and expanded the coverage of primary data sources. Moving forward, we plan to further refine our data collection processes and work towards minimising the reliance on estimates.

In addition, several of our operational sites have been certified under international ISO standards, demonstrating our commitment to quality, environmental performance, energy efficiency, and occupational health and safety. Based on our current structure, we consider six main operational sites across manufacturing, R&D and logistics. Among these:

- ISO 9001 (Quality Management) is implemented in 3 of our 6 operational sites, with additional certification at our Chinese subsidiary.
- ISO 14001 (Environmental Management) covers all three manufacturing sites representing 50% of our operational sites.
- ISO 45001 (Health & Safety Management) is in place at 2 of 6 sites, representing 33%.
- ISO 50001 (Energy Management) has been adopted at our energy-intensive sites in Newhaven and Erlangen, so 33% as well.

We continue to work toward extending certification coverage, prioritising high-impact locations and aligning our operational footprint with internationally recognised standards.

On the other hand, this report will start to be audited from next exercise.

All policies referenced throughout this report have a global scope and apply to our entire operations and workforce. If any policy includes specific exceptions, these will be clearly specified in the according section.

Regarding accountability, the highest-level responsible persons for the implementation of these policies are the Country Managers and Regional Directors, including those overseeing EMEA and LATAM. In cases where exceptions apply, these will be explicitly indicated within the corresponding policy.

During 2023 and 2024, driven by our ambition to enhance our EcoVadis Assessment performance, we have developed a broad set of relevant policies to support our decarbonisation strategy. To improve clarity and alignment, we have unified these policies following the thematic structure proposed by the ESRS framework of EFRAG. This approach ensures that each policy is easily identifiable with its corresponding Impacted Risk and Opportunity.

Furthermore, it is important to note that all policies are living documents, and their content may evolve over time, meaning that the versions included in this or any other Sylvania Group report may not fully match those published in different years.

The objectives described throughout this report are, unless stated otherwise, set for 2030. Similarly, unless otherwise specified:

- The baseline value is 0.
- The measurement unit is absolute, expressed as a percentage.

For more details on specific targets and decarbonisation levers, please refer to our Transition Plan, where progress updates will be published periodically. These updates will also be incorporated into our sustainability report.

Finally, we want to emphasise that all our decarbonisation objectives have been established voluntarily, demonstrating our commitment to climate leadership. The 2050 targets will be defined in the coming years, once we achieve our current goals and gain a clearer understanding of emerging challenges. Given our recent baseline year, setting long-term targets at this stage would not be meaningful.

5.2 Content index

5.2.1 GRI index

SYLVANIA Group

GRI STANDARD	DISCLOSURE REQUIREMENTS	LOCATION / DIRECT ANSWER
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational details	5.1
	2-2 Entities included in the organisation's sustainability reporting	5.1
	2-3 Reporting period, frequency and contact point	5.1
	2-4 Restatements of information	N/A
	2-6 Activities, value chain and other business relationships	1.3
	2-7 Employees	3.1.5
	2-8 Workers who are not employees	3.1.6
	2-9 Governance structure and composition	4.1
	2-11 Chair of the highest governance body	4.1
	2-12 Role of the highest governance body in overseeing the management of impacts	4.1
	2-13 Delegation of responsibility for managing impacts	4.1
	2-14 Role of the highest governance body in sustainability reporting	4.1
	2-16 Communication of critical concerns	3.1.16
	2-19 Remuneration policies	3.1.15
	2-21 Annual total compensation ratio	3.1.15
	2-23 Policy commitments	2.1.2
	2-24 Embedding policy commitments	5.1
	2-27 Compliance with laws and regulations	None
	2-28 Membership associations	1.5
	2-29 Approach to stakeholder engagement	1.3.1
	2-30 Collective bargaining agreements	3.1.7
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.2
	3-2 List of material topics	1.2
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	4.1.4
	205-2 Communication and training about anti-corruption policies and procedures	4.1.4
	205-3 Confirmed incidents of corruption and actions taken	4.1.5
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2.2
GRI 301: Materials 2016	301-1 Materials used by weight or volume	2.2.4
	301-2 Recycled input materials used	2.2.4

GRI index

GRI STANDARD	DISCLOSURE REQUIREMENTS	LOCATION / DIRECT ANSWER

Energy

GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	2.1.5
	302-2 Energy consumption outside of the organisation	2.1.5
	302-3 Energy intensity	2.1.5
	302-4 Reduction of energy consumption	2.1.5
	302-5 Reductions in energy requirements of products and services	2.1.5

Water and effluents

GRI 3: Material Topics 2021	3-3 Management of material topics	N/A
	303-5 Water consumption	22.252,89 m3

Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2.1.6.1
	305-2 Energy indirect (Scope 2) GHG emissions	2.1.6.1
	305-3 Other indirect (Scope 3) GHG emissions	2.1.6.1
	305-4 GHG emissions intensity	2.1.6.1
	305-5 Reduction of GHG emissions	2.1.6.1

Waste

GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2.2.5
	306-2 Management of significant waste-related impacts	2.2.5
	306-3 Waste generated	2.2.5

Supplier environmental assessment

GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	4.1.3
	308-2 Negative environmental impacts in the supply chain and actions taken	4.1.3

Employment

GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
	401-3 Parental leave	3.1.13

GRI index

GRI STANDARD	DISCLOSURE REQUIREMENTS	LOCATION / DIRECT ANSWER
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
	403-5 Worker training on occupational health and safety	3.1.13
	403-8 Workers covered by an occupational health and safety management system	3.1.13
	403-9 Work-related injuries	3.1.13
	403-10 Work-related ill health	3.1.13
Training and education		
GRI 404: Training and Education 2016	3-3 Management of material topics	1.2
	404-1 Average hours of training per year per employee	3.1.12
	404-2 Programs for upgrading employee skills and transition assistance programs	3.1.12
	404-3 Percentage of employees receiving regular performance and career development reviews	3.1.12
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.1.8
	405-2 Ratio of basic salary and remuneration of women to men	3.1.9
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	3.1.16
Child labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	3.1
Forced or compulsory labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	3.1
Supplier social assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	4.1.3
	414-2 Negative social impacts in the supply chain and actions taken	4.1.3
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 415: Public Policy 2016	415-1 Political contributions	4.1.6

5.2.2

CSRD index

DISCLOSURE REQUIREMENTS		CONTENT	LOCATION

E1 Climate change

Governance	DR E1 GOV-3	Integration of sustainability-related performance in incentive schemes	4.1.7
Strategy	DR E1-1	Transition plan for climate change mitigation	2.1.1
	DR E1 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.4
Impact, risk and opportunity management	DR E1 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	1.4
	DR E1-2	Policies related to climate change mitigation and adaptation	2.1.2
	DR E1-3	Actions and resources in relation to climate change policies	2.1.3
Metrics and targets	DR E1-4	Targets related to climate change mitigation and adaptation	2.1.4
	DR E1-5	Energy consumption and mix	2.1.5
	DR E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope	2.1.6.1
	DR E1-7	GHG removals and GHG mitigation projects financed through carbon credits	2.1.6.2
	DR E1-8	Internal carbon pricing	2.1.6.3

E5 Resource use and circular economy

Impact, risk and opportunity management	DR E5 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	1.4
Metrics and targets	DR E5-1	Policies related to resource use and circular economy	2.2.1
	DR E5-2	Actions and resources in relation to resource use and circular economy	2.2.2
	DR E5-3	Targets related to resource use and circular economy	2.2.3
	DR E5-4	Resource inflows	2.2.4
	DR E5-5	Resource outflows	2.2.5

CSRD index

SYLVANIA Group

DISCLOSURE REQUIREMENTS		CONTENT	LOCATION

S1 Own workforce

Governance Strategy	DR S1 SBM-2	Interests and views of stakeholders	1.3.1
	DR S1 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1
Impact, risk and opportunity management	DR S1-1	Policies related to own workforce	3.1.1
	DR S1-2	Processes for engaging with own workers and workers' representatives about impacts	3.1.2
	DR S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	3.1.2
	DR S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	3.1.3
Metrics and targets	DR S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.1.4
	DR S1-6	Characteristics of the undertaking's employees	3.1.5
	DR S1-7	Characteristics of non-employee workers in the undertaking's own workforce	3.1.6
	DR S1-8	Collective bargaining coverage and social dialogue	3.1.7
	DR S1-9	Diversity metrics	3.1.8
	DR S1-10	Adequate wages	3.1.9
	DR S1-11	Social protection	3.1.10
	DR S1-12	Persons with disabilities	3.1.11
	DR S1-13	Training and skills development metrics	3.1.12
	DR S1-14	Health and safety metrics	3.1.13
	DR S1-15	Work-life balance metrics	3.1.14
	DR S1-16	Compensation metrics	3.1.15
	DR S1-17	Incidents, complaints and severe human rights impacts	3.1.16

G1 Business Conduct

Strategy	DR G1 GOV-1	The role of the administrative, supervisory and management bodies	4.1.1
Impact, risk and opportunity management	DR G1 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	1.4
	DR G1-1	Corporate culture and Business conduct policies and corporate culture	4.1.2
	DR G1-2	Management of relationships with suppliers	4.1.3
	DR G1-3	Prevention and detection of corruption and bribery	4.1.4
Metrics and targets	DR G1-4	Confirmed incidents of corruption or bribery	4.1.5
	DR G1-5	Political influence and lobbying activities	4.1.6
	DR G1-6	Payment practices	4.1.7

5.2.3 TCFD index

TOPIC	RECOMMENDATION	PAGES / DIRECT ANSWER
	G1 Business Conduct	
Governance	Describe the board's oversight of climate-related risks and opportunities.	4.1
	Describe management's role in assessing and managing climate-related risks and opportunities.	4.1
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	1.4
	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	1.4
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	1.4
Risk Management	Describe the organisation's processes for identifying and assessing climate-related risks.	1.4
	Describe the organisation's processes for managing climate-related risks.	1.4
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	1.4
Metrics and targets	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	1.4
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2.1.6
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	2.1.4

5.3 Glossary

APAC (Asia-Pacific) – One of the company's three main operating regions, covering business activities in Asia and the Pacific region.

B2B (Business-to-Business) – One of the company's two distinct business lines, focusing on professional customers, including wholesalers, contractors, and businesses. This division operates with a dedicated product range and tailored market strategies.

B2C (Business-to-Consumer) – A separate business line within the company, targeting end consumers with differentiated product offerings and marketing strategies designed specifically for the retail market.

Climate Crisis – The severe and escalating impact of global climate change caused by greenhouse gas emissions, leading to extreme weather events, rising sea levels, biodiversity loss, and socio-economic disruptions. The term emphasises the urgency of action to mitigate climate change and transition toward sustainable solutions.

CO_2e (Carbon Dioxide Equivalent) – A metric used to compare emissions from various greenhouse gases based on their global warming potential.

Code of Conduct – A set of ethical principles and guidelines that define expected behaviours and responsibilities within the company.

Corporate Sustainability Reporting Directive (CSRD) – A European regulation requiring companies to disclose sustainability-related information to enhance transparency and accountability.

DEI (Diversity, Equity, and Inclusion) – A framework ensuring fair treatment, equal opportunities, and an inclusive environment in the workplace.

EcoVadis – A recognised third-party sustainability rating provider assessing companies' environmental, social, and ethical performance.

EMEA (Europe, Middle East, and Africa) – One of the company's three main operating regions, covering business activities in these geographical areas.

EMT (European Management Team) – The governance body responsible for overseeing operations, strategy, and compliance across the EMEA region.

EPD (Environmental Product Declaration) – Is a standardised document that provides transparent and verified information on the environmental impact of a product throughout its life cycle.

Environmental, Social, and Governance (ESG) – A framework used to evaluate a company's sustainability and ethical impact.

ESRS (European Sustainability Reporting Standards) – A set of sustainability reporting requirements established under the CSRD to standardise corporate sustainability disclosures.

FSIG (Feilo Sylvania International Group) – The parent company of the organisation, overseeing global operations, governance, and strategic direction across all regional subsidiaries.

GHG (Greenhouse Gases) – Gases such as CO_2, methane, and nitrous oxide that contribute to global warming and climate change.

Global Governance Council – The highest-level governing body that ensures regional alignment with corporate policies and long-term sustainability objectives.

GRI (Global Reporting Initiative) – A leading international framework for sustainability reporting that aligns with ESRS and CSRD requirements.

Integrity Next – A third-party platform providing sustainability assessments for suppliers and businesses.

IROs (Impacts, Risks, and Opportunities) – A framework used in ESRS reporting to identify and disclose sustainability-related impacts, risks, and opportunities within an organisation.

LATAM (Latin America) – One of the company's three main operating regions, covering business activities in Latin America.

LCA (Life Cycle Assessment) – A method used to assess the environmental impact of a product or service throughout its entire life cycle, from raw material extraction to disposal.

LE (Lighting Europe) – A European industry association representing the lighting sector, advocating for sustainable and energy-efficient lighting solutions.

5.3 Glossary

LIA (Lighting Industry Association) – A professional association for the lighting industry, promoting compliance, standards, and sustainability initiatives.

Paris Agreement – A legally binding international treaty adopted in 2015 under the United Nations Framework Convention on Climate Change (UNFCCC), aiming to limit global warming to well below 2°C, preferably to 1.5°C, compared to pre-industrial levels.

SAQ (Self-Assessment Questionnaire) – A tool used to assess supplier risks, particularly regarding ESG compliance and ethical sourcing.

SBTi (Science-Based Targets initiative) – A framework that helps companies set and validate GHG emissions reduction targets in line with the Paris Agreement.

SDGs (Sustainable Development Goals) – A set of 17 global goals established by the United Nations to address global challenges such as climate change, poverty, and inequality.

SEDEX (Supplier Ethical Data Exchange) – A global membership organisation that provides a platform for businesses to manage and improve working conditions in global supply chains.

SMETA (SEDEX Members Ethical Trade Audit) – A widely recognised audit methodology used to assess labour rights, health and safety, environmental impact, and business ethics within supply chains.

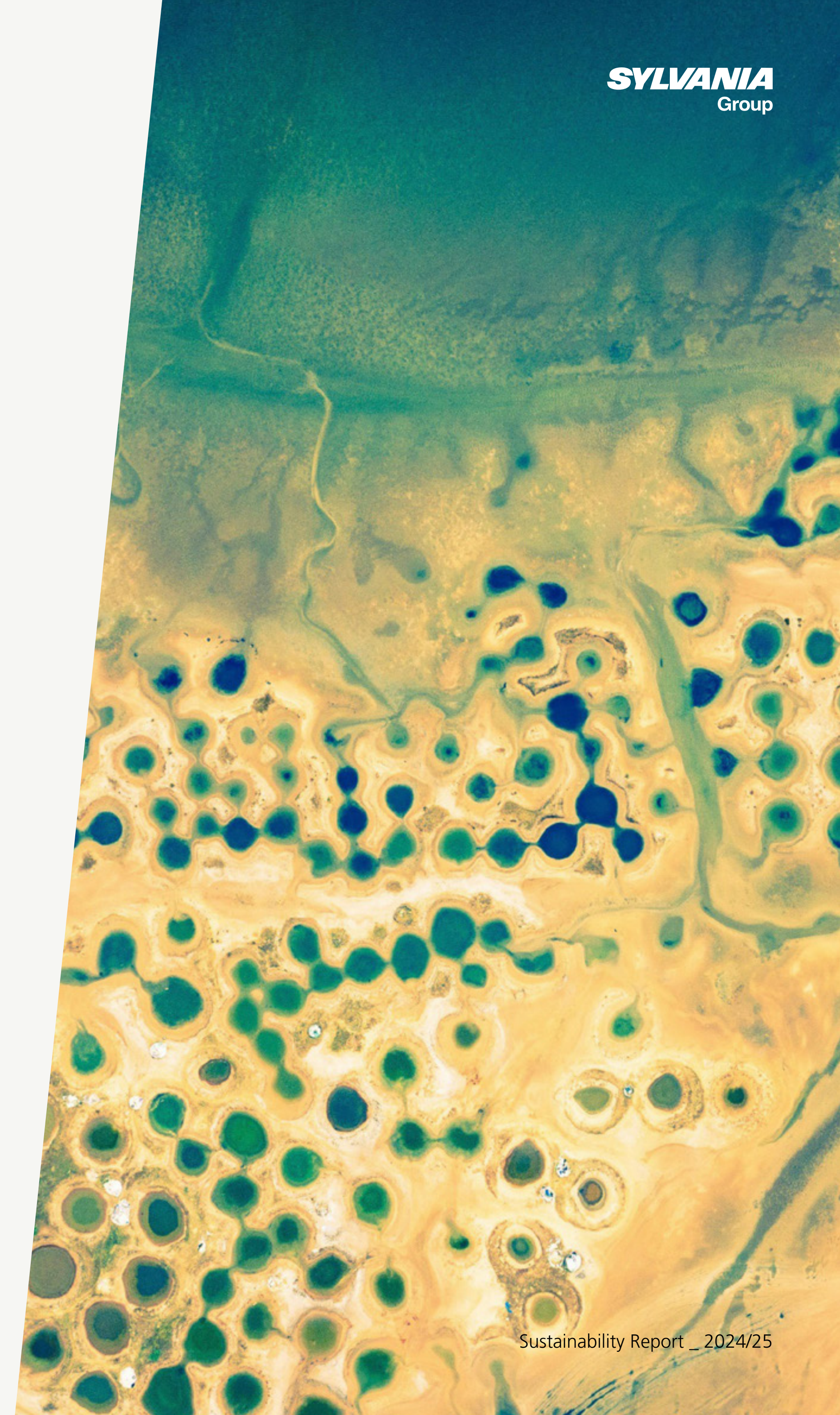
Sustainability Committee – A cross-functional group composed of representatives from key departments that support the Sustainability Manager in managing impacts and achieving sustainability goals. It oversees the action plan dedicated to GHG emissions reduction.

Sustainability Manager – The highest-ranking sustainability officer responsible for overseeing sustainability strategy, impact management, and reporting.

TCFD (Task Force on Climate-related Financial Disclosures) – A global framework for companies to disclose climate-related financial risks and opportunities.

Third-Party ESG Assessments – External evaluations (e.g., EcoVadis, Integrity Next) used to assess suppliers' environmental, social, and governance performance.

UNGC (United Nations Global Compact) – A voluntary initiative for businesses to adopt sustainable and socially responsible policies aligned with the UN's SDGs.



Although every effort has been made to ensure accuracy in the compilation of the technical detail within this publication, specifications and performance data are constantly changing.

Current details should therefore be checked with Feilo Sylvania International Group Kft.

Edited: December 2025

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