

# WE CARE .



**Inclusive Language:**

In line with our commitment to diversity and inclusion, this report employs gender-neutral language. However, for reasons of readability and clarity, we occasionally use the generic masculine, particularly when referring to non-specific groups such as customers or suppliers. In such cases, the terms used are intended to represent all genders equally. When directly addressing our Molto Luce employees, we prioritize explicitly including all genders.

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# ABOUT THIS REPORT

## MANAGEMENT STATEMENT

**WE CARE.** – Because we believe in values.

With our sustainability program **People.Power.Planet** under the motto „WE CARE.“, we aim to emphasize that how we treat available resources, our fellow human beings, and the planet truly matters to us. It highlights our commitment to creating sustainable and forward-thinking solutions.



**PEOPLE**



**POWER**



**PLANET**

# WE CARE .

**Fritz Eiber**, Founder & CEO – on „**PEOPLE**“

„Sustainability at Molto Luce begins with people. It is the people and global partnerships that enable us to create our luminaires and design bespoke lighting solutions. Our goal is to offer sustainable solutions that provide real added value while adhering to the highest ethical standards. We firmly believe that long-term success can only be achieved through trustful and fair collaboration with our customers, partners, and employees. That’s why we focus on sustainable sales and production concepts that promote both economic and social progress.“



**Bernd Diesenberger**, Managing Director – on „**POWER**“

„In a world that never stops evolving, at Molto Luce, we see it as our top priority to develop technology with responsibility. The Power pillar represents our drive to advance innovations that are not only high-performing but also sustainable. We focus on energy efficiency and resource-saving technologies to minimize our ecological footprint while maximizing the performance of our products. Our technology aims not only to change the world but also to help preserve it for future generations and create forward-thinking lighting solutions.“



**Wolfgang Brunnmayr**, Managing Director – on „**PLANET**“

„Our responsibility does not stop at national borders. With the Planet pillar, we are committed to promoting sustainable business practices worldwide and embedding environmental awareness across all our markets. At Molto Luce, we see it as our duty to export solutions that not only drive economic success but also protect the planet. By deliberately using recycled materials, resource-efficient packaging, and renewable energy, we aim to play our part in actively addressing global challenges such as climate protection.“



## WHO WE ARE

MOLTO LUCE GmbH is headquartered as a limited liability company at Europastraße 45, A-4600 Wels. The company operates branches in Austria, Germany, Switzerland, and Italy, with sales and trading partnerships worldwide, primarily focused on the European market.

Founded in 1981 by Friedrich Eiber, who remains the owner and an active member of the management team, Molto Luce has consistently evolved, contributing to the company's growth and the development of new products. The organizational structure is detailed in the organigram below.

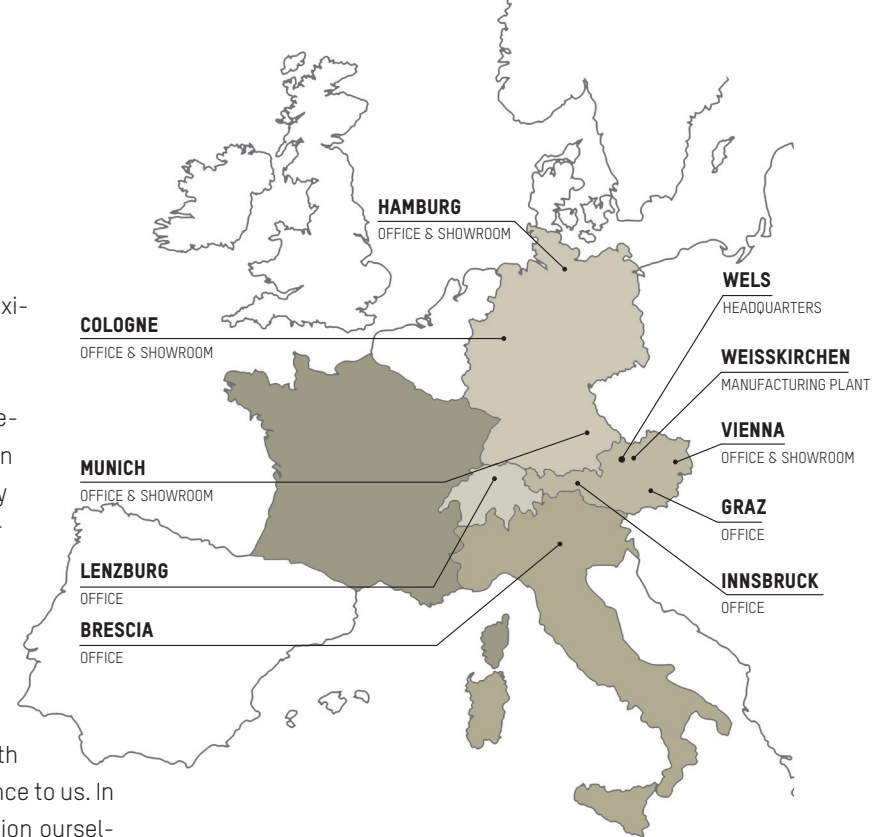
Since its inception in 1981, Molto Luce has stood out for its passion for design and architecture, creating lighting solutions for a variety of applications. Whether for shop and retail, offices, industrial lighting, or private living spaces, Molto Luce is synonymous with high-quality lighting solutions that deliver real and tangible value.

With over 40 years of experience, Molto Luce has been manufacturing innovative lighting solutions in-house since 2002. At our development and production site in Weißkirchen, Austria, we work daily on new innovations and solu-

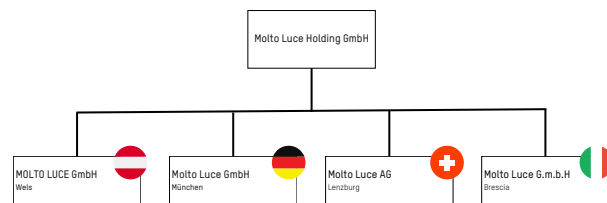
tions. Across all our locations, we employ approximately 450 dedicated team members.

Our company is sustainably shaped by a cooperative leadership style and clear visions. Driven by a passion for light and a desire to continually improve, we aim to better meet the needs of our customers and create outstanding lighting solutions.

Maximum customer orientation, excellent service quality, and a high degree of flexibility, combined with collaborative partnerships with our project stakeholders, are of utmost importance to us. In a constantly changing world, we strive to position ourselves responsibly, both economically and ethically. Looking to the future, we remain focused on developing highly innovative solutions to ensure that we continue creating sustainable and forward-thinking lighting solutions while crafting GOOD LIGHT STORIES® for our customers of tomorrow.



## TECHNICAL/LEGAL ORGANIZATION:



## WHAT WE DO

As a professional manufacturer and B2B supplier of lighting solutions, Molto Luce's core mission is to provide luminaires and lighting solutions for a variety of applications. Within the lighting industry, we do not position ourselves as a niche provider for a specific sector but as a comprehensive supplier with in-depth expertise across all areas. From decorative lamps for private living spaces to sophisticated office products and technically advanced industrial luminaires, we consistently create innovative solutions that are as functional as they are inspiring. Over time, our portfolio has evolved significantly from the decorative segment toward highly technical, functional, and architectural products.

### Product Segment Distribution

76% ARCHITECTURAL



12% TECHNICAL/INDUSTRIAL



7% DECORATIVE



5% OUTDOOR

In addition to our sales branches, our production site in Weißkirchen has been the heart of the company since its establishment in 2002 and serves as the foundation for creating future-proof lighting solutions. At this location, we already develop and manufacture the majority of our product portfolio. Our in-house production rate currently stands at 68%.

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BRANCHES  
IN EUROPE

444

EMPLOYEES<sup>1</sup>

68%

IN-HOUSE  
PRODUCTION SHARE

342

PRODUCT FAMILIES

96,5 MIO.

EURO REVENUE<sup>2</sup>

UP TO 12 MIO.

VARIANTS PER  
PRODUCT FAMILY

<sup>1</sup> April 30, 2023, End of FY 23/24  
<sup>2</sup> FY 23/24

In addition to development and production at our Weißkirchen site and our global network of sales partnerships, lighting design is an essential cornerstone for us in creating outstanding lighting solutions. We see ourselves as partners in the planning of architecture and interiors, as it is light that brings a vibrant atmosphere to a space. Only a successful interplay of architecture, interior design, and lighting creates a harmonious whole. It is not always the

amount of light that reveals what is truly worth seeing. Our services range from customized planning to the production of special items. As a professional partner for nearly every lighting solution, we place great importance on reliability and a high level of precision.

### Raimund Rußwurm, Managing Director Germany Rising Customer Expectations for Sustainable Solutions

„Two years ago, when we established the sustainability department at Molto Luce, we had no idea how quickly customer demands on this topic would grow. Almost every tender today requires information about CO<sub>2</sub>e footprint, recycling content, reparability, and return options.



The real challenge will be to reconcile the seemingly opposing trends of greater sustainability and price neutrality. However, we are investing significant expertise and creativity into this topic. With rolled-up sleeves and strong determination, much is possible.“

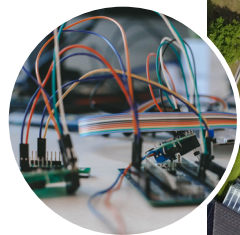


## Product Development

- **Project Management and System Engineering:** project management, feasibility analyses, article creation, technical manual preparation, cable assembly, interface with production
- **Design and Construction:** design of mechanical components, prototyping using 3D printing and metalworking, luminaire design
- **Electronics:** PCB layout, prototyping of circuit boards, thermal measurements, calculation of technical data, light laboratory measurements
- **CE Testing:** compliance verification, ENEC, CB, ETL reports, implementation of regulations within the company, photobiological measurements, consideration of market-specific standards/norms
- **Optics Development:** design of reflectors and lens systems, light laboratory measurements
- **Software Development:** programming of sensors, interfaces, and controls
- **Custom Production:** tailor-made manufacturing of products and components
- **Sample Construction:** trade fair setup, prototyping, samples for customers and exhibitions

## Production

- **Mechanical Manufacturing:**
  - Sheet Metal Processing:** cutting and working on aluminum and steel using a combined punching/laser system and press brakes
  - Surface Technology:** powder coating in defined standard colors, selected creative colors, and custom colors per customer request
  - Machining Technology:** CNC-supported turning, milling, drilling, cutting, bending, welding, and grinding
- **Electronics Manufacturing:** PCB assembly with various LEDs for different light colors, cable assembly, laser marking of components
- **Assembly:** manual assembly, testing, and packaging of luminaires and lighting modules from batch size 1
- **Production Logistics:** picking, goods receipt, and dispatch
- **Work Preparation & Production Planning:** capacity utilization and design of production processes
- **Process Engineering:** involvement in development projects and ongoing process optimization
- **Molto Luce Service Center:** complaint management, quality assurance, and improvement processes



## THOUGHTS ON OUR FIRST SUSTAINABILITY REPORT

### Wolfgang Brunmayr, Managing Director

*„We are firmly convinced that the transition to a sustainable economy is essential and offers immense opportunities for innovation and prosperity. For this reason, in 2022, we established the sustainability department, including eco-design and lifecycle analyses. From here, our sustainability program People.Power.Planet is developed, coordinated, and implemented. This program ensures that we follow a clear strategy and execute our actions in a targeted and systematic manner.“*



At the same time, we face the challenge of dedicating significant resources to extensive reporting and documentation, particularly in completing questionnaires and providing data. However, we recognize that a thorough analysis forms the foundation for identifying impactful levers. This is why we have invested in two software tools: an ESG tool to capture the indicators required for sustainability reporting in line with GRI and, in the future, ESRS standards, and an LCA software to model our products. These tools help us optimize processes and make data collection more efficient in the long term.

Our focus is on identifying and implementing sustainable and impactful measures. Therefore, we have adopted a pragmatic approach: the full implementation of ESRS indicators into the ESG software will not be completed until the end of 2024. In this report, we continue to work with GRI indicators and use partly generic data in the LCA software. Our goal is to maintain focus on what truly matters. We are convinced that simply filling out questionnaires or obtaining certifications does not, on its own, make us a sustainably operating company. Given the urgency, we direct our innovative spirit and determination toward identifying and implementing meaningful and effective measures for decarbonization and the promotion of the circular economy.

With this report, which is aligned with GRI and ESRS standards but does not yet fully comply with them, we aim to demonstrate our enthusiasm for developing and implementing creative, innovative, and sustainable solutions. By 2026, our report will be fully adapted to the ESRS standard.

### INTEGRATION INTO THE COMPANY

Responsibility for managing the sustainability impacts has been assigned to a central sustainability department. This department reports directly to the executive management and acts as a coordinating body for all sustainability strategies and measures. By embedding sus-

tainability within the organizational structure, we ensure that sustainability goals are integrated into all business areas. The department works closely with relevant divisions to ensure a consistent implementation of sustainability strategies and takes responsibility for external communication and reporting of sustainability performance.

Regular alignment with the management team ensures that the established KPIs are consistently tracked and prioritized. In workshops with the product development team, we explore how the content of the scorecard and the Ecode-sign Guideline can be effectively applied. Through informational tours about the People.Power.Planet program at our branches and onboarding sessions, we aim to inform Molto Luce employees, involve them, and integrate their knowledge and ideas into the program.

### Inge Hiebl, Head of Sustainability Management

*„We see sustainability as an ongoing process and are fully aware of our responsibility to take further action and continuously improve our strategies to achieve our long-term goals.“*



## DATA QUALITY

The data presented in this sustainability report is derived from two software tools: our ESG software and the LCA tool, which track materials and processes.

The ESG software (Environmental Social Governance) serves as the central tool for collecting and analyzing our sustainability metrics. It enables us to systematically and progressively gather the data required by the Global Reporting Initiative (GRI) and, in the future, the European Sustainability Reporting Standards (ESRS). This forms the foundation of our sustainability report, which addresses both internal and external stakeholders.

With our LCA software (Life Cycle Assessment), we conduct detailed calculations of our Scope 3 emissions. These emissions include all indirect emissions along the value chain that are outside our direct control. At the same time, the data recorded in the LCA software forms the basis for creating future Environmental Product Declarations (EPDs). These declarations are a key instrument for transparently communicating the environmental impacts of our products and support us in making our sustainability goals clear and measurable.

The combination of these two software solutions ensures that our sustainability strategies are data-driven, precise, and future-oriented.

## SYSTEM BOUNDARY AND REPORTING PERIOD

In the „**People**“ section, all Molto Luce employees are included. The data pertains to the period from 2021 to 2023. The following metrics are captured in this chapter:

- Employee turnover
- Employee structure by age, gender, and hierarchy
- Training hours
- Workplace accidents
- Implementation of workplace health promotion

In the „**Power**“ section, the activities of the entire company are represented, also for the period from 2021 to 2023. This chapter includes metrics on the following topics:

- Patents and design rights
- Procurement volume by category and country
- High-risk countries

In the „**Planet**“ section, the resource consumption of Molto Luce sites and energy-related data for our products are presented, again for the period from 2021 to 2023. Under the term „consumption,“ we include:

- Scope 1 emissions (direct): Gas, woodchips, company vehicle fuel
- Scope 2 emissions: District heating, electricity
- Scope 3 emissions: Commuter travel by employees,

business air travel, production waste, IT equipment, paper use, cleaning agents, transportation of our products to customers, and the largest factor: materials we process, including the transport of goods to Weißkirchen for production

Some metrics are only available from 2023 or 2022, as collecting these earlier would not have been justified from a cost-benefit perspective.

The report will be prepared annually moving forward.

## SELECTION OF SUSTAINABILITY GOALS

The goals and measures defined within the People.Power. Planet program are based on feedback from employees, customers, and suppliers, as well as science-based recommendations addressing the climate crisis.

In recent years, various laws and regulations in the field of sustainability have been introduced, encouraging companies and nations to adopt more environmentally friendly measures. Notably, the European Green Deal aims for a climate-neutral economy, and resulting regulations, such as the Ecodesign Directive, are increasingly influencing production processes. Material and energy costs, as well as new technologies and materials, also play a central role.

The sustainability program is shaped by numerous factors spanning ecological, economic, regulatory, and technological domains. Integrating these aspects demonstrates that sustainability cannot be treated in isolation but must be an integral part of strategy, brand, and market positioning.

**Internal Factors:**

- Part of Brand Identity: Sustainability is essential to the identity and value of our brand.
- Customer Expectations: Meeting the demands and expectations of our target audience.
- Technology and Materials: Enabling innovation in sustainable processes and products.

**External Challenges:**

- Climate Crisis and Resource Scarcity: Pressing ecological issues that will significantly impact society.
- Laws and Regulations: Regulatory requirements that must be adhered to.
- Market Dynamics: Competitors and partners influencing market trends.
- Energy and Material Costs: Economic factors affecting energy use and resource consumption.

We have deliberately not yet conducted a double materiality analysis, as our current focus is on addressing the most urgent and evident issues, as outlined in the respective chapters of our measures.



**COMMUNICATION WITH STAKEHOLDERS**

Stakeholders play a central role in shaping and implementing our strategic goals. By closely collaborating with internal and external partners, we foster continuous exchange that enables us to incorporate our stakeholders' perspectives into our decision-making processes.

This dialogue is crucial for developing innovative solutions and ensuring our long-term success. Actively involving our stakeholders also reinforces our commitment to achieving sustainable and future-oriented goals together.

We place great importance on direct contact with our customers, conducting numerous visits to understand their

individual needs and address them effectively. Additionally, we thoroughly evaluate our suppliers, regularly train our electricians, actively participate in conferences to stay updated on current trends and developments, and engage in the working groups of ZVEI to collectively drive forward the pressing issues of our time.



# PEOPLE.POWER.PLANET - WHY, WHAT, HOW

## WHY WE INITIATED THE PEOPLE.POWER.PLANET PROGRAM

6% of global CO<sub>2</sub>e emissions are caused by the lighting industry—a fact that is hardly known, just like the fact that the average European generates approximately 17.6 kg of electronic waste per year. For this reason, we see it as our responsibility to ensure that sustainability and lighting solutions go hand in hand.

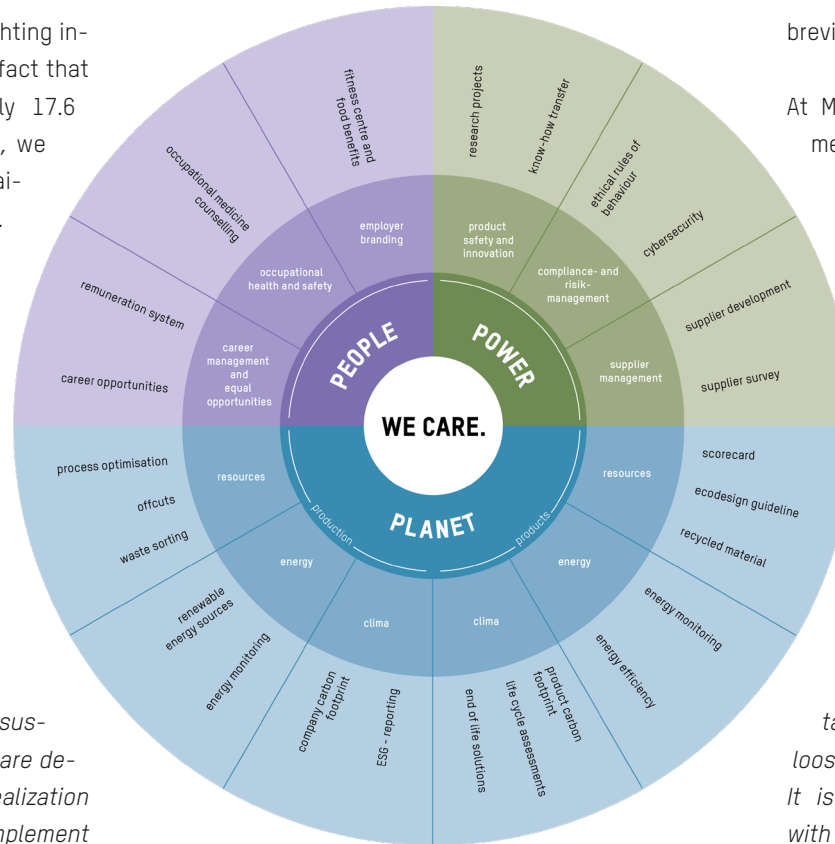
Our goal is clear: we aim to design and produce energy-efficient, CO<sub>2</sub>e-saving, and flexible lighting solutions. To achieve this, we launched our People.Power.Planet program and continue to develop it further, benefiting our customers along the way.

This is commonly known as ESG, the ab-

### Wolfgang Brunmayr, Managing Director

#### PPP – Yet Another Three-Letter Abbreviation?

„We recognize the urgent need and challenges of sustainable business practices and are determined to take action. This realization drives us to develop and implement innovative measures. We leverage our creativity and technical expertise, embracing our responsibility in the process. And by the way: we are learning a lot and, yes, we are enjoying this exciting journey of continuous improvement.“



## HOW WE INTERPRET ESG

abbreviation for Environment, Social, and Governance.

At Molto Luce, we translate the principles of Environment, Social, and Governance into our sustainability program People.Power.Planet. This program addresses the three pillars of sustainability: people, the environment, and economic strength.

Each pillar must be given attention to apply the concept on a large scale. These three pillars form the innermost circle of our model, which we call People, Power, Planet. Each pillar has its own principles and goals, represented in the second circle. These are achieved through specific actions depicted in the outermost circle.

### Inge Hiebl, Head of Sustainability Management

„This graphic illustrates that sustainability is far more than a loose collection of measures. It is a structured program with clearly defined goals. At the same time, it shows that the success of this program depends on the active participation of many people—this complete picture could only come together with their support.“



## HOW WE APPROACH IT

Our People.Power.Planet program aims to implement impactful measures that create a sustainable and positive impact on employees (People), the company (Power), and the environment (Planet). Through targeted analyses and the dedicated efforts of our teams, we build a solid foundation to make our sustainability goals measurable and tangible.

Our key topics are based on three main sources:

**1. Insights from our software tools:** By using the ESG software for Scope 1 and Scope 2 emissions and the LCA software for Scope 3 emissions, we gain valuable insights into our emission sources.

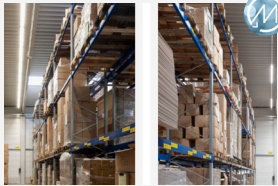
**2. Input from our employees:** Our employees know exactly where they can make an impact and define goals for their respective areas of responsibility.

**3. Required metrics and measures from external initiatives:** These include ÖKB, Ecovadis, Integrity Next, and the UN Global Compact.

The program outlined below presents our set goals and key KPIs across the three central pillars: People, Power, Planet. An overview of all the measures we have already initiated to achieve these goals can be found on the following pages of this report.

Pillar	Goal	Measure	Qualitative and Quantitative Metrics	Goal by the End of 2025
PEOPLE	Career Management and Equal Opportunities	Career Path Development	4 hours of training per employee (2023)	8 hours of training per employee; 50% increase for workers
	Occupational Health and Safety	Conduct Medical Consultations	5 accidents (2023)	0 accidents
	Attractive Employer	Implement Workplace Health Promotion	112 measures implemented (2024)	Implement a total of 150 measures
POWER	Product Safety and Innovation	Obtain Patents and Design Rights	6 patents, 15 design rights (2024)	9 patents, 17 design rights
		Increase Innovation Metric for Proprietary Products	51% revenue from new products over the past three years (2023)	55% revenue from new products over the past three years
		Promote Knowledge Transfer	8 module trainings (2024)	12 module trainings
	Supplier Management	Foster Sustainability Supplier Surveys and Assessments	17 supplier audits focusing on quality and risk management (2024)	20 supplier audits focusing on quality, risk management, and sustainability
		Verify Suppliers for Sustainability Certifications	54% top suppliers	Increase to 60% top suppliers
		Sign the Code of Conduct	Code of Conduct for suppliers is established	All new suppliers sign the Code of Conduct
	Compliance and Risk Management	Document and Train on Ethical Principles, Labor, and Human Rights	All employees have signed the Code of Conduct (2024)	No violations of our Code of Conduct
		Ensure Data Protection	12 data protection campaigns (2024)	10 data protection campaigns
		Train Purchasers on Sustainable Aspects	100%	Continuously valid sustainable purchasing training
		Confirmed Cases of Information Security Breaches	0 confirmed information security breaches (2023)	0 confirmed information security breaches

Pillar	Goal	Action	qualitative and quantitative Key Metrics	Target End of 2025
PLANET	Material requirements	Minimise aluminium sheet scrap	-	Reduction by 16 percentage points
		Minimise steel sheet scrap	-	Reduction by 6 percentage points
		Minimise powder waste	-	Reduction by 11 percentage points
		Improve waste separation	Achieve 78% recyclability of waste	Achieve 83% recyclability of waste
	Energy requirements	Reduce CO <sub>2</sub> e through e-mobility	11% electric vehicles in the fleet	20% electric vehicles in the fleet
		Improve energy monitoring	10 energy meters integrated	30 energy meters integrated
		Expand photovoltaic system	30% of electricity demand in Weißkirchen covered by photovoltaics	50% of Molto Luce's total electricity demand covered by photovoltaics (calculated)
	Climate impacts	Create Company Carbon Footprint	Company Carbon Footprint created	Continuously valid
		Integrate data into ESG software	Data integrated into ESG software	Relevant ESRS key metrics integrated
		Reduce CO <sub>2</sub> e Scope 1	875 t CO <sub>2</sub> e Scope 1	Reduction by 20%
		Reduce CO <sub>2</sub> e Scope 2	340 t CO <sub>2</sub> e Scope 2	Reduction by 15%
	PRODUCTES	Material demand	Evaluate products in our Scorecard	2 products evaluated in the Scorecard
Derive actions from Ecodesign Guidelines			4 actions derived	5 actions derived
Reduce proportion of POM			12% POM in plastics	0% POM
Energy demand		Increase the proportion of energy efficiency class B	1% in energy efficiency class B	7% in energy efficiency classes A+B
		Luminaires with sensor technology	18.8% luminaires with sensor technology sold	25% luminaires with sensor technology sold
		Increase lm/W	122.7 lm/W	125 lm/W
Climate impacts		Create Product Carbon Footprint	First LCA data integrated into the ERP system	LCA data integrated into the ERP system
		Develop CO <sub>2</sub> e Scope 3 balance and define reduction targets	Scope 3 emissions calculated in LCA software	Implement reduction targets
		Conduct life cycle analyses	First models created	All items recorded
		Develop and implement a scorecard	80 criteria defined	Continuously valid
		Develop and implement Ecodesign Guidelines	Ecodesign Guideline implemented	Continuously valid
		Offer end-of-life solutions	1 R&D project applied for and approved (2024)	Actions derived from R&D project
Reduce CO <sub>2</sub> e Scope 3	17,139 t CO <sub>2</sub> e Scope 3	Reduction by 5%		



**LIGHTING RENOVATION:**  
SAVE UP TO 90% ON ENERGY COSTS



**ECODESIGN:**  
80% OF ENVIRONMENTAL IMPACT IS DETERMINED AT THE PRODUCT DESIGN STAGE



**X-CHANGE TECHNOLOGY:**  
TOOL-FREE REPLACEABLE LED & DRIVER



**WORKPLACE HEALTH PROMOTION:**  
WHY WE IMPLEMENT 112 WHP MEASURES



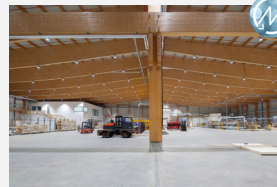
**RESEARCH:**  
WHY WE ARE CONSTANTLY SEARCHING FOR NEW SOLUTIONS



**PRODUCTION IN AUSTRIA:**  
140 EMPLOYEES WORK IN OUR PRODUCTION FACILITY IN AUSTRIA



**PHOTOVOLTAICS:**  
FASTER CHARGING WHEN THE SUN SHINES



**SENSOR SOLUTIONS:**  
EFFICIENT LIGHTING, LOWER COSTS, LESS CO<sub>2</sub>e



**COMPANY BIKES:**  
WHAT DO 25 BICYCLES HAVE TO DO WITH MOLTO LUCE?



**EQUAL OPPORTUNITIES:**  
DIVERSITY IS OUR OPPORTUNITY AND OUR STRENGTH



**PPP:**  
YET ANOTHER THREE-LETTER ABBREVIATION?



**ESG-REPORTING:**  
BUZZWORD OR OPPORTUNITY?



**E-MOBILITY:**  
WIN, WIN, WIN



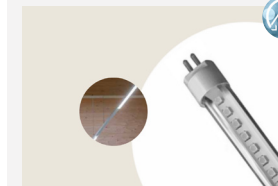
**WASTE SEPARATION:**  
A STANDARD THAT SAVES RESOURCES AND COSTS



**CUSTOMER EXPECTATIONS:**  
GROWING DEMAND FOR SUSTAINABLE SOLUTIONS



**LIFE CYCLE ANALYSIS:**  
WHY WE CONSIDER THE ENTIRE VALUE CHAIN OF A PRODUCT



**RETROFIT SOLUTIONS:**  
SAVE ENERGY AND RESOURCES



**SUPPLIER MANAGEMENT:**  
FOR HIGH QUALITY AND STANDARDS



**OCCUPATIONAL HEALTH AND SAFETY:**  
BECAUSE EVERY ACCIDENT IS ONE TOO MANY



**CAREER MANAGEMENT:**  
UNLOCK POTENTIAL AND GROW TOGETHER



**CUSTOMER HEALTH AND SATISFACTION:**  
SAFE. SATISFIED. TOGETHER.



**COMPLIANCE AND RISK MANAGEMENT:**  
TAKING RESPONSIBILITY



**RENEWABLE ENERGY:**  
HOW WE STRENGTHEN OUR RESILIENCE



**GOALS:**  
SETTING AND ACHIEVING

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**PEOPLE**

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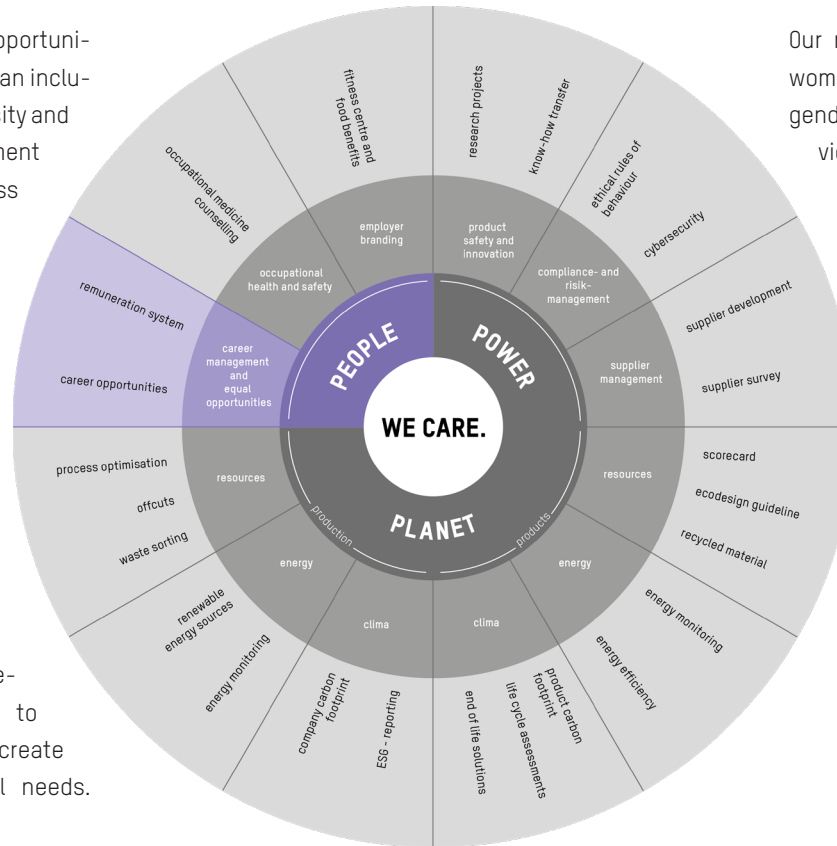


# EQUAL OPPORTUNITIES AND CAREER MANAGEMENT

## STRATEGY

Our management approach to promoting equal opportunities and career management is based on creating an inclusive corporate culture that actively supports diversity and equality. We rely on transparent and fair recruitment processes to ensure that all applicants, regardless of gender, origin, or other personal characteristics, have the same opportunities. These principles are embedded in our Code of Conduct, which sets out clear rules for daily interactions and ensures that everyone understands acceptable behaviours. In cases of non-compliance, targeted actions are taken to provide remedies.

The inclusion of people with physical or mental disabilities is a cornerstone of a fair and diverse society. This is not only about enabling access to the labour market but also about ensuring their equal participation in society. Achieving this requires conscious efforts to remove both physical and social barriers and to create an environment that accommodates individual needs.



Our regular reviews of income ratios between men and women are a crucial step in identifying and addressing gender-based inequalities in the workplace. These reviews are essential to ensuring equal pay for equivalent work and to reducing the risk of a gender pay gap.

We support the careers of our employees through a variety of initiatives, such as sharing the costs of training and development programs, offering part-time education models, enabling educational leave, and supporting apprenticeships combined with A-level qualifications. In doing so, we strive to effectively balance professional and personal life.

## KEY METRICS AND MEASURES

### Women in Leadership Positions: Unlocking Potential

Our leadership positions are still predominantly held by men. The largest group of leaders belongs to the age group between 30 and 50, while younger leaders under 30 make up only a small part of the overall picture, which also reflects the general structure of our workforce.

WOMEN IN LEADERSHIP POSITIONS	UNIT	2021	2022	2023
Total leadership positions	Emp.	57	56	58
<b>Women in leadership</b>	<b>Emp.</b>	<b>12</b>	<b>14</b>	<b>13</b>
	<b>in %</b>	<b>21</b>	<b>25</b>	<b>22</b>
<b>Age group</b>				
< 30 years female	Emp.	3	3	3
	in %	5	5	5
30 – 50 years female	Emp.	6	8	7
	in %	11	14	12
> 50 years female	Emp.	3	3	3
	in %	5	5	5
<b>Position in company</b>				
Executive management and leadership	Emp.	0	0	0
Department management	Emp.	1	1	1
	in %	10	10	8
Department head	Emp.	2	4	4
	in %	10	21	20
Team leader	Emp.	9	9	12
	in %	50	47	30

Our goal is to specifically encourage and support women so that they can fully realise their career opportunities and increasingly take on leadership roles. Through a systematic analysis of salary and wage structures, we can identify potential gender inequalities at an early stage. In doing so, we not only consider base salaries but also allowances and other monetary benefits to gain a comprehensive understanding of the remuneration structure.

### Diversity: Our opportunity and our strength

Our employees, particularly those in production, come from all parts of the world and speak an impressive variety of languages, which enriches our daily work. Whether communicating with suppliers or coordinating the shipment of our luminaires to distant countries, their skills are our strength. We see diversity as an opportunity, not a burden.

At the same time, multilingualism presents an internal challenge, as language barriers can complicate communication and require additional resources for translations and multilingual documentation. Nevertheless, the benefits of a diverse workforce outweigh these challenges, enriching the work environment and fostering cohesion.

### Martin Lindenmair, Member of the Executive Board

*„We strive to uncover the untapped potential of our employees so that our company can continue to grow, both economically and, most importantly, on a human level. Internal career paths reveal diverse perspectives and are always exciting to follow. Enthusiasm for a role leads to satisfaction and competence, which ultimately results in success! And, even though it should already go without saying: Yes, at our company, women and men receive equal pay for the same job and qualifications.“*



**Knowledge Building and Communication:  
Growing Together**

The number of training hours increased significantly in 2023 for both workers and employees. Since continuous education is essential, we plan to further increase training hours to not only enhance individual skills but also strengthen the company’s innovation capacity and competitiveness.

AVERAGE HOURS OF TRAINING AND DEVELOPMENT	UNIT	2021	2022	2023
<b>Total employees</b>	hours	N/A	1,667	1,800
<b>Pro person (employee)</b>	hours	N/A	3.7	3.9
employees	hours	N/A	1,394	1,440
pro person (employee)	hours	N/A	5.62	5.72
workers	hours	N/A	273	360
pro person (workers)	hours	N/A	1.35	1.7

To deliver the best performance for our customers and meet the desire of our employees for communication, knowledge, and training, the development and transfer of know-how are crucial. We use various channels for this purpose, ranging from informal Viva Engage posts to in-depth Tech Breaks, comprehensive module training sessions, and the Molto Luce Strategy Tour.

This diversity in exchange reflects the breadth of our commitment to communication and knowledge acquisition. Our goal is the continuous and individual development of our employees and leaders.

Not a one-size-fits-all approach, but meeting employees where they are and addressing their current needs — enabling them to drive tasks forward with motivation and enthusiasm, and to achieve success.

**Implementation of High-Potentials Program:  
Fostering Talent**

10 participants successfully completed a demanding program consisting of 7 modules covering a wide range of topics — from marketing, product development, logistics, and production, to self-reflection on their own personalities, in-depth insights into the workings of sales and market dynamics, sustainability, and financial controlling.

By integrating inputs from selected expert speakers with the independent completion of assigned tasks, the program ensured that learning and personal development genuinely took place. Each module provided an opportunity to delve deeply into specific areas of expertise and acquire valuable knowledge and skills.

**Sandra Pfob, Head of Human Resources**

*“The highlight of the High-Potential Program was the development of a comprehensive final project, where participants could demonstrate their newly acquired skills. The task was to independently and autonomously design a project with a strategic dimension that will be of mid-term relevance to Molto Luce.*

*The final projects were presented to the executive management, giving participants the opportunity to showcase their ideas and solutions at the highest level. Some of these initial concepts are already being implemented.”*



**Training Apprentices:  
Shaping the Future**

The number of apprentices in the four currently offered training professions shows a positive trend. From 2021 to 2023, we steadily increased the number and are currently training 10 apprentices – 3 female and 7 male. We aim to further increase this number and are actively committed to making it easier for young people to enter the workforce through attractive training opportunities and targeted support.

EMPLOYEES IN TRAINING	UNIT	2021	2022	2023
<b>Apprentices</b>	<b>Emp.</b>	<b>8</b>	<b>9</b>	<b>10</b>
male	Emp.	5	6	7
female	Emp.	3	3	3

To ensure that all training and examinations can be tracked effectively, we have implemented a dedicated apprenticeship program. This program allows us to monitor the progress of our apprentices and provide them with the best possible support.

Since the growth of our apprentices is especially important to us, we collaborate with an external partner to offer tailored development modules. These modules cover key topics such as appearance, attire, communication, the responsible use of social media, and prevention and awareness in dealing with drugs.

**Employee Reviews:  
Fostering Development Potential**

Employee reviews serve as an important tool for reflection between leaders and employees, offering a valuable opportunity to openly and constructively evaluate collaboration. These conversations not only assess past performance and teamwork but also actively focus on the future. Together, individual development goals and training needs are identified to support the professional and personal growth of employees. These reviews help to recognise strengths, expand potential, and implement targeted measures for further qualification.

Additionally, employee reviews enable open discussions about potential workplace challenges and provide a space to collaboratively develop solutions. This fosters a shared understanding within the team and strengthens trust and transparency between leaders and employees. Regular reflection and goal setting not only clarify expectations but also enhance motivation and engagement by actively involving employees in their own development.

**Integration and Inclusion:  
Embracing Diversity**

For decades, Molto Luce has been committed to the integration of people with disabilities. This commitment is deeply rooted in our corporate culture. That is why we place particular importance on collaborating with external partners such as CARITAS or FAB ProWork to offer individuals the opportunity to gain valuable professional experience through internships or secure long-term employment within our company.

These colleagues are an indispensable and valuable part of our team. Their contributions enrich our shared work environment and play a significant role in fostering an inclusive and open corporate culture. Thanks to our approach and standardised processes, no cases of discrimination have been reported to date. We will continue to align our practices to ensure this remains the case in the future.



## KEY METRICS AND MEASURES

### New Professional Packaging System: Focus on Occupational Safety and Sustainability

The protection and well-being of our employees are our top priorities when operating our systems. That's why we continuously invest in innovative technologies that not only enhance safety but also improve the efficiency of our work processes.

The new professional packaging system boosts efficiency, quality, employee satisfaction, and sustainability. Its advanced technology optimises product protection, effectively reducing transportation damage. At the same time, the flexible use of different carton widths significantly conserves resources—saving approximately 25,000 kg of cardboard and 650 kg of strapping material annually.

The new professional packaging system is more than just a technical upgrade. It reflects our belief that occupational safety, efficiency, and sustainability go hand in hand—for the benefit of our employees, our products, and our environment.

#### Christian Ploner, Head of Packaging



*„Employee protection is essential! With this in mind, we have installed lift systems to minimise heavy lifting, taking ergonomic workplace design into account. This project has allowed us to achieve a holistic solution for the entire packaging process.“*

### Introduction of Molto Health Days: Strengthening Health

Every year, the Molto Health Days take place, allowing all employees to participate in various tests and examinations free of charge and during working hours. The offered checks include vision and hearing tests, nutritional counselling, stress management, and back fitness exercises. These offerings are a key part of our commitment to the health and well-being of our workforce.

To ensure that we address the feedback and wishes of our employees as precisely as possible—consistent with all measures of workplace health promotion (BGF) — the stations offered during the Health Days were selected based on BGF feedback. This allowed our employees to participate in targeted activities tailored to their needs during the Molto Luce Health Days.

As part of the Molto Luce Health Days, employees could take part in various health-promoting activities, including:

#### Biofeedback Measurement and Analysis

Unconscious bodily signals such as pulse rate, blood flow, respiration, and sweat gland activity were recorded and displayed on a screen. The measurements were taken during rest, under stress, and after relaxation. This made it possible to observe the impact of mental processes on the body. Based on an individual stress profile, participants received helpful tips for stress management.

#### Spine Check with the MediMouse

This test analysed muscular deficiencies and abnormalities in posture and movement. The goal was to examine the spine and provide personalised exercise recommendations to alleviate existing complaints or prevent future issues.

#### Healthy Nutrition Information Stand

At this stand, employees received tips for a healthy lifestyle, discovered new foods, and learned that healthy eating can be both nutritious and delicious.

### Occupational Medical Consultation: Strengthening Safety

In 2023, the number of workplace accidents decreased significantly, while in 2022, there were still a small number of incidents in the production area. Nevertheless, the principle remains: every accident is one too many.

The LTI rate (number of incidents x 1,000,000 / total hours worked) was reduced from 9.75 in 2022 to 2.63 in 2023.

**Martin Lindenmair, Member of the Executive Board**



*„The reduction to five accidents in 2023 is a positive sign and confirms our chosen path to further strengthen existing safety measures. A key component of this success is the continuous training of employees and the targeted focus on occupational safety. This aims to ensure that awareness of safe working practices continues to grow, helping to prevent accidents in the future as much as possible.“*

OCCUPATIONAL SAFETY / WORKPLACE ACCIDENT RATE	UNIT	2021	2022	2023
<b>Total Number of Recorded Accidents</b>	Emp.	N/A	7	5
Of which severe <sup>1</sup>	Emp.	N/A	0	3
Of which minor <sup>2</sup>	Emp.	N/A	7	2
Number of Fatal Accidents	Emp.	0	0	0
<b>Location of the Accident</b>				
Employees	Emp.	N/A	0	1
Workers	Emp.	N/A	7	4
LTI Rate: Hours Worked / Accidents		N/A	9,75	6,59
Total Workforce Covered by the Safety & Health Management System	Emp.	431	450	464
Total Workforce	in %	100	100	100

<sup>1</sup> minor: Sick leave duration < 30 days  
<sup>2</sup> severe: Sick leave duration > 30 days

As part of the annual Occupational Safety Committee meeting, attended by the external occupational physician, the safety specialist, and the safety representatives, all measures related to health and safety are discussed and determined. Our external occupational physician is regularly available on-site to advise and support employees on all matters concerning physical and mental well-being. Through strictly confidential individual consultations and services such as vision and hearing tests, flu and tick vaccinations, and special advice for expectant mothers, we offer a comprehensive health promotion program.

In addition, we apply leading indicator methods as part of health and safety analyses, focusing on ergonomic strains such as lifting, carrying, and holding loads to prevent long-term health issues. Regularly offered examinations include hearing and lung function tests, ergonomic consultations, and noise level measurements to sustainably promote and protect the physical health of our employees.

We also provide regular on-the-job training sessions, delivered in simple language and supported by internal translators if needed, to ensure all employees can access vital health and safety information. Training materials are available in both digital and printed formats.

For employees who have been absent for extended periods due to illness, we facilitate a gradual return to work through a reintegration part-time plan. The goal is to help employees ease back into their daily work routine after a prolonged absence.

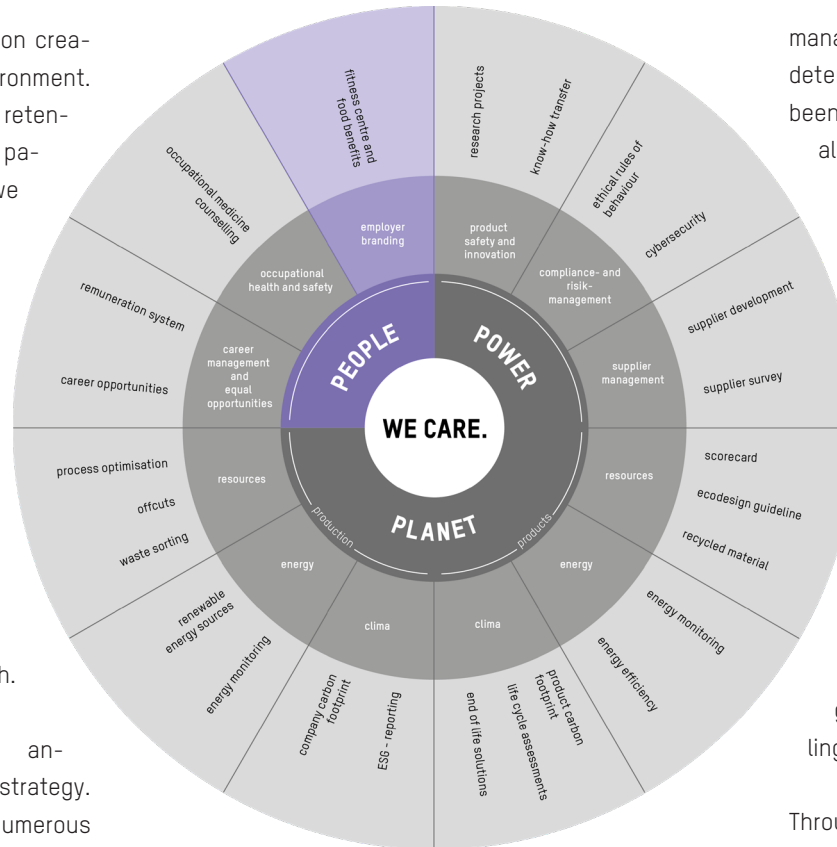
# ATTRACTIVE EMPLOYER

## STRATEGY

Our strategy as an attractive employer is based on creating a motivating and supportive work environment. A key element of this strategy is employee retention. Alongside competitive remuneration packages and comprehensive social benefits, we offer flexible working models such as flexitime, shift models with FLEX accounts, and individually tailored part-time solutions, including for employees on parental leave.

To strengthen long-term retention, we foster a culture of appreciation and recognition. Regular feedback sessions and employee surveys promote transparency and enable continuous improvement. A wide range of training and development opportunities, as well as clear career paths, ensure that employees can actively advance their personal and professional growth.

Health and well-being are another focal point of our strategy. As part of workplace health promotion, we offer numerous measures to support both physical and mental health. A key aspect of these initiatives is that they are directly proposed by employees and collaboratively developed in health circles. These proposals are then discussed with executive



management to ensure high levels of transparency and co-determination. Most of the proposed measures have already been approved for implementation, ensuring that initiatives align with the actual needs and wishes of our workforce.

These initiatives include ergonomically designed workspaces, regular health check-ups, and support for sports and relaxation programs. Additionally, we promote mental health through workshops on stress management and resilience. Our leaders are trained to foster a health-conscious work environment and to handle team challenges with care.

Data protection is another central aspect of our strategy. Amid increasing digitalisation, we place a strong emphasis on safeguarding sensitive data. Modern security technologies and regular employee training in secure data handling are integral components of our approach.

Through these measures, we aim to create a forward-looking work environment that meets the needs of our employees while building a foundation of trust, security, and long-term success.

## KEY METRICS AND MEASURES

### Employee Retention: Strengthening Cohesion

From 2021 to 2023, employee turnover initially showed a slight increase from 19% in 2021 to 22% in 2022, followed by a decrease to 21% in 2023. Turnover was particularly higher in the 30- to 50-year-old age group. This can partly be attributed to the fact that this age group represents the largest proportion of the workforce. Additionally, we see a need for action regarding career perspectives and income structures. We plan to address this with targeted measures, such as the development of individual career paths.

EMPLOYEE TURNOVER <sup>1</sup>	UNIT	2021	2022	2023
<b>Number of Departures</b>	<b>EEs</b>	<b>80</b>	<b>101</b>	<b>99</b>
Male	EEs	56	62	51
Female	EEs	24	39	48
<b>Assignment to Age Category</b>				
< 30 Years	EEs	28	31	32
30 – 50 Years	EEs	39	50	52
< 50 Years	EEs	13	20	15

<sup>1</sup> Turnover Rate: Number of Departures divided by the Number of Employees as of the reference date, December 31 of the respective year.

The following table shows the development of new hires from 2021 to 2023. While the total number of new hires increased from 70 in 2021 to 113 in 2023, the gender distribution

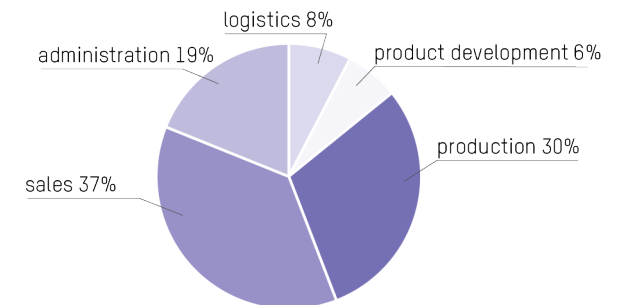
also changed significantly: the proportion of female new hires rose from 36% to 48%. This increase is the result of targeted measures, such as individual working time models and consideration of personal requirements, which help make the work environment more attractive for women.

NEW EMPLOYEES	UNIT	2021	2022	2023
<b>New Employees</b>	<b>EEs</b>	<b>70</b>	<b>120</b>	<b>113</b>
Male	EEs in %	45	68	59
		64	57	52
Female	EEs in %	25	52	54
		36	43	48
<b>Age Category</b>				
< 30 Years	EEs in %	28	42	39
		40	35	35
30 – 50 Years	EEs in %	33	63	59
		47	53	52
50 Years	EEs in %	9	15	15
		13	13	13

All measures under the „People“ pillar are designed to comprehensively support and protect our employees. Through targeted development opportunities, extensive health and safety measures, and individual support, we aim not only to improve the well-being and performance of our employees but also to enhance their satisfaction within the company sustainably. In the long term, these initiatives aim to strengthen employee retention and create a motivating work environment where every employee feels valued and supported.

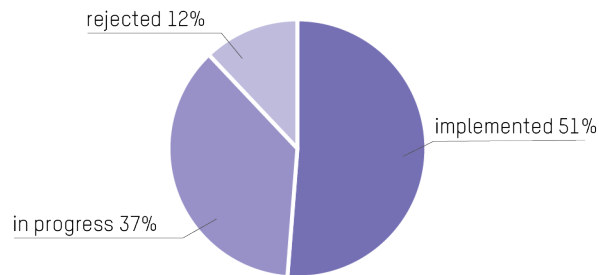
We rely on a flat hierarchy with fast decision-making processes, as this increases efficiency and promotes the motivation and sense of responsibility of our employees.

The following graphic shows the distribution of our employees across various departments. The largest share, at 37%, is in Sales, highlighting our strong focus on customer support, acquisition, and the development of long-term customer relationships. Production accounts for 30% of our resources, ensuring smooth and efficient manufacturing processes. Administration makes up 19%, providing balanced administrative support. Our Logistics department represents 8%, operating a lean and effective structure that collaborates with external providers in freight services. With nearly 30 employees, our Product Development department is efficient and effective, using its resources strategically for the further development and innovation of our products.



### Implementation of Workplace Health Promotion: Taking Employee Recommendations Seriously

As part of an employee participation process, a total of 219 measures were defined. Of these, we have already implemented 112 measures (51%), 80 measures are still in progress (37%), and 27 measures were rejected (12%).



As part of workplace health promotion, the entire workforce was surveyed, achieving a response rate of 87%.

Based on these results, 45 employees developed measures to promote mental and physical health in seven externally moderated health circles. The proposals were presented by the respective groups to the management team, and after thorough review, 112 measures have already been initiated for implementation.

Through training on health-related topics and fostering a supportive work environment, we aim to create conditions that enable employees to sustainably build resilience and awareness. Our holistic approach focuses on involving employees from the outset to develop and implement targeted measures effectively.

An excerpt of the implemented measures:

All workplaces were evaluated by an ergonomics consultant from the Occupational Health Center, and the recommended measures were implemented 100%.

New safety shoes were tested and selected. If the chosen shoe does not fit, Molto Luce covers a base amount for orthopedic safety shoes.

A new forklift with a covered cabin was purchased to ensure employees can work protected from cold temperatures and bad weather.

Investment in electric scissor lift trucks has been realized.

Ongoing German language courses are offered, with a 50% cost contribution upon successful completion.

### Sandra Pfob, Head of Human Resources:

*"We are committed to sustainably strengthening the mental and physical health of our employees! To achieve this, we introduce programs and implement measures that enable our employees to build and maintain resilience over the long term, empowering them to successfully manage both professional and personal challenges."*



**Introduction of Company Bicycles, Fitness Center, and Canteen Subsidies: Staying Fit on the Way to Work and at Work.**

In 2024, we launched the company bike program at Molto, offering employees the opportunity to lease a bicycle. More than 20 employees have already joined the initiative and are benefiting from the tax advantages, as the leasing rates are deducted from their gross salary tax-free through a salary conversion model.

This program is not only financially appealing but also aligns with our commitment to health and sustainability: regular cycling keeps us fit, and many employees use their bikes for commuting, which helps reduce emissions.

In addition, we actively promote the health of our employees by providing financial support for gym memberships and canteen use. These initiatives are part of our strategy to create a health-oriented and balanced work environment that fosters both physical well-being and professional satisfaction.

**Flexibilization of Working Time Models: Balancing Family and Career**

The development of employment figures from 2021 to 2023 highlights a positive growth dynamic within our company, reflected in a steady increase in the total number of employees. While full-time employment remains the preferred form of engagement, the slight decline in 2023 indicates our increasing consideration of more flexible work models.

Particularly encouraging is the continuous rise in the proportion of female employees, both in full-time and part-time positions. This underscores our efforts to promote gender diversity and integrate more women into our workforce. Overall, these developments reflect our commitment to creating an inclusive and modern work environment that meets the needs of all employees.

We place great importance on designing a workplace that supports and promotes the individual needs of our diverse workforce. This includes competitive compensation packages and comprehensive social benefits tailored to the specific requirements of our employees.

To further enhance the balance between work and private life, we offer flexible working time models. These include a flexible flextime model, shift models with so-called FLEX pots, and individually tailored part-time solutions, especially for parents on parental leave. Additionally, we provide remote work opportunities to improve work-life balance and accommodate the diverse life situations of our employees as effectively as possible.

EMPLOYMENT DATA	UNIT	2021	2022	2023
<b>Total Employees</b>	<b>EEs</b>	<b>431</b>	<b>450</b>	<b>464</b>
<b>Full-time</b>	<b>EEs</b>	<b>374</b>	<b>394</b>	<b>401</b>
	<b>in %</b>	<b>87</b>	<b>88</b>	<b>86</b>
Male	EEs	250	257	260
	in %	58	57	56
Female	EEs	124	137	141
	in %	29	30	30
<b>Part-time</b>	<b>EEs</b>	<b>57</b>	<b>56</b>	<b>63</b>
	<b>in %</b>	<b>13</b>	<b>12</b>	<b>14</b>
Male	EEs	8	7	12
	in %	2	2	3
Female	EEs	49	49	51
	in %	11	11	11

**Sandra Pfob, Head of Human Resources:**



*„We have listened to the wishes of our employees and introduced the company bike program. Regular physical activity keeps us mentally and physically fit, and many employees are now increasingly commuting to work in an environmentally friendly way by bike.“*

PARENTAL LEAVE	UNIT	2021	2022	2023
Employees eligible for parental leave	EEs	N/A	N/A	N/A
<b>Employees currently on parental leave</b>	<b>EEs</b>	<b>6</b>	<b>10</b>	<b>8</b>
Male	EEs	0	0	1
Female	EEs	6	10	7
<b>Return to work after the end of parental leave</b>	<b>EEs</b>	<b>N/A</b>	<b>N/A</b>	<b>7</b>
<b>Return rate</b>	<b>in %</b>	<b>N/A</b>	<b>N/A</b>	<b>100</b>

The data show that in 2022, ten employees were on parental leave, while in 2023, eight employees took parental leave, including one male. Seven of the employees who were on parental leave in 2023 returned to work after its completion. One person extended their leave. This corresponds to a return rate of 100% and reflects a successful reintegration policy.

### Data Protection and Digitalization: Securely Connected

Since the HR department primarily handles sensitive data under the GDPR, all personnel files have now been digitized and securely stored in an external cloud archive (BMD). This ensures the highest possible level of protection for employee data against cyberattacks and unauthorized access.

To safeguard data protection in the recruitment process, the entire process is managed via an external, secure recruiting platform. This guarantees that sensitive data is processed and protected in full com-

pliance with GDPR—from the submission of application documents to appointment scheduling and the legally compliant implementation of data deletion requests.

Additionally, HR metrics are regularly monitored through a business intelligence tool to track developments, detect deviations from target objectives at an early stage, and implement appropriate measures as needed.

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**POWER**

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# POWER

For the „POWER“ pillar, we have defined three goals:

- Ensure product innovation and safety
- Strengthen supplier management
- Guarantee compliance and implement risk management



## ACCESS

Power represents our economic strength, especially in volatile times. Through solid financial management and forward-looking planning, we ensure long-term stability and competitiveness. This enables us to enter new markets, respond flexibly to changes, and seize opportunities effectively. Customer orientation and satisfaction are key priorities. In continuous dialogue with our customers, we develop tailored solutions that deliver long-term value and a high level of service.

**Product innovation and safety** are essential to solidify our market position. We continuously invest in research and development to ensure our products meet the highest safety and quality standards. Through stringent quality controls and advanced testing procedures, we guarantee that our innovations are both safe and sustainable.

In the area of **supplier management**, we place great emphasis on long-term partnerships and transparent selection processes. Our suppliers are required to adhere to our ethical and environmental standards, which are regularly monitored through supplier evaluations.

**Compliance** is a given for us. We have established clear codes of conduct that all employees and suppliers must follow. Regular training sessions and awareness initiatives ensure that we comply with all legal requirements and act ethically. To identify potential risks early and enhance our resilience, we have implemented a risk management process and conduct regular emergency drills and preventive measures.

## CHALLENGE

One of the greatest challenges in the area of economic strength lies in the strong dependency on economic cycles and the construction industry, coupled with global uncertainties and the resulting intense price pressure.

We address the ongoing competitive pressure through continuous innovation and efficiency improvements. Our focus is on ensuring product safety and maintaining high efficiency standards. Our innovations aim not only to en-

hance processes but also to uphold the safety and quality of our products at the highest level. Sustainable investments that are both ecologically and economically viable further contribute to securing our long-term success.

In the area of supply chains, we often encounter cultural and legal frameworks that do not always align with our values and principles but are beyond our influence as an individual company. Our approach is to build long-term partnerships, foster a shared understanding, and require new suppliers to sign our Code of Conduct.

In compliance and risk management, we face numerous new bureaucratic requirements that often offer limited added value to our processes and products. To address this, we strategically integrate data collection and supplier evaluations into our existing processes to maximize efficiency and utility.

## FACTS AND FIGURES

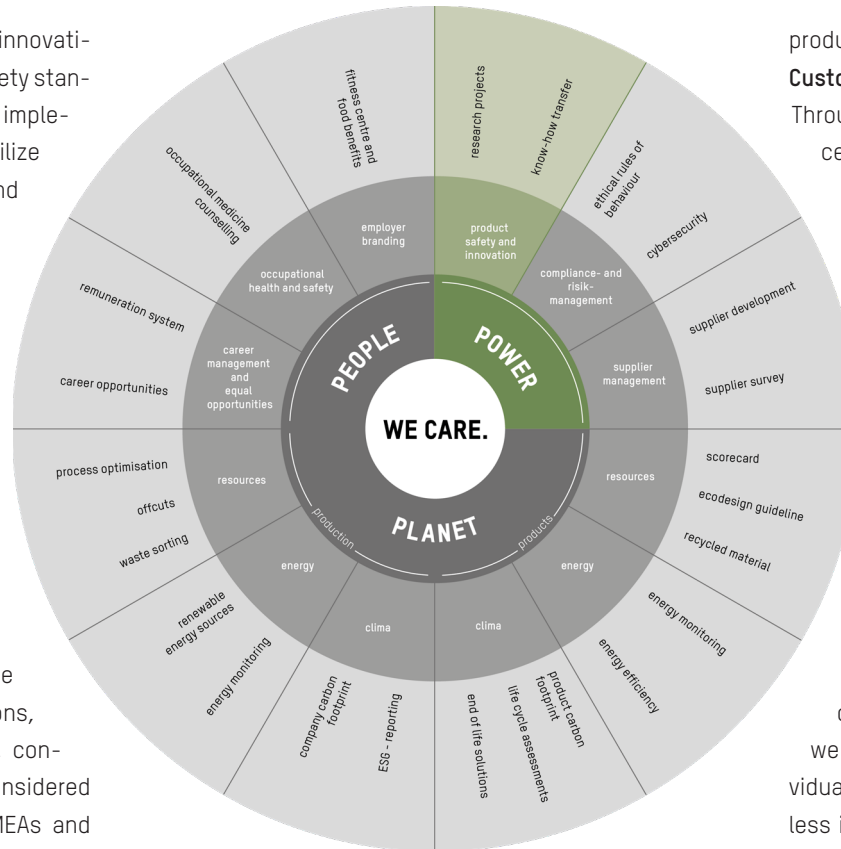
REVENUE	UNIT	2021/22	2022/23	2023/24
01.05. - 30.04.	€	85,173,573	100,873,860	96,494,330

# PRODUCT SAFETY AND INNOVATION

## STRATEGY

Our management approach for product safety and innovation ensures that our products meet the highest safety standards and are continuously improved. We have implemented rigorous quality control processes and utilize advanced testing methods to ensure the safety and reliability of our products. Each innovation in the field of lighting is driven by ongoing research and development, supported by regular training and workshops for our employees. Customer feedback and market analyses play a central role in identifying improvement opportunities and developing new products that meet customer demands and the latest technological trends.

**Customer Health and Safety** is our top priority. Our products undergo comprehensive testing, such as impact and safety tests, and receive externally validated certifications like ENEC and ETL. Additionally, our lighting solutions, designed to simulate natural circadian rhythms, contribute to user well-being. Product safety is considered at every project phase. We conduct product FMEAs and process FMEAs to ensure error minimization, feasibility, and process capability. Moreover, a specialized risk management tool evaluates the safety risks of our lighting



products and defines measures to mitigate these risks. **Customer Satisfaction** is a key element of our approach. Through strict quality controls and a dedicated service center, we ensure that complaints are addressed swiftly and effectively. A centralized quality management system captures all complaints to identify and implement continuous improvements.

In **Research and Development**, we work continuously on innovative and energy-efficient solutions to meet the growing demands for sustainability. By taking a leading role in technology, such as our Matrix Technology, we set new standards in the industry and integrate forward-thinking ideas into our products.

Our **modern data architecture** optimizes the management of our extensive product range. Through a central Product Information Management (PIM) system, we ensure that customers can intuitively configure individual lighting solutions. This architecture enables seamless integration between sales, production, and logistics, resulting in increased efficiency and improved customer satisfaction.

## KEY FIGURES AND MEASURES

### Research: Why We Are Constantly Searching for New Solutions

Research and development are essential for the innovative strength of a company. Since 2018, we have registered 6 patents and 15 design patents. The pressure to reduce energy consumption and minimize the ecological footprint affects both businesses and individuals. Sustainable technologies and innovative approaches to conserving resources are increasingly becoming the norm while also offering economic advantages. Our research aims to combine energy-efficient solutions with economic benefits and the creation of perfect lighting conditions for our customers.

INTELLECTUAL PROPERTY RIGHTS	UNIT	2021	2022	2023	2024
<b>Total Intellectual Property Applications</b>	<b>Number</b>	<b>16</b>	<b>4</b>	<b>0</b>	<b>21</b>
Patents	Number	2	4	0	6
Design Patents	Number	14	0	0	15

With Matrix Technology, we can direct light precisely where it is needed for the first time, reducing unnecessary energy consumption. This allows us to integrate the latest technological advancements into our products and set a new standard in the lighting industry.

In addition, we maintain close collaboration with our suppliers and research institutions to continuously implement innovative technologies in the lighting sector. We regularly attend training sessions and industry trade fairs in the lighting sector, as well as cross-industry exhibitions. This

enables us to better understand the fundamental needs of our customers and incorporate innovative technologies from other fields into the lighting industry.

#### Josef Hechenberger, Member of the Executive Board

*„Matrix Technology will be one of the biggest game-changers in the lighting industry in recent years. Inspired by the automotive headlight industry, we are now implementing this newly developed technology for the first time in lighting solutions for workplace environments.“*



### Product Development: Driving Innovations

Our product development process follows a multi-stage stage-gate model, applied to both small and large-scale product developments. This process begins with a definition phase, which includes comprehensive market research and an analysis of potential revenue. Using various management tools, the significance and priority of the product's features are determined.

During the concept and detail phase, the project team engages in regular communication with product management and senior leadership to discuss project progress and feasibility. These discussions take place in monthly meetings,

which also involve the CE department to continuously monitor risk management and update risk assessments. An initial pre-series production phase allows the product to be tested in collaboration with manufacturing, enabling early identification of potential weaknesses. Following the pilot phase, during which all durability tests are conducted, the product is officially launched with „Job No. 1.“

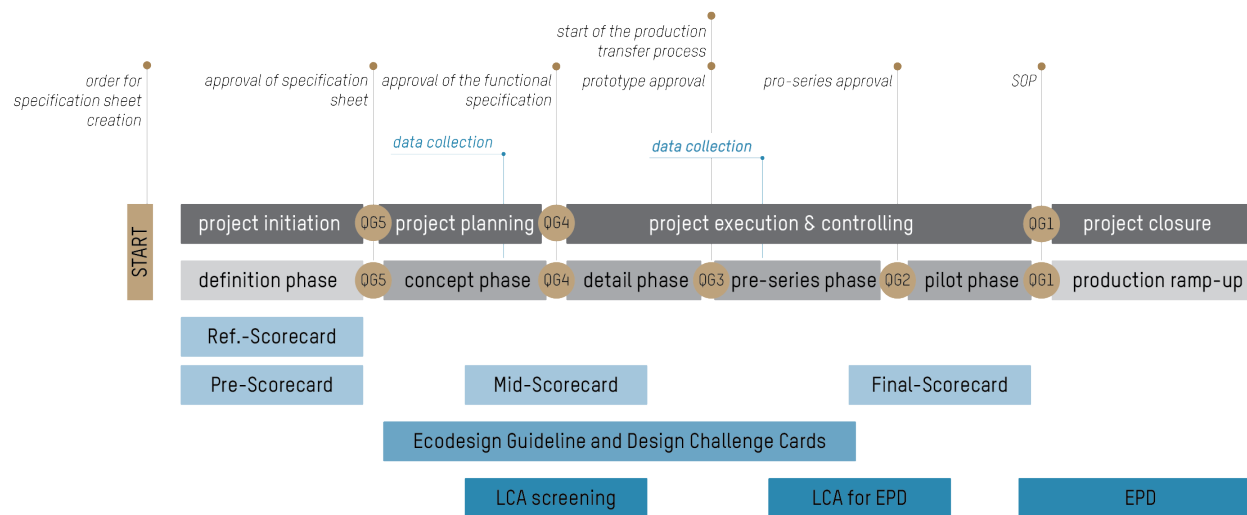
A project manual ensures that all projects are handled consistently. It establishes workflows, communication channels, and decision-making authorities, thereby creating a standardized work process with clearly defined responsibilities.

This standardized process has resulted in a record of no violations related to the health and safety impacts of products and services, and it is designed to ensure that such violations do not occur in the future.

## Scorecard & Ecodesign Guideline Implementation

The integration of the Scorecard and the Ecodesign Guideline begins at the very start of the project to establish a solid foundation for sustainable decision-making. As the project progresses, the information and data are continuously refined, allowing us to assess how well the product aligns with sustainability goals and, if necessary, leverage additional measures for improvement.

Early integration is crucial because the greatest levers for sustainable design are found in the initial phases of the development process. During these early stages, fundamental decisions can be made that significantly reduce the environmental impact over the entire lifecycle of a product.



### **René Mistlberger, Head of Project Management**

*„Each project passes through multiple Quality Gates between the different phases to ensure that only approved development stages advance to the next phase. These gates are reviewed, documented, and the next project phase is planned at every step. The management, in collaboration with the project team, confirms the progress and approves the transition to the next phase. This structured approach guarantees that all products leaving our facility meet the highest standards of safety and reliability.“*



### **Customer Health and Safety: Building Trust**

To ensure the safety of our products, they undergo comprehensive testing during the development process. These tests include impact testing, electrical safety, electromagnetic compatibility, ball impact testing, photobiological safety, and tensile strength. The goal of these tests is to ensure that products or individual components remain intact and pose no risk to customers. Additionally, both pre-production and series samples of finished luminaires are subjected to further testing and certification. A key aspect of these tests involves extreme condition assessments in a climate chamber to guarantee that the products remain safe and durable even under

extreme temperatures and environmental conditions. Furthermore, all products undergo a durability test, even at elevated temperatures. This test helps identify potential weaknesses early, allowing for the implementation of appropriate countermeasures. Many of our product lines are also tested by external institutions and certified according to ENEC and ETL standards, ensuring compliance with all relevant safety and quality regulations. Each luminaire is shipped with an up-to-date installation manual that highlights potential risks in detail and provides clear instructions on how to use the product safely, including handling practices to avoid.

Our products also contribute to creating pleasant environments in residential spaces, shopping centers, and office buildings, leading to increased satisfaction and a positive experience for users. Lighting solutions like Dim2Warm and Tunable White enable the simulation of natural light's daily rhythm, offering significant benefits to individuals who spend their entire day in artificially lit spaces.

Light and acoustics are essential for well-being and performance. With our baffle solutions and products like „Board,“ we provide solutions that meet the latest lighting standards while also absorbing sound through acoustically effective materials. In the production of acoustic luminaires, we prioritize resource-efficient methods and recyclable materials, such as thermally solidified fleece made predominantly from recycled PET bottles. These acoustic luminaires act as sound absorbers, reducing noise pollution and converting sound into thermal energy through their porous material, minimizing sound reflection.

### **Christian Hofwimmer, Head of Product Management**

*„Since the body requires sufficient light during the day and lower blue light levels in the evening to regulate melatonin levels, an intelligent control of light color and intensity can help prevent negative effects such as sleep disturbances or fatigue. Our lighting solutions not only contribute to a comfortable atmosphere but also promote the health of users.“*



## Customer Satisfaction: Exceeding Expectations

### Michael Janda, Member of the Executive Board



*„Quality is our top priority, which is why we focus on direct communication and a consistent reduction in complaints. Every luminaire undergoes thorough electronic and mechanical quality control before packaging to ensure that only flawless products leave our facility and meet the expectations of our customers.“*

We follow a clearly defined quality standard, which includes the surface finish of the products. Additionally, unannounced product audits are conducted every two weeks to evaluate handling, procedures, and employee training. A dedicated service center ensures the prompt and customer-friendly resolution of issues and complaints, minimizing time and inconvenience for our customers. The service center is available by phone during business hours and online to handle requests, product feedback, or concerns. We also offer a repair service, which can be performed either on-site or by sending the luminaires to us.

An important metric is the so-called Field Yield. If certain thresholds are not met, this triggers two warning levels. The first level initiates a process and product audit to rule out systematic errors. During this phase, all components of the luminaire and inventory are inspected. If the dimensions and electronic values are correct, the product develop-

ment team is involved to collaboratively define corrective actions. If the issue cannot be immediately resolved or defective luminaires have already been delivered to customers, the affected product is blocked. If necessary, it will be recalled or repaired on-site until a solution is found.

This structured approach ensures that our products consistently meet the highest quality standards while maintaining customer satisfaction.

### Andreas Fuchsberger, Head of Molto Luce Service Center and Quality Management

*„In our quality management system, both internal complaints from production and all customer complaints are centrally recorded and documented. Weekly meetings are held with production and product development teams to define measures for preventing further complaints. This central recording allows us to conduct product-specific evaluations and implement immediate countermeasures.“*



## Data Architecture Redesigned: Maximizing Performance

An efficient data architecture is central to managing the vast variety of our product portfolio, which includes surfa-

ce-mounted luminaires, pendant lights, ceiling lights, wall lights, spotlights, and profile systems. This variety presents significant challenges for both production and sales, as each customer has specific requirements and preferences regarding design, functionality, and application. To meet these demands, we rely on 11 online configurators and 2 guides.

These tools provide our customers with an intuitive way to configure luminaires individually. Customers can select options step by step, such as light color, performance, beam angle, and luminaire color, while receiving a real-time preview of the product. Behind this solution is complex programming that manages millions of variations and ensures the seamless ordering of customized luminaires.

This architecture allows us to process on-demand orders efficiently, optimizing production while enhancing customer satisfaction. Moreover, the improved data structure streamlines integration between sales, production, and logistics, enabling the quick and flexible implementation of individual customer requests and ensuring fast delivery of products.

Currently, we offer this data architecture to provide our customers with clear and structured product information. In the future, this functionality will be enhanced with the new product information management (PIM) system, which enables centralized maintenance of all items and ensures that all downstream systems access the same consistent data.

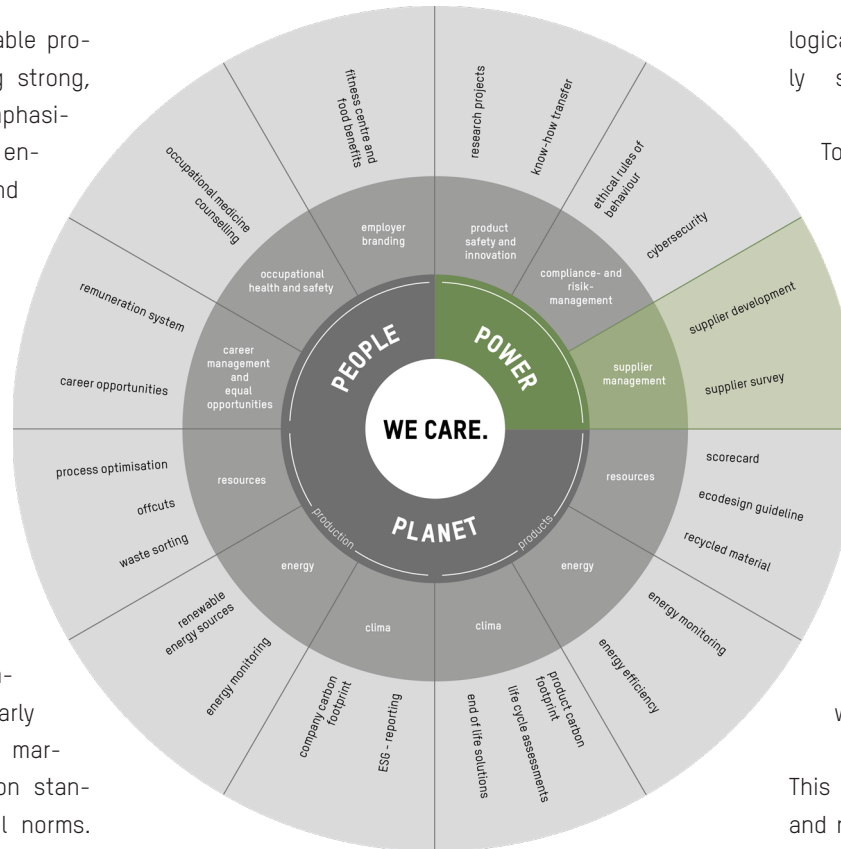
# SUPPLIER MANAGEMENT

## STRATEGY

Our supplier management approach for sustainable procurement focuses on building and maintaining strong, trusting relationships with our suppliers. We emphasize transparent and fair selection processes to ensure that all suppliers meet our high-quality and sustainability standards, significantly contributing to the stability of our supply chains. Close communication between our technical departments, procurement team, and suppliers creates an efficient triangle of collaboration. Additionally, regular performance evaluations enable continuous monitoring and improvement of compliance with our standards.

Over 80% of our procurement volume comes from Europe, demonstrating our focus on regional supply chains and strengthening European partnerships. However, electronic components are also sourced from Asia, particularly China. This is due to the leading role of Asian markets in this field, where established production standards and market availability align with global norms.

Through this targeted sustainable procurement strategy, we ensure access to high-quality and techno-



logically advanced components while simultaneously strengthening European supplier relationships.

To support our ethical and sustainable requirements, we regularly train our buyers in responsible procurement practices, including the identification and avoidance of conflict minerals. Detailed risk assessments are conducted, and we require our suppliers to submit Conflict Minerals Reporting Templates to ensure that no raw materials are sourced from conflict-affected areas.

By fostering long-term partnerships and maintaining continuous dialogue with our suppliers, we drive innovation and efficiency throughout the supply chain. Additionally, all new suppliers are required to sign our customized Code of Conduct, which mandates compliance with ethical and environmentally friendly practices.

This agreement, along with regular supplier evaluations and risk analyses, forms the cornerstone of our supplier due diligence, which we consider essential for building a foundation of trust and sustainable collaboration.

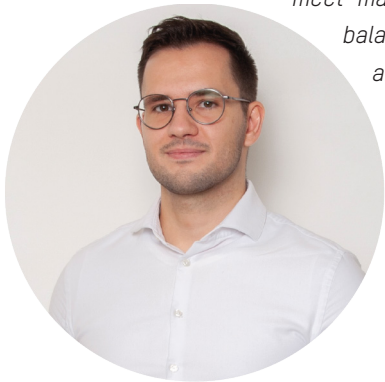
## KEY FIGURES AND MEASURES

### Procurement Volume: Considering Sustainable Aspects

Our procurement activities traditionally focus on the Central European region, enabling us to ensure maximum efficiency and resource-conserving processes. This approach highlights our commitment to utilizing short transport routes and securing a sustainable value chain. The geographical proximity to our suppliers not only enhances flexibility in procurement but also significantly contributes to reducing environmental impacts.

#### Lukas Kreiner, Head of Procurement - Components

*„Alongside our procurement strategy, we focus on targeted diversification of our supplier network to optimally meet market requirements and ensure a balanced approach between economic and ecological aspects. This combination of regional sourcing and global adaptability enables us to respond flexibly to all demands while consistently pursuing our sustainability goals.“*



PROCUREMENT VOLUME	UNIT	2021	2022	2023
<b>Total Procurement Volume</b>	<b>in Mio. €</b>	<b>N/A</b>	<b>N/A</b>	<b>33.6</b>
Procurement Volume - Trade	in Mio. € in %	N/A	N/A	14 42
Procurement Volume - Components	in Mio. € in %	N/A	N/A	19.6 58
Procurement Volume - Europe	in Mio. € in %	N/A	N/A	27.6 82
Procurement Volume - Asia	in Mio. € in %	N/A	N/A	5.6 17
Procurement Volume - Other	in Mio. € in %	N/A	N/A	0.4 1

### Risk Management: Strengthening Resilience

Our risk management ensures that our suppliers comply with strict ethical, social, and environmental standards in accordance with the German Supply Chain Due Diligence Act (LkSG). Regular on-site visits play a central role in monitoring and ensuring compliance with our requirements. The Code of Conduct (CoC) we have established serves as a binding foundation for our collaboration.

For the internal evaluation of our suppliers, we use the international Corruption Perceptions Index (CPI), which in 2023 assessed 180 countries and territories based on the perceived level of corruption in the public sector. The CPI is based on expert and executive assessments and uses a scale from

0 to 100, where 100 represents high integrity and 0 indicates severe corruption. A CPI score of 50 or above is interpreted as an indicator of relatively low corruption, while scores closer to 100 signify a high level of integrity in the public sector.

With a score of 71 on the Corruption Perceptions Index (CPI) and ranking 20th, Austria is among the countries with relatively low corruption and a high level of public sector integrity.

SUPPLIERS IN RISK COUNTRIES	UNIT	2021	2022	2023
<b>Total Number of Suppliers in Risk Countries</b>	<b>Number</b>	<b>N/A</b>	<b>N/A</b>	<b>46</b>
of which Total TOP Suppliers <sup>1</sup>	Number	N/A	N/A	18
<b>Number of Suppliers in China</b>	<b>Number in %</b>	<b>N/A</b>	<b>N/A</b>	<b>32</b> <b>70</b>
CPI Rank 2023	No.	N/A	N/A	76
CPI Score	No.	45	45	42
of which TOP Suppliers	Number	N/A	N/A	11
<b>Number of Suppliers in Hungary</b>	<b>Number in %</b>	<b>N/A</b>	<b>N/A</b>	<b>1</b> <b>2</b>
CPI Rank 2023	No.	N/A	N/A	76
CPI Score	No.	43	42	42
of which TOP Suppliers	Number	N/A	N/A	1

<sup>1</sup>Suppliers generating 80% of the procurement volume

While we generally avoid conducting business in countries with significantly negative CPI scores, we focus our analysis on countries ranking in the lower part of the index to identify potential risks early and implement targeted mitigation measures.

In higher-risk countries, we strengthen our efforts by deploying our own staff on-site. This allows us to conduct regular inspections and provide training sessions. Through targeted spot checks on both product quality and ethical standards, we ensure that our high standards are fully met in all areas.

SUPPLIERS WITH ISO OR SUSTAINABILITY CERTIFICATION	UNIT	2021	2022	2023
<b>Total Suppliers</b>	<b>Number</b>	<b>N/A</b>	<b>N/A</b>	<b>387</b>
New Suppliers	Number	N/A	N/A	48
Suppliers with Negative Impacts and Termination of Supplier Relationship	Number	0	0	0
New Suppliers with Negative Impacts	Number	0	0	0
New Suppliers with Negative Impacts and Termination of Supplier Relationship	Number	N/A	N/A	0

**Wolfgang Brunmayr, Managing Director:**

„From 2021 to 2023, no supplier relationships were terminated due to negative impacts. This stability indicates that the existing suppliers sufficiently meet the required standards. Additionally, it shows that no serious issues were identified with new suppliers that would have justified the termination of the business relationship.“



The regular auditing of all suppliers is resource- and cost-intensive for many companies, especially for SMEs. To address this challenge, we focus on a targeted selection of suppliers to be audited. Our emphasis is on those suppliers that require increased attention due to geographical, industry-specific, or risk-based factors.

**Sustainable Procurement: Upholding Ethical Principles**

Our comprehensive onboarding program for new employees and regular training sessions for existing procurement staff ensure that our team remains up-to-date with sustainable procurement practices. Thanks to this continuous education, 100% of our buyers are trained

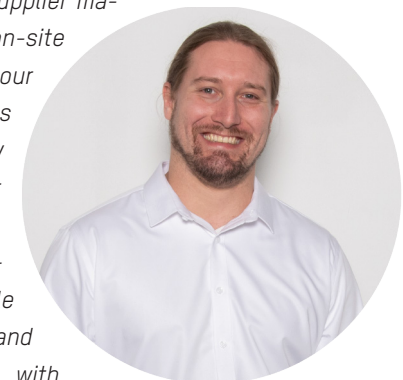
on the labor and human rights, as well as social and environmental standards, outlined in our sustainability report, Code of Conduct (CoC), and the UN Global Compact.

The internal training also covers the fundamentals of sustainable procurement, with a particular focus on compliance with labor and human rights (ILO), conducting detailed risk assessments, evaluating suppliers, and adhering to our Code of Conduct (CoC) in accordance with the requirements of the Supply Chain Due Diligence Act (LkSG).

In additional workshops with relevant stakeholders, we continuously work to optimize the products we procure. The goal of this collaboration is to further develop both the products themselves and the associated transport and packaging solutions to use resources more efficiently and in an environmentally friendly manner.

**Lukas Penzinger, Engineering/QC Manager China:**

„Through our meticulous supplier management and direct on-site presence, we ensure that our raw and auxiliary materials are not only of high quality but also produced under fair working conditions. Our goal is to manufacture excellent products while maintaining sustainable and transparent partnerships with our suppliers as equals.“



## **Conflict Minerals: Demonstrating Responsibility**

Molto Luce is committed to responsible and sustainable sourcing of raw materials, a stance outlined in the Molto Luce Conflict Minerals Policy. The EU Regulation 2017/821, which establishes supply chain due diligence obligations (Conflict Minerals Regulation), requires EU importers to identify potential risks in their supply chains and take appropriate measures to mitigate these risks, particularly concerning critical raw materials like tin, tantalum, tungsten, and gold sourced from conflict-affected and high-risk areas.

As part of our commitment, we require our suppliers to submit Conflict Minerals Reporting Templates (CMRT) from the Responsible Minerals Initiative (RMI). This ensures transparent traceability of the minerals back to their origin and guarantees that no raw materials from conflict-affected regions are used in our products. Additionally, we have implemented internal systems to identify risks early and take suitable measures for risk mitigation.

Our strong collaboration with suppliers, regular audits, and heightened awareness of social and environmental responsibility throughout the entire supply chain are key components of our commitment to conflict-free and sustainable sourcing.

# COMPLIANCE AND RISK MANAGEMENT

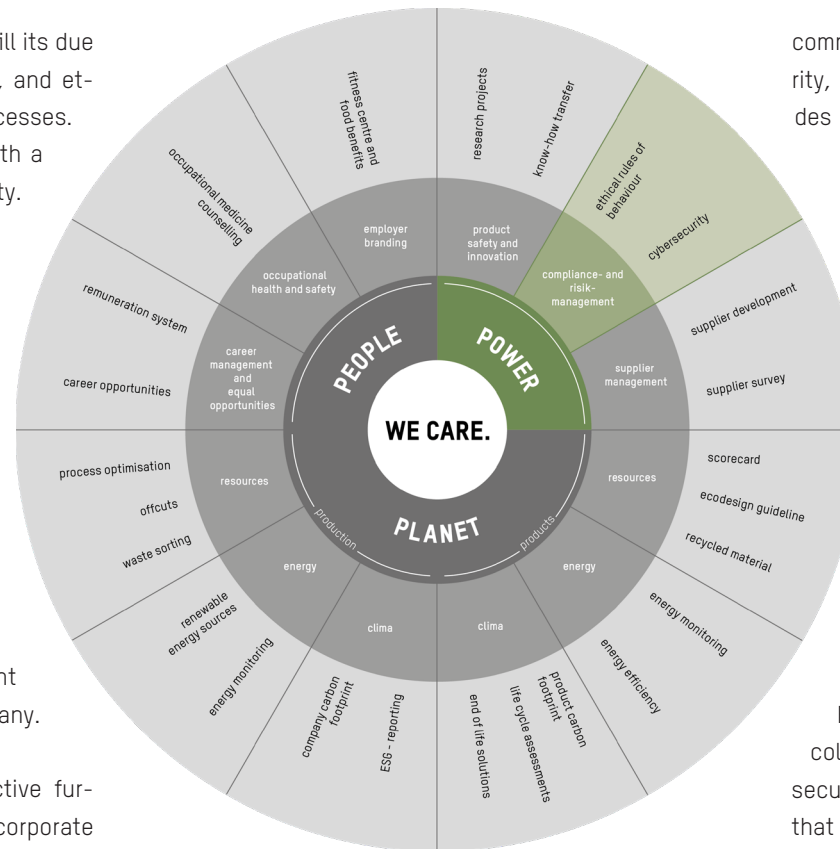
## STRATEGY

Molto Luce considers it a matter of course to fulfill its due diligence obligations regarding legal, regulatory, and ethical requirements across all our business processes. Our goal is to balance increasing regulations with a practical, solution-oriented hands-on mentality.

To implement laws, prevent misunderstandings, and uphold ethical standards, we have developed procedural guidelines such as the Code of Conduct, which all employees must strictly adhere to.

Our approach to key areas such as ethical behavior, social responsibility, environmental protection, and sustainable business practices is clearly defined. Leaders have a special responsibility: they are required not only to exemplify the Code of Conduct but also to ensure its consistent implementation and compliance within the company.

The implementation of the Whistleblower Directive further enables us to promote a transparent corporate culture where compliance violations can be openly reported and actively addressed. As part of our external



commitments and to foster business ethics and integrity, we align with the UN Global Compact, which provides clear guidelines for ethical behavior and compliance.

Regular training sessions and awareness programs ensure that all employees are up-to-date with the latest legal requirements and internal policies. We foster a culture of integrity and transparency through open communication and active support for reporting compliance violations.

Our risk management approach is designed to identify, assess, and manage potential risks at an early stage. Through numerous preventive measures, we proactively minimize potential hazards. A specific risk assessment procedure allows us to continuously monitor various business areas.

For cybersecurity, we have implemented strict protocols to protect our systems and data, based on the latest security standards. Analyses and emergency drills ensure that we are prepared for unforeseen events, can respond effectively, and strengthen our organization's resilience and adaptability.

## KEY FIGURES AND MEASURES

### Code of Conduct: Living Labour and Human Rights

Although the principles outlined in the Code of Conduct are self-evident, we have clearly defined and made them binding. This Code must be adhered to by both us and our suppliers. Managers carry a special responsibility: they are expected not only to embody the Code themselves but also to ensure its consistent implementation and compliance within the company.

Our Code of Conduct addresses the following key topics: ethical behaviour, social responsibility, environmental protection, and sustainable business practices. All Molto Luce employees are required to follow these guidelines to ensure a trustworthy and fair working environment. In the area of ethical behaviour, we prioritise integrity, transparency, and compliance to meet legal requirements and to prevent corruption, fraud, and conflicts of interest.

Social responsibility includes treating each other with respect, promoting equal opportunities and diversity, and avoiding discrimination. We treat all individuals with respect and dignity, regardless of personal characteristics, and we do not tolerate discrimination or harassment. Honesty and transparency are our guiding principles, and we comply with all applicable laws and regulations. Collaboration and mutual respect are central to our culture.

Furthermore, Molto Luce supports the professional development and ongoing training of its workforce to enable continuous improvement of skills. In the area of environmental protection and sustainability,

Molto Luce is committed to using resources efficiently, minimising waste, and reducing its ecological footprint. This aligns with global efforts to mitigate the impacts of climate change and promote sustainable business practices.

#### Bernd Diesenberger, Managing Director

*“Overall, the Code of Conduct forms the foundation for all business activities and serves as a guideline for responsible actions, both within the company and in relation to external partners and society.”*



TRAINING ON ETHICAL PRINCIPLES	UNITS	2023	2024
Molto Luce Code of Conduct Training	Emp. in %	N/A	100
Whistleblower Procedure Training	Emp. in %	N/A	100
Training for Buyers on Sustainable Principles	Buyers in %	N/A	100
Confirmed Corruption Incidents	Number	0	TBD
Legal Proceedings Related to Anti-Competitive Behaviour, Cartel Formation, and Monopolisation	Number	0	TBD
Reports on Whistleblower Procedures	Number	0	TBD

### Whistleblower Procedure: Promoting Integrity

Molto Luce places great emphasis on transparency and ethics in corporate governance, and we have implemented a whistleblower procedure in accordance with EU Directive 2019/1937. This directive protects individuals who report breaches of Union law from potential disadvantages. Our procedure encourages employees and business partners to report potential misconduct, such as corruption, environmental violations, or product safety issues. To protect whistleblowers, their identity is treated confidentially and is accessible only to authorised personnel.

The reporting procedure at Molto Luce includes the submission, documentation, and review of reports, as well as prompt feedback to whistleblowers. Using the online reporting system “Trusty2,” reports can be submitted in compliance with GDPR and anonymously. Access to the reporting channel is available to all employees via the company network. Additionally, Molto Luce offers an oral reporting option.

#### Markus Marehard, Head of Internal Services

*“The system enables the simple and secure submission of reports to promote transparency and integrity within the company. Access is guaranteed for all employees at all times to ensure low-threshold usage.”*



Our procedure covers violations in areas such as corruption prevention, product safety, environmental protection, and public health. However, it should be noted that personal matters, such as bullying or harassment, do not fall within the scope of the Whistleblower Directive. Molto Luce guarantees whistleblowers full confidentiality and protects them from employment-related disadvantages or retaliation, in accordance with the EU directive.

### **UN Global Compact: Embracing Global Responsibility**



Molto Luce firmly believes that sustainable and responsible business practices are the foundation for long-term success. That is why we are committed to the ten principles of the United Nations Global Compact, which promote human rights, labour standards, environmental protection, and anti-corruption. Through our commitment to the Global Compact, we send a clear message about our dedication to ethical standards and sustainability across all our business activities.

As part of this commitment, starting in 2025, we will annually complete the Communication on Progress (COP) report, documenting our progress and actions in implementing the principles. This enhances the transparency of our actions and enables us to meet the expectations of our stakeholders. The COP report also provides an opportunity to make our sustainability goals and achievements measurable and more effective.

Our commitment to the Global Compact and the annual reporting in the COP not only enhances our credibility but also promotes knowledge exchange with other companies in the global network. This provides us with valuable insights for further developing our sustainability strategy and ensures our competitiveness in a market that increasingly values responsible business practices.

### **Reports to External Platforms and Initiatives**

We also provide our figures and documents to external platforms and initiatives. This process supports our ongoing development and helps us continuously adapt to and improve upon external requirements and standards. It contributes to solidifying our position as a responsible company and demonstrates our commitment to transparency and the optimisation of our processes.

The **Austrian Control Bank (OeKB)** supports Austrian companies in export financing, with a focus on sustainability criteria such as environmental and social standards, as well as compliance with human rights. Companies provide data on CO<sub>2</sub>e emissions, energy consumption, working conditions, and anti-corruption measures.

**EcoVadis** evaluates companies' sustainability performance in the areas of environment, labour practices and human rights, ethics, and sustainable procurement. Companies are required to document and demonstrate their policies, actions, and results in these areas.

**IntegrityNext** provides a platform for monitoring sustainability and compliance standards in supply chains. Companies

provide information on environmental management, social responsibility, as well as ethics and compliance to ensure continuous monitoring and evaluation.

### **Environmental Compliance: Taking Responsibility**

Environmental compliance is a core aspect of our responsibility at Molto Luce. We are proud to report that there were no violations of environmental regulations during the reporting period. Through our People.Power.Planet programme, we have implemented a comprehensive system designed to identify potential environmental risks at an early stage and take preventive measures. This programme not only promotes awareness and commitment among our employees to environmental protection but also ensures that we consistently comply with legal requirements and integrate sustainable practices into our daily work processes.

### **Risk Prevention: Strengthening Safety**

In our Risk Management Policy, we address both general risks and the implementation of supplier due diligence. Potential risks are identified, assessed, and appropriate mitigation measures are defined for numerous topics and areas. Additionally, we establish prevention and remediation measures to proactively address potential risks.

Molto Luce has implemented comprehensive measures to ensure the highest safety and environmental standards across all our operations. For fire protection, distinct fire compartments have been established by structurally separating administrative, production, and storage areas. Fire-resistant

partitions and automatic fire detection systems have been installed to ensure rapid fire detection and containment.

Hazardous materials, such as flammable liquids, are stored in designated areas equipped with spill containment trays, grounded shelving, and explosion-proof facilities to minimise environmental and safety risks. Additionally, preventive flood protection measures have been established: an emergency plan includes actions such as timely machine shutdowns and securing goods to prevent damage in the event of flooding.

To ensure explosion protection, our operations comply with the VEXAT directive, with explosion zones regularly evaluated and appropriate protective measures implemented. Furthermore, the maintenance and inspection of electrical systems and lightning protection are carried out at regular intervals, especially in areas at risk of explosion, to detect potential risks early and minimise lightning strike hazards.

In addition, we use thermographic inspections to detect potential overheating in electrical and mechanical systems at an early stage, thereby taking preventive action against damage. These measures support our ongoing commitment to the highest standards of safety and proactive environmental protection in our operations.

## Cybersecurity: Strengthening Security

Secure digital practices are essential for the trust of our customers, the safety of our company, and the protection of our employees. The robust security of our IT systems enhances resilience.

Molto Luce's IT policy includes specific sections on cybersecurity, aimed at ensuring the security of IT infrastructure and sensitive corporate data. A key element of the policy is the protection against unauthorised access to data and systems. To this end, all employees are required to use strong passwords and update them regularly. Access permissions are strictly assigned based on individual tasks and responsibilities, ensuring that only authorised personnel have access to critical data.

Another key focus is on the secure use of devices and networks. The policy mandates that all devices with access to company systems must be protected by up-to-date security software, such as firewalls and anti-virus programs. Employees are also required to promptly report security-related incidents or potential threats to the IT department to enable a swift response.

The policy also addresses the management of external service providers, ensuring that they adhere to the same high security standards as Molto Luce. In particular, the exchange of sensitive data over the internet requires the mandatory use of encryption techniques to prevent data breaches.

### Lothar Rangger, Head of IT

*"We place great emphasis on regular training and awareness-raising measures for all employees to enhance understanding of cybersecurity. This particularly includes handling phishing emails, recognising social engineering attacks, and securely managing digital resources. Overall, our cybersecurity measures are a central component of the company's IT strategy and aim to implement both technical and organisational measures to protect digital security. Through this comprehensive approach, we ensure the protection of sensitive data, the integrity of our IT infrastructure, and the continuous operability of our systems."*



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**PLANET | Production**

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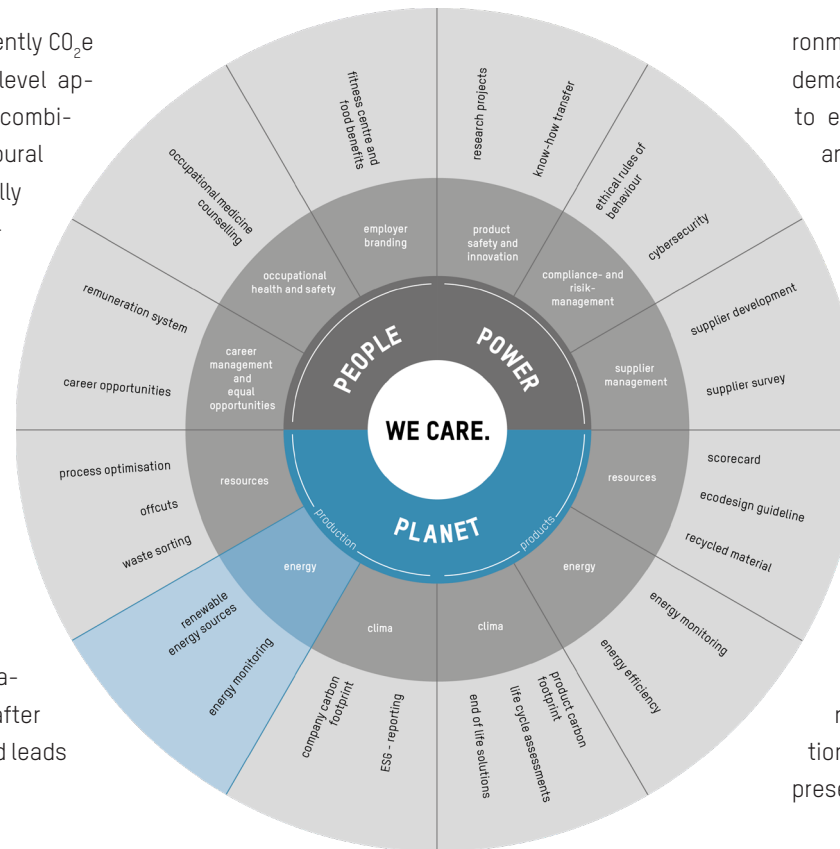
# REDUCING THE ENERGY DEMAND OF PRODUCTION

## STRATEGY

To gradually reduce energy demand and consequently CO<sub>2</sub>e emissions, we employ a comprehensive, multi-level approach that addresses various action areas and combines technological, organisational, and behavioural measures. As a first step, we focus on systematically avoiding energy losses and identifying inefficiencies across all areas. For this purpose, we use advanced energy monitoring systems, which allow us to continuously monitor and control our facilities while collecting precise data on energy consumption and distribution. This data serves as the basis for targeted optimisations and investments in energy-efficient technologies.

As part of process optimisation, we regularly review the efficiency of our workflows and equipment, implementing changes that can sustainably reduce energy consumption. In addition, we upgrade to modern technologies when necessary and after economic analysis. This reduces energy usage and leads to a decrease in emissions.

For our remaining energy needs, we are increasingly relying on renewable energy sources. By installing photovoltaic systems, we generate part of our electricity in-house, making us less dependent on external energy sources while also reducing our CO<sub>2</sub>e emissions. The integration of district heating is another important measure, as it is not only energy-efficient but also envi-



ronmentally friendly. Additionally, we are working on the demand-driven and gradual transition of our vehicle fleet to e-mobility, which reduces both energy consumption and related CO<sub>2</sub>e emissions in the transport sector.

A key success factor of our strategy is the involvement and motivation of our employees. Through targeted training sessions and awareness campaigns, we promote energy-efficient behaviour and create awareness of the impact individual actions can have on the overarching goal of reducing emissions.

We continuously document our progress through regular analyses and reporting of our energy consumption data. Our goal is to achieve a significant reduction in our Scope 1 and Scope 2 emissions through ongoing improvements. However, we acknowledge that achieving fully climate-neutral production under the current technical and economic conditions presents a challenge that is difficult to overcome alone.

Therefore, we not only focus on continuously improving our processes and expanding the use of renewable energy but also seek collaboration with other companies and institutions. Our aim is to jointly develop economically viable and innovative approaches that enable a sustainable reduction in our emissions.

## KEY FIGURES AND MEASURES

### Energy Monitoring: Measuring and Reducing Energy Demand

To efficiently manage the energy consumption of our production, we have installed numerous measuring devices that allow us to capture and monitor the energy demand of our largest systems in detail. We analyse whether energy consumption aligns with production schedules and implement targeted measures when discrepancies are identified.

A key focus is also placed on minimising the base load, which is a significant factor in electricity consumption. Our goal is to reduce the base load to an absolute minimum, thereby avoiding unnecessary and costly energy usage. Additionally, we strongly emphasise awareness within the team to ensure that machines and systems

#### Christopher Glöckl, Head of Process Engineering

*“A clear dashboard in our application helps us create transparency and visualise energy flows in real time.*

*It not only allows us to monitor large systems but also many smaller ones that, collectively, can result in significant consumption. These smaller consumption points are evaluated in relation to the total energy demand, enabling us to identify the delta between overall usage and measured individual consumption. From this, we can derive optimisation measures.”*



are consistently turned off after shifts. A simple principle like „The last one makes a round“ serves as a reminder to check and shut down all unnecessary systems.

The dashboard helps maintain an overview and allows for targeted management of energy consumption — an important contribution to energy efficiency and resource conservation.

### Share of Renewable Energy: Strengthening Resilience

Through numerous targeted investments, we are making clear commitments to our sustainable course and achieving a significant reduction in our CO<sub>2</sub>e emissions. These include four photovoltaic systems with a total capacity of 600 kWp, the conversion of our headquarters in Wels from gas to district heating, and the switch to electricity generated from hydropower. Additionally, we have initiated the transition to e-mobility to further reduce CO<sub>2</sub>e emissions in our vehicle fleet.

One project that is not yet economically feasible is the transition of our process heat from gas to electricity. This step has not yet been implemented due to the extremely long payback period.

The impact of the fourth photovoltaic system, the conversion to district heating, and the switch to electricity from hydropower on reducing CO<sub>2</sub>e emissions is not yet reflected in the following table, as these measures were only implemented in 2024.

ENERGY CONSUMPTION	UNIT	2021	2022	2023
<b>Total Energy Consumption</b>	<b>MWh</b>	<b>4,548</b>	<b>5,670</b>	<b>5,452</b>
<b>Process Energy</b>	<b>MWh</b>	<b>1,366</b>	<b>1,702</b>	<b>1,798</b>
Electricity	MWh	1,103	1,184	1,178
Electricity Self-Production from Photovoltaics	MWh	80	133	225
Process Heat	MWh	182	386	396
<b>Heating Energy</b>	<b>MWh</b>	<b>1,674</b>	<b>2,051</b>	<b>1,680</b>
Heating Energy from Natural Gas	MWh	1,336	1,760	1,416
Heating Energy from Wood	MWh	338	291	264
<b>Fleet Fuels</b>	<b>MWh</b>	<b>1,508</b>	<b>1,917</b>	<b>1,974</b>

### Photovoltaics: Harnessing Energy

The installation of a photovoltaic system is now considered a standard project that offers both economic and ecological benefits. All available roof surfaces suitable for photovoltaics at our production facility in Weißkirchen are now fully equipped with photovoltaic modules. These systems currently cover one-third of the electricity demand for our on-site production. In the summer of 2024, our headquarters in Wels was also equipped with a photovoltaic system. Altogether, the combined capacity of all systems reaches nearly 600 kWp.

Starting in 2025, the total surplus production of our PV systems will be fed into the grid of our energy provider and off-

set against our locations. This enables us to utilise excess energy effectively while also generating additional revenue, further enhancing the cost-efficiency of the systems and contributing to the reduction of our CO<sub>2</sub>e footprint.

**Franz Windischbauer, Head of Hardware and Software Development**



*“On sunny days, we produce more energy than we need for our production. We aim to use this surplus efficiently, which is why our charging stations are connected to the photovoltaic system. By default, the charging speed increases when there is excess energy. However, we don’t leave anyone stranded – of course, each user can adjust the charging speed individually.”*

**E-Mobility: Promoting a Win-Win-Win**

In light of the trend toward decarbonising the transport sector and the increasing, necessary regulation of emissions, electric vehicles present a long-term solution that can help companies prepare for future requirements. Electric vehicles produce no direct emissions during operation, especially when powered by electricity from renewable energy sources. We are convinced of this concept both economically and ecologically and have already converted 15% of our fleet to e-mobility.

**Lukas Kreiner, Head of Component Procurement**

*“Electric vehicles are an extremely attractive lever for companies to create a win-win-win situation. Thanks to lower maintenance requirements, reduced energy costs per kilometre, and attractive tax benefits, the total costs are significantly lower compared to combustion engine vehicles. This benefits the company, the driver, and, most importantly, our planet.”*



**District Heating Instead of Natural Gas**

To gradually reduce our dependency on the gas sector, we have connected our headquarters in Wels to the public district heating network. This step helps us make our energy supply not only more sustainable and future-proof but also ensures long-term stable energy costs and reduces our vulnerability to price fluctuations in the gas market.

The composition of district heating is based on a balanced mix of energy sources: 4% comes from fossil fuels, 9% from fossil-based combined heat and power, nearly 33% from renewable energy sources, and 54% from the utilisation of waste heat from industrial processes. This composition

supports efficient and resource-conserving energy generation by reducing the use of fossil fuels while maximising renewable and recycled energy sources.

**Fritz Eiber, Company Founder and Managing Director**

*“Through the use of our own photovoltaic systems and the transition to the more sustainable energy source of district heating at our headquarters in Wels, we aim for a CO<sub>2</sub>e-reduced energy supply. This not only minimises our company’s ecological footprint but also enhances our competitiveness through sustainable and cost-efficient energy solutions, reflecting our responsibility toward future generations.”*



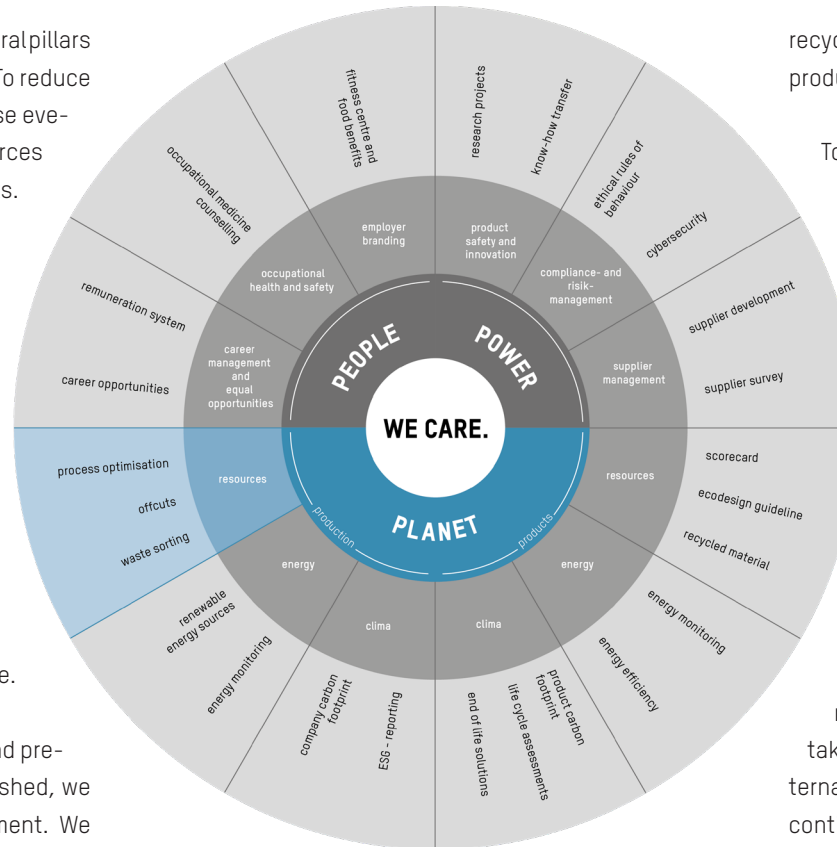
# REDUCING THE RESOURCE DEMAND OF PRODUCTION

## STRATEGY

Our resource conservation strategy is based on several pillars that ensure sustainable and efficient production. To reduce resource consumption in the long term, we optimise every production process with the goal of using resources efficiently from the outset and minimising offcuts. This prevents waste during the production phase.

A key part of our strategy is minimising offcuts in the processing of materials such as aluminium profiles and sheets. We source aluminium profiles in optimal lengths, and through careful planning and optimised cutting, we ensure that leftover pieces above a certain minimum length can be reintegrated into the production process. For sheets, we use precise, cutting-optimised nestings to maximise material efficiency. These measures help us increase resource efficiency and consistently reduce waste.

Another focus is on improving waste separation and prevention. While waste separation is already established, we continuously identify opportunities for improvement. We invest in advanced separation systems and clear guidance systems. Regular training sessions aim to raise awareness among employees and encourage their active participation. By optimising waste separation and increasing the



recycling rate, we reintroduce valuable materials into the production cycle, conserving resources and saving costs.

To reduce water consumption, we rely on a closed water loop in our powder coating system. Using a sophisticated filtration system and specialised membranes, water is treated and returned to the cycle. The system includes mechanical filtration and ion exchange to efficiently remove contaminants such as metal ions and particles. Continuous monitoring and adjustment of water quality ensure the system meets the requirements of the coating process. These measures enable wastewater-free production and significantly reduce the need for fresh water, thereby greatly enhancing the sustainability of our production.

Our goal is to achieve both ecological and economic benefits through these measures and to take on a pioneering role in the industry. Regular internal evaluations help us document progress and continuously adapt our strategy. Through the use of innovative technologies and targeted resource management, we aim to ensure sustainable and future-proof production that meets the demands of our time.

## KEY FIGURES AND MEASURES

### Process Optimization: Avoiding Waste

To reduce resource consumption and minimize waste during the processing of materials such as aluminum profiles and sheets, we have implemented targeted process optimizations. Aluminum profiles are purchased in optimal lengths, and through meticulous planning and optimized cutting processes, we ensure that offcuts meeting a certain minimum length can be reused in production. This significantly reduces material waste.

For sheets, waste is considerably lower due to specific requirements. Here, we rely on precise and cut-optimized nesting to maximize material efficiency. These measures help us improve resource efficiency and consistently reduce waste.

### Waste Management: Conserving Resources

Even though waste separation is considered standard practice, we continuously find opportunities for improvement and face challenges, particularly with packaging materials made of composite materials or plastic types that cannot be recycled in Austria. We are addressing these issues and seeking practical solutions.

Avoiding waste is a core element of our sustainable production strategy. Through optimized production processes and strict waste separation, we are reducing the amount of waste generated. Our goal is to further increase our recycling

rate, which is why we have invested in improved separation systems and raised awareness. These efforts enable us to save costs and effectively return valuable resources to the recycling process.

### Recovery and Disposal of Waste Off-Site

WASTE	UNIT	2021	2022	2023
<b>Total Waste Total Weight</b>	<b>Tons</b>	<b>N/A</b>	<b>341</b>	<b>329</b>
Non-Hazardous Waste	Tons	N/A	337	318
Hazardous Waste <sup>1</sup>	Tons	N/A	4	11
<b>Total Waste Recovery/Utilization</b>	<b>Tons</b>	<b>N/A</b>	<b>267</b>	<b>260</b>
Non-Hazardous Waste	Tons	N/A	266	257
Recycling	Tons	N/A	266	257
Hazardous Waste	Tons	N/A	1	3
Recycling	Tons	N/A	0,4	0
Other Recovery Methods	Tons	N/A	0,6	3
<b>Total Waste Disposal</b>	<b>Tons</b>	<b>N/A</b>	<b>74</b>	<b>69</b>
Non-Hazardous Waste	Tons	N/A	71	60
Incineration with Energy Recovery	Tons	N/A	71	60
Hazardous Waste	Tons	N/A	3	9
Incineration with Energy Recovery	Tons	N/A	3	9

<sup>1</sup>Hazardous Waste: Definition according to the Waste Catalogue Ordinance 2020

The total waste generated by our company decreased from 341.33 tons in 2022 to 328.86 tons in 2023, despite an increase in production volumes, with non-hazardous waste continuing to account for the largest share. This reduction underscores our ongoing efforts to minimize waste and utilize resources more efficiently. Waste recovery remained stable at around 260 tons, demonstrating the effectiveness of our recycling processes and our ability to return a significant portion of waste to the material cycle.

However, hazardous waste increased to 11.04 tons. This rise is primarily due to an increase in custom color applications in our powder coating systems, leading to higher amounts of hazardous waste materials. We are aware of this challenge and are working on optimizing production processes to reduce this proportion in the future.

### Safar Hameed, Head of Logistics Production

*„We have developed a clear and visually striking guidance system. This simple and visually appealing solution accelerates allocation and minimizes misunderstandings. Additionally, our employees are trained to identify and report issues, allowing us to gradually improve our recycling rate.“*



Our current recycling rate stands at 78%. We aim to increase this rate to 83% by 2025 through enhanced waste separation and improved recycling processes. To achieve this, we have already invested in modern separation systems and employee training to raise awareness of effective waste segregation. These measures are set to be implemented in 2024 and are therefore not yet reflected in the 2023 figures.

It is important to note that we currently deliver our wood waste to a neighboring biomass heating facility for energy recovery. While this contributes positively to sustainable energy production, this process is not included in our recycling rate. As a result of this energy recovery method, achieving a recycling rate above 90% is not realistic for us.

**Reducing Water Consumption:  
Promoting Circular Use**

In our powder coating system, water is purified through an advanced filtration system and specialized membranes before being recirculated. The closed-loop system employs multiple stages of water treatment, including mechanical filtration and ion exchange, to efficiently remove contaminants such as metal ions and particles. Additionally, the water is continuously monitored, and its chemical composition is controlled to ensure optimal quality for the coating process.

These technical measures make the system wastewater-free and operate with minimal fresh water consumption, significantly enhancing the sustainability of our production processes.

WATER IN MEGALITERS	UNIT	2021	2022	2023
<b>Water Withdrawal</b>	<b>ML</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>
Water from Third Parties, Freshwater Quality	ML	1.3	1.3	1.3
<b>Water Return</b>	<b>ML</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>
Return to Third Parties, Freshwater Quality	ML	1.3	1.3	1.3

The water consumption shown in the table currently refers exclusively to our locations in Weißkirchen and Wels. This is because reliable and meaningful consumption data is available for these sites, enabling precise evaluation. At other locations, either the water consumption is negligibly low or the available data is not yet sufficient to include in our analysis.

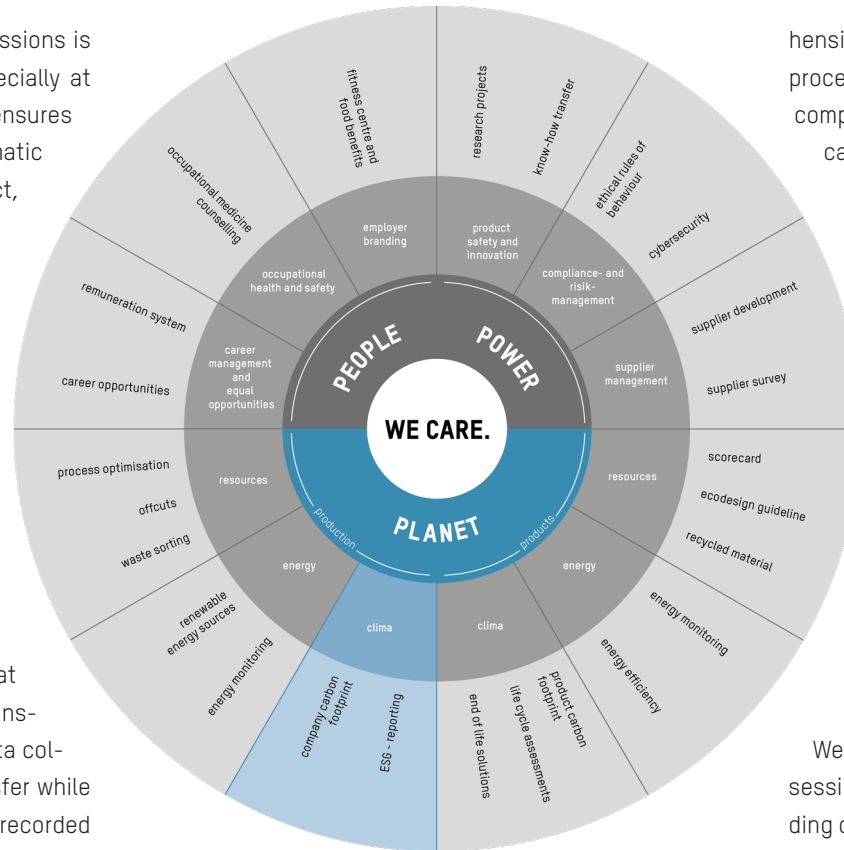
# REDUCING CLIMATE IMPACT: SCOPE 1 + 2 EMISSIONS

## STRATEGY

The calculation of Scope 1 and Scope 2 CO<sub>2</sub>e emissions is particularly challenging and time-intensive, especially at the outset, requiring a meticulous approach that ensures both efficiency and accuracy. We adopt a pragmatic yet serious strategy: for measures with lower impact, we use targeted estimates and simplified calculation models, while for processes with high energy demands and significant energy flows, we delve into detail to establish a precise and well-founded data basis. This approach is crucial in our view to optimize documentation efforts, avoid unnecessary bureaucratic burdens, and stay focused on the primary goal — implementing impactful measures to reduce CO<sub>2</sub>e emissions.

An additional key element of our strategy involves structuring and proactively organizing data within our accounting processes. This ensures that information can be seamlessly and efficiently transferred to our ESG software. This pre-organized data collection minimizes the time required for data transfer while enhancing the accuracy and consistency of the recorded information. It provides a robust foundation that enables us to make informed decisions and implement our CO<sub>2</sub>e reduction strategies in a targeted manner based on reliable data.

In the chapter “Planet – Production – Reducing Climate Impact,” we focus on a detailed description of our CO<sub>2</sub>e monitoring, which allows us not only to conduct compre-



hensive analyses but also to continuously optimize our processes. We aim to demonstrate that addressing the complex challenge of reducing negative climate impacts can only be effectively achieved through a combination of systematically coordinated and diverse approaches. These measures are described in detail in the preceding chapters of this sustainability report.

Furthermore, our strategy benefits significantly from the extensive expertise and dedication of our employees, who play a crucial role in the successful implementation of our CO<sub>2</sub>e reduction initiatives. The interplay of technical and organizational aspects is key: while we rely on precise data collection and energy-efficient technologies on one hand, we also leverage the existing knowledge and practical experience of our workforce to refine and enhance the measures.

We continuously expand our knowledge through training sessions and feedback to ensure a thorough understanding of the purpose behind the measures and actively contribute to more CO<sub>2</sub>e-efficient production.

## KEY FIGURES AND MEASURES

### CO<sub>2</sub>e Monitoring Scope 1 and 2: Reducing Emissions

All energy flows such as electricity, woodchips, district heating, gas, diesel, IT hardware, waste, cleaning agents, and paper are recorded in our ESG software. We invested in this software because data collection and analysis would otherwise be too time-consuming and error-prone. The system covers all our locations, and we have back-entered data from 2021 to track the development of our emissions over time. Building robust processes for data provision is crucial to minimize effort and allow us to focus on implementing measures rather than getting lost in documentation tasks. Additionally, our reduction targets are integrated into the ESG tool as scenarios, enabling us to continuously monitor progress and make adjustments when necessary.

The conversion of the collected data into CO<sub>2</sub> equivalents (CO<sub>2</sub>e) is performed using version 3.10 of the ecoinvent database. This comprehensive collection of life cycle inventory data supports life cycle assessments and enables a precise evaluation of a product's environmental impact throughout its entire life cycle. The latest scientific findings from the Intergovernmental Panel on Climate Change (IPCC) are applied to ensure accurate conversion into CO<sub>2</sub> equivalents and other environmental indicators.

The systematic recording of direct and indirect greenhouse gas emissions caused by corporate activities is known as the Greenhouse Gas Inventory (GHG Inventory) or Corporate Carbon Footprint (CCFP). The GHG Inventory

or CCFP provides information about a company's climate-relevant environmental performance by presenting emissions in CO<sub>2</sub> equivalents for the assessed scope.

The GHG Protocol classifies emissions into three scopes to define the sources and responsibilities of greenhouse gas emissions along the value chain:

- **Scope 1** includes direct emissions from owned or controlled sources, such as the company's fleet and heating systems.
- **Scope 2** refers to indirect emissions from energy consumption, such as electricity.
- **Scope 3** covers all other indirect emissions that occur across the entire value chain, including the procurement of materials, employee commuting, and the use of our products.

SCOPE 1 EMISSIONS		UNIT	2021	2022	2023
<b>Total</b>	<b>t CO<sub>2</sub>e</b>		<b>693.9</b>	<b>922.1</b>	<b>874.5</b>
Fuel	t CO <sub>2</sub> e		407.3	517.8	533.2
	in %		58.7	56.2	61
Heating	t CO <sub>2</sub> e		252.4	332.2	267.3
	in %		36	36	31
Process Heat	t CO <sub>2</sub> e		34.1	72.2	74
	in %		5	8	8
SCOPE 2 EMISSIONS		UNIT	2021	2022	2023
Electricity	t CO <sub>2</sub> e		321.4	339.5	339.3

Scope 1 emissions from fuel usage increased significantly between 2021 and 2023, driven by the growing number of sales employees with company cars. Heating emissions, however, were slightly reduced in 2023.

The increased demand for process heat is attributed to the intensified use of the powder coating system. This reflects higher production activity, requiring greater energy input for the associated processes.

Electricity consumption and consequently Scope 2 emissions remained relatively constant between 2022 and 2023, despite the number of produced units rising from 938,064 to 1,014,109, an increase of 8.11%. As a result, electricity consumption per produced unit was reduced by 7.5%, indicating more efficient energy use in production processes.

Investments in the transition from gas to district heating in Wels, the installation of an additional photovoltaic system, and the switch to hydropower-based electricity were implemented in 2024. Their impact will, however, only be reflected in subsequent reports.

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**PLANET | Products**

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# PLANET

For the pillar „PLANET - Sustainable Products,“ we have set three key objectives:

- Reducing energy demand
- Reducing resource demand
- Reducing climate impact



## ACCESS

The Planet pillar is divided into two areas. In the area of “how we design our products,” we consider the entire value chain, from design to the end of life of our luminaires. Our focus is on using environmentally friendly materials and developing durable, energy-efficient luminaires. We aim to extend the lifespan of our products while reducing their environmental impact.

Since more than 90% of a luminaire’s CO<sub>2</sub>e emissions occur during the usage phase, there is significant potential in reducing its energy demand. To address this, we rely on highly efficient LED technologies, high-end optics, and intelligent lighting management systems, which can reduce the energy consumption of our luminaires by up to 90%.

Reducing resource demand is at the core of our product development and supply chain strategy. We focus on recyclable materials and optimize our products for resource-efficient manufacturing. Additionally, we promote the take-back and recycling of products at the end of their lifecycle to keep valuable materials in circulation and further reduce resource consumption.

To analyze the negative climate impacts across our entire value chain, we use specialized sustainability software for comprehensive CO<sub>2</sub>e emissions tracking. This tool provides us with a precise overview of the emissions from our Scope 3 processes and ensures efficient data collection. Based on this analysis, we implement targeted measures to reduce the emissions of our luminaires.

## CHALLENGE

Since the majority of CO<sub>2</sub>e emissions from a luminaire occur during its usage phase, there is significant leverage in reducing the energy consumption of our luminaires. However, we cannot directly influence how end customers use our lighting solutions. Nevertheless, we believe that the development of advanced, energy-efficient products with integrated sensor solutions, as

well as appropriate training, can significantly optimize the use of lighting. Additionally, the actual CO<sub>2</sub>e emissions during the usage phase are heavily influenced by the choice of energy mix, which lies beyond our direct control.

If we set the system boundary at the factory gate of Molto Luce, the materials purchased and processed have a substantial impact on Molto Luce’s CO<sub>2</sub>e balance. Improvements in this area are highly challenging because materials with a high recycled content are often more expensive than primary materials, and their availability is not always guaranteed.

Similarly, the implementation of end-of-life solutions poses a particular challenge. To address this, we will launch a research project titled “Circular Product Design” in the first quarter of 2025. The goal of this project is to develop practical and sustainable concepts that promote the reuse and refurbishment of luminaires, thereby contributing to resource conservation and more sustainable product usage.

## FACTS AND FIGURES

The ecological impact of a luminaire is over 90% attributable to the usage phase. When considering the impact only up to the system boundary of the Molto Luce factory gate, over 80% is accounted for by the materials used.

# MINIMIZE THE ENERGY CONSUMPTION OF THE PRODUCTS

## STRATEGY

By addressing three key aspects, we aim to achieve maximum reduction in the energy consumption during the usage phase of our lighting solutions.

Firstly, intelligent planning ensures that only necessary luminaires are installed, significantly reducing energy consumption from the outset. Our planning approach relies on precise needs assessments to ensure that every room and area is equipped with only the amount of light that is actually required. This effectively minimizes energy use and prevents over-lighting, which wastes energy and unnecessarily drives up costs. This strategy not only optimizes energy efficiency but also enhances the longevity of our installations, as every unnecessary luminaire avoided reduces the need for replacement and operation in the long term.

Secondly, the introduction of dimmable solutions combined with modern daylight and presence sensors enables demand-driven lighting control. These sensors automatically adjust the lighting to actual conditions and room usage. When sufficient daylight is available, artificial lighting is dimmed or completely switched off, while the light is activated only in areas where it is needed when people are present. This demand-based



control results in significant energy savings and creates a dynamic lighting environment that flexibly adapts to usage conditions, enhancing comfort for users.

Thirdly, we optimize the energy consumption of our products through the use of advanced technologies such as matrix solutions, which tailor energy demand precisely to actual requirements. These modular systems allow targeted light control, ensuring precise and demand-oriented illumination. Additionally, we incorporate measures for retrofitting existing lighting systems, replacing inefficient setups with modern, energy-saving solutions. As part of such retrofitting projects, we analyze existing infrastructures and develop customized upgrades that significantly reduce energy consumption. This often unlocks substantial savings potential in existing systems while minimizing environmental impact.

Together, these three approaches – needs-based planning, sensor-based control, and the use of energy-efficient technologies – form a sustainable and effective strategy to minimize energy consumption during the usage phase, making a significant contribution to achieving our climate goals.

## KEY FIGURES AND MEASURES

### Energy-efficient luminaires

The distribution of energy efficiency classes shows that the majority of our lighting products are classified in classes D (21%) and E (36%), while classes A (0%) and B (1%) are scarcely represented.

Despite the impressive advancements in LED technology and associated drivers, current developments are not yet able to widely meet the stringent energy efficiency standards of classes A or B. The requirements for these highest efficiency classes have been deliberately set with a forward-looking perspective to promote long-term technological progress and provide space for innovation.

These high standards are a strategic decision: they challenge manufacturers and developers to continuously improve their products and push the boundaries of energy efficiency. At the same time, these ambitious targets ensure that future advancements are already a focus of research and development today, paving the way to eventually meet the demanding criteria and further advancing the energy transition.

Today's technology represents a significant step in the right direction, even though there is still potential for optimization to fully achieve these ambitious goals.

Energy Efficiency Class	Number of Entries	Share
A	0	0%
B	8	1%
C	69	11%
D	144	21%
E	244	36%
F	152	22%
G	62	9%

### Energy-efficient LED: Increase luminous efficacy

The value „lumens per watt“ (lm/W) indicates the luminous efficacy of a luminaire and serves as a measure of its energy efficiency. It describes how much visible light (in lumens) is produced per unit of electrical power consumed (in watts). The higher the lm/W value, the more efficiently the light source converts energy into light. A traditional incandescent bulb achieves only about 10 lm/W, whereas our in-house produced luminaires now achieve an average luminous efficacy of nearly 123 lm/W.

One essential point we would like to emphasize is the transparency and accuracy of our stated performance values. The lm/W values we provide reflect the actual luminous efficacy of the luminaire. This means that all factors, such as the efficiency of the optical system and the control gear, are fully accounted for. Through these practical and realis-

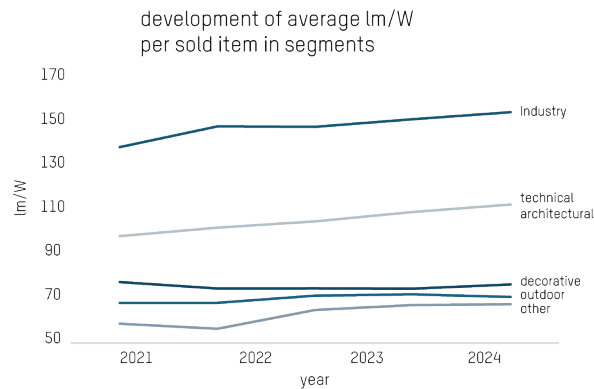
tic measurements, we ensure that our customers can rely on the stated efficiency values. Our data provides an honest representation of the performance of our lighting systems (in-house production) in actual operation. This is crucial for a transparent assessment of efficiency and facilitates informed decisions in the planning and implementation of our modern lighting solutions.

Year	ø lm/W
2021	101.6
2022	106.7
2023	114.5
2024	122.7

### Franz Windischbauer, Head of Hardware and Software Development

„The continuous improvement in the energy efficiency of our luminaires is reflected in the development of the average luminous flux per watt (lm/W). In 2021, this value was 101.6 lm/W and currently stands at 122.7 lm/W. These advancements are the result of our consistent investment in advanced technologies and our commitment to sustainable lighting solutions. Our goal is to achieve 130 lm/W by the end of 2025.“





In industrial lighting, luminous efficacy is typically the highest. Luminaires with values exceeding 180 lm/W are used to efficiently illuminate large areas and minimize energy consumption. In contrast, luminous efficacy is often lower in decorative and outdoor lighting. This is because, in these applications, factors such as glare reduction, aesthetic considerations, and specific lighting atmospheres take precedence over pure light output, sometimes necessitating a trade-off with efficiency.

### Sensor Technology and Dimmability: Efficient Lighting, Lower Costs, Reduced CO<sub>2</sub>e

The largest CO<sub>2</sub>e emissions from a luminaire, namely 90%, occur during its usage phase. This is also the stage where we can offer our customers the greatest cost savings. Switching to LED lighting alone can significantly reduce energy consumption, and integrating sensor solutions like daylight and presence controls can cut ener-

gy usage by up to 90%. We have already implemented a number of projects and are proud of our references.

Daylight sensors measure the available natural light and adjust the luminaire to provide only the required amount of additional light. For instance, in environments such as office floor lamps or warehouse logistics, where large windows already provide a baseline level of lighting, artificial lighting can be dimmed or switched off, significantly reducing energy consumption.

Presence sensors detect whether people are in the room and control the lighting accordingly. When no one is present, the lights are automatically turned off, preventing unnecessary energy use.

By combining daylight and presence sensors, energy savings of up to 90% can be achieved. This combination maximizes energy efficiency, provides demand-driven lighting, enhances user comfort, and reduces operating costs.

### Jiří Cívín, Business Development Management

*„We have already implemented a number of sensor projects and are proud of our references. My role is to support our customers in finding the most energy-efficient solution. What brings me the greatest joy is witnessing the reactions and excitement of our customers when they discover the impressive savings effects of our sensors.“*



The share of DALI-dimmable luminaires in our overall product range has increased from 15.2% in the 2020/21 fiscal year to 24.9% in the 2024/25 fiscal year. This development highlights our commitment to intelligent lighting solutions that reduce energy consumption while enhancing comfort for our customers. Our goal is to increase the share of dimmable luminaires to 33% by the end of 2025.

Fiscal Year	Share of Dimmable Luminaires
2020/2021	15.2%
2021/2022	15.3%
2022/2023	17.7%
2023/2024	18.8%
2024/2025	24.9%

## Matrix solution

Unsere neueste Innovation ist die patentierte Matrix-Technologie. Diese repräsentiert einen bedeutenden Fortschritt in der Beleuchtungsbranche. Inspiriert von der Automobilindustrie, insbesondere von Scheinwerfertechnologien, haben wir diese Innovation erstmals für Arbeitsplatzbeleuchtungen adaptiert.

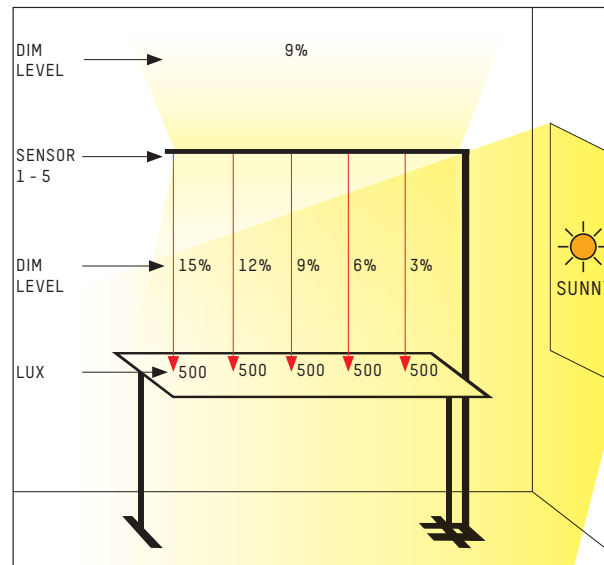
### Josef Hechenberger, Member of the Executive Board

*„A key feature is the precise light control, which allows light to be directed exactly where it is needed while minimizing unwanted stray light. This results in increased energy efficiency by reducing energy consumption without compromising light quality. Furthermore, the Matrix technology enhances working conditions by providing glare-free and uniform lighting, which boosts productivity and promotes the well-being of users.“*



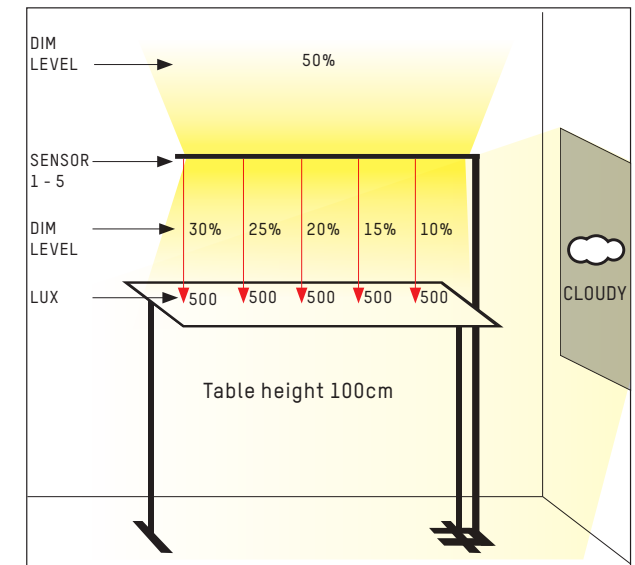
## DIM 2 DAYLIGHT

The sensor matrix takes energy efficiency to a new level. Five highly precise light sensors continuously monitor the workspace to analyze the existing light levels in detail. For instance, if sunlight falls onto the desk through a window, the dimming level is adjusted section by section to make the necessary corrections, ensuring a consistent illumination level of, for example, 500 lux across the entire workspace. The indirect lighting also responds independently, adjusting its dimming level accordingly. Any changes in lighting conditions, such as a shift in weather, are detected and responded to in real time, with the light level seamlessly adapting to the new conditions.



## DIM 2 DISTANCE

However, the sensor matrix does not only respond to changes in external lighting conditions – it also detects changes in desk height and adjusts the dimming levels accordingly. This feature is particularly beneficial when using height-adjustable desks that can be utilized in both sitting and standing positions. The sensors accurately register every movement, ensuring that the lighting intensity is always optimally adjusted to the current working height. The intelligent regulation of light intensity guarantees that a set illumination level, such as 500 lux, and perfect workspace lighting are maintained regardless of the desk height.



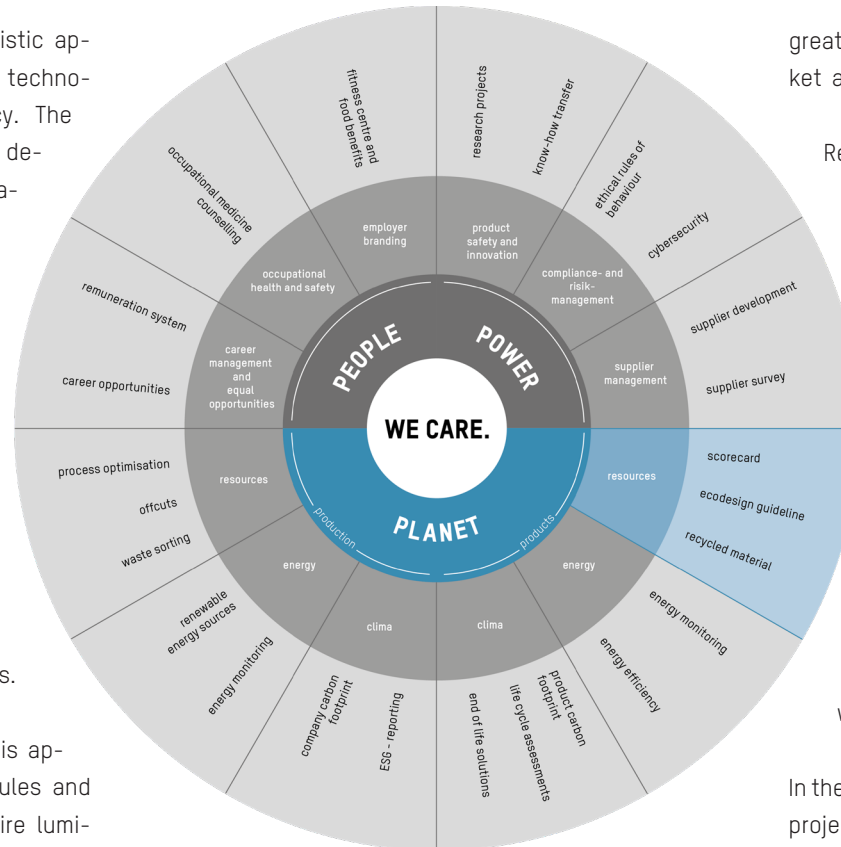
# REDUCE THE RESOURCE REQUIREMENTS OF THE PRODUCTS

## STRATEGY

Our resource-saving strategy is based on a holistic approach that integrates various methods and technologies to promote sustainability and efficiency. The concept of ecodesign begins with the product development process. From the initial concept phase to completion, we prioritize resource-efficient materials, efficient manufacturing methods, and extended product lifespans.

These principles are firmly anchored in our internally developed scorecard and accompanying ecodesign guidelines, providing a clear framework for consistently aligning ecological and economic goals. A key focus is on the increased use of materials with high recycled content to reduce the reliance on primary raw materials—an endeavor that can be challenging in the face of economic constraints.

Our X-Change technology is a cornerstone of this approach, enabling easy replacement of LED modules and electronic ballasts. Instead of replacing an entire luminaire, specific components can be updated or repaired. This saves resources, reduces waste, and significantly extends the lifecycle of our products, fostering a more sustainable use of materials. In doing so, we not only offer customers a more sustainable solution but also promote



greater acceptance of long-lasting products in the market and help our customers achieve their climate goals.

Retrofit solutions also contribute to environmentally friendly resource use by upgrading existing lighting systems with modern, energy-efficient light sources. Retrofitting existing luminaires rather than replacing them entirely saves resources and results in significant reductions in energy consumption during the usage phase.

The principles of the circular economy are central to our strategy. We design our products and processes to keep materials in circulation for as long as possible. This includes not only the reuse and recycling of components but also the deliberate use of modular designs that enable simple repairs and upgrades. To further strengthen our strategy, we continuously invest in research and development.

In the first quarter of 2025, we will launch a funded research project on circular design. This project aims to explore innovative materials and construction principles that make our products even more durable and resource-efficient, while further minimizing the environmental impact of our products after their usage phase.

## KEY FIGURES AND MEASURES

### Ecodesign: Defining Environmental Impact

Sustainability does not start with the final product for us; it is an integral part of the entire development process. In our „Planet“ pillar, we have defined three essential goals: conserving resources, saving energy, and reducing climate impact. To incorporate these principles into product development from the outset, we have developed a comprehensive internal scorecard and integrated it into the product development process. This scorecard evaluates our products based on approximately 80 criteria, providing us with detailed insights into how well our current designs align with the defined goals or how we can achieve them in the future. While completing and preparing the scorecard initially takes significant time, this step is invaluable, as the first phase defines the product, and adjustments toward sustainability are easier to implement at this stage.

To derive targeted measures from the quantitative results of the scorecard, we have developed the internal Molto Luce Ecodesign Guideline. This guideline helps us anchor sustainable principles not just theoretically but as an integral part of the design process—from the initial concept to final implementation. This includes the careful selection of environmentally friendly materials, increasing the energy efficiency of our products, and ensuring that maintenance and component replacement are as simple as possible.

Our goal is to make decisions that prioritize resource conservation and environmental friendliness at every step. The focus on sustainable design is not only a response to market demands but also an expression of our responsibility to future generations.

The early integration of sustainability principles ensures that our products meet the highest environmental standards while providing real value to our customers. To expand expertise within the product development department, we have already conducted both external and internally moderated workshops on the topic of circular economy using the design-thinking method.

#### René Mistlberger, Head of Project Management

*„The scorecard is already applied during the product conception phase, as this is where the best opportunities exist to conserve resources and save energy. As the project progresses, the evaluation becomes increasingly precise. Our goal is, on one hand, to identify the levers for resource and energy savings and, on the other, to build expertise in the field of ecodesign through intensive engagement with the topic.“*



expensive than primary materials, making implementation more difficult. Therefore, we are actively seeking economically viable ways to promote the use of sustainable materials in our processes and to continuously increase the share of recycled components. Another challenge is that materials initially perceived as sustainable at the start of their lifecycle do not always prove to be recyclable in practice.

#### Thomas Palfi, Head of Mechanical Design

*„The use of recycled materials requires careful analysis and targeted adjustments to our materials. It is crucial to ensure that the quality of our luminaires is not compromised and that they remain recyclable at the end of their lifecycle.“*



### Increasing Recycled Content: Conserving Resources

Increasing the recycled content in our luminaires is a key component of our sustainability strategy. However, we face the challenge that recycled materials are often more

SHARE OF RECYCLED CONTENT BY PRODUCT GROUPS	UNIT	2021	2022	2023
Steel Sheet	in %	N/A	N/A	26
Cardboard Packaging	in %	N/A	N/A	100
Aluminum Profiles	in %	N/A	N/A	27
Aluminum Die-Casting	in %	N/A	N/A	90

## X-Change Technology: Enhancing Flexibility and Efficiency

Our award-winning X-Change technology sets new standards for sustainable lighting solutions by offering a replaceable chip-on-board LED module that ensures maximum flexibility and resource conservation.

In the event of defects, a desire to change the light color, or technological advancements enabling significantly higher energy efficiency, the LED module can be replaced without the need to replace the entire luminaire. This extends the lifespan of our products and reduces unnecessary costs and material waste.



A key feature of our X-Change technology is tool-free replacement, made possible by a practical bayonet mount, allowing for quick and easy installation. This user-friendly solution not only simplifies maintenance and upgrades but also minimizes the need for specialized personnel and reduces downtime. Replacing individual components instead of entire luminaires significantly contributes to resource conservation and waste reduction.

Furthermore, this technology promotes the integration of more efficient LEDs and allows for adjustments to changing requirements, such as new light colors or energy-saving standards over time. The use of modern, efficient modules

helps further reduce energy consumption and CO<sub>2</sub>e emissions.

In our systems, drivers are also designed to be replaceable using the X-Change technology, enabling flexible and seamless integration. This makes our X-Change technology a key contributor to fostering a circular economy and reducing the environmental footprint of our customers.

### Florian Templ, Special Construction Project Manager

*„This groundbreaking technology was awarded the prestigious German Ecodesign Award in 2022—a testament to its innovative strength and sustainable approach. In addition, we now also offer tool-free replaceable drivers, enabling even greater adaptability and scalability. This provides our customers with added value and underscores our commitment to durable, sustainable lighting solutions.“*



### Retrofit Solutions: Saving Energy and Resources

Retrofit solutions play a crucial role in promoting the sustainable use of existing lighting systems by enabling the simp-

le and efficient upgrade to modern, energy-efficient light sources. These solutions maximize the utilization of available resources by eliminating the need to replace entire luminaires and instead focus on replacing only the light sources. This approach results in significant energy and material savings, reduces waste, and extends the lifespan of products.

By implementing LED technology to replace traditional, energy-intensive light sources, energy consumption can be significantly reduced. This not only lowers operating costs but also substantially decreases CO<sub>2</sub>e emissions. These benefits can be further amplified when combined with intelligent sensor technologies that enable demand-driven lighting use. Such sensors ensure that lighting is activated only when necessary, achieving additional energy savings and a more efficient use of resources.

The ability to modernize existing lighting systems without a complete replacement supports the principles of the circular economy. This approach keeps materials and components in circulation for longer and reduces the demand for new resources in production and installation. Not only does this decrease the ecological footprint, but it also fosters a sense of responsibility within the construction and lighting industries.

By focusing on retrofitting, we bridge the gap between modern technology and existing infrastructure, creating a sustainable path forward that benefits both the environment and our customers.

### Calvin Planinz, Special Construction Project Manager



*„Replacing light sources allows us to make an active contribution to climate protection while helping our customers save costs — something we’ve already demonstrated with several great reference projects. Every time we replace a fluorescent tube, we make a statement, and many small actions together can achieve something significant.“*

### Circular Economy: Starting Step by Step

Implementing a circular economy in manufacturing companies is a demanding task that requires careful planning and innovative approaches. Given the current cost structures, developing scalable, circular business models is indeed a challenge. Our aim is not just to present appealing marketing stories but to create viable and economically feasible models that are successful in the long term and have a genuinely sustainable impact.

In the context of the circular economy, numerous initiatives and terms are often conflated. To provide clear guidance and avoid misunderstandings, we adhere to the 9R-Framework, which defines the key terms and principles of the circular economy. This framework encompasses the stages: „Refuse,“ „Rethink,“ „Reduce,“ „Reuse,“ „Repair,“ „Refurbish,“ „Remanufacture,“ „Repurpose,“ and „Recycle.“ It serves as the foundation for categorizing and prioritizing our actions.

We see the greatest impact in the areas of „Rethink“ and „Refurbish,“ as detailed in the chapters on Ecodesign and our X-Change technology. These measures extend the lifecycle of our products, contributing to resource conservation and waste reduction. In the categories „Reuse,“ „Remanufacture,“ and „Repurpose,“ we currently see limited opportunities for large-scale scaling. However, we are continually working to expand our potential. We are particularly excited about securing funding for a Circular Design research project, which we will launch in the first quarter of 2025. This project is expected to help us make further progress and identify new opportunities for developing scalable, circular business models.

Internally, we consistently advance our development with the support of our Scorecard and Ecodesign Guideline. These scorecard criteria are integrated into project management from the outset, enabling us to identify relevant levers early on. The Ecodesign Guideline builds on this knowledge and already incorporates the new requirements of the Ecodesign for Sustainable Product Regulation (ESPR). So far, we have identified three key levers.

**Extending product lifecycles** is supported by the modular structure of our luminaires, offering high variability with minimal material use. Special attention is given to easy-to-disassemble connections, such as click or bayonet fastenings, which simplify modifications and adjustments. Ideally, connections should be tool-free or require minimal effort for disassembly.

**Energy savings** during the usage phase are critical, as over 90% of CO<sub>2</sub>e emissions from a luminaire occur during

its usage phase. The energy efficiency of our products has the most significant influence on their environmental footprint. We already see ourselves at an outstanding level in terms of energy efficiency. This position is both a mandate and a responsibility to continue making progress and maintaining our commitment to sustainable innovations.

### Christian Hofwimmer, Head of Product Management

*„Even during the development phase, we take into account not only the assembly time but also the time required for disassembly or modification. This approach promotes reparability, allowing luminaires to be maintained even by non-experts.“*



**Improving the recyclability of materials** used is a central criterion in our scorecard and will be given even greater consideration from the beginning of the process moving forward. To ensure the best material choices, our design team undergoes continuous training. Switching to recyclable materials is complex and requires significant effort. For example, we prioritize plastics with a density of less than 1.3 g/cm<sup>3</sup>, as plastics with higher densities are automatically incinerated in Austria and cannot be recycled. By selecting lighter plastics, we actively contribute to increasing recycling rates and enhancing the reusability of our products.

By utilizing Bills of Material and applying fixed parameters,

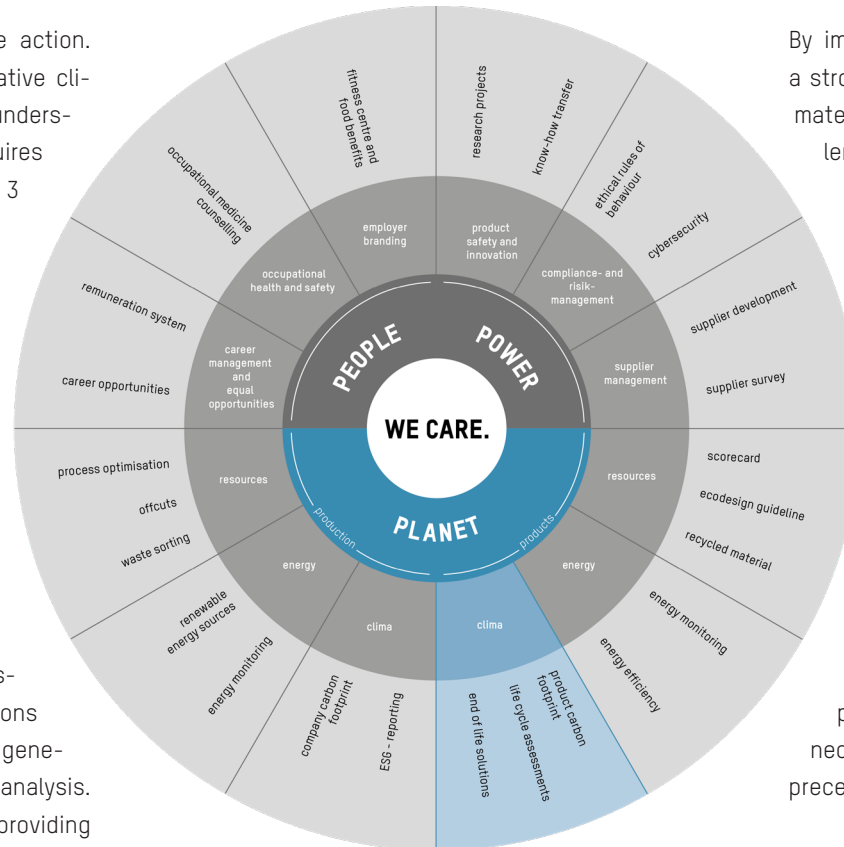
we can gradually evaluate the recyclability of our luminaires more accurately. These evaluations are further refined through the use of our LCA (Life Cycle Assessment) software. This enables us to make informed decisions to improve our products. While we have already built significant expertise, our goal is to achieve even more. The funded research project on Circular Design will help us make additional progress and deepen our knowledge further.

# REDUCING CLIMATE IMPACT: SCOPE 3 EMISSIONS

## STRATEGY

A solid analysis is the foundation for effective action. To identify specific levers for reducing the negative climate impact of our products, we must first understand where these emissions occur. This requires precise and comprehensive tracking of Scope 3 emissions along the entire value chain. By doing so, we can derive targeted measures to reduce emissions at the earliest stages of product development and manufacturing.

Calculating Scope 3 emissions, particularly tracking the materials used, is a complex and labor-intensive process. Our approach remains pragmatic yet determined: using specialized sustainability software, we conduct detailed CO<sub>2</sub>e analyses that comprehensively capture the climate impact of our products. All purchased material groups are recorded in our life cycle assessment (LCA) software and linked to specific emissions data. Where specific data is unavailable, we use generic values to create a robust yet flexible basis for analysis. The most significant challenge lies in precisely providing and allocating the data and setting up custom processes within the software to enable accurate material analysis.



By implementing these processes, we have established a strong starting point. Simultaneously, we are recording material groups in our ERP system, simplifying and accelerating future evaluations and continuous monitoring of our CO<sub>2</sub>e emissions. The integration between LCA software and the ERP system ensures that all relevant information is consistent and readily accessible. However, data collection and analysis are only the first step: the true value lies in utilizing these insights to identify and implement targeted measures for sustainable and measurable emission reductions.

In the chapter “Planet – Products – Reducing Climate Impact,” we describe one measure in particular: life cycle assessments and the insights gained from them. Addressing the complex challenge of minimizing the climate impact of our products requires a multitude of diverse but interconnected approaches. These measures are detailed in the preceding chapters of this sustainability report.

## KEY FIGURES AND MEASURES

### CO<sub>2</sub>e Monitoring Scope 3: Reducing Emissions

Life cycle assessments (LCAs) examine the entire value chain of a product, from design and production through packaging and transportation to the usage phase and the end of the product lifecycle. We analyze our products using specialized LCA software and in accordance with standards for assessing lifecycle impacts, such as EN15804+A2 and PSR-0014, to generate harmonized Environmental Product Declarations (EPDs).

We are developing this model internally, as this is the only way to identify our levers and opportunities to reduce CO<sub>2</sub>e emissions and other impact indicators, such as material consumption.

#### Josef Hechenberger, Member of the Executive Board

*„Our goal is to ensure the comparability of our products in terms of resource consumption and to establish Ecodesign as a key criterion for our customers’ purchasing decisions. We are aware that the ecological impact of a product is largely defined during the design phase. Therefore, we intentionally rely on tools such as the Scorecard and the Ecodesign Guideline, which help us address sustainability early in product development. These tools support us in developing sustainable solutions that not only reduce resource consumption but also meet the demands and expectations of our customers.“*



MATERIAL BY PRODUCT GROUP (SCOPE 3)	UNIT	2021	2022	2023
<b>Total</b>	<b>t CO<sub>2</sub>e</b>	<b>N/A</b>	<b>N/A</b>	<b>17,138.6</b>
Electronics	t CO <sub>2</sub> e	N/A	N/A	6,293.3
	in %			36,7
Luminaires	t CO <sub>2</sub> e	N/A	N/A	4,687.6
	in %			27,4
Aluminum	t CO <sub>2</sub> e	N/A	N/A	4,158.9
	in %			24,3
Steel	t CO <sub>2</sub> e	N/A	N/A	1,287
	in %			7,6
Plastic	t CO <sub>2</sub> e	N/A	N/A	473.8
	in %			2,7
General	t CO <sub>2</sub> e	N/A	N/A	112.4
	in %			0,6
Packaging	t CO <sub>2</sub> e	N/A	N/A	108.6
	in %			0,6
Glass	t CO <sub>2</sub> e	N/A	N/A	17.1
	in %			0,1

We conducted the analysis of our Scope 3 emissions for the year 2023 in 2024 using our new LCA software. This analysis is based on a combination of generic and specific data.

The total emissions amount to 17,138.60 t CO<sub>2</sub>e. Under the term „luminaires,“ we include trade goods, for which we have proportionally estimated emissions based on our calculated total emissions.

Electrical components account for 6,293.3 t CO<sub>2</sub>e (37%) of the emissions, representing the largest share. Luminaires contribute 4,687.6 t CO<sub>2</sub>e (27%), followed by aluminum with 4,158.9 t CO<sub>2</sub>e (24%) and steel with

1,287 t CO<sub>2</sub>e (8%). Plastic accounts for 473.8 t CO<sub>2</sub>e (3%), while the categories General and Packaging each account for 1%, and glass represents only 0.1%.

All measures presented in the Planet Products chapter aim to sustainably reduce Scope 3 emissions. We are currently preparing Environmental Product Declarations (EPDs), which will allow us to precisely calculate CO<sub>2</sub>e emissions during the usage phase.

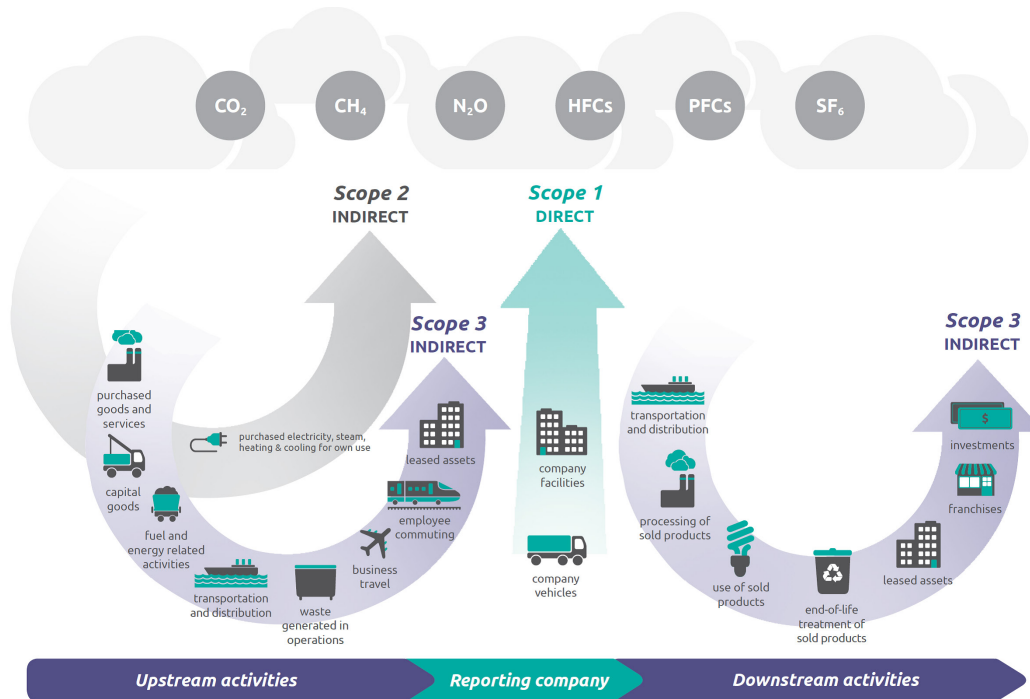
#### Johann Raninger, Head of Data and Process Management

*„Efficient and transparent data and process management systems are the key to sustainable action. They enable us to make informed decisions, use resources responsibly, and make our sustainability goals measurable.“*

*By continuously improving data quality, particularly in our ERP system, we are laying the foundation for the seamless integration of our LCA software for more efficient and precise creation of Environmental Product Declarations (EPDs). This direct connection between our processes and the ecological impacts throughout the entire lifecycle allows us to strategically integrate sustainability aspects into our value chain and proactively capitalize on optimization opportunities.“*



## Carbon Footprint - Emission Sources according to the Greenhouse Gas Protocol



The graphic shows the emission sources according to the Greenhouse Gas Protocol, as reported in the Planet – Production chapter, in three categories:

- Scope 1 (direct):** Direct emissions from company-owned sources, such as company vehicles and buildings.
- Scope 2 (indirect):** Indirect emissions from purchased energy, such as electricity, heating, and cooling.
- Scope 3 (indirect):** Other indirect emissions along the value chain, divided into upstream, such as purchased goods, transport, and downstream activities, such as the use of sold products and disposal.

Scope 3 emissions dominate in manufacturing companies, accounting for over 80 to 90% of the total, making them the largest contributor to the CO<sub>2</sub>e footprint. Significant drivers include material selection and the CO<sub>2</sub>e impact during the product usage phase.

At Molto Luce, the share of Scope 3 emissions (excluding the calculation of the usage phase) is 84%. Around 90% of the CO<sub>2</sub>e emissions of a product occur during this phase.

We are currently preparing Environmental Product Declarations (EPDs), through which we can also precisely

SCOPE 1,2,3 EMISSIONS	UNIT	2021	2022	2023
<b>Total</b>	<b>t CO<sub>2</sub>e</b>	<b>2,100.9</b>	<b>2,448.1</b>	<b>20,309.3<sup>1</sup></b>
Materials/Goods including Upstream Transport <sup>1</sup>	t CO <sub>2</sub> e	N/A	N/A	17,139
	in %			84.4
Company Cars	t CO <sub>2</sub> e	644.3	778.8	812.5
	in %	30.7	31.8	4
Employee Commuting	t CO <sub>2</sub> e	N/A	N/A	776.1
	in %			3.8
Electricity	t CO <sub>2</sub> e	427.9	458.4	467.3
	in %	20.4	18.7	2.3
Heating	t CO <sub>2</sub> e	374.4	526.5	444.6
	in %	17.8	21.5	2.2
Transport	t CO <sub>2</sub> e	360.4	396.4	386.4
	in %	17.2	16.2	1.9
Business Trip Flights	t CO <sub>2</sub> e	151.3	151.3	135.4
	in %	7.2	6.2	0.7
Waste	t CO <sub>2</sub> e	78.2	70.2	79.9
	in %	3.7	2.9	0.4
IT Infrastructure	t CO <sub>2</sub> e	48.2	50.4	52
	in %	2.3	2.1	0.3
Consumables	t CO <sub>2</sub> e	16.3	16.2	16.2
	in %	0.8	0.7	0.1

calculate CO<sub>2</sub>e emissions during the usage phase. This data will be included in the next sustainability report. The data underscores that the greatest leverage for CO<sub>2</sub>e reduction lies in optimizing material and product selection.

To address these challenges, Molto Luce places a clear focus on sustainable product design, specifically aimed at reducing emissions throughout the entire lifecycle of the products.

<sup>1</sup> In 2024, we have for the first time measured the Scope 3 emissions for the year 2023, which explains the significantly different total sum.

# GENERAL

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# OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



## Health and Well-being

- The safety and health of employees are our top priority.
- Regular training, safety instructions, and preventive measures to avoid accidents.
- Significant reduction in accident rates in 2023 through strengthened measures.
- Corporate health promotion through various initiatives for a healthy work environment.
- Introduction of programs such as health days for health checks and counseling.



## Gender Equality

- Regular review of income conditions and clearly defined career paths.
- Promotion of equal opportunities through training programs and individual support.
- Programs to motivate female employees to take on leadership roles.



## Affordable and Clean Energy

- Investment in energy-efficient technologies and resource-conserving production methods.
- Expansion of photovoltaic systems and utilization of district heating and hydropower.
- Reduction of the CO<sub>2</sub>e footprint and promotion of a climate-friendly economy.



## Industry, Innovation, and Infrastructure

- Promoting sustainable industrialization through innovative technologies and investments.
- In-house production share of 70% to increase value creation and job creation.
- Minimizing production waste and implementing resource-efficient processes.



## Sustainable Consumption and Production

- Efficient resource use and sustainable production methods.
- Introduction of Ecodesign guidelines and life cycle assessments.
- Use of recyclable packaging and end-of-life solutions for products.



## Peace, Justice, and Strong Institutions

- Integrity and transparency as core corporate values.
- Introduction of a Code of Conduct and regular compliance training.
- Ensuring legal compliance and protecting sensitive data through strong risk management.



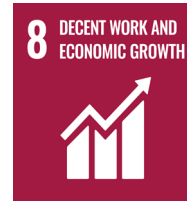
## Quality Education

- Promoting lifelong learning through comprehensive training and development programs.
- Opportunities for professional and personal development, such as module-based training and high-potential programs.
- Commitment to apprentice training for successful career entry and talent development.



## Clean Water and Sanitation

- Sustainable water use and efficient recycling processes in production.
- Multi-stage filtration systems in the powder coating facility for water reuse.
- Reduction of freshwater consumption and resource conservation.



## Decent Work and Economic Growth

- Attractive work environment with flexible working hours and individual part-time solutions.
- Work-life balance through offerings such as the „Company Bike“ program.
- Promotion of personal and professional development as well as employee retention.



## Reduced Inequalities

- Measures for equal opportunities and the reduction of social barriers.
- Equal pay and career opportunities regardless of gender or background.
- Support for people with disabilities to ensure equal participation.



## Climate Action Measures

- „People.Power.Planet“ program to reduce the CO<sub>2</sub>e footprint.
- Expansion of photovoltaic systems and introduction of e-mobility.
- Analysis of Scope-3 emissions to develop reduction strategies.



## Partnerships for Achieving the Goals

- Collaboration with partners and stakeholders based on the principles of the UN Global Compact.
- Participation in international conferences and cooperation with suppliers and customers.
- Utilization of modern ESG and LCA software to promote transparency and international standards.

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