

WE CARE .



Inclusive Language:

In accordance with our understanding of diversity and inclusion, we use gender-neutral language in this report. For reasons of readability and comprehensibility, however, we do use the generic masculine form in some places, particularly for non-individually named groups such as customers or suppliers. In these cases, the terms used refer to all genders equally.

In addressing our Molto Luce employees directly, we place importance on explicitly addressing them.

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ABOUT THIS REPORT

STATEMENT OF THE MANAGEMENT

WE CARE. – Because values are also crucial for us in 2025.

With our sustainability programme **People.Power.Planet** under the motto “WE CARE.” we want to demonstrate this year that it is important to us how we treat people, the available resources, and our planet. We focus on sustainable and future-proof solutions that make a positive contribution – for people today and tomorrow, and for the world in which we live.



PEOPLE



POWER



PLANET

WE CARE .

Fritz Eiber, Founder & Managing Director – about „**PEOPLE**“

„At the centre are always people. This applies both to the success of a company and to sustainability. Our employees, together with our global partners, make lights become reality and enable individual lighting solutions. Our goal is to develop sustainable concepts that create real added value while adhering to the highest ethical standards. We believe that lasting success can only arise from respectful, fair, and trustworthy collaboration – with customers, partners, and the entire Molto Luce team. That is why we focus on future-proof sales and production models that promote both economic and social development.“



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

“Technological development means more to us than progress – it means responsibility. At Molto Luce, our aim is to create innovations that combine efficiency with sustainability. The Power pillar represents our drive to develop high-performance technologies that also conserve resources. Energy efficiency, longevity, and a conscious approach to materials form the foundation of our technical solutions. Our goal is not only to design light but to make a contribution – for a liveable future and for the generations that follow us.“



Wolfgang Brunmayr, Managing Director – about „**PLANET**“

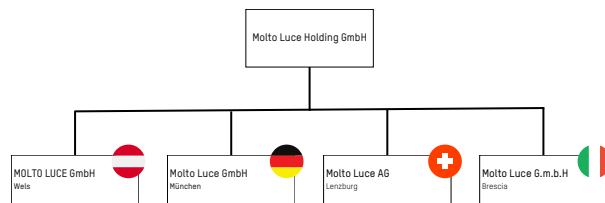
„Responsibility knows no boundaries for us. With the Planet pillar, we commit to promoting environmentally conscious actions worldwide and embedding sustainable principles in all our markets. Our ambition at Molto Luce is to realise not only economically successful but also ecologically sensible solutions. Whether through the use of recycled materials, optimised packaging, or the utilisation of renewable energies – we want to actively contribute to effectively addressing global challenges such as climate protection.“



WHO WE ARE

active in management and significantly influences the further development of companies and products. Molto Luce has stood for high-quality lighting solutions for over four decades – characterised by a deep understanding of design, architecture, and functionality. Whether in retail, office, industry, or private living spaces: Our lighting solutions always provide genuine, tangible added value.

TECHNICAL/LEGAL ORGANISATION:



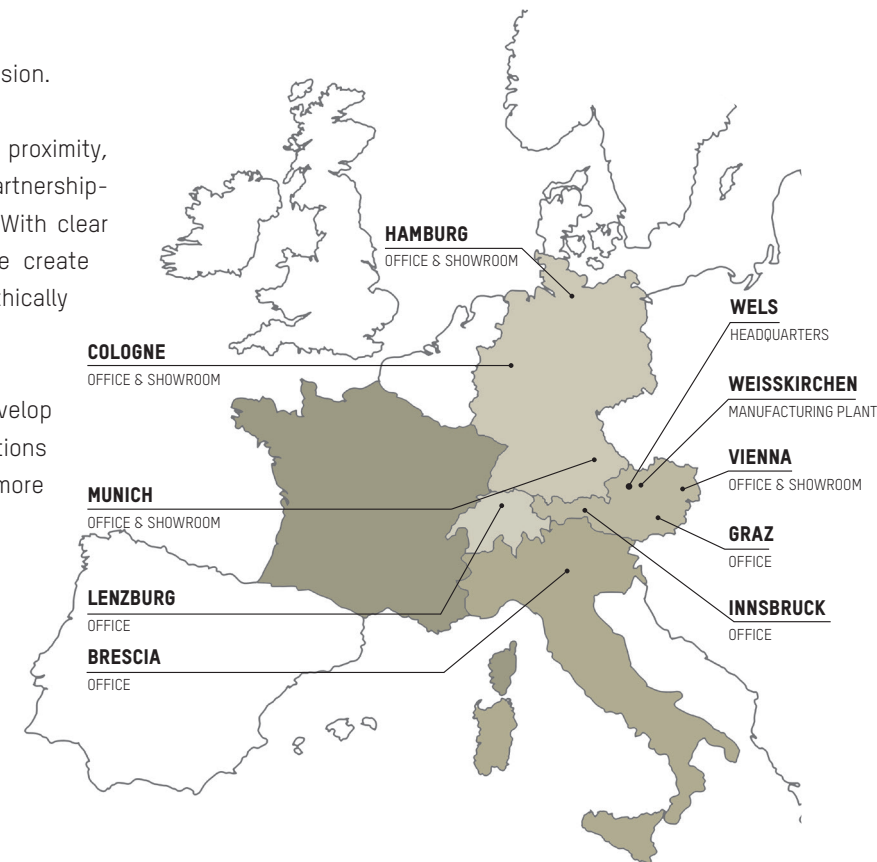
Since 2002, we have been developing and manufacturing our products at the site in Weisskirchen, Upper Austria. Thoughtful lighting concepts, innovative technologies, and individual solutions are created there – made in Austria. Around 470 employees are committed tionalität. Whether in retail, office, industry, or private living spaces: Our lighting solutions always provide genuine, tangible added value.

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expertise, passion, and innovative spirit to our vision.

A cooperative leadership style, lived customer proximity, highest service orientation, and flexible, partnership-based collaboration characterise our actions. With clear values and a forward-looking perspective, we create the basis for an economically successful and ethically responsible future.

Our goal remains clear in the coming years: We develop highly innovative and sustainable lighting solutions – for the challenges of tomorrow and for many more **GOOD LIGHT STORIES**REGISTERED_TRADEMARK.



WHAT WE DO

As a manufacturer and B2B specialist for lighting solutions, Molto Luce develops lighting concepts for a wide range of applications. We do not see ourselves as providers of niche solutions, but as a full-service provider with comprehensive expertise – from private living to office environments, as well as technically demanding industrial and architectural lighting. Over the years, our product range has consistently evolved from decorative areas towards technical and architecture-related solutions. Today, the focus is clearly on functional, aesthetically demanding lighting technology.

Division of Product Segments

76% ARCHITECTURAL



12% TECHNICAL/INDUSTRY



7% DECORATIVE



5% OUTDOOR

The heart of our company is the production site in Weisskirchen, Upper Austria. Since 2002, innovative products „made in Austria“ have been created here. Around 69% of our range is already produced in-house – a crucial contribution to quality assurance and further development.

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BRANCHES
IN EUROPE

470

EMPLOYEES

69%

FINISHED PRODUCTION SHARE

322

PRODUCT FAMILIES

87.3 MIO.
EURO TURNOVER

UP TO 12 MIO.
VARIANTS PER
PRODUCT FAMILY

¹ 30.04.2025, End FY 24/25
² FY 24/25

In addition to development, manufacturing and distribution, lighting design is an integral part of our service promise. As partners for architects, planners and interior designers, we align lighting concepts with space and function. It is only the interplay of architecture, interior and light that gives a project its atmosphere.

Our service philosophy ranges from precise lighting planning to customised special solutions and individual manufacturing. In doing so, we rely on reliability, flexibility and the highest accuracy – for true partnership is recognised by a handshake.

Raimund Rußwurm, Managing Director Germany

„When we established the Sustainability Department three years ago, we were not aware of how quickly the topic would gain significance. Today, almost every tender requires information on CO₂e footprint, recycling rates, reparability, and take-back options. The challenge lies in combining sustainability and price awareness – and we achieve this with creativity, technical expertise, and genuine determination.“

E[®]



A NEW CHAPTER

From the beginning of 2025, we have expanded our product portfolio to include functional and aesthetic acoustic elements and established the brand „Molto Coustic“. This milestone results from our years of expertise in spatial design and our passion for emotional architecture. Light and acoustics cannot be separated and should create a harmonious interplay already in the planning process. The aim is to create ceiling solutions that not only captivate

visually but also have an acoustic effect and noticeably improve room acoustics. In this way, we wish to contribute to making offices, public buildings, as well as hotels and other living spaces more pleasant, while promoting well-being and concentration. We always pay attention to sustainable aspects, such as a high recycling content, gentle transport routes, and maximum recyclability.

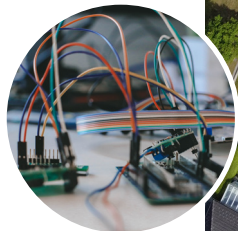


Product Development

- **Project Management and System Engineering:** Project Management, Feasibility Studies, Article Creation, Creation of Technical Manual, Cable Assembly, Interface to Production
- **Design:** Design of Mechanical Components, Prototypes with 3D Printing and Metalworking, Lighting Design
- **Electronics:** PCB Layout, Prototyping of PCBs, Thermal Measurements, Calculation of Technical Data, Light Laboratory Measurements
- **CE Testing:** Checking Conformity, ENEC, CB, ETL Reports, Implementation of Guidelines in the Company, Photobiological Measurements, Consideration of Market Specifics/Standards
- **Development of Optics:** Design of Reflectors and Lens Systems, Light Laboratory Measurements
- **Software Development:** Programming of Sensors, Interfaces, Controls
- **Custom Manufacturing:** Custom Production of Products and Components
- **Sample Construction:** Exhibition Setup, Prototyping, Samples for Customers and Trade Fairs

Production

- **Mechanical Manufacturing:**
 - Metal Technology:** Cutting & Processing of sheets (Aluminium & Steel) on a combined punching/laser system and bending presses
 - Surface Technology:** Powder coating in defined standard colours as well as selected creative colours and custom colours as per customer request
 - Machining Technology:** CNC-supported turning, milling, drilling, cutting, bending, welding, and grinding
- **Electronics Manufacturing:** Assembly of circuit boards with various LEDs for different light colours, cable assembly, laser marking of components
- **Assembly:** Manual assembly, testing, and packaging of luminaires and light inserts from batch size 1
- **Production Logistics:** Order picking, goods receipt and dispatch
- **Work Preparation & Production Planning:** Utilisation of capacities and design of production processes
- **Process Technology:** Participation in development projects and ongoing process optimisation
- **Molto Luce Service Centre:** Complaint handling, quality assurance, improvement processes



THOUGHTS ON OUR SUSTAINABILITY REPORT

Wolfgang Brunmayr, Managing Director

„We are firmly convinced that the transition to a sustainable economy is essential and offers enormous opportunities for innovation and competitiveness. For this reason, we established the Sustainability Office in 2022 – including the areas of Ecodesign and Life Cycle Analyses. From here, our programme People.Power.Planet. is strategically developed, coordinated, and implemented.“



ESG software for data collection (according to GRI) and LCA software for modelling our products. These tools not only enable us to conduct better analyses but also facilitate a pragmatic and future-proof implementation of our sustainability strategy.

To concentrate our resources on the implementation of effective measures, we have consciously decided not to write a completely new report but to specifically revise the existing report. This saves valuable time and ensures that we can focus on the essential content and the actual impact – for given the urgency, we direct our innovative spirit and our drive towards recognising and implementing meaningful and effective measures for decarbonisation and promoting the circular economy. data collection (according to GRI) and LCA software for

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ANCHORING IN THE COMPANY

The responsibility for managing sustainability impacts has been transferred to a central staff unit that reports directly to management. This staff unit acts as a coordinating body for all sustainability strategies and measures, ensuring that sustainability goals are embedded in all business areas. Through its organisational anchoring, it is ensured that sustainability forms an integral part of our corporate strategy.

The staff unit works closely with the relevant departments to ensure consistent implementation of sustainability strategies and takes on the substantive responsibility for

external communication and reporting of sustainability performance. Regular consultations with management guarantee that the established KPIs are consistently monitored and prioritised.

The communication of the People. Power. Planet programme takes place via the internal Viva Engage channel, in module training, during onboarding, as well as through exchanges with specialist departments and in ecodesign workshops with product development. This is how we aim to share knowledge and actively incorporate ideas. The goal is to further intensify communication in the future.

Inge Hiebl, Head of Sustainability Management

“The amendment of the omnibus directive reinforces our view that sustainability should not be seen as a bureaucratic obligation, but as an opportunity for savings, economic benefits, and long-term value creation. Sustainable measures should simultaneously create strategic added value.”



DATA-BASED CONTROL IN SUSTAINABILITY MANAGEMENT

An effective sustainability management system is based on reliable, timely, and systematically recorded data. Only in this way can environmental impacts be made transparent, progress measured, and strategic decisions made on a sound basis. A particular focus is placed on the integration of sustainability aspects into existing operational processes – for example, through automated data collection, systematic evaluation, and digital tools for key figure management.

Against this background, we have adjusted central processes and specifically further developed our systems: ESG-relevant invoices are automatically forwarded to the sustainability team in the approval process, allowing for immediate control and validation of electricity and heat consumption. Additionally, our ERP software has been expanded to include quantity recordings such as kWh or litres. This strengthens our data basis for informed decisions, increases transparency and efficiency of internal processes, and leads to significantly improved data quality.

On this basis, the systematic collection of data for our sustainability report also takes place. This relies on two central software solutions: our ESG software and the LCA tool (Life Cycle Assessment). The ESG software (Environmental, Social, Governance) is our central instrument for recording and evaluating sustainability key figures. It enables the structured collection of data required by the Global Reporting Initiative (GRI) and simultaneously prepares us for the future requirements of the European

Sustainability Reporting Standards (ESRS). It thus forms the backbone of our sustainability reporting to internal and external stakeholders.

With the LCA software, we additionally conduct detailed calculations of our Scope 3 emissions – that is, those indirect emissions that occur along our value chain outside our direct influence. The data collected there also forms the basis for our Environmental Product Declarations (EPD), with which we transparently communicate the environmental impacts of our products and make our sustainability goals clear and measurable.

Thomas Kapeller, Authorised Signatory, Head of Finance

“For us, sustainability management means designing processes in such a way that relevant data is captured as intelligently and automatically as possible. ESG-relevant invoices are therefore forwarded directly to the sustainability team during the approval process. By expanding our ERP software to include quantity recordings such as kWh or litres, we significantly improve our data quality – this is also reflected in the pleasing results in the ÖKB tool, the platform of the Austrian Control Bank.”



The combination of these three approaches – automated quantity recording, ESG software, and LCA tool – ensures that our sustainability strategy is data-driven, precise, and future-oriented.

SYSTEM BOUNDARY AND REPORTING PERIOD

In the area of „**People**“ all Molto Luce employees are recorded. The figures refer to the period 2022-2024. In this chapter, we record the following key figures:

- Employee Turnover
- Employee structure regarding age, gender, and hierarchy
Training hours
- Accidents
- Implementation of workplace health promotion

In the area of „**Power**“ the activities of the entire company are depicted, also referring to the period 2022-2024. In this chapter, we record key figures on the topics:

- Patents and designs
- Purchasing volume by categories and countries
- Risk countries

In the area of „**Planet**“ the consumption of the Molto Luce locations and energy figures for our products are presented, also for the period 2022-2024. Under the term consumption, we record:

- Scope 1 emissions (direct): Gas, wood chips, fuels for company cars
- Scope 2 emissions: District heating, electricity
- Scope 3 emissions: Commuting by employees, business flights, production waste, IT devices, paper consumption, cleaning agents, transport of our products to our customers, and the largest factor: materials that we

process including the transport of goods to Weisskirchen for our production

We have recorded Scope 3 emissions for the first time since 2023, as the effort for a retrospective calculation would not have been justified.

The report will be prepared annually in the future.

SELECTION OF ESSENTIAL SUSTAINABILITY GOALS

Our goals and measures defined within the People. Power. Planet programme are based on feedback from employees, customers, suppliers, as well as scientifically grounded recommendations regarding the climate crisis. Additionally, we have conducted a detailed context analysis, in which we assess both internal and external environmental aspects. In doing so, we analyse the likelihood, extent, and significance of these aspects to enable us to take informed and targeted action.

In recent years, numerous laws and regulations in the field of sustainability have been enacted, encouraging companies and states to adopt more environmentally friendly measures. In particular, the Clean Industrial Deal (formerly known as the Green Deal) aims to promote a climate-neutral economy.

The change of name to „Clean“ is often perceived publicly as an indication that environmental aspects now play a less central role. Environmental protection remains a central component, but it is increasingly framed within the context of an economic transformation towards greater resource efficiency, circular economy, and sustainable growth. Key initiatives such as the Ecodesign Regulation, the Circular Economy Act, and the promotion of circular economy through new technologies and materials will continue to be advanced within this framework.

The sustainability programme is shaped by a multitude of factors stemming from ecological, economic, regulatory, and technological areas. The integration of these aspects demonstrates that sustainability is not isolated, but must be an integral part of strategy, brand, and market environment.

Internal Factors:

- Part of the Brand Core: Sustainability is essential to the identity and value of our brand
- Customers: Requirements and expectations of our target audience
- Technology and Materials: Opportunities for innovation in sustainable processes and products enable



External Challenges:

- Climate Crisis and Resource Scarcity: Urgent ecological issues that will significantly impact our society
- Laws and Regulations: Regulatory requirements that must be taken into account
- Market Participants: Market competitors or partners that influence market dynamics
- Energy Costs and Material Costs: Economic factors that affect energy demand and resource utilisation

COMMUNICATION WITH STAKEHOLDERS

Stakeholders play a central role in shaping and implementing our strategic objectives. Through close collaboration with internal and external partners, we promote a continuous exchange that enables us to incorporate the perspectives of our stakeholders into our decisions.

This dialogue is crucial for the development of innovative solutions and the assurance of our long-term success. The active involvement of our stakeholders also strengthens our commitment to achieving sustainable and future-oriented goals together.

Thus, we place great importance on direct contact with our customers and conduct numerous visits to understand their individual needs and respond optimally. In addition, we assess our suppliers in detail, regularly train our electricians, actively participate in conferences to capture current trends and developments. We also engage in the working groups of the ZVEI to collaboratively advance the relevant issues of our time.



SHAPING COMMUNICATION SUSTAINABLY

Sustainability thrives on communication – on transparency, exchange, and enthusiasm. In addition to one-off formats such as onboarding and the annual module training, continuous internal communication is at the heart of Molto Luce. Through Viva Engage, we share updates and impulses – in the future, we aim to utilise the platform more frequently to keep sustainability more present in everyday work.

Furthermore, we encourage direct exchange with individual teams to specifically advance concrete topics. Sustainability is not an abstract goal, but arises where people take responsibility and implement ideas in practice.

For external communication, the topics of our sustainability report are prepared in collaboration with the marketing department and shared on social media, complemented by authentic stories from the company. In the future, we want to make this commitment even more visible – particularly those colleagues who actively implement sustainable measures.

For this purpose, we are planning the “WE CARE” video series, in which the people behind our projects take centre stage – as the face and voice of our sustainability journey.

Ida Drack, Sustainability Management

“Sustainability is created by people who take responsibility. That is why we want to show who is behind our projects – with genuine commitment, real stories, and shared conviction.”



easily transportable, simple to set up, and due to its flexible design – from 4 to 40 m² – suitable for almost any trade fair format.

This way, we avoid the use of disposable materials and reduce both material consumption and transport effort compared to individually manufactured stands – another step towards resource-efficient and responsible corporate practice.

MOBILE EXHIBITION STAND FOR SMALLER FAIRS

Presence at trade fairs remains a central component of our corporate communication – both for customer acquisition and for addressing potential new employees. At the same time, trade fairs provide an important platform to specifically present our current products and highlights.

With the new mobile and modular trade fair stand, Molto Luce aims to make appearances more resource-efficient while also making the brand identity visible. The stand is

Fabian Gutsjahr, Head of Marketing

„Sustainability is a central component of our brand communication. In external communication, we want to demonstrate that responsibility at Molto Luce is not just a promise, but a lived practice.“



PEOPLE.POWER.PLANET - WHY, WHAT, HOW

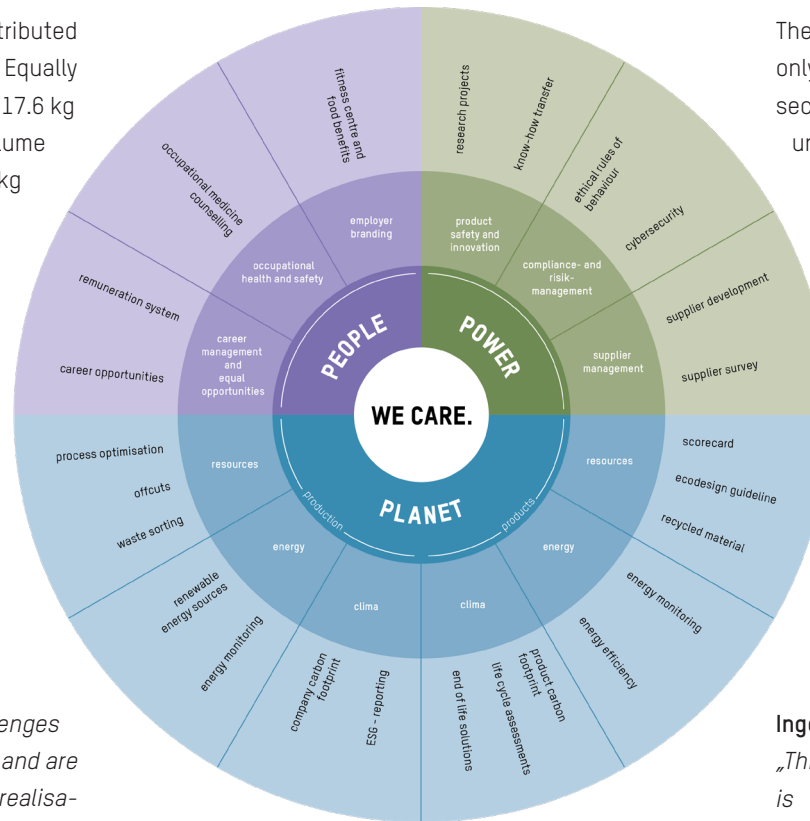
WHY WE HAVE INITIATED A PEOPLE.POWER.PLANET PROGRAMME

Approximately 6% of global CO₂e emissions are attributed to the lighting industry – a little-known fact. Equally unknown: The average European generates around 17.6 kg of electronic waste annually. The global e-waste volume increased from 34 billion kg (2010) to 62 billion kg (2022) and is expected to reach 82 billion kg by 2030. Despite higher collection and recycling rates, growth is significantly outpacing these efforts.

Small devices such as mobile phones or e-cigarettes account for the largest share. Lamps represent the smallest category at 2 billion kg. Even though their share is comparatively small, we as a lighting manufacturer take responsibility.

Wolfgang Brunmayr, Managing Director

"We recognise the urgent necessity and the challenges of sustainable business practices and are determined to take action. This realisation drives us to develop innovative measures and implement our People.Power.Planet programme. In doing so, we utilise our creativity, our technical expertise, and thereby fulfil our responsibility. And by the way: we learn a lot in the process and yes, we have fun with this exciting development."



WHAT DO WE UNDERSTAND BY THIS

The origin of the concept of sustainability lies in forestry: only as much should be taken as can be regrown – to secure the basis of life permanently. Today, this principle is understood as a three-pillar model: Environment, People and Economy – often also known as ESG (Environment, Social, Governance).

At Molto Luce, we translate this concept into our sustainability programme People.Power.Planet. The three pillars form the innermost circle of our model: People stands for social responsibility, Power for economic strength and Planet for environmental awareness. Each pillar pursues its own principles and goals – represented in the second circle. In the outer circle, the concrete measures can be found with which we aim to achieve these goals.

Inge Hiebl, Head of Sustainability Management

"This graphic makes it clear: sustainability is not a loose collection of individual measures, but a structured programme with clear goals. At the same time, it shows that success is only possible through the active involvement of many people – their commitment has allowed this overall picture to emerge."



HOW SHALL WE TACKLE IT

Our People.Power.Planet programme aims to implement effective measures that have a sustainable and positive impact on employees (People), the company (Power), and the environment (Planet). Through targeted analyses and the committed efforts of our teams, we create a solid foundation to make our sustainability goals measurable and actionable.

Our key themes are based on 3 main sources:

1. Insights from our software tools: By using the ESG software for Scope-1 and Scope-2 emissions, as well as the LCA software for Scope-3 emissions, we gain valuable insights into our emission sources and identify targeted levers for the identification and reduction of these emissions.

2. Input from our colleagues: They know exactly where they can make an impact and define goals based on this for their respective areas of responsibility.

3. Required metrics and measures from external initiatives such as GRI, Ecovadis, Integrity Next, UN Global Compact, ÖKB. The dashboard presented on the following pages shows our set goals as well as the key KPIs in the three

central pillars: People, Power, Planet. The measures we have initiated to achieve these goals will be presented in the report.

Column	Objective	2022	2023	2024	Status 10/2025 / Target 2026*	Area**
PEOPLE	Career management and equal opportunities					
	Increase training hours	3.7 hrs/year	5.7 hrs/year	2.6 hrs/year	2025: Annual evaluation not yet available	
	All employees are paid a living wage	100%	100%	100%	2025: 100% of all employees in the collective agreement	
	Occupational health and safety					
	Conduct occupational medical consultations	ongoing	ongoing	ongoing	2025: ongoing occupational medical consultations	
	Reduce workplace accidents	7 accidents	5 accidents	5 accidents	2025: Annual evaluation not yet available	
	Implement safety & health management system for the workforce	100% workforce	100% workforce	100% workforce	2025: 100%	
	Attractive employer					
	Implement measures from workplace health promotion (WHP)	N/A	N/A	119	2025: 156 measures implemented	
	Total employees	450	464	466	2025: Annual evaluation not yet available	
POWER	Product safety and innovation					
	Increase number of intellectual property applications	16	18	18	2025: 18 intellectual property applications	
	Increase innovation metric through revenue from new proprietary products	Data not collected	61%	65%	2025: Annual evaluation not yet available	
	Promote knowledge transfer through module training	N/A	N/A	282 participants	2025: 286 participants	
	Avoid product recalls	0	0	0	2025: 0 product recalls	
	Supplier management					
	Conduct supplier evaluation for TOP suppliers (in%)	Data not collected	21 evaluations	23 evaluations/ 51%	2025: Implementation of software tool	
	Check TOP suppliers for NH certificates	Data not collected	57%	56%	2025: Annual evaluation not yet available	
	TOP suppliers with signed code of conduct (CPI<50)	N/A	N/A	CoC sent out	2025: 100% of TOP suppliers have signed the CoC	
	Compliance in the supply chain (RMI templates, REACH, SVHC, RoHS)	100% obtained	100% obtained	100% obtained	2025: Improved documentation structure	
	Compliance and risk management					
	Document ethical principles, labour & human rights, train on code of conduct	N/A	N/A	100% of employees have been trained	2025: CoC attached upon entry	
	Ensure data protection & conduct campaigns	N/A	N/A	12 campaigns	2025: 5 campaigns on data protection	
	Train buyers on sustainability aspects	N/A	N/A	100% of buyers trained	2025: 100% of buyers trained	



Environment



Sustainable Procurement



Ethics



Labour and Human Rights

*Ecovadis Pillars:

Column	Target	2022	2023	2024	Status 10/2025 / Target 2026	Area *
PRODUCTION	PLANET Material Requirements					
	Reduce Material Waste	N/A	N/A	N/A	2025: Improved Waste Analysis	
	Increase Recycling Rate through Waste Separation	78%	79%	79%	2025: Improved Waste Separation	
	Energy Requirements					
	Save CO ₂ e through E-Mobility	N/A	N/A	11% Electric Cars	2025: 12% Electric Cars	
	Improve Energy Monitoring	N/A	N/A	15 Integrated Energy Meters	2025: 30 Energy Meters Integrated	
	Expand Photovoltaic System	220 kWp	380 kWp	580 kWp	2025: Surplus Electricity Settled Across Locations	
	Climate Impacts					
	Integrate Data into ESG Software	N/A	ESG Software Implemented	Data Integrated into ESG Software	2025: Improved Data Quality	
	Reduce CO ₂ e Scope 1	922.1 t CO ₂ e	874.5 t CO ₂ e	847.2 t CO ₂ e	2025: Annual Evaluation Not Yet Available	
	Reduce CO ₂ e Scope 2	339.5 t CO ₂ e	339.3 t CO ₂ e	50.0 t CO ₂ e	2025: Improved Energy Monitoring	
	kg CO ₂ e per Unit	1.7 kg CO ₂ e/Unit	1.6 kg CO ₂ e/Unit	1.2 kg CO ₂ e/Unit	2025: Annual Evaluation Not Yet Available	
PRODUCTS	PLANET Material Requirements					
	Increase Recycling Share in Materials	Data Not Collected	Recycling Share for Aluminium Profiles: 20%	Recycling Share for Aluminium Profiles: 20%	2025: Recycling Share for Aluminium Profiles: 27%	
	Energy Requirements					
	Increase Share of Energy Efficiency Class A+B	Data Not Collected	1% A+B	3.6% A+B	2025: Future Metric = Revenue with Energy Efficiency A+B	
	CO ₂ e Reduction of Luminaires in the Usage Phase through Sensors	12.6%	13.4%	14.8%	2025: 19%	
	Increase lm/W	107 lm/W	114 lm/W	120 lm/W	2025: 122 lm/W	
	Climate Impacts					
	Create Product Carbon Footprint through EPDs	N/A	N/A	EPD Process Started	2025: EPD Process Established	
	Reduce CO ₂ e Scope 3 from Materials/Goods	N/A	17,138.6 t CO ₂ e	17,213.1 t CO ₂ e	2025: Annual Evaluation Not Yet Available	
	Create Company Carbon Footprint (Scope 1, 2, 3)	N/A	20,309.3 t CO ₂ e	20,064.8 t CO ₂ e	2025: Annual Evaluation Not Yet Available	
	Develop & Implement Scorecard & Ecodesign Guideline	N/A	N/A	Scorecard Implemented	2025: Optimised Scorecard & Ecodesign GL	
	Offer End of Life Solutions	1050 Repairs	1045 Repairs	871 Repairs	2025: Approximately 800 Repairs	

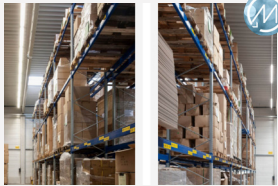
 Environment

 Sustainable Procurement

 Ethics

 Labour and Human Rights

*Ecovadis Pillars:



LIGHT REFURBISHMENT:
SAVE UP TO 90% ON ENERGY COSTS



ECODESIGN:
80% OF ENVIRONMENTAL IMPACT BEGINS IN PRODUCT DESIGN



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



OCCUPATIONAL HEALTH PROMOTION:
WHY WE IMPLEMENT 112 OHP MEASURES



RESEARCH:
WHY WE CONSTANTLY SEEK NEW SOLUTIONS



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



PHOTOVOLTAICS:
QUICKER CHARGING WHEN THE SUN SHINES



SENSING SOLUTIONS:
EFFICIENT LIGHT, LOWER COSTS, LESS CO₂e



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



EQUALITY OF OPPORTUNITY:
DIVERSITY IS OUR OPPORTUNITY AND OUR STRENGTH



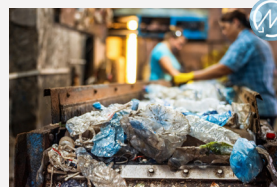
PPP:
ANOTHER SHORTCUT WITH THREE LETTERS?



ESG REPORTING:
BUZZ WORD OR OPPORTUNITY?



ELECTROMOBILITY:
WIN, WIN, WIN



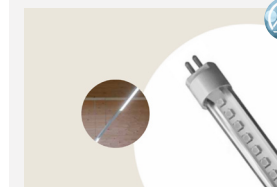
WASTE SEPARATION:
IS STANDARD AND SAVES RESOURCES AND COSTS



CUSTOMER EXPECTATIONS:
INCREASING EXPECTATIONS FOR SUSTAINABLE SOLUTIONS



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



RETROFIT SOLUTIONS:
SAVE ENERGY AND RESOURCES



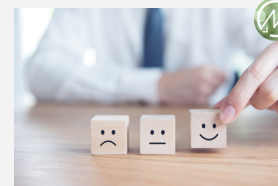
SUPPLIER MANAGEMENT:
FOR HIGH QUALITY AND STANDARDS



HEALTH AND SAFETY:
BECAUSE EVERY ACCIDENT IS ONE TOO MANY



CAREER MANAGEMENT:
UNLOCKING POTENTIAL AND GROWING TOGETHER



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



COMPLIANCE AND RISK-MANAGEMENT:
ASSUMING RESPONSIBILITY



RENEWABLE ENERGY:
HOW WE STRENGTHEN OUR RESILIENCE



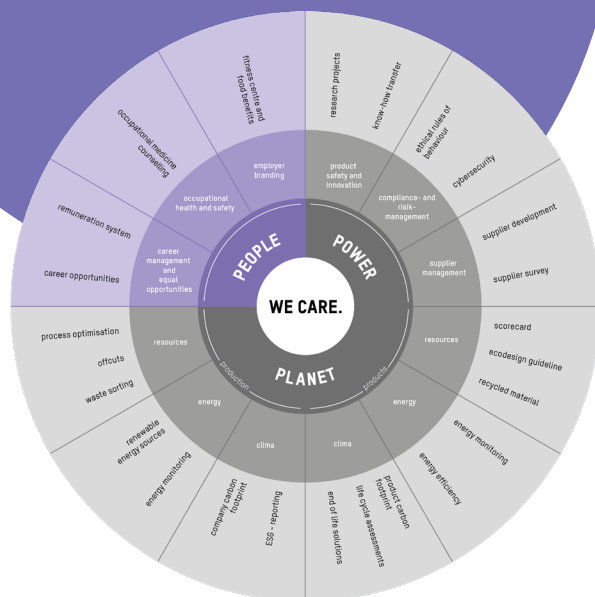
OBJECTIVES:
SETTING AND ACHIEVING

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PEOPLE

For the pillar “PEOPLE” we have formulated three goals:

- Career Management + Equal Opportunities
- Occupational Safety + Health Protection
- Attractive Employer



ACCESS

We are an owner-managed company that relies on long-standing traditions and solid values. Our employees are at the centre and are the key to our sustainable success. Appreciation and respectful treatment are a matter of course for us, with all employees being treated equally and fairly, regardless of gender, origin or other characteristics.

Equal opportunities and career management are central elements of our strategy. Through transparent processes and targeted support measures, we ensure that all employees have fair development opportunities. Clear career paths, extensive training offerings, and internal mobility support professional and personal development.

Health and safety at work are our highest priorities. A safe and healthy workplace is a central component of our health and safety initiatives. All employees are assigned to the appropriate collective agreement sector and are comprehensively insured. Together with the provisions of the Working Hours and Holiday Act, it is ensured that working hours, overtime, and holidays comply with national regulations.

We want to position ourselves as an **attractive employer** by offering flexible working time models, tailored part-time solutions, and remote working opportunities. This flexibility contributes to a motivating and supportive work environment where our proactive mentality can thrive.

CHALLENGE

The recruitment and retention of qualified personnel is particularly challenging in a competitive labour market, where skilled workers are in high demand and specific training, such as in the fields of lighting design and optics development in Austria, is only limitedly available. Furthermore, employees' expectations regarding working conditions and development opportunities have increased.

Creating an attractive working environment that meets these expectations is therefore crucial.

Diversity and inclusion are essential challenges, especially in an environment with varied cultural backgrounds and high linguistic diversity. We are aware that the proportion of women in leadership positions is currently low, and we see this as an important area for development.

FACTS AND FIGURES

EMPLOYEE STRUCTURE	UNIT	2022	2023	2024
Total employees	MA	450	464	466
Male	Employees in %	264	272	276
		59	59	59
Female	Employees in %	186	192	190
		41	41	41
< 30 years	Employees in %	119	128	103
		26	28	22
30 – 50 years	Employees in %	240	246	248
		53	53	53
> 50 years	Employees in %	91	90	115
		20	19	25
Total employees FTE	MA	431	442	442
< 30 years FTE	Employees in %	116	124	97
		27	28	22
30 – 50 years FTE	Employees in %	229	234	236
		53	53	53
> 50 years FTE	Employees in %	86	84	109
		20	19	25

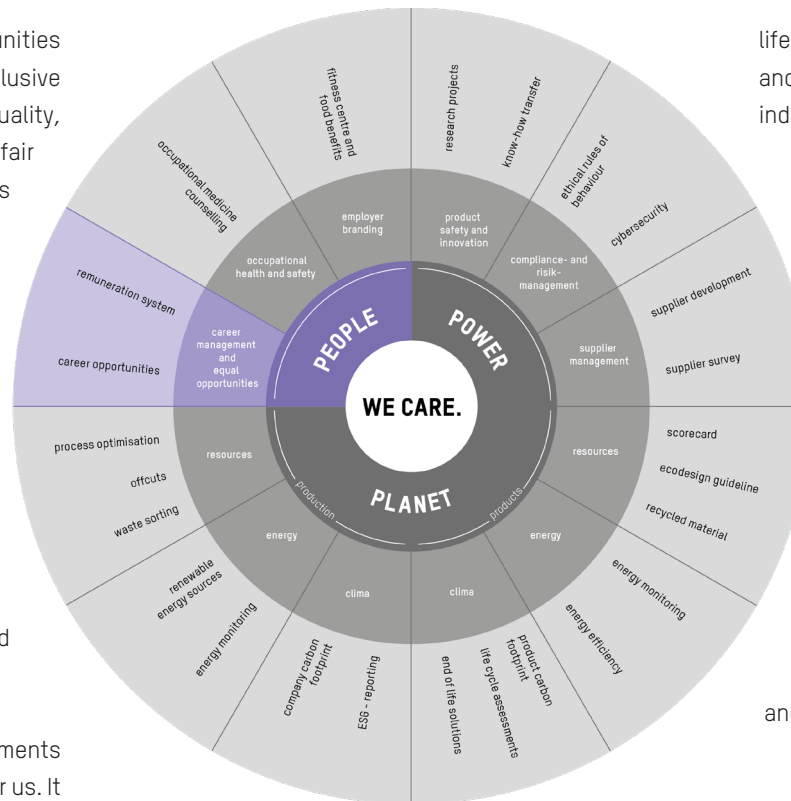
EQUAL OPPORTUNITIES AND CAREER MANAGEMENT

STRATEGY

Our management approach to promoting equal opportunities and career management is based on creating an inclusive corporate culture that actively promotes diversity, equality, and anti-discrimination. We rely on transparent and fair recruitment processes to ensure that all applicants – regardless of gender, origin, disability, or other personal characteristics – receive the same opportunities.

These principles are enshrined in our Code of Conduct, which defines clear rules of behaviour for respectful interaction. It also includes specific guidelines for protection against harassment and discrimination in the workplace and ensures that all employees know what behaviour is acceptable – and what is not. In the event of violations, targeted measures are initiated to remedy the situation and ensure a safe, appreciative working environment.

The inclusion of people with physical or mental impairments is a central component of a fair and diverse society for us. It is not only about enabling access to the labour market but also ensuring equal participation in professional and social



life. This requires conscious efforts to dismantle physical and social barriers and to create an environment that takes individual needs into account.

Our regular checks of the income ratio between men and women are an important step in recognising and addressing gender-specific inequalities. Such reviews are essential to ensure that women and men are paid equally for equal work – and to sustainably reduce the risk of a gender pay gap.

We promote the careers of our employees through various measures such as cost contributions to training and further education programmes, part-time education models, the facilitation of educational leave, and support for vocational training with a diploma. In doing so, we strive to best support the compatibility of professional and private life and actively promote individual life plans.

KEY FIGURES AND MEASURES

Women in Leadership Positions: Unlocking Potential

Leadership positions continue to be predominantly occupied by men. The largest group of female leaders belongs to the age bracket between 30 and 50 years, while younger leaders under 30 make up only a small part of the overall picture. This also reflects the general structure of our workforce.

WOMEN IN LEADERSHIP POSITIONS	UNIT	2022	2023	2024
Total leadership positions	MA	56	58	59
Women in leadership positions	Employees in %	14	13	12
		25	22	20
Age group				
< 30 years female	Employees in %	3	3	1
		5	5	2
30 – 50 years female	Employees in %	8	7	7
		14	12	12
> 50 years female	Employees in %	3	3	4
		5	5	7
Position in the company				
Executive management and board (company board)	MA	0	0	0
Department management (top management level)	Employees in %	1	1	1
		2	2	2
Team management	Employees in %	4	4	5
		7	7	8
Team leadership	Employees in %	9	8	6
		16	14	10

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

Diversity: Our Opportunity and Our Strength

Our employees, particularly in production, come from all parts of the world and speak an impressive variety of languages, which enriches us in our daily work. Whether in communication with suppliers or in the scheduling of deliveries of our lights to distant countries – their skills make us strong. We see diversity as an opportunity!

At the same time, multilingualism presents an internal challenge, as language barriers complicate communication and additional resources for translations and multilingual documentation are required. Nevertheless, the advantages of a diverse workforce, which enriches the working environment and fosters cohesion, outweigh the challenges.

Martin Lindenmair, Management, Production Management

„We strive to discover the latent potential of our employees so that our company can develop economically and, above all, humanly. Internal career paths reveal different perspectives and are always exciting to accompany. Enthusiasm for a role leads to satisfaction and competence and ultimately to success! And even though it should long be taken for granted: Yes, with us, women and men receive the same remuneration for the same job and the same qualifications.“



Knowledge Building and Communication:

Growing Together

The number of training hours has decreased in 2024. This is partly due to the conclusion of the High-Potential Programme, and partly because training sessions are not always recorded in the time tracking system and are therefore not fully represented statistically. Since continuous training is a key success factor, we aim to deliberately expand the training volume – to strengthen both the individual competencies of our employees and to sustainably promote the company's innovative capacity and competitiveness.

AVERAGE HOURS TRAINING AND CONTINUING EDUCATION	UNIT	2022	2023	2024
Total employees	Hours	1.667	1.800	1231
Per person (employees)	Hours	3,7	3,9	2,6
Staff	Hours	1.394	1.440	984
Per person (staff)	Hours	5,62	5,72	4,17
Workers	Hours	273	360	247
Per person (workers)	Hours	1,35	1,7	1,1

To deliver the best performance for our customers and to meet the desire for communication, knowledge, and further training of our employees, the establishment and transfer

of know-how is crucial. We utilise various channels for this purpose, ranging from casual Viva Engage posts to in-depth Tech Breaks and comprehensive module training to the Molto Luce Strategy Tour. This diversity in exchange reflects the breadth of our commitment to communication with one another and knowledge acquisition.

Our goal is the continuous and individual development of our employees and leaders. Not a one-size-fits-all approach, but to meet employees where they currently are and what they currently need, to drive tasks forward with motivation and enthusiasm and to achieve success.

Implementation of High-Potential Program: Developing Talent

Ten participants successfully completed a challenging programme that spanned seven modules and covered a wide range of topics – from marketing, product development, logistics and production to in-depth insights into sales and market mechanisms, as well as sustainability, financial controlling, and engaging with one's own personality.

In the setting of a combination of inputs from selected expert speakers and the independent fulfilment of assigned tasks, it was ensured that learning and personal development actually took place. Each module provided the opportunity to dive deeply into the respective subject areas and acquire valuable knowledge and skills.

Sandra Pfob, Authorised Signatory, Head of Human Resources

„The highlight of the High-Potential Programme was the development of a comprehensive final thesis, where participants could demonstrate their newly acquired competencies. The task was to independently and self-organisedly develop a project with a strategic dimension that will become relevant for Molto Luce in the medium term.

The final theses were presented to the management, giving participants the opportunity to showcase their ideas and solutions at the highest level. We are proud that two of the three presented projects were successfully implemented in 2024 and 2025.“



Training of Apprentices: Shaping the Future

The number of apprentices in the currently offered apprenticeship occupations has been declining from 2022 to 2024: While 10 apprentices were trained in 2023, there are only 7 in 2024 (of which 4 are male and 3 are female). Reasons for this include the expiration of existing apprenticeship contracts as well as the decision not to temporarily fill positions in smaller branches.

For the year 2025, new apprenticeship positions have already been filled, and we are actively continuing to advertise open training places. Our goal remains to enable young people to enter the workforce through practical training offers and targeted support.

TRAINEES	UNIT	2022	2023	2024
Apprentices	MA	9	10	7
Male	MA	6	7	4
Female	MA	3	3	3

We place particular emphasis on individual support that aids the development path of our apprentices. To ensure that all training and examinations can be optimally tracked, we have integrated our own apprenticeship programme. This programme allows us to specifically monitor the progress of our apprentices and provide them with the best possible support. As the growth of our apprentices is especially important to us, we collaborate with external trainers to offer tailored development modules. These modules cover important topics such as presentation, attire, language,

responsible use of social media, as well as prevention and education regarding drugs. Additionally, training on the topic of “Job Ready” has been offered.

As part of the so-called Apprenticeship Days, apprentices worked together with their trainers to create a presentation about what works well in daily training and vocational school, what is challenging, and which conditions contribute to success – this was also a valuable part of the training. These regular meetings support our apprentices in reflecting on their own actions and incorporating the insights gained into their professional lives.

Employee Conversations:
Promoting Development Potential

Employee discussions serve as an important reflection tool between leaders and employees and provide a valuable opportunity to openly and constructively reflect on collaboration. In these discussions, not only are past performances and interactions evaluated, but active work is also done towards the future. Together, individual development goals and training needs are identified to promote the professional and personal development of employees.

These discussions help to recognise strengths, expand potentials, and take targeted measures that contribute to further qualification. Moreover, employee discussions allow for an open exchange about possible challenges in the workplace and provide space to collaboratively develop solutions. This

contributes to a unified understanding within the team and strengthens trust and transparency between leaders and employees. Regular reflection and goal-setting not only create clarity about expectations but also enhance motivation and engagement among employees, as they can actively work on their own development.

Integration and Inclusion: Embracing Diversity

For decades, Molto Luce has been committed to the integration of people with disabilities. This concern is firmly embedded in our corporate culture. Therefore, it is particularly important to us, in collaboration with external partners such as CARITAS or FAB ProWork, to offer individuals the opportunity to gain valuable professional experience through internships or to find long-term employment within our company.

These colleagues are an indispensable and valuable part of our team. Their involvement enriches our shared working environment and significantly contributes to an inclusive and open corporate culture. Due to our approach and the standardised processes, no cases of discrimination have been reported to date. In the future, we will continue to align our working methods to ensure this remains the case.

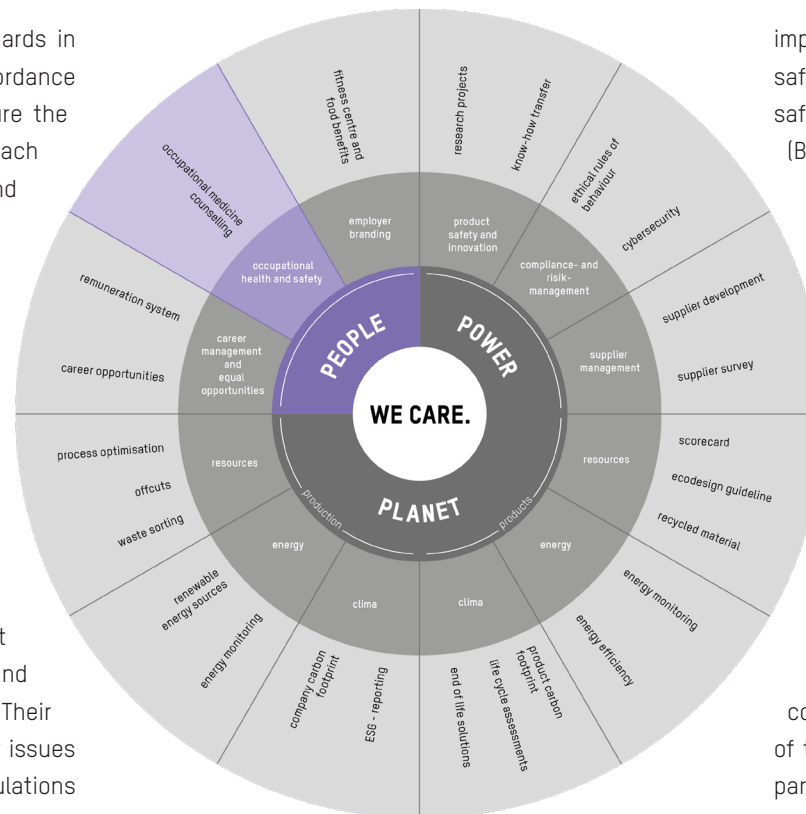
HEALTH AND SAFETY AT WORK

STRATEGY

We place great importance on the highest standards in the area of occupational health and safety in accordance with the Health and Safety at Work Act, to ensure the long-term well-being of our employees. Our approach includes regular training, safety briefings, and awareness campaigns that strengthen awareness of safe behaviour in the workplace and promote preventive measures. Our safety management is supported by close collaboration with an external safety specialist and an external occupational physician. These experts conduct systematic workplace assessments, review hazardous substances based on safety data sheets, and initiate remedial measures if necessary.

Safety representatives (SR) play a central role in our safety structure. They are the first point of contact for all employees regarding occupational health and safety, health prevention, and accident prevention. Their tasks include not only raising awareness of safety issues and ensuring compliance with all relevant regulations but also conducting training and information sessions on safety topics.

In the event of an accident, a procedure for investigating the incident is initiated in collaboration with the external safety specialist. Hazards are identified, and possible



improvement measures are established. Regular audits and safety briefings support us in continuously improving our safety standards. As part of our workplace health promotion (BGM), we regularly assess the needs of our employees and collaboratively develop measures to promote their health.

We promote an open communication culture in which all employees are encouraged to report potential hazards either directly or anonymously through our internal reporting channel (in accordance with the whistleblower policy) and to submit suggestions for improving occupational safety. This openness allows us to respond flexibly to new challenges and continuously develop our safety management.

For our young employees, a special evaluation is conducted to ensure compliance with the provisions of the Child and Young Persons Employment Act. We pay particular attention to the legal requirements regarding workload, ergonomics, and working hours to ensure a safe and healthy working environment for young workers.

KEY FIGURES AND MEASURES

Profile Packaging System: Health and Safety and Sustainability in Focus

The protection and well-being of our employees take top priority when operating our facilities. For this reason, we continuously invest in innovative technologies that not only enhance safety but also improve the efficiency of our work processes.

The advanced technology of the profile packaging system allows for optimised protection of our products, effectively reducing transport damage. At the same time, the flexible use of different carton widths significantly contributes to resource conservation – each year, we save around 25,000 kg of cartons and 650 kg of strapping bands.

Christian Ploner, Head of Packaging



“Employee protection is essential! Therefore, we have equipped ergonomically designed workplaces with lifting systems to minimise heavy lifting tasks. With this project, we have achieved a holistic solution for the entire packaging process. The new approaches to collective packaging and the extensive reduction of plastic materials demonstrate that employee protection, efficiency, sustainability, and customer benefit can be successfully combined.”

Introduction Molto Health Days: Strengthening Health

Every year, Molto Luce holds Health Days, during which all employees can participate in various tests and examinations free of charge and during working hours. These offerings are an integral part of our commitment to the health and well-being of our workforce.

Like all measures of workplace health promotion (WHP), the content of the Health Days is based on the feedback and needs of our employees. This ensures that the stations offered are tailored, practical, and effective. Participants benefit from targeted offerings that promote both physical and mental health holistically.

As part of the Molto Luce Health Days 2025, our employees had the opportunity to participate in various health-promoting offerings:

Individual Health Promotion: Cardiovascular Check

During the Health Day 2025, employees were offered individual consultations on their personal cardiovascular risk profile. The aim of this measure was the prevention and early detection of lifestyle diseases. By measuring cholesterol, blood sugar, blood pressure, and BMI, as well as an individual analysis of other risk factors in personal discussions, individual health risks could be identified. The offering was complemented by targeted tips for reducing personal cardiovascular risk – an important contribution to health promotion in the workplace.

Strengthening Mental Health: Resilience Lecture

A central theme in the area of workplace health promotion is mental health in everyday work life. In a professional lecture on the topic of resilience, strategies for strengthening one's own mental resilience were conveyed to the (participants). In light of increasing work demands, particular emphasis was placed on constructive ways to deal with stress and pressures. The content was aimed at both employees and managers and aimed to activate individual resources and promote well-being in the workplace in the long term.

Healthy Eating in the Workplace: Information Stand „Better Snacking in the Office“

A balanced diet significantly contributes to health and performance. At the information stand „Better Snacking in the Office,“ employees received practical suggestions for a healthy lifestyle. In addition to information on the ideal composition of a balanced snack, various homemade recipe ideas could be sampled. A nutritionist was available for individual questions and provided personal improvement suggestions. The aim was to introduce new foods, make healthy alternatives tangible – and show that healthy eating tastes good.

Individual Strength Analysis for the Prevention of Musculoskeletal Disorders

As part of an individual consultation, employees could have their maximum strength and possible muscular deficits of important muscle groups in the extremities analysed. Using device-based strength measurements, the individual fitness level was determined and evaluated. Based on

this, targeted training advice was provided to strengthen and stabilise the joints. The aim of this measure was to prevent muscular weaknesses and thereby reduce the risk of musculoskeletal disorders (MSDs) in the long term – an important contribution to maintaining physical health in everyday work life.

Occupational Medical Advice: Strengthening Safety

In 2024, the number of workplace accidents remained constant, while the number of serious accidents has fortunately decreased. Nevertheless, it remains true: Every accident is one too many.

The LTI rate (number of incidents x 1,000,000 / total number of hours worked) has slightly increased to 6.79 compared to the previous year.

During the annual health and safety committee meeting, all measures for health and occupational safety are discussed and established in the presence of the external occupational physician, the safety specialist, and the safety representatives. As part of the occupational health consultation, our external occupational physician is regularly available on-site to advise and support employees on all matters concerning their physical and mental well-being. Through absolutely confidential one-on-one discussions, as well as offerings such as vision and hearing tests, flu and tick vaccinations, or special consultations for expectant mothers, we provide a comprehensive health promotion programme.

In addition, we apply the key characteristic methods in the context of health and safety analyses, focusing on ergonomic stresses such as lifting, carrying, and holding loads to prevent long-term health damage. Regularly offered examinations include hearing and lung function tests, ergonomic consultations, and noise measurements to sustainably promote and protect the physical health of our employees.

Furthermore, we regularly offer training during working hours that uses simple language and, if necessary, relies on internal translators to facilitate access to important health and safety information for all employees. The training materials are available in both digital and paper form.

WORKPLACE SAFETY / ACCIDENT RATE	UNIT	2022	2023	2024
Total number of recorded accidents	MA	7	5	5
of which severe*	MA	0	3	1
of which minor**	MA	7	2	4
Number of fatal accidents	MA	0	0	0
Employment relationship				
Employees	MA	0	1	1
Workers	MA	7	4	4
LTI rate: hours worked/accidents		9.75	6.59	6.79
Total workforce captured by the safety & health management system		450	464	466
Total workforce	in %	100	100	100

* severe: Sick leave duration > 30 days

** mild: Sick leave duration < 30 days

For employees who have been absent for an extended period due to illness, we enable a gradual return to the workplace through a reintegration part-time plan. The goal is for our employees to gradually reintegrate into everyday work after a prolonged sick leave.

Martin Lindenmair, Management, Head of Production

„The reduction of serious accidents in 2024 is a positive sign and confirms the chosen path to further strengthen existing safety measures. An important component of this success is the continuous training of employees and the targeted focus on occupational safety. In addition, the introduction of the 5S method is intended to contribute to sustainably optimising workflows, increasing safety, and further enhancing efficiency in everyday operations. „



Handling Chemicals: Ensuring Safety

A safe, responsible, and health- as well as environmentally-friendly handling of chemicals is essential for our company and an indispensable part of our responsibility.

All substances used are recorded centrally and reviewed at least once a year for relevance as well as for the necessary safety and handling instructions. If necessary, we create specific operating instructions for certain chemicals. Furthermore, we ensure that all affected employees are equipped with the necessary personal protective equipment (PPE) and are regularly trained in the correct handling.

Martin Lindenmair, Management, Head of Production

„Safety is not just a regulation for us, but a lived reality. Together with our external safety expert and through regular training, we ensure that our team is always best protected. This builds trust, gives our employees security in their daily work, and takes responsibility for their health.“



Introduction of the 5S Method: Optimising Processes and Designing Workspaces

We implement the 5S method to increase workflow efficiency, reduce search times, lower error rates, and thereby improve product quality. At the same time, this measure contributes to the creation of a safer working environment. Regular reviews and adjustments ensure the sustainable impact of the method and support the long-term competitiveness of the company.

The 5S method is based on the principles of Sorting (Seiri), Systematising (Seiton), Cleaning (Seiso), Standardising (Seiketsu), and Self-discipline (Shitsuke). These promote orderly, safe, and efficient workplaces, improve clarity, and reduce waste. Furthermore, the method supports a culture of continuous improvement and strengthens the personal responsibility and motivation of employees.

ATTRACTIVE EMPLOYER

STRATEGY

Our strategy as an attractive employer is based on creating a motivating and supportive working environment. A central element is employee retention: in addition to competitive remuneration packages and comprehensive social benefits, we offer flexible working time models such as flextime, shift models with FLEX pots, and individually tailored part-time solutions, for example, for employees on parental leave.

To strengthen long-term commitment, we focus on a culture of appreciation and recognition. Regular feedback discussions and employee surveys as part of workplace health promotion create transparency and enable continuous development. Diverse training and further education opportunities, as well as clear career paths, ensure that our employees can actively advance their personal and professional development.

Another focus is on promoting the health and well-being of our employees. As part of workplace health promotion, we offer a variety of measures that contribute to physical and mental health. A central aspect of workplace health promotion is that the measures are directly proposed by the employees and jointly developed in health circles. These



ideas were subsequently discussed with management to ensure high transparency and co-determination. The majority of the proposed measures have already been approved for implementation.

These include ergonomically designed workplaces, regular health checks, and support for sports and relaxation programmes. Additionally, we promote the mental health of our employees through workshops on stress management and resilience. Our leaders are trained to support a health-conscious working environment and to be mindful of the pressures faced by their teams.

Another central aspect is data protection. Especially in light of advancing digitalisation, we strictly adhere to the protection of sensitive data. Modern security technologies and regular training for our employees in the safe handling of data are integral components of our concept.

Through these measures, we aim to create a future-oriented working environment that meets the needs of our employees while also laying the foundation for trust, security, and long-term success.

KEY FIGURES AND MEASURES

Employee Retention: Strengthening Cohesion

The turnover rate has been declining since 2021 and stands at 17.42% in 2024. This development indicates that measures for employee retention are having an effect – even though the figure continues to be monitored closely.

The highest turnover in 2024 was observed among those under 30, at 20%. This age group is typically characterised by more frequent changes in education, orientation, and career paths. Additionally, many younger employees are entering the workforce for the first time during this phase, which naturally comes with a higher willingness to change jobs.

It is all the more important to create attractive development opportunities and clear perspectives – for example, through targeted onboarding programmes, further training, and development paths specifically tailored to younger target groups.

EXITS	UNIT	2022	2023	2024
Number of Exits	MA	101	99	81
Male	MA	62	51	47
Female	MA	39	48	34
Allocation to Age Category				
< 30 years	MA	31	32	21
30 – 50 years	MA	50	52	47
> 50 years	MA	20	15	13

After a peak of 120 new hires in 2022, the number has decreased to 84 in 2024. The majority, at 55%, fell within the age group of 30 to 50 years in 2024. This distribution also reflects the demographic development in the labour market. All measures of the ‚People‘ pillar are aimed at

NEW EMPLOYEES	UNIT	2022	2023	2024
New Employees	MA	120	113	84
Male	Employees in %	68	59	51
Female	Employees in %	52	54	33
Age Category				
< 30 Years	Employees in %	42	39	32
30 – 50 Years	Employees in %	63	59	46
> 50 Years	Employees in %	15	15	6

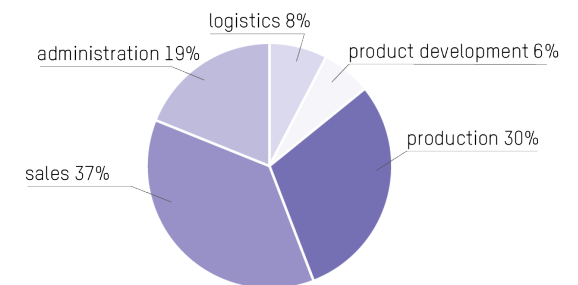
comprehensively promoting and protecting our employees. Through targeted development offerings, comprehensive health and safety measures, as well as individual support, we aim not only to enhance the well-being and performance of our employees but also to sustainably increase their satisfaction within the company. 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 quick decision-making processes, as this increases efficiency and promotes the motivation and personal responsibility of our employees.

The current distribution of our employees shows a strong emphasis on sales at 35%, reflecting our clear focus on customer proximity, consulting, and long-term customer relationships. Production accounts for 32%, making it the second largest area and forming the foundation for efficient and reliable manufacturing.

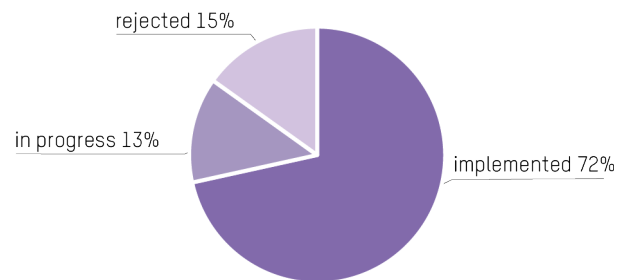
Administration makes up 19% of the workforce and ensures a stable basis for administrative processes and internal services. The logistics department is represented at 7% and works efficiently with external partners in freight forwarding to ensure a smooth flow of goods.

Also, 7% is attributed to product development – a focused, dynamic team that works specifically on innovations and the further development of existing products.



Implementation of Workplace Health Promotion (WHP): Taking Employee Recommendations Seriously

As part of an employee participation process, a total of 218 measures were defined. Of these, we have already implemented 156 measures (72%), 29 measures are still in progress (13%), and 33 measures have been rejected (15%).



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

Based on these results, 45 employees in seven externally moderated health circles developed measures to promote mental and physical health. The proposals developed were presented by the respective groups to management, and after thorough examination, 156 measures have already been implemented since 2024.

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

Sandra Pfob, Authorised Signatory, Head of Human Resources

„We are committed to sustainably enhancing the mental and physical health of our employees! To this end, we are implementing programmes and initiating measures that enable our employees to build and maintain resilience in the long term, successfully facing both professional and personal challenges.“



An excerpt of the implemented measures:

A management training course for **team and department leaders in production** has been implemented.

A management training course for **area and department leaders** was launched in 2025.

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

New **safety shoes** were tested and selected. If the shoe does not fit, Molto Luce will cover a base amount for orthopaedic safety shoes.

A new **forklift with a covered cabin** has been acquired to enable protected work in cold temperatures and bad weather.

The investment in **electric scissor lift trucks** has been realised.

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

Introduction of Company Bicycles, Fitness Centre, Subsidy for Canteen: Fit for and in Work

In 2024, we at Molto launched the company bicycle programme, which gives employees the opportunity to lease a bicycle. More than 35 employees have already participated in the initiative and are benefiting from the tax advantages, as the lease payments are deducted from the gross salary tax-free as part of a salary conversion.

This programme is not only financially attractive but also supports our commitment to health and sustainability: exercise keeps us fit and contributes to emission reduction when used for commuting to work.



**Sandra Pfob, Authorised Signatory,
Head of Human Resources**

„We have responded to the wishes of our employees and introduced the company bicycle concept. Because exercise keeps us mentally and physically fit, and many of the staff are now increasingly travelling to work in an environmentally friendly way by bike.“

Furthermore, we actively promote the health of our employees by financially supporting the use of fitness centres and our canteen. These measures are part of our holistic strategy to create a health-oriented work environment that not only enhances physical well-being but also supports the motivation and job satisfaction of our employees in the long term.

Flexible Working Time Models: Balancing Family and Career

The employment development in recent years shows a continuous and stable growth: From 431 employees in 2021, the number rose to 466 by 2024. Full-time employment remains the preferred form of employment, accounting for 86%. At the same time, there has been a slight increase in part-time employment from 13% to 14% – an indication that flexible working models are increasingly in demand and utilised.

The proportion of female employees stands at 41%. Of these, 73% work full-time and 27% part-time – a ratio that has hardly changed over the past years. The share of part-time employed men has slightly increased from 2% to 3%.

Overall, these figures reflect our journey towards a modern, inclusive working environment – with offerings that cater to the diverse life realities and needs of our employees.

We place great importance on creating a working environment that takes individual life situations into account. This includes competitive remuneration packages as well as comprehensive social benefits tailored to the respective requirements. To further strengthen the compatibility of work and private life, we offer a variety of flexible working time models. These include a flexible flextime model, shift models with so-called FLEX pots, as well as individually tailored part-time solutions – particularly for parents on parental leave.

Additionally, we offer remote working opportunities. This creates more flexibility in everyday work – for instance, on short working days with long commuting times – and supports our employees in fulfilling their tasks efficiently and according to their needs.

EMPLOYMENT DATA	UNIT	2022	2023	2024
Total employees	MA	450	464	466
Full-time	Employees in %	394	401	400
		88	86	86
Male	Employees in %	257	260	262
		57	56	56
Female	Employees in %	137	141	138
		30	30	30
Part-time	Employees in %	56	63	66
		12	14	14
Male	Employees in %	7	12	14
		2	3	3
Female	Employees in %	49	51	52
		11	11	11

In 2024, there were 19 employees on parental leave, including 18 women and one man. Four employees who were on parental leave in 2023 returned to their workplace in the reporting year. This corresponds to a return rate of 67%. This figure refers exclusively to employees who commenced their parental leave in the previous year and ended it in the reporting year. Individuals who have extended their parental leave are not included. Likewise, periods of maternity protection and paternity leave are not included in the parental leave figures.

MATERNITY/PARENTAL LEAVE	UNIT	2022	2023	2024
Employees entitled to parental leave	MA	N/A	N/A	N/A
Employees on parental leave	MA	10	8	19
Male	MA	0	1	1
Female	MA	10	7	18
Return to the workplace after the end of parental leave	MA	N/A	7	4
Return rate *	in %	N/A	100	67

*Return rate refers to those employees who have completed their leave and have returned to the company

To ensure data protection throughout the recruitment process, it is conducted entirely via an external, secure recruitment platform. This guarantees that sensitive data is processed and protected in compliance with the GDPR from the submission of application documents to appointment coordination and the lawful implementation of a deletion request.

Furthermore, HR metrics are regularly monitored in a business intelligence tool to track developments, identify deviations from target objectives at an early stage, and take appropriate measures if necessary.

Data Protection and Digitalisation: Securely Connected

As sensitive data in the HR sector is predominantly stored and processed in accordance with the GDPR, all personnel files have now been digitised and secured in an external cloud archive (BMD). This ensures the best possible protection of employee data against cyberattacks and unauthorised access.

POWER	
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POWER

For the pillar „POWER“ we have formulated three goals:

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



ACCESS

Power represents our economic strength, particularly in volatile times. Through solid financial management and forward planning, we ensure long-term stability and competitiveness. This enables us to tap into new markets, respond flexibly to changes, and effectively seize opportunities. Customer orientation and satisfaction are crucial. In continuous dialogue with customers, we develop tailored solutions that offer 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 that our products meet the highest safety and quality standards. Through strict 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 importance on long-term partnerships and transparent selection processes. Our suppliers must commit to our ethical and ecological standards, which we regularly review through supplier evaluations.

Compliance is a given for us. Codes of conduct for employees and suppliers, regular training, and an established risk management system ensure compliance with legal requirements and ethical conduct. Emergency drills and preventive measures strengthen our resilience and help to identify risks early.

CHALLENGE

One of the biggest challenges in the area of economic strength lies in the close dependence on the economy and construction industry, global uncertainties, and the resulting strong price pressure.

We meet the constant competitive pressure through continuous innovation and efficiency improvements. In doing so, we place particular emphasis on product safety and high standards in the energy efficiency of our products. Our innovations aim not only to improve our processes but also

to maintain the safety and quality of our products at the highest level. Sustainable investments that are both ecologically and economically sensible additionally contribute to securing our long-term success.

In the area of supply chains, we are often bound by cultural and legal frameworks that do not always align with our self-understanding, but which we, as an individual company, cannot influence. Our approach is to build long-term partnerships and develop a shared understanding, as well as to commit new suppliers to sign our code of conduct.

The Omnibus Regulation will create noticeable relief by reducing bureaucratic requirements. Regardless, we are convinced that data collection and supplier surveys can be efficiently integrated into existing processes. International standards could make individual client inquiries redundant and significantly reduce the effort involved.

FACTS AND FIGURES

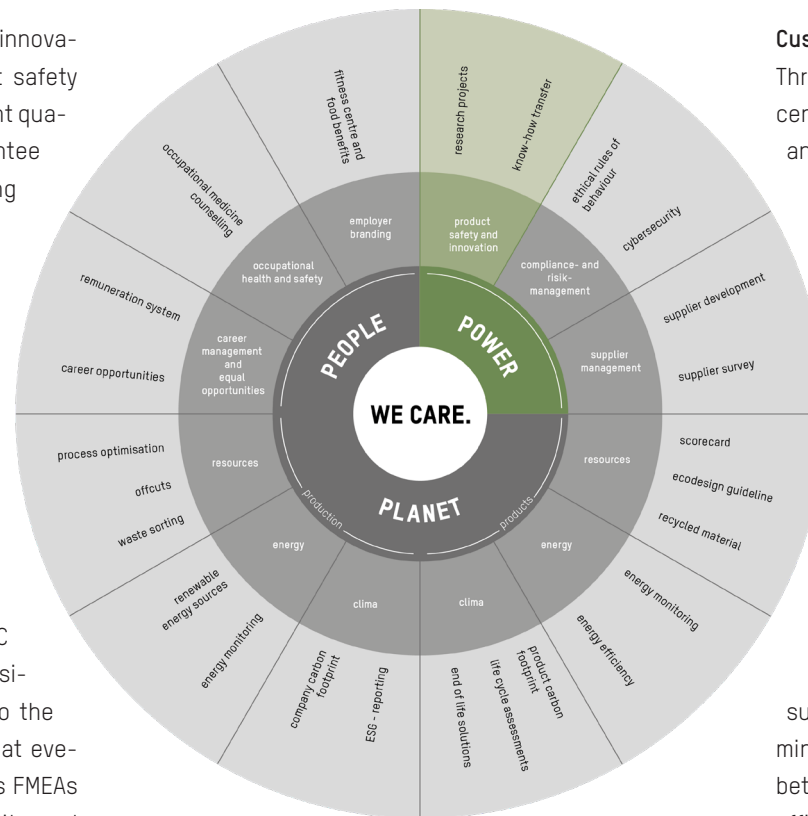
REVENUE	UNIT	2022/23	2023/24	2024/25
01.05. - 30.04.	€	102,349,889	96,516,759	88,215,440

PRODUCT SAFETY AND INNOVATION

STRATEGY

Our management approach to product safety and innovation ensures that our products meet the highest safety standards and are continuously developed. Stringent quality controls and modern testing procedures guarantee their reliability and safety. Innovations in the lighting sector arise from ongoing research work – supported by regular training and workshops for our employees. Customer feedback and market analyses play a central role in identifying improvement potentials and developing new products that meet the demands of our customers as well as the latest technological trends.

The **health and safety of our customers** 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, which simulate the natural circadian rhythm, contribute to the well-being of users. Product safety is considered at every stage of the project. Product FMEAs and process FMEAs are conducted to ensure error minimisation, feasibility, and process capability. Furthermore, a special risk management tool assesses the safety risk of the luminaire and defines appropriate measures for risk minimisation.



Customer satisfaction is a central aspect of our approach. Through stringent quality controls and a dedicated service centre, we ensure that complaints are processed quickly and reduced. A central quality management system captures all complaints to continuously identify and implement improvements.

In the **area of research and development**, we are continuously working on innovative and energy-efficient solutions to meet the growing demands for sustainability. Through technological leadership roles, such as with matrix technology, we are setting new standards in the industry and integrating forward-thinking ideas into our products.

Our **modern data architecture** optimises the management of our wide product range. With a central product information management system (PIM), we ensure that customers can intuitively configure individual luminaires. This architecture supports seamless integration between sales, production, and logistics, leading to higher efficiency and improved customer satisfaction.

KEY FIGURES AND MEASURES

Research: Innovation in Focus

Research and development are central drivers of our innovative strength. Since 2018, we have registered 6 patents and 15 designs. Our intention is to reduce energy consumption and minimise the ecological footprint. Sustainable technologies and resource-saving approaches are increasingly becoming the standard – while also offering economic advantages. Our product development aims to combine the highest energy efficiency with the resulting economic benefits and optimal light quality for our customers.

PROTECTIVE RIGHTS	UNIT	2022	2023	2024
Total protective right applications	Number	18	18	21
Patents	Number	4	4	6
Designs	Number	14	14	15

With Matrix technology, we direct light for the first time precisely where it is actually needed – thereby reducing unnecessary energy consumption. At the same time, we integrate the latest technological developments into our products, setting new standards in the lighting industry.

Close collaboration with suppliers and research institutions supports us in continuously developing innovative solutions. Through regular training and visits to specialist, cross-industry trade fairs, as well as feedback discussions with customers, we gain additional insights – and achieve an even better understanding of their needs. This enables

us to successfully transfer technologies from other areas into lighting technology.

Josef Hechenberger, Management, Head of Product Development

„The Matrix technology will be one of the biggest game-changers in the lighting industry in the coming years. Inspired by the automotive headlight industry, we are now using this newly developed technology for the first time in luminaires for workplace areas. This enables us to direct light precisely where it is actually needed, thereby avoiding unnecessary energy consumption.“



management and senior management to discuss the progress and feasibility of the project. This coordination occurs in monthly meetings, which also involve the CE department to continuously review the effectiveness of risk management. An initial pre-series production allows for the product to be tested in collaboration with manufacturing and to identify potential weaknesses early on. After the pilot phase, during which all durability tests are conducted, the product is officially launched to market with Job No. 1.

A project manual ensures that all projects are handled uniformly. It establishes processes, communication channels, and decision-making authorities, thereby creating a standardised working process with clear responsibilities.

This standardised process has resulted in no violations related to the impacts of products and services on health and safety to date, and such violations are not expected to occur in the future.

Product Development: Driving Innovations

Our product development process follows a multi-stage Stage-Gate model, which is used for both small and large product developments. This process includes a definition phase, during which comprehensive market research and an assessment of potential revenue take place. Using various management tools, the significance and priority of the functions of the luminaire are established.

During the concept and detail phase, the project team maintains regular communication with product

Scorecard & Ecodesign Guideline Implementation

The early integration of the Scorecard and Ecodesign Guideline has so far formed the basis for sustainable decisions in the product development process. However, it became apparent that the previous system was too detailed in practice and therefore only used to a limited extent.

As a result, we have further developed our approach: For each area of the value chain – design, material selection, production, packaging & logistics, usage, and end-of-life – specific Ecodesign measures and ideas with potential for

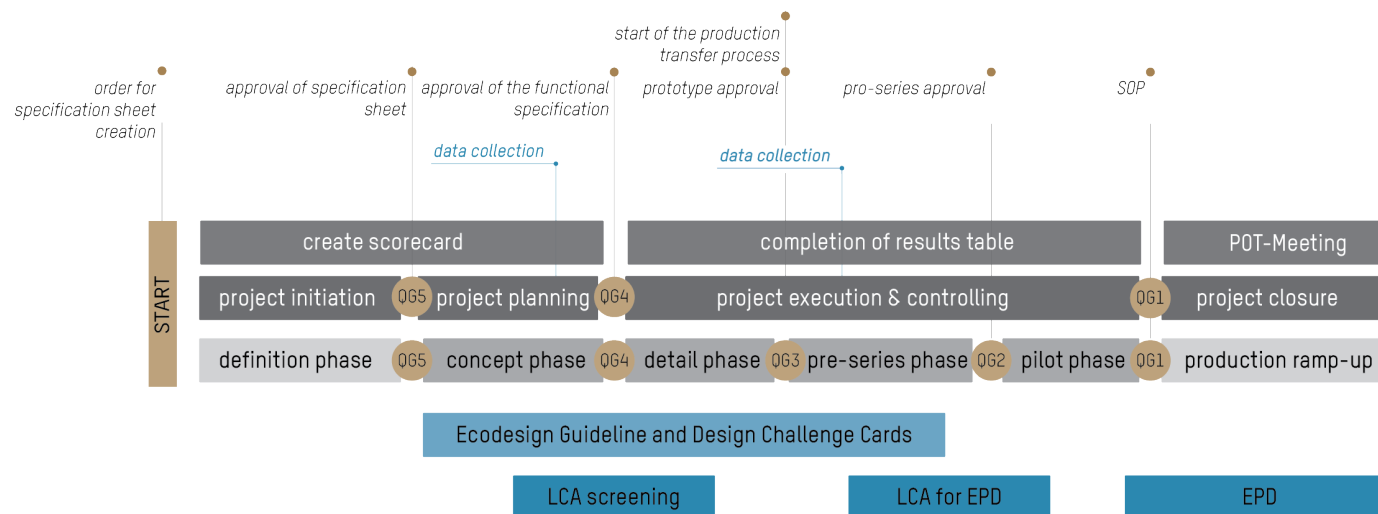
improvement have been developed. Measurable KPIs have been defined for the majority of these measures.

We represent these in a structured manner in an Excel template, each on its own sheet per value chain area. On this basis, a clear evaluation diagram is created for each area, highlighting central fields of action.

By weighting the measures per area, an aggregated figure is obtained – and thus a clear sustainability value for each

value chain stage. These area values are compiled in an overall overview for the product.

The aim of this new, practice-oriented system is to create transparency, generate knowledge, and specifically initiate improvements. The overarching representation can also be used as a communication tool – both internally and externally – to make sustainability progress tangible and comparable.



René Mistlberger, Head of Project Management

"Between the individual phases, each project goes through several Quality Gates, which ensure that only approved development stages proceed to the next phase. These gates are checked at each step, documented, and the next project phase is planned. The management confirms the progress together with the project team and grants approval for the next phase. This structured approach

guarantees that all products leaving our company meet the highest standards in terms of safety and reliability. This process is supported by project management software that allows for a transparent representation of milestones, roadmaps, and project progress. This way, all parties involved – thanks to unrestricted reading rights – always have an overview of the current status and the next steps."



Ensuring Health and Safety for Customers

To ensure the safety of our products and thereby guarantee the health of our customers, we begin comprehensive testing already in the development process.

These tests include, among other things, impact tests, electrical safety, electromagnetic compatibility, ball drop tests, photobiological safety, and tensile strength. The aim of these examinations is to ensure that products or individual components do not come loose and thus do

not pose a danger to the customer. Additionally, both prototypes and series samples of finished luminaires are subjected to re-examination and certification. An important part of these tests is the examination under extreme conditions in a climate chamber to ensure that the products remain safe and durable even in extreme temperatures and environmental conditions.

Furthermore, all products undergo a durability test, which is also conducted at elevated temperatures. This test serves to identify weaknesses in a product at an early stage and to take appropriate countermeasures. Many of our product groups are also tested by external institutes and certified according to ENEC and ETL to ensure that all relevant safety and quality standards are met. Each luminaire is delivered with a mandatory assembly instruction that is always kept up to date and highlights potential risks in detail. The instructions also clearly indicate how to use the luminaire safely and which handling practices to avoid.

Our products create pleasant lighting conditions in living spaces, shopping centres, and offices – thus promoting well-being and positive user experiences. Lighting solutions such as Dim2Warm or Tunable White offer the possibility to replicate the daily rhythm of natural light, which is particularly beneficial for individuals who spend the entire day in artificially lit rooms.

Christian Hofwimmer, Head of Product Management

"As the body requires sufficient light during the day and lower blue light levels in the evening to regulate melatonin levels, intelligent control of light colour and intensity can help prevent potential negative effects of lighting on health, such as sleep disturbances or fatigue. Our lighting solutions thus contribute not only to a pleasant atmosphere but also to the health of users."



Acoustic Solutions: Promoting Concentration and Well-being

Light and acoustics are crucial for well-being and performance. With our various acoustic systems, we offer solutions that combine state-of-the-art lighting technology with effective sound absorption. In production, we rely on resource-saving processes and use exclusively high-quality, thermally solidified fleece with a proportion of up to 50% recycled PET bottles.

These systems contribute to the reduction of noise pollution by absorbing sound waves and converting them into heat through the porous fleece material. This reduces reverberation time, lowers the sound pressure level, and significantly improves room acoustics.

Additionally, stand-alone products for wall, pendant, and ceiling mounting are used, which are based on the same material. The combination of products specifically reduces disruptive noises and reflections, promoting a calm, focused atmosphere – whether in the office, in the meeting room, or in communication zones.

Mortitz Jungwirth, Business Development

„Acoustic solutions create an environment where silence becomes tangible – thus providing space for concentration, relaxation, and productive work.“



Customer Satisfaction: Exceeding Expectations

To ensure the highest quality, we inspect according to a clearly defined standard that includes electronic and mechanical properties as well as surface quality. Additionally, unannounced product audits are conducted every two weeks, during which handling, processes, and staff training are reviewed. A dedicated service centre ensures quick and customer-friendly resolution of issues and complaints, keeping the time and inconvenience for our customers to a minimum. The service centre is accessible both by phone during opening hours and online, to take requests, product feedback, or concerns. We also offer a repair service, which can be carried out either on-site or by sending in the luminaires.

Michael Janda, Management

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



An important metric is the so-called Field Yield. If certain values are not met, two warning levels are triggered: The first level initiates a process and product audit to eliminate systematic errors. During this phase, all components of the luminaire and stock levels are checked. If the dimensions and electronic values are correct, product development is involved to define corrective measures together. If a problem cannot be resolved immediately or faulty luminaires are already with the customer, efforts will be made to repair the affected product, and if necessary, it must be blocked or recalled until a solution is found.

Andreas Fuchsberger, Head of Molto Luce Service Centre and Quality Management

„In our quality management system, both internal complaints from production and all customer complaints are recorded and documented centrally. Weekly meetings are held with production and product development to determine measures to prevent further complaints. Through this central recording, we can carry out product-specific evaluations and initiate immediate countermeasures.“



Environmental Service: Conserving Resources Through Repair Services

Despite our high quality standards, technical problems may arise during the product lifecycle. Thanks to our many years of experience and well-coordinated processes, we carry out around 1,000 repairs annually – even with an enormous variety of models, which often makes repairs particularly challenging. The most common fault still lies in the area of drivers. Here, particularly precise work is required, as each luminaire varies in its technical design and installation situation. Our technicians therefore examine in advance which components are affected and focus on targeted repairs rather than blanket replacements.

The number of repair orders was 1,050 in 2022, 1,045 in 2023, and fell to 871 in 2024. This is partly due to around 200 fewer complaints and partly because fewer luminaires were returned for repair. Additionally, customers are increasingly opting for a pre-exchange instead of a repair.

In addition to classic repair work, through which our customers can also reduce their own consumption, we offer comprehensive technical support: whether it's selecting the right spare parts, questions about installation, or maintenance of our products. This service helps to extend the lifespan of our luminaires, avoid unnecessary downtime, and provide our customers with a competent point of contact for technical concerns.

Through this combination of professional repair and individual support, we not only ensure the functionality of

our products but also strengthen our customers' trust in our long-term service and quality orientation.

REPAIRS	UNIT	2022	2023	2024
Repair Orders	Quantity	1.050	1.045	871

Data Architecture Reimagined: Maximising Performance

The efficient data architecture plays a central role in managing the enormous variety of our product range, which includes surface-mounted lights, pendant lights, ceiling lights, wall lights, spotlights, and profile systems, efficiently. This variety poses significant challenges for both production and distribution, as each customer has specific requirements and desires regarding design, functionality, and application. To meet these demands, we rely on 12 online configurators and 2 guides.

With these tools, we offer our customers an intuitive way to configure lights individually. The customer can select options such as light colour, power, beam angle, and light colour step by step, receiving a real-time preview of the product. Behind this solution is a complex programming system that manages millions of variants and ensures a smooth ordering process for customised lights. This architecture also enables us to handle on-demand orders efficiently, optimising production and increasing customer satisfaction.

Furthermore, the data structure improves integration between sales, production, and logistics, allowing individual customer requests to be implemented quickly and flexibly, with products delivered promptly.

In the future, this functionality will be enhanced by the new Product Information Management System (PIM), which allows for central management of all items and ensures that all downstream systems can access the same, consistent data.

Denis Stupac, Software Development

„Our configurators allow for the individual assembly of specific products, while guides serve as orientation aids and provide suitable product recommendations based on simple inputs.“



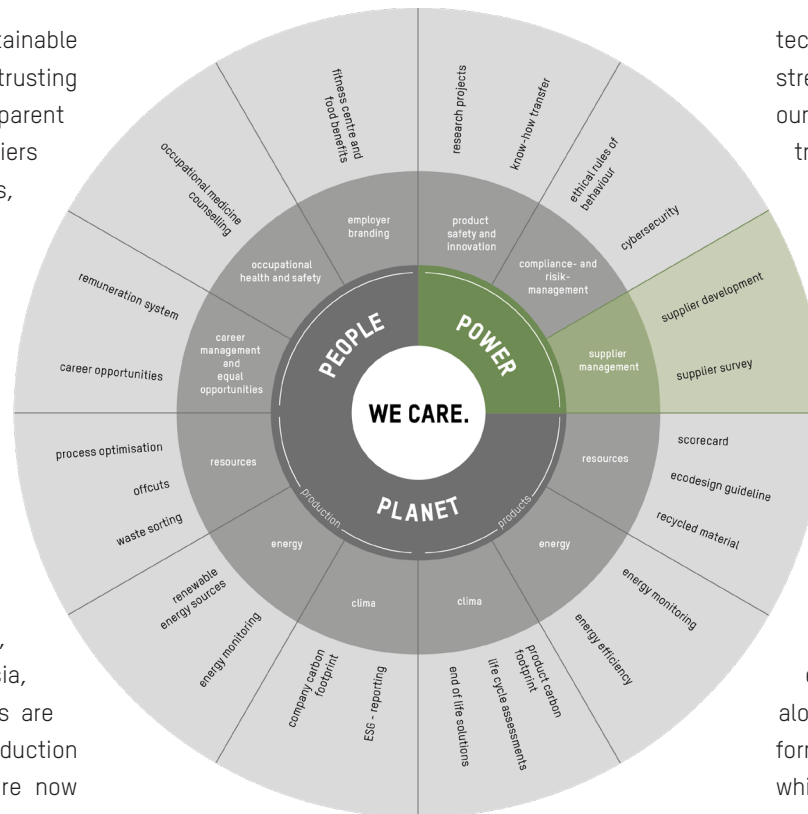
SUPPLIER MANAGEMENT

STRATEGY

Our supplier management approach for sustainable procurement aims to build and maintain strong and trusting relationships with our suppliers. We rely on transparent and fair selection processes that ensure all suppliers meet our high quality and sustainability standards, thereby significantly contributing to the stability of our supply chains. Close communication between our technical departments, procurement, and suppliers creates an efficient triangle of collaboration.

Additionally, regular performance evaluations enable continuous monitoring and improvement of compliance with our standards. 80% of our purchasing volume comes from Europe, a result of our focus on regional supply chains and strengthening European partnerships. However, electronic components are also sourced from Asia, particularly China. This is because Asian markets are leaders in this area, and their established production standards as well as high market availability are now regarded as benchmarks worldwide.

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



technologically advanced components while simultaneously strengthening European supplier relationships. To support our ethical and sustainable requirements, we regularly train our buyers in responsible sourcing practices, including the identification and avoidance of conflict minerals. Detailed risk assessments are conducted, and we require our suppliers to provide Conflict Minerals Reporting Templates to ensure that no raw materials are sourced from conflict-affected areas.

Through long-term collaboration and continuous exchange with our suppliers, we promote innovation and efficiency throughout the entire supply chain. Additionally, we require all new top suppliers to sign our Code of Conduct, which mandates compliance with ethical and environmentally friendly practices. This agreement, along with regular supplier evaluations and risk analyses, forms the central components of our supplier due diligence, which we consider essential for a trusting and sustainable collaboration.

KEY FIGURES AND MEASURES

Purchasing Volume: Consider Sustainable Aspects

Our purchasing activities traditionally focus on the Central European region. The geographical proximity to our suppliers allows for short transport routes, promotes flexible procurement processes, and contributes to the reduction of environmental impacts – an important contribution to a sustainable value chain.

In 2023, the purchasing volume was €33.6 million, while in 2024 it was €32.3 million. The largest share came from components at 57%, while trade accounted for 42%. Regionally, there is a clear focus on Europe: 82% of purchases in 2023 were from European suppliers and 80% in 2024. The share from Asia slightly increased from 17% to 20%, while other regions played a minor role at about 1%.

Lukas Kreiner, Head of Purchasing - Components

"Despite persistently high price pressure, we focus our procurement – where economically justifiable – on European sources. However, this is often not possible for electronic components. In these cases, we collaborate with non-European partners while ensuring compliance with sustainable standards. Additionally, we rely on a targeted diversification of our supplier network to increase supply security and respond flexibly to market changes."

PURCHASING VOLUME	UNIT	2022	2023	2024
Total purchasing volume	in million €	N/A	33.6	32.3
Purchasing volume trade	in million €	N/A	14	13.7
			42	42
Purchasing volume components	in million €	N/A	19.6	18.5
			58	57
Purchasing volume Europe	in million €	N/A	27.6	25.8
			82	80
Purchasing volume Asia	in million €	N/A	5.6	6.4
			17	20
Purchasing volume others	in million €	N/A	0.4	0.2
			1	1

Risk Management: Strengthening Resilience

Our risk management ensures that our suppliers meet strict ethical, social, and environmental standards in accordance with the EU Directive on Corporate Sustainability Due Diligence (CSDDD). This includes regular on-site visits, which play a central role in reviewing and ensuring compliance with our requirements. The code of conduct (CoC) we have established serves as a binding basis for our collaboration.

To better assess potential risks in the supply chain, we rely on the Corruption Perceptions Index (CPI). This provides an internationally recognised basis for evaluating the integrity of governmental structures – a crucial factor, as corruption often undermines environmental and social standards. In this context, we also use the CPI for the internal assessment of our suppliers. The index evaluates 180 countries and territories annually based on the perceived level of corruption in the public sector.

The CPI is based on assessments from experts and executives and uses a scale from 0 to 100, with 100 representing high integrity and 0 indicating high corruption. A CPI score of 50 and above is interpreted as a sign of relatively low corruption, while scores close to 100 indicate a high level of integrity in the public sector. With 67 points in the Corruption Perceptions Index (CPI) and ranking 5th, Austria continues to be among the countries with relatively low corruption and a high level of integrity in the public sector – even though it ranks among the countries with the largest decline internationally (from rank 23 to 25).

SUPPLIERS IN RISK COUNTRIES*	UNIT	2022	2023	2024
Total number of suppliers in risk countries	Number	N/A	46	54
Of which TOP suppliers** total	Number	N/A	18	20
Number of suppliers in China	Number in %	N/A	32	38
			70	70
CPI Rank 24	No.	N/A	76	76
CPI Value	No.	45	42	43
Of which TOP suppliers	Number	N/A	11	13
Number of suppliers in Hungary	Number in %	N/A	1	1
			2	2
CPI Rank 24	No.	N/A	76	82
CPI Value	No.	42	42	41
Of which TOP suppliers	Number	N/A	1	1

*Risk countries: Countries that have a CPI <50 according to www.transparency.org

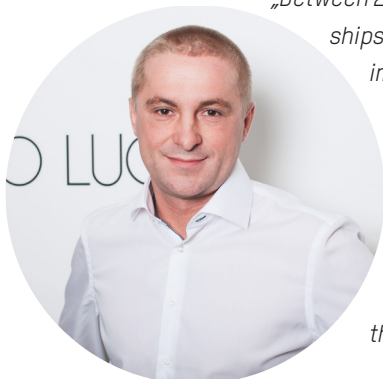
**Suppliers that generate 80% of the purchasing volume

None of our suppliers operate in a country with a strongly negative CPI score. In the two countries with a CPI score below 50, we ensure compliance with our standards through targeted measures: either by deploying our own staff on-site or through supplier audits with a particular focus on quality and sustainability.

The table below shows key figures regarding the supplier structure and highlights the development and significance of sustainability aspects in supplier management.

SUPPLIERS	UNIT	2022	2023	2024
Total suppliers	Number	N/A	387	402
New suppliers	Number	N/A	48	52
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	0	0

Wolfgang Brunmayr, Managing Director:



„Between 2022 and 2024, no supplier relationships were terminated due to negative impacts. This stability suggests that the existing suppliers meet the required standards to a sufficient degree. Furthermore, it is evident that no serious issues were identified with new suppliers that would have justified terminating the business relationship.“

Supplier Surveys: Strengthening Collaboration

The regular auditing of all suppliers involves significant resource and cost implications for many companies – particularly for small and medium-sized enterprises. To effectively address this challenge, we adopt a risk-based approach: we focus on those suppliers who, due to geographical location, industry-specific requirements, or other factors, require our particular attention.

Our systematic supplier survey programme serves as the foundation for transparency, early identification of risks, and the joint development of sustainability potentials. The survey is deliberately designed to be compact and efficient to minimise the burden on our partners.

The focus is on targeted questions regarding environmental, social, and governance aspects (ESG), supplemented by relevant industry-specific topics.

SUPPLIER SURVEYS	UNIT	2022	2023	2024
On-site supplier audits	Quantity	N/A	N/A	23
Percentage of TOP suppliers with on-site audits	in %	N/A	N/A	51
Online supplier audits	Quantity	N/A	N/A	0
Targeted total supplier audits	Quantity	N/A	N/A	25
Suppliers who have signed the CoC*	in %	N/A	N/A	100
Targeted suppliers to sign the CoC	in %	N/A	N/A	100
Suppliers with NH certification	in %	N/A	N/A	41

* Code of Conduct is sent to TOP suppliers in risk countries (CPI < 50)

Marc Huber, Strategic Purchasing

„To implement this, we use a specialised digital tool that enables easy data collection, structured evaluation, and targeted derivation of measures. The insights gained are actively utilised: In joint feedback discussions, we analyse anomalies, develop concrete improvement measures, and promote mutual learning.“



Sustainable Procurement: Living Ethical Principles

Our comprehensive onboarding programme for new employees and the regular training for existing buyers ensure that our team is up to date with sustainable procurement practices. Thanks to this continuous training, 100% of our buyers are trained in the labour and human rights, as well as social and environmental standards outlined in the Sustainability Report, our Code of Conduct (CoC), and the UN Global Compact.

The internal training also covers the fundamentals of sustainable procurement and places particular emphasis on compliance with labour 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 CSDDD (EU Directive on Corporate Sustainability Due Diligence). Additionally, we specifically train buyers on REACH requirements, particularly in handling SVHCs, to ensure compliance with all relevant chemical regulations.

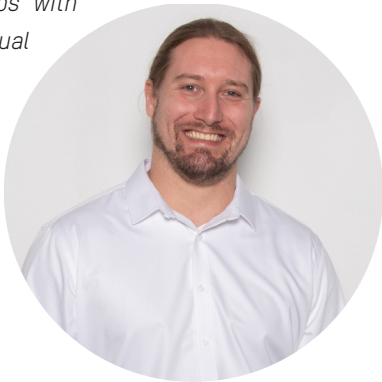
TRAINING ON SUSTAINABLE ASPECTS	UNIT	2022	2023	2024
Training for Buyers on Sustainable Aspects	in %	N/A	N/A	100

In supplementary workshops with relevant stakeholders, we also continuously work to optimise our procured products. The aim of this collaboration is to further develop both the

products themselves and the transport and packaging solutions, to use resources even more efficiently and in an environmentally friendly manner.

Lukas Penzinger, Engineering/QC Manager China:

„With our careful supervision of suppliers and our direct presence on-site, we ensure that our raw and auxiliary materials are not only of high quality but also produced under fair working conditions. Our aim is to manufacture excellent products while maintaining sustainable and transparent partnerships with our suppliers on an equal footing.“



Conflict Minerals: Show Responsibility

Molto Luce is committed to responsible and sustainable sourcing of raw materials and outlines this stance in the Molto Luce Conflict Minerals Policy. The EU Regulation 2017/821 establishing obligations to fulfil due diligence in the supply chain (Conflict Minerals Regulation) requires Union importers to identify potential risks in their supply chains and take appropriate measures to

mitigate these risks, particularly concerning critical raw materials such as tin, tantalum, tungsten, and gold from conflict-affected and high-risk areas. As part of our commitment, we require those suppliers who may use raw materials such as tin, tantalum, tungsten, or gold to submit the completed Conflict Minerals Reporting Template (CMRT) from the Responsible Minerals Initiative (RMI). 100% of the TOP suppliers in this area have provided the required documentation. The information obtained forms the basis for an investigation and traceability system that enables transparency regarding upstream actors in the supply chain. Through this initiative, we explicitly commit to the standards of the RMI and align our actions with their guidelines for responsible and conflict-free sourcing.

This system allows us to achieve transparent traceability of minerals back to their origin and ensures that no raw materials from conflict-affected regions enter our products. Additionally, we have established internal systems to identify risks early and take appropriate measures for risk mitigation. Our close collaboration with suppliers, regular reviews, and a strong awareness of social and ecological responsibility throughout the entire supply chain are crucial components of our commitment to conflict-free and sustainable sourcing.

COMPLIANCE AND RISK MANAGEMENT

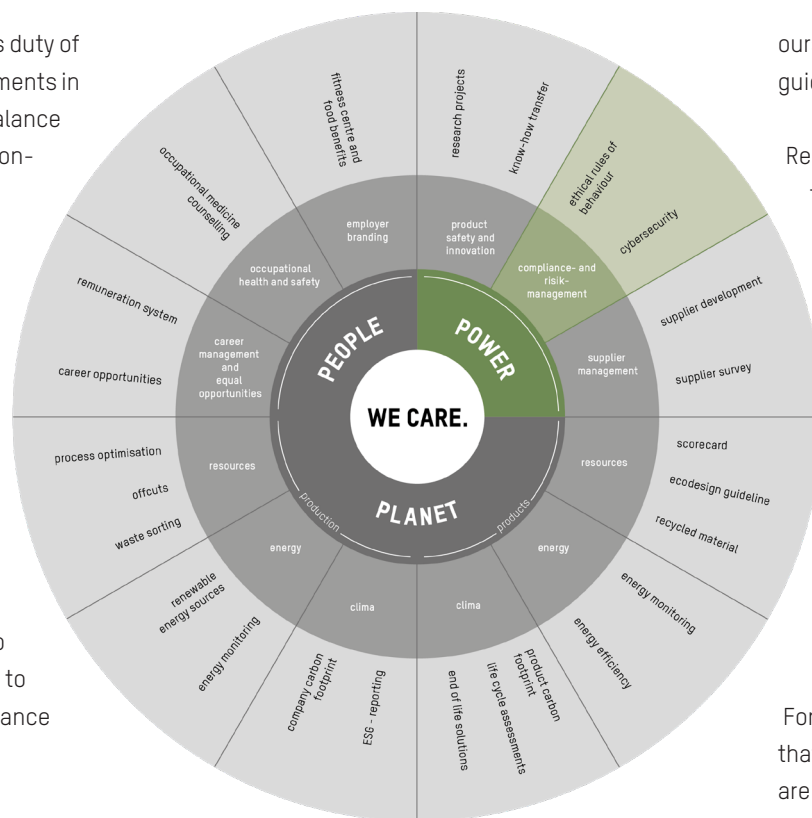
STRATEGY

Molto Luce considers it a matter of course to fulfil its duty of care regarding legal, regulatory, and ethical requirements in all our business processes. Our aim is to create a balance between growing regulations and a practical, solution-oriented hands-on mentality.

To implement laws, avoid misunderstandings, and live up to ethical requirements, we have developed procedural instructions such as the Code of Conduct, which must be strictly adhered to by all employees.

Our approaches to the central themes of ethical behaviour, social responsibility, environmental protection, and sustainable business practices are clearly defined. In this context, leaders bear a special responsibility: they are obliged not only to exemplify the Code of Conduct themselves but also to ensure its consistent implementation and compliance within the company.

The implementation of the Whistleblower Directive also enables us to promote a transparent corporate culture in which compliance violations can be openly reported and actively supported. As part of our external commitments and to promote business ethics and integrity, we align



ourselves with the UN Global Compact, which sets clear guidelines for ethical behaviour and compliance.

Regular training and awareness-raising measures ensure that all employees are always informed about the latest legal requirements and internal policies. We promote a corporate culture of integrity and transparency through open communication and active support in 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 minimise possible dangers. A specific risk assessment procedure also enables us to continuously monitor various business areas.

For cybersecurity, we have implemented strict guidelines that ensure the protection of our systems and data and are based on the latest security standards. Analyses and emergency exercises ensure that we are prepared for unforeseen events, can respond adequately, and strengthen our organisation in its resilience and adaptability.

KEY FIGURES AND MEASURES

Code of Conduct: Upholding Labour and Human Rights

Although the principles outlined in the Code of Conduct are self-evident, we have clearly articulated and made them binding. This code must be adhered to by both us and our new top suppliers in high-risk countries (=CPI<50). The leaders bear a special responsibility: they should not only embody the code themselves but also ensure that it is consistently implemented and adhered to within the company.

In our Code of Conduct, we specifically address the following topics: ethical behaviour, social responsibility, avoidance of conflicts of interest and fraud, money laundering, as well as information security, environmental protection, and sustainable business practices.

All employees of Molto Luce are encouraged to adhere to these guidelines to ensure a trustworthy and fair working environment. In the area of ethical behaviour, we place value on integrity, transparency, and compliance to meet legal requirements and to avoid corruption, fraud, and conflicts of interest.

Social responsibility encompasses respectful interaction, the promotion of equal opportunities and diversity, as well as the avoidance of discrimination. We treat all individuals with respect and dignity, regardless of personal characteristics, and do not tolerate discrimination or harassment. Honesty and transparency are our guiding

principles, and we naturally comply with applicable laws and regulations.

Collaboration and mutual respect are central to our culture and form the foundation of our collective actions.

Furthermore, Molto Luce supports the professional development and further training of the workforce to enable continuous enhancement of skills.

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

The principles of our Code of Conduct are part of the onboarding package for new employees and are reinforced through regular internal training.

Bernd Diesenberger, Managing Director

„Overall, the Code of Conduct forms the basis for all business activities and serves as a guideline for responsible action, both within the company and towards external partners and society.“



KEY FIGURES REGARDING ETHICAL PRINCIPLES	UNIT	2023	2024
Training Molto Luce Code of Conduct	Employees in %	N/A	100
Training Whistleblower Procedure	Employees in %	N/A	100
Confirmed Corruption Incidents	Number	0	0
Legal Proceedings Due to Anti-Competitive Behaviour, Cartel and Monopoly Formation	Number	0	0
Reported Cases Whistleblower Procedure Internal/External	Number	0	0

Whistleblower Procedures: Promoting Integrity

Molto Luce places great importance on transparency and integrity. In accordance with the legal requirements under EU Directive 2019/1937, we have implemented a whistleblower procedure that ensures the confidential and protected reporting of potential violations.

This policy protects individuals who report breaches of Union law from possible disadvantages. Our procedure encourages employees, former employees, interns, freelancers, and staff of suppliers working with Molto Luce to report potential issues such as corruption, environmental violations, or product safety problems. To protect the whistleblowers, their identity is treated confidentially and made accessible only to authorised persons.

The reporting procedure at Molto Luce includes the submission, documentation, and examination of reports, as well as prompt feedback to the whistleblowers. By 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 a verbal reporting option.

These reporting channels are described in the induction pack for new employees and are communicated as part of regular information sessions. Our procedure covers violations in areas such as corruption prevention, product safety, environmental protection, and public health. However, it should be noted that personal concerns such as bullying or harassment do not fall within the scope of the whistleblower policy.

Molto Luce guarantees whistleblowers continuous confidentiality and protects them from employment-related disadvantages or reprisals, in accordance with the EU Directive.



Markus Marehard, Head of Internal Services

„The system is designed for the simple and secure submission of reports to promote transparency and integrity within the company. Access is guaranteed for all employees at any time to enable low-threshold usage.“

UN Global Compact: Seeing Responsibility Globally

WE SUPPORT



Molto Luce is convinced that sustainable and responsible business practices are the foundation for long-term success. Therefore, we have committed ourselves 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 are sending a clear signal for ethical standards and sustainability across our entire business operations.

We document our progress and measures for implementing these principles transparently – for example, through our sustainability report. This enables us to meet the expectations of our stakeholders, make our performance measurable, and continuously develop further.

Reports to External Platforms and Initiatives

We also provide our figures and documents to external platforms and initiatives. This demonstrates transparency, strengthens our position as a responsible company, and allows us to continuously develop in line with external requirements and standards.

The Austrian Control Bank (OeKB) has established an ESG Data Hub that supports companies in the structured collection and assessment of sustainability data – focusing on environmental and social standards as well as the adherence to human rights.

Andreas Stammner, Head of Global Key Accounts

“Involvement in external sustainability initiatives is a strong signal to the outside – it underscores our commitment to act credibly, transparently, and close to our customers.”



EcoVadis assesses the sustainability performance of companies in the areas of environment, labour practices and human rights, ethics, and sustainable procurement. Companies must document and demonstrate policies, measures, and results in these areas.

IntegrityNext offers 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 assessment.

Environmental Compliance: Taking Responsibility

Environmental compliance is a central aspect of our responsibility at Molto Luce. During the reporting period, there were no reportable violations of applicable environmental regulations or requirements.

With our People.Power.Planet programme, we have implemented a comprehensive system designed to identify potential environmental risks at an early stage and to take preventive measures. This programme not only promotes awareness and engagement among our employees for environmental protection but also ensures that we consistently meet legal requirements and embed sustainable practices in our daily work processes.

Risk Prevention: Strengthening Safety

In our risk management policy, we regulate both general risks and the implementation of supplier due diligence. Molto Luce systematically identifies and assesses risks and implements targeted preventive and remedial measures – for the highest safety and environmental standards in all operational areas.

Regarding fire protection, clear fire compartments have been established, fire-resistant partitions and automatic fire alarm systems have been installed to ensure rapid fire detection and containment.

Hazardous substances such as flammable liquids are stored in designated areas with bunded containers,

earthed shelving, and explosion-proof facilities to minimise environmental and safety risks. Additionally, a preventive flood protection plan, including an emergency plan, has been established.

To ensure explosion protection, our operations comply with the requirements of the VEXAT directive, with Ex-zones regularly evaluated and appropriate protective measures implemented. Maintenance and inspection of electrical systems as well as lightning protection are also carried out at regular intervals, particularly in explosion-prone areas, to detect risks early and minimise the dangers of lightning strikes.

Furthermore, we employ thermographic inspections to detect potential overheating in electrical and mechanical systems at an early stage, thereby taking preventive action against damage.

Cybersecurity: Strengthening Security

The secure digital handling is essential for the trust of our customers, the safety of our company and our employees. The stringent protection provided by our IT systems increases resilience. The IT policy of Molto Luce contains specific paragraphs on cybersecurity, which are based on a risk-based approach and aim to ensure the security of the IT infrastructure and sensitive company data.

A central component of the policy is the protection against unauthorised access to data and systems. All employees are required to use strong passwords and update them regularly. Access permissions are strictly granted based on

respective tasks and responsibilities to ensure that only authorised individuals can access critical data. Additionally, a new anomaly detection software has been introduced, which is integrated through Office accounts and further complicates the unauthorised extraction of data.

Lothar Rangger, Head of IT

„We place great importance on regular training and awareness-raising measures for all employees to enhance awareness of cybersecurity. This particularly includes handling phishing emails, recognising social engineering attacks, and the secure use of digital resources. In terms of hardware, we also focus on sustainable solutions – employees can take over decommissioned devices and the proceeds support our “Molto hilt” association.“



Another focus is on the secure use of end devices and networks. The policy stipulates that all devices that have access to company systems must be protected by up-to-date security software such as firewalls and antivirus scanners. Employees are also encouraged to inform the IT department immediately about security-related incidents or potential threats to enable a swift response.

The handling of external service providers is also addressed, ensuring that they adhere to the same high security

standards as Molto Luce itself. Especially when exchanging sensitive data over the internet, encryption techniques are mandatory to prevent data leaks.

As part of targeted phishing campaigns, employees have been successfully trained. Employees with increased susceptibility undergo additional in-depth training measures. Additionally, an internal GDPR form has been introduced, which is used for training and the correct handling of sensitive data. In 2024, there were no confirmed incidents regarding information security.

The centralisation of printers to shared printers saves resources such as toner. The disposal of toner is carried out through a charitable organisation – a double benefit for the environment and social causes. Unneeded hardware has been internally distributed to employees through a flea market. The donations flowed into the „Molto helps“ fund, which supports colleagues in special situations – a sustainable and supportive approach to corporate resources.

Technically, we will achieve another milestone by transitioning to more efficient server hardware according to current security standards.

Overall, our cybersecurity measures form 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 safeguarding, we ensure the protection of sensitive data, the integrity of our IT infrastructure, and the continuous operational capability of our systems.

Planet Introduction

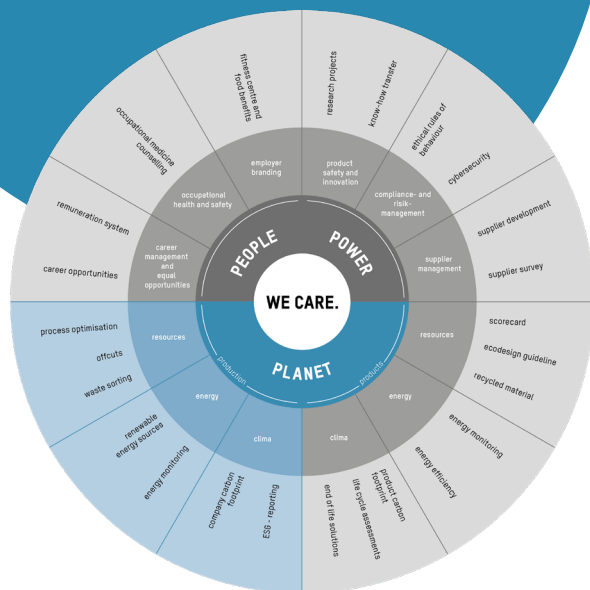
The column „Planet“ is divided into two areas: „Planet – Production“, that is how we produce, and „Planet – Products“, that is how we design our products. The overarching objectives – reduction of energy consumption, material usage, and climate impacts – apply equally to both areas. However, the measures to achieve these goals differ significantly depending on the area.

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PLANET

For the pillar “PLANET – sustainable production” we have set ourselves three goals:

- Reduce energy consumption
- Reduce resource consumption
- Reduce climate impact



ACCESS

The column „Planet“ is divided into two areas: „Planet – Production“, which refers to how we produce, and „Planet – Products“, which refers to how we design our products. In the following chapter „Planet – how we design our production“, we focus on systematically recording and continuously reducing our direct (Scope 1) and indirect (Scope 2) emissions. Environmentally conscious production is an essential part of sustainable business practices and

an important contribution to combating the climate crisis.

To reduce the energy demand, we have implemented energy monitoring that enables us to analyse energy consumption accurately and identify efficiency potentials. The aim is to continuously improve energy efficiency and increase the share of renewable energy sources to minimise dependence on fossil fuels.

The efficient use of resources is at the heart of our production processes. We optimise resource efficiency through improvements in production, reduce material waste, and focus on consistent waste separation. These measures help to reduce the resource demand and minimise waste generation.

By meticulously recording data on material usage, including the respective manufacturing processes, as well as energy consumption in an LCA software, we aim to continuously implement measures to reduce the negative climate impacts of our products.

CHALLENGE

One of the biggest challenges on our path to more sustainable production is the tension between increasing production demands and our goal of reducing emissions and energy consumption. We are pursuing a comprehensive plan to reduce our Scope 1 and Scope 2 emissions; however, the current situation indicates that fully CO₂e-neutral production will likely only be achievable through emissions certificates or the use of new technologies for CO₂e storage.

The transition to renewable energy sources is another central component of our strategy, but it also comes with challenges.

It requires not only significant investments in infrastructure but also the adaptation of existing processes – which in practice is often not easily implementable.

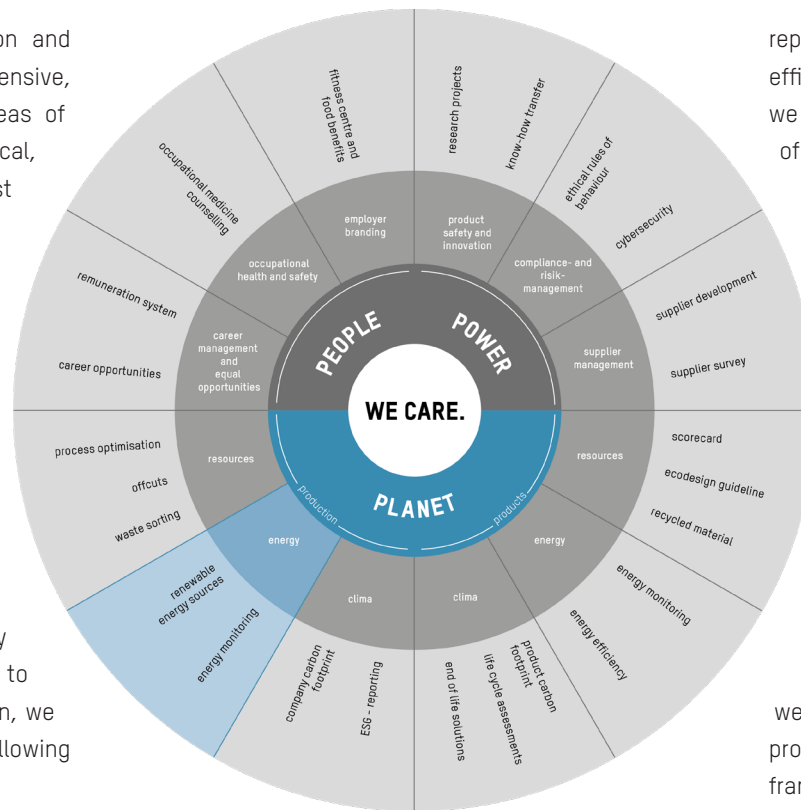
FACTS AND FIGURES

In 2024, we emitted 897 tonnes of CO₂e emissions (only Scope 1 + 2 emissions) per year. Our goal is to continue reducing these emissions by 2026 to achieve a value of < 1 kg CO₂e per produced item. Measures already initiated can be found in this chapter.

CO ₂ e Sc 1+2/ Unit	UNIT	2022	2023	2024
Scope 1, 2	t CO ₂ e	1,262	1,214	897
Produced Units	Pieces	753,694	773,600	719,846
CO ₂ e/Unit	kg CO ₂ e/Unit	1.7	1.6	1.2

STRATEGY

In the third step, we increasingly cover the remaining energy demand through the use of renewable energies. By installing photovoltaic systems, we generate a portion of our electricity ourselves, which makes us less dependent on external energy sources while simultaneously reducing our CO₂e emissions. The integration of district heating also



We regularly analyse and report our energy consumption data – with the aim of significantly reducing Scope 1 and Scope 2 emissions. Nevertheless, we recognise that achieving fully climate-neutral production under the current technical and economic framework conditions presents a challenge that is difficult to tackle alone. Therefore, we not only focus on the continuous improvement of our processes and the expansion of renewable energies but also seek collaboration with other companies and institutions. Our goal is to jointly develop economically viable and innovative approaches that enable a sustainable reduction of our emissions.

KEY FIGURES AND MEASURES

Energy-efficient systems and energy monitoring: Measuring and reducing energy demand

Essential for us is that when acquiring new equipment or technologies or IT infrastructure, solutions are always preferred that reduce energy consumption compared to industry-standard practices. Building on this principle, we monitor and control our ongoing energy usage through comprehensive energy monitoring.

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

Christopher Glöckl, Head of Process Technology

„A clear dashboard in our application helps us to create transparency and visualise energy flows in real-time. It enables not only the monitoring of large systems but also many smaller installations that can collectively cause a significant consumption. Essential in the analysis of an energy monitoring system is the comparison of energy consumption with the actual operating and working hours to identify inefficient peak loads and unnecessary base loads.“

A key focus is also on minimising the base load, a significant factor in electricity demand. Our goal is to reduce the base load to an absolute minimum, thereby avoiding unnecessary and costly energy consumption.

Additionally, we place a strong emphasis on raising awareness within the team to ensure that machines and facilities are consistently switched off after shifts. A simple principle like “The last one does a round” serves as a reminder to check and turn off all unnecessary systems.

The dashboard helps to maintain an overview and strategically manage energy consumption – an important contribution to energy efficiency and resource conservation.

Furthermore, we have our energy measures regularly reviewed by an external energy auditor. These audits are conducted in accordance with legal requirements and ensure compliance with all relevant standards. In this way, we ensure that our energy management system is not only effective internally but also externally validated and continuously improved.

Share of Renewable Energies: Strengthening Resilience

Through numerous targeted investments, we are making clear statements about our sustainable course and achieving a significant reduction in our CO₂e emissions. This includes 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

from hydropower. Additionally, we have initiated the path towards e-mobility to reduce CO₂e emissions in our fleet as well.

The demand for process energy increased slightly in 2024, due to a higher use of process heat and electricity. In contrast, the demand for heating energy decreased slightly, particularly due to the switch from gas to district heating.

ENERGY CONSUMPTION	UNIT	2022	2023	2024
Total energy consumption	MWh	5,670	5,452	5,492
Process energy	MWh	1,702	1,798	1,920
Electricity	MWh	1,184	1,178	1,140
Electricity self-production photovoltaic	MWh	133	225	351
Process heat	MWh	386	396	429
Heating energy	MWh	2,051	1,680	1,639
Heating heat natural gas	MWh	1,760	1,416	1,309
Heating heat wood	MWh	291	264	330
Fleet fuels	MWh	1,917	1,974	1,933

Photovoltaics: Generating Energy

The installation of a photovoltaic system is now considered a standard project that brings both economic and ecological benefits. All roof areas available for photovoltaics at our production facility in Weisskirchen, as well as the roof area of our headquarters in Wels, are now fully equipped



with photovoltaic modules. These systems currently cover nearly one third of the electricity demand for our production on site.

From 2025, the surplus electricity from our PV systems will be offset against the energy needs of the sites. Consequently, the self-consumption will mathematically decrease by the fed-in PV surpluses, which are compensated at the same energy price as the electricity supply – an economically attractive approach.

Franz Windischbauer, Head of Hardware and Software Development



„On sunny days, we produce more than we need for our production. We want to use this surplus efficiently, which is why our wall boxes are linked to the photovoltaic system. By default, when there is a surplus, the charging speed is increased. But we don't leave anyone out in the rain – of course, every user can individually change the charging speed.“

Electromobility: Promoting Win-Win-Win

In light of the trend towards decarbonising the transport sector and the increasing, necessary regulation of emissions, electric vehicles are a long-term solution that can help companies prepare for future requirements. This is because electric vehicles produce no direct emissions

during operation, particularly when the electricity comes from renewable energy sources. We are economically and ecologically convinced by this concept and for this reason, we have now converted 12% of our fleet to e-mobility.

Lukas Kreiner, Head of Component Purchasing

„Electric vehicles are an extremely attractive lever for companies to create a win-win-win situation. Due to the lower maintenance requirements, the reduced energy costs per mile, and the still existing tax advantages, the overall costs compared to combustion engine vehicles are significantly lower. Thus, the company, the driver, and above all our planet benefit.“



District heating instead of natural gas

To gradually become independent from the gas sector, we have connected our headquarters in Wels to the public district heating network. This step helps us to make our energy supply not only more sustainable and future-proof but also to secure long-term stable energy costs and make us less susceptible to price fluctuations in the gas market. The composition of the district heating is based on a balanced mix of energy sources: 56% comes from the utilisation of waste heat from industrial processes, nearly

38% from renewable sources, 5% from fossil fuels, and 1% from other energy carriers. This composition supports efficient and resource-saving energy generation by reducing the use of fossil fuels and maximising renewable and reused 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 district heating at the Wels site, we aim for a lower CO2e energy supply that not only minimises the ecological footprint of our company but also strengthens our competitiveness through a sustainable and cost-efficient energy supply, expressing our responsibility towards future generations.“



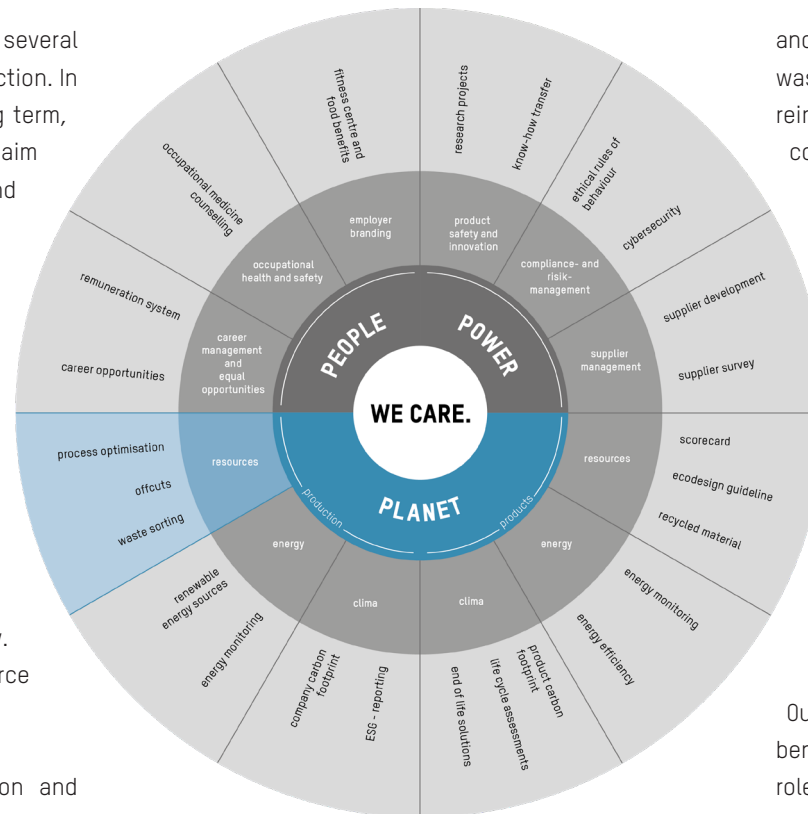
REDUCE THE RESOURCE REQUIREMENTS OF PRODUCTION

STRATEGY

Our strategy for resource conservation is based on several pillars that ensure sustainable and efficient production. In order to reduce resource consumption in the long term, we optimise every production process with the aim of using resources efficiently from the outset and reducing scrap. This helps us avoid waste right from the inception phase.

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

Another focus is on improving waste separation and avoidance. Although waste separation is already established, we continually seek optimisation opportunities. Therefore, we invest in advanced separation systems and prominent guidance systems. With regular training, we aim to raise awareness among our employees



and encourage their active participation. By optimising our 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 circuit in our powder coating plant. With the help of a sophisticated filtration system and special membranes, the water is treated and returned to the circuit. 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 that the circuit meets the requirements of the coating process. These measures enable wastewater-free production and significantly minimise the need for fresh water.

Our goal is to achieve both ecological and economic benefits through these measures and to take a pioneering role in the industry. Regular internal evaluations help us document progress and continuously adjust our strategy. By employing 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 Optimisation: Avoiding Waste

To reduce resource requirements and minimise waste in the processing of materials such as aluminium profiles and sheets, we have implemented targeted process optimisations. Aluminium profiles are already purchased in the ideal lengths, and through careful planning and optimised cutting, we ensure that sections up to a certain minimum length can be reused in the production process. This significantly reduces material waste.

For sheets, the waste is considerably lower due to specific requirements, and here we rely on precise and cutting-optimised nestings to maximise material efficiency. These measures help us to increase resource efficiency and consistently reduce waste.

Waste Management: Conserving Resources

Even though waste separation is now considered standard, we continuously recognise optimisation potential – particularly with packaging materials made from composite materials or plastic qualities that cannot be recycled in Austria. We actively confront these challenges and work on practical solutions.

The avoidance of waste is a central component of our sustainable production strategy. Through optimised processes and consistent separation, we aim to continuously reduce waste generation. Our goal is to further increase the recycling rate – while simultaneously lowering costs and returning valuable resources to the cycle. To achieve this, we are strategically investing in improved

separation systems and raising awareness among our employees through targeted measures.

Ida Drack, Sustainability Management

“Waste separation may seem straightforward at first glance, but in a company with a wide variety of materials, it is quite complex. That is why we have revised our system in Weisskirchen together with the disposal partners and team leaders:

uniform fractions, clear signage, and supportive images now facilitate the correct allocation. This creates more clarity for our colleagues, increases the recycling rate, and thereby reduces costs.”



Recovery and Disposal of Waste Off-Site

The total waste volume of our company in 2024 was 332 tonnes, slightly above the previous year's figure of 329 tonnes, but still below the level of 2022. Non-hazardous waste continues to make up the largest share. Recovery/recycling remained stable at around 262 tonnes, demonstrating that our recycling processes are functioning effectively and that we can return a large portion of the waste to the material cycle. The increase in hazardous waste, which rose to 19 tonnes in 2024, remains challenging.

The main cause is the increased variety of colours in our powder coating plants, which leads to a higher proportion of hazardous waste materials. We are working intensively to reduce this share in the future through optimised production processes.

WASTE	UNIT	2022	2023	2024
Total Waste	Tonnes	341	329	332
Non-hazardous Waste	Tonnes	337	318	313
Hazardous Waste*	Tonnes	4	11	19
Recovery/Utilisation Total Waste	Tonnes	267	260	262
Non-hazardous Waste	Tonnes	266	257	259
Recycling	Tonnes	266	257	259
Hazardous Waste	Tonnes	1	3	3
Recycling	Tonnes	0,4	0	0
Other Recovery	Tonnes	0,6	3	3
Total Waste Disposal	Tonnes	74	69	71
Non-hazardous Waste	Tonnes	71	60	54
Incineration with Energy Recovery	Tonnes	71	60	54
Hazardous Waste	Tonnes	3	9	17
Incineration with Energy Recovery	Tonnes	3	9	17

*hazardous waste: definition according to the Waste Directory Regulation 2020

Safar Hameed, Head of Logistics Production



"To ensure accurate waste data, we have designed the approval process so that all disposal costs are routed through the waste officer in the first step. This allows the data to be captured immediately and provides reliable, traceable results. Equally important as controlling the quantities and costs is the regular inspection by the company to ensure proper separation and to continuously raise awareness among the employees."

Our current recycling rate stands at 79% (previous year: 78%). However, we were unable to achieve the initially set target of 83% by 2025, as the project for enhanced waste separation in production was only launched in mid-2025 due to effort and resource reasons. We expect that the planned measures – including modern separation systems and training to raise awareness among our employees – will take effect from 2026 and sustainably increase the recycling rate.

It is important to note that we currently deliver our wood waste for energy use to the adjacent biomass heating system. While this makes a positive contribution to sustainable energy generation, this process is not included in our recycling rate. Due to this energetic recovery, we do not find it realistic to achieve a recycling rate of over 90%.

Water: Reduce water demand, reuse, and maintain wastewater quality

Our overall water consumption is comparatively low, as there is hardly any demand in production and the water required for powder coating is completely recirculated.

In this facility, the water is purified through a sophisticated filtration system and special membranes before being returned to the circuit. The recirculation system employs several stages of water treatment, including mechanical filtration and ion exchange, to efficiently remove contaminants such as metal ions and particles.

WATER IN MEGALITRES	UNIT	2022	2023*	2024
Water Extraction	ML	1,3	2,6	2,6
Water from Third Parties, Freshwater Quality	ML	1,3	2,6	2,6
Water Return	ML	1,3	2,6	2,6
Return to Third Parties, Freshwater Quality	ML	1,3	2,6	2,6

*2024 invoices from 2023 were still recorded; the adjusted value will also be carried over to 2024.

Furthermore, the water is continuously monitored and the chemical composition is regularly checked to ensure consistently high quality for the coating process. Thanks to the closed circuit, the facility operates without wastewater and with minimal fresh water consumption, preventing heavy metals from entering the wastewater. This way, we consistently ensure compliance with all legal requirements

regarding wastewater quality while also contributing to sustainable resource protection.

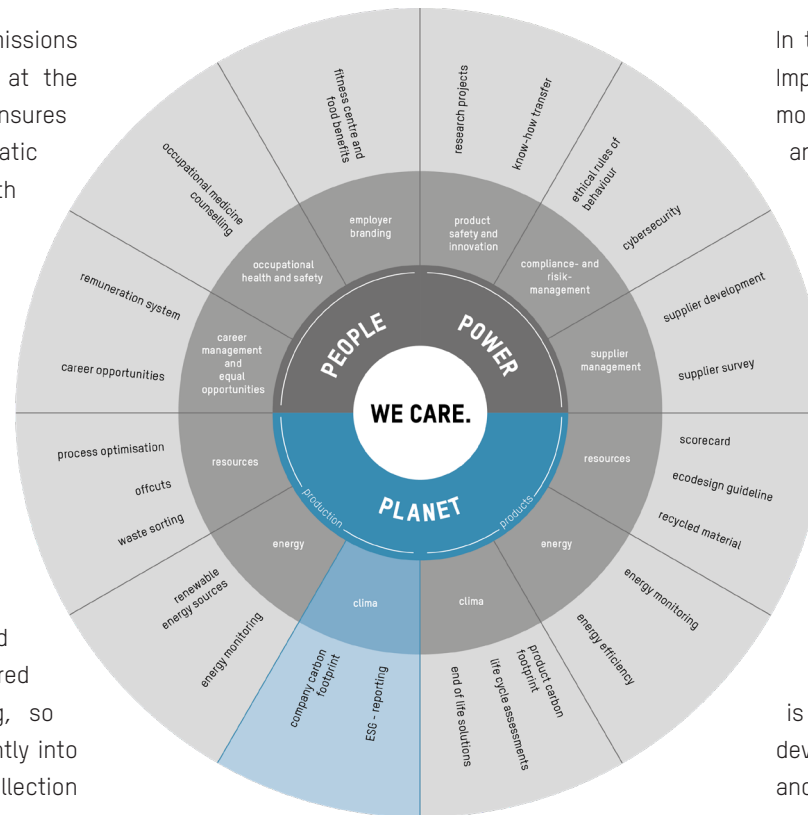
The water consumption presented in the table currently refers exclusively to our sites in Weisskirchen and Wels. This is because reliable and meaningful consumption data is available for these locations, allowing for precise evaluation. At other locations, either the water consumption is negligibly low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

REDUCING CLIMATE IMPACT: SCOPE 1 + 2 EMISSIONS

STRATEGY

The calculation of Scope 1 and Scope 2 CO₂e emissions is particularly challenging and time-consuming at the outset; it requires a careful approach that ensures both efficiency and accuracy. We adopt a pragmatic yet serious approach here: for measures with lower significance, we specifically work with extrapolations and simplified calculation models, while for processes with high energy demand and large energy flows, we delve into detail to create a precise and well-founded data basis. This approach is, in our view, crucial to optimising documentation efforts, avoiding unnecessary bureaucratic burdens, and keeping the actual objective — implementing effective measures to reduce CO₂e emissions — clearly in focus.

Another important approach we have implemented in our strategy is to capture data in a structured and forward-looking manner within accounting, so that it can be transferred more easily and efficiently into our ESG software. This pre-organised data collection allows us to minimise the time required for data transfer while simultaneously increasing the accuracy and consistency of the information collected. This creates a solid foundation that enables us to make informed decisions and implement our CO₂e reduction strategies purposefully and based on reliable data.



In the chapter „Planet – Production – Reducing Climate Impacts,“ the focus is on the systematics of our CO₂e monitoring, which creates a reliable data basis for assessing and managing our emissions. The specific measures to reduce negative climate impacts — such as reducing energy and resource consumption — are described in detail in the corresponding previous chapters. In the chapter „Planet – Production – Reducing Climate Impacts,“ the focus is on the systematics of our CO₂e monitoring, which creates a reliable data basis for assessing and managing our emissions. It becomes clear that the complex challenge of reducing negative climate impacts can only be effectively addressed through a bundle of systematically coordinated and diverse approaches.

We know: without the know-how and commitment of our employees, the implementation of our CO₂e strategy is not possible. They play a significant role in further developing processes, effectively implementing measures, and achieving our sustainability goals step by step.

KEY FIGURES AND MEASURES

GHG Emissions Inventory: Capturing and Reducing Scope 1 and 2 Emissions

All energy flows such as electricity, wood chips, district heating, gas, and diesel, as well as IT hardware, waste, cleaning agents, and paper are recorded in our ESG software. We have invested in this software because data collection and evaluation would otherwise be too time-consuming and prone to errors. The recording includes all our locations, and we have entered the data retroactively as far back as 2021 to trace the development of our emissions. The recording of our GHG emission inventory is updated at least once a year to ensure regular review and adapt follow-up measures. It is essential to establish the processes for data provision well to minimise effort and maintain focus on implementing measures rather than getting bogged down in documentation efforts.

Additionally, we want to have our reduction targets stored as scenarios in the ESG tool so that we can continuously monitor our progress and make adjustments as necessary.

For a uniform assessment of our environmental impacts, all emissions are converted into CO₂ equivalents (CO₂e). This allows for the comparison of different greenhouse gases (GHG) based on their global warming potential. The conversion is carried out using the ecoinvent database (version 3.10), which is based on current scientific findings from the Intergovernmental Panel on Climate Change (IPCC) and supports a comprehensive analysis of our processes and products over their entire life cycle.

The systematic recording of greenhouse gas emissions caused directly and indirectly by business activities is referred to as a greenhouse gas balance (GHG balance) or also as a Corporate Carbon Footprint (CCFP). The GHG balance or the CCFP provides information about the climate-relevant environmental performance of a company by stating the emissions of the area considered in CO₂ equivalents.

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, e.g., own fleet, heating.
- **Scope 2** refers to indirect emissions from energy consumption, e.g., electricity.
- **Scope 3** includes all other indirect emissions that occur along the entire value chain, e.g., through the purchase of materials, employee travel, and the use of our products.

Scope 1 emissions were slightly below the previous year's level in 2024. Fuel consumption decreased slightly, as did the demand for natural gas. However, the savings achieved by connecting the headquarters in Wels to district heating in summer 2024 were offset by the higher energy demand of the powder coating facility and the expanded storage areas. In contrast, Scope 2 emissions were significantly reduced. Electricity demand fell slightly, but the substantial reduction resulted from the purchase of origin certificates from hydropower, which noticeably lowered the CO₂e factor of electricity procurement.

SCOPE 1 EMISSIONS	UNIT	2022	2023	2024
Total	t CO₂e	922.1	874.5	847.2
Fuel (Company Cars)	t CO ₂ e	517.8	533.2	511.9
	in %	56.2	61.0	60.4
Heat (Natural Gas) *	t CO ₂ e	332.2	267.3	249.7
	in %	36.0	31.0	29.5
Heat (Wood)	t CO ₂ e	N/A	N/A	3.7
	in %			0.7
Process Heat (Natural Gas)	t CO ₂ e	72.2	74.0	81.9
	in %	8.0	8.0	9.7

*In 2024, invoices for the year 2023 were still sent, therefore the value for the NHB 2024 has changed; this value is assumed for 2024

SCOPE 2 EMISSIONS	UNIT	2022	2023	2024
Total	t CO₂e	321.4	339.5	50.0
Electricity	t CO ₂ e	339.5	339.3	21.0
District Heating	t CO ₂ e	N/A	N/A	29.0

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PLANET

For the pillar „PLANET – sustainable products“ we have set ourselves three goals:

- Reduce energy consumption
- Reduce resource consumption
- Reduce climate impact



ACCESS

The column „Planet“ is divided into two areas: „Planet – Production“, that is how we produce, and „Planet – Products“, that is how we design our products. In the chapter „Planet – this is how we design our products“, we consider the entire value chain from design to the end of life of our luminaires. The focus is on the use of recycled and recyclable materials as well as the development of durable, energy-efficient products. Since over 90% of

the CO₂e emissions of a luminaire occur during the usage phase, there is an enormous lever in the reduction of the **energy demand** of our luminaires. We therefore rely on highly efficient LED technologies, high-end optics, and intelligent lighting management systems that can reduce the energy consumption of the luminaires by up to 90%

The reduction of the **resource demand** is at the centre of our product development. We specifically focus on materials with a high recycling content and good recyclability and optimise our products so that they can be manufactured with minimal waste. In addition, we are intensively engaged with refurbishment strategies and recycling at the end of the product lifecycle to keep valuable materials in circulation.

To analyse the **climate impacts** along the entire value chain, we use a specialised sustainability software that contains a model for the creation of Environmental Product Declarations (EPDs). This tool enables us in the future to generate EPDs for a large part of our portfolio – and thanks to in-house use, also to specifically identify and implement levers to reduce the ecological footprint.

CHALLENGE

Due to the high proportion of CO₂e emissions from a luminaire during its usage phase, there is a significant lever in reducing the energy demand of our luminaires. We cannot directly influence the actual usage of our lighting solutions by end customers, but by developing advanced, energy-

efficient products with integrated sensor solutions, as well as through targeted training, the energy demand for lighting can be significantly reduced. However, the actual CO₂e emissions during the usage phase are heavily dependent on the chosen energy mix – a factor that lies outside our direct sphere of influence.

When setting the system boundary at the factory gate of Molto Luce, it becomes apparent that the purchased and processed materials have a significant impact on our CO₂e balance. Improvements in this area are, however, challenging: materials with a high recycling content are often more expensive than primary materials and not always reliably available. The implementation of end-of-life solutions also presents a particular challenge.

To develop new approaches here, we engaged in a research project entitled “Circular Product Design” that dealt with the complex topics of the circular economy and circular business models.

FACTS AND FIGURES

More than 90% of a luminaire’s ecological impact occurs during the use phase. When the assessment is limited to the system boundary of the Molto Luce factory gate, over 80% of the impact is caused by the materials used.

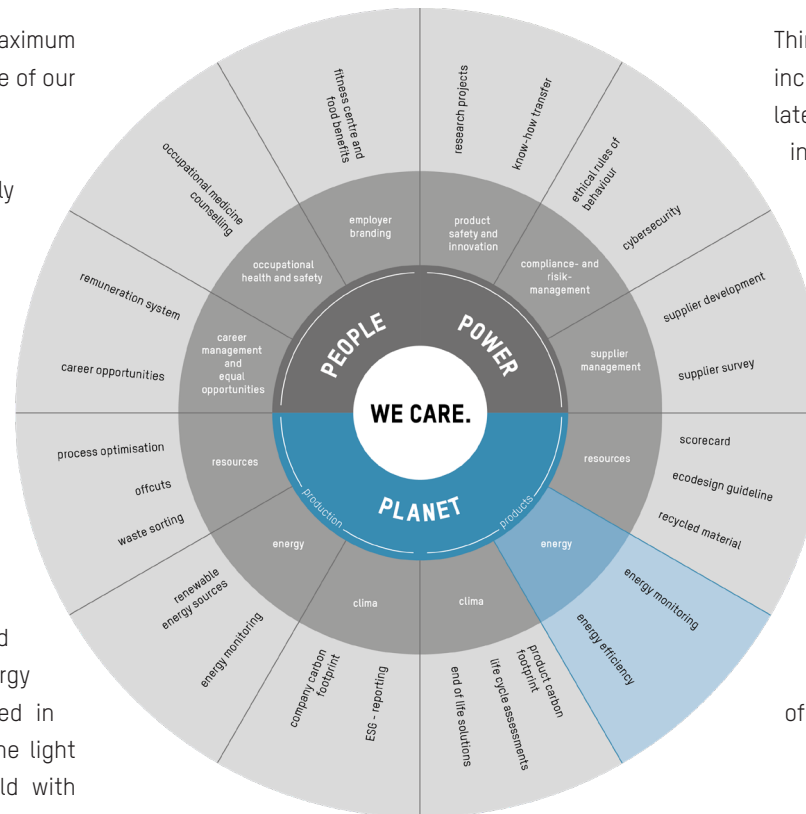
MINIMISE THE ENERGY DEMAND OF PRODUCTS

STRATEGY

By addressing three central aspects, we aim for a maximum reduction in energy demand 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. In our planning, we rely on precise demand analyses to ensure that each room and area is equipped with only the amount of light that is actually needed. This effectively minimises energy use and prevents over-lighting, which wastes energy and unnecessarily drives up costs.

Secondly, we focus on particularly energy-efficient luminaires combined with optimised light guidance. Both factors – luminaire efficiency and optical quality – have a significant impact on energy demand and are therefore deliberately considered in product development. By carefully coordinating the light source and optics, we achieve a high light yield with minimal energy input.



Thirdly, we integrate modern sensor technologies, including presence and daylight sensors, as well as our latest development: the application of matrix technology in luminaires. This enables precise light control and dynamically adjusts the lighting to actual room usage and light conditions. Thus, light is used only where and when it is truly needed – for maximum efficiency and high user comfort.

These three approaches – demand-oriented planning, energy-efficient luminaires with optimal optics, intelligent sensor technology, and adaptive matrix technology – together form a sustainable and effective strategy for minimising energy consumption during the usage phase and make an important contribution to achieving our climate goals. At the same time, they not only improve the environmental balance but also enhance the quality of the lighting environment for our customers.

KEY FIGURES AND MEASURES

Energy-efficient Lighting: Reducing Power Demand

The distribution of energy efficiency classes shows that the majority of our light sources are classified in classes D (21%) and E (32.8%), while classes A (0.1%) and B (4%) are still hardly represented.

For despite the impressive advancements in LED technology and the associated drivers, current developments are still unable to achieve the stringent energy efficiency values of classes A or B on a wide scale. The requirements for these highest efficiency classes have been deliberately set with a forward-looking approach to promote technological progress in the long term and leave room for innovation.

The high standards are a strategic decision: they challenge manufacturers and developers to continuously improve their products and push the boundaries of energy efficiency ever further. At the same time, these ambitious targets ensure that future developments are already in the focus of research and development today, in order to one day meet the demanding criteria and further advance the energy transition.

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

Energy efficiency class	Number of entries	Share
A	1	0.1%
B	27	3.5%
C	111	14.6%
D	160	21.0%
E	250	32.8%
F	151	19.8%
G	62	8.1%

Energy-efficient LED: Increasing Luminous Efficacy

The value „Lumens per Watt“ (lm/W) indicates the light output of a luminaire and is a measure of its energy efficiency. It describes how much visible light (in lumens) is produced by the luminaire 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, while the luminaires we manufacture in-house now achieve light outputs of an average of 120 lm/W.

A key point we wish to emphasise is the transparency and honesty in our stated performance values. The lumens/watt values we provide reflect the actual light output of the luminaire. This means that all influences, such as the efficiency of the optical system and the control gear,

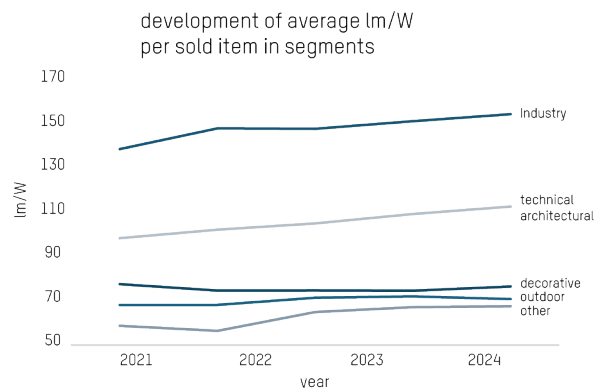
are fully taken into account. Through these practical and realistic measurements, we ensure that our customers can rely on the stated efficiency values. Our data provides an honest picture of the performance of our lighting systems (in-house production) in actual operation. This is crucial for a transparent assessment of efficiency and facilitates informed decisions when planning and implementing our modern lighting solutions.

Year	ø lm/W
2021	101.6
2022	106.7
2023	114.5
2024	120.1

Franz Windischbauer, Head of Hardware and Software Development

“The continuous improvement of 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 120.1 lm/W. These advancements result from our consistent investment in advanced technologies and our commitment to sustainable lighting solutions. Our goal is to achieve an average of 125 lm/W by the end of 2025.”





In industrial lighting, the luminous efficacy is typically at its highest. Here, luminaires with values of up to over 180 lm/W are used to efficiently illuminate large areas and minimise energy consumption. In the decorative and outdoor sectors, however, the luminous efficacy is often lower. This is because, in addition to pure light output, glare reduction, aesthetic aspects, and specific lighting moods are paramount, which sometimes accept lower efficiency.

Minimising the environmental impact during the use phase: Sensing and dimming

The largest CO₂e emissions from a luminaire, namely 90%, occur during its usage period. This is also the phase in which we can offer our customers the greatest cost, energy, and CO₂e savings. Simply switching to LED lighting can significantly reduce energy consumption, and by integrating sensor solutions such as daylight and occupancy controls,

energy consumption can be reduced by up to 90%, as we have already demonstrated with numerous projects.

Daylight sensors measure the available natural light and adjust the luminaire to the maximum required light. In conditions of sufficient daylight, such as with office floor lamps or in warehouse logistics, where large windows already achieve a base light level, artificial lighting can be reduced or switched off, which significantly lowers energy consumption.

Occupancy sensors detect the presence of individuals in the room and control the lighting accordingly. In the absence of people, the light is automatically switched off, preventing unnecessary energy consumption. The combination of both technologies maximises energy efficiency and ensures demand-oriented lighting that both enhances 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 task is to assist our customers in finding the most energy-efficient solution. I particularly enjoy experiencing the reactions and enthusiasm of our customers when they discover the impressive savings effects of our sensors."



The share of DALI-dimmable luminaires in the overall range has increased from 12.1% in the calendar year 2021 to 14.8% in the calendar year 2024. This development underscores our commitment to intelligent lighting solutions that reduce energy consumption while simultaneously enhancing comfort for our customers, but it also shows significant potential in this area.

Calendar year	Proportion of dimmable lights
2021	12.1%
2022	12.6%
2023	13.5%
2024	14.8%

Matrix Solution

Our latest innovation is the patented Matrix Technology. This represents a significant advancement in the lighting industry. Inspired by the automotive industry, particularly by headlight technologies, we have adapted this innovation for workplace lighting for the first time.

Josef Hechenberger, Management, Head of Product Development

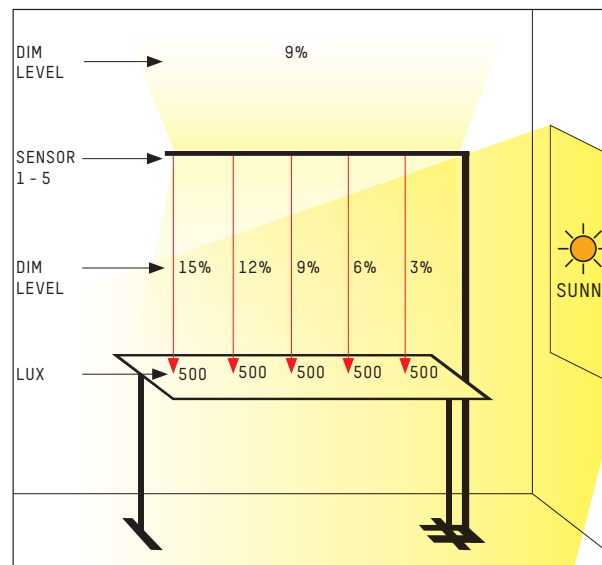
„A central feature is the precise light direction, which allows light to be directed exactly where it is needed, minimising unwanted stray light. This leads to increased energy efficiency, as energy consumption is reduced without compromising light quality. The matrix technology optimises the working environment through even, glare-free lighting, which enhances both productivity and well-being.“



DIM 2 DAYLIGHT

The sensor matrix elevates energy efficiency to a new level. Five highly precise light sensors continuously monitor the workplace to analyse the existing light levels in detail. For instance, when sunlight streams through the window onto the desk, the dimming level adjusts sectionally to the necessary corrections, thereby ensuring the set illumination strength across the entire workplace.

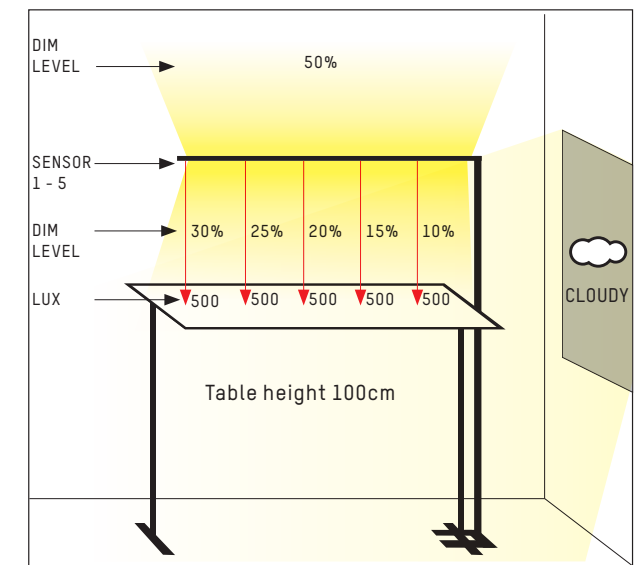
The indirect lighting also autonomously responds to this and changes the dimming level. Any change in light conditions, for example due to a change in weather, is measured, and in real-time, the light level is adjusted to the new conditions.



DIM 2 DISTANCE

However, the sensor matrix not only reacts to changes in external lighting conditions – it also detects movements of the table height and adjusts the dim levels accordingly. This function is particularly helpful when using height-adjustable tables that can be used in both seated and standing positions.

The sensors register every movement precisely. This ensures that the illumination level is always optimally adjusted to the respective working height. The intelligent control of light intensity ensures that a set illumination level and perfect lighting of the workplace are maintained regardless of the table height.



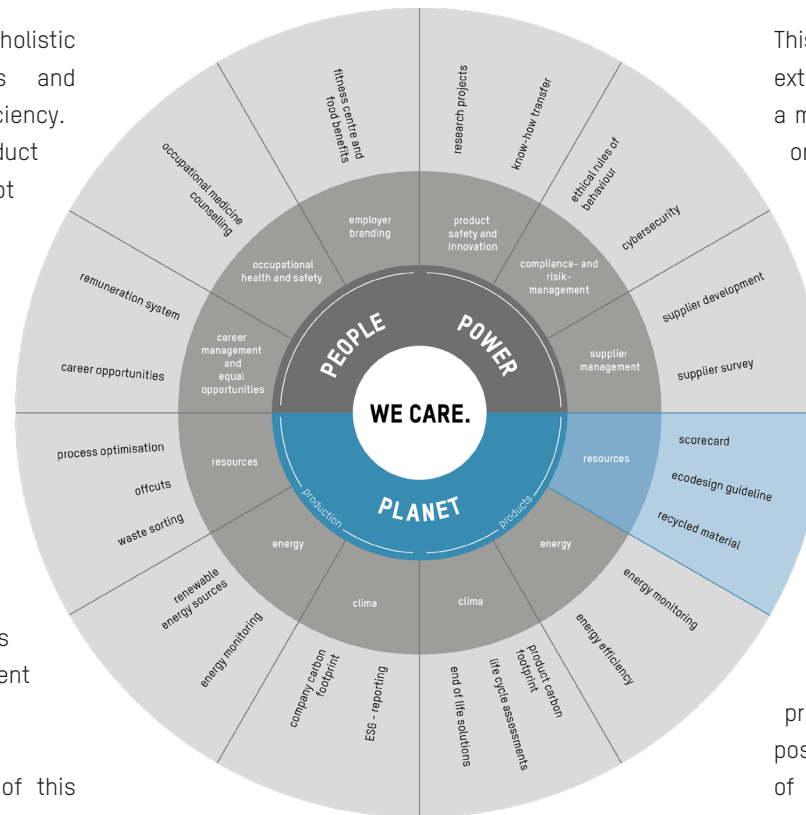
REDUCE THE RESOURCE REQUIREMENTS OF PRODUCTS

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 focus on resource-saving materials, efficient manufacturing methods, and an extended product lifespan.

These principles are firmly embedded in our internally developed product lifecycle guidelines, the scorecard, and the associated Ecodesign guideline, serving as a clear framework for consistently aligning ecological and economic goals. A key focus is on the increased use of materials with a high recycling content to reduce the use of primary raw materials – an endeavour that is not always easy to implement given economic challenges.

Our X-Change technology is an essential part of this approach, as it enables the easy exchange of LED modules and electronic control gear. Instead of replacing an entire luminaire, components can be specifically updated or repaired.



This saves resources, reduces waste, and significantly extends the lifecycle of our products, thereby supporting a more sustainable use of materials. In doing so, we not only offer customers a more sustainable solution but also promote greater acceptance of durable products in the market and the climate goals of our customers.

Retrofit solutions also contribute to environmentally friendly resource usage by upgrading existing lighting systems with modern, energy-efficient light sources. Retaining existing luminaires and retrofitting them instead of complete replacement saves resources and leads to a significant reduction in energy consumption during the usage phase.

The principles of the circular economy are at the heart of 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 conscious use of modular designs that allow for easy repairs and upgrades. To further strengthen our strategy, we continuously invest in research and development.

KEY FIGURES AND MEASURES

Ecodesign: Defining Environmental Impact

Last year, we employed two instruments for this purpose: a comprehensive scorecard with around 80 criteria and a supplementary Ecodesign guideline.

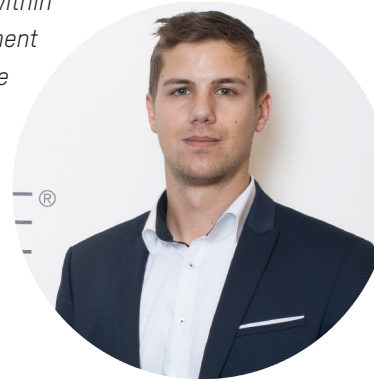
Both tools provided valuable insights into the ecological quality of our products; however, they proved to be only partially practical in the day-to-day business of product development and were therefore not sufficiently applied.

As a result, we streamlined and further developed both formats. The new, compact evaluation matrix addresses targeted questions and clearly defined maturity levels along the entire value chain. Topics such as the careful selection of materials, the enhancement of the energy efficiency of our products, and considerations on how maintenance and the replacement of individual components can be made as straightforward as possible are covered. Additionally, a mandatory comparison with the respective predecessor product is integrated.

In addition to the scorecard, we have developed an Ecodesign guideline, which is also structured along the value chain. It deepens the topics addressed in the scorecard and outlines the most important measures for each area of action. This allows areas where insufficient points have been achieved to be specifically referenced, and concrete steps for improvement to be derived.

Josef Hechenberger, Management, Head of Product Development

„The early integration of sustainability principles ensures that our products meet the highest environmental standards while providing real value to our customers. To expand the expertise within the Product Development department, we have already conducted externally and internally moderated workshops on the topic of circular economy.“



Increase in Recycling Rate: Save Resources

The increase in the recycling proportion in our luminaires is a central component of our sustainability strategy. However, we face the challenge that recycled materials are often more expensive than primary materials, which complicates implementation. Therefore, we are seeking economically

viable ways to promote the use of sustainable materials in our processes and to continuously increase the proportion of recycled materials. Another challenge is that materials that initially appear sustainable at the beginning of the life cycle do not always prove to be recyclable in practice.

RECYCLED MATERIAL SHARE BY PRODUCT GROUPS	UNIT	2022	2023	2024
Steel Sheet	in %	N/A	26	26
Cardboard Packaging	in %	N/A	100	100
Aluminium Profiles	in %	N/A	27	27
Aluminium Die Casting	in %	N/A	90	90

Thomas Palfi, Head of Construction

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



Branimir Petricevic, Project Management

„The scorecard is already applied during the product conception, as this is where the best opportunities are to conserve resources and save energy. Our focus on sustainable design connects market requirements with responsibility towards future generations.“



X-Change Technology: Increasing Flexibility and Efficiency

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

Should defects occur, a change in light colour be desired, or technological advancements enable 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 leads to a reduction in unnecessary costs and material waste.

A central feature of our X-Change technology is the tool-free replacement, which is carried out quickly and easily thanks to a practical bayonet lock. This user-friendly solution not only simplifies maintenance and upgrades but also minimises the need for specialised personnel and reduces downtime. Replacing individual components instead of entire luminaires significantly contributes to resource conservation and minimisation of waste.

Furthermore, this technology promotes the integration of more efficient LEDs and allows for adaptation to changing requirements over time, such as new light colours or energy-saving standards.



The use of modern, efficient modules helps to further reduce energy consumption and lower CO₂e emissions.

In our systems, the drivers are also designed to be replaceable through the X-Change technology, enabling flexible and seamless integration. Thus, our X-Change technology makes a significant contribution to promoting a circular economy and reducing the ecological footprint of our customers.

Florian Templ, Project Manager Special Construction

„This forward-looking technology was awarded the prestigious German Ecodesign Award in 2022 – a testament to its innovative strength and sustainable approach. Additionally, we now offer tool-free replaceable drivers, which allow for even greater customisation and expansion. This provides our customers with added value and underscores our commitment to durable, sustainable lighting solutions.“



Retrofitting Solutions: Saving Energy and Resources

Retrofit solutions make a valuable contribution to the sustainable use of existing lighting systems by enabling

the simple and efficient retrofitting with modern, energy-efficient light sources. These solutions promote the optimal use of available resources, as they render the replacement of complete luminaires unnecessary and instead only the light sources need to be replaced. This leads to significant energy and material savings, reduces waste, and extends the product life cycles.

By employing LED technology, which replaces conventional, energy-intensive light sources, energy demand can be significantly reduced. This not only saves operational costs but also significantly reduces CO₂e emissions. These positive effects can be further enhanced when our systems are combined with intelligent sensor technologies that enable demand-driven use of light. Such sensors ensure that lighting is activated only when it is actually needed, allowing for an additional reduction in energy consumption and an even more efficient use of resources.

The ability to modernise existing lighting systems without completely replacing them supports the approach of a circular economy.

This keeps materials and components in circulation for longer, thereby reducing the need for new resources for manufacturing and installation. This not only reduces the ecological footprint but also strengthens awareness of responsible action in the construction and lighting industry.

Calvin Planinz, Project Manager Special Construction



„Replacing light sources allows us to make an active contribution to climate protection and we help our customers save costs – we have already demonstrated this with some excellent reference projects. Every time we replace a fluorescent tube, we make a statement, and many small actions can together achieve great things.“

Circular Economy: Considering Product End-of-Life from the Start

The implementation of a circular economy in manufacturing companies is a challenging task that requires careful planning and innovative approaches. Given the current cost structure, it is indeed a challenge to develop scalable, circular business models. Our aim is not only to present appealing marketing stories but to actually develop viable and economically feasible models that are successful in the long term and have a genuine sustainable impact.

In the context of the term circular economy, there are numerous initiatives and terms that are often mixed up. 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 includes the stages of „Refuse“, „Rethink“, „Reduce“, „Reuse“, „Repair“, „Refurbish“, „Remanufacture“, „Repurpose“, and

„Recycle“ and serves as the basis for categorising and prioritising our actions.

We see the greatest impact in the areas of „Rethink“ and „Refurbish“, as described in detail in the chapters on Ecodesign and our X-Change technology. These measures extend the lifecycle of our products, contributing to resource savings and waste reduction. In the categories of „Reuse“, „Remanufacture“, and „Repurpose“, we currently recognise limited opportunities for large-scale scaling, but we are working to expand our potential.

Extension of Product Lifecycles: The modular design of our luminaires creates a high variance with minimal material use. Special attention is paid to easily detachable connections such as click or bayonet fittings, which make modifications and adjustments straightforward. Connections should ideally be removable without tools or with minimal effort.

Circular Business Models: As part of a funded research project, we have engaged intensively with circular business models and tested them based on a modularly developed product. The results showed that take-back and reuse processes – provided the overall system is designed for it – can mathematically represent a more cost-effective alternative to new developments. This finding surprised us and highlights the potential of circular approaches.

However, in practical implementation, we face the challenge that the market has very individual requirements for our products. Currently, there is insufficient demand for returned and refurbished luminaires, making these approaches economically unviable at present.

Regardless, we continue to pursue the goal of developing our products modularly to enable greater flexibility, reparability, and reusability in the long term, thereby laying the groundwork for circular business models.

Improvement of Recyclability: The recyclability of the materials used is a central criterion of our scorecard and will be even more strongly considered from the outset in the future. To ensure this, the employees in the design department are continuously trained to make the best decisions for the selection of recyclable materials.

Christian Hofwimmer, Head of Product Management

“Already in the development phase, we consider not only the assembly time but also the time required for disassembly or modification. This approach promotes reparability, allowing the luminaires to be maintained by non-professionals.”



However, the analysis and transition to recyclable materials are complex and involve significant effort. One step is the use of plastics, as many plastics are still automatically sent for incineration and cannot be recycled.

Through the Bill of Materials and the application of fixed parameters, we can progressively evaluate the recyclability

of our luminaires more accurately. These evaluations are further refined through the use of our LCA software. This enables us to make fact-based decisions to improve our products. We have already built up substantial expertise, but our goal is to achieve even more.

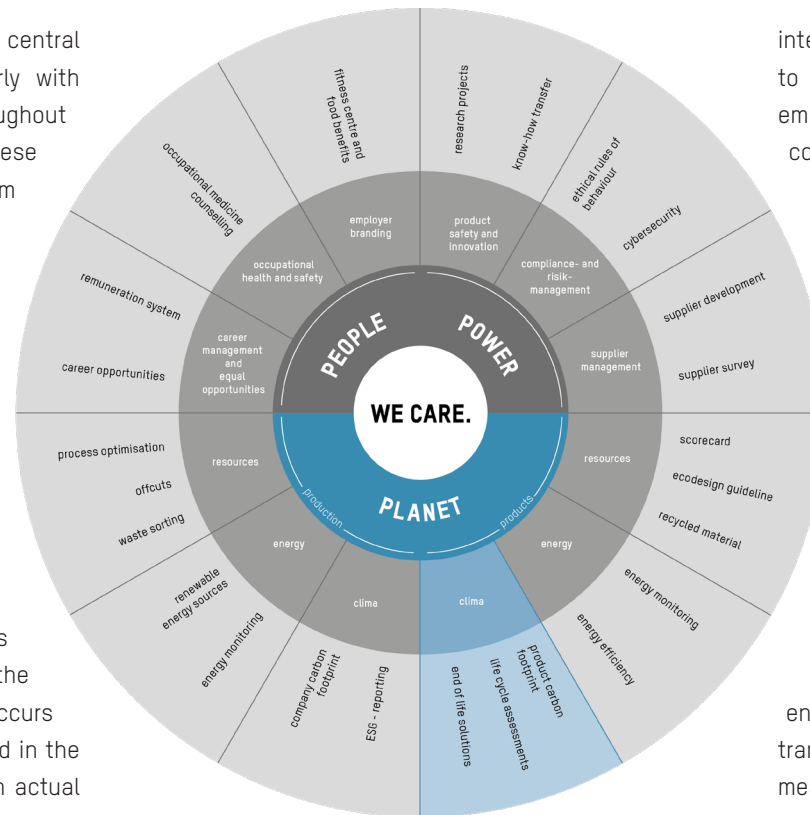
REDUCING CLIMATE IMPACT: SCOPE 3 EMISSIONS

STRATEGY

The reduction of climate-relevant emissions is a central goal of our sustainability strategy – particularly with regard to the indirect emissions that occur throughout the entire lifecycle of a product. To understand these complex interrelationships and to influence them purposefully, we adopt a holistic approach: We systematically analyse the climate impacts of our products over the entire lifecycle – from raw material extraction through production and usage to disposal or recycling.

For this purpose, we use specialised sustainability software, with which we can calculate CO₂e emissions based on real product data. The components of our products are assigned to specific materials in our ERP system. From these assignments, individual bills of materials can be generated, which are then uploaded into the LCA software. There, a semi-automatic linking occurs with the material data and emission factors stored in the model. This results in a robust analysis based on actual product specifications – not on generic assumptions.

Despite this digital support, implementation remains challenging: Data collection is time- and resource-



intensive, particularly the initial assignment of components to materials requires great care. Additionally, specific emission data is not always available, which complicates comparability across product groups. The manual effort involved in uploading and maintaining the model, as well as the costs for data acquisition and external audits, also present hurdles.

Nevertheless, this effort is necessary – and it does not go without consequences. The insights gained will directly feed into our product development, but they also help us identify and specifically reduce CO₂e drivers. At the same time, they raise awareness of climate impacts – both among our customers and internally – and create a robust foundation for more sustainable decisions.

The analysis of the product lifecycle is therefore not an end in itself, but a strategic management tool that creates transparency, leads to the implementation of concrete measures, and measurably advances our climate goals.

KENNZAHLEN UND MASSNAHMEN

CO₂e-Monitoring Scope 3: Emissionen reduzieren

Life cycle analyses consider the entire value chain of a product, starting from design and production through packaging and transport to the usage phase and the end of the product life cycle. We analyse our products with suitable LCA software and in accordance with the standards for assessing life cycle impacts, EN15804+A2 and PSR-0014, to obtain harmonised Environmental Product Declarations (EPDs).

We develop this model internally, as this is the only way we can identify our levers and opportunities to reduce CO₂e emissions and other impact indicators such as material consumption. We conducted the analysis of our Scope 3 emissions for the first time in 2024 based on the actual purchasing data from 2023.

Currently, we are working on the creation of Environmental Product Declarations (EPDs), which will enable us to accurately calculate CO₂e emissions during the usage phase in the future. Our model for product-specific EPD generation will be fully operational by 2026.

For the emissions calculation of materials / goods including transport in 2024, we have therefore chosen a simplified, proportional approach: The emission values for 2023 of the respective materials are based on the purchasing volumes, material weights, and countries of origin from the year 2023.

For 2024, these values have been proportionally adjusted upwards or downwards – according to the material categories and weights purchased in 2024.

The table shows that the largest portion of emissions comes from electronics, trade goods, and aluminium. While there are only limited reduction potentials in electronics, a significant lever lies in increasing the recycling rate of aluminium. We have described further effective measures in this report in the chapters Power and Planet.

In particular, the application of the Scorecard and Ecodesign Guideline, the reduction of material waste, as well as targeted supplier management contribute to raising awareness and transparency to reduce Scope 3 emissions.

MATERIAL/GOODS INCLUDING TRANSPORT (SCOPE 3 EMISSIONS)	UNIT	2022	2023	2024
Total	t CO₂e	N/A	17.138,6	17.213,1
Electronics	t CO ₂ e	N/A	6.293,3	6.054,9
	in %		36,7	35,2
Luminaires	t CO ₂ e	N/A	4.687,6	4.944,3
	in %		27,4	28,7
Aluminium	t CO ₂ e	N/A	4.158,9	4.252,4
	in %		24,3	24,7
Steel	t CO ₂ e	N/A	1.287	1.255,9
	in %		7,5	7,3
Plastic	t CO ₂ e	N/A	473,8	496,6
	in %		2,8	2,9
General	t CO ₂ e	N/A	112,4	106,0
	in %		0,7	0,6
Packaging	t CO ₂ e	N/A	108,6	90,5
	in %		0,6	0,5
Glass	t CO ₂ e	N/A	17,1	12,5
	in %		0,1	0,1

Einführung EPD-Prozess: Umweltwirkung der Produkte bewerten

To accurately capture and purposefully reduce the climate impact of our products, we at Molto Luce have established a company-wide EPD process (Environmental Product Declaration). The aim is to provide verified environmental information based on robust data and to derive specific, effective reduction measures from it. Initial product-specific EPDs have already been successfully created.

The process is aligned with the European standard EN 15804, which serves as the basis for EPDs in the construction sector, as well as with PSR 0014 for luminaires.

These standards ensure the comparability, transparency, and external verifiability of the results. Our EPD system is designed to fully comply with the requirements of these standards, thus providing a certifiable foundation for external auditing bodies.

Inge Hiebl, Head of Sustainability Management

„The creation of the EPD model forms the basis for purposefully integrating sustainability aspects into our value chain. It is essential to actively utilise the optimisation potentials identified from this.“



Technically, the process is based on a model in our sustainability software, in which all input materials are linked with appropriate emission factors and lifecycle data. In parallel, we have categorised all components and materials used in our products within our ERP system. The input materials used will be assigned accordingly in the coming months. This clear allocation allows for individual bills of materials to be semi-automatically transferred into the EPD model.

Johann Raninger, Head of Data and Process Management



„Efficient and transparent data and process management systems are the key to sustainable action. Through the continuous improvement of data quality, especially in our ERP system, we create the foundation for a transparent and semi-automated EPD creation.“

When importing a specific product bill of materials into the software, each item is automatically linked to the correct material profile. Thus, the analysis is based on actual material inputs and quantities – not on generic assumptions or average values. This significantly increases the accuracy, consistency, and traceability of the results.

**Josef Hechenberger, Management,
Head of Product Development**

„The major advantage of this integrated approach:

The results of the life cycle analysis are robust, error-resistant and enable us to specifically identify CO₂e drivers in product design. This provides us with a valid basis to make environmental impacts measurable, recognise savings potentials, and continuously implement measures for emissions reduction – throughout the entire product development process.“



Emission Categories according to GHG Protocol (Scope 1, 2, 3): Capture and gradually reduce impacts

SCOPE 1 - DIRECT EMISSIONS	SCOPE 2 - INDIRECT EMISSIONS (ENERGY)	SCOPE 3 - INDIRECT EMISSIONS (UPSTREAM & DOWNSTREAM)
Direct emissions within the company	Indirect emissions from purchased energy	Indirect emissions along the value chain
Direct fuel use	Purchased electricity	Purchased goods & services
Refrigerant losses	Purchased heat	Production equipment & capital goods
Company fleet	Purchased steam	Transport & distribution
Space heating	Purchased cooling	Business travel
		Employee commuting
		Waste materials
		Water & wastewater
		Sold products (use, disposal)

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

1. Scope 1 (direct): Direct emissions from company-owned sources, such as fleet, heating

2. Scope 2 (indirect): Indirect emissions from purchased energy, such as electricity, heating, cooling

3. 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, disposal

Scope 3 emissions dominate in manufacturing companies, accounting for over 80 to 90% and thus representing the largest part of the CO₂e footprint. Significant drivers are the choice of materials and the CO₂e impact during the product's usage phase.

At Molto Luce, the share of Scope 3 emissions (excluding the calculation of the usage phase) is 84%.

CO₂e Balance Scope 1, 2, 3 (Materials/Goods): Capture Emissions

The tables on this page show the CO₂e balance of Molto Luce for 2024 according to Scope 1, 2, 3. In the Scope 3 emissions, this table only displays an overview of the purchased materials. The total Scope 3 emissions are listed on the next page.

SCOPE 1 EMISSIONS	UNIT	2022	2023	2024
Total	t CO₂e	922.1	874.5	847.2
Fuel (Company Cars)	t CO ₂ e	517.8	533.2	511.9
	in %	56.2	61.0	60.4
Heat (natural Gas)*	t CO ₂ e	332.2	267.3	249.7
	in %	36.0	31.0	29.5
Heat (Wood)	t CO ₂ e	N/A	N/A	3.7
	in %			0.7
Process heat (natural gas)	t CO ₂ e	72.2	74.0	81.9
	in %	8.0	8.0	9.7

*In 2024, invoices for the year 2023 were still sent, therefore the value for NHB 2024 has changed; this value is assumed for 2024

SCOPE 2 EMISSIONS	UNIT	2022	2023	2024
Total	t CO₂e	321.4	339.5	50.0
Electricity	t CO ₂ e	339.5	339.3	21.0
District heating	t CO ₂ e	N/A	N/A	29.0

MATERIAL/GOODS INCLUDING TRANSPORT (SCOPE 3 EMISSIONS)	UNIT	2022	2023	2024
Total	t CO₂e	N/A	17,138.6	17,213.1
Electronics	t CO ₂ e	N/A	6,293.3	6,054.9
	in %		36.7	35.2
Luminaires	t CO ₂ e	N/A	4,687.6	4,944.3
	in %		27.4	28.7
Aluminium	t CO ₂ e	N/A	4,158.9	4,252.4
	in %		24.3	24.7
Steel	t CO ₂ e	N/A	1,287	1,255.9
	in %		7.5	7.3
Plastic	t CO ₂ e	N/A	473.8	496.6
	in %		2.8	2.9
General	t CO ₂ e	N/A	112.4	106.0
	in %		0.7	0.6
Packaging	t CO ₂ e	N/A	108.6	90.5
	in %		0.6	0.5
Glass	t CO ₂ e	N/A	17.1	12.5
	in %		0.1	0.1

DOWNSTREAM SCOPE 3 EMISSIONS*	EINHEIT	2022	2023	2024
Total	t CO₂e	396.4	1,162.5	1,110.8
Employee Travel	t CO ₂ e	N/A	776.1	809.7
	in %		66.8	72.9
Transport	t CO ₂ e	396.4	386.0	301.1
	in %	100.0	33.2	27.1

* The calculation of CO₂e emissions from use is planned for the 2026 reporting.

UPSTREAM SCOPE 3 EMISSIONS	EINHEIT	2022	2023	2024
Total	t CO₂e	288.1	17,422.1	18,148.1
Material/Goods including Transport	t CO ₂ e	N/A	17,138.6	17,213.1
	in %		98.4	94.8
Fuel (Scope 3)	t CO ₂ e	N/A	N/A	154.2
	in %			0.8
Vehicles (Scope 3)	t CO ₂ e	N/A	N/A	216.7
	in %			1.2
Electricity (Scope 3)	t CO ₂ e	N/A	N/A	196.9
	in %			1.1
Natural gas (Scope 3)	t CO ₂ e	N/A	N/A	77.8
	in %			0.4
Process heat (Scope 3)	t CO ₂ e	N/A	N/A	25.5
	in %			0.1
Wood (Scope 3)	t CO ₂ e	N/A	N/A	6.4
	in %			0.0
District heating (Scope 3)	t CO ₂ e	N/A	N/A	11.8
	in %			0.1
Business travel flights	t CO ₂ e	151.3	135.4	119.7
	in %	52.5	0.8	0.7
Waste	t CO ₂ e	70.2	79.9	66.6
	in %	24.4	0.5	0.4
IT Infrastructure	t CO ₂ e	50.4	52.0	43.3
	in %	17.5	0.3	0.2
Consumables	t CO ₂ e	16.2	16.2	16.1
	in %	5.6	0.1	0.1

CO₂e Balance by Energy Sources and Scope 1, 2, 3 (total): Capturing Emissions

The overview shows the energy-related emissions in the overall context. It should be noted that energy sources such as electricity are assigned to Scope 2 emissions, but they also cause Scope 3 emissions – for example, through the provision of infrastructure.

The total table summarises Scopes 1–3 and illustrates the relative shares. With around 86%, the largest share is attributed to purchased materials and goods. Compared to 2023, total emissions remained largely stable at around 20,074 t CO₂e, as savings in electricity consumption were unfortunately offset by higher emissions from fuels and materials.

FUEL FOR SERVICE VEHICLES	UNIT	2024
Total fuel for service vehicles (Scope 1, 3)	t CO₂e	882.8
Fuel (Scope 1)	t CO ₂ e	511.9
	in %	58.0
Fuel (Scope 3)	t CO ₂ e	154.2
	in %	17.5
Vehicles (Scope 3)	t CO ₂ e	216.7
	in %	24.5

ELECTRICITY	UNIT	2024
Total electricity (Scope 2, 3)	t CO₂e	217.9
Electricity (Scope 2)	t CO ₂ e	21.0
	in %	9.6
Electricity (Scope 3)	t CO ₂ e	196.9
	in %	90.4

HEAT	UNIT	2024
Total heat (Scope 1, 2, 3)	t CO₂e	485.8
Natural Gas (Scope 1)	t CO ₂ e	249.7
	in %	51.4
Natural Gas (Scope 3)	t CO ₂ e	77.8
	in %	16.0
Process Heat (Scope 1)	t CO ₂ e	81.9
	in %	16.9
Process Heat (Scope 3)	t CO ₂ e	25.5
	in %	5.2
Wood (Scope 1)	t CO ₂ e	3.7
	in %	0.8
Wood (Scope 3)	t CO ₂ e	6.4
	in %	1.3
District Heating (Scope 2)	t CO ₂ e	29.0
	in %	6.0
District Heating (Scope 3)	t CO ₂ e	11.8
	in %	2.4

The results show that the greatest lever for CO₂e reduction lies in optimising the selection of materials and traded goods.

Molto Luce therefore focuses on sustainable product design, a higher recycling proportion in materials, as well as further increasing energy efficiency to specifically reduce emissions during the usage phase.

SCOPE 1,2,3 EMISSIONS*	UNIT	2022	2023**	2024
Total	t CO₂e	2,448.1	20,309.3*	20,156.1
Materials/Goods Including Transport***	t CO ₂ e	N/A	17,138.6	17,213.1
	in %		84.4	85.4
Fuels for Company Cars	t CO ₂ e	778.8	812.5	882.8
	in %	31.8	4.0	4.4
Employee Travel	t CO ₂ e	N/A	776.1	809.7
	in %		3.8	4.0
Heating	t CO ₂ e	526.5	444.6	485.8
	in %	21.5	2.2	2.4
Transport	t CO ₂ e	396.4	386.4	301.1
	in %	16.2	1.9	1.5
Electricity	t CO ₂ e	458.4	467.3	217.9
	in %	18.7	2.3	1.1
Business Travel Flights	t CO ₂ e	151.3	135.4	119.7
	in %	6.2	0.7	0.6
Waste	t CO ₂ e	70.2	79.9	66.6
	in %	2.9	0.4	0.3
IT Infrastructure	t CO ₂ e	50.4	52.0	43.3
	in %	2.1	0.3	0.2
Consumables	t CO ₂ e	16.2	16.2	16.1
	in %	0.7	0.1	0.1

*From 2026 onwards, we will be able to calculate emissions from the use phase through the final implementation of the EPD model.

**In 2023, we calculated Scope 3 emissions for the first time for the year 2023, which explains the significantly different total compared to 2022.

***Until the final implementation of the EPD model in 2026, CO₂e emissions for materials and transport are estimated based on extrapolations from 2023.

GENERAL

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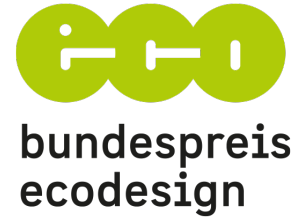
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CERTIFICATES, AWARDS & COMMITMENTS



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



Health and Wellbeing

- The safety and health of employees are of utmost priority.
- Regular training, safety briefings, and preventive measures to avoid accidents.
- Significant reduction in accident rates in 2023 through enhanced measures.
- Occupational health promotion through various initiatives for a healthy working environment.
- Introduction of programmes such as health days for health checks and advice.



Gender Equality

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



Affordable and Clean Energy

- Investment in energy-efficient technologies and resource-saving production methods.
- Expansion of photovoltaic systems and utilisation of district heating and hydropower.
- Reduction of the CO₂e footprint and promotion of a climate-friendly economy.



Industry, Innovation and Infrastructure

- Promotion of sustainable industrialisation through innovative technologies and investments.
- In-house production share of 70% to increase value creation and job creation.
- Minimisation of production waste and resource-saving processes.



Sustainable Consumption and Production

- Efficient Resource Use and Sustainable Production Methods.
- Introduction of Ecodesign Guidelines and Life Cycle Analyses.
- 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 Requirements and Protection of Sensitive Data through Strong Risk Management.



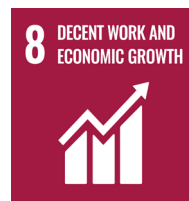
High-Quality Education

- Promotion of lifelong learning through comprehensive training and continuing education programmes.
- Professional and personal development opportunities such as module training and high potentials programme.
- Commitment to the training of apprentices for successful career entry and talent development.



Clean Water and Sanitation Facilities

- Sustainable Water Use and Efficient Recycling Processes in Production.
- Multi-stage Filtration Systems in the Powder Coating Plant for Reuse of Water.
- Reduction of Freshwater Consumption and Resource Conservation.



Decent Work and Economic Growth

- **Attractive working** environment with flexible working time models and individual part-time solutions.
- Work-life balance through offerings such as the "Company Bike" programme.
- Promotion of personal and professional development as well as employee retention.



Less Inequalities

- Measures for Equal Opportunities and the Reduction of Social Barriers.
- Pay equity and equal career opportunities regardless of gender or background.
- Support for people with disabilities for equal participation.



Measures for Climate Protection

- "People.Power.Planet" programme for the reduction of the CO₂e footprint.
- Expansion of photovoltaic systems and introduction of e-mobility.
- Analysis of Scope 3 emissions to develop reduction strategies.



Partnerships to Achieve 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.
- Utilisation of modern ESG and LCA software to promote transparency and international standards.

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