

UN GLOBAL COMPACT ZUMTOBEL GROUP

Business year
2021/22

COMMUNICATION
ON PROGRESS



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

We welcome feedback on its contents.

ZUMTOBEL Group

**WHO HAS THE LIGHT,
CAN LEAD THE WAY.**

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CEO COMMITMENT

Dear readers,

For more than 70 years now, we have been committed to creating innovative lighting solutions, components and services for our customers that meet the needs of our customers.

Our success is largely based on the combined knowledge of our employees, our innovative strength and the good and long-standing cooperation with our partners worldwide. Continuity and compliance with legal and ethical standards are an important component of this sustainable and trusting cooperation.

We are therefore pleased to reaffirm the Zumtobel Groups support for the ten principles of the United Nations Global Compact in the areas of human rights, labour standards, environmental protection and anti-corruption.

In this Annual Progress Report, we describe our actions to continuously improve the integration of the ten principles of the UN Global Compact into our corporate governance, culture and daily operations.

We commit to making this information available to our stakeholder groups using our primary communication channels.

Alfred Felder
CEO Zumtobel Group



**WE RESPECT HUMAN RIGHTS
AND CONDEMN ALL FORMS OF
DISCRIMINATION. OUR BEHAVIOUR
IS MARKED BY RESPECT, HONESTY,
TRANSPARENCY AND RELIABILITY.**

OVERVIEW OF THE ZUMTOBEL GROUP

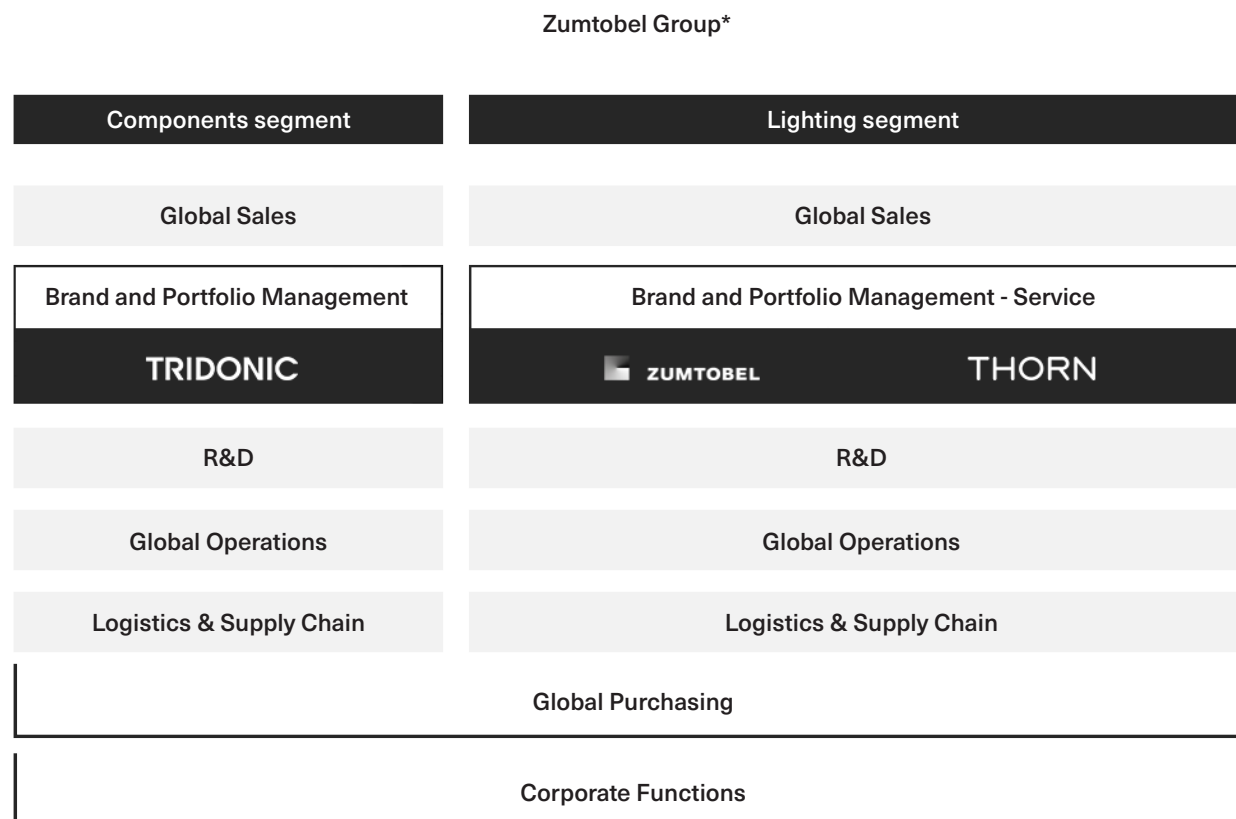
The Company

The Zumtobel Group is an international lighting corporation and a leading supplier of innovative lighting solutions, lighting components and related services. This listed company operates 10 production plants on three continents and has sales offices and partners in nearly 90 countries.

The Group employed a workforce of 5,782 as of 30 April 2022 and generated revenues of EUR 1,148.3 million in the 2021/22 financial year. The founding Zumtobel family has served as a stable core shareholder since the IPO in 2006 and holds roughly 35.8% of share capital. The company was founded in 1950 in Dornbirn, Vorarlberg (Austria).

With its core brands – Thorn, Tridonic and Zumtobel – the Group offers its customers a wide-ranging portfolio of products and services. The Zumtobel Group consists of two operating segments which form the basis for corporate management: the Lighting Segment with its luminaires and lighting solutions and the Components Segment. Each segment has its own global product portfolio, sales and production organisation.

In the Lighting Segment, the company is one of the European market leaders with its Thorn and Zumtobel brands. Tridonic, the components brand, forms the basis for the Group's leading role in the production of



*Simplified illustration as of 30 April 2022

hardware and software for lighting systems (LED light sources, LED drivers, sensors and lighting systems management).

The Zumtobel Group's service offering is one of the most extensive in the entire lighting industry: examples include consulting on intelligent lighting management and emergency lighting, light contracting, design, project management for turnkey lighting solutions and new data-based services with a focus on the integration of buildings and cities by way of the lighting infrastructure (for example, indoor navigation for guidance or for counting the number of people in a room by means of presence sensors in the lighting).

Applications represent the focal point for both the Lighting Segment and the Components Segment. Indoor includes applications for industry (incl. logistics, halls and car parks), offices, education and health (incl. hospitals, schools and universities) as well as the retail trade (incl. supermarkets, home furnishing stores and high-end brand retail), art & culture and exhibition areas (incl. gastronomy).

Outdoor addresses applications for roads, tunnels, sport facilities and exterior lighting for public areas, including facade lighting. Services cover all project and software-oriented activities. This application-based orientation determines the form of the product portfolio and is also reflected in the sales organisation.

The sales organisation is clearly separated between the two segments and reflects the different sales channels. In the Lighting Segment, this includes sales for construction projects and the related target groups (e.g. architects, lighting and electrical planners, contractors and developers), sales through retail channels, and direct sales to large customers and public contracting entities. Sales in the Components Segment involve OEM sales (Original Equipment Manufacturer) to luminaire producers as well as the sale of intelligent solutions to electrical and system planners.

The Zumtobel Group is committed to sustainable business operations and, through its solutions, to helping its customers reach their sustainability goals more easily.

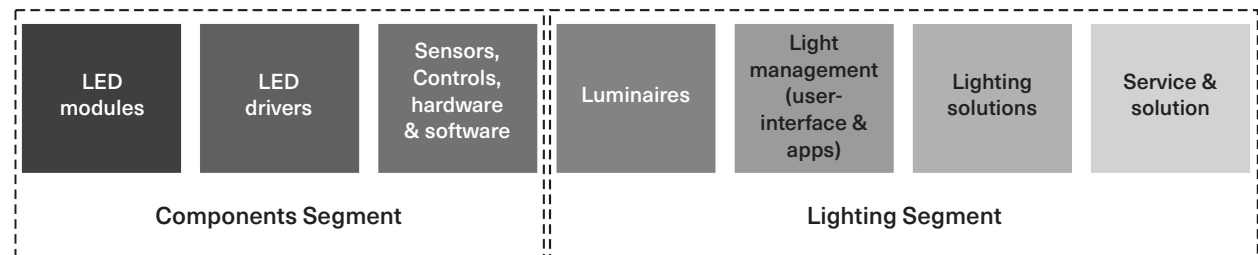
Zumtobel Group AG serves as the parent company of the Group and provides numerous corporate ma-

nagement and service functions for the brands. These central functions include finance, human resources, legal, audit & compliance, insurance, IT and process management, strategy and transformation projects, central procurement as well as corporate communications and investor relations.

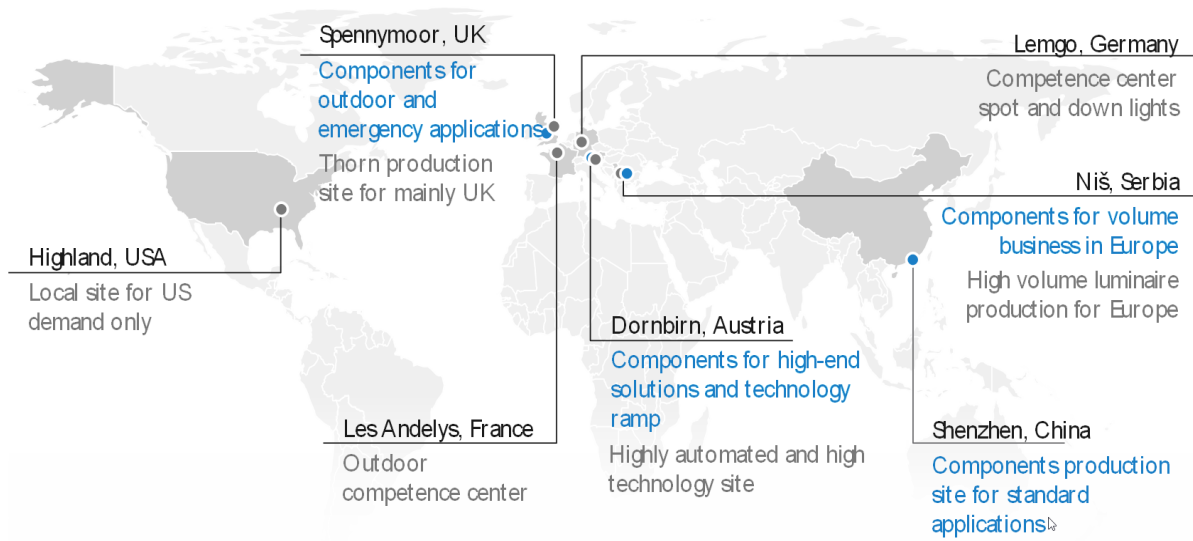
Products and production locations

The Zumtobel Group's business model covers all key areas of the professional lighting value chain – from components, luminaires and light management systems to complete lighting solutions and services.

The Zumtobel Group's lighting and components plants are organised in a global production network. The individual plants are linked in a way that best utilises their re



Production network of Zumtobel Group as of 30 April 2022



- Lighting Segment (6 Plants)
- Components Segment (4 Plants)

gional and technological strengths for the benefit of the entire Group. Close geographical proximity to the target markets allows for fast and highly flexible deliveries to customers ("local for local").

Key elements of the FOCUSED corporate strategy include the consistent application of the lean management approach, the automation of business processes, and the use of location-specific cost advantages to continuously optimise production costs.

Lighting and components are produced in individual areas at Dornbirn, Niš und Spennymoor under separate organisation and management. The Zumtobel Group had 10 plants on three continents as of 30 April 2022.

Market and brand positioning

The Zumtobel Group is active worldwide, but Europe remains the most important market with approximately 85% of total revenues. The professional lighting industry in Europe is still highly fragmented but the concentration process is accelerating.

With its established international lighting brands, the Zumtobel Group holds a strong position in this fragmented market with a share of approximately 8% in Europe. The worldwide components industry, in contrast, is characterised by greater consolidation. With Tridonic, the

Zumtobel Group also holds a strong position in lighting management and control gears.

The Zumtobel brand, as an innovation leader, develops sustainable solutions for interior lighting that are tailored to the needs of people in the respective application areas. With a comprehensive portfolio of high-end luminaires and intelligent lighting management and emergency lighting systems, Zumtobel offers the right lighting for every activity and time of the day, for working and living spaces.

Lighting solutions optimised to meet people's needs (Human Centric Lighting) play a central role in these applications. The most important applications are industry, education, healthcare, retail, gastronomy, and art and culture. Valuable impulses for the further development of the portfolio are created not only through Zumtobel's own internal research and development, but also by long-standing cooperation with leading international architects, lighting planners, designers and artists in the project business.

Thorn is a leading quality supplier of professional solutions for indoor and outdoor lighting. This brand stands for high performance, cost-efficiency and, above all, user-friendly lighting and integrated controls. The Thorn brand markets its luminaires and lighting solutions worldwide, among others to wholesalers, electricians, planners and municipalities as well as end-users. The

energy-efficient luminaires made by Thorn support a wide variety of applications in and around buildings, urban areas, sport venues, tunnels and streets. Thorn's functional products also cover all conventional indoor applications from offices to supermarkets, industry, schools and healthcare facilities.

Tridonic is the Zumtobel Group's technology brand and a supplier of intelligent hardware and software. As a global innovation driver for light-based network technology, e.g. based on Bluetooth, it develops future-safe and scalable solutions that support lighting producers, building managers and system integrators, among others, in developing new business models. Tridonic is not only active in the production of components and system solutions for the Group's lighting brands, it also serves as an OEM supplier (Original Equipment Manufacturer) for luminaire producers throughout the world and generates over 80% of its revenues outside the Zumtobel Group.

More than 2,500 patents document the brand's innovative strength. Tridonic continued its concentration on digitalisation and connectivity in 2021/22 with the development of technologies for smart and integrated lighting systems, new services and business models. The software competence centre in Porto (Portugal) was expanded during the past year and now the hub for software development in the Zumtobel Group.

Key success factors for the Zumtobel Group

The Zumtobel Group's leading competitive position is based, above all, on the three established core brands with broadly diversified market access, extensive know-how in lighting applications and a clear technological advantage in individual areas. The sales function – which had more than 1,700 employees in 2021/22 – plays a key role in the Zumtobel Group's business model. The systematic alignment of sales with one of the three strong core brands allows the Zumtobel Group to optimally meet the diverse needs of its customers.

The design of a customer-specific lighting solution requires extensive knowledge of the product portfolio, the latest technological developments and the specific lighting application. The sales staff must therefore understand – and be able to convey – not only the technical and functional aspects of light and the potential energy savings, but also the aesthetic and emotional implications and the positive influence of good lighting on the user's sense of well-being.

Accordingly, detailed and wide-ranging education and continuous training are decisive for the quality of sales. The programmes offered by the Zumtobel Group's Learning Academy were expanded during the past year with a focus on the design, implementation and organisation of training courses for customers and internal stakeholders.

In 2021/22, the Zumtobel Group invested EUR 67.5 million in research and development (R&D) to strengthen its leading technology position. The further development of lighting quality based on LED technology, increasing digitalisation and the complexity of intelligent lighting systems represent a continuous challenge for R&D. The digital light source LED has made luminaires and their components an integral part of the Internet of Things (IoT) and, consequently, part of the new applications and business models which go beyond lighting.

The Zumtobel Group is one of the largest suppliers in Europe – its optimal positioning forms the basis to master these challenges and creates clear advantages in competition with the many small and medium-sized luminaire producers. An extensive patent portfolio and close collaboration with international light design partners and architects underscores the company's innovative power and supports sustainable growth by securing access to strategic cooperation with other industrial companies.

The subject of energy efficiency is, nevertheless, more relevant than ever due to the global efforts to reduce CO₂ emissions and the steady increase in energy costs: Intelligently managed, LED-based lighting solutions can reduce electricity consumption by up to 80% compared with conventional lighting solutions. Other sustainability aspects, for example the circular economy, have also become a focal point of public attention. Marketing Zu-



activities for energy-efficient products are concentrating increasingly on the comparison of energy consumption and investment costs over the lifecycle of various lighting solutions (total cost of ownership). In addition to a significant cost savings potential, the growing demand for energy-efficient lighting is supported by legal regulations that include the EU directives on the energy efficiency of buildings and ecodesign.

The EU's Green Deal also includes an extensive list of projects that are eligible for subsidies: this financial support is available up to 2027 and gives the Zumtobel Group additional possibilities for future projects.

Our FOCUSED strategy

Be FOCUSED. The Zumtobel Group has, in recent years, consistently implemented the corporate strategy that was introduced in 2018/19 with its stronger focus on customer orientation and reduction in process complexity and costs. The "Focus" corporate strategy was expanded in 2020/21 to generate new opportunities for growth and strengthen the company's sustainable positioning. The result is the new "Be focused" strategy, which now includes increasingly important aspects like environmental issues (the letter "E") and digitalisation (the letter "D").

FOCUS ON KEY MARKETS AND APPLICATIONS

The Zumtobel Group concentrates on its target markets and on sustainable, profitable growth in core application areas and precisely defined future fields. In the indoor area, activities are based primarily on industry, office and education, retail, and art and culture. In the outdoor area, the focus is on lighting for urban areas and streets as well as architecture and sport facilities. The Lighting Segment concentrates on key markets and applications mainly in Europe, while the Components-Segment addresses the global market.

OPERATIONAL EXCELLENCE

The Zumtobel Group works to continually improve the quality of its products and processes and optimise cost structures along the entire value chain. With its own production facilities and a competitive global supplier network, the Zumtobel Group stands for reliable deliveries and customer-oriented service.

COMPETENCE IN EVERY DETAIL

The Zumtobel Group is, and will remain, an innovation leader for components and sensors and is systematically expanding its high expertise in miniaturisation and product integration. It believes in the seamless inter-

action between components and lighting as the driver for digitalisation and wants to use its extensive technical expertise to offer an increasing range of Internet-of-Things (IoT) solutions for the world of light.

UNIQUE BRANDS UNDER ONE ROOF

The Zumtobel Group's strong brands cover nearly the entire value chain in the area of light – from components to integrated solutions. The Lighting Segment consequently follows a two-brand strategy (Thorn & Zumtobel) with a balanced product portfolio and a mix of projects, key accounts and the retail sector. The Components Segment relies entirely on the Tridonic brand, which will also stand out with a particular customer orientation in the future.

SMART SOLUTIONS AND SERVICES

The Zumtobel Group relies on innovation and turnkey solutions that cover products, systems and services (including digital expertise). They represent an integral part of its distinguishing features and the driver for future growth. Services will be expanded in the future as an important part of the offering, above all in the Lighting Segment.

ENVIRONMENT AND ENGAGED EMPLOYEES

The Zumtobel Group has set a goal to become climate-neutral by 2025 and to implement the circular economy principle. That would also make the Zumtobel Group a pioneer in this area of the lighting industry. Developing solutions to help customers meet their sustainability targets is also part of this goal. The Zumtobel Group will continue to offer an environment in which employees can grow personally and professionally and, in this way, make an important contribution to the company's success.

DIGITAL SOLUTIONS

The Zumtobel Group is systematically implementing digitalised process workflows "end to end", i.e. from the receipt of orders to after-sales. In addition, the company will increasingly offer digital products with expanded functions as well as digital services that create new customer experiences, strengthen customer ties and support the development of new earnings models for the Group. wie digitale Dienstleistungen, die neue Kundenerlebnisse ermöglichen, die Kundenbindung erhöhen und der Gruppe neue Ertragsmodelle eröffnen.

HUMAN RIGHTS



Commitment

The Zumtobel Group's corporate success is based on qualified, committed and hard-working employees. They are the basis of the Zumtobel Group's success and one of the key factors for the company's successful further development.

In this way, the Zumtobel Group aims to be the employer and partner of choice for all those who want to drive and help shape the future of light.

Satisfied, competent and committed employees are the foundation for outstanding lighting solutions, components and services, and consequently for satisfied customers. Only on this basis can lasting customer relationships be built and our productivity and profitability sustainably increased.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

As an internationally active company, the Zumtobel Group is committed to respecting human rights and eliminating violations of these rights, and expects the same from its business partners and their employees. The Zumtobel Group, its business partners and their employees respect and accept the requirements and minimum standards of the United Nations and implement measures to comply with them.

The requirements and minimum standards refer to national laws and to the principles and frameworks for compliance with due diligence throughout the value chain with regard to human rights risks and are based on the conventions of the International Labour Organisation (ILO) and the relevant standards of the United Nations.

Principle 2: Businesses make sure that they are not complicit in human rights abuses

For the Zumtobel Group, human rights and the fundamental principles imposed apply at all times and everywhere in the world. Respect for human rights is thus an integral part of the Zumtobel Group's culture and corporate governance.

The Zumtobel Group has documented its commitment to responsible corporate governance by joining the UN Global Compact initiative.



Progress in the 2021/22 financial year

Review in terms of due diligence

Both the Zumtobel Group and its business partners put measures into place to ensure that along the value chain risk analysis are continuously carried out according to the due diligence principles. This is to prevent the occurrence of conflicts of interest in relation to human rights risks.

Furthermore, care is taken to ensure that mechanisms such as a whistleblower system, a hotline or a contact person is available, or that responsible bodies are available, to report possible conflicts of interest or violations of the principles of the UN Global Compact or compliance of due diligence principles along the entire value chain.

This puts the Zumtobel Group and its business partners in a position to address and eliminate possible violations in a joint and solution-oriented manner.

The following International Labour Organisation (ILO) conventions and relevant United Nations standards were supplemented and included in the documentation of the Code of Conduct, the whistleblowing system and the questionnaire for new suppliers.

Freedom of association

- Convention 87 concerning Freedom of Association and Protection of the Right to Organise.
- Convention 98 concerning the Application of the Principle of the Right to Organise and Bargain Collectively.

Forced and compulsory labour

- Convention 29 concerning the Early Elimination of Forced or Compulsory Labour in All its Forms.
- Convention 105 concerning the Elimination of Forced or Compulsory Labour in All Its Forms.

Child labour

- Convention 138 to ensure the abolition of child labour, to comply with the minimum age limit of 15 years or the end of compulsory education, respectively. Limits under national law in coordination with Convention 138.
- Convention 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst

Forms of Child Labour. worst forms of child labour.
• If national law on child labour provides for stricter minimum standards, these shall take priority.

Discrimination and fair labour conditions

- Convention 100 to apply the principle of equal pay for male and female workers for work of equal value in accordance with the laws of the respective countries of operation of the business partners and their employees.
- In accordance with the laws of the respective countries of the business partners' area of activity, it must be ensured that the salaries paid constitute a living wage in accordance with the International Labour Organisation (ILO) Convention and the relevant United Nations standards.
- Convention 111 to prevent discrimination (differentiation, exclusion or preference) on the basis of e.g. gender, religion, age, race, social background, nationality, disability, sexual orientation, etc. and to promote equality in employment.

Occupational health and safety

- Convention 155 on safety at work. Workplaces,



machinery, equipment and processes must not pose a risk to the safety and health of workers.

- Convention 187 on the promotional framework for occupational safety and health in order to contribute to the prevention of occupational accidents, diseases and fatalities through appropriate measures.
- The protection of employees in the workplace and the health protection of employees (e.g. external service providers) is ensured within the framework of national regulations and the process to improve working conditions is continuously advanced.

Adaptation of the Zumtobel Group Code of Conduct

The Zumtobel Group's Code of Conduct forms the basis for the daily actions of our employees, with the aim of complying with global standards.

The Code of Conduct is intended to ensure that the principles laid down therein and the due diligence principles support our employees in acting with integrity in every business situation and specifically minimising, for example, human rights risks for the company.

To this end, the entire content has been fully adapted to the human rights issues to be taken into account in due

diligence.

Adaptation of the Code of Conduct for Business Partners

The Code of Conduct for Business Partners is intended to ensure that the principles set out therein and the due diligence principles are applied and shared throughout the value chain beyond their own organisation.

The Code of Conduct for Business Partners is an integral part of all contracts between the Zumtobel Group (with all its business units) and its business partners. The Zumtobel Group expects its business partners and their employees to recognise the principles and due diligence principles described in the Code of Conduct, to comply with them and to share them with their direct business partners and employees.

To this end, the content of the Code of Conduct for Business Partners has also been fully adapted and adapted to the human rights issues to be considered in due diligence.

Adaptation of the questionnaire for suppliers

The basis for the business relationship is a systematic supplier assessment and approval process. The process begins after signing the Code of Conduct for Business Partners and with a questionnaire for self-assessment

of economic, ecological and social factors. This questionnaire has been fully adapted and adjusted according to the due diligence principles with human rights issues.

If there are potential risks in connection with suppliers in terms of compliance with or violations of human rights issues, these are transferred to an action plan and subsequently eliminated. Progress is reviewed in sustainability audits set up specifically for this purpose.

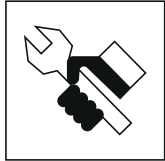
Adaptation of the whistleblower system

The Zumtobel Group's whistleblower system has been adapted to the wording of the Code of Conduct Principles and the Due Diligence Principles in the event of violations or justified suspicions of violations of human rights issues.

The whistleblower system allows anonymous reports to be made, is hosted externally and can be accessed via the Zumtobel Group website. Alternatively, reports can also be submitted by e-mail to the Zumtobel Group's Compliance Department.

**WE STAND FOR ZERO TOLERANCE
OF CHILD LABOUR AND FORCED
AND COMPULSORY LABOUR.
WE CONSISTENTLY REJECT ANY KIND
AND FORM OF DISCRIMINATION.**

LABOUR STANDARDS



Self-commitment

Zero tolerance of child labour and forced and compulsory labour (Principles 4 and 5). As an equal opportunity employer, the Zumtobel Group stands for equal opportunities. It rejects any kind of discrimination based on social or ethnic origin, gender, sexual orientation, religious affiliation or world view, age, physical or mental abilities or other characteristics (Principle 6).

This attitude is also manifested in the Zumtobel Group's Code of Conduct and in the Code of Conduct for Business Partners, which stipulate that no form of discrimination is tolerated in the company and that discrimination is avoided throughout the value chain with business partners.

In the Zumtobel Group, for example, personal skills, experience, knowledge and abilities form the basis of personnel decisions in all areas of the company and at

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labour

all levels when assessing qualifications.

The Zumtobel Group works with its suppliers to ensure compliance with requirements and minimum standards. These relate to national laws and to due diligence principles and frameworks throughout the value chain in relation to human rights risks and are based on International Labour Organisation (ILO) conventions and relevant United Nations standards.

We grant our employees the right to freedom of association and collective bargaining (Principle 3).

The Zumtobel Group supports the open and regular exchange of information between the Management Board, employees and the Works Council.

Around 50% of staff worldwide are covered by a collective bargaining agreement.

Principle 5: The effective abolition of child labour

Principle 6: The elimination of discrimination in respect of employment and occupation

Diversity in the workforce is essential for creating an inspiring working environment within the company as well as for the Group's competitiveness.

The Zumtobel Group's workforce is made up of employees from 78 nations. Employees from around 50 nations work at the company's headquarters in Dornbirn, Austria, alone.



Progress in the 2021/22 financial year

Attractive and fair remuneration

The Zumtobel Group follows the approach of a uniform remuneration structure in order to provide transparent and performance-based compensation that takes equal opportunities into account (Equal Opportunity Employer).

In Austria, the company pays salaries that are predominantly above the statutory level or the level stipulated in collective agreements. Internal salary comparisons and comparisons with competitors on the basis of external market data also enable the company to set wages and salaries fairly and competitively.

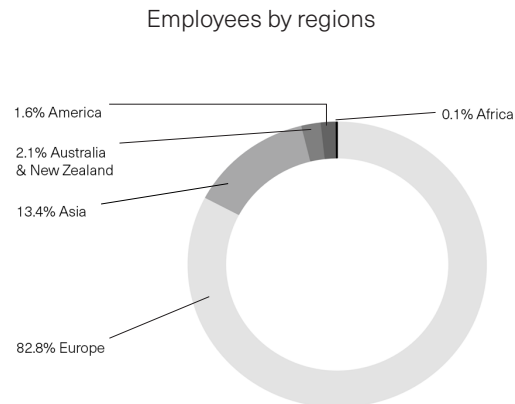
As a general rule, the Zumtobel Group pays wages and salaries that are above the statutory minimum wage in all countries. A salary and job evaluation system that is in line with the market and focuses on objective criteria within the scope of the functions ensures that all employees can be treated equally and in line with the market.

Employees and employee development

In the 2021/22 financial year, the Zumtobel Group had 5,782 employees worldwide (full-time equivalents

including temporary workers) as of 30 April 2022. The number of employees thus fell by 0.5% compared to the previous year (5,813). Part-time arrangements such as parental part-time, educational part-time, sabbaticals or other models were agreed upon as needed and if the respective position allowed. In the past business year, the share of part-time employees increased slightly from 7.6% in the previous year to 7.8%.

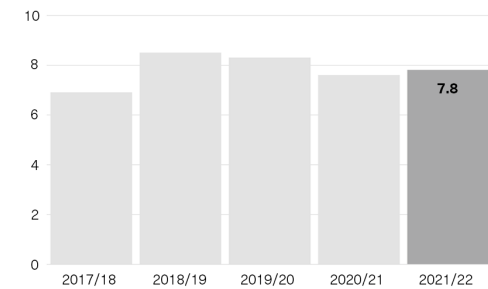
About 50% of the employees work in operational areas such as direct production, quality management, procurement or logistics. 30% of the employees work in sales and about 9% are responsible for research and development. The remaining employees are made up of almost 8% administrative staff and 4% temporary workers.



Approximately 83% of the workforce is employed in Europe, followed by 13.4% in Asia, 2.1% in Australia and New Zealand, 1.6% in America and 0.1% in Africa.

The average length of employment within the Zumtobel Group was 10.9 during the reporting period.

Part-time employee



Promotion of women in the profession

The share of female employees in the Group was 36% in the 2021/22 business year and increased slightly compared to the previous year (35.7%). The share of female employees in management positions was 21.5%,



an increase of almost 16% over the previous financial year (18.5%).

The Zumtobel Group is increasingly promoting the filling of management positions by female employees as part of its internal and external recruiting and personnel development measures. The Zumtobel Group is aware that the consistent continuation of existing initiatives and openness to new ones are required to increase the proportion of women in more highly qualified positions.

In order to maintain competitiveness and benefit from the diversity of different perspectives, the Zumtobel Group has set itself the goal of increasing the proportion of female employees in the Group on an annual basis, thereby ensuring greater representation of women in the Group.

Incidents of discrimination in the professional development of women can be reported anonymously and confidentially via the Zumtobel Group's whistleblower system, if required and desired.

These incidents are consistently investigated on the basis of prescribed internal procedures and appropriate measures are derived from them. No incidents of discrimination were reported in financial year 2021/22.

Women ¹ by functional area	Unit	2017/18	2018/19	2019/20	2020/21	2021/22
Women (total)	Number	N/A	N/A	2,192	2,143	2,142
Female contract workers	in %	N/A	N/A	N/A	2.9	3.5
Production	in %	N/A	N/A	N/A	58.6	58.4
Research and development	in %	N/A	N/A	N/A	4.0	3.8
Sales	in %	N/A	N/A	N/A	22.1	22.6
Administration	in %	N/A	N/A	N/A	12.4	11.8

Women in management positions	Unit	2017/18	2018/19	2019/20	2020/21	2021/22
Management positions (total)	Number	N/A	N/A	824	818	813
Women in management positions	Number	N/A	N/A	163	151	175
	in %	N/A	N/A	19.8	18.5	21.5
Top management (managing director/ board member)	Number	N/A	N/A	0	0	0
Senior management (division manager)	Number	N/A	N/A	5	5	5
	in %	N/A	N/A	8.9	8.5	9.4
Middle management (e. g. department head)	Number	N/A	N/A	25	29	39
	in %	N/A	N/A	10.9	12.6	16.4
Others (e. g. team leader, overseer)	Number	N/A	N/A	133	117	131
	in %	N/A	N/A	24.8	22.2	25.2
Supervisory Board ²	Number	N/A	N/A	2	3	3

¹ Excluding apprentices, ² The women on the Supervisory Board are not included in the number of women in management positions

**WE USE RESOURCES CAREFULLY AND
EFFICIENTLY, REDUCE AND AVOID
EMISSIONS AND WASTE ALONG THE
VALUE CHAIN OF OUR
PRODUCTS AND SERVICES.**

ENVIRONMENTAL PROTECTION



Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Self-commitment

Environmental protection is of major importance in the Zumtobel Group: not only with regard to the development of energy-efficient and environmentally friendly products, but also in terms of environmentally sustainable procurement, production and logistics. This includes the careful and efficient use of resources as well as the avoidance and reduction of emissions and waste along the whole product life cycle and the entire value chain in the manufacture of products and services.

Environmental protection forms an essential part of the integrated management system. The Zumtobel Group's environmental management concept is based on three pillars: Certified environmental management and energy management systems in accordance with the international standards ISO 14001 and ISO 50001, consistent compliance with internal and external obligations and guidelines on environmental protection, and the pursuit

of continuous improvement in the company's environmental and energy-related performance.

Key objectives of the integrated management system are the improvement of environmental performance, the fulfilment of environmental goals to reduce and avoid environmental impacts, and compliance with legal, regulatory and voluntary obligations. This also includes the conventions to be considered in due diligence to reduce environmental impacts.

- Minamata Convention
- Stockholm Convention
- Basel Convention

The Zumtobel Group's environmental policy defines the principles and objectives of environmental protection. The environmental policy serves as a guideline for all

employees in their day-to-day activities in order to take into account the sustainable use of resources.

At each location, the respective top management is responsible for providing the appropriate resources to achieve the environmental goals. They are supported in this by a local environmental management officer. The global process owners take into account all requirements of the ISO standards and all binding obligations in their business processes. This ensures that both the environmental goals and all other business objectives are implemented.

The global quality organisation, which is responsible for the integrated management system and thus also for the environmental and energy management systems, provides the framework and supports the implementation of the strategy.



Progress in the 2021/22 business year

Implementation of the environmental goals

As defined in the Zumtobel Group's management process, targets are set for the coming financial year based on a context analysis, a review of the strategic orientation and strategy and an adjustment of these targets. In the management review at the end of the financial year, the achievement of the targets is reviewed and evaluated and, if necessary, corrective measures are defined. The goal of "maintaining certification in accordance with the requirements of ISO 14001:2015 and ISO 50001:2018 at all certified sites" was achieved.

The Zumtobel Group successfully completed all external audits without any deviations. Global environmental and energy reporting was carried out for the first time in the past financial year in accordance with the GRI Standard 2021 in the "comprehensive" version. The data is collected monthly and the key figures are monitored in the monthly management review of the local organisations and centrally by Global Quality.

All European Zumtobel Group sites obtain 100% of their electricity from renewable energy sources. In November 2021, the Lemgo luminaire plant successfully completed the ISO 50001 certification audit by our certification partner Quality Austria, making it the sixth production site to have an energy management system certified to

ISO 50001. In addition to the key environmental aspects of our products and activities defined at all European production sites that are also ISO 14001 certified, an environmental aspects matrix for the value-adding business processes, all downstream and upstream processes and a roadmap for achieving climate neutrality were drawn up at Group level in the completed financial year.

The target of reducing CO₂ emissions by 50% compared to the reference year 2015/16 was clearly exceeded with a reduction of 62%. A share of renewable energy of >50% was achieved and thus the target of 50% was also exceeded.

The target of reducing the volume of waste by 15% compared to the previous year was not fully achieved. An absolute reduction of 9% in waste was achieved. The challenging target of improving the recycling rate from 86% to 90% was achieved. The Zumtobel Group's recycling rate in the financial year just ended was exactly 90%.

Updating of the Code of Conduct for Business Partners

The Code of Conduct for Business Partners regarding the environmental aspects to be considered in due diligence has been fully adapted and adjusted. The following conventions were included:

- Minamata Convention on the Control of Emissions and Releases of the Heavy Metal Mercury, Prevention of Significant Negative Impacts on Ecosystems, Prevention of Hazards to Human Health.
- Stockholm Convention on the Prohibition of Persistent Organic Pollutants, prohibition of production and use, restriction of production and use.
- Basel Convention on the Control of Transboundary Movements (Imports and Exports) of Hazardous Wastes and their Disposal.

Other indirect greenhouse gas emissions

For the first time, the Zumtobel Group is also recording emissions from upstream and downstream processes outside its own business operations.

As can be seen from the environmental aspects matrix, the management approach to emissions and the approach to energy consumption outside the organisation, significant greenhouse gas emissions arise in connection with purchased materials, waste from production and employee commuting, as well as the delivery and energy consumption of products sold.



Calculation to improve energy efficiency

Artificial lighting converts electrical energy into visible radiation and thus light. As an important parameter in the lighting industry, energy efficiency describes how much light (amount of light in lumens) can be generated from one watt of electrical energy. The sum of the energy efficiency of all products sold in the reporting period shows how the product portfolio sold has developed. This figure is a purely physical measurement and thus represents a potential for improvement independent of the period of use of the products sold.

In the past 2021/22 financial year, the Zumtobel Group launched luminaires with an average energy efficiency of 128.0 lm/W (-3.1%).

It is therefore all the more important and gratifying that we also succeeded in further expanding the share of dimmable luminaires. Combined with intelligent lighting control, the dimmable luminaire then only provides the amount of light that is needed depending on the amount of available daylight.

In this way, the energy consumption of the lighting system can be reduced even further. This calculation method also already has an expiry date: the European Commission is working on a new directive within the framework of the Taxonomy Regulation, which will be based on the defined energy efficiency classes of light

sources. In future, the energy efficiency indicator will thus probably be the share of sales of products with very energy-efficient light sources.

Circular economy

The Zumtobel Group is committed to the responsible use of material resources and sustainable change in the product development process. Consequently, in future the focus will be on aspects of the circular economy from the earliest stages of product development.

For this purpose, the Circular Design Rules (CDR) tool was developed to develop products for the coming circular economy. This is also accompanied by the systematic minimisation of waste and optimisation for circular processes. The guideline was implemented in global research and development in the 2021/22 business year so that all new product developments are specified and developed with regard to their ecological potential and the circular economy.

The Lighting Segment uses a scoring concept in the product development process to evaluate and optimise aspects of circularity. The model consists of the building blocks Circular Sourcing, Circular Design and Circular Systems.

Environmental Product Declarations

Environmental Product Declarations (EPDs) present all relevant environmental impacts in a transparent and neutral way. The entire life cycle is considered, from the extraction of raw materials, production, transport, installation and operation in the building to the end of the use phase with recycling and disposal options.

Since the introduction of the system, around 5,000 EPDs have been produced and made available to customers free of charge. EPDs can be used in many ways. Internally, they are used in the development process to continuously improve products in terms of life cycle assessment. In addition, customers can use the EPDs in their life cycle assessments (for example at building level). Recently, the system has also been used to calculate emissions from purchased goods according to Scope 3 of the Greenhouse Gas (GHG) Protocol.



**WE DO NOT TOLERATE ANY FORM OF
CORRUPTION. WE ALWAYS ACT IN THE
BEST INTERESTS OF THE COMPANY.
WE RESPECT ALL PROPERTY. WE ARE
COMMITTED TO FAIR COMPETITION.**

ANTI-CORRUPTION



Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Self-commitment

The management of the Zumtobel Group is convinced that sustainable economic success in competition is only possible on the basis of lawful conduct. The prevention of corruption and antitrust violations is therefore of high business relevance and an important success factor for the expansion of the company's market position and the achievement of its corporate goals.

The Zumtobel Group aims to create transparency in its interactions with customers, suppliers and authorities in order to comply with international anti-corruption standards as well as national and local anti-corruption and anti-bribery regulations.

For this reason, the Zumtobel Group has a compliance management system (CMS) in place. It covers the prevention of corruption offences, in particular under the criminal offences of bribery and corruption in business

transactions, granting advantages to public officials and bribery of public officials. With regard to antitrust law, the Zumtobel Group's CMS includes the prevention of agreements and concerted practices that could impair competition.

The Zumtobel Group strictly rejects any kind of prohibited agreements and corruption. To document this, the Zumtobel Group is a member of the Partnering Against Corruption Initiative (PACI).

Progress in the 2021/22 financial year

Revision of CMS

The implementation of a systematic and standardised risk analysis for compliance risks is under development and will be an essential basis of the CMS in the future. Based on the relevance analysis, a compliance risk assessment will be carried out in a second step. The Executive Board supports this process by providing a suitable compliance organisation as well as adequate and efficient compliance programmes.

In addition, the Corporate Audit and Compliance department informs the Executive Board and the Audit Committee promptly and comprehensively in writing. Meetings of the Audit Committee with the Compliance Department are held on a quarterly basis. The Senior Director Corporate Audit and Compliance is responsible for the development of the CMS in the Group, conducts



risk analyses as well as training and advises the Executive Board on the development and implementation of appropriate risk mitigation measures. The CMS is reviewed by Internal Audit and an external audit was conducted in 2021.

Corporate Audit audits the Zumtobel Group's global sales organisations and plants at regular intervals. As a rule, a generalist approach is taken, focusing in particular on the internal control system of a unit to be audited. In addition, special investigations are carried out if there are specific grounds for suspicion.

The targeted examination of Zumtobel Group companies for corruption risks goes hand in hand with the establishment of a systematic and standardised risk analysis for compliance risks. 24 sales companies underwent an internal control check as part of the Self-Assessment Global Sales 2021. As part of the self-assessment process, questions related to the existence and awareness of local policies were added with the aim of fraud prevention.

95% of all salaried employees successfully participated in Code of Conduct training. Focus topics were, Fair Competition, Conflicts of Interest, the handling of invitations and gifts and the designated processes and procedures to fight corruption. Training is automatic and mandatory for all new employees.

Business partners of the Zumtobel Group are also required to sign the Code of Conduct for Business Partners as part of their business agreements. The area of sustainable procurement specifies the requirements for suppliers. On the sales side, the Code of Conduct for Business Partners is part of the customer-side agreements with the Zumtobel Group and its brands.

Critical concerns and whistleblowing system

The Zumtobel Group whistleblower system offers employees and external third parties the opportunity to report anonymous information about possible compliance violations via a link on the Zumtobel Group homepage.

Confidentiality of identity, one of the basic requirements of the EU Whistleblower Directive, which came into force on 16 December 2019, is guaranteed at all times. The whistleblower hotline is available to employees and external persons worldwide.

The access options and usability of the whistleblower system were optimised and adapted in the past financial year.

- In the reporting period 2021/22, there were six notifications in the whistleblower system about minor concerns. All of the concerns were resolved or resolved after internal investigations were completed.
- No significant corruption risks were identified in the company during the reporting period.
- In the period under review, no investigations of Zumtobel Group participations or their company employees for antitrust violations or corruption offences came to light.
- No fines or penalties were imposed during the reporting period.
- No violations or proceedings were known during the reporting period for the area of "litigation on anti-competitive behaviour, cartel and monopoly formation".
- There are no new findings or proceedings for the offence of "non-compliance with laws and regulations in the economic sphere" for the reporting period.

MEASURING RESULTS



In this chapter, the reported progress of the 2021/22 business year is allocated to the individual principles such as **human rights** (2 principles), **labour standards**

(4 principles), **environmental protection** (3 principles) and **anti-corruption** (1 principle) and supported with facts and achievements.

Human Rights

rights provided for in the due diligence principles will also be adjusted and adapted.

signed codes of conduct based on volume (previous year 96.5%).

Code of Conduct of the Zumtobel Group

The Zumtobel Group's updated Code of Conduct was implemented through comprehensive training courses and was completed in 2021. 95% of salaried employees successfully completed the required examinations. In accordance with the contents of the Code of Conduct, all topics were taken into account and trained.

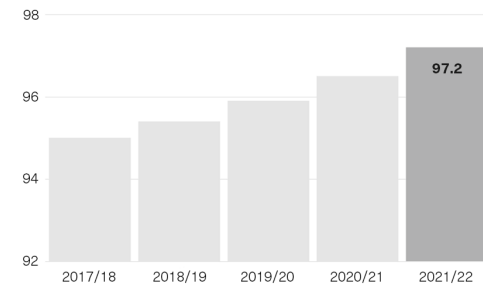
The Zumtobel Group's Code of Conduct is currently being revised together with the legal department: Specific topics such as anti-corruption, competition and antitrust law are being brought up to date and prepared for training in the course of the 2022/23 financial year.

In preparation for the Corporate Sustainability Due Diligence Directive, the wording and content on human

Code of Conduct for Business Partners

Prior to the possible commencement of any business relationship with the Zumtobel Group, every potential supplier signs the Code of Conduct for Business Partners. This has been updated and, in its latest version, takes into account the established principles of the Zumtobel Group and the principles of due diligence beyond its own organisation throughout the entire value chain.

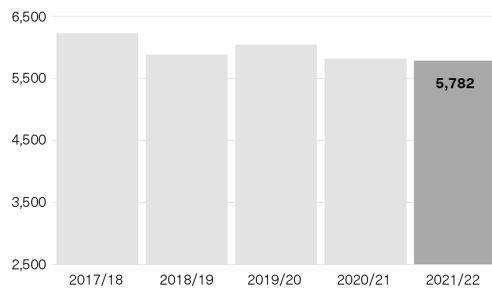
By signing the Code of Conduct for Business Partners, the partners undertake to combat the aforementioned risks regarding violations in the supply chain under all circumstances and to eliminate them within their sphere of influence. Currently, 97.2% of suppliers have





Labour standards

Development number of employees (FTE)



People Strategy

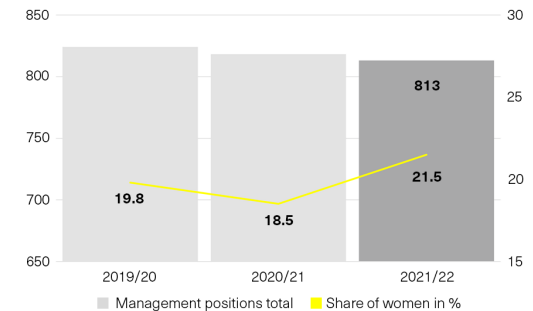
The Zumtobel Group's People Strategy, called LIGHT UP, was derived from the corporate strategy FOCUSED, the corporate values Passion, Performance and Partnership, current strengths and weaknesses, external factors and market conditions, as well as HR trends and best practices.

In this way, the Zumtobel Group aims to be the employer of choice for those who want to drive the future of light. As an employer of choice, we make our employees shine at work (LIGHT UP) by:

- L **Leaders** who trust, challenge and empower their teams and set an example
- I **International** perspectives, local roots and equal opportunities for all
- G **Growth** opportunities enfolding our employees' full potential
- H **High** performance culture marked by self-responsibility and open, two-way feedback
- T **Teams** that create real value with passion and purpose
- U **Uncomplicated** fair payment and performance recognition
- P **Practical** flexible working models which meet individual needs

Development of women in management positions

The share of female employees in the Group was 36% in the 2021/22 financial year and increased slightly compared to the previous year (35.7%). The share of women in management positions was 21.5% and thus even increased by almost 16% compared to the previous business year (18.5%).



The Zumtobel Group is increasingly promoting the appointment of female employees to management positions as part of its internal and external recruiting and personnel development measures. The Zumtobel Group is aware that the consistent continuation of existing initiatives and openness to new ones are required to increase the share of women in more highly qualified positions.



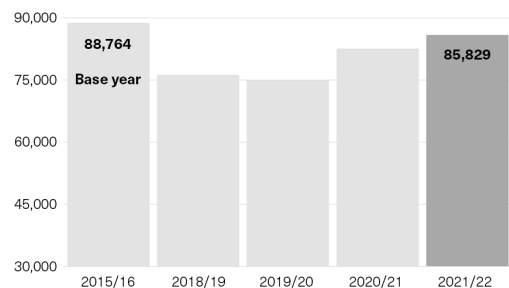
Environmental protection

Energy consumption within the organisation

At the Zumtobel Group, energy consumption data is recorded monthly at all production sites. These are based on real consumption data that are charged by the supplier. Up to now, heating and process energy have been taken into account.

This year, for the first time, the energy consumption of the Zumtobel Group's vehicle fleet was determined on the basis of the number of vehicles and their mileage. It is included in the total energy consumption, but not taken into account in the target achievement for the past financial year. The 2015/16 financial year was used as the reference year.

Development of energy consumption in MWh



The total energy consumption in the past business year was 102,212 MWh (85,829 MWh without the newly included energy consumption of the vehicle fleet and the administrative locations). Compared to the previous year (82,513 MWh), this results in an absolute increase in consumption of 4%.

Reduction in energy consumption

Compared to the previous year, the component plants have an absolute energy consumption increase of 3%, which is due to an increased production volume of 16%. However, energy consumption per 1,000 units improved from 0.402 to 0.358 MWh, and thus the component plants achieved a relative saving of 10%.

At the luminaire plants, last year's exceptional reduction in energy consumption of 12.5% was not quite maintained. Energy consumption per 1,000 units increased from 6.789 to 7.036 MWh.

Nevertheless, the continuous improvement in energy-related performance relative to the reference year required by ISO 50001 has been achieved by far.

New efficient chillers with free cooling and additional recooling were installed at the Dornbirn luminaire plant, which will enable savings of 637 MWh per year in the future. Furthermore, savings of 282 MWh per year were

achieved by optimising the switching on of gas burners in powder coating.

At the Spennymoor luminaire plant, gas consumption in powder coating was reduced by 33% through improved production planning and reduced running time.

Compressed air leaks were eliminated at the Lemgo, Niš and Shenzhen plants. At the Dornbirn and Spennymoor component plants, energy-efficient LED lighting was installed, new energy-efficient placement machines were set up and production lines 1 and 2 were optimised.

Renewable energy

The recording of the share of renewable energy in total energy consumption was integrated into the environmental and energy reporting. In the 2021/22 business year, 51% of the total energy consumption was covered by renewable energy (60% without the newly included energy consumption of the vehicle fleet and the administrative locations).

The target of 50% - without the newly included energy consumption of the vehicle fleet and the administrative locations - was thus exceeded.



Three European plants were switched to the use of renewable energy in this business year:

- The Lemgo luminaire plant has been using 100% electricity from renewable energy since May 2021.
- The Les Andelys luminaire plant has been converted to renewable energy since July 2021.
- The Niš plant has been supplied with 100% electricity from hydropower since June 2021.

This means that all European plants have switched 100% to electricity from renewable energy sources.

Direct GHG emissions (Scope 1)

In the Zumtobel Group, natural gas is used for heating and for coating in the manufacturing process. Liquid fossil fuels operate the company vehicles and the emergency power generators. In addition, various refrigerants are used for the cooling systems. The current base year is the 2015/16 business year, as all data on

the production sites has been fully recorded since this business year. Due to the expansion of the environmental and energy reporting to the fully comprehensive GRI standard, the 2021/22 business year will be used as the reference year in the future.

The emission factors used are provided by the suppliers. The direct greenhouse gas emissions in tonnes result from the product of the energy consumption in MWh and the relevant emission factor in tonnes per MWh.

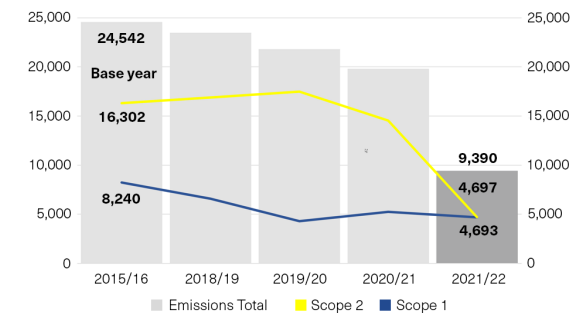
The total amount of Scope 1 CO₂ emissions emitted in the completed financial year was 8,676 tonnes (4,693 tonnes excluding the energy consumption of the vehicle fleet and the administrative locations, which were newly included in the reporting). Compared to the previous year (5,241 t), this results in an absolute reduction of 10%.

Indirect GHG emissions (Scope 2)

Electricity is the largest energy source in the Zumtobel Group and therefore has a significant impact on Scope 2 GHG emissions. Biogenically generated district heating is used as heating energy. The emission factors are provided by the energy suppliers. All production sites in Europe use 100% renewable electricity and hold a corresponding certificate from their electricity suppliers. The total amount of Scope 2 CO₂ emissions emitted in

the completed financial year was 4,697 tonnes. Compared to the previous year (14,545 t), this results in an absolute reduction of 68%.

Development of emissions Scope 1&2 (without newly added emissions)



GHG emission intensity

Since the GHG emissions incurred are exclusively related to energy consumption and the types of energy used, the intensity of GHG emissions is calculated from the total GHG emissions per 1,000 items produced, analogous to the energy intensity. The total emissions



include the greenhouse gas emissions of the process and heating energy of the production sites. The newly added greenhouse gas emissions of the vehicle fleet and administrative locations are not included in order to ensure comparability with the reference year and subsequent years.

The intensity of greenhouse gas emissions in the Zumtobel Group has improved from 0.401 to 0.165 tonnes per 1,000 units. The intensity of the luminaire plants improved from 1.222 to 0.476 t per 1,000 units, achieving a reduction of 61%, and that of the component plants improved by 51%, with a reduction from 0.203 to 0.099 t per 1,000 units.

Reduction of greenhouse gas emissions

This financial year, another significant step towards achieving climate neutrality was implemented. All European production sites obtain electricity from 100% renewable energy.

As electricity is the Zumtobel Group's most important energy source, this results in an absolute reduction in greenhouse gas emissions of 10,396 t compared to the previous year, which represents a reduction of 53%, and 15,152 t compared to the reference year. Compared to the reference year, the Zumtobel Group reduced CO₂ emissions by 62%.

All other measures listed in the "renewable energy" chapter also contribute to reducing greenhouse gas emissions and thus to achieving climate neutrality by 2025.

Emissions of ozone-depleting substances (ODS)

None of the Zumtobel Group's production sites produce, import or export any ozone-depleting substances.

Nitrogen oxides, sulphur oxides and other significant air emissions

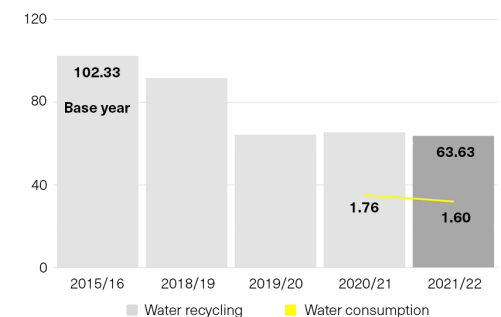
There are no significant quantities of nitrogen oxides, sulphur oxides or other significant air emissions in the Zumtobel Group. Legal and regulatory requirements are complied with at all production sites. All emission measurements are carried out by external specialists:

No conspicuous measurement results could be recorded. At the Lemgo lighting plant, an emissions balance sheet is drawn up every four years as required by law. From the measurement taking place in 2020, it became apparent that CO₂ is the only significant air emission. Nevertheless, the Zumtobel Group will prepare an overall emissions balance sheet in the coming financial year based on the measurement results of the external specialists and the consumption quantities.

Water consumption

Water consumption at the Zumtobel Group's production sites and headquarters was around 1.6 megalitres of water in the 2021/22 financial year. In the previous year, water consumption was 1.75 megalitres. Water consumption is therefore 2.5% of the water withdrawn.

Development of water recirculation and consumption in MI

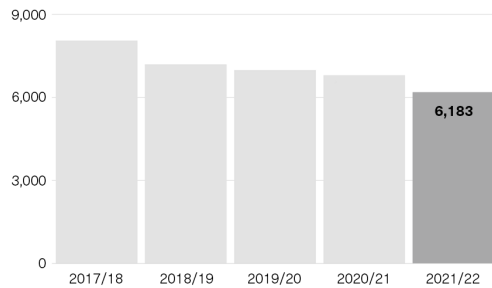




Waste generated

In the past financial year, the Zumtobel Group's production processes generated around 6,183 tonnes of waste. Compared to the previous year (6,792 t), this represents a reduction of 9%. This included 401 t of hazardous waste, resulting in a reduction of 18% in hazardous waste.

Development of total waste in tonnes

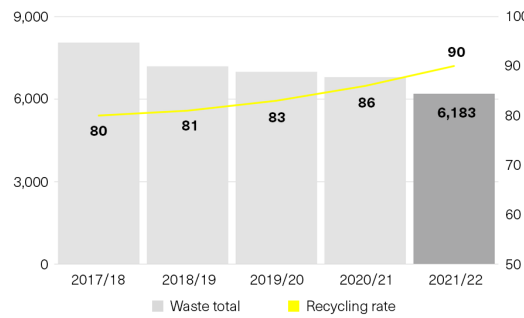


Recycling rate

Due to the challenging target of achieving a recycling rate of 90%, focused efforts were made to separate waste by type at all production sites. With an improvement

in the recycling rate from 86% to 90%, the specified target was achieved and a significant contribution was made to securing essential raw materials.

Development of recycling rate in %



Improving the energy efficiency of luminaires sold

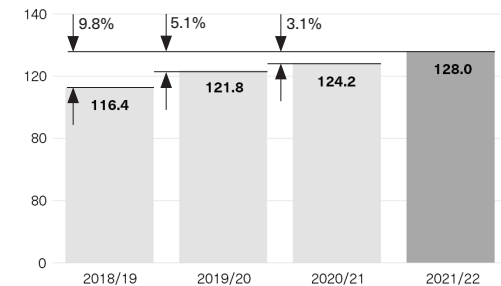
In the past 2021/22 financial year, the Zumtobel Group launched luminaires with an average energy efficiency of 128.0 lm/W; in the previous year, this figure was 124.2 lm/W. Thus, an actual improvement in energy efficiency of 3.1% was achieved compared to the previous period.

Calculation method

$$\text{Energy efficiency (lm/W)} = \frac{\text{Number of luminaires} \times \text{Nominal luminous flux}}{\text{Number of luminaires} \times \text{Nominal connected load}}$$

9.8% Improvement in energy efficiency in the last 3 years.

Average energy efficiency in lm/W



UN SUSTAINABLE DEVELOPMENT GOALS



UN Sustainable Development Goals

At the World Summit for Sustainable Development in New York in September 2015, the United Nations General Assembly adopted 17 goals with 169 subgoals. First and foremost, the 193 member states are required to meet these goals. Responsible companies are also required to contribute to reaching the SDGs.

The Zumtobel Group actively supports the UN Sustainable Development Goals, but it is clear that not all of the 17 SDG goals are equally relevant for the company. Certain goals are focused more on governmental activities, e.g. state development assistance, while the Zumtobel Group, as a production and manufacturing company, can only make a limited contribution to other goals, e.g. to ending poverty or hunger. For many goals, however, there is a clear link to our corporate activities. These are, for example, decent work and economic growth, responsible consumption and production patterns, and

climate protection measures. In view of the knowledge that the Zumtobel Group will make a positive contribution – direct or indirect – to all goals, it was necessary to create a sharper focus.

The relevance of the 17 goals and 169 subgoals for the Zumtobel Group was reviewed, and a survey of the positive and negative effects on the relevant goals along the entire value chain was evaluated. The purpose was to strengthen the positive effects of our actions and minimise the negative effects. The Zumtobel Group

considers the SDG targets listed below to be particularly relevant in connection with its sustainable corporate activities and takes them into account in the implementation of activities and measures.

The SDG targets 1 No poverty, 2 No hunger, 10 Less inequality, 14 Life under water and 15 Life on land are currently less relevant to the Zumtobel Group and are therefore not the focus of activities and measures to directly support the SDG targets.

SDG goals with a relevance for improving well-being (more internal effects)

- SDG 3 Good health and well-being
- SDG 4 Quality education
- SDG 5 Gender equality
- SDG 8 Decent work and economic growth
- SDG 16 Peace, justice and strong institutions
- SDG 17 Partnerships for the goals



SDG goals with a relevance for resource security (more external effects)

- SDG 6 Clean water and sanitation
- SDG 7 Affordable and clean energy
- SDG 9 Industry, innovation and infrastructure
- SDG 11 Sustainable cities and communities
- SDG 12 Responsible consumption and production
- SDG 13 Climate action



- Pilot project for recording days lost
- The Niš Lighting Brands and Niš Components are ISO 45001 certified
- Creation of testing and vaccination opportunities for employees

- "Family-friendly company", "Great Place to Work" and "Excellent training company" awards for Zumtobel Lighting
- Development of the LIGHT UP People strategy

- Proportion of women in management positions increased by 16%
- 76% of newly created or vacant internal management positions were filled internally

- Short-flush facilities in existing WC systems
- Adjusting the flow rate in WC flushing processes
- Optimize water consumption in the powder coating process

- Reporting structure takes into account the share of renewable energy
 - All European locations obtain electricity from renewable energy sources
- Share amounts to 60%

- 85% of policies are updated
- Company car policy takes hybrid and e-vehicles into account
- Proportion of employee appraisals conducted exceeds target of +10%
- Participation at 88.6%



- Member of respACT/ UN Global Compact
- Climate Active Pact 2030
- Gold medal for sustainability performance by EcoVadis
- Zumtobel Group Award presented for the 6th time

- Report in accordance with GRI (2021)
- Anti-corruption, competition and antitrust law were updated in the Code of Conduct
- Creation of a data protection manual

- Lemgo site is ISO 50001 certified
- Improvement in the average energy efficiency of all luminaires sold is 3.1%
- Scope 3 included in included in report

- Integrated cradle-to-cradle process structure
 - Survey of the recycled content of purchased material
 - Recycling rate for internal waste is 90%

- Defined products receive an EPD (Environmental Product Declaration)
 - 5,000 products have an EPD
- Planning and implementation of a customer satisfaction analysis

- The number of industrial property rights increased by 2.5% to 9,260
- The number of patents increased by 1.1% to 4,875
- Acquisition of refrigeration machine

Inclusive language

In line with our understanding of diversity and inclusion, we largely use gender-neutral language in this progress report. In some places, we have decided to use the generic masculine for reasons of readability and comprehensibility. This applies, for example, to certain terms established within the Zumtobel Group or defined by legal requirements. Groups that are not named individually, such as "customers" and "suppliers", are also referred to using their generic masculine form. In these cases, the chosen formulations apply without restriction to all genders.

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