

Schröder

Experts in lightability™

Together For Our Future

2023 SUSTAINABILITY REPORT



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Foreword from our Chairman



We remain confident
that we can make
a difference.

In 2023, Schröder continued to succeed and grow in a rapidly changing environment, showing agility in challenging times. Sustainability remains one of Schröder's core values and we have demonstrated our ongoing commitment to making a positive and lasting impact. I am proud to present our actions in the 2023 edition of our Annual Sustainability Report, which is based on the standards of the Global Reporting Initiative (GRI).

Sustainability is part of our daily life and working culture. As a family-owned business, we strive to pass on this vision of sustainability to future generations. We believe in building a circular economy, reducing our own carbon footprint and helping our customers to reduce theirs.

Sadly, another year has passed and the conflict in Ukraine continues, and on behalf of the Board I would like to express our deepest sympathy to our employees and their families who are enduring the harsh realities of war. We commend the extraordinary efforts of our Ukrainian team who, despite the circumstances, continue to provide first class service to our customers and have even achieved record production levels. The impact of this conflict continues to be far-reaching and will affect our lives for years to come.

Growing concerns about human rights, gender inequality, global warming and biodiversity loss reinforce the need for organisations to commit to and drive initiatives aligned with the United Nations Sustainable Development Goals (SDGs) to create a greener and better future. As a business operating worldwide, we have a corporate responsibility to integrate SDG-aligned strategies that reduce greenhouse gas emissions, promote diversity and inclusion, support conservation efforts and ensure fair labour practices. We need to implement actions that not only benefit society, but also build our resilience in this fast-paced world, and I believe our Together For Our Future sustainability strategy has been instrumental in driving this agenda.

This has been a year of progress for our sustainability actions. With the Science Based Targets initiative (SBTi), we committed to setting near-term company-wide emissions reduction targets, and in early 2024 we received official approval from the SBTi. In addition, despite EcoVadis raising the bar for environmental performance, we were awarded the EcoVadis Gold Medal for the second year in a row.

Our approach to sustainability is constantly evolving. We continue to recalibrate our performance metrics to ensure that we are making an effective contribution to the preservation and care of our planet. We remain confident that we can make a difference; our commitment is reflected in both our operational practices, and the way in which our products support our customers' sustainability strategies.

We thank all our stakeholders for their continued support.

Together we can make a difference!



Renaud Gryspeerdt
Chairman of the Board

Foreword from our CEO



Through innovation,
Schröder can differentiate
itself with sustainable
products and solutions.

The Schröder Group had a remarkable year in 2023; revenue grew by 11% from the previous year, outperforming the market, while our market share increased.

We were pleased to see that in a year of such growth, we reduced our total carbon footprint by 2.5%⁽¹⁾. A significant proportion of this growth was driven by new products that emit less carbon during the manufacturing process. These products are also more efficient during the use phase, which also contributes to the reduction of both our own, and our customers' carbon footprint.

During 2023, we continued our journey to optimise lighting designs with a wider range of photometries that require less light output and therefore less energy. They also reduce light spill and light pollution, supporting biodiversity. We launched new solar lighting solutions and a range of retrofit kits. These retrofit kits allow existing luminaires to be upgraded and reused, supporting circularity. Lastly, our smart and connected lighting business grew very strongly. This allows our customers to dynamically dim their luminaires based on real-time requirements, further reducing energy consumption.

Our SBTi commitment has been submitted and accepted. This means that we will align with the objectives of the Paris Agreement on climate change and commit to reducing our Scope 1 and 2 emissions by 52.5% and our Scope 3 emissions by 27.5% by 2030 from a 2019 base year. We have a solid plan to get there and we are passionate about delivering on this commitment.

We also progressed well on our other sustainability objectives:

- a plan was developed to inventory the requirements needed to comply with Dark Sky regulations;
- our Schröder Together Fund supported six associations in 2023 and more than 20 candidates responded to our new call for projects;
- our Diversity, Equity and Inclusion (DEI) survey showed that we were doing well overall, and our DEI Manifesto was published. However, we did not make progress on our ambition to hire more women; we will pursue this goal with renewed focus in 2024;
- strong progress was made in assessing sustainability risks in our supply chain, coupled with audits where relevant;
- we developed and published our Human Rights Policy;
- the Schröder Ethical Advisory Panel was established to advise our Executive Team and Board on ethical dilemmas. The team consists of a diverse group of employees from different functions supported by external expertise on the subject.

These efforts have improved our EcoVadis sustainability score, leading to the renewal of our EcoVadis Gold status in 2023.





Looking ahead ...

We have both the will and ability to grow our business in a way that is both profitable and sustainable.

For a growing proportion of our customer base, sustainability is an important selection criterion. We can play a key role in supporting our customers on their sustainability journey, as our products are responsible for a large share of their electricity consumption.

Through innovation, Schröder can differentiate itself from the competition with sustainable products and solutions. We help our customers to achieve their sustainability targets, while at the same time improving our own performance in this area. We therefore see sustainability as playing an increasingly important role in our business strategy and as a source of differentiation in the future.

Growing our business, while acting in a sustainable way, is very rewarding.

It is an important source of motivation for our teams and a key factor in attracting and retaining talent. Continuing to train and develop our teams and the Board on sustainability-related issues is also an important element of this journey.

We also welcome the new CSRD regulation as we believe it will bring more transparency and greater accountability. In this context, we see this third GRI report as key preparation for this next step in sustainability reporting.

We hope you enjoy reading about our progress, and how we are addressing sustainability challenges. We would like to thank you for your interest in this important matter.



Werner De Wolf
CEO

Who We Are

Schröder Group is the leading independent outdoor lighting manufacturer in the world with more than 2 million light points sold per year. The company is present in more than 70 countries on five continents.

The holding company of Schröder Group is Schröder SA, a privately-owned company, with registered offices at Rue de Lusambo 67, in Brussels, Belgium.

The company's ambition is to bring meaningful moments to people in public spaces by enhancing safety, well-being and sustainability. As such, Schröder's Experts in Lightability™ work with customers to co-create smart lighting solutions for spaces that benefit people, the community and the planet.

Our History

Schröder was founded in 1907 in Liège, Belgium, as a family-owned company. At the turn of the 20th century, electricity was the new promising technology. During the company's first few decades, it explored the possibilities of this technology, innovating and manufacturing a variety of electrical equipment until it started to design and manufacture outdoor lighting products.

From the very beginning, driven by a sense of purpose and adventure, Schröder expanded internationally through joint ventures across Europe and beyond. Over time, Schröder established a direct sales model worldwide, working with local experts and partners, and in close collaboration with cities. This proximity inspires innovation and enables Schröder to adapt its product portfolio to meet local needs better than others.

To adapt to an increasingly globalised world, Schröder Group reorganised its supply chain and industrial footprint to maintain production centres close to its customers.

The Group's manufacturing plants supply the regional and continental markets where they are located to better serve their customers and contribute positively to the local social fabric and environmental preservation. In addition to our extensive portfolio of luminaires, we develop cutting-edge connected lighting systems. These new systems enable the optimal use of light to further reduce energy consumption and carbon footprint, and also provide a platform to add innovative new features such as traffic and pollution sensors to improve the quality of life for citizens.



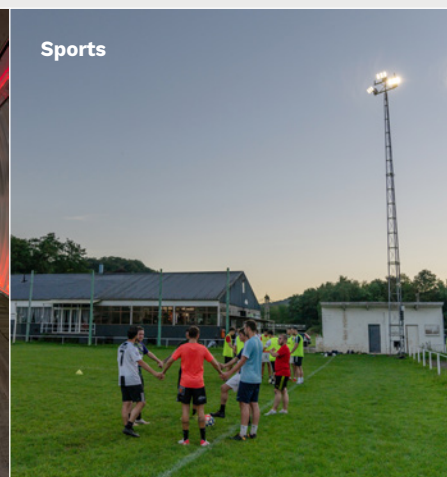
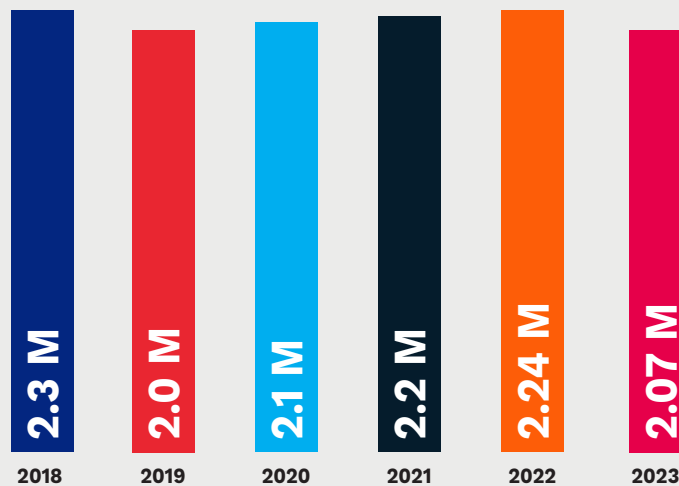
Our Market Segments

Established locally to understand the market needs, we ideate with our customers to deliver smart and sustainable lighting solutions² for:

- › Cities + Communities
- › Road
- › Industry
- › Tunnel
- › Sports

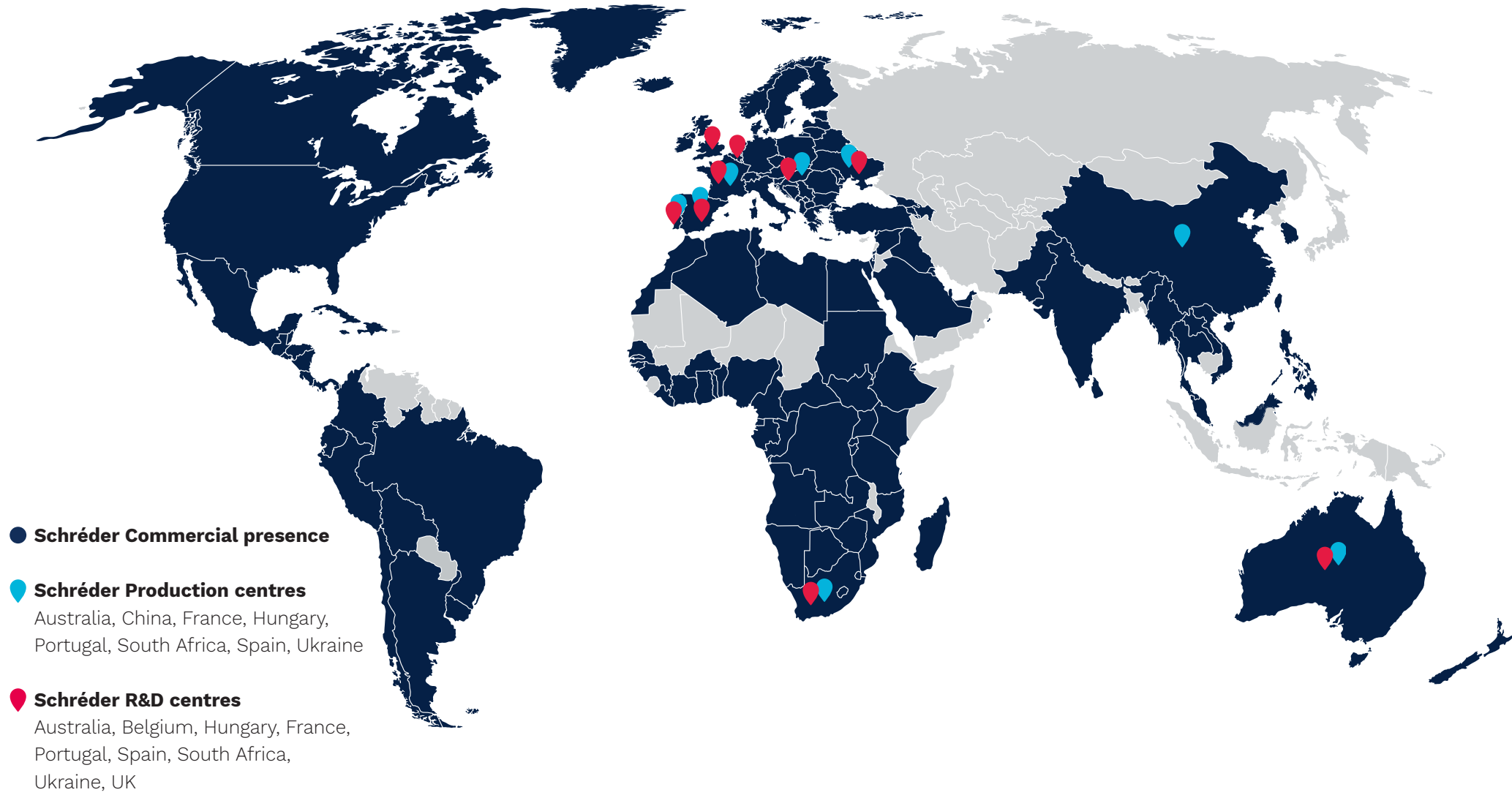
(2) For more information, please visit our web site:
<https://www.schreder.com/en/products>

Number of luminaires sold



Our Proximity

We produce regionally for local needs, avoiding unnecessary transport and impact on the environment.



Our Values

Schröder provides all employees with an environment and resources to support their professional development. Our goal is to empower all employees to maximise their potential and develop their skill set.

Schröder employees work in a family-owned company governed by a long-term vision, with an international character, and a strong culture built on our six values.

These values are regularly communicated to our employees through our intranet, management webinars, and onboarding sessions for new hires. They underpin everything we do.



Caring for customers...

We listen to our customers, anticipate their needs and put their challenges first. We are all accountable and aligned to deliver an extraordinary customer experience. We build long term relationships with our customers and never let them down.



Working together...

We are all aligned to achieve the same purpose: we deliver on our promises together! We support each other to overcome challenges, we listen and understand the others' perspective to come up with the best overall solution. Ultimately, when we work as a team, we win, learn and grow together.



Entrepreneurship...

We are passionate about developing new business opportunities. We think and act like owners. We are persistent, embrace challenges, accept and manage the risk. We celebrate success and learn from failure.



Innovation...

Is at the heart of our mindset. Standing still is sliding backwards. We come up with new ideas and original, creative thinking for our products, services, business models and operations. We love to explore off the beaten tracks.



Respect...

We are mindful of our role and impact on our colleagues, customers, partners, citizens, communities and the planet. Schröder employees demonstrate respect in their interactions by valuing difference, being inclusive, and embracing diversity. Respect is the umbrella under which we lead the way to sustainable business.



Integrity...

We always do things the right way, in full respect of the law and our code of conduct. It starts with every one of us; we are open, honest and accountable.

Our Sustainability Strategy

Materiality Assessment

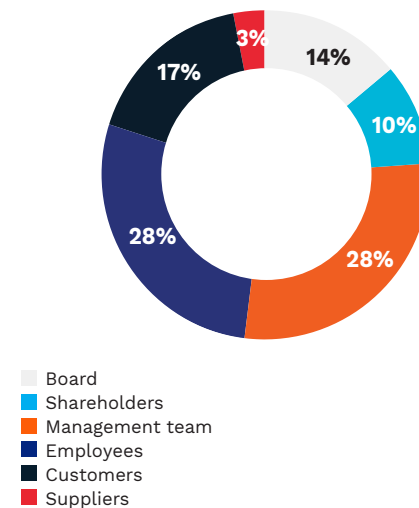
Our priorities have remained stable over the past three years. According to the United Nations Sustainable Development Goals Report 2022, the goals to be achieved by 2030 are in jeopardy, due to the COVID-19 pandemic and the war in Ukraine, which have exacerbated food, energy, humanitarian and refugee crises. Climate change is aggravating the situation and acting as a crisis multiplier. It is more important than ever to act and take effective measures to recover from this crisis and achieve global sustainability. Our sustainability programme fully supports this, so the most important thing is to continue the work we have started. Accordingly, our material issues have not changed significantly, but the focus has shifted to those with the potential for greater positive impact. Some of the topic names have also been reworded to ensure a clear understanding of our priorities.

In 2022, we held two sustainability workshops with representatives from our key stakeholder groups to strengthen our sustainability strategy.

- **Board:** Chairman of the Board and 3 other Board members
- **Shareholders:** represented by 3 of the Board members
- **Management team:** CEO and 7 members of the Schröder Executive Team

- **Employees:** Chief People Officer and employees from various functions (Innovation, R&D, Legal, Sustainability)
- **Customers:** represented by CEO, Chief Product Marketing Officer, Chief Commercial Officers, Chief Regional Officers and Marketing Communication Manager
- **Suppliers:** represented by Chief Operations Officer

Sustainability workshop representatives



Our sustainability strategy is derived directly from our stakeholders' most pressing concerns and is strongly aligned with the United Nations Sustainable Development Goals. That is its strength and what drives our commitment every day.



Xavier Uhlen
Group Sustainability Director

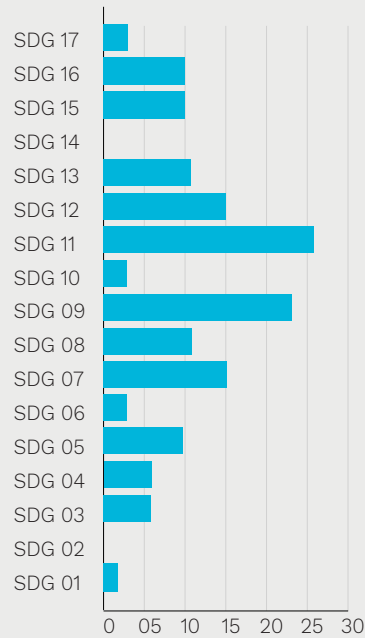
The main objective of the workshops was to ensure that our sustainability strategy is aligned with the most important issues for our stakeholders, namely to:

- reflect on the most pressing sustainability challenges;
- develop ambitions, targets and actions to improve our impact;
- invite external experts to ensure objectivity and independent professional advice;
- update our materiality assessment based on input from our various stakeholders;
- ensure the alignment of our updated material issues with the relevant SDGs, as we did in the first materiality assessment in 2019.

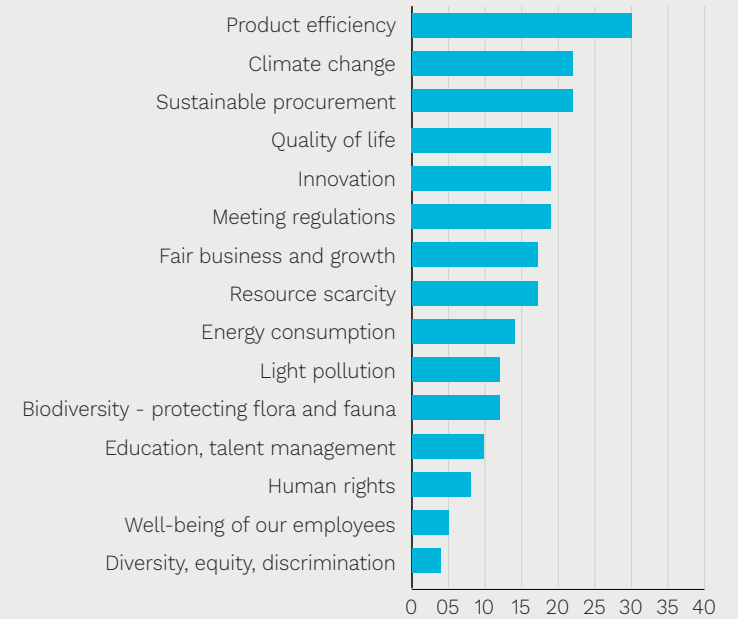
Changes in material topics

The most recent addition to the materiality ranking is 'meeting regulations'. The landscape is evolving, and we are pleased to see that the European regulatory framework is encouraging companies to take action on sustainability in the near future. We also pay close attention to changes in the regulatory framework that affect our day-to-day business. We are committed to being prepared and ready for change.

Most relevant SDGs



Most relevant material topics



Sustainable Development Goals



Together For Our Future

Our 2022 materiality assessment confirmed the relevance of our sustainability programme, “Together For Our Future,” which was launched in 2020. “Together For Our Future” features three core axes: For Our Planet, For Our People, and For Our Community. The ambitions and targets within each of these three axes have been adjusted, primarily to emphasise the importance of our ambition to help our customers reduce their carbon footprint and build a circular economy, to align our carbon footprint reduction targets with the goals of the Paris Agreement on climate change, and to embrace diversity and inclusion in all their forms.

FOR OUR PLANET

Being responsible for our planet by reducing our own and our customers’ environmental impact.

Focus areas:

- Take action on climate change by reducing our own and our customers’ carbon footprint
- Build a circular economy

FOR OUR PEOPLE

Being an employer that offers equal opportunities to the diversity of groups living in society.

Focus areas:

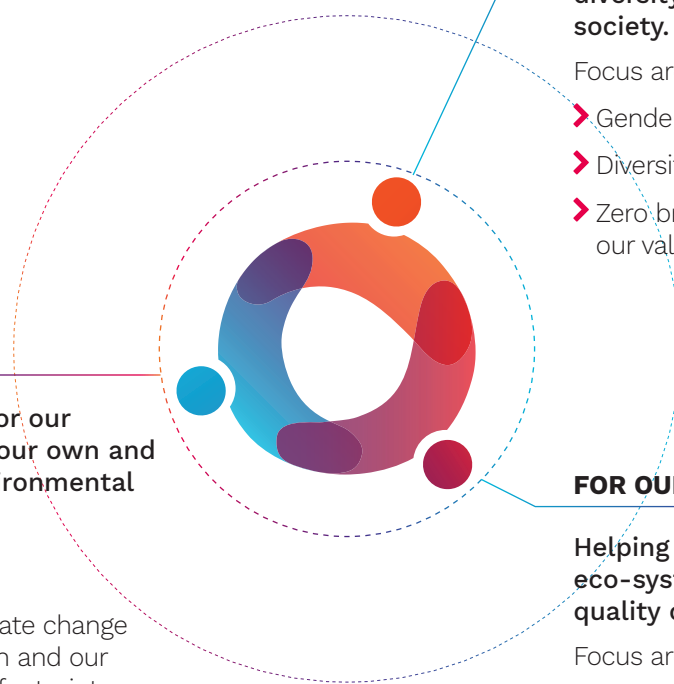
- Gender equity
- Diversity & Inclusion
- Zero breach of human rights in our value chain

FOR OUR COMMUNITY

Helping customers to protect eco-systems and foster a better quality of life.

Focus areas:

- The right light, where, when and how it is needed
- Lighting with a positive social impact
- Support less privileged areas

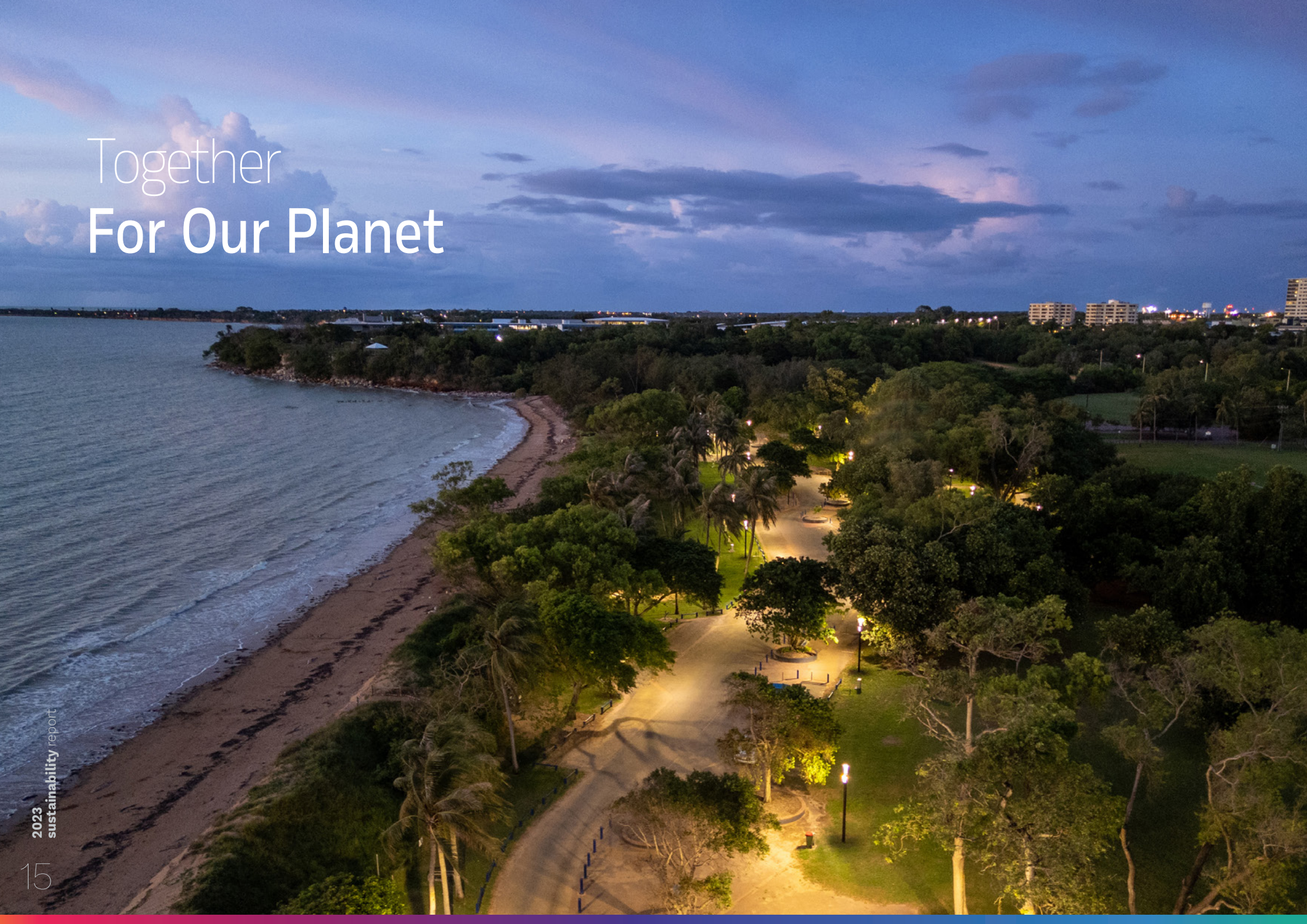


United Nations Sustainable Development Goals

Aligning our sustainability strategy with the UN Sustainable Development Goals (SDGs) is a priority. To confirm our commitment, we have ensured broader coverage of the relevant SDGs in our sustainability programme and ensured that each of our objectives is linked to relevant SDG targets. They are mentioned in this report along with the details of our sustainability strategy.



Together For Our Planet



Our ambition



Our validated science-based targets underline the primary role of our products and services in our global carbon reduction ambition. It reinforces our commitment to keep offering the utmost sustainable solutions to our customers, while continually reducing the environmental impact of our operations.



Peter Bos
Chief Operations
and Technical Officer



Luc Joosens
Chief Product
Marketing Officer



CO₂ emissions

➤ Take action against climate change by **reducing our own and our customers' carbon footprint**

2023 Results

Scope 1 & 2

-29%

29% reduction compared to 2019 base year

Scope 3 (use of products sold)

-18%

18% reduction compared to 2019 base year

Circularity

➤ Build a **circular economy**

2023 Results

100%

100% of new products developments achieved four stars for the Circle Light Label

45%

45% of our products sold (in revenue) are Circular Lighting solutions (scored four stars on our Circle Light Label assessment)

2030 Ambitions

Scope 1 & 2

-52.5%

Reduce absolute scope 1 and 2 GHG emissions by **52.5%** by 2030 from a 2019 base year.

Scope 3 (use of products sold)

-27.5%

Reduce absolute scope 3 GHG emissions by **27.5%** by 2030 compared to 2019 base year

2030 Ambitions

90%

90% of sales comprise Circular Lighting Solutions

1. Our Footprint

As a manufacturing company, we have an impact on the planet's resources all along our value chain. We use energy and raw materials to develop and assemble our products, and we also use logistics services in our supply chain. Furthermore, our products also consume electricity during their lifetime. Despite the technological advances of LED technology, this still represents 98% of our total carbon footprint according to the Greenhouse Gas (GHG) Protocol.

At Schröder, we are committed to playing a key role in protecting the environment by reducing the impact of our manufacturing activities, products and services. We do this by reducing our consumption of materials and energy, and by helping our customers reduce their footprint through the use of the latest technologies in our luminaires.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

To reinforce our commitment to reducing our environmental impact, and to align with climate science and the objectives of the Paris Agreement on climate change, in 2023 we committed to setting near-term company-wide emissions reduction targets with the Science Based Targets initiative (SBTi)³. In January 2024, we were pleased to publicly announce that our carbon emissions reduction targets had been approved by the SBTi.



The SBTi validation reflects our commitment to raise the bar in the fight against climate change by setting ambitious and comprehensive reduction targets that are in line with climate science. It gives us further confidence that our actions, and the sustainable lighting solutions we offer to our customers, will help achieve the objectives of the Paris Agreement and contribute to a more sustainable future.



Xavier Uhlen
Group Sustainability Director

⁽³⁾ The Science Based Targets initiative (SBTi) is a corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis.

1.1 Climate Action

We started monitoring our global carbon footprint in 2018. From the outset, the process and reporting strategy were defined in accordance with the GHG Protocol. In line with our SBTi target setting ambitions, we implemented several improvement actions in 2023, which had a positive impact on the quality of the data and the extension of the process boundaries. These improvements also impacted the historical data, resulting in changes to the GHG inventory so that we now have a complete overview of this fundamental measurement.



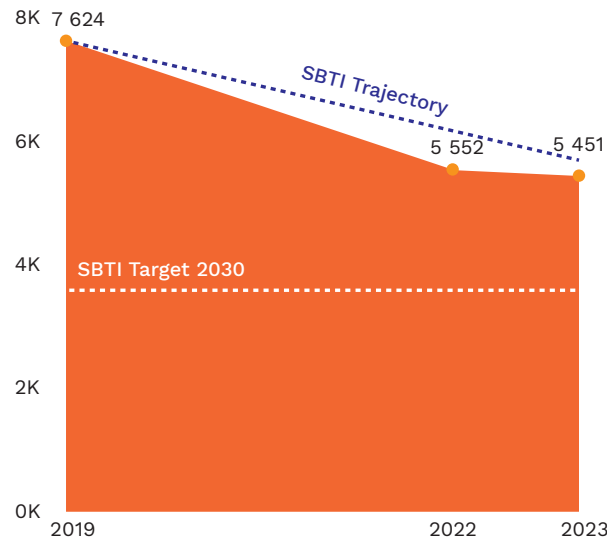
13.2 Integrate climate change measures into national policies, strategies and planning.

SBTi Targets

Scope 1 & 2 Emissions

In 2023, we set near-term SBTi target to reduce our Scope 1 & 2 emissions by 52.5% by 2030 compared to the 2019 baseline. Based on 2023 measurements, we are on track to meet this target, having already achieved a 29% reduction since 2019, slightly ahead of our SBTi trajectory.

Scope 1 & 2 emissions (tCO₂e)

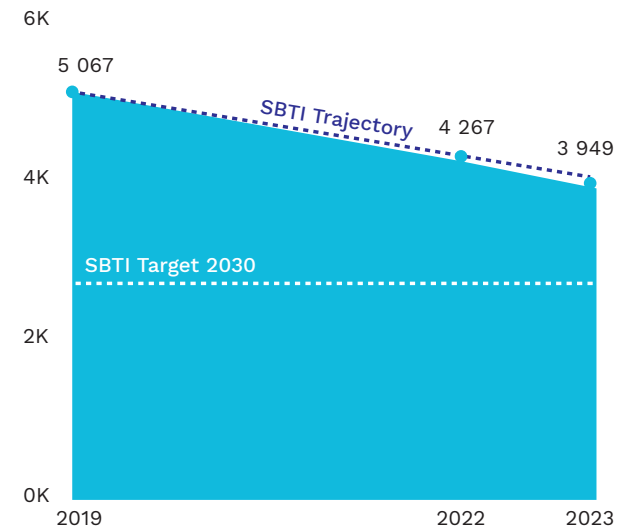


Scope 1 Emissions

Scope 1 emissions are direct GHG emissions from sources controlled or owned by an organisation, such as emissions associated with fuel combustion in boilers, furnaces and vehicles.

Our total Scope 1 emissions in 2023 were 3,949 tonnes, 7% lower than in 2022 (4,267 tonnes) and 22% lower than our base year 2019 (5,067 tonnes). This places us slightly ahead of our year-on-year SBTi trajectory.

Scope 1 emissions (tCO₂e)



› Stationary Sources



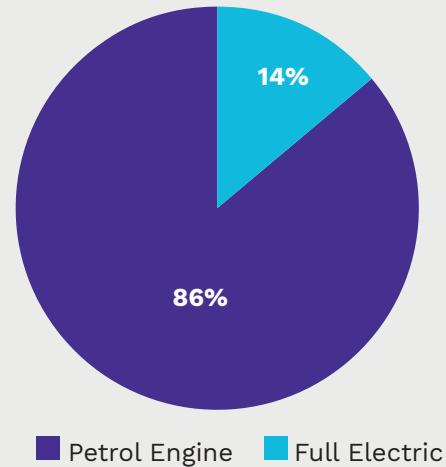
In our factories and offices we use natural gas mainly for painting (90%) and heating (10%). Natural gas consumption accounts for 52% (2,066 tonnes) of our total Scope 1 emissions. In 2023, we used a total of 11,980 MWh of natural gas, which is 10% less than in 2022 (13,345 MWh) and 21% less than in our baseline year 2019 (15,250 MWh). These reductions are mainly due to improvements in the powder painting process at our production sites (Spain, Hungary and Portugal).

To further reduce our natural gas consumption, we installed a new painting line at our Ukrainian plant this year. We expect the new system to halve the annual consumption of natural gas at our plant in Ukraine.

› Mobile Sources: Company Cars

In 2023, our company cars emitted 1,532 tonnes of CO₂e, representing 39% of our total Scope 1 emissions. This is a 13% reduction compared to 2022 (1,753 tonnes) and a 34% reduction compared to our 2019 baseline (2,322 tonnes). The reductions are driven by the increasing proportion of electric vehicles in our global fleet. In 2023, 14% of our company cars were fully electric and we are committed to increasing this proportion in the coming years.

Proportion of Electric Cars



Solar Panel Project in Spain

In line with SDG 7, our goal is to maximise the proportion of renewable energy in our global energy consumption. To achieve this, we are constantly looking for ways to reduce our manufacturing facilities' reliance on fossil-based sources. Although we have been purchasing certified green electricity for our plant in Spain since 2020, we decided to invest in our own solar energy production and installed an 830 kWp solar panel system on the roof in 2023. Our goal was to generate at least 40% of the plant's annual electricity needs from our own sources, as well as feeding at least 11% of the electricity back into the grid, thus contributing to the greening of Spain's electricity supply.



7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.

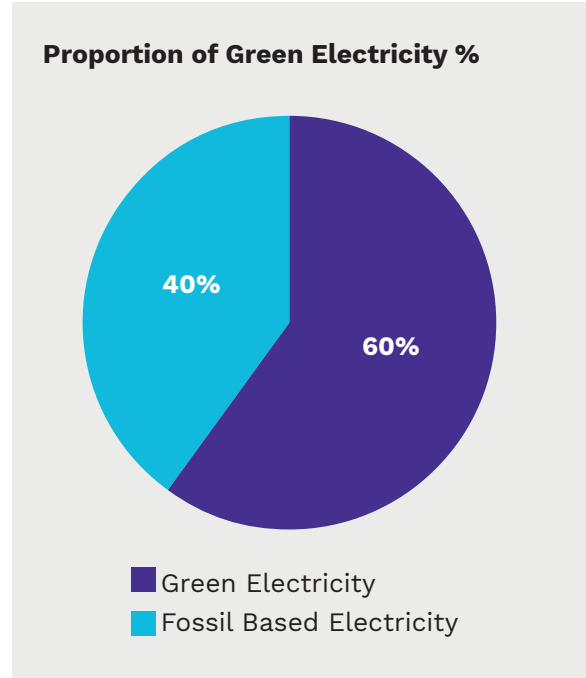
7.3 By 2030, double the global rate of improvement in energy efficiency.

Scope 2 Emissions

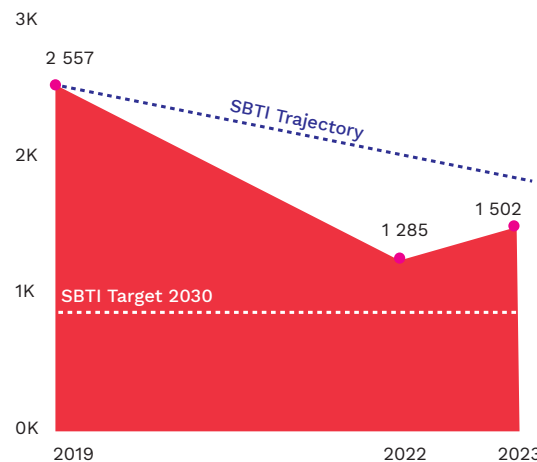
Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Our Scope 2 emissions inventory is limited to electricity, as we only purchase electricity from listed sources.

In 2023, our total Scope 2 emissions were 1,502 tonnes, an increase of 17% compared to 2022 (1,285 tonnes), but still 41% lower than our 2019 baseline (2,557 tonnes). This reduction is due to our ongoing efforts to purchase electricity from renewable sources wherever possible. Today, our production sites in Spain, Hungary and Australia use 100% green electricity, which represents 60% of our total electricity consumption.

Although we continue to increase the proportion of 'green' electricity we use, our total electricity consumption increased by 15% in 2023, ultimately leading to an increase in Scope 2 GHG emissions that year. In 2023, we used 7,628 MWh of electricity compared to 6,648 MWh in 2022. The increase of almost 1,000 MWh is mainly due to higher production volumes at our production sites in Ukraine and Portugal.



Scope 2 Emissions (tCO₂e)



Scope 3 Emissions

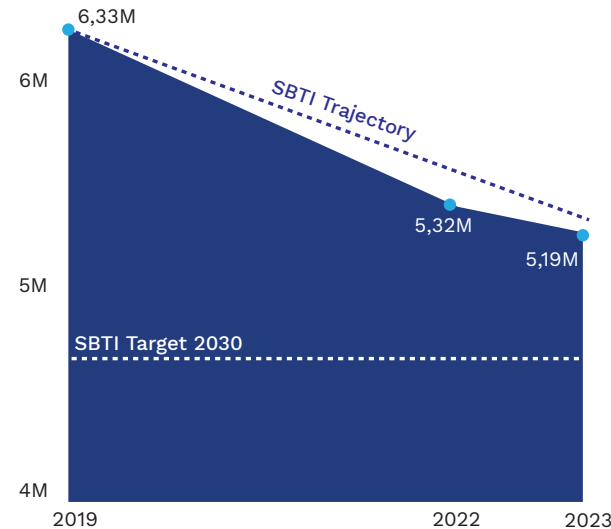
Scope 3 emissions are all indirect emissions - not included in scope 2 - that occur in the company's value chain, including both upstream and downstream emissions.

In 2023, we set a near-term SBTi target to reduce our Scope 3 emissions by 27.5% by 2030 compared to our 2019 baseline. As 98% of our total Scope 3 emissions come from the use phase of our products after they have been sold, we have limited our Scope 3 near-term SBTi target for category 11 (use of sold products) in accordance with the SBTi target setting rules.⁴

Based on the principles of the GHG Protocol, emissions from products sold in a financial year must be calculated over their entire lifetime, which we have set at 100,000 hours (nominal lifetime of our outdoor products).

Using this calculation method, the emissions from our products sold in 2023 were 5.19 million tonnes of CO₂e, a 2.5% reduction compared to 2022 (5.32 million tonnes) and an 18% reduction compared to our base year 2019 (6.33 million tonnes). This result means we are on track with our 2030 SBTi trajectory and committed to continually developing solutions that help our customers reduce energy consumption and carbon emissions.

**Scope 3 Emissions -
3.11 Use of Sold Products (tCO₂e)**

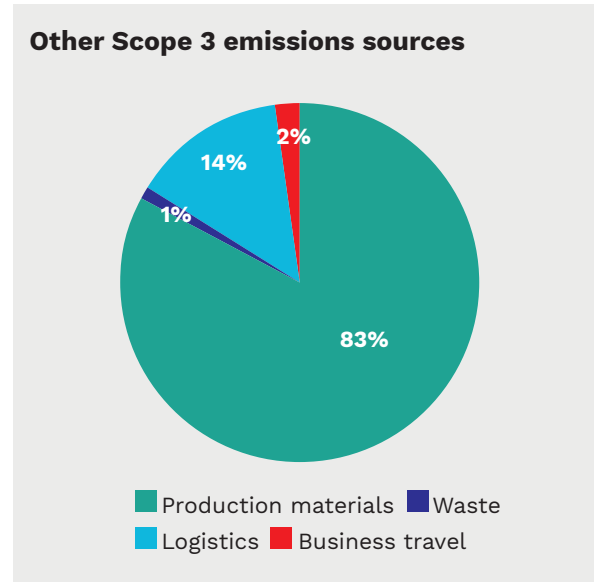


⁽⁴⁾ SBTi requires that at least 67% of the total reported and excluded mandatory scope 3 emissions are covered under target(s). <https://sciencebasedtargets.org/faqs#which-emissions-are-mandatory-for-companies-to-include-in-their-sbti-validation>

Beyond SBTi Targets

Other Scope 3 Emissions

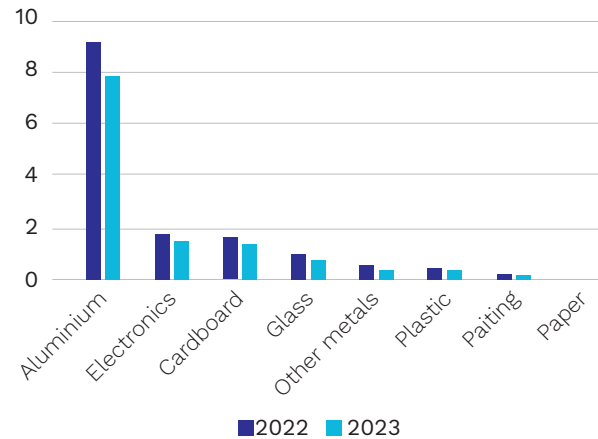
While our Scope 3 SBTi target is limited to category 11, Use of Products Sold, we continue to monitor other key emission sources associated with our value chain and define strategies to reduce them.



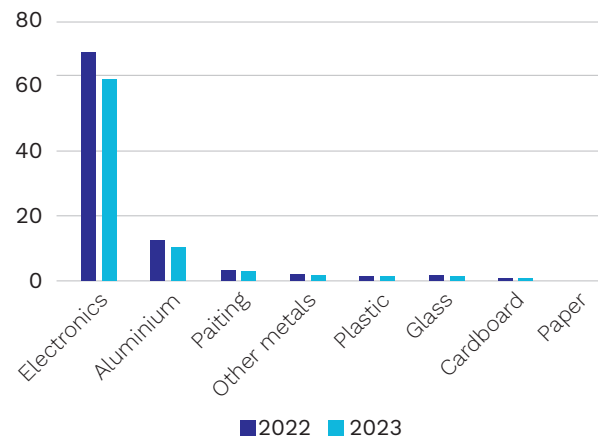
> Production materials

Although seemingly insignificant compared to the emissions from the use phase of the products we sell, the materials we use in production are the second largest source of Scope 3 emissions. In 2023, the materials used in production resulted in 75,281 tonnes of emissions, representing 83% of the other Scope 3 emissions. Thanks to our ongoing eco-design efforts to optimise the material content of our products, we used 14% less material, resulting in a 13% reduction in CO₂e emissions in 2023 compared to 2022.

2023 production materials consumption (kilotonnes)



Emissions of production materials consumed 2023 (kilotonnes of CO₂e)



> Logistics

Another category that generates GHG emissions is our logistics activities, inbound transport and product distribution. Transport accounted for 14% of our other Scope 3 emissions in 2023.

Inbound logistics

Using less material has also had a positive impact on our logistics emissions. In addition to reduced material volumes, our manufacturing sites prioritise local resources wherever possible, which has helped us to further reduce our GHG emissions. All these efforts resulted in our logistics emissions being limited to 6,431 tonnes of CO₂e in 2023, a 19% reduction compared to 2022.

Outbound logistics

Lighter products and optimised packaging have had a significant impact on emissions linked to transport. Our eco-design efforts, combined with several packaging improvements, resulted in a 16% reduction in CO₂e emissions in this category in 2023 (5,816 tonnes) compared to 2022.

> Business travel

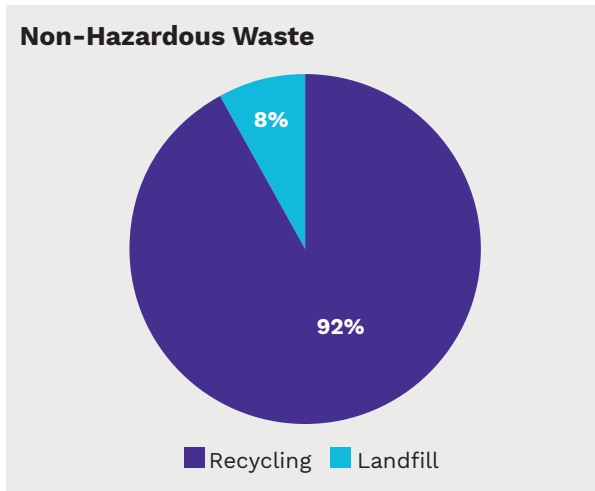
Nearly 2% of our other Scope 3 emissions were caused by business travel in 2023 (1,988 tonnes of CO₂e), an increase of 5% compared to 2022 (1,892 tonnes of CO₂e).



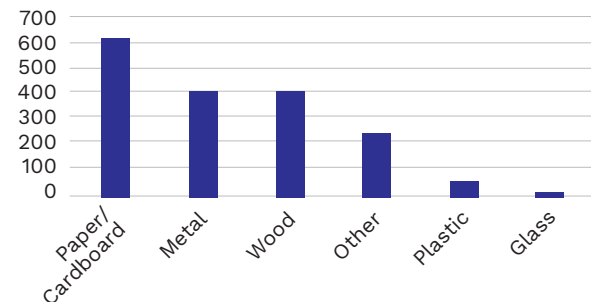
12.2 - By 2030, achieve the sustainable management and efficient use of natural resources.

> **Waste**

Although waste management represents a relatively minor proportion of our GHG emissions - about 1% of other Scope 3 emissions - proper waste management must be at the heart of all industrial organisations' processes as part of UN SDG target 12.5. At Schröder, we have long been committed to the principles of the circular economy, and accordingly aim to minimise our production waste, before recycling unavoidable waste. Thanks to our continuous efforts, 92% of our non-hazardous waste was collected for recycling in 2023, 5% more than in 2022 (87%).



Non-Hazardous Waste 2023 (tonnes)



Reinforcing our Commitment to Beat Plastic Pollution

Reducing plastic waste has always been a top priority of our Together For Our Future programme. From the outset we have committed to banning single-use plastic drinks bottles, plastic cups and plastic cutlery in all our offices and factories worldwide. In 2023, on World Environment Day, we reiterated this commitment to raise awareness of plastic pollution.

Our actions to reduce plastic waste also include:

- Introducing bioplastics
- Increasing the use of reusable packaging within our supply chain
- Eliminating plastic from our packaging wherever possible



Recycling

In Europe, lighting products are considered Waste Electrical and Electronic Equipment⁽⁵⁾ (Directive 2012/19/EU), one of the fastest growing waste streams in the world. With this in mind, we encourage the recycling of our products to prevent them from ending up in landfills. Each Schröder company has a regional partner to manage the collection, storage, transport and end-of-life treatment of lighting products, in accordance with the law and local regulations. These partnerships ensure that the luminaire components are recovered to close the material loop.

In 2023, Recolight managed the disposal of 11 tonnes of luminaire waste (WEEE) collected from Schröder's installation sites. This waste did not end up in landfills but became a part of environmental preservation programmes.



A great example is the process in our UK business. We have a partnership with Recolight, the leading WEEE compliance scheme for the country's lighting industry, to ensure the proper handling of luminaires that have been removed from service. Recolight is committed to the principles of the circular economy and goes beyond simply recycling. Recolight provides support and services to help its members in the lighting industry make the transition to a circular economy. Re-Use Service, workshops, webinars, Circular Lighting Report and Circular Lighting Live are just a few examples of the processes they offer to their customers.

12
RESPONSIBLE
CONSUMPTION
AND PRODUCTION

12.2 - By 2030, achieve the sustainable management and efficient use of natural resources.

(5) Waste from Electrical and Electronic Equipment (WEEE): https://environment.ec.europa.eu/topics/waste-and-recycling/waste-electrical-and-electronic-equipment-weee_en

1.2 Sustainable Solutions

Sustainability has always been one of Schröder's core values. We have built our reputation while minimising our ecological footprint and that of our customers.

Our products are designed with circularity in mind, minimising waste and resource consumption. By incorporating energy-efficient lighting technologies, we not only extend the life of our products but also provide our customers with advanced lighting systems and smart controls. We help them to significantly reduce their energy consumption, resulting in lower operating costs and reduced environmental impact.

› Optimised Energy Consumption

The greatest environmental impact of a luminaire is the amount of energy consumed over its lifetime. Replacing old installations with new technologies that are more energy efficient therefore has a significant positive impact on the environment.

At Schröder, we are constantly developing new technologies to reduce energy consumption to a minimum (LED technology, optimised optics, control solutions, solar solutions...).

Over time, the energy consumption of our products has been significantly reduced. LEDs consume up to 70% less energy compared to conventional light sources. Today, almost 100% of our luminaire sales are LED luminaires.

The total GHG emissions resulting from the use of the products we sell depend on several factors.

Firstly, they depend on the energy consumption of the product over its entire lifetime, as well as the

location of the installation, as the carbon emission factor of electricity varies from country to country. The factor over which we have the most influence is the energy consumption of our products. Our engineers and electronics suppliers are constantly working to improve product efficiency and develop adaptive and connected lighting solutions that maximise energy savings.

› Schröder EXEDRA For More Sustainable and Connected Spaces

Schröder Hyperion, the Schröder Group's Smart City Centre of Excellence, is dedicated to facilitating the transition to a smarter and more sustainable urban infrastructure in light of changing global markets. Schröder EXEDRA, our state-of-the-art lighting and control management platform, enables customers to explore Smart City domains beyond lighting. Schröder EXEDRA provides data security with encryption, hashing, tokenisation and key management practices that protect data across the whole system and related services. The entire platform is ISO 27001 certified. It demonstrates that Schröder EXEDRA meets the requirements for establishing, implementing, maintaining and continuously improving security management.

Schröder EXEDRA enables users to programme optimal dimming profiles based on infinite variables (calendar days, special events, seasons, etc.) while ensuring the safety, comfort and well-being of people.

Schröder EXEDRA can integrate smart lighting applications that adjust the colour of the light or create dynamic lighting scenarios using PIR sensors or radars. Fully interoperable, Schröder

EXEDRA can manage controllers and sensors from other manufacturers, and control their luminaires. Smart features not only reduce energy consumption but also extend the luminaire lifespan, further contributing to sustainability efforts.

In 2023, we launched a complete campaign dedicated to Schröder EXEDRA, called "Let's Get Connected". With Schröder EXEDRA, cities can deliver social, environmental, and economic benefits to their communities.



Clear Energy Savings as London's Haringey Goes Smart

Situated just north of Central London, the Borough of Haringey provides services, including street lighting, to 270,000 residents. Over the last decade, Haringey has switched to LED lighting and has benefited from energy and financial savings. In 2021, the Council set out a roadmap to reach net zero carbon by 2027, the Haringey Climate Change Action Plan. As part of this, they decided to implement a smart lighting platform to control their street lights and chose Schröder EXEDRA.

With nearly 20,000 luminaires and street signs from different manufacturers, they needed a system that was truly interoperable. The challenge was to create paths for communication, data sharing and enriched visibility from multiple connected endpoints that could support Haringey's immediate and longer-term smart city objectives.

Using TALQ's open protocol, we established true interoperability between Schröder and third-party controllers and assets across the borough.

The initial benefit of the new technology is that the lighting is now responsive and adaptive, providing the right light in the right place at the right time for the user and the task being carried out. For instance, if local football legends Tottenham Hotspur are playing at home, the lighting can be increased to full output to help visitors and residents get home safely.

Schröder EXEDRA has also provided comprehensive and valuable insights and supported integration with third-party maintenance and energy reporting software.

This has been key to Haringey's impressive 69% reduction in carbon emissions, playing a huge part in getting London to net zero. Residents are happy, and streets are well-lit.

The roll-out of a Central Management System (CMS) for the Haringey Council's street lighting has won both a GOLD and GREEN Build Back Better Award in the 2023 Lighting category. The Build Back Better Awards celebrates and rewards innovation, creativity, sustainability and social purpose in the built environment.

**BUILD
BACK
BETTER
GOLD**

**BUILD
BACK
BETTER
GREEN**



At Schröder, we are committed to developing and promoting open and interoperable solutions.

We believe that in order to develop truly smart cities, we need to enable vendor-agnostic solutions that connect city devices to networks, thus contributing to the growth of an open technology ecosystem. Many of the solutions on the market today have closed architectures that lock cities into single vendor platforms. The interoperability and interconnection of different devices in a city depends on the establishment of open protocols. This is essential to ensure the development of truly smart urban environments.

Our Owlet IV range of smart controls for public lighting supports adaptive lighting technology, optimising energy consumption by adjusting brightness according to real-time conditions such as traffic and weather conditions. Its smart and fully configurable dimming profiles intelligently regulate light output, reducing energy consumption during off-peak hours while ensuring safety and visibility. In addition, OWLET IV controllers use advanced cybersecurity mechanisms to ensure secure deployments in urban environments.



9 INDUSTRY INNOVATION AND INFRASTRUCTURE

9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.



13 CLIMATE ACTION

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

Adaptive Street Lighting Enhances Safety and Energy Use in Sion



Sion, the historic capital of the Swiss canton of Valais, is a strategic gateway to some of the world's most famous ski resorts such as Crans Montana, Saas-Fee and Zermatt. Road safety is a priority for the local authorities and drivers must have perfect visibility after dark, especially during the popular ski season. Yet, the town found the lighting was too bright at other times.

In 2023, the local authorities, together with the local street lighting operator, decided to implement a groundbreaking smart lighting solution to optimise energy use while ensuring the safety of residents and tourists. The new adaptive system automatically adjusts the lighting levels according to traffic conditions.

This is achieved by integrating Schröder's advanced LightSync algorithm with the EXEDRA lighting control system, eliminating the need for conventional sensors. Initial tests on a short stretch of road showed promising results, leading to a wider deployment on main roads.

The Schröder EXEDRA platform provides continuous monitoring to ensure the effectiveness of the adaptive street lighting in real time. The lighting operator can consult the intuitive platform at any time to calibrate the light output level to meet the town's current needs.

This innovative project underlines Sion's commitment to sustainability, efficiency and safety. It demonstrates how cutting-edge technology can be seamlessly integrated into existing street lighting infrastructure to achieve remarkable energy savings, preserve the environment and improve public safety. It sets a benchmark for other towns and cities.

› Solar Solutions

To address the global energy and environmental crisis, we have developed a range of solar lighting solutions. These solutions make customers less vulnerable to energy price fluctuations and grid disruptions, while reducing energy demand.

With low installation and operating costs and a significantly reduced carbon footprint, these solar lighting solutions provide communities with a practical and environmentally-friendly alternative to conventional on-grid lighting. Additional features such as motion sensors enable an even more responsible and sustainable use of energy.

Highmast Solar Lighting Pilot Project for Nelson Mandela Bay Municipality

As part of the Nelson Mandela Bay Municipality's initiative to keep cables out of the reach of thieves through its High-Mast Solar Lighting Pilot Programme, our SOLARFLOOD was chosen for a pilot project on Stanford Road in Gqeberha, Eastern Cape.

The 20m high solar masts were chosen to combat rampant cable theft and infrastructure vandalism and to provide lighting during power outages, enhancing the safety and well-being of the community. This is the first solar high-mast installation in the Eastern Cape, and a successful pilot project for the Nelson Mandela Bay Municipality.

The SOLARFLOOD provides a reliable lighting solution with a high Ingress Protection level (IP 66) that can withstand high ambient temperatures. It is a sustainable off-grid performer with a superior lumen/watt ratio. Schröder's high-performing optics allow mounting at heights of up to 20m, providing high-quality light where it is needed.

With this project, BEKA Schröder won the Best Supporting Affiliate Member Award at the Association of Municipal Electricity Utilities (AMEU) 2023 President's Awards.



Off-grid solar lighting protects nature in Castro Marim

Castro Marim is a small town in the south of Portugal, close to the Spanish border. One of its most important natural treasures is the Castro Marim-Vila Real de Santo António Marsh Nature Reserve, Portugal's first classified nature reserve, a valuable ecosystem with many species of flora and fauna, considered an international reference for its biodiversity.

As part of its decarbonisation and sustainable mobility plan, Castro Marim decided to build a bike and pedestrian path to link Castro Marim to Vila Real de Santo António, three kilometres away, so that residents and tourists can enjoy the landscape. As there is no lighting on the national road that runs along the cycle path, the council decided to install lighting so that it could be used safely after sunset. A total of 113 solar-powered, off-grid luminaires have been installed, avoiding the time-consuming and costly construction of an electrical grid infrastructure, estimated at more than €100,000.



› Alternative Materials

We use plastics in luminaires for a variety of purposes: to achieve specific optical properties in lenses and protectors, and for durability and impact resistance in covers and bodies.

In some cases, bio-plastics can offer a more sustainable alternative. They require extensive laboratory testing to ensure they can maintain the critical properties over the lifetime of the luminaire. These bio-based alternatives have the potential to reduce GHG emissions by up to 60%.

In line with our 2023 plan, we have approved the use of certain bio-based products, and will continue to evaluate other bio-based resins in 2024.

› LifeCycle Assessment & Environmental Product Declaration

The Life Cycle Assessment (LCA) is the process of evaluating the environmental impact of a product over its lifetime, while the Environmental Product Declaration (EPD) is the document that communicates the details of the LCA results.

At Schröder, we established our LCA process in 2019, and since then we have been able to provide our customers with cradle-to-grave LCA results and EPD

documents. In recent years, we have seen an increasing demand for EPD documents from our customers, and the quality, validity and compliance of these documents have also become more important than ever. To support purchasing decisions, our customers now expect to be able to assess and compare the environmental impact of a product.

To better meet these changing expectations, in 2023 we started to improve our LCA process, including full ISO compliance, third-party verification and registration. From the second half of 2024, we plan to be able to provide our customers with EPD documents produced according to the new process.

However, the purpose of the LCA process is not only to produce EPD documents. It can also facilitate the development of products with minimal environmental impact, through the use of appropriate software and knowledge of the material impacts of products. This is why we have set ourselves the target of implementing LCA in the product development process by 2024, and helping our engineers to consider environmental impacts in their design process.

Product Packaging

As part of our sustainability work, we are improving the way we package our outdoor luminaires. We are prioritising packaging that uses recycled or environmentally friendly materials wherever possible, while using streamlined designs to reduce our environmental footprint. Our objective is to minimise waste while maintaining the integrity and protection of our products.

These innovative packaging solutions are part of our wider commitment to sustainability throughout the entire lifecycle of our products, from manufacture to disposal.

The redesigned packaging of our ALURA luminaire has significantly reduced our logistic GHG emissions. Firstly, we switched to a smaller box that uses less material, by changing the placement of the product inside the boxes. Secondly, we eliminated all internal corrugated inserts, reducing the total amount of material used. Finally, by switching to a smaller pallet size (from 800x1500 to 800x1200), we not only reduced the carbon footprint of the lorries, but also increased the transport capacity by 25%.

By changing the pallet size for our ALBANY luminaire from 800x1200 to 1200x1200, we have significantly improved pallet utilisation and coverage from 72% to 96%. This has resulted in a significant reduction in the environmental impact of logistics.

Our OWLET range was previously packaged in plastic. However, due to the negative environmental impact of plastic, including land and sea pollution and harm to wildlife, we sought a more environmentally friendly alternative and switched from plastic to paper packaging.



2. Circular Design

Many of the lighting solutions we installed in the 1970s are still working and we are very proud of this. As part of our on-going mission to develop products with the lowest possible environmental impact, we decided to integrate circularity concepts into the design of our luminaires.

> Circle Light Label

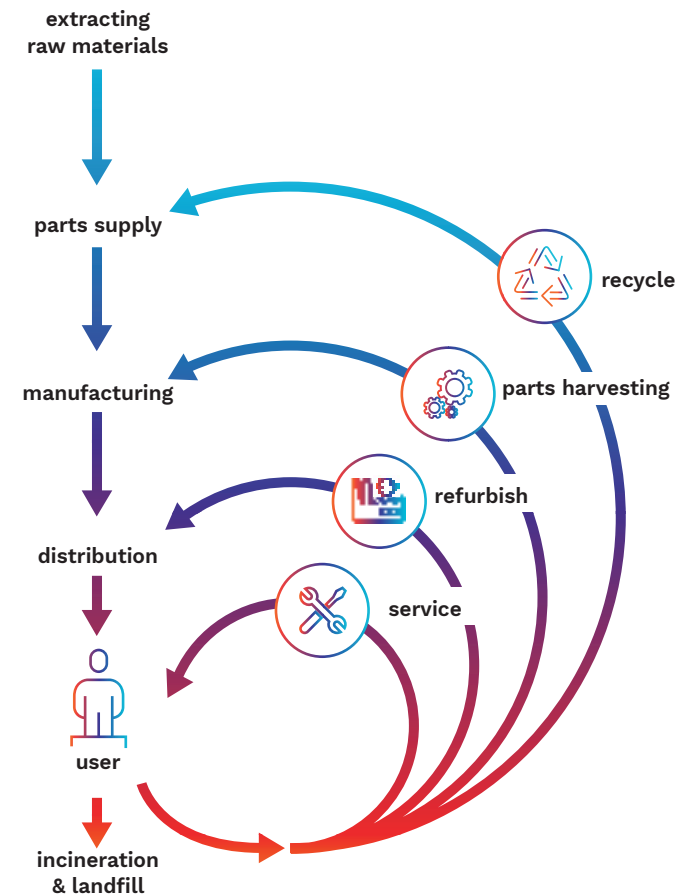
By making our products more sustainable and helping our customers choose wisely, we can create a better future together.

When designing products, we take important ecological factors into account from the outset. Circular design principles ensure easy serviceability, upgradability, parts recovery and refurbishment and, ultimately, recycling. Eco-design and circular design are not just a trend, they are a necessity in today's world. By applying these principles from the earliest stages of product development, we can make a significant contribution to conserving resources and mitigating climate change. Eco-design and circular design mean going beyond simply designing a product for a specific use, but rather creating a product that will be used for as long as possible and with multiple lives.

As a global lighting manufacturer, we are a member of various standardisation bodies related to LED luminaires, light engines, modules and sensing/communication modules. As there is currently no standard certification for circular economy compliance in the lighting industry, we decided to create one internally.

In 2009, we launched the Green Light Label as part of our sustainable development goals. In 2019, we updated the label to reflect new sustainability needs and circularity criteria. The Circle Light Label challenges our development teams to integrate circular economy principles into product design. In 2023, our R&D teams achieved a great performance with 100% of new product releases achieving the highest score of 4 stars.

There are more and more circularity requirements coming from diverse markets. The EU Green Deal encourages the manufacture of more sustainable products, including a high proportion of recycled materials, easy serviceability and standardised solutions that we build into our products. Assessing the sustainability impact of our luminaires is important, because our customers want transparent information to make informed, sustainable choices.



Smart Tunnel Lighting Ensures Safety and Preserves Heritage in the Maastunnel



Opened in 1942, the 1,373m-long Maastunnel was the first immersed tunnel in the Netherlands and Europe. The tunnel crosses the Nieuwe Maas River that flows through the heart of Rotterdam. An average of 75,000 motorists now use the tunnel every day.

Thanks to its place in engineering history as the first immersed tunnel, the Maastunnel was classified a National Monument in 2012. This meant any renovation work had to respect the original features and ensure that the “look and feel” were preserved. In the 1940s, sodium lighting, with its warm orange glow, was the norm.

We proposed an original smart tunnel lighting solution to meet both requirements and carried out a pilot project to show the local authorities how it would work. We fitted some of the existing luminaires in the tunnel, which were still in good working condition, with amber and white LEDs. The amber LEDs light the tunnel during normal operating hours. The luminaires are controlled by an ATS/Lumgate Controls system which switches on the white LEDs if an incident occurs and the emergency services need access. By combining both types of LEDs, the lighting respects the safety standards while preserving the tunnel’s character. The local authorities were delighted with the results of the pilot project.

In total, 760 of the existing luminaires in the tunnel were retrofitted with the new amber/white LED optics and almost 380 new GL2 COMPACT luminaires were installed.

➤ Retrofit Solutions

Lighting technology is rapidly evolving. Even though our luminaires are developed to last a minimum of 20 to 25 years, some luminaires installed ten years ago are already outdated in terms of their electronic components, yet their housing is still in good condition. To solve this problem, we have developed various retrofit solutions (photometric and electronic) that can be installed in existing luminaires. This enables towns and cities to benefit from the latest technologies at a reduced environmental cost as only the obsolete components need to be replaced.

Retrofitting offers a sustainable solution in a situation where a luminaire can last for more than 15-20 years. Giving the luminaire a second life also preserves the urban landscape. LED retrofits not only save energy and maintenance costs, they also save on materials. In a retrofit, much of the luminaire is reused and the rest is sustainably recycled.



➤ Remanufacturing

Remanufacturing is the process of restoring a used product to the specifications of the original manufactured product using a combination of reused, repaired and new parts. It is a sustainable way to preserve resources, reduce environmental impact and waste.

Our factories in Hungary and France have started their first remanufacturing projects, where existing luminaires are recovered and upgraded to near-new condition, including the latest efficiency technologies. Initiatives such as these contribute to our goal of maximising the lifespan of existing lighting equipment while reducing its environmental footprint.

Together For Our People





At Schröder, we are deeply committed to actively enhancing the working conditions of our employees and listening to their voices. We strive to cultivate a diverse, inclusive, and equitable environment where everyone feels valued and empowered. Through ongoing efforts, we aim to continuously improve and provide equal opportunities for all individuals throughout their professional journey.



Inês Nascimento
Chief People Officer



Our responsibility as a global manufacturer is to ensure respect for environmental and human rights principles across our supply chain. We owe this transparency and accountability to our employees and our customers.



David Roux
Global Sourcing Director



Diversity

2025 Target

40%

40% of women recruited for new positions

2030 Ambitions

20%

20% of women in management positions

Human Rights

2023 Result

61%

61% of our Group supply base assessed on sustainable procurement risks

2030 Ambitions

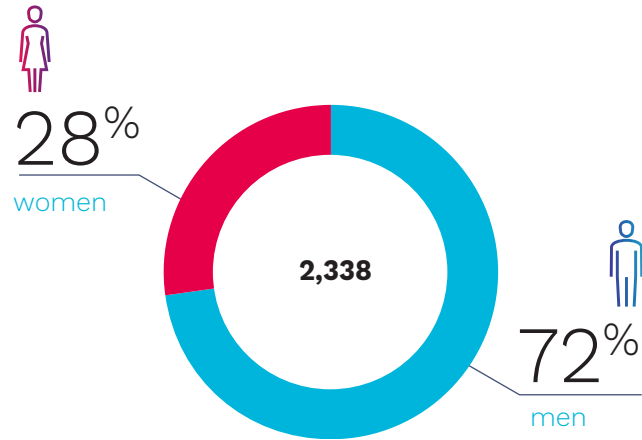
100%

100% of our suppliers assessed on sustainable procurement risks

0

0 breach of human rights standards in our value chain

People in numbers⁶



Australia & New Zealand

127

Benelux & Israel

86

Central Services & Hyperion

268

France & Northern Africa

156

Latin America

86

Middle East, South East Asia & China

85

North America

19

Northern, Central & Eastern Europe

653

South & Sub Saharan Africa

242

Southern Europe

447

UK & Ireland

71

Germany, Austria & Switzerland

98



Average seniority

8.2 years



Average age

42 years



Number of nationalities

62



(6) The figures are expressed in headcount as of 31 December 2023.

1. Diversity, Equity & Inclusion

Diversity, Equity, and Inclusion (DEI) are fundamental principles at Schröder, shaping our identity and driving our achievements. We are deeply committed to fostering an environment where the unique character of each individual is not only recognised but celebrated, creating a truly inclusive space where everyone can flourish.

Our **DEI Manifesto** outlines our specific commitments:

- › implementing diverse recruitment practices;
- › providing equal opportunities for all;
- › holding our leadership accountable for DEI initiatives;
- › ensuring transparency and fairness in compensation;
- › extending our efforts to promote diversity beyond our organisation;
- › cultivating a workplace culture that embraces inclusivity;
- › offering resources to raise awareness about DEI issues.

With the launch of this manifesto, we reaffirm our dedication to driving meaningful change. Our goal is to build a workplace that not only embraces diversity and inclusion, but also fosters equality and empowers each individual to reach their full potential. All of our employees are united in celebrating and championing this vision.

In 2023, Schröder strongly committed to better understanding and celebrating Diversity, Equity, and Inclusion (DEI). Through a series of **targeted communications and an entire month dedicated to raising awareness and celebrating DEI**, we have made it a central focus within our company.

In June 2023, we launched a comprehensive global **DEI survey**. This initiative deepened our

understanding of our organisation's DEI landscape. The survey garnered a 68% response rate, demonstrating the significance of DEI for our employees.

Our key findings were as follows:

- › **Diverse workforce:** an overwhelming 85% of respondents acknowledged that Schröder's workforce is diverse. Additionally, our inclusivity rating received a favourable score of 7.74 out of 10, confirming that we are moving in the right direction.
- › **Inclusive environment:** a remarkable 83% of participants felt that Schröder actively promotes an inclusive environment, regardless of factors such as sexual orientation, race, age, nationality, or disability status.
- › **Leadership roles:** the majority (82%) expressed confidence that Schröder's leadership embraces people from diverse backgrounds, identities, and cultural experiences.

The results strengthen our DEI Manifesto commitments, while giving us a clear path for future improvements. These positive results indicate that our diversity and inclusion initiatives are making an impact within the organisation. We have also provided unconscious bias training to all our managers and HR staff.





Gender Diversity

By the end of 2023, the proportion of women in management positions increased to 15%, compared to 13% at the end of 2022. While this is an improvement, we need to remain focused to reach our 2030 ambition for 20% of management roles to be filled by women. As we believe that the best way to increase the proportion of women in management is to create a more diverse pool of employees, we are committed to ensuring that at least 40% of all new or replacement hires are women by 2025, up from 32% at the end of 2023.

	Women	Men	Age → 30	30 → 50	+ 50
D - Schröder Executive Team⁷	14%	86%	0%	48%	52%
C - Management Positions⁸	15%	85%	0%	56%	44%
B - Professionals⁹	24%	76%	14%	66%	20%
A - Supportive and Administrative Roles¹⁰	47%	53%	18%	62%	20%
Other¹¹	18%	82%	19%	56%	25%

(7) Leaders providing strategic vision and/or tactical strategic direction
 (8) Functions focusing on tactical, operational activities within a specified area. Functions as management level, typically have three or more direct reports
 (9) Individual contributors with responsibility in a professional or technical discipline, or specialty, or management of processes and programmes. In some cases they manage two or fewer employees
 (10) Individual contributors who provide organisational-related support or administrative service or roles operating in daily business activities (e.g. technical, productions...)
 (11) Non-factory and factory employees for whom no classification has been assigned.

5
 GENDER
 EQUALITY

5.1 - End all forms of discrimination against all women and girls everywhere.

5.5 - Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

2. Sustainable Procurement and Human Rights

In 2020, the Schröder Group adopted the Responsible Business Alliance (RBA) Code of Conduct as its standard for Human Rights and Environmental standards. The provisions of the RBA Code are derived from key international human rights standards, including the International Labour Organisation (ILO), the Declaration on Fundamental Principles and Rights at Work and the United Nations Universal Declaration of Human Rights. It sets standards to ensure that working conditions in the supply chain are safe, that workers are treated with dignity and respect, and that business operations are conducted in an environmentally responsible and ethical manner.

We prohibit the use of illegal, forced or compulsory labour by our suppliers and subcontractors. Our Code of Conduct, updated in 2022, recognises the importance of respecting and promoting fundamental human rights in our operations and supply chains, and sets out our commitment to respect workers' rights throughout our value chain. Our Code of Conduct and policies work together to support the principles contained in the RBA Code of Conduct.

All Schröder entities, employees and the Schröder supply chain must observe and comply with the standards on Human Rights contained in the RBA Code of Conduct, including:

- Free Choice of Employment
- Young Workers
- Working Hours
- Wages and Benefits
- Human Treatment
- Non-Discrimination
- Freedom of Association



Since 2020, we have informed our suppliers that we have adopted the human rights and environmental standards set out in the RBA Code of Conduct, and asked them to confirm their adherence and compliance with the same or similar standards. At the end of 2022, suppliers representing 97% of our total supply chain value had confirmed adherence to the RBA Code or similar standards. This includes 100% of the suppliers considered to be at risk, based on our risk-based approach which includes component suppliers, subcontractors and service providers such as transport, temporary staff and building maintenance.

To further promote our commitment to respect basic human rights and environmental standards in our operations, we launched the Schröder Suppliers Code of Conduct at the end of 2022. The Schröder Suppliers Code of Conduct is based on the RBA Code of Conduct (version 7.0 - 2021) and reflects additional Schröder standards and expectations and the nature of our suppliers' operations. This code defines the social and environmental performance requirements for all Schröder suppliers. Schröder's suppliers include all entities that provide goods or services to or on behalf of Schröder. This includes all suppliers who:

- ▶ manufacture Schröder products, packaging, parts, components, sub-assemblies, and materials, or are involved in processes related to such manufacturing;
- ▶ provide services to or on behalf of Schröder, regardless of where the service is performed, including at the supplier's site, a Schröder site or at the customer's site.

To ensure full compliance with the RBA standard and the Schröder Supplier Code of Conduct within our value chain, we adopted a Sustainable Procurement Policy in 2022 in which we embedded our human rights and environmental standards. In conjunction with this policy, we have developed a Sustainability Risk Assessment methodology. This describes the due diligence process Schröder uses to assess the sustainability standards of its suppliers. This due diligence process includes targeted audits to ensure that our supply chain meets sustainability requirements. In 2023, we deployed this risk assessment process across 61% of our Group supply base, by value, and trained 100% of our sourcing managers in the new process. By 2030, we aim to assess all Group suppliers against human rights and environmental standards.

100%

All Group Suppliers assessed on sustainable procurement risks by 2030



8.7 - Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.



3. Employee Experience

In 2023, our strategy focused on improving the employee experience through targeted initiatives and programmes. Our primary objective was to add value by fostering process development. To achieve this, we established new People & Culture policies, undertook projects, and implemented programmes that directly impacted our workforce.

Key highlights of our initiatives include:

- **New learning platform:** we successfully rolled out a new e-learning platform, focused on soft skills, which significantly increased our training offer to employees. With 92% of eligible employees activating their accounts, a total of 1,009 courses were completed, empowering our workforce with valuable knowledge and skills.
- **Global Referral Programme:** our employees can now refer candidates for new positions at Schröder. If their referred candidate is selected, they receive a reward.
- **Global Internal Mobility Programme:** allows employees to explore career opportunities within the Schröder group, by establishing a relocation assistance policy to support them during career transitions.
- **Development objectives:** we shifted our focus to employee development, encouraging more than 80% of our workforce to set meaningful development objectives.
- **Talent review process:** we deployed a new talent review process across all entities, ensuring a comprehensive assessment of our talent pool.

These initiatives collectively reinforce our commitment to employee growth, inclusion, and organisational excellence.

Additionally, we prioritised leadership development, exemplified by LEAD journeys. These journeys equipped our leaders with essential tools to facilitate the growth and development of their team members. An impressive 76% of our leaders participated in leadership development journeys, reinforcing our commitment to their professional growth.

Schröder’s internal training academy, known as SKILL (Sharing Knowledge In Light and Lighting), aims to enhance the skills of its employees and stakeholders in order to successfully navigate the changes in the lighting market, including smart lighting and new control systems.

The company also offers large-scale training programmes for factory workers in fields such as fork-lift truck driving, health and safety, working at heights and understanding assembly processes. Each plant manages these training programmes locally to ensure that they align with their specific needs.

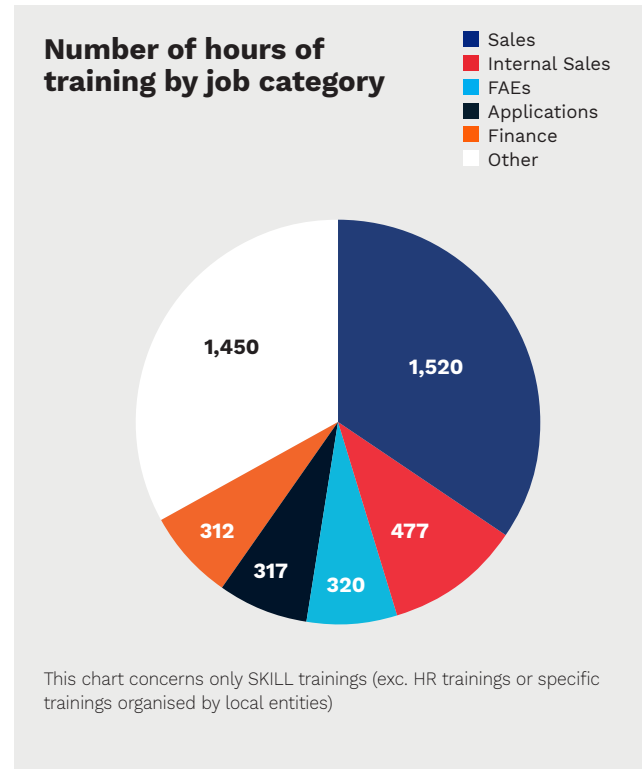
In 2023, the total number of technical training hours (SKILL) was 4,396¹², with an average of 2.5 hours (4,396 / 1,766) per employee. The new platform Goodhabitiz increased the total number of training hours by 4,193, reflecting our employees’ interest in self-development. The average training time per employee increased to 4.9 hours this year. Courses on Personal Strength (42%) were a hit - the most popular options were: Curb your bias, Time management, Excel essentials and Take the lead.

In addition to the Schröder internal training academy platform and the new GoodHabitiz training platform, local entities organise regular training sessions focused on the specific needs of their employees. Each country is free to assess its local training needs and create programmes that develop the strengths that our customers value in Schröder.

Total number of employees receiving training

1,766¹³

Training and education	
E-learning hours	4,265
Seminar hours	120
Webinar training hours	11
Goodhabitiz Hours	4,193
Total number of hours	8,589



⁽¹²⁾ Concerns the hours related to trainings given to non-factory employees, not including HR trainings or specific trainings organised by local entities

⁽¹³⁾ Non-factory employees

Initiatives from BEKA Schröder

Our South African entity, BEKA Schröder, has a strong focus on education. This is an important issue in a country where inequalities in the education system play a role in perpetuating poverty and inequality.

Every company in South Africa is rated according to the B-BBEE Scorecard. In general, the level of compliance determines participation in the economy and public tenders. BEKA Schröder decided to go beyond the B-BBEE checklist. The following programmes were implemented in 2023.

➤ Higher Education Bursaries

Two external bursaries (Bachelor of Commerce in Accounting and Bachelor in Mechanical Engineering)

Three internal bursaries (Bachelor of Commerce Degree in Supply Chain Management and Business Administration)

➤ Learnership, Apprenticeships, Internship (LAI's)

Internal learners: 10 learners on production technology NQF 4

External learners (unemployed learners with disabilities): 8 learners on New Venture Creation NQF level 4

➤ Adult Basic Education and training (ABET)

Available to adults who want to finish their basic education (literacy, numeracy and communication)

Internal learners: 10 staff members

External learners: 20 unemployed learners



4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.5 - By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

Together For Our Community



2030 Ambitions

- Be recognised as the market and thought leader for sustainable lighting solutions
- Lead by example in civil society by using lighting to improve the safety and well-being of all



Our strong commitment to cities and communities drives us to deliver cutting-edge solutions that provide light precisely where and when it's needed. At our core, we are dedicated to constantly reimagining our solutions to minimise our environmental impact and that of our customers. Our expertise in smart lighting helps cities and communities to progress on their journey to digitalisation and sustainability, while also protecting biodiversity. We aim to co-create safer and more resilient public spaces that save resources and improve citizens' lives.



Nicolas Keutgen
Chief Innovation Officer



Schröder has been working on nature-centred, wildlife-friendly lighting solutions for decades. Cities want lighting solutions that ensure safety for people and also respect wildlife. We firmly believe that the key to achieving this balance lies in meticulous project design. Used wisely, today's technology makes it possible to minimise light pollution, while still providing adequate illumination.



Vincent Lang
Research Manager



1. The Right Light: Where, When and Why

With the right light, any urban space can fulfil its potential to connect people and create a sense of well-being and safety. In contrast, light pollution negatively affects everything from caterpillars to stargazing. Schröder's expertise can help **reduce light pollution in a number of ways**. We have always designed luminaires with optics that direct the light downwards, avoiding light spill and pollution.

In addition to dimming the light when it is not needed, our luminaires can also be fitted with FlexiWhite LEDs which are tunable in order to adapt to our circadian cycle. This means bright white light in the morning as we travel to school or work, fading to a soft amber in the evening to protect our skies and wildlife.

Preservation of Biodiversity

The UN forecasts that 68% of us will live in towns and cities by 2050, meaning an additional 460,000 square miles of our planet will be urbanised. We need to share that space with forest and wildlife. Harsh, bright lighting turns night into day, disrupting the circadian rhythms of animals and people alike. So our responsibility is increasingly to provide cities with lighting solutions that ensure safety for people but also respect wildlife.

Connected dimmers and sensors allow precise control of artificial lighting levels, minimising disturbance to wildlife. Additionally, the positioning of light sources plays a crucial role. By spacing them closely and dimming to a lower lux level, we can substantially mitigate the impact on the surrounding environment. The colour temperature of the light is also very important. We have incorporated all these parameters into two systems: Pure Night and FlexiWhite.

The Pure Night solution developed by Schröder offers lighting that prioritises the preservation of biodiversity and minimises light pollution. Pure Night effectively lights roads where and when it is needed.

Warm white light creates a more comforting environment, while cool white light enhances visibility during nighttime and accentuates noteworthy features. The colour temperature is measured using Correlated Colour Temperature (CCT), allowing cities to adjust hues and tones to achieve an optimal lighting balance. Schröder's FlexiWhite solution was developed to provide this flexibility, enabling the use of the appropriate colour temperature according to specific requirements.

Trees and hedgerows are natural environments for bats, while rivers and canals are also important for foraging. Some bat species are very sensitive to light. Light pollution is a major contributor to insect mortality. Through luminaire design, photometry, colour temperature and dimming scenarios, Schröder protects wildlife and contributes to the preservation of our natural ecosystems.

Bat-friendly Lighting for Pålsjö Skog Forest Trails

Pålsjö Skog is a 70-acre nature reserve on the northern outskirts of Helsingborg. Research has shown that some rare bat species avoid areas lit by white light, which can disrupt or even prevent them from finding food and water. Street lights with cold white light also attract insects that bats feed on, reducing the supply available in their feeding areas.

In this area, 47 of the TECEO luminaires were equipped with LEDs with a colour temperature of 1870K. Red light has been used successfully in other countries to help conserve bat species and other nocturnal wildlife, while ensuring human visibility. The red light is switched off from 11.30pm to 4am each night and then switched on at 50% of full light output until sunrise.

Calluna, Sweden's leading natural environment consultant, has been monitoring the zone for the past two years and its research has shown that the new lighting has not disrupted the bats' foraging activity - unlike white light.



Dark Sky and Light Pollution

Preserving dark skies is essential for environmental sustainability, wildlife conservation, and human well-being. Light pollution disrupts natural rhythms, affecting wildlife migration and breeding behaviour. Furthermore, it can cause sleep disturbance and other health issues in humans. Additionally, light pollution is wasteful, contributing to unnecessary energy consumption and increased carbon emissions.

We specialise in urban lighting solutions designed to reduce light pollution. Each of our outdoor luminaires is meticulously designed with tailored photometric distribution options for roads, streets, and pedestrian areas. This ensures precise lighting when and where needed - and nowhere else. Our designs, with a 0° tilt option, prevent upward light spill. The International Dark-Sky Association (IDA) is the recognised authority on light pollution. It provides tools, resources and a certification programme for industries and businesses that want to reduce light pollution. We offer a complete range of products that are IDA certified. Our life-cycle teams also introduced new optics and accessories into our existing range to make them fully or partially compliant with IDA standards.

Sybiraków Park: Smart Lighting Helps Create Green Lung

Built in the 1970s, Sybiraków Park was completely renovated and reopened in August 2023 as a green lung for the city of Wałbrzych, Poland.

As the redesign of the park focused on creating a green oasis for people to spend time in, the local authorities requested green infrastructure. They wanted a sustainable lighting solution that would extend the day during the darker months and allow people of all ages to enjoy the facilities safely and securely without excessive energy costs.

A total of 109 FLEXIA FG luminaires have been installed throughout the park. The FLEXIA FG features a flat glass protector so that all the light is directed exactly where it is needed on the ground, with no light spill. It has been approved by the International Dark-Sky Association as a responsible lighting solution and does not disturb flora and fauna.

All of the FLEXIA FG luminaires are equipped with the latest Owllet IV Zhaga controllers and connected to the Schröder EXEDRA platform. Using only the light required by tracking real-time requirements, the city is reducing its energy consumption and carbon emissions.

All of the luminaires are equipped with our FlexiWhite solution to respect the natural rhythms of day and night, ensuring a safe, healthy park for people and wildlife.

The FlexiWhite solution adjusts the colour temperature throughout the night. From sunset to 9pm, the luminaires provide a warm white light (3,000K) for a relaxing environment as people of all ages wind down from their daily activities.

From 9pm to 4am when no-one is present, the colour temperature changes to a much warmer white (2,200K). The park is then lit with a soft light that is healthier for the local nocturnal wildlife. When the motion sensors detect people arriving, the colour temperature changes to 3,000K to ensure a safe walking environment.



2. Lighting with Positive Social Impact

As urban populations grow, so do citizens' expectations. Bigger, denser cities need better management, so it makes sense to invest in the latest technology for urban systems. The next generation of city dwellers want safe, welcoming and attractive spaces that also provide a strong sense of identity. The right lighting can help build communities and when cities create safe, welcoming spaces where people want to spend time, economic and social interaction naturally increases. Ambiance lighting and street furniture with safety features foster a sense of comfort for everyone who wants to use the city after dark.

The most spectacular cities come alive at night, with landmark buildings bathed in colour for special occasions, events or moments. The right lighting improves safety in public spaces, making people feel more confident walking or commuting at night. It also improves visibility and reduces the risk of accidents and injuries.

We want our lighting systems to make a difference. We develop solutions that improve safety for all, especially vulnerable people such as the disabled, elderly and children, and with a particular focus on critical junctions such as pedestrian crossings. Lighting plays a vital role in helping people feel safe, secure and supported. We deliver solutions that create vibrant and connected spaces where citizens and visitors feel comfortable, so they can spend more time outdoors with friends and family, enjoying city life.

Smart Lighting Cuts Radebeul's Energy and Carbon Footprint



Not far from the Czech border, Altkötzschenbroda is an attractive German village known for its picturesque countryside, local wine and the nearby Elbe cycle path. In recent years, extensive work has been carried out to preserve its historic village green, along with its traditional buildings for the local community and the many tourists who visit each year. To give Altkötzschenbroda an old-fashioned glow, the FLEXIA TOP luminaires on the village green are fitted with warm white LEDs (2,200K). They deliver a subtle, pleasant light reminiscent of gas and candlelight, creating a cosy setting for activities after dark.

The luminaires in the surrounding streets have been fitted with neutral white LEDs (3,000K) to provide a brighter and more vibrant night-time environment for the local community and visitors to move around safely, whether walking, cycling or driving.

Just over 100 FLEXIA TOP luminaires have been installed throughout the village. They are managed by the Schröder EXEDRA control system. The street lights are dimmed by 40% every night from 10pm to 5am to save energy and reduce the village's carbon footprint. The new smart lighting saves the village approximately 25,000kWh per year, equivalent to 7.32 tonnes of CO₂ emissions.

3. Schröder Together Fund

As part of our ambition to align our actions with UN SDG 11, we regularly help towns and cities implement lighting solutions that improve safety for vulnerable users at crossings and protect flora and fauna. Over the years, we have continually donated street lights to improve the quality of life in economically disadvantaged areas or to help areas affected by natural disasters.

In 2021, we decided together with the Schröder family, to take a more structured approach to our philanthropic purpose by setting up a global fund hosted by the King Baudouin Foundation: the Schröder Together Fund.



Our goal is to work with non-profit organisations to support the communities in which we live and operate by:

- › protecting vulnerable users on the road and in cities;
- › improving lighting or safety in public or private spaces, particularly in disadvantaged areas;
- › promoting entrepreneurship among young citizens in less privileged areas;
- › preserving the environment and acting against climate change;
- › helping to train engineering and technology students and professionals in disadvantaged communities.

Schröder employees are closely involved in the operation of the fund and can make suggestions to help us decide which projects to support.

In 2023, we were delighted to support six humanitarian projects in five countries, reflecting a wide range of initiatives. The selected organisations understand local needs and priorities to make a positive impact on the well-being of the communities where they are situated.

Mathonisa Primary School (Zimbabwe)

Mathonisa primary school is located 60 kilometres outside the city of Bulawayo in Zimbabwe. They needed funds to help rebuild the community school in Umguza, which was in very poor condition.

When the funds were released, the school's headmistress and other members of the school's governing body bought the materials (bricks, cement, etc.) and members of the local community came together to provide manual labour to build a new school. Solar lighting is also part of the project.



Asháninka communities (Peru)

The NGO Redes with the help of SOS Faim and Misereor, is running an integrated development programme with 11 Asháninka indigenous communities to improve their quality of life.

The Schröder Together Fund donated and installed floodlights for a sports field so that children from the communities of Bajo Perené, Pichanaqui and Rio Negro in Chanchamayo can continue to play sports after the sun sets in a safe environment. Developing sports activities in the area will increase social interactions and foster a sense of community.



 **African Angels Trust (South Africa)**

The African Angels Trust, based in the Chintsa area of the Great Kei township, receives no state funding and provides education for disadvantaged pupils in the local community, helping them to lift themselves out of poverty. It also initiates and facilitates many other uplifting projects for the area.

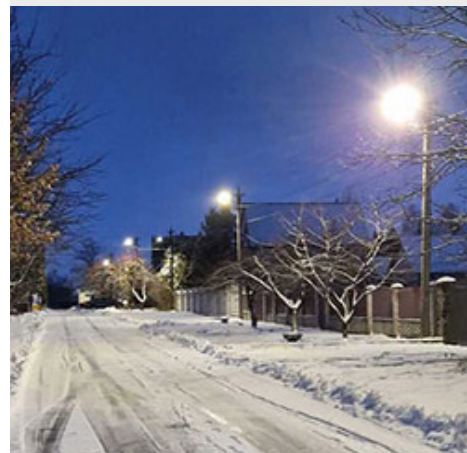
To help the school's many students make their way safely to and from the school after dark, the Schröder Together Fund donated and installed six solar-powered floodlights on 8m high poles in the school grounds. The floodlights have improved security in an area that regularly suffers from power cuts.



 **Borodyanka (Ukraine)**

The village of Borodyanka was badly damaged following the Russian invasion in February 2022. To help rebuild the village's infrastructure, a lighting plan was drawn up and over 100 energy-efficient IZYLUM luminaires were supplied to improve safety after dark.

The first luminaires were installed around the railway station to give commuters a sense of security and encourage a return to "normal life". A special focus was also placed on pedestrian crossings to ensure safety for people travelling by foot. Thanks to the high-performance and long life of the luminaires, the local authorities will not need to carry out any maintenance for a long time.



 **Tshinapfene village (South Africa)**

After donating solar lighting in 2022 to support the village's 'Community, Light, Safety' plan, the Schröder Together Fund decided to continue its support in 2023 for a sustained impact on the vulnerable women and children in this community. In collaboration, with the NGO Muelekanyi Technical Services, ten additional solar luminaires were delivered and installed.

Jean Jaules Wachter, a member of the Schröder Together Fund, had the pleasure of visiting the village at the invitation of His Majesty, MPK Tshivhase, and Khosi Muelekanyi Tshivhase for the annual Tshivhase Day celebrations on 14th October 2022. Together with Carmen Amurjeeth, Director at BEKA Schröder, they were able to see the impact of the fund's contribution first-hand.



 **YouthStart (Belgium)**

YouthStart helps young people who have dropped out of school to regain their confidence and develop an entrepreneurial spirit. Short, intensive training sessions, enable them to unlock their full potential by regaining control of their lives and futures.

Impressed by the experience of providing funding and coaching time for the young people in 2022, the Schröder Together Fund renewed its support in 2023. We funded and participated in eight full-day training sessions for 16-30 year olds.



4. Sustainability Ambassadors' Community

In the early months of our sustainability journey, we established a network of Sustainability Ambassadors in each of our companies worldwide. Our Sustainability Ambassadors organise a series of sustainable activities that have a positive impact in their local communities. The actions are organised around the three pillars of our "Together For Our Future" programme and make a positive contribution to the local environment (Planet), vulnerable populations (Community) or our employees (People).

These actions enhance employee engagement, encouraging them to contribute to our global sustainability goals. We are proud of this work and want to further strengthen the role of this network of sustainability ambassadors. In 2024, each company will launch at least one local sustainability initiative related to each pillar of Together For Our Future: Planet, People and Community.

We want our ambassadors' community to not only contribute to our sustainability goals, but also to inspire and engage the entire Schröder Group to build a sustainable future.

Some local events organised by our ambassador teams in 2023



> European Mobility Week

Our teams across Europe participated in the European Mobility week, by choosing alternative and eco-friendly ways to commute to work.

In 2023, twelve entities participated, including our production facilities in Spain, Hungary and Ukraine, and managed to outperform the 2022 results by 67%, saving 2,090 kg CO₂ emissions, equivalent to a return flight from Paris to New York.

"Most of the employees happily contributed via car-sharing or cycling. That was widely perceived as an eye-opener to easy and reachable alternative transportation."

Jowanny RIBEIRO-STORM - Sustainability Ambassador of Belgium

"Schröder employees in Hungary took up the challenge by putting on their walking shoes or jumping on their bikes to reduce the CO₂ impact of their daily commute. During the week we saved almost 300kg of CO₂, which put us on the podium among the Schröder sites that took part in this CO₂ saving competition."

Jozsef MACZKO - Sustainability Ambassador of Hungary



> World Clean-up Day

On 18th September 2023, Schröder employees across the globe put on their gloves and picked up litter in their local communities. At Schröder, we were delighted to be part of this great initiative to keep our planet clean.

"We made the most of an hour when it stopped raining to pick up rubbish in the neighbourhood around our office. It was not only a "green" activity but also a fun and satisfying one, almost like a team-building event."

Jowanny RIBEIRO-STORM - Sustainability Ambassador of Belgium

"In a matter of one hour we were able to clean the area and leave it much better than it was before. It was a simple activity. We just bought some gloves (for protection) and plastic bags and I think we had huge impact on the area."

Mário RODRIGUES - Sustainability Ambassador of Portugal





➤ **Wellness Day in South Africa**

“Departments dressed up in themed costumes and challenged each other to relay races and other physical activities. We also had football teams competing against one another while other colleagues tested their physical fitness in Zumba class. With the focus on our physical and mental health, it was a great and fun day.”

Barbara MARITZ – Sustainability Ambassador of South Africa



➤ **OHS event in Romania**

To mark World Day for Safety and Health at Work¹⁴, our colleagues in Romania organised a health and safety event in April 2023. The aim was to educate our employees and increase their knowledge of potential health risks and prevention techniques related to their daily work. During the day, our employees attended various courses on topics such as first aid or mental health, and acquired essential skills to stay safe and healthy at work.

“Sometimes we tend not to be conscious about the various health and safety risks we could face even in an office environment. Our colleagues actively participated on the event and enthusiastically learned various techniques that can be life-saving in our everyday life. Last but not least, we all learned how to be aware and take care of our mental health as well.”

Andreea ALEXIE – Sustainability Ambassador of Romania



(14) World Day for Safety and Health at Work: https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/genericdocument/wcms_865326.pdf

FOR OUR COMMUNITY

› Schröder Christmas Charity Campaign

“Employees from Schröder Poland made some Christmas packages for the residents of a nursing home in Warsaw in response to their letters. Unfortunately, we didn’t have the opportunity to deliver the gifts in person, but it was still an uplifting feeling to be able to bring a smile to their faces and make their daily lives a little easier.”

Monika JASTRZEBSKA – Sustainability Ambassador of Poland

“The food banks in Germany are facing great challenges today, so we are happy to be able to support one of them with a donation of €1000. May our small gesture help those in need to find a little more support and joy this Christmas”.

Torben MAY – Sustainability Ambassador of Germany

“We happily prepared a Christmas hamper for the local fire brigade in Carnaxide to express our heartfelt gratitude for their everyday sacrifices.”

Almiro SOUSA – Sustainability Ambassador of Portugal

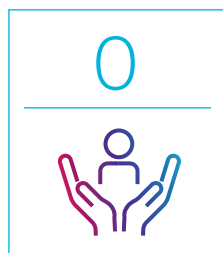


Sustainability In our Everyday Business



1. Occupational Health and Safety

Working is both an asset and a risk to health. Occupational hazards vary greatly between industrial, administrative and commercial environments. The health and safety of our employees and all others who may be affected by our business is of paramount importance.



Target

➤ Zero accidents

At Schröder, we are committed to providing a safe working environment that promotes accident prevention and minimises exposure to health risks. Our goal is to eliminate work-related illnesses and injuries. To ensure the health and safety of our employees, we have established an occupational health and safety management system in each of our factories. In conjunction with this management system, we have issued a global health and safety policy and local health and safety procedures.

The system and procedures apply to all Schröder employees (including temporary employees), contractors and visitors who may be exposed to risks at our production sites.

In addition to complying with the legal requirements of each country in which we operate, we take a systematic approach to assessing and managing the risk of accidents, with the aim of achieving zero accidents. Every employee is fully trained for their job and receives regular refresher training. Arrangements are made for contractors and suppliers working on Schröder premises so that they can conduct their business without risk to themselves or others.

Furthermore, in a “continuous improvement” approach, our manufacturing sites located in Spain, Hungary, Ukraine and China are ISO 45001 certified and we intend to extend this ISO certification to all our factories.

The following processes are implemented in all ISO 45001 certified factories:

Risk assessment and incident investigation

We frequently carry out risk assessments for each job, workplace and machine with the help of an outsourced risk prevention service company.

The Health and Safety Engineer manages this task under the Quality, Health, Safety and Environment Department Manager. It is their role to:

- ensure that preventive measures are implemented;
- investigate work-related incidents;
- propose corrective and preventive actions;
- promote and provide training and propose targets.

Each year, they plan a series of actions based on the needs identified by the risk assessments, by legal requirements or by studying the accident rate.

These actions include the implementation of specific procedures, the review of existing risk assessments, the implementation of technical protection measures, information campaigns and training, and the measurement of environmental and chemical agents. Incidents are investigated in accordance with our PS04 procedure¹⁵.

With regard to workers at risk, all employees undergo an annual medical examination as required by law, the results of which are kept confidential. This determines whether they are fit to work, or whether their role requires any restrictions. We have a specific action protocol to adapt jobs to the needs of those employees who have been assessed as fit with restrictions.

Occupational health services

- › **Annual medical examination** with an outsourced risk prevention service company. The results are sent directly to the employees to ensure confidentiality.



- › **Mutual service**, that provides medical care for injured workers, and covers the accident-related leave instead of social security.
- › **Technical advice and training**



- › **The Health, Safety and Environment (HSE)** department regularly sends information campaigns to employees on safety and health issues.
- › **First aid room** equipped with first aid kits and defibrillator.

Worker Involvement, Consultation, and Communication on Occupational Health and Safety

Each of our ISO 45001 certified factories has a Health and Safety Committee. This body is responsible for advising and representing workers on health and safety matters in the company and is kept informed of all actions taken, legal requirements and accidents that have occurred. It is made up of an equal number of worker representatives and company representatives. Employee representatives can be independent or trade union members.

The committee meets at least once a quarter to discuss all relevant safety issues and agree on future actions.

A suggestion box is also provided in the factories, so that any worker who wishes can report a risk situation or make a suggestion for improvement.

Employee Occupational Health and Safety Training

By law, all employees must receive appropriate and sufficient training from the company to carry out their work safely. A training plan is drawn up each year to cover any training that the HSE department deems necessary, based not only on legislation but also on a specific assessment of the jobs, machines or work processes that require it. The plan is monitored and its effectiveness evaluated in accordance with ISO 45001.

When appropriate, employees of subcontractors are also included in our training programmes.

Group Health & Safety Committee

As a company that cares about the well-being of its employees, Schröder has an official body within which health and safety topics are discussed and dealt with. The Group H&S Committee is composed of the following functions: the Chief People Officer (CPO), the Chief Technical & Operations Officer (CTOO), the Group Manufacturing Director, the Group Audit, Risk & Sustainability Director and the Group Quality, Health & Safety Manager.

Each month, health and safety issues and performance indicators are discussed, as well as projects and investments to be initiated. Topics on the agenda include figures on accidents in the workplace, details of these accidents and action plans to remedy them, near misses and global and local initiatives such as awareness campaigns related to health and safety.



8.8 - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

2. Customer Protection

As a responsible manufacturer, we ensure that the products we develop are safe. The outdoor lighting industry is subject to strict regulations. All products must be thoroughly inspected and tested before being released.

All our luminaires are tested internally for safety according to IEC 60598-1 (CE) and derived standards. This international norm specifies general requirements for luminaires with regard to:

- › Tightness
- › Thermal rating
- › Electrical performance
- › Electrical safety
- › EMC (electromagnetic compatibility)
- › Endurance
- › Photobiological¹⁶ safety.

Furthermore, our luminaires are certified according to the following standards:

- › ENEC
- › CB
- › ENEC +
- › UL.

These certifications prove the reliability of our tests.

In addition, our “intentional radio emitting” (RED) devices are also 100% tested according to a standard that protects people against radiation from electromagnetic fields (Directive 2014/53/EU (RED)).

These tests are carried out in the Group’s certified laboratory (ISO 17025 with ILAC accreditation) and/or by external accredited laboratories. In 2023, the following tests were carried out:

- › 48 ENEC certifications (new and renewals)
- › 5 ZD4i certification (new).



Every luminaire designed, manufactured and sold under the Schréder name and brand complies with regulations and/or voluntary codes.



Aina Rakoto
Group Quality Manager



Company Information

1. Corporate Governance

Schröder is a Belgian Group, headquartered in Brussels under its unlisted parent company, Schröder SA.

The Group's governance structure aims to ensure an appropriate management and control framework as well as efficient, ethical and sustainable business operations. Transparency and ethics are essential values of our governance, and key elements in building and maintaining relationships of trust with all our stakeholders.

The company has opted for a one-tier governance structure, as provided for in the Company's Articles of Association. Schröder's governance structure consists of a General Assembly, a Board of Directors, a Managing Director (a CEO who has been delegated the day-to-day management of the company by the Board), and several control mechanisms as detailed below.

The system and procedures apply to all Schröder employees (including temporary employees), contractors and visitors who may be exposed to risks at our production sites.

Board of Directors

In exercising its legal responsibilities and duties, the Board of Directors oversees the development of the Group's strategy with a long-term vision, including a focus on global efficiency and sustainability. In addition to the day-to-day management of the business, the Board is committed to long-term strategic thinking and ensuring regular reporting on the implementation of the sustainability strategy.

Board members are committed to:

- **work together** to share an aligned vision between the shareholders and the management;
- **prepare and debate** without compromising honesty;
- **welcome exchanges** and seek to reinforce corporate values;
- **be available and engaged** to understand, embrace and evaluate projects, challenges, and solutions in collaboration with the management and the Board Committees.

Board members are selected, amongst other criteria, for their qualifications and management experience, their contribution to the common good, their independence of mind, their ethics and their compatibility with company values. The Board also considers each Director's availability and commitment, as well as his or her ability to speak openly.

Board members are elected by the General Meeting of shareholders for a three-year term. They include at least one independent member who has no links with management or shareholders. Particular attention is paid to gender and cultural diversity among Board members in order to increase complementarity and enrich exchanges.

Board members meet at least four times a year and the Board's effectiveness is evaluated annually. The Board's Rules of Procedure also provide for conflict-of-interest procedures whereby the member concerned discloses his/her conflict of interest to the Chairman of the Board and abstains from voting on the conflicting matters, with the decision or vote being subject to a majority of the votes of the remaining members of the Board. These decisions are recorded in the minutes of the meeting, as required by law.

Schröder Board of Directors 2023



Renaud Gryspeerdt

Chair of the Schröder Board since May 2016, member of the Board since 2014
Member of the Schröder Remuneration and Nomination Committee
Member of the Schröder Strategic Committee
Former co-founder, CEO and CTO of 4 digital start-ups
Computer Science Engineering (UCL, Belgium)



Thomas Petuaud Letang

Member of the Schröder Board since 2021
Chair of the Schröder Strategic Committee
Former Senior Vice President Europe and Global Distribution, Home & Distribution division at Schneider Electric
16 years in General Management positions in Saint-Gobain
Former CEO of Groupe Lapeyre
MSc Applied Mathematics École Centrale Paris



Muriel Schröder

Permanent representative of MS Gouvernance srl
Member of the Schröder Board since 2004
Member of the Schröder Audit Committee
Member of the A-Tech Board (Belgium) since 2013
Member of the Fbnet Board (Belgium) since 2016
As expert in Family Business Governance, Muriel Schröder has been advising and supporting other family shareholders through MS Gouvernance srl since 2010
In charge of the Governance Academy of Exego
Former Finance Manager at Allen & Overy
Commercial and MSc Business Engineering (Solvay Brussels School of Management, ULB, Belgium)



Maximilien Schröder

Member of the Schröder Board since 2016
Member of the Schröder Strategic Committee
Commercial Director, AkzoNobel, based in China
Former Global and Asia Procurement Director for AkzoNobel and Volvo Construction Equipment
MSc Business Engineering (UCL, Belgium)



Coline Simmons

Member of the Schröder Board since April 2020
Member of the Schröder Remuneration and Nomination Committee
Member of the Board of Schröder Belgium (BES)
Former Compliance Services Associate in the VAT sector, Sovos (Brighton, UK)
Former project consultant in the field of international development for multiple NGOs (London, UK)
Economics (ULB, Belgium) - Development Economics (University of Sussex, UK)



Fons Mangen

Permanent representative of Photona sa
Member of the Schröder Board since November 2004
Independent Chartered Accountant since October 1986
Independent Auditor (October 1986 - June 2012)
Former Chairman of the Board of the Psychiatric Hospital "Centre Hospitalier Neuropsychiatrique" in Ettelbruck
Applied Economics (IAG Louvain, Belgium)



Emmanuèle Attout

Permanent representative of Investea srl
Member of the Schröder Board since 2015
Chair of the Schröder Audit Committee
Independent non-executive director at AG Insurance, Atenor and Eurocommercial Properties
Co-founder of Women on Board (NGO)
Former accredited auditor and PwC Partner
Applied Economics (IAG Louvain, Belgium)



Julia Keutgen

Member of the Schröder Board since May 2021
Secretary General of the Schröder Board
Member of the Board of Urbis Schröder (UK)
Former Trustee of the Board of MySociety (UK)
Manager at International IDEA
Former advisor on Political Governance and Transparency at United Nations
MSc in Law (KULeuven, Belgium), MA in International Politics (Paris, France) and MA in European Studies (Bonn, Germany)



Bruno Humblet

Permanent representative of HumbleBee Partners bv
Member of the Schröder Board since May 2021
Member of the Schröder Audit Committee
Former CEO of Deceuninck NV, until 2022
Member of the Board and Audit Committee of Deceuninck NV
Former CEO of The Bridon Bekaert Ropes Group
Former CFO and VP Latin America of Bekaert
Former Finance Director at Procter & Gamble
Commercial Engineer (Solvay Business School VUB)



Evie Roos

Permanent representative of ERCO sarl-s
Member of the Schröder Board since May 2023
Chair of the Schröder Remuneration and Nomination Committee
Member of the Eurofins Board
Chair of the Eurofins Nomination and Remuneration Committee
Elected member of the Luxembourg Chamber of Commerce
Former Chief Human Resources Officer at SES
Held several senior management positions at ArcelorMittal
Masters in Law (KULeuven, Belgium)



Philippe Felten

Permanent representative of Bellerive & Co Management srl
Chief Strategy Officer and M&A Director of Schröder
Member of the Schröder Board since 2017
Former CEO - Process Safety Sector - Halma (London)
Former CEO BEA Belgium
Electro-mechanical engineering (ECAM, Belgium) and Economics (ICHEC, Belgium)



Werner De Wolf

Permanent representative of DeWoCo bv
CEO and Member of the Schröder Board since 2018
Held senior leadership positions in general management, strategy, product management, business development, sales and operations for CommScope, TE Connectivity, Tyco International and Raychem
Mentored and coached various scale ups with Groom2Grow, Birdhouse and BSprouts
Fellow of the engineering faculty of the VUB and Fellow of the Hogheheuvel College, faculty of Economics of the KULeuven (Belgium)
Computer Science Engineering (KULeuven, Belgium) and Business Administration (Vlerick School of Management, Belgium)

Board Committees

The Board of Directors is advised by three committees:

1. Audit Committee

The primary role of the Audit Committee is to provide assurance on the financial reporting process and the consolidated financial statements, to supervise the internal control and risk management mechanisms, and to examine internal audit activities. The Audit Committee is also responsible for the nomination, ensuring the independence and the remuneration of the Company's auditor. The Audit Committee consists of at least three non-executive company Directors and is chaired by an independent Director. The members of the Audit Committee are elected by the Board for a term of three years and meet at least three times per year.

2. Remuneration and Nominations Committee

The role of the Remuneration and Nomination Committee is primarily to oversee the remuneration of the CEO and the Schröder Executive Team, their nomination and evaluation process, career development and succession planning. It also regularly evaluates the remuneration of the members of the Board of Directors to ensure consistency and alignment with comparable companies.

The Remuneration and Nomination Committee is also concerned with the overall human resources management of the company and related indicators such as job classification, employee engagement and well-being. The Remuneration and Nomination Committee is composed of at least three non-executive Directors, including at least one independent Director. The members of the Remuneration and Nomination Committee are elected by the Board for a term of three years and meet at least three times a year.

3. Strategic Support Committee

While strategy remains the prerogative of the Board of Directors, a Strategic Support Committee assists the Board and the CEO in this important task by monitoring the company's strategy and its implementation by the management team. The Strategic Support Committee can also authorise the management team to take specific and urgent actions within the approved strategy when these actions cannot wait until the next Board meeting. The members of the Strategic Support Committee are elected by the Board of Directors for a term of three years and meet at least five times a year.

Each of the three Board Committees carries out its role according to strict rules and regularly evaluates its performance to ensure the transparency and efficiency of its internal processes.

Day-to-day management

Day-to-day management is delegated by the Board of Directors to the CEO. The CEO leads a Schröder Executive Team (SET) consisting of eighteen members in addition to the CEO.

SET - Schröder Executive Team 2023



Werner De Wolf
Chief Executive Officer
co-Chief Commercial Officer



Philippe Felten
Chief Strategy Officer
co-Chief Commercial Officer



Peter Bos
Chief Technical &
Operations Officer



Nicolas Keutgen
Chief Innovation Officer



Dider de Backere
Chief Financial Officer



Ines Nascimento
Chief People Officer



Luc Joosens
Chief Product Marketing
Officer



Karin Soors
Chief Digital
Transformation Officer



Johan Van De Velde
Chief Legal Officer



Denis Mortiaux
Regional Director
BeNlux & Israel



Daniel Kasper
Regional Director
South & Sub Saharan Africa



Steve Mills
Regional Director
North America



Kaushal Kapadia
Regional Director
Australia & New Zealand



Loïc Le Pargneux
Regional Director
France & Northern Africa



Jérôme Adam
Regional Director
Middle East, South East Asia
& China



Gary Benett
Regional Director
UK & Ireland



Björn Brandt
Chief Regional Officer
Northern and Central
Europe



Eduardo Costa
Chief Regional Officer
Latin America &
Southern Europe



Constanze von Mühlentfels
Regional Director
DACH

Company Auditor
MAZARS SRL. The appointment of the auditor expires after the General Meeting of 2024.

2. Risk Management and Internal Audit

Schröder has an Enterprise Risk Management system in place, supported by the management team and overseen by the Audit Committee.

It focuses on six categories of risk:

- › Strategic
- › Operational
- › Legal and Compliance
- › Human Resources
- › Digital
- › Financial

Several functional experts have been appointed to cover the various categories of business risk, and they meet quarterly to identify risks, assess them and decide on mitigation measures for the most significant risks. The management team and the Audit Committee work continuously to improve the enterprise risk management framework and are responsible for implementing appropriate risk responses. Risk management is a core component of Schröder's governance strategy and performance management process. The Board of Directors takes risk appetite into account when making decisions.

The risk management programme is coordinated by the company's internal audit department, which reports to both the CEO and the Audit Committee. As a complement to risk management, Internal Audit performs audit assignments based on an audit plan approved by the Audit Committee to ensure full compliance with our ethics and standards worldwide. Each year, internal audits are conducted across 30% of our organisation, covering the entire organisation on a three-year cycle. Any concerns and recommendations from the internal audit function are discussed with senior management and the Audit Committee at least three times a year, with the aim of continuously improving the level of internal control within the company.



3. Business Ethics

In 2018, the Group Legal Department initiated Schröder’s Worldwide Integrity (WIN) programme, which sets out rigorous integrity standards for all employees worldwide. At Schröder, ethical business practices are non-negotiable. The WIN programme, exerts a significant influence on Schröder’s daily operations, core values, and organisational culture.

Structured around four pillars identified through thorough legal risk management analysis, the WIN programme undergoes biennial cycles to ensure comprehensive coverage. In the latest cycle of 2023, the focus was on Governance and Anti-Bribery & Anti-Corruption

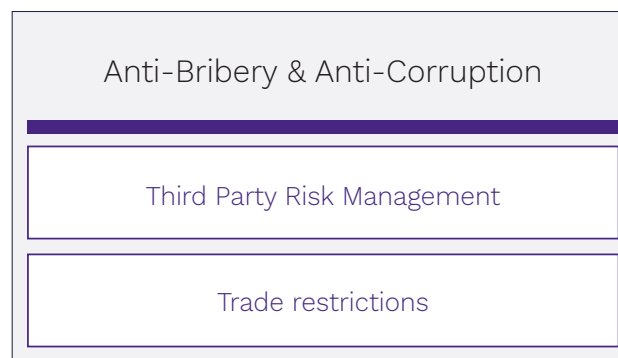
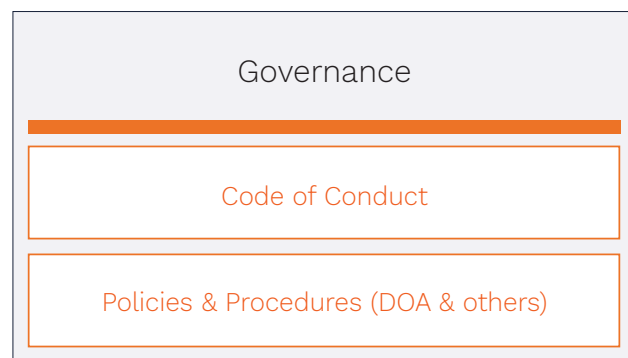
During 2023 cycle, Schröder introduced new policies aimed at reinforcing its commitment to human rights and enhancing governance practices. Specifically, the implementation of a Human Rights Policy and a Policy on policies. Moreover, to combat bribery and corruption effectively, Schröder updated its Anti-Bribery & Anti-Corruption Policy and supplemented it with e-learning modules to provide comprehensive training to employees.

Code of Conduct, Policies and Procedures

In 2022, a new Code of Conduct was implemented, to promote our core values and to emphasise how we live these values in the workplace, in business and in the community.

The Code of Conduct is available in 15 languages and has been adopted by the subsidiaries and acknowledged by Schröder employees. To support its internal governance, Schröder has also adopted policies and procedures that are part of the WIN programme. The Delegation of Authority and Signatory sheet constitute the authorisation framework within which our employees carry out their activities on behalf of the Group companies.

The Code of Conduct and the Whistleblower Policy give all employees and anyone acting on behalf of Schröder the opportunity to internally report actual or suspected breaches of the Schröder Code of Conduct, policies and laws. Concerns can also be disclosed through the “WIN Line” which provides a telephone number and web-based portal to report matters in complete confidentiality. The “WIN Line” is available to all employees, contractors, suppliers or any third party with whom Schröder does business. In 2022, thanks to all our efforts, no major ethical incidents were reported through these channels.



Competition Law Policy

Competition is vital. It enables businesses to compete on a level playing field in the market, while constantly striving to offer customers the best possible products at the best possible prices. Competition stimulates Schröder's drive for innovation and long-term economic growth. Schröder promotes fair competition and encourages its employees and intermediaries to play by the rules.

Our Competition Law Policy sets out competition rules for doing business with suppliers, distributors and customers, as well as our dealings with competitors and trade organisations.

Competition risks are regularly assessed, identified and effectively managed. Policies are in place to minimise these risks and to mitigate their impact. Regular and mandatory training is provided throughout the organisation to raise awareness on this important topic.

Fraud and Corruption

Fraud and corruption undermine fair trade and equal treatment of business partners. Most countries have anti-fraud and anti-corruption laws. Violations of these laws and regulations are not only contrary to our principles and values but can also affect the company's reputation and result in significant civil and criminal penalties. Schröder is committed to conducting business in an honest and ethical manner.

We condemn any form of fraud or corruption at all levels of the company. Our Anti-Bribery and Anti-Corruption (ABC) policy is designed to ensure that all employees always maintain the highest standards of professional and personal behaviour and avoid any form of fraud or corruption, or the appearance thereof.

In our ongoing efforts to uphold these standards, we conduct thorough due diligence on all intermediaries and partners in our supply chain. Since 2020, this due diligence process has been applied to all commercial intermediaries within our Group. As of 2023, we have expanded this process to include our local supply chain partners, demonstrating our commitment to ethical business practices throughout our operations.

Data Protection

Since the implementation of the GDPR in 2018, Schröder has proactively undertaken numerous initiatives to ensure compliance with Personal Identifiable Information (PII) laws. These efforts include the publication of information notices, staff training, and the establishment of a register of processing activities. In 2022, recognising the dynamic digital landscape of its environment, particularly in the realm of smart cities, Schröder embarked on a new programme called Priva-see. This initiative adopts a more structured approach to PII law compliance.

Inspired by the ISO 27701 standard, the programme Priva-see introduced additional measures throughout 2023. These included the appointment of a Data Protection Programme Manager, active engagement and sponsorship from top management, development of digital registers of processing activities, implementation of risk management strategies encompassing DPIAs (Data Protection Impact Assessments) and TIAs (Transfer Impact Assessments), customisation of documentation and agreements to address Schröder's supply chain management, and revision of data protection policies and training programmes.

These comprehensive measures have significantly enhanced the transparency of personal data flows across the entirety of Schröder's organisational

framework. It complements Schröder's data protection compliance journey, along with Schröder's ISMS (information security management system) and ISO27001 certification.

Policy on Policies

Schröder has adopted a new Policy on Policies in its commitment to ethical governance. This framework ensures clarity, consistency, and compliance in the development and management of corporate policies. This initiative strengthens Schröder's governance structure, driving performance and long-term value creation. The Policy on Policies has been implemented in four key departments: IT, Legal, People, and Finance. This initial rollout sets the foundation for future integration across additional departments.

Human Rights Policy

In 2023, Schröder launched its Human Rights Policy. This policy underscores Schröder's dedication to upholding fundamental human rights principles across all aspects of its operations, supply chain, and interactions with stakeholders. By embracing this policy, Schröder aims to integrate respect for human rights into its corporate culture, policies, and procedures. This proactive initiative highlights Schröder's responsibility to respect, protect, and promote human rights, thereby contributing to positive impacts on the communities and environments in which it operates.



16.5 - Substantially reduce corruption and bribery in all their forms.

Schröder Ethics Advisory Panel

As the leading independent outdoor lighting manufacturer in the world with commercial presence in more than 70 countries on five continents, Schröder is exposed to diverse cultures, opinions, business approaches and local situations. This diversity enriches the world but it can also lead to ethical dilemmas, where the company's clear stance on values and ethics can be challenged.

To address this paradigm, Schröder set up a dedicated working group in 2023, the Schröder Ethics Advisory Panel (SEAP). The purpose of the SEAP is to assist the Board and Senior Executives with independent assessments of ethical issues that the company may face, to perform proper due diligence, and to ensure that the company's core values prevail. The SEAP is composed of members from within the Schröder organisation and an external advisor.

Employee Awareness and Training on Anti-Corruption and Competition Law Policies

The following tables provide a comprehensive overview of Schröder's efforts in ensuring employee awareness and compliance with our anti-corruption and competition law policies and procedures.

Anti-Corruption Policy

In December 2023, we updated the anti-corruption policy and launched our e-learning training programme, which features both Basic and Advanced versions. By the end of 2023, 85% of our employees were informed about the revised policy, with 25% actively participating in the corresponding e-learning sessions. Our commitment to this initiative extends into 2024. We will keep engaging our workforce and ensure the training modules are completed.

Competition Law Compliance

While 2023 did not primarily focus on Competition Law, we maintained our commitment to fostering awareness among our employees. A further 520 employees (22%) were informed about the policy, and an additional 362 (15%) voluntarily participated by completing the training sessions¹⁷.

(17) By the end of 2023, a total of 1,460 (62%) of employees had been informed about the policy, and 806 (34%) had completed the training.

(18) Communication was defined as the number of users who have registered for training since the policy or training was updated.

(19) All the numbers disclosed about the Schröder's Anti-Corruption policy communication and training were only accounted once the policy was updated in December 2023.

Communication¹⁸ about policy during reporting period

Anti-Corruption ¹⁹		Competition Law	
	EMPLOYEES		EMPLOYEES
EUROPE	1,545	EUROPE	359
AMERICA	113	AMERICA	30
AFRICA	126	AFRICA	15
OCEANIA	127	OCEANIA	106
ASIA	77	ASIA	10
TOTAL	1,988	TOTAL	520
AS % OF TOTAL NUMBER	85%	AS % OF TOTAL NUMBER	22%

Followed training about policy during reporting period

Anti-Corruption		Competition Law	
	EMPLOYEES		EMPLOYEES
EUROPE	491	EUROPE	243
AMERICA	19	AMERICA	42
AFRICA	34	AFRICA	16
OCEANIA	35	OCEANIA	37
ASIA	13	ASIA	24
TOTAL	592	TOTAL	362
AS % OF TOTAL NUMBER	25%	AS % OF TOTAL NUMBER	15%

4. Tax

Schröder's Tax Strategy

Schröder's approach to managing tax affairs and tax risks worldwide is based on the following principles:

Tax is part of our Corporate Social Responsibility

Schröder Group's tax strategy is in line with our Corporate Social responsibility efforts and the company's sustainability framework called "Together For Our Future". Schröder recognises that paying fair taxes supports the creation of economic and social value and demonstrates the Group's social responsibility and good corporate citizenship in the countries where Schröder operates.

► Our tax strategy follows generally accepted standards and is approved by the highest governance body

The Group's tax strategy is in line with the GRI 207 1-3 standards and is valid for the year ending 31 December 2023 and beyond. It is subject to the approval of the Audit Committee and the Board of Directors of Schröder SA, and is reviewed annually.

Schröder's position on Tax and Compliance

We are committed to paying the right amount of tax that is legally due in the jurisdictions in which we operate.

Schröder is committed to paying the right amount of taxes at the right time in accordance with the applicable legislation as determined by the relevant authorities. This includes direct and indirect taxes, customs and excise duties, labour taxes, environmental taxes, business property and wealth taxes, and other local taxes and levies.

We strive for full compliance with applicable tax laws, regulations and filing requirements

The fundamental principle of compliance with tax obligations has been incorporated into the Group Tax Policy, the primary objective of which is to ensure that all Schröder entities comply with the various tax requirements in each of the countries and territories in which Schröder operates.

The Group Tax Policy focuses on monitoring the Group's tax burden and tax reporting, ensuring that the Group entities comply with all applicable tax laws and regulations, managing the Group's tax risk and ensuring that the Group does not have a higher tax burden than it should.

Compliance with laws and regulations is further enforced by the Schröder Code of Conduct, which provides employees and anyone acting on behalf of Schröder with useful tools to raise concerns internally, report and resolve any issues related to ethics and compliance.



Schröder's Tax Governance, Control and Risks management

We intend to implement a robust tax risk management and governance framework

Ultimate responsibility for tax strategy and compliance resides with the Board of Directors of Schröder SA, which ensures that the appropriate framework is in place to oversee the identification and management of tax risks.

In line with the Group Tax policy, the day-to-day responsibility for tax matters including compliance and tax risk management, lies with the Group Finance and Tax Functions.

The Group Finance and Tax functions report to the Group Chief Financial Officer (CFO).

The CFO is a member of the Schröder Executive Team with executive responsibility for tax matters.

The CFO regularly informs the Audit Committee and the Board of Directors of Schröder SA about the Group's tax position, important tax matters including tax planning, tax controversies, significant tax return positions, etc.

The Group Tax function proactively identifies, evaluates, and monitors potential tax risks and draws on the expertise of other departments that are committed to sharing knowledge and/or documentation on existing procedures and processes to enable the Group Tax Function to review, analyse, improve and/or correct said procedures and processes with the purpose of limiting or eliminating the risk of non-compliance.

Schröder's internal controls framework notably foresees an Approval Process for Intercompany Transactions that aims to review transactions from a tax, legal, financial, and accounting perspective and to proactively evaluate and prevent non-compliance.

Schröder entities and managers are required to follow the Transaction Approval Process of the planned intercompany transactions before getting final approval from the management as well as throughout the implementation phase.

The Group Tax Function also manages tax compliance and tax risks mitigation through frequent contacts and reviews with local finance departments and internal and external auditors.

External advisors are consulted when deemed appropriate, for example, to ensure the Group pays the right amount of tax in relation to significant transactions, or where there is uncertainty in the interpretation of tax legislation.

Compliance-related risks are also managed through reviews and audits performed by the Group's Internal Audit Function (see section on Internal Audit).

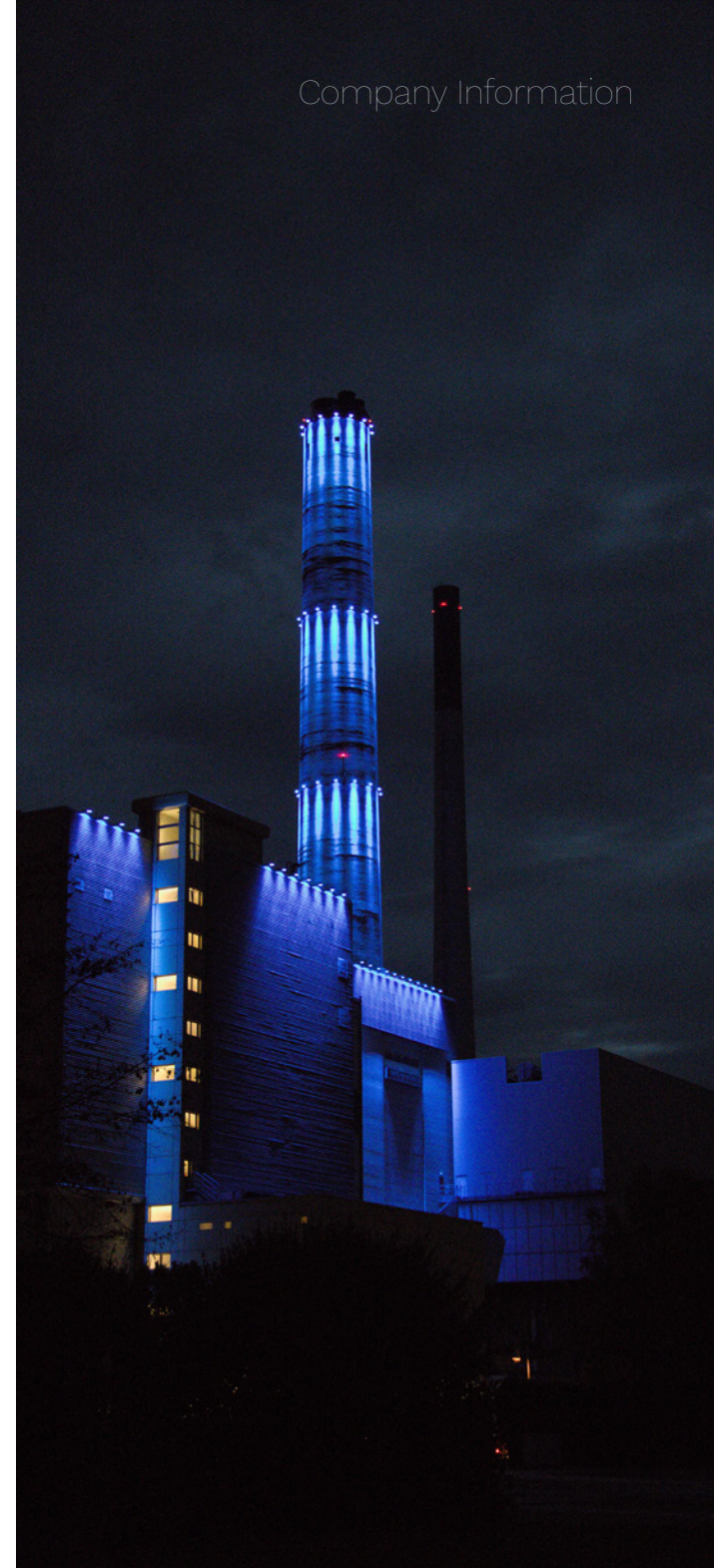
Tax planning and risk appetite at Schröder

› Our tax planning aims at supporting the business

Schröder uses tax planning as a tool to support the business and commercial strategy and to ensure that the amount of tax paid is fair and in line with the Group's business model.

Schröder's tax team only proposes tax solutions that are relevant and tailored to the reality of business needs, advising on appropriate tax treatments and identifying legally available tax efficiencies.

Furthermore, Schröder's tax team also closely monitors the rapidly evolving international tax landscape and aims to proactively comply with new tax legislation which is currently being implemented following EU and OECD directives.



➤ **We do not seek abusive tax outcomes that are contrary to the spirit and intent of the law**

Tax incentives and tax efficiency opportunities are only used when they reflect the economic substance of the concerned legal entities and are only implemented where there is, at least, a “more likely than not” level of confidence that our position taken will be upheld on audit by the tax authorities. Schröder does not take advantage of tax incentives, reliefs and exemptions for purposes that are knowingly contrary to the intent of the law, or to avoid tax presence in the jurisdictions in which it operates. It also does not purchase pre-engineered tax planning solutions or engage in artificial or aggressive tax planning that lacks economic substance.

➤ **Our transactions comply with the arm’s length principles and OECD standards**

Schröder follows the OECD guidelines and local transfer pricing regulations when entering into intercompany transactions to ensure that the transactions follow the arm’s length principles. For similar intercompany transactions involving Schröder’s entities, the Group intends to use a consistent intercompany pricing methodology considering both parties to the transaction.

Relationship with internal stakeholders, tax authorities and governments

➤ **Our Group Tax Function acts as an equal business partner**

The Group Tax Function aims to work with the business as an equal partner, providing clear, timely and relevant business-focused advice on all aspects of tax. When Schröder contemplates business transactions that could entail significant tax consequences or business transactions of which the tax treatment is uncertain, the main tax implications

of these transactions are presented to the Group’s decision-making bodies for approval.

It is understood that, where appropriate, the Group Tax function will be involved well in advance to ensure that the transactions to be implemented are analysed from a tax perspective and properly documented.

➤ **We strive to maintain an open and constructive relationship with tax authorities worldwide**

All Schröder entities are required to file tax returns and forms within the legal deadlines and to disclose relevant information to enable tax authorities to carry out their audits. In the event of an audit, Schröder’s tax team, together with all other relevant business units, will respond to questions and requests for information in a timely and comprehensive manner in order to facilitate an open and transparent dialogue with the tax authorities.

When the tax authorities provide justified/legitimate recommendations on potential tax treatments and implications of a transaction or tax position, Schröder takes them into account to adjust its tax position to comply with these recommendations and to address their concerns.

Such recommendations are taken into account not only for the tax periods under investigation by the tax authorities, but also to determine the Group’s future tax strategy.

When dealing with significant tax and transfer pricing implications, Schröder may seek to enter into Advance Pricing Agreements (APAs) where possible, in order to obtain prior tax agreement from the relevant authorities.

If the position of the tax authorities in their interpretation of the arm’s length principle leads to tax adjustments, Schröder may use all available

tax dispute resolution channels to avoid or reduce double taxation.

In the event that the complexity of tax regulations and differing interpretations of certain tax rules lead to disagreements with tax authorities, Schröder will seek to resolve any differences of interpretation with tax authorities in an open, cooperative and professional manner. In exceptional cases, Schröder may decide to resolve tax disputes through formal proceedings.

➤ **We advocate positive tax changes to help businesses create value**

The Group Tax team monitors changes in tax legislation and government consultations/ debates on tax policy in key jurisdictions to stay informed and anticipate potential future impacts on the business. Where relevant, we discuss tax initiatives and provide input to the business, primarily through participation in industry trade bodies, professional tax working groups and roundtables. The main purpose is to share experiences and advocate for potential improvements to existing and future tax regulations to help businesses create value for the company, its customers and society.

Due to its size, Schröder is not required to prepare the country-by-country report in accordance with the current OECD guidelines, the current Council Directive (EU) 2016/881 and the relevant national legislation.

About our Sustainability Report

This is our third Sustainability Report; previous editions were published for the 2020 and 2022 reporting years. Going forward, we aim to publish the Schréder Sustainability Report on an annual basis.

The financial and sustainability reporting covers the period from 1st January 2023 to 31st December 2023.

For this report, we have chosen to report in accordance with the Global Reporting Initiative (GRI) Universal Standards, Core option, in the version applicable from 1st January 2022.

Schröder did not seek external assurance for this report.

All entities included in the organisation's financial statements are also included in the sustainability reporting.

Entities included in the consolidated financial statements	
SCHREDER CZECH REPUBLIC AS	SCHREDER SOCELEC SA
I.E.S.C.O. S.A.	SCHREDER TOV
SCHREDER HUNGARY PLC	SCHREDER INC
COMATELEC SCHREDER SAS	VIETNAM-SCHREDER CO. LTD
URBIS SCHREDER LTD	FUNDICAO DE EVORA LDA*
SCHREDER (CHINA) LIGHTING INDUSTRIAL CO LTD	BEKA SCHREDER PTY LTD
SCHREDER BV	HORTILUX SCHREDER BV*
SCHREDER BE SA	AE SCHREDER GMBH
SCHREDER ILUMINACAO SA	SCHREDER GMBH
SCHREDER Swiss SA	SCHREDER GULF
SCHREDER BE	SCHREDER LIGHTING LLC
MINEL-SCHREDER D.O.O. Beograd	SCHREDER PERU SA
SCHREDER BOLIVIA SA	AGRILIGHT BV*
SCHREDER DO BRASIL ILUMINACAO LTDA	SCHREDER ROMANIA SRL
SCHREDER CHILE SA	SCHREDER SINGAPORE PTE LTD
SCHREDER COLOMBIA SA	SCHREDER AUSTRALIA Pty Ltd S. Etr.
SCHREDER ECUADOR SA	SCHREDER NORDIC AB S. Etr.
SCHREDER SPA	SCHREDER GULF LIGHTING LLC
SCHREDER POLSKA SP.Z.O.O.	AUSTUBE SCHREDER

*Minority shareholder (<50% ownership)

Contact information

Xavier Uhlen - Group Sustainability Director

E-mail: xuhlen@schreder.com

Scope and Boundaries of GHG reporting

Methodology for measuring carbon footprint of our own operations

Methodology	<p>The carbon footprint complies with the guidelines of the GHG Protocol.</p> <p>The main sources used for the emissions factors are ADEME (Agence de l'Environnement et de la maitrise de l'Energie) and the IEA (International Energy Agency). Our calculation includes all greenhouse gases. For the communication of our emission values we decided to show absolute emissions (tonnes of CO₂ equivalent⁽²⁰⁾). The calculation takes into account all our business activities and we are continually working to improve the quality of the data. Today, we are confident that the following results properly represent our emissions with a 20% uncertainty rate.</p>
Scope	<p>Our carbon footprint calculation covers all 3 scopes (scope 1+2+3) according to the GHG Protocol.</p> <p>The data we used for the calculation in 2023 is based on the information supplied by all major production facilities (China, Hungary, Ukraine, Portugal, Spain, South Africa and Australia) and sales offices (over 10 employees). Where data was not directly available for those entities, it was extrapolated based on the number of employees.</p>
Boundaries	<p>Some of the emission sources according to the GHG Protocol are not applicable for Schröder. These are the following:</p> <ul style="list-style-type: none"> • 3.9 Downstream transport and distribution • 3.10 Processing of sold products • 3.13 Downstream leased assets • 3.14 Franchises <p>All other emission sources according to the GHG Protocol are included in our reported values.</p>
Reporting period	2023
Baseline	The selected baseline year for our SBTi targets is 2019.
Restatement of information	<p>The following improvements and changes have been implemented into our reporting process during 2023</p> <ul style="list-style-type: none"> • Reporting in absolute emissions. • Reduction targets are reported in absolute emissions. • All applicable emission sources have been included in the calculation process. • Actions taken to improve data quality. Some assumptions and hypotheses have been reconsidered to reduce the uncertainty factor.



Total company carbon footprint in tonnes of CO₂e

	2019	2022	2023
Scope 1 total	5 067	4 267	3 949
1.1 Stationary sources	2 659	2 316	2 079
1.2 Fugitive process emissions	86	198	337
1.3 Mobile sources	2 322	1 754	1 532
Scope 2 - Market based	2 557	1 285	1 502
Scope 2 - Location based	2 737	2 562	2 770
Scope 3 total	6 439 191	5 430 375	5 286 894
3.1 Purchased goods & services	82 715	87 889	76 629
3.2 Capital goods	10	3 337	3 805
3.3 Indirect emissions from fuel & energy	1 622	1 387	1 189
3.4 Upstream transportation and distribution	14 612	14 807	12 247
Inbound transportation	7 512	7 916	6 431
Outbound transportation	7 100	6 891	5 816
3.5 Waste generated in operations	361	550	466
3.6 Business travel	4 291	1 892	1 989
3.7 Employee commuting	924	1 028	2 419
3.8 Upstream leased assets	421	421	421
3.11 Use of sold products	6 332 960	5 317 842	5 186 581
3.12 End of life treatment of sold products	1 125	1 092	958
3.15 Investments	150	129	190

Stakeholders' Engagement

Schröder is part of an ecosystem. We interact daily with many stakeholders who influence, and are influenced by, our operations at various levels. We constantly engage with them to ensure that our strategy is aligned with their needs and interests. The following table summarises this process.

Based on the Group's activities, the following stakeholder groups have been identified:

- Customers
- Employees
- Shareholders
- Board of Directors
- Suppliers and business partners
- Policymakers
- Local communities

At Schröder, each department is responsible for identifying and engaging with its own stakeholders. The formats and scope of dialogue are adapted to the needs and wishes of each stakeholder group and take place on an ongoing basis throughout the year, not specifically as part of the preparation of the Sustainability Report. We are constantly working to improve our engagement process.

Stakeholder group	Engagement process	Topics discussed (not exhaustive)
Customers	<ul style="list-style-type: none"> ➤ Regular business meetings ➤ Customer visits and training ➤ Business network participation ➤ Interactions at trade fairs ➤ Customer surveys ➤ Digital interactions (web site, social media, webinars...) 	New products and solutions / Innovations / Pricing and delivery lead times / Energy consumption and sustainability performance / Project support / Customer satisfaction
Employees	<ul style="list-style-type: none"> ➤ HR driver survey ➤ Diversity, Equity and Inclusion survey ➤ Performance management processes ➤ Internal communication channels: Webinars (business updates). Intranet, newsletters, ... ➤ Whistle-blower channel ➤ Health and safety committee 	Company strategy / Health and safety / Career development and employee experience / Effective processes / Reward strategy / Company values and ethics / Sustainability performance...
Shareholders	<ul style="list-style-type: none"> ➤ General Assembly ➤ Annual report 	Company annual report / Progress on sustainability strategy and its implementation / Business, Sustainability and Financial Performance
Board of Directors	<ul style="list-style-type: none"> ➤ Board Meetings, including Strategic Committee ➤ Audit Committee and Remuneration Committee 	Company strategy / Progress on Important Goals and Foundational Projects / Business, sustainability and Financial Performance / Market Trends / Innovation Roadmap / Talent engagement and Organisation / Corporate Governance / Risk Management / Compliance...
Suppliers and business partners	<ul style="list-style-type: none"> ➤ Supplier Quality Audit System. ➤ Supply base selection process. ➤ Regular business contacts (business meetings, business network, communications...) 	Financial health / Business ethics / Quality, customer satisfaction service / Payment terms / Responsiveness / Delivery and lead time issues / Exclusiveness / Innovation and technical roadmap / supplier Code of Conduct.
Policymakers (regulations)	<ul style="list-style-type: none"> ➤ Business contacts (seminars, business network, trade fairs...) ➤ Legal watch ➤ Position papers on topics that are critical for the company's business ➤ Participation in policy framework discussions and regulatory initiatives 	Issues that impact operations and products / New legislation / Sustainable products that promote a circular economy / Transparency and reliable information / Business ethics / Compliance...
Local communities and citizens	<ul style="list-style-type: none"> ➤ Web site. ➤ Recruitment sessions ➤ Information sessions ➤ Partnerships with NGO, local associations, universities... ➤ Training ➤ Philanthropic projects through the Schröder Together Fund 	Job opportunities / Sustainability initiatives (including awareness and training sessions) / Active role in the local communities' development of services / Building new tools to create engagement with local communities / Sponsoring and social responsibility initiatives / Compliance / Ensuring that the company is a stable employer and tax payer / Awareness and development of products and services with the aim of reducing environmental impact (protecting wildlife and ecosystems where the company's solutions are implemented) / Support to less privileged areas and people

External Memberships and Recognitions

Group level

- **Responsible Business Alliance standard** - the Schröder Group has adopted the Responsible Business Alliance Code of Conduct as its standard on Human Rights
- **International Commission on Illumination (CIE)** - International authority on light, illumination, colour and colour spaces
- **LUCI association (Light Urban Community International)** - International network of cities on urban lighting
- **The Shift** - Belgian sustainability network
- **IBE-BIV** (Institut Belge de l'Éclairage) - focusing on all scientific or technical activities related to natural and artificial lighting
- **Zhaga** - Global consortium of companies from the international lighting industry
- **DALI Alliance** - Global industry organisation for DALI (Digital Illumination Interface Alliance) lighting control standards
- **uCIFI** - IoT alliance composed of leading companies, cities and utilities committed to the development, the promotion and certification of the uCIFI® open unified data model for all smart city devices and the uCIFI® mesh implementation.
- **TALQ Consortium** - Global consortium of companies that defined a globally accepted interface standard for smart city device networks
- **Transparency international** - International non-profit organisation which aims to end the injustice of corruption.

- **SBTi** - The Science Based Targets initiative (SBTi) is a corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis.

National level

At national and local level, most of the companies within the Group are also members of one or more associations.

Certifications

We have seven factories of different sizes all around the world that have obtained the following ISO certifications for their management systems.

Quality Management System:
all sites

ISO 9001

Environmental Management System:
all sites, except South Africa

ISO 14001

Energy Management System: Spain, Hungary, China and Ukraine. The certification in Portugal is ongoing, expected for 2025.

ISO 50001

Occupational Health and Safety Management System: Spain, Hungary, China, Australia and Ukraine. The certification in Portugal is ongoing.

ISO 45001

Environmental management: Spain

Eco-Management and Audit Scheme (EMAS) certification

In 2022, Schröder also obtained ISO/IEC 27001/2013 certification for its Schröder EXEDRA platform. This is a widely used, internationally recognised standard for establishing an Information Security Management System (ISMS), which helps to embed and further mature our security controls through risk management, moving towards continuous improvement, ultimately leading to improved service delivery and customer satisfaction, and managing compliance with various legal and regulatory requirements (e.g. GDPR, NIS). It is also a risk-based approach to information security, allowing Schröder to focus on relevant threats and key information assets.

The ISO/IEC 27001/2013 certification was renewed in 2023.

External evaluations - Ecovadis

To monitor our sustainability performance and verify the alignment of our strategy and actions with external standards, we have carried out annual assessments of our performance on the EcoVadis platform since 2019.

We are proud of the steady progress we have made over time, going from a score of 43/100 in 2019 up to 71/100 in 2023, rewarded with a gold medal for the second time this year. This rating places Schröder in the top 5% of global suppliers across all industries and recognises our ongoing commitment to sustainability.

2019
43/100

2020 ▶
52/100



2021 ▶
64/100



2022 ▶
68/100



2023 ▶
71/100



GRI Content Index

Statement of use	Schröder Group has reported in accordance with the GRI Standards, Core option, for the period 1 st January - 31 st December 2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organisational details				6-8
	2-2 Entities included in the organisation's sustainability reporting				65
	2-3 Reporting period, frequency and contact point				65
	2-4 Restatements of information				66
	2-5 External assurance				65
	2-6 Activities, value chain and other business relationships	Report other relevant business relationships	Not applicable	We do not have other business relationships. No significant changes occurred. Net sales 2023 – 564.3 M€ Group consolidated Balance Sheet 2023 (audited by Mazars)	6-8
	2-7 Employees	Report the total number of permanent, temporary, non-guaranteed hours and part-time employees, and a breakdown by gender and by region. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	Information unavailable/incomplete	Our Group HR master database does not include the necessary data. The improvement of our HR database is in progress.	32
	2-8 Workers who are not employees	The entire disclosure.	Information unavailable/incomplete	Our Group HR master database does not include the necessary data. The improvement of our HR database is in progress.	32
	2-9 Governance structure and composition			No governance member holds significant positions and commitments. No under-represented social groups were identified.	54-57 68
	2-10 Nomination and selection of the highest governance body				54-57

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body			The chair of the highest governance body is not a senior executive in the organisation.	54-57
	2-12 Role of the highest governance body in overseeing the management of impacts			Materiality assessment exercise was done in compliance with this requirement.	54-57
	2-13 Delegation of responsibility for managing impacts				11-14 54-57 68
	2-14 Role of the highest governance body in sustainability reporting			The Board of Directors is responsible for the review and approval of the reported information including our material topics.	
	2-15 Conflicts of interest	Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: - cross-board membership; - cross-shareholding with suppliers and other stakeholders; - existence of controlling shareholders; - related parties, their relationships, transactions, and outstanding balances.	Not applicable	We have no conflicts of interest to disclose to our stakeholders.	54-57
	2-16 Communication of critical concerns				59-61
	2-17 Collective knowledge of the highest governance body	The entire disclosure.	Information unavailable/incomplete	We do not have a process for enhancing the knowledge of the highest governance body.	
	2-18 Evaluation of the performance of the highest governance body	The entire disclosure.	Information unavailable/incomplete	We do not have a process for evaluating the performance of the highest governance body.	
	2-19 Remuneration policies	The entire disclosure.	Confidentiality constraints	Schröder handles the remuneration strategy as confidential information.	
	2-20 Process to determine remuneration				54-57
	2-21 Annual total compensation ratio	The entire disclosure.	Confidentiality constraints	Schröder handles this information as confidential.	
2-22 Statement on sustainable development strategy				2-4 11-14	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-23 Policy commitments	Provide links to the policy commitments if publicly available.	Confidentiality constraints	The document is only available for internal Schröder purposes.	36-37 59-60
	2-24 Embedding policy commitments				36-37 59-60
	2-25 Processes to remediate negative impacts				59-61
	2-26 Mechanisms for seeking advice and raising concerns				59-61
	2-27 Compliance with laws and regulations				54-64
	2-28 Membership associations				69
	2-29 Approach to stakeholder engagement				68
	2-30 Collective bargaining agreements			All employees have the right to choose whether they wish to be represented by a trade union. 52% of Schröder's employees are covered by collective bargaining agreements.	
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics				11-12
	3-2 List of material topics				12
FOR OUR PLANET					
CLIMATE CHANGE					
EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics				17-18
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Biogenic CO2 emissions in metric tons of CO2 equivalent	Not applicable	We do not have biogenic emissions in Scope 1.	18-19
	305-2 Energy indirect (Scope 2) GHG emissions				20
	305-3 Other indirect (Scope 3) GHG emissions	Biogenic CO2 emissions in metric tons of CO2 equivalent.	Information unavailable/incomplete	We do not have data available for our biogenic emissions in Scope 3.	21-23

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
	305-4 GHG emissions intensity				18-23
	305-5 Reduction of GHG emissions				18-23
RESOURCE SCARCITY					
MATERIALS					
GRI 3: Material Topics 2021	3-3 Management of material topics				22-23
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Breakdown for renewable and non-renewable	Information unavailable/incomplete	All the mechanical parts are 100% renewable (recyclable) but we do not have data for our electrical components.	22-23
	301-2 Recycled input materials used	The entire disclosure	Information unavailable/incomplete	We have data available for aluminium parts for example but this information is still not available for electrical components due to its complexity.	22-23
WASTE					
GRI 3: Material Topics 2021	3-3 Management of material topics				23 28-30
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts				23 28-30
	306-2 Management of significant waste-related impacts				23 28-30
	306-3 Waste generated				23 28-30
	306-4 Waste diverted from disposal	Total weight of hazardous waste that is prepared for reuse or for other recovery operations.	Information unavailable/incomplete	We only prepare waste for recycling. We only divert waste from disposal on-site.	23 28-30
	306-5 Waste directed to disposal			We only prepare waste for disposal on-site.	23 28-30
ENERGY CONSUMPTION					
ENERGY					
GRI 3: Material Topics 2021	3-3 Management of material topics				19-20 24-27

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Total fuel consumption within the organisation from renewable and non-renewable sources, in joules or multiples, and including fuel types used. The total electricity sold, heating sold, cooling sold and steam sold in joules, watt-hours or multiples.	Information unavailable/incomplete	The subsidiaries are declaring their fuel consumption mainly in number of kilometres taken by the company cars and this is used for emission calculation. Today we do not have exact data for global fuel consumption. We do not have reliable data for the electricity sold back to the grid.	19-20
	302-2 Energy consumption outside of the organisation	The entire disclosure	Not applicable	Schröder does not consume energy outside of the organisation.	
	302-4 Reduction of energy consumption				19-20
	302-5 Reductions in energy requirements of products and services	The entire disclosure	Information unavailable/incomplete	We do not have exact information about the energy saving impact of our new LED luminaire installations when replacing conventional lighting solutions. As stated in our report the potential energy saving is up to 70%.	24-27
PRODUCT EFFICIENCY					
GRI 3: Material Topics 2021	3-3 Management of material topics				24
CUSTOMER INFLUENCE					
GRI 3: Material Topics 2021	3-3 Management of material topics				24
INNOVATION					
GRI 3: Material Topics 2021	3-3 Management of material topics				24-30
FOR OUR PEOPLE					
DIVERSITY, EQUITY, DISCRIMINATION					
EMPLOYMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics				32-35
RI 401: Employment 2016	401-1 New employee hires and employee turnover				33
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3: Material Topics 2021	3-3 Management of material topics				34-35
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees				34-35

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
HUMAN RIGHTS					
NON-DISCRIMINATION					
GRI 3: Material Topics 2021	3-3 Management of material topics				36-37
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken				36-37
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 3: Material Topics 2021	3-3 Management of material topics				36-37
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			We published the Schröder Supplier Code of Conduct in 2022 and, in the same year, started to establish a supplier risk assessment process to ensure that our entire supply chain is screened. Our goal is to have 90% of our Group's supplier spend assessed by 2025. Today, we have no information on any non-compliance or risk.	36-37
CHILD LABOUR					
GRI 3: Material Topics 2021	3-3 Management of material topics				36-37
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour			We published the Schröder Supplier Code of Conduct in 2022 and, in the same year, started to establish a supplier risk assessment process to ensure that our entire supply chain is screened. Our goal is to have 90% of our Group's supplier spend assessed by 2025. Today, we have no information on any non-compliance or risk.	36-37
FORCED OR COMPULSORY LABOUR					
GRI 3: Material Topics 2021	3-3 Management of material topics				36-37
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			We published the Schröder Supplier Code of Conduct in 2022 and, in the same year, started to establish a supplier risk assessment process to ensure that our entire supply chain is screened. Our goal is to have 90% of our Group's supplier spend assessed by 2025. Today, we have no information on any non-compliance or risk.	36-37

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
RIGHTS OF INDIGENOUS PEOPLES					
GRI 3: Material Topics 2021	3-3 Management of material topics				36-37
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			During the reporting period no incidents were reported regarding incidents of violations involving rights of indigenous peoples.	36-37
SUSTAINABLE PROCUREMENT					
SUPPLIER SOCIAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics				36-37
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria			100% of new suppliers have been screened in terms of environmental criteria during the reporting period.	36-37
	308-2 Negative environmental impacts in the supply chain and actions taken			During the 2023 reporting period, a total of 36 suppliers were assessed against environmental criteria. Based on these assessments none of the suppliers (0%) were identified as having significant actual and potential negative environmental impacts. We are not aware of any negative environmental impacts in our supply chain.	36-37
SUPPLIER SOCIAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics				36-37
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria			100% of new suppliers have been screened in terms of social criteria during the reporting period.	36-37
	414-2 Negative social impacts in the supply chain and actions taken			During the 2023 reporting period, a total of 36 suppliers were assessed for social criteria. Based on these assessments none of the suppliers (0%) were identified as having significant actual and potential negative social impacts. We are not aware of any negative social impacts in our supply chain.	36-37

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
EDUCATION, TALENT MANAGEMENT					
TRAINING AND EDUCATION					
GRI 3: Material Topics 2021	3-3 Management of material topics				38-39
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Gender breakdown	Information unavailable/incomplete	Information on gender breakdown not collected for training purposes.	38-39
	404-2 Programs for upgrading employee skills and transition assistance programs				38-39
	404-3 Percentage of employees receiving regular performance and career development reviews	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Information unavailable/incomplete	Performance evaluation process & development review 2023 is still ongoing as the report is being prepared.	38-39
FOR OUR COMMUNITY					
BIODIVERSITY - PROTECTING FLORA AND FAUNA					
BIODIVERSITY					
GRI 3: Material Topics 2021	3-3 Management of material topics				42
	304-2 Significant impacts of activities, products and services on biodiversity				42
LIGHT POLLUTION					
GRI 3: Material Topics 2021	3-3 Management of material topics				42-43
QUALITY OF LIFE					
GRI 3: Material Topics 2021	3-3 Management of material topics				44
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported				45-49
	203-2 Significant indirect economic impacts				41-49

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
CUSTOMER HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics				53
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories			100% of our luminaires are tested internally for safety according to IEC 60598-1 (CE) and derived standards.	53
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			No incidents of non-compliance with regulations and/or voluntary codes happened during the 2023 reporting year.	53
SUSTAINABILITY IN OUR EVERYDAY BUSINESS					
WELL-BEING OF OUR EMPLOYEES					
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics				51-52
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system				51-52
	403-2 Hazard identification, risk assessment, and incident investigation				51-52
	403-3 Occupational health services				51-52
	403-4 Worker participation, consultation, and communication on occupational health and safety				51-52
	403-5 Worker training on occupational health and safety				51-52
	403-6 Promotion of worker health				51-52

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	OMISSION		COMMENTS	PAGE
		REQUIREMENT(S) OMITTED	REASON		
COMPANY INFORMATION					
FAIR BUSINESS AND GROWTH					
ANTI-CORRUPTION					
GRI 3: Material Topics 2021	3-3 Management of material topics				58
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption				58-60
	205-2 Communication and training about anti-corruption policies and procedures	Total number and percentage of governance body members and business partners that the organisation's anti-corruption policies and procedures have been communicated to or who have received training. Data break down by region.	Information unavailable/incomplete	We do not have this level of detail available for this KPI.	61
	205-3 Confirmed incidents of corruption and actions taken			No confirmed incidents of corruption were identified during the reporting period.	61
ANTI-COMPETITIVE BEHAVIOUR					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system				59-60
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			No legal actions were pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation was identified as a participant.	59-60
MEETING REGULATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics				54 58-59 62
GRI 207: Tax 2019	207-1 Approach to tax				62
	207-2 Tax governance, control, and risk management				63
	207-3 Stakeholder engagement and management of concerns related to tax				63-64
	207-4 Country-by-country reporting				64

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