

Nordlux & UN Sustainability Goals

At Nordlux Group, we are committed to contributing to a better and more sustainable future for all. Our vision, *"Lifting People's Quality of Life with Light"*, reflects our dedication to creating lasting positive impact through our products and operations.

Our CSR Policy Commitment refers to our company behaviors **"IDEA"** (Integrity, **D**ynamic, **E**xcitement, **A**mbitious). These behaviors guide our actions and serve as a foundation for achieving our vision.

Nordlux supports the United Nations Sustainable Development Goals. We use this framework to monitor and expand our sustainability efforts.

Over the next three pages, you will find an overview of Nordlux's CSR initiatives and targets, and how they connect to the UN Sustainability Goals.



7 Affordable and clean energy



Why?

With millions of lighting products sold annually, Nordlux has great opportunity to impact energy consumption by offering energy efficient products. Less energy used leads to both cheaper energy for all and lower impact on the environment.

How?

- We map our entire assortment on energy levels (A-G).
- We also clearly promote the energy ratings for easy guidance.
- We want to encourage low energy consumption in our value chain.
- Naturally, we also limit our own energy consumption in all Nordlux branches.

Target

- Being in the forefront of developing products with low energy consumption.
- Improving product energy efficiency.
- Guiding customers and end-consumers by clearly promoting energy levels.
- Reducing energy consumption in our value chain and our own branches.



8 Decent work and economic growth



Why?

Nordlux positively impact the livelihood of many people – both within our organization and across our value chain. From employees and suppliers to partners and local communities, we strive to ensure that work is safe, fair and meaningful.

Our commitment to decent work and economic growth is reflected in our daily operations and long-term ambitions. We believe that economic progress must go hand in hand with responsibility, and we aim to contribute to a future where growth supports wellbeing, equity and opportunity for all.

How?

- We protect the wellbeing of everyone across our value chain by ensuring fair wages and decent working conditions through supplier agreements, our Code of Conduct, and our partnership with Amfori .
- We are in compliance with European and Chinese social standards (The International Bill of Human Rights).
- We actively work with occupational health and safety – both internally and with our suppliers.
- We measure and follow up on employee satisfaction and wellbeing.
- We prioritize training and skills development of our employees.
- We strive for long-term economic growth that balances profit with responsibility and transparency.

Target

- We conduct ongoing internal and external evaluations of our suppliers – through performance monitoring and external audits via Amfori. Our clear goal is to support our suppliers in continuously improving together with us.
- We strive to be a great place to work, with high employee satisfaction and always with an ambition to improve.
- We support employees' ambition for education and skills development.



12 Responsible consumption and production



Why?

Producing lighting products is a complicated matter – and so is bringing them across the many markets that Nordlux is operating in.

By seeking the most responsible choices regarding resources throughout our value chain, we lower the environmental impacts of our business – and ensure competitive products also in the future.

How?

- We use fewest possible resources in our production and strive to reduce our carbon footprint in our transportation and distribution.
- We limit the number of different materials used for both our products and packaging to ensure easy recycling.
- We avoid the use of Substances of Very High Concern (SVHC) and prioritize using the most environmentally friendly materials.
- We prefer retro fit over integrated LED whenever it is possible to ensure long product lifetime.
- We prioritize quality products that are made-to-last.
- We enable responsible recycling by the end of life for packaging and products.

Target

- FSC™ certified wood products.
- Raising the amount of FSC™ certified packaging.
- Use plastic-free packaging whenever appropriate – provided it doesn't significantly increase the packaging size or compromise the product's safe transport.
- Achieving a claim rate of less than 1%
- Reducing the number of prints (catalogues, POS, presentations etc.).

