

siteco

# Sustainability Report





We are shaping  
the **light** and  
the **sustainable**  
**infrastructure**  
of the **future.**



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**Foreword.**

Foreword.

# Shaping a sustainable future – together.

**The question of sustainability has shaped the past decade like no other. Natural disasters, scarcity of resources and dramatically accelerating climate change show us almost daily how important it is to depart from the beaten track and to find new ways to protect nature and resources, and thus also the future of our children.**

Sustainability is the result of a holistic view on economic, ecological and social aspects – only those who fully understand this and take the necessary steps will successfully meet the challenges of the future. We at SITECO understand very well the urgency and need to take action. Our corporate strategy is built on the key aspects of sustainable management. Through certified environmental and quality management systems, we are implementing our sustainable strategy day by day – for the benefit of the environment, our employees and our company.

We understand ourselves as a truly sustainable company. Every year, our lighting solutions save about 3 million tons of CO<sub>2</sub> worldwide. Our retrofit solutions with state-of-the-art control systems reduce energy consumption and CO<sub>2</sub> emissions by up to 80 %. Sustainability is written deep into our company's DNA. Our whole product designing process is based on the premise to use as little resources as possible: in production as well as in daily operation of our products, thus creating “win-win” benefits – for our customers and society as a whole as well as nature and wildlife. But true sustainability does not stop with product development: We are striving for 100 %, thus systematically and continually reducing our energy consumption in every area – even though our company grows by over 20 % per year.

As one of the leading lighting manufacturers in Europe, we strengthen our market position on a sustainable basis to achieve healthy growth. This also includes exploiting the opportunities offered by digitalization. The use of digital tools and

processes is not only an important growth driver for us, but also a major opportunity for greater sustainability, for example in production processes. Digitalization is changing our entire working world – not only in production, but also in terms of design, planning and administration. After all, it is not only the final product that determines our success, but also our knowledge about the working environments into which it is integrated by our customers.

However, when it comes to implementing sustainable goals and principles, the decisive factor is people. Sustainable thinking and action cannot be prescribed by law or regulation but must be a natural part of everyday working life. Sustainability in the

sense of a continuous improvement process is therefore an integral part of the corporate culture at SITECO and is practiced by our employees every day at work.

The same applies to our partners. Suppliers, trade partners, association representatives or environmental officers, they all need to align their actions with sustainability criteria, thus supporting us in the implementation of our goals. We foster this collective awareness of sustainable issues through a wide range of measures as well as economic, ecological and social projects to minimize the impact of our work on the environment and climate – not only today, but also for future generations. ●



Andreas Frank

Daniel Fischer

Ralph Hesse



A night landscape featuring a large, glowing green archway in the sky. The archway is semi-transparent, revealing the dark blue night sky and stars behind it. The foreground shows a body of water reflecting the green light, with some dark, silty banks. The overall scene is surreal and atmospheric.

**About SITECO.**

About SITECO.

# Future Light.

From our  
**roots** to  
where  
we stand  
**today.**

**SITECO is a technology pioneer with more than 160 years of experience.**

We stand for more than 200 patented lighting technologies with diverse application options for our customers. We offer integrated development, qualification and production of luminaires from a single source – from optics, mechanics and thermal design to control electronics and intelligent networking via lighting management, building management and smart city systems. The perfect integration of hardware and software designed, engineered and produced in Germany.

**SITECO's roots are dating back to the foundation of Siemens.**

Our first streetlight was sold in 1882, already illuminating Berlin at that time. 67 years later, our production site and today's headquarter opened in Traunreut. Since then, the customer base grew from Germany to all over the world. With our independence from Osram in 2019, SITECO opened a new chapter in its history. We can proudly call ourselves an "independent Mittelständler", with a Bavarian heart and a global soul.

**From our early beginnings, sustainability and social responsibility are core to our DNA.**

Already with our first products, we had the use of electricity for the benefit of people in mind. Enlightening Berlin was a milestone, not only for SITECO but also for the citizens of Berlin.

**Since our early days of industrial production, we aimed to reduce our ecological footprint.**

Whatever technology was available, we always strived to optimize energy consumption for the benefit of customers and the environment. With the switch from traditional bulbs to LEDs in mid-2000, SITECO was at the forefront of the industry. The switch did not only require an update of the production set-up but also helped to reduce our energy footprint as well as the footprint of our customers.

**Since then, SITECO constantly pushed to further improve the efficiency and effectiveness of our lighting products.**

Outstanding lighting technology provides the perfect basis. Beyond that, we also aspire to make a significant contribution to the future viability of our customers. This is why SITECO solutions cover the entire spectrum of the value chain: from planning and project management to financing and operating the systems of our customers.

**Responsibility for a sustainable future does not end at our loading dock but lies at the very heart of our company. Therefore, we install and operate all customer projects with the highest possible resource efficiency and with circular economy in mind – for the benefit of our customers, the environment and all of us. ●**

About SITECO.

# SITECO in a nutshell.



Sales markets

Revenue FY23e

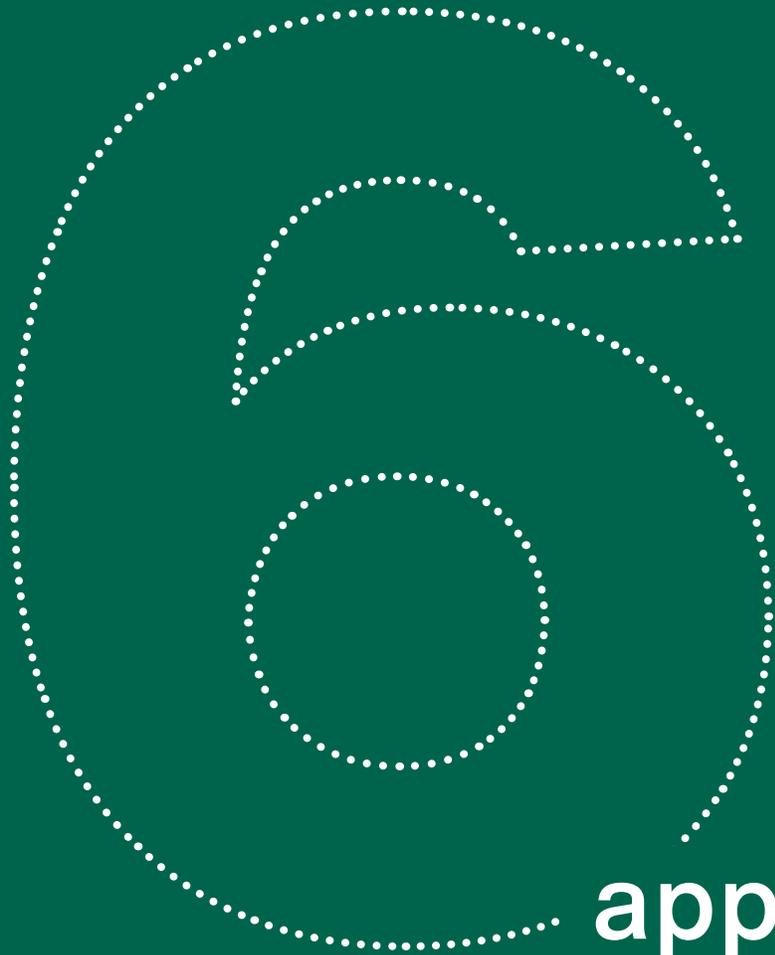
**~235,000,000 €**



Founded in

Total invest FY20 - FY23

~20,000,000 €

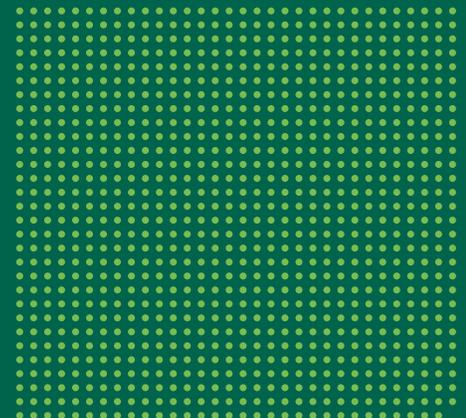


- Industry
- Office
- Retail
- City
- Sports
- Tunnel

**applications**

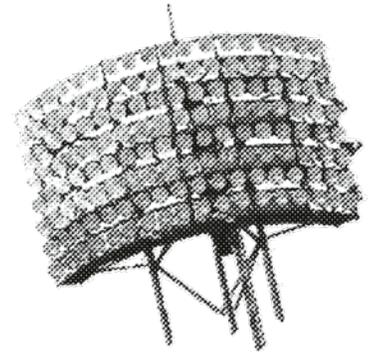
Employees FY23

~1,000



About SITECO.

# 160 years of lighting heritage.



1971

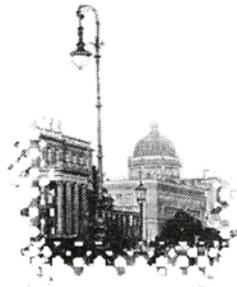
First 3.5 kW floodlights used at the Munich Olympic Games

1982

First HCL solution using a daylight system

1882

First road luminaire in Berlin



1980

First BAP50 louver luminaire

1962

100 years of Siemens Beleuchtungstechnik and first lighting test center



1975

First trunking system



1949

Production relocated to Traunreut

1862

Siemens & Halske AG founded (incl. Siemens Beleuchtungstechnik for lighting technology)

SIEMENS





2020

- Licross: The trunking system that goes beyond lighting for industry 4.0
- SITECO Connect offers a new level of digital solutions
- Renewal of complete portfolio



2008

First LED road luminaire

2021

IoT revolution with SITECO iQ technology platform for outdoor luminaires



2022/23

sixData, Bergmeister Leuchten and Halliday Lighting are part of SITECO



sitEco

1997

SITECO founded

sitEco  
OSRAM

2011

SITECO becomes part of OSRAM

1987

First secondary system as a basis for successful MirrorTec concept

2006

First LED office luminaire

2019

SITECO once again becomes an independent, Mittelstand company

sitEco

Stern Stewart Industries

Sirius is the first LED floodlight with TLCI 96



2023 ...

SITECO becomes the leading lighting solutions provider

1998

Patent for microprismatic technology

**We know what it takes to create cutting-edge lighting technology – with 150 years of experience  
Made in Germany. ●**

About SITECO.

# SITECO Company principles.

SITECO employees work in a privately-owned company governed by a long-term vision and grounded in a strong culture – with sustainability as one of our core values. Our six defining principles are being communicated via webpage, intranet, management webinars and onboarding sessions for new hires so that all our employees are ambassadors to our company culture – embodying our core values and representing them in every contact with our customers. ●



**Our customers**

We listen to our customers and focus on their challenges. We cover our customers' need for sustainable and high-quality solutions by delivering flawless products and services that support them in significantly reducing their CO<sub>2</sub> emissions and energy consumption.

**Our employees**

We strengthen the quality awareness of our employees and promote their abilities and personal development through recognition of their performance. We are committed to high environmental standards and provide safety and health at work for our employees, contractors and communal environment.

**Our suppliers**

We require reliability and expect that the products and services of our suppliers comply with the highest QEHS and energy management requirements. These are the foundations for our common success.

**QEHS and energy management**

Our aim is to meet the highest expectations of our customers with reliable products, punctual delivery and reliable support in the sense of "quality first". With our integrated management system, we promote a culture of innovation, personal responsibility and willingness to assume responsibility so that SITECO can continuously improve.

**Our company**

We take our social responsibility seriously. The sustainable protection of people and the environment is an elementary part of our activities. We also commit ourselves to responsible environmental management and the efficient use of resources and energy as well as the further reduction of CO<sub>2</sub> emissions and the development of environmentally friendly processes and advanced products.

**Our shareholders**

We strive for continuous economic success and sustainable growth in order to justify the trust our shareholders place in us.

# We live Sustainability. Every day.

Innovations “Made in Germany“ since 160 years.

## Convenient separation

Easy separation and returning to the material life cycle.

## Targeted lighting control

SITECO luminaires can be dimmed, activated and controlled as needed.

## Environmentally friendly production and packaging

SITECO follows environmental protection guidelines for its production operations in Germany.

## Future-proof and tool-free maintenance

Easy upgrades and repairs due to clever modular concept.

## No light pollution

Zero percent light in the upper atmosphere – for an insect-friendly dark night sky.

## Sustainable light

Everything at SITECO is designed with long-lasting operation and significant CO<sub>2</sub> savings in mind.





A close-up photograph of several green leaves, showing the intricate vein structure. A large, semi-transparent green number '1' is overlaid on the image, positioned in the lower-left and center areas. The text 'Our Sustainability Strategy.' is written in white, bold, sans-serif font, centered over the right side of the number '1'.

**Our  
Sustainability  
Strategy.**

Our Sustainability Strategy.

# Stakeholder management.

At SITECO, we recognize that our success is closely linked to the well-being of our stakeholders, including employees, customers, suppliers, shareholders and the broader community. As such, we strive to engage with them regularly and maintain an open dialogue to better understand their needs and concerns.

For the selection of stakeholders, different interest groups were discussed and analyzed. Subsequently, essential topics were defined within the framework of stakeholder reviews. The sustainability reporting additionally benefits from the close stakeholder orientation within the framework of ISO 9001 certification as well as the involvement of customers in our product development.

SITECO keeps an open channel of communication with its stakeholders, utilizing this dialogue to exchange information and opinions. One of our key initiatives is to regularly conduct stakeholder reviews and engage with those through various channels, including meetings, trade fairs and events as well as social media to gather feedback and insights on our operations, products and services. The acquired feedback is used to understand the expectations and demands of its various stakeholders and to shape our sustainability strategy. This dialogue also facilitates the early identification of risks and opportunities and helps build trust. The table provided below outlines the most important stakeholder groups, the issues we identified as well as our approach to manage those.

## External stakeholders

Stakeholder	Identified issues	SITECO's approach
Customers	Quality, reliable and short lead times, pricing, innovation, efficiency, energy and CO <sub>2</sub> reduction, circular economy, certification, high level of support service, security of supply, compliance	Reliable long-term partnership, customer support services, supply security, innovation driven by sustainability and a circular economy, smart and efficient lighting solutions
Suppliers	Reliable long-term business partnership, on-time payments, efficiency, contract compliance, customer satisfaction, supply chain integration / logistics, involvement in planning / order transparency	Code of Conduct, fair price negotiations, reliable long-term partnership, open dialogue, on-time payments, involvement in product development, order transparency
Owner / shareholder	Lasting economic success, sustainable growth, product innovation, reduction of emissions, positive contribution to society	Strategy-driven long-term and sustainable success, transparency, compliant and ethical business, clear financial reporting, social responsibility, internal control systems
Public authorities	Business ethics, compliance (i.e. "Lieferketten-gesetz"), energy and emission reduction, sustainable products, circular economy, transparent and reliable information, certification, employment	Code of Conduct, transparent reporting, compliance system, implementation of legislative changes, transparent and responsive dialogue, attractive employer
Neighbors	Job opportunities, tax income, sustainable enterprise focusing on low emissions, sponsoring, compliance, environmental impact	Code of Conduct, collaboration with local institutions, prioritizing local suppliers, transparent dialogue, attractive employer, environmentally friendly development of facility
Schools and universities and research	Job opportunities / apprenticeships, joint projects, teaching, training, sponsoring	Involvement in "SITECO AKADEMIE"* program, support of research projects, attractive apprenticeship program, offering of internships, sponsorship, job offers to students and post-graduates, innovation projects
Architects, designers and planners	Transparent product information, reduction of energy usage and light emissions, certification, design focus, reliable delivery, service, circular economy	Design-focused innovation, comprehensive product brochures, customer support services, supply security, innovation driven by sustainability and a circular economy, smart lighting solutions

\* Our in-house academy for all internal and external trainings and courses.

## Internal stakeholders

Stakeholder	Identified issues	SITECO's approach
Employees and contract workers	Occupational safety and health, job security, adherence to relevant labor laws and regulations, ethical conduct, equality and inclusiveness, professional development, personal growth, effective leadership, teamwork, apprenticeship program	Code of conduct, trainings, "SITECO AKADEMIE"* , continuous employee dialogues, safety committees, comprehensive certifications, leadership training, guaranteeing a safe and healthy work environment, equal salary for equal position policy
Leadership teams and group management	Legal certainty and transparent requirements, sustainability strategy, providing regular updates on our sustainability performance and progress	Engaging in dialogue and discussion regarding strategic initiatives, projects, activities, and decisions (e.g. EPD project, Ecovadis)
Board of Directors		Facilitate informed decision-making and ensure a focused approach through responsive and open dialogues

Table 1: Overview issues and approaches from stakeholder dialogue

Our approach to stakeholder management is based on the principles of transparency, accountability and responsiveness. We are committed to being transparent about our operations, including our environmental and social impacts, and regularly report on our progress towards our sustainability goals.

We also take responsibility for our actions and work to minimize any negative impacts on our stakeholders and the environment. Finally, we strive to be responsive to the needs of our stakeholders and take their feedback seriously regarding our decision making. ●

Our Sustainability Strategy.

# Materiality analysis.

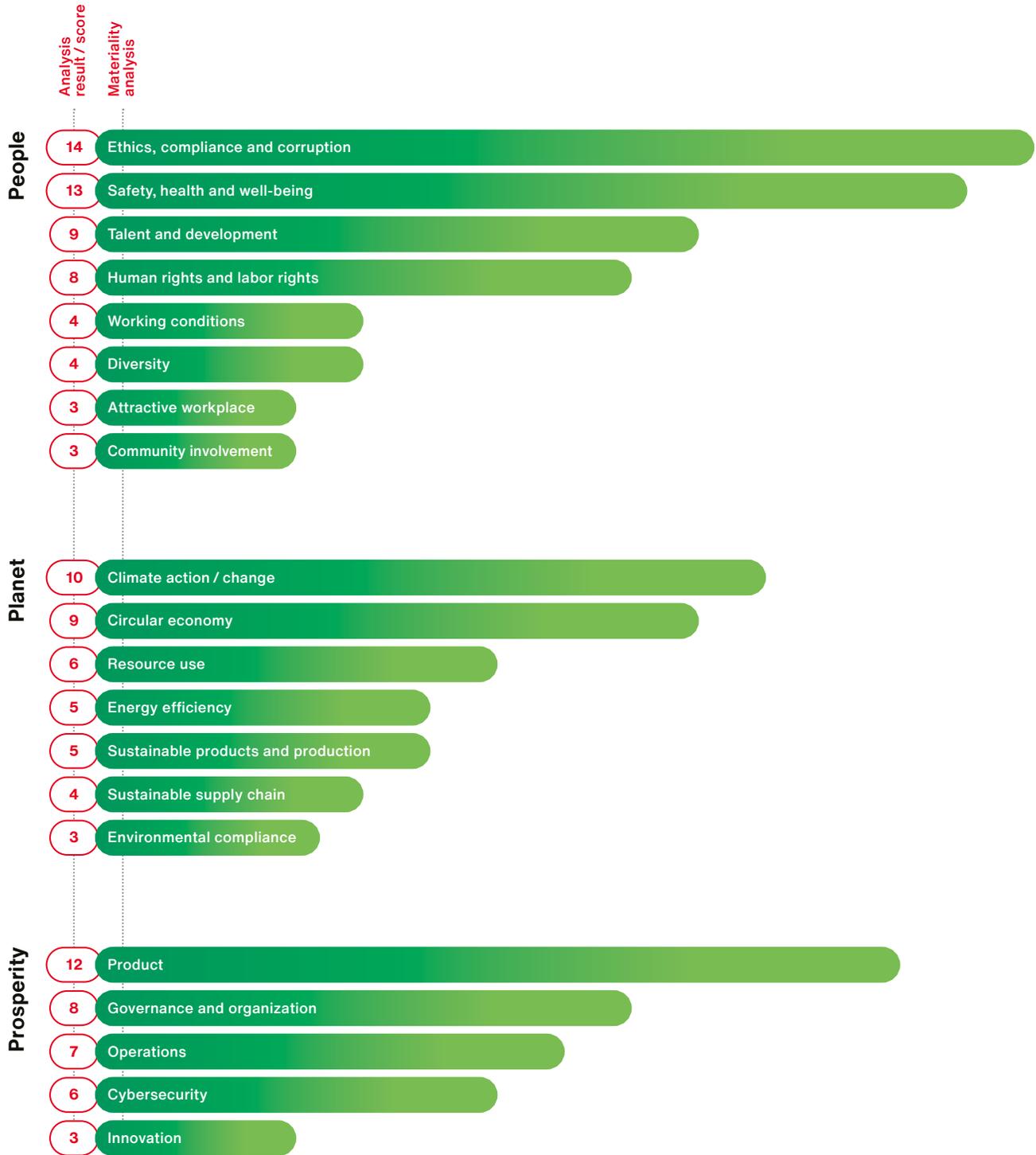
Our sustainability strategy is based on a materiality assessment that outlines the most significant sustainability issues that are relevant to our business and stakeholders. The SITECO materiality assessment has been conducted referencing to the proposed GRI process. The GRI index serves as a guideline for this report but is not mapped in its entirety.

In several steps, sustainability issues were identified in our organizational context. Then, the actual and potential effects were analyzed through management workshops and a comprehensive market analysis. This materiality analysis resulted in a materiality matrix with 25 material issues.

The identified material issues were assigned to three categories that form the pillars of our sustainability strategy by additionally scoring their impact:

- considering their influence on stakeholder evaluation and decision-making (“**People**”),
- their role in driving ecological and social values (“**Planet**”) and
- their contribution to economic value creation (“**Prosperity**”).

To determine the material issues for reporting, those with a rating that exceeded a defined threshold were selected. This materiality assessment constituted our initial effort to shape our strategy. Through this process, we not only anticipated upcoming trends but also gained a better understanding of stakeholders’ perspectives. By doing so, we could pinpoint potential opportunities and risks that may affect our operations as well as the impact we exert on our environment. Thus, the analysis serves as a guide in our decision-making and enables us to focus our efforts on areas where we can achieve the greatest impact. ●



We recognize the importance of addressing stakeholder concerns and complaints in a timely and effective manner. To ensure that our stakeholders have a platform to express their grievances, we have established robust grievance mechanisms. These mechanisms provide a structured process for stakeholders to raise their concerns, seek resolution and receive feedback on the actions taken.

By continuously expanding and improving our grievance mechanisms, we aim to foster transparency, trust and accountability in our stakeholder relationships as well as optimize our practices based on stakeholder feedback.

Our Sustainability Strategy.

# Grievance mechanisms.

## Stakeholder collaboration in sustainability reporting.

We value the perspectives and insights of our stakeholders in shaping our sustainability reporting. At SITECO, we actively engage our stakeholders in the reporting process to ensure that their voices are heard and their concerns are addressed. Through collaborative efforts, we seek input from stakeholders on the selection of material topics, the development of key performance indicators and the assessment of our sustainability performance.

By involving our stakeholders in the reporting journey, we aim to enhance the credibility and relevance of our sustainability disclosures, and foster a sense of ownership and shared responsibility for our sustainability goals.

## Stakeholder prioritization.

To effectively manage our diverse stakeholder relationships, we employ a systematic approach to prioritize stakeholders based on their influence and importance.

At SITECO, we carefully assess the level of impact that each stakeholder group may have on our operations, as well as the degree to which our actions can influence their well-being. This analysis helps us identify the key stakeholders with whom we need to engage proactively and establish strong relationships. By prioritizing stakeholders, we ensure that our efforts are focused on addressing their specific needs and concerns, and that we allocate resources accordingly to maximize positive outcomes for all our stakeholders.

**One exemplary conclusion from the materiality assessment is that the demand for environmentally friendly products and solutions is further increasing, and this ongoing trend creates new opportunities for SITECO. Following our strategy, we have identified access to new markets, new partnerships with lighting designers, architects, and installers, and extended our focus on product development and innovation with focus on smart solutions, energy saving and recycling. ●**

Our Sustainability Strategy.

# Sustainability strategy and goals.

**We know that we are responsible for what we do. This responsibility is part of our culture and it contains respect towards the interests of our employees, customers and investors as well as external stakeholders. For over 150 years, our company has been guided by strong values. SITECO's success is built on courage, integrity and transparency – values that underpin our understanding of fairness. Safety and ethics matter just as much to us as business success.**

At SITECO, we recognize that effective stakeholder engagement is crucial for understanding and addressing the needs and concerns of our stakeholders. Building on this stakeholder mapping, we actively collaborate and co-create with our stakeholders, including customers and partners, in various stages of our business processes. We involve them in product development and innovation initiatives, seeking their valuable input and insights to ensure our offerings meet their evolving needs and align with sustainability objectives.

We value the opinions and perspectives of our stakeholders and actively seek their input through various channels. Their feedback plays a vital role in shaping our sustainability strategy and decision-making processes as well as driving continuous improvement.

We take proactive measures to incorporate their suggestions and concerns to enhance the quality, reliability and sustainability of our offerings, as well as strengthen relationships with our stakeholders. By fostering a culture of stakeholder engagement and dialogue, we aim to build trust, promote innovation and effectively address the expectations and demands of our diverse stakeholder groups.

We aim for leveraging science and technology to achieve highest impact. From our perspective, sustainable entrepreneurship and profitable growth need to go hand in hand. We are only able to remain competitive when we are creating added value for the society, but we also need to be competitive to do so. Our innovative and high-technology product range helps us to meet global requirements. At the same time, our product portfolio secures financial performance.

In our production process, we prioritize reducing our impact on the environment. We achieve this by adhering to safe production practices, meeting high environmental standards and implementing strict quality control measures. Additionally, we believe in empowering our company through the recruitment, development and motivation of talented employees. We strive to be

a model of ethical behavior in the industry. We stay informed about the latest global trends and challenges to identify and incorporate aspects of strategic relevance. We also engage in dialogues and initiatives with other organizations in our industry, while keeping a close eye on media and news coverage. By doing so, we can effectively minimize risks and leverage new business opportunities.

Involving the findings of our materiality assessment, we developed SITECO's sustainability strategy. The strategy focuses on three key dimensions: **People, Planet and Prosperity**. To ensure the implementation of our strategic goals, we formed for each of the axes dedicated initiatives. The details are presented in the respective chapters of the report. The summary of the respective goals for each of the key dimensions you find in the following chart. ●

# SITECO

Each of the three pillars is fostered by one or more members of the company's executive team and driven by employees from diverse functions.



Figure 1: Overview SITECO Sustainability strategy

Prosperity.

# Circular economy accelerator with sustainable product offering

**Product portfolio innovation**

Development of intelligent lighting solutions

**Footprint transparency**

Full transparency on product-level sustainability along the life-cycle

**Supply chain responsibility**

Ownership for the supply chain exceeding legal requirements

People.

# Investing in our people

**Employee health, safety and well-being**

High employee satisfaction and zero accidents

**Diversity and inclusion**

Promoting an authentic, open-minded and inclusive company

**Feedback and continuous development**

Entrepreneurial mindset by empowerment and development

Planet.

# Reducing energy consumption and emissions

**Energy efficiency**

Reducing our customers' energy consumption and CO<sub>2</sub> emissions by improved equipment and processes

**Reducing emissions and air pollution**

Reducing emissions in core and adjacent processes

**Circularity**

Increased use of renewables and building up recycling capabilities

Our Sustainability Strategy.

# UN Sustainable Development Goals.

The United Nations' (UN) 2030 agenda consists of a global plan promoting sustainable peace, prosperity and protection of our planet. From 2015 onwards, public and private corporations are working towards this agenda along 17 Sustainable Development Goals (SDGs).

We aim for our business activities to create shared value that is measurable and provides substantial contribution to society. We fully rely on the power of science and technology to create a positive impact. Therefore, at SITECO, we are clearly committed to the 17 Sustainable Development Goals adopted by the UN General Assembly and take concrete actions to achieve those goals.

We are aware that we might directly or indirectly impact on all listed goals. However as part of our sustainability strategy and to use our resources effectively, we decided to focus on a subset of 11 SDGs on which we have the strongest impact through our entrepreneurial actions. The report refers to the specific SDGs which SITECO is pursuing. ●

**People.**

Investing in our people



**Planet.**

Reducing energy consumption and emissions



**Prosperity.**

Circular economy accelerator with sustainable product offering



Figure 2: SDGs referring to SITECO's three strategic sustainability axes

**Environmentally  
friendly production**

Selected materials,  
minimal material input,  
Made in Germany.

**Recycling**

90 % of the  
material can be used  
to bring a new  
luminaire to life.

**Modular products**

Modular system for  
exceptional longevity:  
repairs and upgrades  
in no time at all.





**Security for  
the future**

Rigorous gear tray principle: Separation of housing and inserts means components are interchangeable.

**Putting the  
focus on people:**

Human centric lighting (HCL) is at the core of user-oriented light. This ensures lighting – only when, and in the amount, needed.

We live  
Sustainability.  
**Every day.**

Innovations “Made in Germany“ since 160 years.



A large, semi-transparent green cross is centered on the page. The background is a soft-focus photograph of a person's hand reaching towards a bright sun in a field. The sun is in the upper left, creating a lens flare and illuminating the scene. The person's hand is in the middle left, reaching towards the sun. The field is in the foreground, with some green plants visible. The overall color palette is warm and natural, dominated by yellows, greens, and browns.

People.

People.

# Investing in our people.

SITECO has had an average workforce of 1,001 employees in FY2023 (all located in Europe), which was a substantial increase from 850 in FY2022. Our workforce is decisive for our success and crucial to driving the growth of our organization. We recognize that the satisfaction, competence and commitment of our workforce are vital components in providing exceptional lighting solutions, components and services to our customers. By prioritizing the well-being of our employees, we can ensure that our customers are satisfied with our products and services, leading to long-term relationships as well as sustainable productivity and profitability. ●

~ Employees

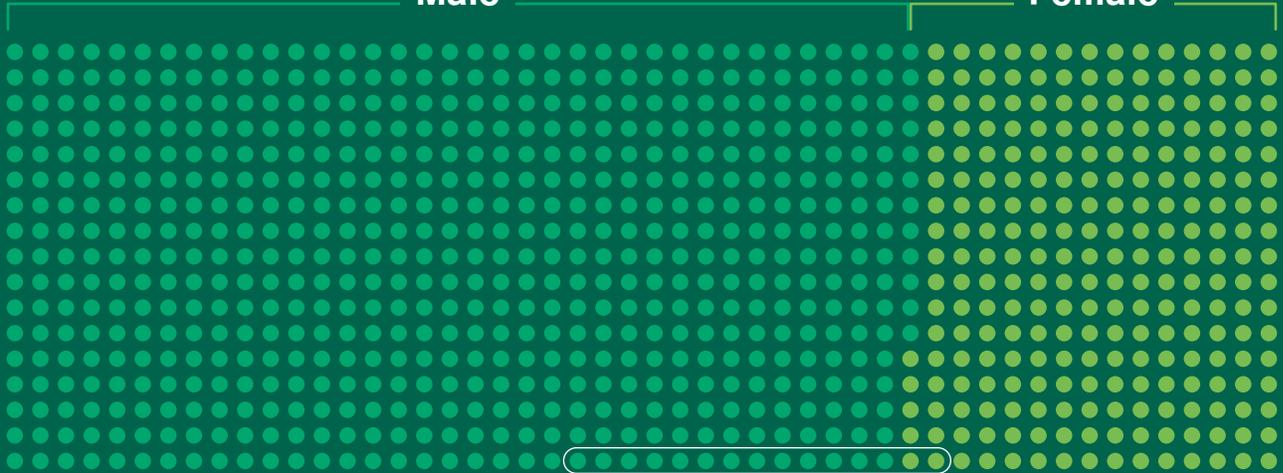
10001

711

327

Male

Female



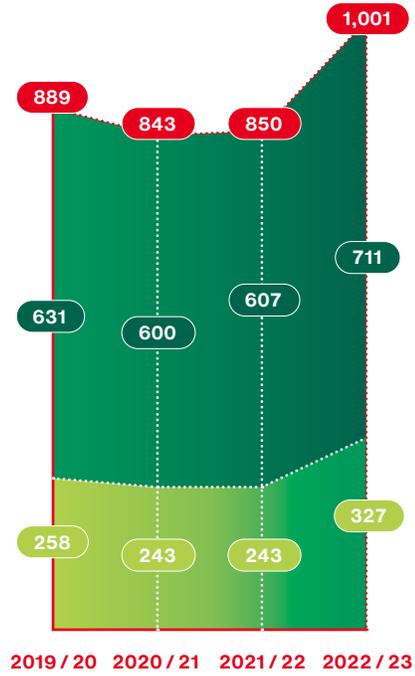
16.4

Average period of employment

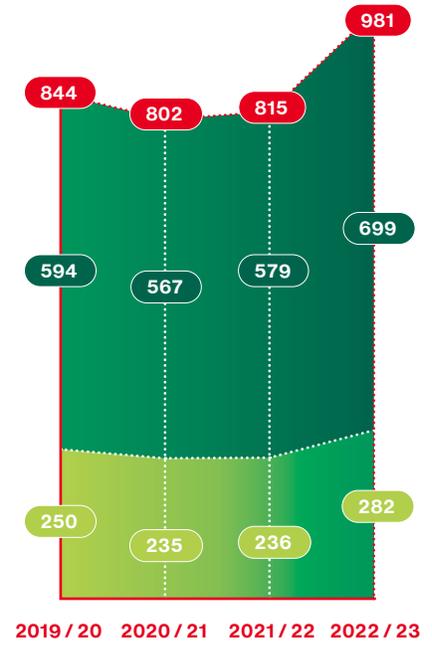
15 Apprentices  
years

### Employment Data FTE or HC

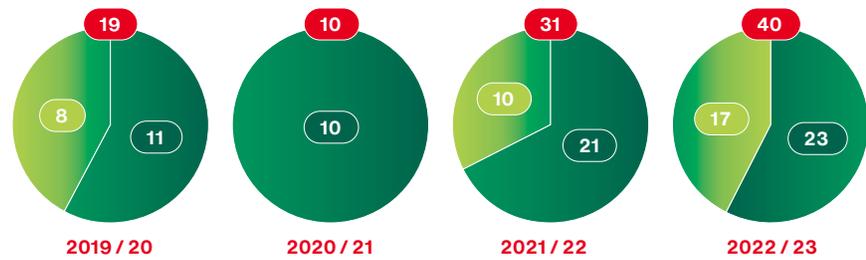
Total Male Female



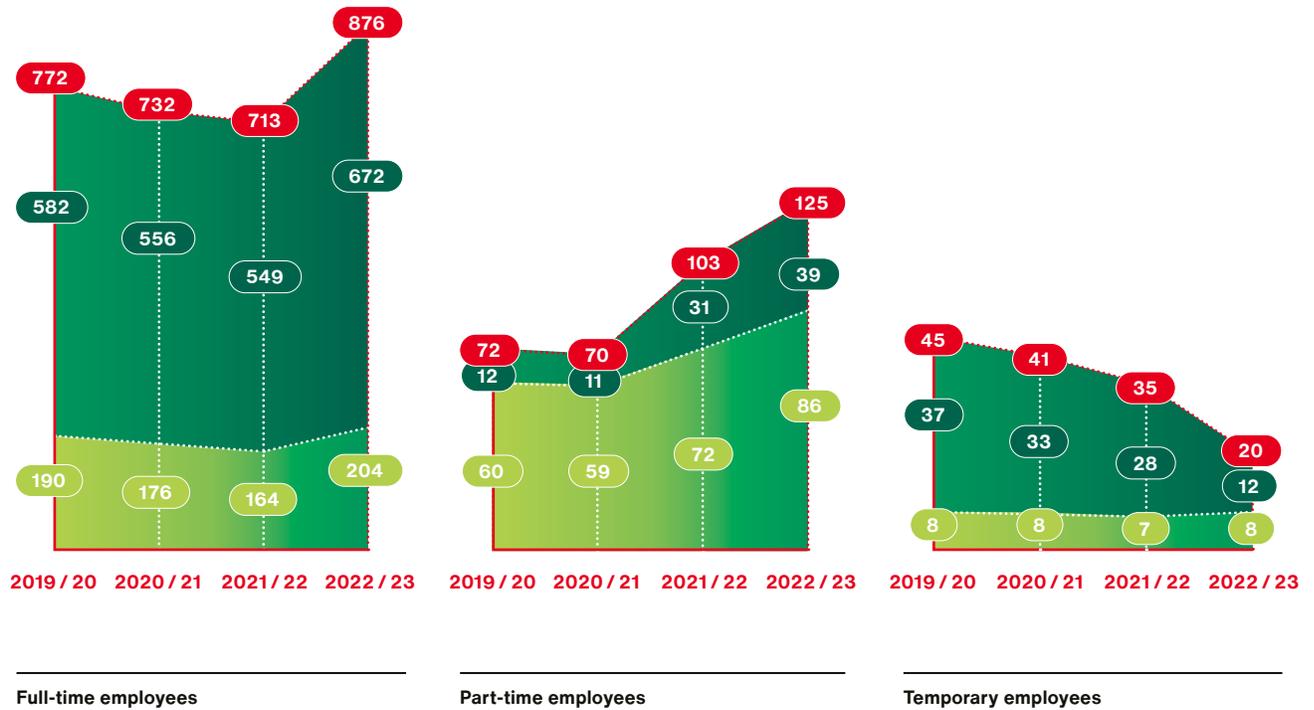
Employees (total)



Permanent employees



Contract workers (total)



A culture that equips employees with a strong feeling of belonging is a core element of our business. Therefore, we are constantly striving to maximize job satisfaction among our employees, aiming for trust and empowerment of SITECO's workforce.

At the same time, we position the health and safety of our workforce on top of all our decisions. Therefore, we offer numerous programs to ensure and improve the psychological and physical well-being of our employees.

We fully comply with working time regulations and consult external experts for psychological risk assessment. Together with SITECO's company physician, we offer regular health programs such as spinal screenings, eye tests and vaccinations.

This boosts the productivity of our employees but also helps retaining existing talents. Moreover, it substantially helps to attract potential candidates joining our company and, as such, keeping a strong workforce also in the future. ●

Table 2: Overview SITECO employees

People.

# Employee health, safety & well-being.

Every day, we have the responsibility for the health and safety of all our employees. For us, this means to protect our employees from illnesses, accidents and other work-related harm. Particularly in times of insecurity and global challenges, as the Covid-19 pandemic, we see this as a key obligation.

We strongly believe that our constant investment in the well-being of our employees is key for SITECO's success. Only motivated and fit people are willing and able to do excellent work. Thus, we need to prevent health problems from occurring in the first place.

We therefore focus our targets on extending the existing health programs and increasing the participation in health and safety trainings. Because promoting the health of our employees on a continuous basis is essential to maintain our strength and performance in the long term. ●

## Work related injuries

operation routes



### SITECO's goals for employee health, safety and well-being:

- ➔ Extending existent health programs: Increase health offerings for identified core areas (i.e. workplace safety, ergonomics)
- ➔ Promoting the urgency of health topics: Increase participation rate of health and safety trainings to > 95 % by 2025
- ➔ Increasing holistic employee satisfaction: Keep the average period of employment at > 15 years. (currently ~ 16 years., average Germany ~ 11 years.); using the popular "Kununu score", we aim to achieve a value of > 4.0 (currently 3.5) by 2025

\* as of February 31, 2023



The following launched initiatives shall support us in achieving our goals:

## Attractive remuneration and flexibility

### Enabler

#### Target

2025: Achieve Kununu score of 4.0  
Average Period of employment > 15 (Ø Germany 10.9 years)

#### Approach / Milestones

- ✓ Attractive salaries and benefits
- ✓ Remuneration of overtime and flexible working hours and models (e.g., parental leave, part-time)
- ✓ Home office alternative, at least 2 days per week
- 2022: Kununu score of 3.5, average period of employment 16.4 years

→ Ongoing

## Extensive health programs

### Quick win

#### Target

2025: State-of-the-art health programs and offerings

#### Approach / Milestones

- ✓ Identification of targeted health offerings (health courses, check-ups, vaccinations, program rebates, etc.)
- ✓ Selection of external partners
- ✓ Continuous review of health / safety programs

✓ Achieved

## Promotion of health / safety trainings

### Enabler

#### Target

2025: > 95 % training rate for mandatory health and safety trainings

#### Approach / Milestones

- ✓ Regular tracking of training rate and success
- ✓ Review and adaption of health and safety trainings
- 2022: ~ 80 % training rate

→ Ongoing

## Increased internal hiring

### Game changer

#### Target

2025: 30 % of vacancies filled internally

#### Approach / Milestones

- ✓ Attractive development tracks and individual development plans
- ✓ Extended financial support
- ✓ Regular review and development talks
- 2022: 20 % of hiring internally

→ Ongoing

## Certificates & milestones:

SITECO's ISO 45001 certification (Occupational Health and Safety Management System) is a core element of our strategic focus on our employees' health and safety.



People.

# Diversity and inclusion.

We are convinced that diversity takes us further. It boosts our capability to find unconventional, innovative solutions and to think outside the box – one of our most important assets. We encourage our employees, customers and business partners to keep what they are: individual, curious, demanding. The more diverse our workforce is, the more prosperous we can be in what we do and create products that really make a difference. SITECO can only remain successful if we ensure a working environment that promotes equal opportunities and fully represents inclusion. We want to make sure that all opinions and voices within our company are heard and considered in our business decisions. In this way, we

strengthen the sense of belonging and pulling on the same side – together. We aim to overcome any kind of discrimination on various dimensions, including disabilities, gender, age, or religion. Especially the proportion of female colleagues needs to be further improved. We regularly monitor our progress and take action when we see our goals in danger.

To ensure achieving our ambitions within SITECO, our company goals include the institutionalization of diversity and inclusion by introducing dedicated diversity and inclusion managers, promoting respective trainings and increase the proportion of female colleagues. ●

## **SITECO's goals for diversity and inclusion:**

- Institutionalizing diversity and inclusion: Establish dedicated diversity and inclusion managers within the organization
- Promoting diversity and inclusion trainings: Achieve a training rate for mandatory diversity and inclusion trainings of > 95 % by 2025
- Increasing proportion of female colleagues: Achieve a rate of women in managerial positions of > 15 % by 2025

**SITECO launched the following initiatives targeting diversity and inclusion:**

### Extended inclusion measures for disabled employees

#### Game changer

##### Target

Establishment of an inclusion manager responsible for disabled employees / applicants

##### Approach / Milestones

- ✓ **Continuous inclusion measures** (e.g. adjusting the workplace)
- ✓ Individual **career development** and **special work stations for employees with disabilities**
- ✓ Full adherence to **AGG requirements**
- ✓ Exceeded the **quota for severely disabled employees** of 5% (5,64%)
- ✓ 2020 – 2021: Introduced dedicated **diversity and inclusion managers**

✓ **Achieved**

### Regular diversity and inclusion trainings

#### Enabler

##### Target

2025: > 95 % training rate for mandatory diversity and inclusion trainings

##### Approach / Milestones

- ✓ State-of-the-art **diversity and inclusion trainings**
- ✓ Regular tracking of **training rate and success**
- ✓ **Increase of mandatory trainings** for management positions
- ➔ **2022: ~ 80 %** training rate

➔ **Ongoing**

### More women in managerial positions

#### Game changer

##### Target

2025: **15 %** women in managerial positions

##### Approach / Milestones

- ✓ **Dedicated career development for women**
- ✓ Improvement of **workplace** and **working conditions** to attract women
- ✓ Strict **“equal pay for equal work”** rule and **consistent evaluations**
- ✓ Adapted **recruiting process and events**

➔ **Ongoing**

People.

# Feedback & continuous development.

Skilled staff and managers are crucial both for the success and the advancement of our company. Therefore, we put strong emphasis on continuous training and development.

Apprenticeships at SITECO have a long tradition. We know how important the step into professional life is and aim for the right balance of support and challenge. We are proud to offer a comprehensive range of ten different professions. In addition, SITECO offers various dual studies options with its partner universities. Our current 25 apprentices benefit from our dedicated teaching workshop for technical apprentices and from potential international assignments. Our technical apprentices have the opportunity to experience the entire production chain, while the commercial trainees learn in our various administrative and planning departments. All our apprentices are involved in projects and day-to-day work as fully-fledged employees and receive specific courses on e.g. digital innovations, presentation / communication skills and social/ethical topics. At the same time, SITECO benefits by securing young skilled workers in a competitive labor market as all apprentices in recent apprenticeship years have been offered a full-time job after graduation.

SITECO puts substantial efforts in training employees to ensure the required qualifications. Therefore, a comprehensive range of training courses is offered, tailored to the specific requirements, and focused on current and future focus topics. To institutionalize and promote these efforts, SITECO founded the “SITECO AKADEMIE”, where all internal and external trainings and courses are bundled under one roof. Within all SITECO departments, mandatory and optional trainings are defined by the respective department heads, in alignment with HR and regularly tracked. The diversity and inclusion managers as well as the energy savings and emissions managers are regularly consulted to ensure that respective trainings are covered. For training purposes, all departments’ managers have dedicated budgets at their disposal. Based on feedback / potential discussions with the employees, individual training requirements can be offered. We expect our managers to understand the needs of their diverse teams, also by using feedback tools.

SITECO works with external providers to teach our managers science-based, proven approaches for good leadership. We promote regular feedback sessions for all our employees. In addition, an overall performance assessment per employee takes place once a year within a “performance and potential session”, where also individual employee targets are defined and tracked.

Resulting from our strategy, our goals for feedback and continuous development initiatives include extension of the training and recruiting of young people, continuous development of employees by advancing the “SITECO AKADEMIE” and promoting leadership and feedback trainings.

To further support employee development, we offer certified apprenticeships that provide hands-on experience and comprehensive training in various fields. These apprenticeships serve as a valuable pathway for young talents to acquire practical skills and knowledge while working alongside experienced professionals.

As part of our commitment to continuous learning, we have established the "SITECO AKADEMIE". This internal academy serves as a platform to deliver specialized training programs tailored to the needs of our employees. Through the "SITECO AKADEMIE", our staff can access a

wide range of courses and workshops designed to enhance their technical expertise, leadership capabilities and personal development.

By providing these comprehensive training initiatives, including online courses, certified apprenticeships and the "SITECO AKADEMIE", we ensure that our employees have the necessary tools and resources to thrive in their roles and contribute to the long-term success of our organization. We believe that investing in the growth and development of our employees is crucial for building a skilled and motivated workforce. ●

#### **SITECO's goals for feedback and continuous development:**

- ➔ Advanced training and recruiting of young people: Continuously extend our apprenticeship and dual studies program for recruiting purposes
- ➔ Continuous development of employees: Advance "SITECO AKADEMIE" as a state-of-the-art training and development institution
- ➔ Promoting leadership and feedback trainings: Achieve a training rate for leadership and feedback trainings of > 95 % by 2025

**SITECO has set up the following initiatives to achieve the feedback and continuous development targets:**

### Certified apprenticeships with a high hiring rate

#### Game changer

##### Target

2025: Hiring 100 % of all employees pursuing an apprenticeship / dual study at SITECO

Subsidy of educational leaves

##### Approach / Milestones

- ✓ Adapted **recruiting process and events** for apprenticeship / studies candidates
- ✓ Enhanced communication of **career opportunities**
- ✓ Enhancing **leadership skills**
- ✓ Set up **in-house training workshop**
- ✓ **100 %** of apprenticeship / dual studies participants at SITECO hired (currently: 25 apprentices)

✓ Achieved

### Introducing the “SITECO AKADEMIE”

#### Enabler

##### Target

2025: Further development of the “SITECO AKADEMIE” as a state-of-the-art training and development institution

##### Approach / Milestones

- ✓ Foundation of **“SITECO AKADEMIE”**
- ✓ Focus on **continuous development** of all SITECO employees
- ✓ Setup of a **comprehensive training portfolio** for all levels

➔ Ongoing

### Feedback and leadership skills

#### Enabler

##### Target

2025: > 95 % training rate for mandatory leadership trainings per management employee

Individual and targeted leadership trainings for all employees in leadership roles

##### Approach / Milestones

- ✓ Dedicated **employee feedback** tools
- ✓ State-of-the-art **leadership trainings** (leadership skills, qualifications, knowledge management, health aspects, etc.)
- ✓ Establishment of additional / continuous **mentoring programs**
- ✓ 2023: 13 individual and targeted training topics for employees in leadership roles

➔ Ongoing

### Certificates & labels:

SITECO is a certified company for training apprentices by the IHK (German Chamber of Industry and Commerce). We additionally introduced our own label for the internal branding of our “SITECO AKADEMIE”.



# We live Sustainability. Every day.

Innovations “Made in Germany“ since 160 years.

## **Focus on energy efficiency**

Focus on eco-design throughout the entire life cycle aiming for the highest level of energy efficiency.

**Reduction of  
CO<sub>2</sub> emissions  
by up  
to 90%.**

**Luminous  
efficacy of more than  
200 lm/W** to keep the  
CO<sub>2</sub> footprint as low  
as possible over the  
service life.



Licross

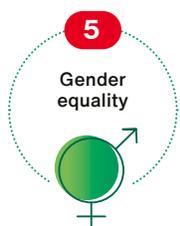
People.

# UN Sustainable Development Goals contribution.

Our strategic pillar “People” contributes to the following SDGs and targets:



- 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.



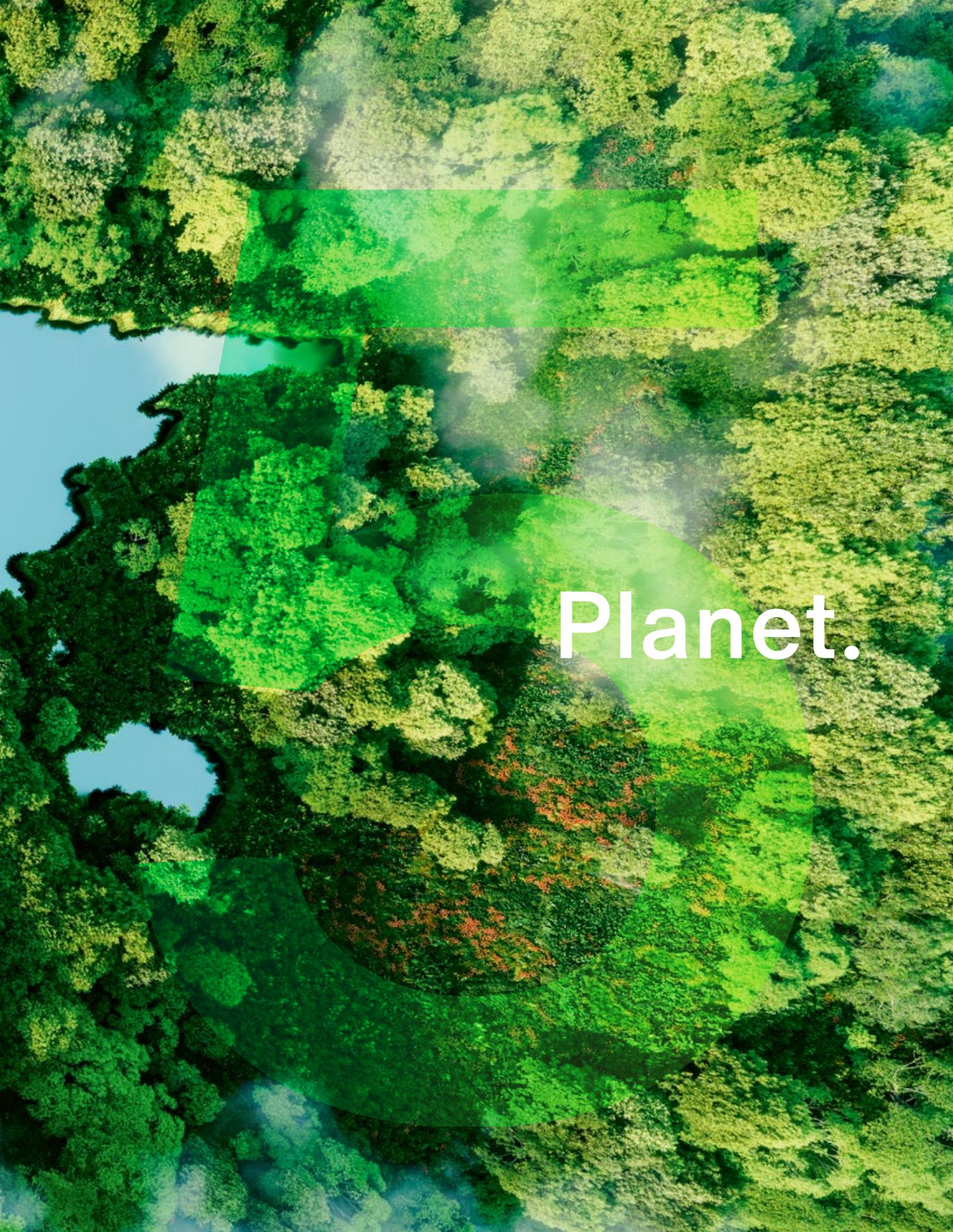
- 5.1** End all forms of discrimination against all women and girls everywhere.
- 5.5** Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decisionmaking.



- 8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.8** Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular female migrants, and those in precarious employment. ●





An aerial photograph of a dense, vibrant green forest. A winding river flows through the trees on the left side. A semi-transparent, glowing green globe is overlaid on the right side of the image, partially obscuring the forest. The word "Planet." is written in white, sans-serif font across the middle of the globe.

Planet.

Planet.

# Reducing energy consumption and emissions.

We continuously strive to create efficient, intelligent, and long-living products, as we believe that this is our largest lever on our ecological footprint. However, we also know that substantial potentials for energy efficiency and emission reduction are in our internal processes as, e.g., manufacturing, in- and outbound logistics and support tasks. Therefore, SITECO systematically identifies areas of improvement and implements solutions to reduce the consumption of energy, water and gas as well as lower CO<sub>2</sub> emissions and waste volumes.

For core areas of improvement, SITECO also assigned dedicated roles to allocate clear responsibilities and to institutionalize optimization tasks. As part of our commitment to environmental stewardship, SITECO actively monitors and manages nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>) and other significant air emissions. We utilize advanced emission control technologies and regularly assess our processes to minimize the release of these emissions into the atmosphere. Through continuous improvement initiatives, we have successfully reduced our environmental impact. As a result, we are pleased to report that there are no significant quantities of NO<sub>x</sub>, SO<sub>x</sub>

## Energy and water use

Materials by procurement group	FY 2019 / 20	FY 2020 / 21	FY 2021 / 22
Revenue	145 Mio	146 Mio	187 Mio
Electricity (in kWh)	7,141,687.00	6,844,550.00	6,956,140.00
Natural gas consumption (in kWh)	9,034,180.50	10,235,653.00	8,855,764.80
Water (in m <sup>3</sup> )	8,160.00	8,458.00	6,521.00
Waste water (in m <sup>3</sup> )	485	508.97	423.23

or other substantial air emissions associated with our operations.

SITECO is committed to environmental reporting and setting up a system to record various metrics such as energy consumption, greenhouse gas emissions, water withdrawal and waste generation. This database will be utilized to analyze areas for potential improvement and to set practical goals for enhancing sustainability.

We aim to continuously reduce our company's use of water, gas and energy. As the number of produced luminaires and components has a significant impact on our total consumption, we need to add SITECO's revenue into the equation for an accurate measure of energy efficiency. As the figures provided above show: Even though we are growing by over 20 % each year, we are able to keep our consumption constant or even reduce it thanks to various energy and heating efficiency measures and also technical innovations in our manufacturing process. Our goal is to further reduce our overall consumption while continuing to grow our business. ●

Planet.

# Energy efficiency.

For multiple years, energy efficiency has been a focus at SITECO. The reduction of energy usage in production and adjacent areas is key for minimizing SITECO's own impact on climate change. At the same time, we see this as the greatest lever for environmental cost savings.

Respective environmental certifications serve as the basis for a continuous improvement process. Our production facilities are fully certified for environmental protection management in accordance with ISO 14001 and for energy management in accordance with ISO 50001.

Multiple efficiency measures have been launched and implemented over the past years. These include optimization of buildings, e.g., insulation of buildings, renewing lighting,

adjusting heating and cooling systems, but also technical innovations in the manufacturing process that improve lead times, necessary process steps, etc. However, for SITECO, we also see water efficiency as a key element in this regard. Our company relies on water supply and sustainable water management is essential for environmental protection. We therefore fully comply with existing water protection regulations and aim to exceed them where possible.

SITECO's goals for energy efficiency therefore include the continuous reduction of CO<sub>2</sub> through process improvements, the renovation of our production facility as well as further improvement of our water management. ●

## SITECO's goals for energy efficiency:

- Energy efficiency in production and adjacent processes: Save > 3,000 t CO<sub>2</sub> equivalent p.a. through process improvements by 2025
- Renovation of buildings and facilities: Reduce insulation to a U<sub>g</sub>-value of < 1 W/(m<sup>2</sup>·K) by 2025
- Improve water management: Further improve water management and achieve water savings where appropriate

To achieve our targets, we have set up the following initiatives with focus on better insulation of our production facility and the reduction of the energy consumption:

### Increased insulation of plants and office buildings

#### Quick win

##### Target

Continuous reduction of wasted energy consumption through increased insulation efforts

2025: Reducing the  $U_g$ -value (insulation)

##### Approach / Milestones

- ✓ **2022:** Successful **sanitation** of plant lighting in production and warehouse (**420,000 kWh saved**)
- ✓ During **2023:** Expected reduction of  **$U_g$ -value from 2.9 to 0.9 W / (m<sup>2</sup>·K)** through exchange of windows in entire plant (56,000 m<sup>2</sup> production space)
- ✓ Extensive **roof refurbishment**

➔ Ongoing

### Reducing energy consumption by updating equipment

#### Enabler

##### Target

Improving / updating equipment used

2025: Saving of min. 2,000 t CO<sub>2</sub> annually

##### Approach / Milestones

- ✓ **Q2 2023:** Exchange of **gas heating system** to district heating (biomass): energy savings ~ 1,200 t CO<sub>2</sub> annually
- ✓ **2024:** Exchange of the **central air conditioning system** planned (savings not yet measurable)
- ✓ Evaluation of **heat exchange systems**

➔ Ongoing

### Reducing energy consumption by process improvements

#### Enabler

##### Target

2025: Saving of min. 1,000 t CO<sub>2</sub> annually by making processes more efficient

##### Approach / Milestones

- ✓ **2022:** **Special paint developed and introduced**, requiring 40 – 50 °C less heat in production process
- ✓ Ongoing redesign of production processes to maximize energy efficiency
- ✓ Continuous assessment of possible **machinery renewals and technical updates**
- ✓ Changing production technology from laser to mechanical stripping
- ✓ Saving electricity in silver coating by improving the manufacturing process

➔ Ongoing

#### Certificates:

SITECO's ISO 50001 (Energy Management) and ISO 14001 (Environmental Management System) certifications are relevant cornerstones in our ambition for energy efficiency.



Planet.

# Minimizing emissions and air pollution.

The SITECO-wide sustainability strategy further targets a minimization of emissions and air pollution. Substantial emissions are those stemming from production-related energy consumption. Therefore, reduced energy usage in production and adjacent areas (as stated in most recent section) already represents a key step to reduce emissions.

However, there are additional reduction potentials along the value chain, for example when looking at in-bound / out-bound logistics, service vehicles and other transportation. In the past, SITECO already implemented several transport optimization projects to avoid unnecessary journeys and to make routes as efficient as possible. We are currently focusing on fleet electrification and alternative ways of transportation.

Besides changing the energy quantity, the energy mix can be optimized with regards to emission reduction, namely substituting conventional with climate-neutral, regenerative energy sources. We are constantly assessing opportunities to optimize our energy sources and already increased the regenerative share to ~ 80 %. Within the next 5 years, we aim to extend this to 100 % step by step. In this regard, we currently review possible installations of photovoltaic systems.

Our goals for minimizing emissions and air pollution therefore focus on using renewable energy only, increasing the share of electric vehicles in SITECO's fleet as well as the renaturalization of our factory premises. ●

## SITECO's goals for minimizing emissions and air pollution:

- ➔ Expansion of electric fleet: Increase share of electric vehicles in our fleet to > 30 %
- ➔ "Green" factory premises: Focus on various measures to renaturalize our factory premises
- ➔ Substantial reduction of transportation emissions: Save > 500 t CO<sub>2</sub> equivalent p.a. in transportation

**SITECO has set up the following initiatives to ensure the implementation of our emission and air pollution goals:**

**Expanding share of electric vehicles and less air travel**

**Enabler**

**Target**

2025: Increase share of electric vehicles of company fleet to > 30 %

Substantial reduction of air travel

**Approach / Milestones**

- ✓ **2022: 15 %** of company fleet consisting of electric vehicles
- ➔ **2023: Adjust company traveling guidelines** to boost **eco-friendly travel alternatives**

➔ **Ongoing**

**Reducing transportation needs**

**Game changer**

**Target**

Reducing transportation resources through collective deliveries or insourcing

2025: Saving 500 t CO<sub>2</sub> transport emissions p.a.

**Approach / Milestones**

- ✓ Cooperation with suppliers / customers to collectively optimize transport emissions
- ✓ **2022: 350 t** resources saved through packaging reduction activities
- ✓ **2022: Cargo optimization project** with Chinese supplier, saving 150 t of resources annually

✓ **Achieved**

**Introducing green support initiatives**

**Enabler**

**Target**

2025: Renaturalization of factory premises

Ensuring dedicated energy / emission responsibilities within SITECO

**Approach / Milestones**

- ✓ Introducing a dedicated **Energy Savings and Emissions Manager**
- ✓ Created **wildflower meadows** on the premises to **help wild bees** and **other insects**
- ✓ Installed **two beehives** on the company's wildflower meadows with an **employee taking care** of them
- ✓ Planning further **environmental adjustments** on site
- ➔ Ongoing **assessment** of additional **exhaust air cleaning systems**

➔ **Ongoing**

**Labels & certificates:**

Our 80 % green energy label was a major milestone in SITECO's ambition to achieve 100 % renewable energy consumption by 2028.



Planet.

# Circularity.

For manufacturing companies, an efficient and sustainable use of materials is crucial. We depend on raw materials to produce our products now and in the future. Thus, we see it as one of our key duties to ensure that our products or product components are not unnecessarily harming the ecosystem. Aiming for products

that do not generate waste and do not themselves become waste is our key ambition. We see recycling materials and reusing products in a closed-loop system also as a chance to reduce procurement and disposal costs and to increase local sourcing.

## Materials by procurement group

Materials by procurement group	Unit	FY 2021 / 22
Steel parts, punched / bent / poles	pieces	6.5 m
Steel, coils, sheets inhouse	tons	2,530
Aluminum parts, die cast, extrusion	pieces	767,130
Aluminum, sheets inhouse	tons	2.7
Plastic parts, injection molding, extrusion	pieces	6.72 m
Plastic, resin inhouse	tons	56
Electrical components connectors, cable assembly, light management systems	pieces	3.49 m
LED modules	pieces	3.39 m
LED ECG	pieces	441,000
Luminaires, finished products	pieces	615,000

## Share of recycling by top procurement group

Share of recycling by top procurement group	Unit	FY 2021 / 22
Steel	in %	35
Aluminum profiles	in %	80
Aluminum	in %	70
Cast components	in %	10
Plastic granulate	in %	5
Cardboard packaging	in %	90

As part of our sustainability program, SITECO is implementing measures along the supply chain to ensure that information on the share of recycled source materials is available for each procurement group (including packaging).

However, we know that it is always best when specific materials or components do not even have to be produced in the first place. Thus, we strongly focus on measures to avoid unnecessary packaging, transportation or product design / materials, as well. Regarding the latter, we constantly look for ways to minimize the use of potential conflict materials. Therefore, we rely on a proactive product development with strict material assessments and certification requirements, especially for electronic components. However, this is also where we see the largest risks, e.g., if suppliers are unable to provide information on material inputs or CO<sub>2</sub> emissions and the ecological footprint of primary products remains (at least partially) opaque to us.

SITECO places a strong emphasis on waste management to minimize our ecological footprint and promote a circular economy. Our waste management approach encompasses waste reduction, recycling and responsible disposal methods. According to GRI 306-01,

SITECO recognizes that waste generation can have significant environmental and social impacts. Our waste consists of various categories, including packaging materials and general operational waste. We conduct regular assessments to understand the composition and impact of our waste generation and strive to minimize it through process optimization and resource efficiency measures.

Besides the continuous reduction of waste, our waste management for inevitable waste volumes has been substantially optimized over the past years, too. Waste separation and sorting accuracy has been increased to over 90 % in Traunreut, exceeding legal requirements. The European WEEE directive regulates return obligations and disposal criteria for electrical and electronic equipment. To fulfill the respective obligations, SITECO is relying on the long-year experience of its partner “interzero Circular Solutions”. ●

#### **SITECO's goals on circularity:**

- ➔ Increasing renewable energy share: Reach a renewable energy share of > 90 % by 2025
- ➔ Increasing recycling capabilities: Recycle > 5,000 t of resources and save > 1,000 t CO<sub>2</sub> equivalent p.a. via recycling by 2025
- ➔ Minimizing packaging waste: Save > 1,000 t of resources via innovative packaging and delivery solutions by 2025

**SITECO initiated the following measures to achieve our circularity goals:**

### Increasing renewable energy supply

#### Enabler

##### Target

2025: Reach > 90 % renewable energy share

##### Approach / Milestones

- ✓ Regular assessment of market for **best suited energy supplier / source**
  - ✓ **2022: Renewable energy** share of **80 %**
- Long-term goal** is to strive for **100 % alternative energy share**

➔ Ongoing

### Increased recycling capabilities

#### Enabler

##### Target

Official recycling certification from "interzero"

2025: Saving 5,000 t of resources and 1,000 t CO<sub>2</sub> p.a. through recycling initiatives

##### Approach / Milestones

- ✓ Cooperation with official certifiers to **generate efficient recycling strategies**
- ✓ **2020: 3,660 t resources and 525 t CO<sub>2</sub>** saved through implemented recycling measures
- ✓ Continuous **extension of recycling capabilities**

➔ Ongoing

### Expanded waste management projects

#### Game changer

##### Target

Reduce packaging waste by collective deliveries and innovative packaging

2025: Saving 1,000 t of resources p.a. through packaging reduction

##### Approach / Milestones

- ✓ **Cooperation with suppliers / customers** to generate **waste saving strategies**
- ✓ **2022: 750 t resources** saved through **packaging reduction** activities
- ✓ Setup of **strict waste separation**
- ✓ Introducing **reusable tableware**
- ✓ Assessment of **further optimization potentials**

➔ Ongoing

#### Certificates:

interzero as our partner supported us to achieve our goals towards increased recycling capabilities.



**interzero**<sup>®</sup>  
zero waste solutions



Planet.

UN Sustainable  
Development  
Goals  
contribution.

## Our strategic pillar “Planet” contributes to the following SDGs and targets:



- 12.2** By 2030, achieve the sustainable management and efficient use of natural resources.
- 12.4** By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.
- 12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
- 12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- 12.7** Promote public procurement practices that are sustainable in accordance with national policies and priorities.



- 7.2** By 2030, substantially increase the share of renewable energy in the global energy mix.
- 7.3** By 2030, double the global rate of improvement in energy efficiency.



Upgrade kit for Streetlight SL 10 and SL 11 Plus

**100 % future proof**

We are continuously developing refurbishment KITS that can be easily integrated into our fixtures and thus continue to use existing housings.

# We live Sustainability. Every day.

Innovations “Made in Germany“ since 160 years.

Saving up to  
75 % Energy  
and CO<sub>2</sub>  
emissions.

Up to 90 % of  
the old luminaire  
is retained, making it  
as sustainable  
as possible.







Prosperity.

We aim for leveraging science and technology to achieve highest impact. From our perspective, sustainable entrepreneurship and innovation need to go hand in hand. Together with increasing public expectations of corporate environmental responsibility, legal requirements are tightened, but also new business opportunities arise. This highlights the strategic importance of anchoring sustainability at an early stage of the product development process. As a technology leader in the lighting market, we are capable of setting trends. We need to use this power to steer the market and customers in line with our sustainability goals.

It is also necessary to keep an eye on the entire value chain to increase the sustainability of our product offering. All inputs used need to be constantly evaluated. We achieve this by comprehensive assessments and certifications (e.g. EPDs) that are conducted by objective, external auditors. For a complete implementation, we request the same from our suppliers.

Prosperity.

# Circular economy accelerator with sustainable product offering.

# Prioritizing safety over the full life cycle.

At SITECO, we prioritize the safety and well-being of our customers above all else. We take every possible measure to ensure that our luminaires and light control systems are not a threat to customer health and safety. Our focus areas include electrical, electromagnetic, mechanical and photobiological safety, fire protection, noise emissions and functional safety, protecting our products from environmental influences that could affect their performance.

Life cycle assessment: SITECO can consider conducting a comprehensive life cycle assessment (LCA) for its products. This assessment would evaluate the environmental impact across the entire product life cycle, from raw material extraction and production to distribution, use and end-of-life disposal. Incorporating LCA practices will provide a holistic understanding of the environmental footprint of SITECO's products and enable targeted sustainability improvements.

Supplier engagement: SITECO can emphasize its engagement with suppliers to drive sustainability initiatives. This can include collaborating with suppliers to promote the use of renewable energy, encouraging responsible sourcing practices and fostering transparency in the supply chain. Highlighting these efforts will demonstrate SITECO's commitment to reducing emissions and air pollution beyond its direct operations.

Carbon neutrality: SITECO aims to strengthen its commitment to achieving carbon neutrality. We are currently assessing our options to accomplish this, for example, by implementing measures to offset remaining emissions through carbon offset projects or investing in renewable energy certificates. Communicating SITECO's plans to achieve carbon neutrality will showcase its dedication to mitigating the environmental impact of its operations.

We comply with all relevant legal requirements and specifications from standards and guidelines, ensuring that our products are safe throughout their entire lifecycle. This starts with development and design, extends to sourcing and production, and continues through the service life of our products. Our commitment to safety doesn't end until specialist disposal companies have correctly disposed of the raw materials and supplies used and, if possible, recycled them.

To ensure our products' safety, SITECO performs a risk analysis throughout the entire development process, regularly checking for potential risks to product safety. We also carry out safety tests in our own test laboratory, and our products are regularly tested for their effects on health and safety by independent third parties and accredited testing centers. This commitment to safety has earned our products national and international safety labels, instilling trust in our customers. ●

Prosperity.

# Product portfolio innovation.

SITECO is only able to remain competitive when it creates added value to our customers and for the society. Our innovative and high-technology product range helps us to meet global requirements. At the same time, our product portfolio secures financial performance. We are not willing to make compromises in quality and function. Thus, being creative and innovative is essential to create unconventional solutions that benefit our customers and help them to become more sustainable in what they do.

Our highest priority is energy efficiency: We want to create products that offer optimal functionality with the lowest energy consumption possible. To do so, we focus on eco-design, early in the product development phase and throughout the entire life cycle. In designing our products, systems, solutions and services, we prioritize sustainability aspects, aiming for the highest level of energy efficiency as well as resource efficiency through intelligent product design. Our luminaires achieve a luminous efficacy of more than 200 lm/W – more than the competition and making SITECO the market leader for high-efficiency luminaires.

Basis for our efforts are strict quality and environmental management rules that we define for

ourselves and that determine our internal development processes. To keep the high standards, we assign external auditors to regularly certify our efforts. We obtain common industry certifications as ISO 9001 and ISO 14001 but also additional ratifications as a compliance to the REACH regulation of the European Union.

Another key element is the modularity of our products that we have established across our portfolio. We focus on the reusability and interchangeability of LED modules and ECGs. About 90 % of the material can be used for a new luminaire. The main components of SITECO luminaires, for example, are neither glued nor screwed. They can be easily separated and returned to the recycling process. LED modules, drivers, seals and covers are easily replaceable, in several cases even without tools. This means that repairs and upgrades are quick and convenient. We continuously assess our portfolio to find ways to make our products even more future-friendly and provide our customers with 100 % sustainable lighting solutions.

Under the label “green light”, SITECO pursues environmental and species protection and reduction of light pollution. Both are integral aspects of SITECO’s lighting solutions.

SITECO luminaires reduce the attraction of nocturnal insects to a minimum. Our outdoor luminaires have protection classes  $\geq$  IP65. Insects have no chance of getting inside the luminaires. Perfect thermal management ensures a low surface temperature in SITECO luminaires. On contact, insects can no longer scorch themselves and their wings. We also offer light colors with 2,200 and 3,000 Kelvin, because the warmer the light color, the less attractive it is for nocturnal insects. In addition, SITECO luminaires are characterized by highly precise light distributions, coupled with modern control. To protect flora and fauna, the light switches on automatically when movement is detected and accompanies vehicles, cyclists and pedestrians. Thus, light is only where and when it is needed. SITECO luminaires can be dimmed, switched and controlled as required. This minimizes the influence of artificial light on the natural behavior of animals.

Light pollution and spill light have negative consequences: They can dazzle, illuminate the night sky, disturb people in their sleep and animals in their behavior. But with smart technology, light pollution is 100 % avoidable. Our goal is 0 % light into the upper atmosphere, which is why we put our efforts into producing outdoor lumi-

naires that are Dark Sky compliant and protect the night sky. Low mast heights and the lowest possible DIN lighting classes help to reduce the amount of light. Compared to conventional lighting, LED luminaires work without UV and IR radiation. In addition, we help our customers to find the right dimensions and not to overplan installations. With SITECO's lighting technology, our clients illuminate streets and surfaces with high precision – without upward light or stray light (ULOR 0 % for technical and decorative luminaires, < 1 % for individual decorative solutions).

At SITECO, we are aware that artificial light also has a significant effect on people's health as well as their work results. Light influences our body visually, emotionally and biologically. Therefore, individual well-being and performance can be significantly enhanced through color temperature, illuminance and light dynamics. With SITECO HCL, we have developed a technology that considers all the relevant factors for maximum effect.

**SITECO's product innovation goals aim for further modularization and standardization of our products, strict quality and environmental management and species and plants protection. ●**

#### **SITECO's product portfolio innovation goals:**

- ➔ Modularity and standardization of products: Minimize waste and scrap rate and increase recycling rate by further increase of product standardization and modular concepts, designed for recycling, which support our aim to raise sorting accuracy to 100 %
- ➔ Strict quality and environmental management: Keep ambitious standards regarding internal quality and environmental management processes
- ➔ Species and plants protection: Focused, demand-oriented lighting for more well-being of humans, animals and plants

We defined the following initiatives to achieve our product portfolio innovation goals:

### Modular and standardized product portfolio

#### Game changer

##### Target

Boosting energy efficiency of products  
Development of additional intelligent light management solutions

##### Approach / Milestones

- ✓ Termination of **energy and resource-intensive products** (e.g. SL 31)
- ✓ Development of **modular products** to enable **adjustments / updates of existing products**
- ✓ Development of **intelligent light management** (→ use phase efficiency)
- ✓ Standardize components for lower **dead stock**

➔ Ongoing

### Species protection and reduction of light pollution

#### Game changer

##### Target

Strict focus on species protection in product design  
Minimizing light pollution and stray light

##### Approach / Milestones

- ✓ Setting **high protection levels** (~ IP65) as standard for outdoor luminaires
- ✓ Implementing **intelligent steering modules** (dimnable, adjusted light color)
- ✓ Designing appropriate **LED specifications** (no UV and IR radiation)
- ✓ Setting **glare limitation and light emission rules**

✓ Achieved

### Certified environment and quality management systems

#### Enabler

##### Target

Environment and quality management system certifications (ISO 14001 + ISO 9001)  
Company-wide environmental policy

##### Approach / Milestones

- ✓ Establishment of **standards** according to ISO certification, **derivation of measures**
- ✓ **Measures implementation** and **regular status review**
- ✓ Continuous **adjustment** of **measures**
- ✓ **Annual follow-up audits** to guarantee up-to-date quality standards and **recertification**

✓ Achieved

#### Certificates:

The ISO 14001 certification (Environmental Management System) as well as the REACH regulation compliance are essential enablers for our product portfolio innovation strategy.



Streetlight SL 11

Silica 21



Prosperity.

# Footprint transparency.

Based on the idea of footprint transparency, SITECO is systematically conducting comprehensive product life cycle assessments (LCAs) for key product families, following ISO 14025. This includes an assessment of product-specific environmental aspects along the life cycle – starting with the product stage and construction stage, to use stage and finally to disposal stage.

The focus lies on a transparent identification and calculation of input materials, resource consumption and emissions in laboratory analyses – “from cradle to grave”. SITECO relies on the common EPD (Environmental Product Declaration) approach via third party consultants and auditors, resulting in a comprehensive assessment, including global warming potential, aquatic toxicity, acidification. Applying this methodology ensures an objective way to evaluate and compare the impact of alternative products / components. Substances of concern / conflict materials as, e.g., tin, tantalum,

tungsten, gold and / or their derivatives, are identified and provide a transparent basis for adjustment / optimization. When truly aiming for sustainability improvement of products, this level of information is inevitable, to achieve reliable effect estimations.

As addition, the value chain needs to be regularly reviewed. As an international player in the field of lighting solutions, SITECO relies on a large and increasing number of suppliers and service providers and will do so also in the future. However, a substantial trigger of environmental impact is transportation, particularly on an international level. Therefore, we are constantly assessing potential insourcing of processes to limit the environmental impact. Our targets for footprint transparency aim for a comprehensive EPD view, the optimization on process efficiency and transport needs as well as a transparent energy management. ●

## SITECO's goals on footprint transparency:

- Comprehensive EPD view: Expand EPD creation to all product families by 2024
- Continuous process review: Assess insourcing / outsourcing potentials to optimize process efficiency and transportation needs
- Transparent energy management: Increase transparency regarding internal energy management processes

**SITECO defined the following task packages to reach a higher level of footprint transparency:**

### Environmental product declarations for product groups

#### Enabler

##### Target

2023: Officially certify first SITECO product family via EPD  
2024: EPDs for all main product families

##### Approach / Milestones

- ✓ **Q1 2023:** Cooperation with service provider to develop **first official EPD for high-runner product** family
- ✓ Comprehensive roll-out of EPDs to **gain full transparency on product portfolio footprint**

➔ Ongoing

### Insourcing core production functions Game changer

##### Target

Insourcing relevant production activities to limit environmental impact  
2025: Insourcing opportunities to save 500 t CO<sub>2</sub> p.a.

##### Approach / Milestones

- ✓ Supplier audits to generate a **holistic picture of the SITECO supply chain**
- ✓ **2022: Insourcing of manufacturing process** from Hungary and Slovenia to Traunreut: **~ 100 t CO<sub>2</sub> savings** on transport emissions p.a.
- ✓ Extension of insourcing efforts to adjacent areas

➔ Ongoing

### Certified energy management system

#### Enabler

##### Target

Energy management system certification (ISO 50001)  
Company-wide energy saving policy

##### Approach / Milestones

- ✓ Establishment of **energy goals** and corresponding **measures and responsibilities**
- ✓ Regular **status review** according to **energy management policy** of the organization
- ✓ Home office alternative, at least 2 days per week
- ✓ **Regular improvement** by adjustment of measures, goals and guidelines

✓ Achieved

### Certificates & labels:

Supporting certificates for SITECO's footprint transparency approach are the ISO 50001 (Energy Management) as well as EPD certification for our product families.



Prosperity.

# Supply chain responsibility.

We believe that the whole can only be as sustainable as its parts. SITECO cannot stop its efforts at the boundaries of the organization but needs to act responsible for the entire supply chain. In order to comply with this duty, clear processes / guidelines for supplier selection, supplier management and conflict resolution have been set up and are respected in our common routines.

Key element is the SITECO Code of Conduct that regulates compliance with human rights, employee health and security, fair business practices and corruption prevention, environmental protection, supervision of conflict material and product integrity. This comprehensive set of rules is continuously revised and indispensable component of our supplier contracts. SITECO requests all suppliers, intermediaries and subcontractors to strictly abide by all regulations contained. In order to reduce related risks, we are continuously conducting risk assessments and we initiate targeted supplier audits to uncover possible weak points. Of course, all regulations in the SITECO Code of Conduct also fully apply to SITECO's own way of working.

Our entire supply chain is integrated into an ISO 9001 certified quality management system. In accordance with the respective regulations,

regular monitoring, evaluation, and feedback to suppliers is a key duty of SITECO.

With focus on SITECO's supply chain responsibility, we target the expansion of our Code of Conduct as well as the advancement of our risk management standards to fully comply to the German "Lieferkettengesetz". We are currently setting up the internal structures and processes to include a comprehensive reporting on our supply chain in the sustainability report starting in FY2025.

At SITECO, we recognize the importance of supply chain diversity and its positive impact on sustainability and business resilience. Our commitment to supplier diversity is aligned with our values of fairness, equality and inclusivity. We understand that a diverse supply chain brings forth a multitude of perspectives, innovation and opportunities for growth. We actively seek to engage with suppliers that reflect the diversity of the communities in which we operate. By partnering with suppliers from diverse backgrounds, including minority-owned, women-owned and small businesses, we aim to foster economic empowerment and create a more inclusive business ecosystem.

## Our approach to supply chain diversity includes:

### Supplier diversity program

We have established a supplier diversity program that promotes the inclusion of diverse suppliers in our procurement processes. This program ensures fair and equal opportunities for suppliers, regardless of their size or ownership.

### Supplier outreach and engagement

We actively reach out to diverse suppliers, encouraging their participation in our bidding processes. We collaborate with industry organizations, networks and platforms that connect us with a wide range of diverse suppliers.

### Supplier diversity criteria

We include diversity criteria as part of our supplier evaluation process. We assess suppliers based on their diversity certifications, ownership structure and commitment to fostering diversity and inclusion within their own operations.

### Capacity building and support

We provide support and resources to help diverse suppliers enhance their capabilities, such as mentoring programs, training initiatives and networking opportunities.

### Performance monitoring and reporting

We track and evaluate our progress in supplier diversity. This includes monitoring the percentage of diverse suppliers in our procurement spend, tracking the number of contracts awarded to diverse suppliers and assessing the impact of our supplier diversity program on the overall diversity of our supply chain.

By promoting supply chain diversity, we aim to create a more inclusive and sustainable business ecosystem while fostering economic growth and social progress. We believe that embracing diversity strengthens our resilience, encourages innovation, and enhances our ability to meet the evolving needs of our customers and stakeholders. ●

### SITECO's goals for supply chain responsibility:

- Expanding the SITECO Code of Conduct: Continuously adjust and expand requirements to own business conduct and to suppliers
- Advancing risk management standards: Advance risk assessment tools and indicators and fully comply to German "Lieferkettengesetz"
- Comprehensive supply chain reporting from FY2025

# We live Sustainability. Every day.

Innovations “Made in Germany” since 160 years.

Environmentally  
friendly production  
“Made in Germany”  
That means: No long  
transport routes that  
stretch halfway  
around the globe.

Constantly  
assessing potential  
insourcing of  
processes to limit  
the environmental  
impact.

~100 t CO<sub>2</sub> savings  
on transport emissions  
p.a. by insourcing of  
manufacturing process  
from Hungary and Slovenia  
to our HQ in Germany





**SITECO has established four initiatives to accomplish our supply chain targets:**

**Clear process / guideline for supplier management**

**Quick win**

**Target**

Consistent supplier quality management process

**Approach / Milestones**

- ✓ 2022: “Establishment of work instruction on supply quality” established
- ✓ **Comprehensive and obligatory roll-out** within SITECO

✓ **Achieved**

**Expanded and standardized risk assessment**

**Enabler**

**Target**

Risk analysis along full supply chain according to German “Lieferkettengesetz”

**Approach / Milestones**

- ✓ Assessment and visualization of **major risks** along the supply chain
- ✓ Monitoring the **development** and **regular update** of risk assessment
- ✓ Systematic definition of **measures to limit risks**

➔ **Ongoing**

**Mandatory Code of Conduct**

**Quick win**

**Target**

Ambitious environmental and social standards to all suppliers, intermediaries and subcontractors

**Approach / Milestones**

- ✓ **Strict obligations** for all current and future suppliers, intermediaries and sub-contractors
- ✓ **Request** and regularly **check full adherence** to all obligations
- ✓ Continuously **adjust and extend requirements**

✓ **Achieved**

**Comprehensive supplier audits**

**Enabler**

**Target**

Regular audit for all key suppliers  
2024: > 50 % of key suppliers to be audited

**Approach / Milestones**

- ✓ Extending **existing audit process** and setting appropriate **frequency and extent**
- ✓ Defining **relevant supplier base**  
Communication of **results and potentials** to respective suppliers
- ✓ Regular **tracking of improvement**

➔ **Ongoing**

**Certificates:**

SITECO’s Code of Conduct and the ISO 9001 certification are relevant aspects for advancing our supply chain responsibilities ambitions.





**Prosperity.**

# UN Sustainable Development Goals contribution.

**Our strategic pillar “Prosperity” contributes to the following SDGs and targets:**

**11.2**

By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

**11.7**

By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.

**9.4**

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.



A dense forest scene with vibrant green foliage. The image is overlaid with several semi-transparent green rectangular shapes. Numerous small, out-of-focus yellow lights are scattered throughout the scene, creating a bokeh effect. The text 'Corporate Governance.' is centered in the lower half of the image in a white, sans-serif font.

# Corporate Governance.

# Responsibility & compliance.

**Headquartered in Traunreut (Germany) under its parent company, Siteco GmbH, SITECO is a privately owned German lighting group. SITECO has sales operations in ten European countries and is represented by regional sales partners in further 40 countries.**

**SITECO expressly commits to responsibility, ethical conduct and sustainable business operations. Ensuring that our business practices are transparent and comply with all applicable laws and regulations is of utmost importance to us. The group's governance structure ensures an appropriate management and control framework.**

SITECO's governance structure consists of a Board of Directors, an Executive Board and several control mechanisms as detailed below. The members of the Executive Board define the strategy for the entire company and steer it. The Executive Board consists of three members. The supervisory board appoints, monitors and advises the management. Due to the size of the company, the board consists of three members.

The Chairwoman of the Supervisory Board is Susanne Pertl (Executive Board member of Stern Stewart Institute e. V.). Further members of the Supervisory Board are Gerhard Nennung (Senior Partner at Stern Stewart & Co.) and Markus Auer (Chairman of the Works Council).

SITECO's compliance structure is designed to ensure that decisions and actions are based on clear responsibilities and review mechanisms. We have established internal policies and processes that ensure our business activities are in line with our corporate values as well as applicable laws and regulations. Our position on legal requirements and ethical standards are defined in our globally valid SITECO Code of Conduct. As responsible and lawful behavior beyond our corporate boundaries is important to us, we have included our expectations of our business partners in a Code of Conduct for Suppliers. Together with the SITECO principles, our Code of Conduct forms the foundation that we consider essential for SITECO's business success.

SITECO understands that responsibility and compliance are not only important for our company, but also for society and the environment. We believe that these aspects are essential for building a sustainable and successful business, for all stakeholders. We also see compliance as a commitment to being a trustworthy and reliable partner to our customers and business partners. Therefore, we have developed a compliance program that ensures our employees always act ethically and with integrity. This program includes regular training, reviews and risk mitigation measures to ensure we meet the highest standards. We also maintain open channels of communication, so that our employees can raise concerns or report any compliance violations, without fear of retaliation.

To draw attention to compliance issues, we use all media formats of internal communication – from the intranet to internal social media and onsite notices. The compliance dialogue enables an intensive and open exchange between managers and employees on relevant compliance topics from their daily work. In addition to the mandatory trainings, the dialogue is a voluntary offer in which certain dilemma situations can be dis-

cussed and resolved within the teams. The compliance dialogue is continuously updated with new practical cases.

Risk management for SITECO is geared towards the entire company and basically includes all essential operational processes, functional, business and corporate areas. Risks are identified and managed as far as possible at the point of origin, i.e. primarily in the business units and their regional representatives. These are also primarily responsible for initiating measures to reduce or control the risks.

To ensure that we are continuously improving our risk and compliance practices, we engage in various initiatives and organizations to share best practices and learn from other companies. We also work closely with our stakeholders, including customers, suppliers and communities, to ensure that we are meeting their expectations. ●

# We live Sustainability. Every day.

Innovations “Made in Germany“ since 160 years.



**Exceptional lighting technology**

for light only where and when it is needed – for maximum environmental protection.

**Lighting control**

SITECO luminaires can be dimmed, switched and controlled as required.

**Warm light colors**

SITECO also offers warm light colors that attract less nocturnal insects.



# Certifications and memberships.

**We have one main facility in Traunreut which obtained the following ISO certifications for its management systems:**

- ISO 9001 Quality management systems
- ISO 14001 Environmental management systems
- ISO 45001 Occupational health and safety management systems
- ISO 50001 Energy management systems

**Other evaluations / certificates of SITECO include:**

- TDAP (Test Data Acceptance Program)
- SITECO recycling package certificate 2021
- SITECO resources saved certificate 2020
- SITECO resources saved certificate 2019
- SITECO VDE certificate approved place of manufacture

# Sponsoring.

Every year, SITECO sponsors various regional organizations and social projects which are in line with our company principles and contribute to society – each in their own way. In 2021 and 2022, donations were made, among others, to a foundation providing hospice services for children, to different local charity projects supporting people in need and to regional volunteer fire brigades.

When needed, we also donate equipment. As an example, SITECO donated luminaires for the university lecturing halls of the Burkina Institute of Technology (BIT) in Burkina Faso. With that donation, SITECO supports the young African university, which has set itself the goal of training the next generation of entrepreneurial leaders. The BIT was founded in October 2018 in Koudougou in the West African state of Bur-

kina Faso. About 200 students are enrolled in the university's Computer Science and Electrical Engineering courses with a focus on renewable energies. In addition to technical content, the curriculum focuses in particular on teaching entrepreneurial skills. The BIT itself was built according to the plans of Burkina Faso-born star architect Francis Kéré. It combines traditional construction methods with modern engineering technology and integrates fluently and sustainably into the surrounding nature.

SITECO is very proud to be a partner in BIT's vision and to contribute to improving educational opportunities in Burkina Faso following the guiding principle to provide innovative SITECO luminaires for entrepreneurial thought leaders. ●

Table 12: Lecturing hall of the BIT with SITECO luminaires



# Standards applied.

**We refer to internationally recognized standards to ensure that our sustainability report is accurate, reliable and transparent.**

One of the key standards we have followed is the Global Reporting Initiative (GRI) sustainability reporting standards. These standards provide a globally recognized framework for reporting on sustainability performance, including economic, environmental and social impacts. By referring to these standards, we can ensure that our sustainability report is comprehensive and consistent and provides stakeholders with a clear understanding of our sustainability performance.

In addition to the GRI standards, we also refer to other relevant standards and frameworks, such as the United Nations Sustainable Development Goals (SDGs) and the ISO 14001 environmental management standard. These standards help us to identify areas where we can improve our sustainability performance and ensure that we are aligned with global best practices.

SITECO's sustainability report focuses on the group's activities and on the production of luminaires. It encompasses all entities with a controlling stake, both operationally and commercially. The data for the report is generated at the company headquarters in Traunreut, which is also the production and main administration site. Economic key figures as well as information on our employees are determined within the framework of the annual financial statement.

This sustainability report is our first report. It is planned to continuously update the sustainability report.

For this report SITECO has not foreseen an external assurance. ●

# UN Sustainable Development Goals contribution.

**Our corporate governance contributes to the following SDGs and targets:**



**16**

Peace, justice  
and strong  
institutions

**16.5**

Substantially reduce corruption and bribery in all their forms.



**4**

Quality  
education

**4.3**

By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university in political, economic and public life.

**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.a**

Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all. ●

## Corporate Governance.

## GRI index

SITECO has reported in reference to the GRI standards for the period 1 October 2021 to 30 September 2022.

GRI	Standard	Report page	Omissions, explanations, other reference
<b>GRI 1</b>	<b>Foundation (2021)</b>		
<b>GRI 2</b>	<b>General Disclosures (2021)</b>		
<b>1. The organization and its reporting practices</b>			
GRI 2-01	Organizational details	47, 60	Consolidated Financial Statements in the "Bundesanzeiger" (FY 2021)
GRI 2-01	Organizational details		Consolidated Financial Statements in the "Bundesanzeiger" (FY 2021)
GRI 2-02	Entities included in the organization's sustainability reporting	49, 51	Strategy to be defined
GRI 2-03	Reporting period, frequency and contact point		Not applicable – first report
GRI 2-04	Restatements of information	49	No external assurance – first report
GRI 2-05	External assurance		No external assurance – first report
<b>2. Activities and workers</b>			
GRI 2-06	Activities, value chain and other business relationships	7	Strategy to be defined
GRI 2-07	Employees	36 – 49	Strategy to be defined
GRI 2-08	Workers who are not employees (contract workers)	38	Strategy to be defined
<b>3. Governance</b>			
GRI 2-09	Governance structure and composition	84, 85	Consolidated Financial Statements in the "Bundesanzeiger" (FY 2020/21)
GRI 2-10	Nomination and selection of the highest governance body	84, 85	Consolidated Financial Statements in the "Bundesanzeiger" (FY 2020/21)
GRI 2-11	Chair of the highest governance body	84, 85	Strategy to be defined
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	84, 85	Strategy to be defined
GRI 2-13	Delegation of responsibility for managing impacts	50	Strategy to be defined
GRI 2-14	Role of the highest governance body in sustainability reporting	50	Strategy to be defined
GRI 2-15	Conflicts of interest	50	Code of Conduct
GRI 2-16	Communication of critical concerns to the highest governance body, incl. grievance management	50	Strategy to be defined
GRI 2-17	Collective knowledge of the highest governance body, its skills and experience with sustainable development	50	Strategy to be defined
GRI 2-18	Evaluation of the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment and people	50	Strategy to be defined
GRI 2-19	Remuneration policies	50	Consolidated Financial Statements in the "Bundesanzeiger" (FY 2020/21)
GRI 2-20	Process to determine remuneration	50	Strategy to be defined
GRI 2-21	Annual total compensation ratio (compensation of the CEO in relation to the median total compensation of a full-time employee)		Not published

GRI	Standard	Report page	Omissions, explanations, other reference
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**4. Strategy, policies and practices for responsible management**

GRI 2-22	Statement on sustainable development strategy	21 – 33	Strategy to be defined
GRI 2-23	Policy commitments	46	Strategy to be defined
GRI 2-24	Embedding policy commitments	46	Strategy to be defined
GRI 2-25	Processes to remediate negative impacts	50	Strategy to be defined
GRI 2-26	Dealing with concerns over responsible business conduct, incl. whistleblowing mechanisms	50	Strategy to be defined
GRI 2-27	Compliance with laws and regulations	84, 85	Strategy to be defined
GRI 2-28	Membership associations	48	Strategy to be defined

**5. Stakeholder engagement**

GRI 2-29	Approach to stakeholder engagement	22, 23	
GRI 2-30	Collective bargaining agreements		All employees have the right to decide whether they want to be represented by a labor union.

**GRI 3 Material topics (2021)**

GRI 3-01	Process to determine material topics	11	Strategy to be defined
GRI 3-02	List of material topics	11	Strategy to be defined
GRI 3-03	Management of material topics (2021)	11	Strategy to be defined

**GRI 201 Economic performance (2016)**

GRI 201-01	Direct economic value generated and distributed		Consolidated Financial Statements in the “Bundesanzeiger” (FY 2021)
GRI 201-02	Financial implications and other risks and opportunities due to climate change		Consolidated Financial Statements in the “Bundesanzeiger” (FY 2021)
GRI 201-03	Defined benefit plan obligations and other retirement plans		Consolidated Financial Statements in the “Bundesanzeiger” (FY 2021)
GRI 201-04	Financial assistance received from government		In FY2021, there were no transfers from the government. However, SITECO was granted selected research funding for FY2022.

**GRI 205 Anti-corruption (2016)**

GRI 205-01	Operations assessed for risks related to corruption	44, 47	Strategy to be defined
GRI 205-02	Communication and training about anti-corruption policies and procedures	44, 47	Strategy to be defined
GRI 205-03	Confirmed incidents of corruption and actions taken		None

**GRI 206 Anti-competitive behavior (2016)**

GRI 206-01	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	44, 47	Strategy to be defined
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**GRI 301 Materials (2016)**

GRI 301-01	Materials used by weight or volume	60	Strategy to be defined
GRI 301-02	Recycled input materials used (secondary raw materials)	60	Strategy to be defined
GRI 301-03	Reclaimed products and their packaging materials	35, Table 11: Waste and recycling	None

**GRI 302 Energy (2016)**

GRI 302-01	Energy consumption within the organization	55	Strategy to be defined
GRI 302-02	Energy consumption outside of the organization	29	Strategy to be defined
GRI 302-03	Energy intensity	55	Strategy to be defined
GRI 302-04	Reduction of energy consumption	54, 55	Strategy to be defined
GRI 302-05	Reduction in energy requirements of products and services	38	Strategy to be defined

<b>GRI</b>	<b>Standard</b>	<b>Report page</b>	<b>Omissions, explanations, other reference</b>
<b>GRI 305 Emissions (2016)</b>			
GRI 305-01	Direct (Scope 1) GHG emissions	58, 59	Strategy to be defined
GRI 305-02	Energy indirect (Scope 2) GHG emissions	58, 59	Strategy to be defined
GRI 305-03	Other indirect (Scope 3) GHG emissions	58, 59	Strategy to be defined
GRI 305-04	GHG emissions intensity	28	Strategy to be defined
GRI 305-05	Reduction of GHG emissions	58, 59	Strategy to be defined
GRI 305-06	Emissions of ozone-depleting substances (ODS)		SITECO does not produce, import or export any ozone-depleting substances
GRI 305-07	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions		There are no significant quantities of NOx, SOx or other material air emissions at SITECO
<b>GRI 305 Waste 2020</b>			
GRI 306-01	Waste generation and significant waste-related impacts	60 – 62	Strategy to be defined
GRI 306-02	Management of significant waste-related impacts	60 – 62	Strategy to be defined
GRI 306-03	Waste generated	35	Strategy to be defined
GRI 306-04	Waste diverted from disposal	35	Strategy to be defined
GRI 306-05	Waste directed to disposal	35	Strategy to be defined
<b>GRI 307 Environmental compliance</b>			
GRI 307-01	Non-compliance with environmental laws and regulations		No deviations were identified
<b>GRI 403 Occupational health and safety</b>			
GRI 403-01	Occupational health and safety management system	40 – 43	Strategy to be defined
GRI 403-02	Hazard identification, risk assessment and incident investigation	40 – 43	Strategy to be defined
GRI 403-03	Occupational health services	40 – 43	Strategy to be defined
GRI 403-04	Worker participation, consultation and communication on occupational health and safety	40 – 43	Strategy to be defined
GRI 403-05	Worker training on occupational health and safety	40 – 43	Strategy to be defined
GRI 403-06	Promotion of worker health	40 – 43	Strategy to be defined
GRI 403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	40 – 43	Strategy to be defined
GRI 403-08	Workers covered by an occupational health and safety management system	40 – 43	Strategy to be defined
GRI 403-09	Work-related injuries	41	Strategy to be defined
GRI 403-10	Work-related ill health		Work-related illnesses are currently not recorded within the SITECO group for data protection reasons
<b>GRI 404 Training and education</b>			
GRI 404-01	Average hours of training per year per employee	17	Strategy to be defined
GRI 404-02	Programs for upgrading employee skills and transition assistance programs	46 – 49	Strategy to be defined
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		Target rate: [100 %]
<b>GRI 405 Diversity and equal opportunity</b>			
GRI 405-01	Diversity of governance bodies and employees	44, 45	Strategy to be defined
GRI 405-02	Ratio of basic salary and remuneration of women to men	21	Strategy to be defined
<b>GRI 406 Non-discrimination</b>			
GRI 406-01	Incidents of discrimination and corrective actions taken		No incidents identified
<b>GRI 408 Child labor (2016)</b>			
GRI 408-01	Operations and suppliers with significant risk for incidents of child labor	76 – 79	Strategy to be defined
<b>GRI 409 Forced or compulsory labor (2016)</b>			
GRI 409-01	Operations and suppliers with significant risk for incidents of forced or compulsory labor	76 – 79	Strategy to be defined

<b>GRI</b>	<b>Standard</b>	<b>Report page</b>	<b>Omissions, explanations, other reference</b>
<b>GRI 412 Human Rights Compliance Audit (2016)</b>			
GRI 412-01	Sites where a human rights audit or human rights impact assessment has been conducted		In the European countries, all human rights relevant to a company are anchored in EU regulations and national laws. Based on the ISO 14001 certification, compliance with legal requirements regarding labor law and occupational safety law is ensured.
GRI 412-02	Training for employees on human rights policies and procedures	76 – 79	Strategy to be defined
GRI 412-03	Significant investment agreements and contracts that contain human rights clauses or have been screened for human rights aspects	44, 47	Strategy to be defined
<b>GRI 414 Social assessment of suppliers (2016)</b>			
GRI 414-01	New suppliers screened against social criteria	76 – 79	Strategy to be defined
GRI 414-02	Negative social impacts in the supply chain and measures taken	76 – 79	Strategy to be defined
<b>GRI 416 Customer health and safety (2016)</b>			
GRI 416-01	Assessing the health and safety impacts of different categories of products and services	38	Strategy to be defined
GRI 416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	38	Strategy to be defined

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