Sustainability Report 2024

Inventronics GmbH

inventronicsglobal.com

Contents

1	Corporate Identity	05
2	Strategy, Business Model and Materiality (ESRS 2)	16
3	Governance and Integrity (ESRS G1)	31
4	Social Responsibility (S1)	41
5	Supply Chain (S2)	54
6	Environmental Responsibility (ESRS E1-E5)	60
7	Innovation and Sustainable Development	85
8	Methodological Note	93
9	ESRS Content Index	94

Letter to stakeholders

It is with a strong sense of responsibility that we present the first Sustainability Report of Inventronics GmbH, referring to the year 2024. With this document, we begin a structured reporting journey aimed at transparently sharing our progress and future commitments.
In 2024 we strengthened our management system, aligning with international standards in quality, environment, and health and safety. All products placed on the European market comply with current regulations, and we systematically apply advanced compliance practices, from RoHS and REACH requirements to SCIP registrations.
On the environmental front, we stand out for the exclusive use of electricity certified by Guarantees of Origin and for adopting geothermal district heating, solutions that significantly reduce the emissions impact of our activities. We also launched Life Cycle Assessments on representative product families and introduced packaging made with 80% post-consumer recycled plastic. A significant milestone of 2024 was the calculation of our Scope 3 emissions, conducted according to the GHG Protocol using internationally recognized databases and the SimaPro software.
The analysis covered nine relevant categories across the value chain and highlighted that indirect Scope 3 emissions represent most of our footprint. The most impactful category is the use of sold products, which accounts for around 93% of total Scope 3 emissions, reflecting the nature of our business and the long-life cycle of our devices. While upstream categories such as purchased goods and services (6%) and logistics contribute to a lesser extent, their inclusion ensures a comprehensive representation of our extended carbon footprint.
People are at the heart of our company: as of December 31, 2024, our workforce included more than one hundred employees, with a significant female presence also in managerial positions. During the year, we delivered more than 750 hours of training focused on health and safety, technical skills, and digital capabilities, confirming our commitment to professional growth and continuous development of competencies.
We also pay close attention to our supply chain: in 2024 we assessed nearly two hundred suppliers through the IntegrityNext platform, ensuring increasingly high ESG standards and strengthening the traceability of critical materials.
This Report represents an important first step towards a path of continuous improvement. We look to the future with determination, aware that only through innovation, responsibility, and collaboration with our stakeholders can we create sustainable and lasting value.

The Management of Inventronics GmbH

Executive Summary & Highlights 2024

2024 marked a year of consolidation and the launch of Inventronics GmbH’s sustainability reporting journey. Here are some of the most significant results and initiatives:

Workforce growth to more than one hundred employees, with a significant female presence also in managerial roles.

Assessment of nearly two hundred suppliers through the IntegrityNext platform, ensuring high ESG standards and greater traceability of critical materials.

Launch of the first Life Cycle Assessments on product families and introduction of packaging made with 80% post-consumer recycled plastic.

Calculation of Scope 3 emissions, totaling 791,538 tCO_2e, with the use of sold products identified as the main contributor

Over 750 hours of training delivered, focused on health and safety, technical skills, and digital competencies.

Exclusive use of electricity certified by Guarantees of Origin and adoption of geothermal district heating, leading to a significant reduction in emissions impact.

First Sustainability Report, confirming our commitment to transparency and accountability towards all stakeholders.

These results demonstrate a path of continuous improvement, aimed at embedding sustainability, innovation, and social responsibility into the company’s strategy and daily practices.

1. Corporate Identity

Corporate Identity

1.1 Inventronics GmbH: who we are, where we operate, in which markets

Inventronics GmbH is the European subsidiary of the Inventronics International Group, headquartered in Garching bei München, Bavaria. Active since 2023, the company deals with the design, partial processing and distribution of components for LED lighting intended primarily for business customers operating in the professional, architectural, industrial and street lighting sectors. The organization operates in a globally integrated industrial context, where production activities are entrusted to the group's plants located mainly in China and Italy. European operations are coordinated by the German headquarters, which is the main commercial hub in Europe. In Garching are located the central functions of management, quality control, in- and out-bound logistics, technical support and interface with the main functions of the group. The company's operating model reflects a balance between local presence and global vision: through coordination with offices in Hangzhou (global HQ), Tonglu (main production plant) Shenzhen/Guangzhou (South China business hub), Treviso (Italian business center), and other strategic hubs such as Oklahoma City, Guadalajara, Mumbai and Gurgaon , Inventronics GmbH contributes to the development of digital and sustainable solutions for the lighting industry in over 100 countries.

Corporate Identity

In addition to the main site in Garching, Inventronics GmbH also operates a second operational site in Augsburg, where a team takes care of the analysis and handling of returns. This site temporarily treats and inspects non-compliant products or products returned by European customers, in order to assess the causes of defects and manage any repairs, replacements or disposals. Non-recoverable devices are sold to external operators for the correct treatment of electronic waste, according to procedures traced through tax documentation.

All products sold by Inventronics GmbH are intended for the European and Middle East market and include drivers, rigid and flexible LED modules, (silicone) protected LED modules, customized solutions and accessory components, connectable lighting components (e.g. sensors, central units, configuration Apps). The company also plays an active role in the co-design phase with customers, supporting them in the selection and integration of the most suitable technological solutions for specific applications.

The company's presence in European markets is based on an exclusively B2B model, with a direct and indirect distribution network. Sales are made through distributors, integrators and managed customers, with centralized transaction management through the German headquarters. The offer is aimed in particular at luminaire manufacturers (OEMs), system integrators and industrial customers operating in the indoor and outdoor sectors, including: retail, hospitality, infrastructure, public administration, manufacturing, logistics centers and urban areas.

The product range includes over 700 standard models of LED drivers, 1500 light engines and modules and more than 100 different products to build intelligent and connected lighting applications.

The experience gained by the Group over the years and the presence of more than 2,500 employees worldwide, 4 production sites on 3 continents, a widespread logistics network and a patent park of over 800 registered inventions, allows Inventronics GmbH to position itself as a reference partner for European professional lighting, guaranteeing high standards of quality, reliability and continuous innovation.

Our Global Presence

1.2 Purpose, Values, Vision and Mission

Inventronics GmbH was founded with the aim of providing the European market with LED lighting solutions that are efficient, reliable and ready to face the challenges of a sector undergoing profound transformation. Within a global context in which technological innovation is intertwined with the objectives of sustainability and energy transition, the company takes on the role of technical and industrial facilitator, promoting a concrete and responsible evolution of professional lighting.

The purpose guiding Inventronics GmbH is to "illuminate smarter, more efficiently and sustainably". This orientation translates into constant attention to design quality, functional integration between components, reduction of consumption in the use phase and reliability of the systems over time.

Inventronics GmbH is guided by five core values, which are shared globally and rooted in the European operating environment:

1. Technological innovation – The company proposes itself as a reference leader in the development of cutting-edge and reliable solutions for solid-state lighting.
2. Global and sustainable perspective – The strategy is oriented towards internationalization and the creation of lasting value for local and global customers, in line with the principles of environmental and social responsibility.
3. Product dependability – The portfolio includes drivers, LED modules and control systems fit for purpose, that guarantee high quality, safety and durability.
4. Service-oriented collaboration – Inventronics GmbH stands out for its ability to listen and support its customers, with a consultative and responsive approach.
5. Trust and partnership – The company builds strong relationships with customers and suppliers, promoting technical exchanges and long-lasting collaborations.

The vision of Inventronics GmbH, clearly expressed in the Quality Manual, is to actively contribute to the transformation of professional lighting in Europe by positioning itself as a reference partner for companies looking for modular, digital and sustainable technical solutions, thereby creating value for all stakeholders (customers, employees, shareholders).

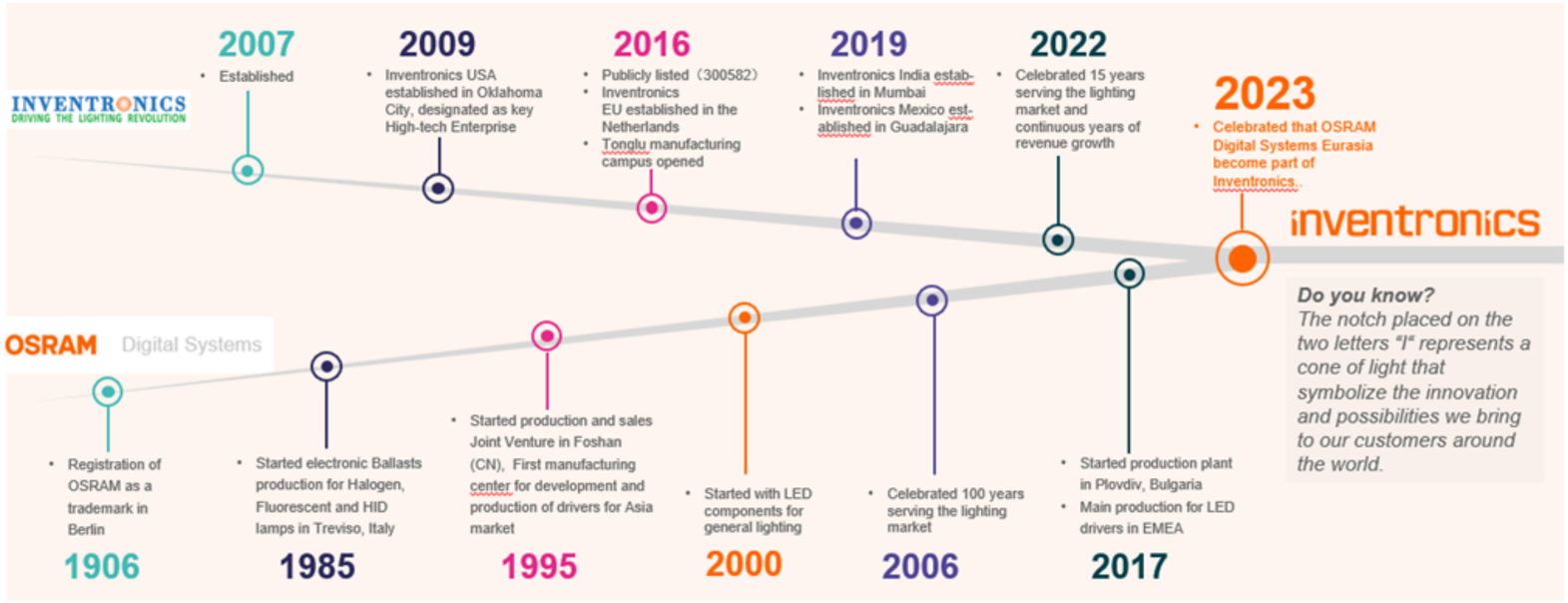
Corporate Identity

The company aspires to an industrial model based on durability, circularity and compatibility with new regulatory and environmental requirements. In line with this vision, the company's mission is to design and distribute LED lighting components capable of combining performance and reliability with rigorous and measurable environmental criteria.

This approach is reflected not only in the products, but also in the supplier selection and qualification processes, in the ESG criteria adopted for the management of operations and in constant dialogue with the technical and regulatory communities.

Through its work, Inventronics GmbH intends to contribute to the construction of a more resilient, digital and sustainable European industrial supply chain, promoting the alignment between technological innovation and environmental progress.

1.3 Our history – milestones and growth



The group's journey began decades ago under one of that time global leaders of lighting: OSRAM. Although the history of OSRAM is more than a century long, the business unit developing electronics for lighting started serial production of electronic ballasts back in 1985 in Treviso, Italy. Expansion of operations in South China first and, later, definition of connectivity concepts and LED modules in Europe driving a transition from traditional to LED lighting positioned Digital Systems as clear number two in lighting components globally. In 2007 Inventronics (Hangzhou) Inc. was founded. Since then, a series of significant milestones have followed: the opening of the US office in Oklahoma City in 2009, the entry into European markets in 2016 with leveraging on a local site in the Netherlands, and the expansion into Asia with the production site in Tonglu. In 2019, offices were opened in India and Mexico, while in 2022 the group celebrated 15 years of activity and continuous growth in terms of revenues.

Corporate Identity

2023 marks a crucial milestone: the acquisition of the business unit OSRAM Digital Systems Eurasia. This step has made it possible to combine the technical expertise, operational solidity and market intimacy gained in Digital Systems with the global production capacity and innovation-oriented approach of the Inventronics (Hangzhou) group.

Globally, the Inventronics group employs more than 2,500 people, has more than 800 patents, markets its products in more than 100 countries and has four production sites in Asia, Europe and North America. The product range includes over 700 standard models of LED drivers, 1500 light engines and modules and more than 100 different products to build intelligent and connected lighting applications.

This growth has been made possible by a consistent strategic vision, a strong focus on product reliability and continuous innovation oriented towards energy efficiency, durability and compatibility with international regulatory requirements.

1.4 System and product certifications

Inventronics GmbH has adopted an integrated management system, structured according to the highest international standards to ensure quality, environmental responsibility and operational transparency.
In September 2023, Inventronics GmbH obtained ISO 9001:2015 certification, issued by SGS, valid until 2026. This certification attests to the compliance of the quality management system for the development, design, production and sale of lighting products and services. It represents a fundamental pillar for operational consistency, customer satisfaction and continuous improvement.
On the environmental front, Inventronics GmbH acts in line with the strategic orientation of the certification according to the ISO 14001:2015 standard that has been awarded to Inventronics Italy. The certificate, issued by SGS and valid from September 2023, covers the design, production and marketing of lighting solutions, in compliance with the principles of environmental protection and responsible use of resources.
All products placed on the European market by Inventronics GmbH bear the CE mark, certifying their full compliance with applicable European legislation.

The CE marking specifically attests conformity with electrical safety (Low Voltage Directive 2014/35/EU), electromagnetic compatibility (Directive 2014/30/EU), radio equipment safety (Directive 2014/53/EU), and energy efficiency requirements covered by the Ecodesign and Energy Labelling regulations (Regulation EU 2019/2020 and EU 2019/2015). Inventronics GmbH meticulously ensures and verifies technical compliance across its entire product portfolio, including drivers, rigid and flexible LED modules, and various connectable lighting solutions. To comply with obligations of transparency but to also enhance customer confidence, each product is accompanied by dedicated EU Declarations of Conformity, easily accessible through the company's online product catalogue and Sustainability webpage.

Corporate Identity

To ensure rigorous control over hazardous substances, Inventronics GmbH fully complies with Directive 2011/65/EU (RoHS), which restricts substances such as lead, mercury, cadmium, hexavalent chromium, and certain phthalates. The company actively fulfils its obligations under the REACH Regulation (EC No. 1907/2006) by continuously monitoring the presence of Substances of Very High Concern (SVHCs). Any products containing these substances above the 0.1% threshold are proactively registered within the European Chemical Agency's SCIP database. Environmental information detailing substance compliance for individual products is transparently provided through the company's digital eCatalogue and in technical datasheets.

Further regulatory commitments include adherence to the Packaging Directive (94/62/EC), the Persistent Organic Pollutants Regulation (EU 2019/1021), and the recent Regulation on Batteries (EU 2023/1542), all ensuring environmentally sound management of materials and responsible product end-of-life practices.

With a view to continuous improvement in environmental performance, Inventronics GmbH has initiated Life Cycle Assessment (LCA) studies on representative product families, in line with ISO 14040 and ISO 14044 standards.

These assessments make it possible for OEM customers that are equally committed to sustainable lighting to measure the environmental impact throughout the final product’s entire life cycle, from production to the use phase, up to the end of life, and constitute the methodological basis for future environmental product declarations (EPDs). As part of its ongoing environmental innovation efforts, during 2024 Inventronics GmbH has continuously enlarged the introduction of lighting product housings manufactured using 80% post-consumer recycled plastic. This initiative, aligned with the ISO 14021 Type II self-environmental declaration standard, maintains stringent performance criteria—particularly mechanical strength, electrical safety, and flammability ratings—demonstrating Inventronics’ determination to integrate circular economy principles without compromising product quality or consumer safety.

A further area of attention concerns Conflict Minerals. Inventronics GmbH requires its suppliers to complete the Conflict Minerals Reporting Template (CMRT), in accordance with the US Dodd-Frank Act and the guidelines of the Responsible Minerals Initiative (RMI). This commitment is formalized within the Code of Conduct for Suppliers, which mandates the traceability of the origin of tin, tantalum, tungsten and gold (3TG), and promotes responsible sourcing.

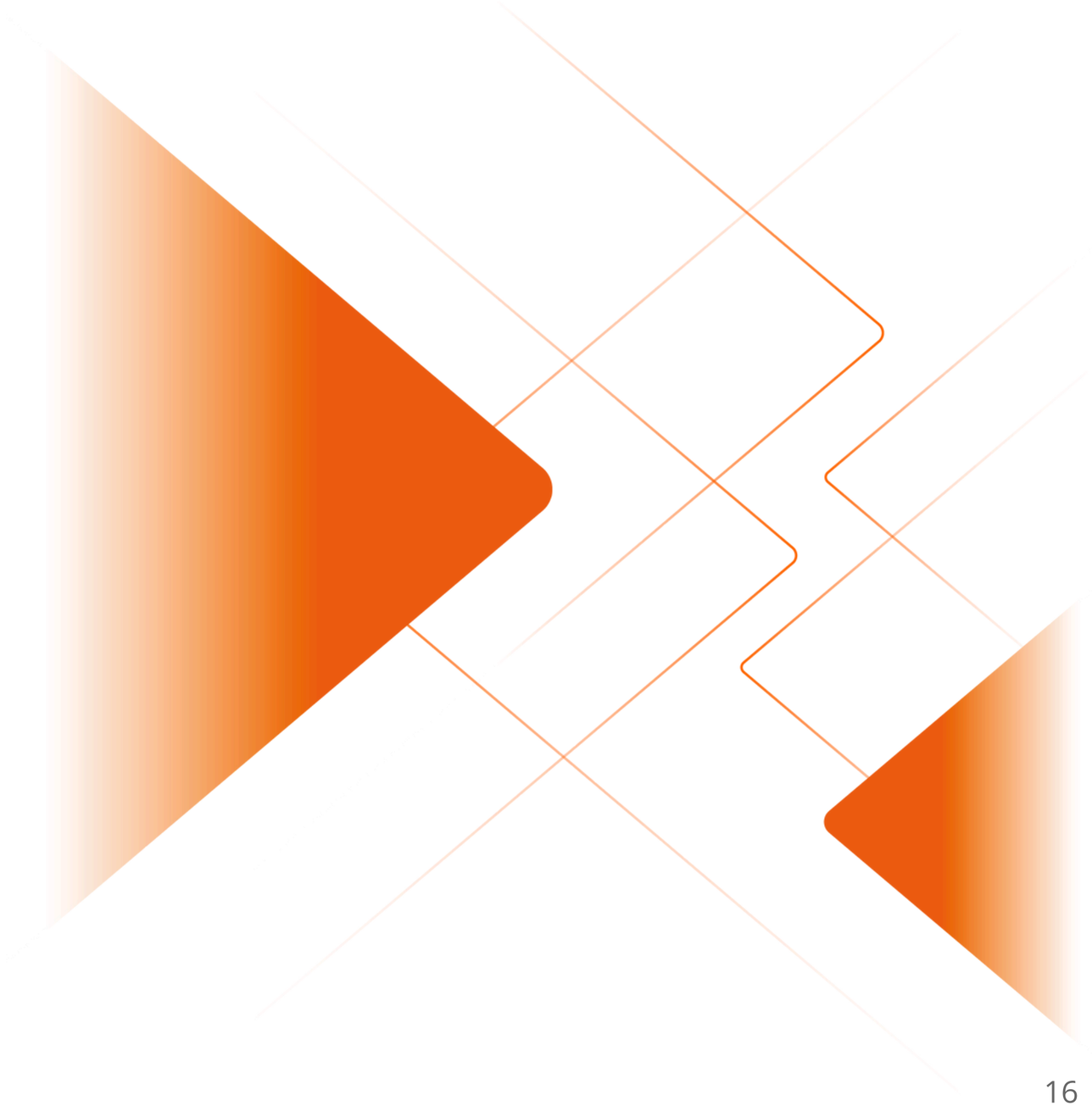
Corporate Identity

Monitoring and supporting tools (Integrity Next, EMRT and CMRT) also enable them to activate improvement paths for suppliers classified as at risk. In addition to the CMRT, Inventronics GmbH has adopted the Extended Minerals Reporting Template (EMRT), developed by the Responsible Minerals Initiative (RMI). This template extends due diligence efforts to additional critical minerals, specifically cobalt and mica, in alignment with growing regulatory and market expectations around responsible sourcing.

Inventronics GmbH has completed the EMRT at the Company level (Class A), thereby covering all relevant operations rather than limiting the assessment to specific products. This approach reinforces the company's commitment to transparency and ethical sourcing, requiring suppliers to disclose the origin and processing routes of cobalt and mica in accordance with the EMRT framework. The data collected through this template supports risk assessment and enables Inventronics GmbH to align with international supply chain due diligence standards, including those under the OECD guidelines. The initiative is further supported by dedicated platforms such as IntegrityNext, and is complemented by monitoring tools like the EMRT and CMRT for continuous supplier engagement and improvement.

Information on mining due diligence and the measures taken along the supply chain will be covered in detail in the chapter dedicated to supply chain management.

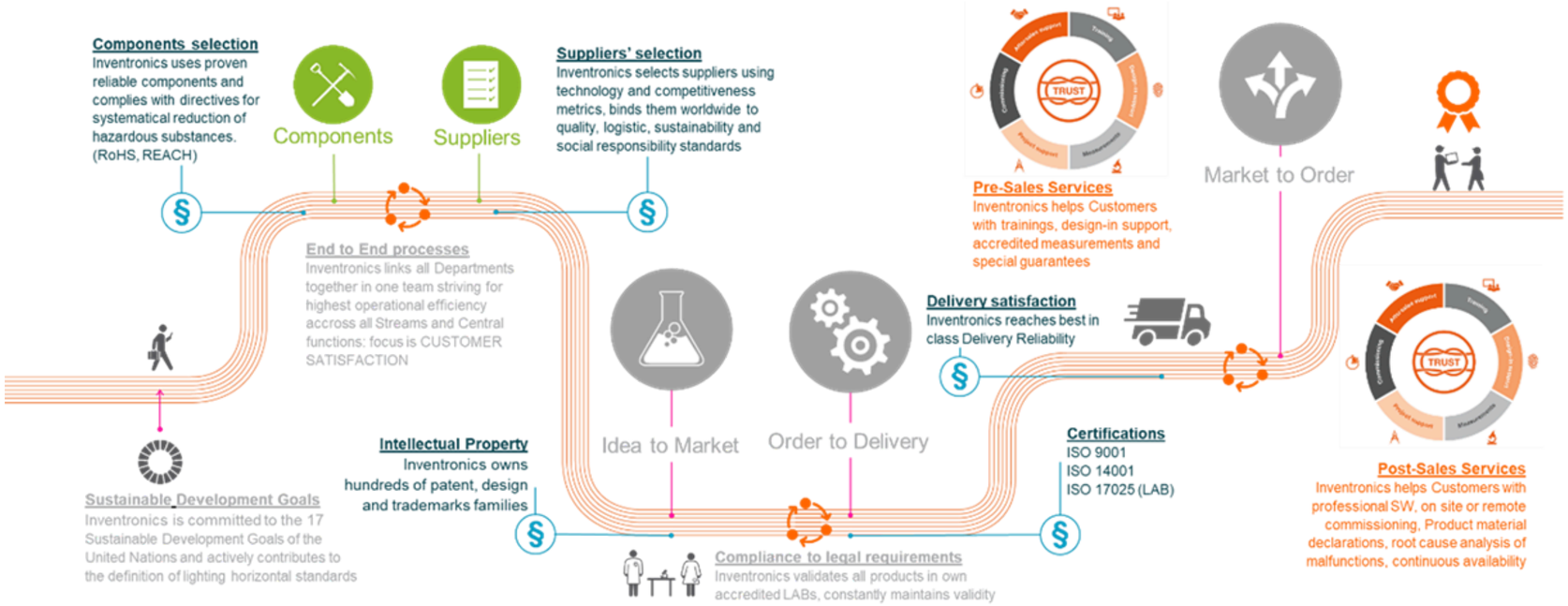
2. Strategy, Business Model and Materiality (ESRS 2)



2.1 Our Business Model and Value Chain (SBM-1)

Inventronics GmbH's business model is based on an integrated approach that combines technological expertise, quality control, attention to sustainability and a value chain structured to ensure efficiency, flexibility and reliability. The company actively contributes to achieving the United Nations Sustainable Development Goals and participates in the definition of horizontal standards for the lighting sector, promoting an industrial culture based on quality, safety and environmental responsibility.

As illustrated in the BU DS Quality Manual, the value chain of Inventronics GmbH is divided into several synergistic phases, ranging from the selection of components to delivery to the end customer, with significant extension also in pre- and after-sales services. Each step is designed to maximize quality, reduce risk, and drive customer satisfaction.



Strategy, Business Model and Materiality (ESRS 2)

Components and suppliers
Inventronics selects reliable components that comply with international directives for the reduction of hazardous substances (RoHS, REACH), using suppliers evaluated based on technical, competitive, quality, logistics, customization and social responsibility criteria. The selection of partners is carried out in compliance with the regulations and ethical principles expressed in the Code of Business Conduct and includes stringent criteria on respect for human rights, prevention of corruption and compliance with the German Supply Chain Due Diligence Act.

Development and industrialization
The company enhances internal skills through an end-to-end process that involves all departments, promoting operational efficiency and cohesion. The research and development activities are oriented towards the functional optimization of products and sustainability, thanks also to the use of life cycle analysis (LCA) on representative product families, carried out according to ISO 14040 and ISO 14044 standards.

Pre-sales services and customization
Inventronics GmbH supports customers from the early stages of their projects, offering training, technical design support, accredited measurements and specific warranties. This helps to strengthen trust relationships and improve the integration of solutions into end applications.

Production and delivery
Production, entrusted to certified and qualified sites, is managed with high quality standards, supported by ISO 9001 and ISO 14001 certifications. The products are validated internally in laboratories accredited according to the ISO 17025 standard. Logistics is organized to ensure punctuality and reliability, achieving high standards of delivery reliability.

After-sales services
Support continues even after delivery, with software commissioning services, technical documentation, analysis of the causes of malfunction and continuous availability of assistance. This service-oriented approach allows you to maximize the value of the product throughout its life cycle.

2.2 Business stakeholders

Inventronics GmbH recognizes the strategic importance of continuous dialogue with its stakeholders, i.e. those subjects who, in various ways, influence or are influenced by the company's activities. As part of a global group, specializing in the design, assembly and distribution of LED lighting components in the European market, Inventronics pays great attention to building solid and collaborative relationships throughout the value chain.
The most important stakeholders for Inventronics GmbH are primarily customers, mainly companies active in the professional lighting sector. Listening to their needs and providing reliable, efficient technological solutions that comply with European standards is the basis of the company's commitment. Proximity to customers is guaranteed by attentive service, the ability to customize LED solutions and qualified technical support.
An equally central role is played by suppliers, particularly those involved in the production and logistics of electronic and mechanical components. Inventronics maintains relationships with them based on transparency and shared responsibility, with the aim of ensuring alignment with the required quality and sustainability standards, in line with the group policies and ESG criteria adopted, also through assessment tools such as IntegrityNext.

The employees of Inventronics GmbH represent a key resource in the management of the support, assembly and distribution processes. The company promotes a professional, inclusive work environment oriented towards the continuous development of skills, valuing the contribution of each person and paying attention to organizational well-being. Technical training and collaboration within an international network further enrich the internal professional path.
Within the global Inventronics group, the German office maintains a constant dialogue with management and shareholders, contributing to the common objectives of innovation and competitive positioning in the European market. Strategic decisions are shared at group level, but GmbH enjoys operational autonomy to lead in a timely manner to local demands, aligning global standards with the needs of the European context.
The certification bodies play an essential role in verifying compliance with the ISO 9001 and ISO 14001 standards, which are already active for GmbH, and in obtaining the future ISO 45001 certification. Collaboration with these bodies guarantees transparency, traceability and continuous improvement of company performance, especially in key areas such as quality, environment and occupational health and safety. Furthermore, the highest levels of competence in product compliance are reflected in the ISO 17025 certification of its German (and Italian) laboratories, as well as long lasting test acceptance programs with VDE Prüf- und Zertifizierungsinstitut GmbH.

Strategy, Business Model and Materiality (ESRS 2)

Financial institutions are important partners in supporting the company's development objectives, particularly in relation to growth, logistical improvement and digitalization projects. Their support makes it possible to plan investments in a way that is solid and consistent with long-term prospects.

Finally, Inventronics maintains an active relationship with National, European and International trade associations, participating in the main sectoral tables to contribute to the regulatory and technological development of the lighting sector. Experts of Inventronics GmbH are active members in Working Groups or hold leading positions in LightingEurope, DALI Alliance, Zhaga Consortium, CENELEC. Inventronics GmbH is furthermore member of ZVEI, KNX Association cvba, Bluetooth SIG, Zigbee Alliance, CSA Connectivity Standards Alliance, Thread, EnOcean Alliance, VDE Verband der Elektrotechnik Elektronik Informationstechnik e.V. Joining these networks strengthens the company's role in dialogue with the market and with the European institutions, facilitating the implementation of good practices and contributing to define emerging standards.

In a complex and constantly evolving industrial context, Inventronics GmbH considers listening to stakeholders a key factor in strengthening its credibility, anticipating market challenges and generating shared, economic, social and environmental values.

2.3 Results of the double materiality analysis

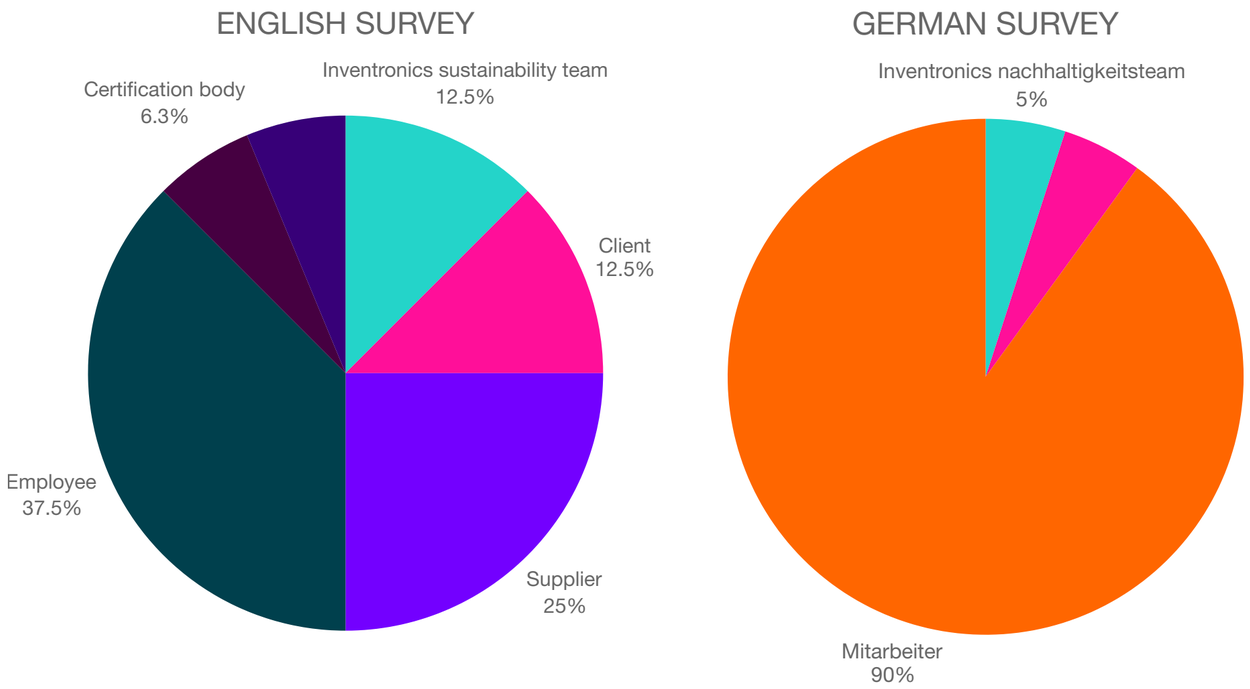
In the course of 2024, Inventronics GmbH conducted a double materiality analysis for the first time in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the ESRS standards. The objective of this process was to identify the most relevant environmental, social and governance impacts, considering both the "inside-out" perspective (i.e. the company's impact on the environment and society), and the "outside-in" perspective (i.e. the effect of ESG factors on the company's economic and financial positioning).
The analysis was divided into several phases. In the first phase, a list of potentially relevant impacts for the reference sector was drawn up, i.e. the design, assembly and distribution of professional lighting solutions. The impacts considered cover the entire value chain of Inventronics GmbH, which includes both direct activities and strategic relationships with suppliers and B2B customers. These impacts were grouped into relevant themes and classified based on two fundamental criteria: the potential importance or severity of the impact and the probability of occurrence.

Subsequently, an extensive Stakeholder Engagement process was activated, which involved the administration of a multilingual questionnaire (in English and German) to the company's main stakeholders.

Strategy, Business Model and Materiality (ESRS 2)

Customers, suppliers, selected employees, group management, certification bodies, financial institutions and trade associations participated. The answers were collected through an online platform and, in some cases, through dedicated Excel files. In total, responses were received from:

- 7 top management members (in Excel form)
- 2 vendors (in Excel form)
- 36 stakeholders in digital format (divided between English and German)



Once the two perspectives were integrated, a materiality threshold of 3 was applied on a scale of 1 to 5. The impacts that exceeded this threshold were considered material and, for each, a further assessment of financial risks and opportunities was carried out, in line with the logic of the double materiality analysis provided by the ESRS.

The topics considered most material both in terms of impact and financial are:

- Innovation in sustainable and digital lighting, which ranks as the most relevant theme, reflecting Inventronics' strategic positioning as a technology provider in the LED sector.
- Employee satisfaction and training and development, which emphasize the importance attributed to people in a highly specialized technical context.
- Circular products, emblem of the growing attention to sustainable design and the reduction of environmental impact throughout the life cycle of the product.
- Diversity and inclusion, recognized both as a cultural value and as a lever to attract and retain talent.

Regulatory and management aspects such as compliance with laws and regulations and the sustainable supply chain also exceed the materiality threshold, highlighting the shared interest in product compliance as well as transparency, traceability and resilience of supply chains.

Strategy, Business Model and Materiality (ESRS 2)

Other relevant impacts from a stakeholder perspective include:

- Emissions into the atmosphere, which reflect a growing attention to the environmental sustainability of products and processes.
- Corruption, assessed in a manner consistent with the need for responsible governance in the context of complex international relations.
- Concentration of the supply chain, connected to potential risks of dependence on a few strategic suppliers.

Finally, some topics — such as accidents at work, water use or chemical pollution — while generally relevant, were less material for the specific context of Inventronics GmbH, where production processes are limited and largely outsourced.

Strategy, Business Model and Materiality (ESRS 2)

Thematic	Material topic	SDG's	ESRS
Business ethics	Compliance with laws and regulations		ESRS G1 – Business Conduct
	Corruption		
Energy and emissions	Emissions to air		ESRS E1 – Climate Change
Water and effluents	Water		ESRS E3 – Water and Marine Resources
Air pollution	Polluting chemicals		ESRS E2 - Pollution
Product development	Circular products		ESRS E5 – Resource Use & Circular Economy
	Innovation in sustainable & digital lighting		
Local and traceable supply chain	Supply chain concentration		ESRS 2 – General Disclosures
	Sustainable supply chain		
Employee well-being	Employee satisfaction		ESRS S1 – Own Workforce
Equal opportunities	Diversity & inclusion		ESRS S1 – Own Workforce
	Training and education		ESRS S1 – Own Workforce
Health and safety	Injuries and accidents		ESRS S1 – Own Workforce

Table 1 Materiality analysis

2.4 Impacts, Risks and Opportunities (IRO)

The double materiality analysis conducted by Inventronics GmbH has made it possible to identify a series of ESG impacts that are also considered material from a financial point of view. For each of them, a structured analysis of potential economic risks and value creation opportunities was carried out, consistent with the risk management system adopted at group level. The approach followed involved a careful internal assessment by the sustainability team and the management functions, with the support of analyses already consolidated at corporate level, such as "Scenario Planning" and business continuity plans. The analysis was aligned with the "Go Green" strategy, which aims to select wherever possible greener materials and investigate further lower emissions' technologies and electronic topologies, evaluate low emissions supply chain's routes, drive regulatory transformation and support customers with additional services promoting their sustainability agenda.

Strategy, Business Model and Materiality (ESRS 2)

The following financial implications were highlighted:

Material Theme	ESRS	Main risk	Main opportunity	Time horizon	Position in the value chain	Expected financial impact
Compliance with laws and regulations	ESRS G1	Penalties and costs for non-compliance with regulations; loss of access to regulated markets	Access to regulated markets and strengthened customer confidence	Medium term (3-5 years)	Downstream	High
Corruption	ESRS G1	Legal and reputational costs; IP loss and the need to reorganize the supply chain	Administrative savings through clear governance and increased transparency	Medium term (3-5 years)	In-house, upstream	Medium
Emissions to air	ESRS E1	Costs for regulatory adaptation and extreme weather events; impacts along the supply chain	Incentives and new market opportunities related to the energy transition	Long-term (>5 years)	Upstream, in-house	High
Water	ESRS E3	Reputational damage and environmental restoration costs	N/A	Medium term (3-5 years)	In-house	Low
Polluting chemicals	ESRS E2	Disposal and compliance costs, accident and injury risk	Reduction of management, training and compliance costs; ESG client attraction	Medium term (3-5 years)	Upstream, in-house	Medium
Circularity in Products	ESRS E5	Higher costs for recycled materials and uncertainty about performance	Reduction of raw material costs and competitive advantages in terms of ESG	Medium term (3-5 years)	In-house, upstream	High
Innovation in Sustainable & Digital Lighting	ESRS E5	High investments, technological uncertainty, risk of competitive delay	Commercial expansion, cost reduction and increased productivity	Long-term (>5 years)	In-house	High
Supply chain concentration	ESRS 2	Geopolitical risks, low resilience, cartels	Economies of scale, standardization, better quality	Medium term (3-5 years)	Upstream	High
Sustainable Supply chain	ESRS E1 / G1	Reputational risks and disruptions for social/environmental non-compliance	Operational stability, guaranteed quality and ESG benefits	Medium term (3-5 years)	Upstream	High
Employee Satisfaction	ESRS S1	Turnover costs and low retention	Improved performance, retention and business resilience	Medium term (3-5 years)	In-house	Medium
Diversity & Inclusion	ESRS S1	Management costs and potential organizational difficulties	Innovation and problem solving, corporate reputation	Medium term (3-5 years)	In-house	Medium
Injuries and Accidents	ESRS S1	Replacement costs and indemnification	Reduced insurance costs and improved indoor climate	Medium term (3-5 years)	In-house	Low
Training and education	ESRS S1	High costs with risk of limited returns	Skills development, talent attractiveness, performance	Medium term (3-5 years)	In-house	Medium

Table 2 IRO analysis

Key risks

- Increase in operational costs related to regulatory compliance (e.g. CBAM, ETS, EU regulations for the treatment of electronic waste);
- Discontinuity in the supply chain, linked to geopolitical factors (conflicts, duties, customs regulations, strikes), as evidenced by the recent critical issues in container transport from Yantian to Hamburg and in alternative rail flows
- Technological obsolescence or ineffective R&D, which could lead to losses on investments or loss of competitiveness, especially in the digital sphere and in the integration of connected functions and smart lighting.
- Costs related to turnover or the difficulty of retaining qualified technical staff, with impacts on productivity and internal know-how.

Key opportunities

- Access to regulated markets and customers with high ESG sensitivity, particularly relevant for Inventronics, which operates in B2B with European companies subject to stringent obligations;
- Cost efficiencies deriving from circular economy projects and reduction of virgin materials (as envisaged in the "recollection & remanufacturing" initiatives);
- Reputational benefits and increased brand value, which can facilitate the acquisition of new customers and investors;
- Access to public funds and incentives for sustainable innovation, including projects supported by Horizon Europe or regional funding schemes for digitalization and energy efficiency.

Strategy, Business Model and Materiality (ESRS 2)

The matrix, reported in the Figures 1 shows a well-distributed set of themes, with a strong concentration in the upper right corner, a sign of alignment between significant impacts and financial significance.

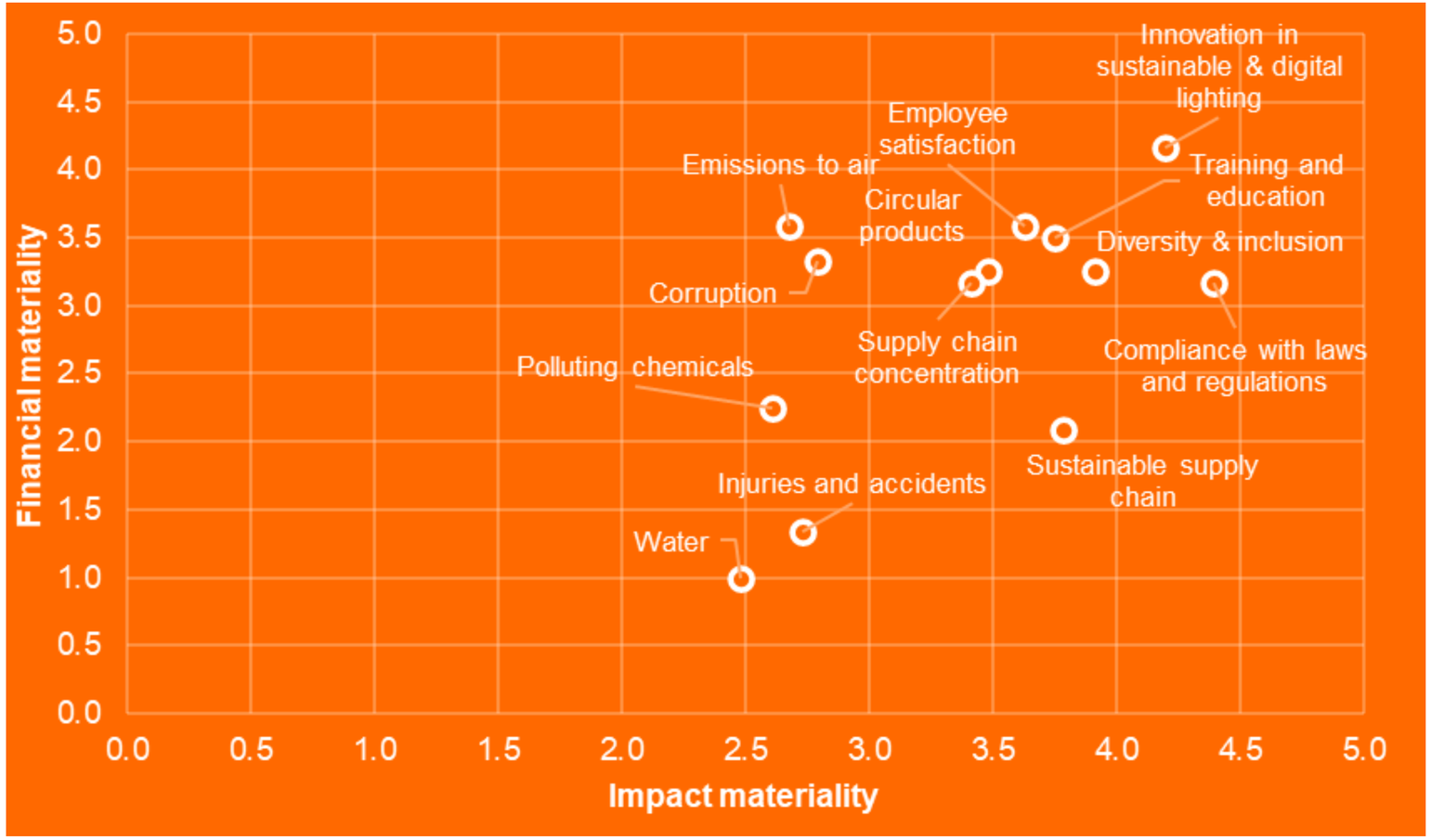


Figure 1 Materiality matrix

Integrated risk management in the company is based on monitoring tools and business continuity plans, developed in synergy between the logistics, planning, purchasing and quality functions. Key measures already in place include:

- implementation of secondary sourcing and revision of supply plans;
- redefinition of logistical routes (e.g. from ship to train) to reduce vulnerability in cases of exceptional events (such as the blockage of the Suez Canal);
- investments in automation and digitization of sales, logistic and quality control processes, to reduce errors and inefficiencies.
- Strengthened European Presidia to increase responsiveness to urgent customer requests

These measures testify Inventronics GmbH's focus on building a risk governance system that is consistent with its strategic priorities and capable of reacting in a timely manner to future scenarios.

2.5 Risk management

Inventronics GmbH adopts a structured approach to risk management, in line with the guidelines of the Inventronics Global group and integrated into the decision-making and operational processes of the German office. The management of environmental, social and governance risks is supported by a combination of strategic tools, corporate policies and operational measures that strengthen their effectiveness.
To address risks related to business continuity and the supply chain, the company has implemented a business continuity plan that provides for the use of alternative suppliers (second sourcing), the diversification of logistics channels (including the use of rail transport to mitigate maritime risks related to conflicts and congestion) and direct supervision of critical nodes of the supply chain. as highlighted in the internal documents of the DS Taskforce on Business Continuity.
These measures were strengthened in 2023–2024, in response to logistical disruptions and geopolitical risks that emerged in the Eurasian scenario.
Regarding the sustainable supply chain, Inventronics GmbH uses the IntegrityNext platform to assess and monitor suppliers from an ESG perspective. Strategic suppliers are subject to periodic due diligence that includes respect for human rights, environmental management and compliance with international regulations on conflict minerals.
These aspects are formalized in the Responsible Sourcing of Raw Materials Policy, which establishes selection and conduct criteria for supply chain partners and is integrated into commercial contracts.

The company has also adopted a globally valid Code of Ethics, also signed by the German office, which regulates the expected conduct in terms of integrity, anti-corruption, respect for fundamental rights and transparency. The Code is supported by a clear governance structure, with defined responsibilities for overseeing and monitoring compliance with policies.
Strategically, Inventronics GmbH is involved in the group-wide scenario planning and technology roadmap processes.
In particular, the "Go Green, Go Local" strategy envisages increasing the responsiveness on the European market through greater production localization (in Bulgaria), the automation of internal processes and the development of higher value-added solutions (e.g. smart components, tailor-made modules, technical support services). This strategy, outlined in the CNT Strategy and Roadmap Review, aims to reduce dependence on Asian suppliers and improve industrial resilience.
Finally, risk management is strengthened by internal control and continuous improvement processes, which include:

- the periodic review of critical suppliers and the most exposed product categories;
- the adoption of checklists and scenario models to anticipate possible discontinuities;
- collaboration with other European forums for the sharing of good practices.

These activities help ensure consistent and proactive risk management, both in terms of regulatory compliance and operational and economic resilience.

2.6 Connection with the SDGs

The 2030 Agenda for Sustainable Development, signed in September 2015 by the governments of the 193 UN member countries, is an action program for people, the planet and prosperity. The agenda includes 17 Sustainable Development Goals (SDGs) which in turn are divided into 169 specific targets.
As part of the activities of Inventronics GmbH, the company contributes to the following seven Sustainable Development Goals:

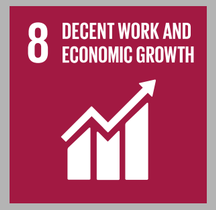
Level 1 - Strong potential for positive impact with scale
These goals are directly driven by our core product innovations and environmental strategies, enabling Inventronics to effect significant, widereaching change.

Through systematic Life Cycle Assessments (ISO 14040/14044), the continuous new introductions of housings made with 80 % postconsumer recycled plastic (ISO 14021 Type II declaration), and ongoing circular economy design, we optimize resource use and minimize waste across our product portfolio.

By developing ever more energy efficient LED drivers and modules, (reducing Scope 1, 2 and 3 emissions), by focusing energies on developing connected systems and by publishing Life Cycle Assessments, we enable our customers to lower carbon footprints throughout product lifecycles and help them with their Sustainability reporting.

Level 2 - Moderate potential for direct or indirect positive impact
These goals are supported by our operational excellence, quality management systems, and strategic partnerships, which generate beneficial effects on workforce wellbeing and economic growth.

Adoption of ISO 45001–aligned health and safety practices from our Treviso site, coupled with rigorous electrical safety testing, ensures a safer workplace and products that protect end users.



Our ISO 9001–certified quality management system underpins fair labor practices, continuous training, and transparent supply chain oversight (via CMRT, EMRT, and IntegrityNext), fostering equitable growth and customer confidence.

Significant R&D investments, advanced products'- and processes'- digitalization in a new IT landscape, and collaborative innovation projects strengthen resilient, sustainable lighting infrastructure worldwide.

Level 3 - Responsibility to mitigate potential negative impacts
For these goals, our focus is on governance, ethical sourcing, and inclusive policies to prevent adverse effects and uphold social justice.

We enforce antidiscrimination policies, monitor gender balance via our ESG platform, and promote equal opportunity across all organizational levels.

Through proactive due diligence with CMRT/EMRT, we ensure responsible sourcing and equitable treatment of suppliers, reducing social and economic disparities along our value chain.

By engaging with industry bodies (e.g., Responsible Minerals Initiative, OECD due diligence networks), certification partners (SGS), and academic institutions, we codevelop standards and solutions that advance sustainable development globally.

3. Governance and Integrity (ESRS G1)

3.1 Governance model and role of the ESG team

Inventronics GmbH adopts a structured and multi-level governance model, in line with the global organization of the Inventronics Group, characterized by a clear distribution of responsibilities between management, operational and support functions. The organization is based on a functional structure, which allows local activities to be effectively integrated with the group's global strategies, while maintaining a high degree of operational autonomy.
The Executive Board (Geschäftsführung) is the highest governing body responsible for overall coordination of the company, while the day-to-day management is entrusted to a site management and business management team, supported by an active Workers Council (Betriebsrat), which ensures employee representation and social dialogue.
The entire structure works in close synergy with the Digital Systems Business Unit (BU DS), of which Inventronics GmbH is an integral part, dealing with advanced solutions for LED and digital lighting. The company's organizational chart is divided into key functions: Finance, Legal & Compliance, HR, Quality & EHS, Sales, Logistic and Supply Chain, Research and Development, Product Management, Marketing and Communication. Each function is overseen by a reference figure, with specific responsibilities and constant interaction with the regional and global levels of the group.

The management of ESG issues is entrusted to the Quality Management & EHS Manager, who coordinates the company's environmental, social and governance activities.
This role is supported by specialized external consultants, who provide technical assistance for the preparation of financial statements, double materiality analysis, risk monitoring and alignment with European regulatory requirements, particularly those provided for by the CSRD and ESRS standards.

ESG governance is part of a regulatory and organizational system shared at group level, which includes cross-cutting policies already adopted by the German main site.
These include the Code of Conduct, the company's guide for the protection of personal data, the policy for the responsible sourcing of raw materials and the guidelines for human resources management. Each of these documents contributes to strengthening the corporate culture of responsibility, transparency and sustainability, and will be discussed in detail in the following sections of this report.

3.2 231 Organizational Model and Code of Ethics

Inventronics GmbH bases its business on the principles of integrity, transparency and compliance with regulations, adopting a rigorous approach to business ethics and responsible conduct throughout the value chain. The company operates in compliance with international values and regulations, inspired by the principles of the United Nations Global Compact, the Responsible Business Alliance (RBA) Code of Conduct and the OECD Guidelines for Multinational Enterprises.
The Group-wide Code of Conduct of Inventronics GmbH, which applies to all affiliated companies, defines the expected conduct of employees, suppliers and business partners, promoting respect for human rights, legality, fair competition and environmental sustainability. The document imposes an absolute ban on corrupt practices, money laundering, conflicts of interest and discrimination, affirming full adherence to the principles of equality, inclusion and safety at work. Inventronics requires its employees to operate with fairness, responsibility and compliance with regulations, actively contributing to the creation of a safe, inclusive and collaborative work environment.

The Code prohibits any form of discrimination or harassment, protects people's health and safety and promotes equal opportunities, encouraging dialogue and reporting of unethical behaviour through confidential whistleblowing channels. Customers also play a key role in the company's ethical system: Inventronics is committed to ensuring that they have safe, high-quality and compliant products, as well as to maintaining a transparent and fair dialogue. The Code of Conduct also establishes that customers must also act in compliance with the principles of integrity and legality, promoting a collaboration based on mutual trust and shared responsibility.
Regarding the management of personal data, Inventronics GmbH has adopted a Corporate Data Privacy Policy in compliance with European Regulation 2016/679 (GDPR). This policy applies to all data processed by the company, both with reference to customers, suppliers and external stakeholders, and in relation to internal personnel. Personal data is processed in accordance with the principles of lawfulness, transparency, minimization and integrity, and is protected by appropriate technical and organizational security measures. The company guarantees the rights of data subjects – such as access, rectification, erasure and portability – and ensures that any international transfers are carried out in compliance with the guarantees provided for by the GDPR.
The responsibility for data protection is integrated into business processes, with the involvement of internal representatives and staff awareness courses, to build a corporate culture based on information protection and respect for confidentiality.

Governance and Integrity (ESRS G1)

Data protection is considered an integral part of the company's ethics and consistent with the commitments made in the Code of Conduct.

Inventronics GmbH has also formalized a series of cross-cutting policies including the Responsible Sourcing of Raw Materials Policy, the Corporate Environmental Guideline, the HR guidelines and, indeed, the Corporate Data Privacy Policy. These documents will be discussed in detail in the following sections of this report and form the backbone of the company's ethical and sustainable governance system.
Finally, the application of ethical principles is supported by an internal Quality Manual, which details the roles, responsibilities and expected behaviours in each operational area, contributing to the dissemination of a culture of quality and regulatory compliance. All employees are encouraged to maintain an ethical and responsible working environment that respects people, laws, and the environment. These tools are a fundamental component of the corporate governance system, helping to strengthen the trust, reputation and resilience of the organization over time.

3.3 Policies adopted

Inventronics GmbH adopts a structured and consistent set of corporate policies that reflect the Group's commitment to sustainability, business ethics, human rights protection and regulatory compliance. These policies apply both to the company's internal activities and to relations with customers, suppliers and partners, constituting an operational reference for all employees and stakeholders in the value chain.

Code of Business Conduct

The Code of Conduct of Inventronics GmbH is the foundation of corporate ethics. It establishes binding principles on integrity, compliance with the law, anti-corruption, fairness in business relations, fair competition, transparency in contacts with public bodies, protection of personal and environmental data. The document defines the responsibilities of employees and leadership in promoting responsible and compliant behavior, and calls on all collaborators to act transparently, fairly and professionally in every operational context. Any form of discrimination, harassment, conflict of interest or abuse of company resources is expressly prohibited. Particular attention is paid to the fight against corruption, understood in all its forms: bribes, favoritism, improper gifts, illicit personal benefits and unfair practices in relations with third parties, including suppliers and public authorities. The company adopts the principle of "zero tolerance" towards corrupt behavior and promotes an organizational culture based on legality and transparency.

Employees are required to report any suspicious behaviour through confidential whistleblowing channels, securely and confidentially. The Code also provides concrete guidance on how to avoid risky situations, for example in the context of gifts, sponsorships or external assignments.

Supplier Code of Conduct

Inventronics requires players in its supply chain to adhere to the Supplier Code of Conduct, which incorporates the company's core values in terms of human rights, ethics, safety, environmental sustainability, regulatory compliance and information protection. Suppliers are required to ensure safe working conditions, respect labour rights, avoid any form of forced or child labour, and implement a management system aimed at identifying and mitigating ESG risks. The policy also emphasizes the importance of environmental protection, requiring suppliers to reduce the environmental impact of their activities.

Governance and Integrity (ESRS G1)

Responsible Sourcing of Raw Materials Policy

Particularly relevant is the Responsible Sourcing of Raw Materials Policy, which regulates the responsible management of raw materials containing the so-called "conflict minerals" (tin, tungsten, tantalum and gold – 3TG). Inventronics is committed to excluding the use of materials from untraceable conflict areas and to applying OECD due diligence guidelines. The policy requires all suppliers to adopt traceability, transparency and risk management systems and adhere to international compliance criteria (e.g. CMRT, EMRT). The entire process is supported by the IntegrityNext platform, which allows automated monitoring of the supply chain through digital audits and self-assessments.

Environmental Guideline

The Environmental Guideline of Inventronics GmbH embodies the Group’s unwavering dedication to environmental stewardship and resource responsibility, establishing a comprehensive framework that permeates every aspect of its operations. Anchored in an ISO 14001-certified management system, the Guideline mandates proactive measures for energy and water conservation, strict control of hazardous substances, and the thoughtful selection of raw materials to minimize ecological impact. It sets forth ambitious targets driving continuous improvements in process efficiency, product design, and the integration of renewable energy sources. Waste management is governed by rigorous procedures that ensure the systematic segregation, recovery and recycling of materials, thereby fostering a true circular economy from procurement through end-of-life recovery.

Moreover, the guideline underscores the importance of transparent reporting, ongoing environmental training for employees, and collaborative engagement with suppliers and local communities to uphold shared accountability. Through periodic reviews and iterative enhancements, Inventronics commits to not only meeting but surpassing legal requirements, promoting an organizational culture in which environmental excellence and sustainable innovation advance hand-in-hand.

Global HR guidelines

The Global HR Guideline complements policies to protect personnel. It promotes principles of fairness, inclusion, transparency in human resource management and skills development, paying particular attention to cultural diversity and the creation of safe, respectful and stimulating work environments. The right to freedom of association and collective bargaining is recognized, while discrimination, harassment, forced labor and child exploitation are formally prohibited. HR guidelines also promote training, performance appraisal, and work-life balance.
All the policies mentioned above are accompanied by monitoring and control mechanisms, which provide for internal audits, periodic audits, complaint management and corrective actions. Inventronics GmbH reserves the right to terminate business relationships with non-compliant suppliers and takes a systemic approach to risk mitigation along the entire value chain. An internal escalation function is also provided in the event of non-compliance, in line with the company's quality and sustainability management system.

Governance and Integrity (ESRS G1)

Compensation & Benefits

The remuneration policy defines the objective of ensuring a competitive remuneration structure, aligned with both the external market and the internal needs of the company. Remuneration is based on objective criteria such as classification level, individual performance and industry benchmarks, while promoting internal fairness and transparency in the management of compensation.

Talent Acquisition

The selection and recruitment process follows a uniform global procedure, applicable to both internal and external applications. The process includes defining staffing needs, selecting candidates, and hiring and completing onboarding activities. All processes are documented and integrated with diversity guidelines, to promote equitable access to professional opportunities.

Onboarding

The company has defined a structured onboarding process aimed at new hires, with reference to indirect employees. The course includes planning the first week, introductory training and operational support through team coaching.

Performance Management Process (PMP)

The performance review process is designed to encourage continuous employee development and support a high-performance culture. It involves the definition of individual objectives, periodic dialogues between employee and manager and a final evaluation at the end of the year. The system reflects the company's values and leadership principles and forms the foundation for professional development paths.

Learning & Training

The training policy establishes a structured process for the identification, delivery and monitoring of training pathways. The goal is to ensure that all employees have access to continuous learning opportunities, developing both technical and soft skills. The training plan is integrated with Performance Management and preferably includes online content to maximize accessibility.

Termination

The exit process regulates the termination of the employment relationship, with attention to procedural clarity, the return of company equipment and the correct closure of administrative pending. Also in this phase, a respectful approach is envisaged and in compliance with internal policies and current regulations.

Policy being adopted

Inventronics GmbH has started a process of consolidation and formalization of further policies to oversee HR activities, compliance and social sustainability. Although not yet formalized at the time of publication of these Reports, these policies are already operational in the management system and provide a consistent and transparent picture of corporate expectations.

Sexual Harassment Policy

The policy clearly defines conduct considered sexual harassment, whether physical, verbal or nonverbal, and establishes strict procedures for reporting, investigating, and handling cases. Inventronics guarantees full confidentiality to the people involved and adopts the principle of zero tolerance towards any form of harassment, even in extra-work contexts related to company activities. The policy also includes a training plan for all employees, aimed at promoting a culture of respect and prevention, and provides for progressive disciplinary sanctions up to dismissal in the most serious cases

3.4 Lobbying activities

Inventronics GmbH recognizes the importance of actively contributing to the definition of a regulatory and technical framework consistent with its values and the Group's strategic vision, in relation to environmental objectives, the digitalization of lighting systems and sustainability along the value chain.
In line with the requirements of the ESRS G1-5 standard, the company clarifies that it does not make direct or indirect political contributions, either in monetary or in-kind form, in any country or geographical area in which it operates. Inventronics GmbH is not registered in the EU Transparency Register or equivalent registers at national level, and no member of the administrative, management or supervisory bodies has held positions in public bodies or regulatory authorities in the two years prior to their appointment, during the reporting period.

The representation of interests takes place through two main channels:

- Active participation in industrial associations, which maintain a direct dialogue with policy makers and institutions, also at European level;
- Technical contribution to the definition of national and international standards, through the participation of company experts in committees and working groups on regulatory and technological issues.

Both levels – although only the first is strictly attributable to lobbying – are considered fundamental by Inventronics to contribute to the construction of sustainable, interoperable and innovation-oriented markets.

Key industry associations in which Inventronics is actively involved include:

- LightingEurope (EU)
- ZVEI – Zentralverband Elektrotechnik- und Elektronikindustrie (Germany)
- LIA – Lighting Industry Association (UK)
- ASSIL – National Association of Lighting Manufacturers (Italy)
- Syndicat de l'éclairage (France)
- Shanghai Pudong Lighting Association (China)

In the field of regulations and technical standardization, the company contributes to the work of bodies such as:

- IEC – International Electrotechnical Commission
- SAC – Standardization Administration of China
- CENELEC, DIN/DKE (Germany)
- CEI – Italian Electrotechnical Committee
- Zhaga Consortium
- DALI Alliance

Governance and Integrity (ESRS G1)

Participation in these bodies is developed at different levels: from expert, technical participation in committees and working groups to chairmanship or being part of the Boards of specific bodies. Contribution is given by experts belonging to different departments in Inventronics (R&D, Quality, Sustainability, Environmental Compliance, Standardization Group), making sure participation is productive and not a mere witnessing of discussions.

Through these channels, Inventronics supports the following main topics of strategic interest, consistent with the impacts and material risks identified in the double materiality analysis:

- Promotion of meaningful, implementable and verifiable environmental requirements, in line with the Carbon Footprint Reduction Targets (ESRS E1);
- Harmonization of markets and technical regulations, in order to promote the marketing of common products on a global scale, reducing adaptation costs and improving competitiveness;
- Development of interoperable connectivity standards, to support sustainable and resilient supply chains, capable of integrating components from different suppliers (topics related to circularity and supply chain management – ESRS E5 and G1);
- Clarity and simplification of documentary requirements, to ensure the effective enforceability of environmental regulations without overloading SMEs or hindering innovation.

The positions taken by the company in the context of representation are always consistent with the values expressed in the Code of Conduct and in the company policies, with reference to compliance with regulations, the promotion of transparency and constructive collaboration with legislators. The company monitors these activities in collaboration with its regulatory and technical team, involving internal experts and, where necessary, specialized external consultants, in compliance with the principle of accountability and the regulatory framework in force in the various countries.

4. Social Responsibility (S1)

4.1 Human capital: characteristics, composition, contracts

Human capital is a key strategic asset in the organizational ecosystem of Inventronics GmbH. The company understands the central role that each employee plays in ensuring long-term success, sustainability and innovation. Employees represent the main driver of business growth and development, contributing directly to the creation of value through distinctive skills and innovative approaches. Inventronics GmbH attaches great importance to the general well-being of its employees, actively engaging in creating a safe, stimulating and collaborative working environment, where everyone can feel valued and respected. The company is also committed to promoting an organizational culture based on diversity, inclusion and mutual respect. Every employee, regardless of age, disability, gender, sexual orientation, ethnic background or religious beliefs, has the right to receive and manifest dignity and respect in working relationships with colleagues, customers and stakeholders.
To attract and retain the best talent, Inventronics GmbH adopts a structured and global Talent Acquisition process, which includes various activities aimed at identifying qualified candidates both internally and externally.

The recruitment process follows a well-defined process that includes: formal approval of the position to be filled, active search through online channels, company platforms and career days, selection and interview of candidates with particular attention to diversity, final decision on the person to be hired, stipulation of the employment contract and structured onboarding phase.
The carefully designed onboarding path includes an organized and warm welcome, specific training on company procedures and the fundamental values of Inventronics, coaching and operational training in the field, as well as periodic feedback to ensure rapid integration of the new hire. This process aims to facilitate the achievement of operational autonomy and to create a sense of belonging from the first moments of work.

Inventronics GmbH systematically applies the Performance Management Process (PMP), a key tool for the continuous enhancement of human capital and the achievement of corporate goals. The PMP stimulates constant communication between managers and employees, the clear definition of annual objectives, the transparent evaluation of performance and individual potential, as well as the final sharing of feedback aimed at supporting the employee's personal and professional growth. Inventronics GmbH's human resource management practices, including continuous training and skills development, are based on innovative tools and digitized approaches, with a preference for online and virtual learning, which allows employees to take advantage of flexible, cost-effective and easily accessible training content from anywhere.

Social Responsibility (S1)

Coverage of company contract and social dialogue	2024
Employees covered by company contract	113
Number of employees	113
Percentage of employees covered by company contract	100%

Table 3 Collective bargaining coverage

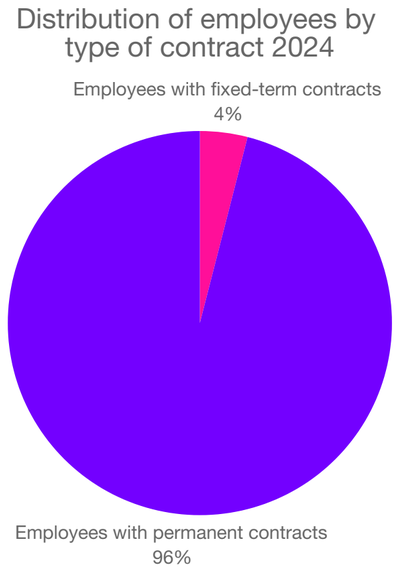
Since 2023, all employees of Inventronics GmbH are covered by a company-specific contract, agreed with the Workers Council, which is based on the national Tarif Vertrag of IG Metal. Thus ensuring consistent, fair contractual standards in line with international best practices. To avoid discrimination at the time of hiring, the Group undertakes to evaluate new hires through parameters that are as objective as possible, focusing on the candidates' skills and suitability for the job position. All metrics related to the composition and characteristics of the company's workforce are calculated using the headcount methodology, as of December 31, 2024.
The contractual distribution of Inventronics GmbH's personnel as at 31 December 2024 reflects in a detailed and concrete way the company's desire to ensure continuity and job security for its employees.

Overall, the company has 113 employees, divided into 84 men and 29 women, testifying to a diverse and inclusive workforce.

	Men	Women	Total
Data	2024	2024	2024
Total employees	84	29	113
Permanent	81	27	108
Fixed time	3	2	5

Table 4 Emplyees with fixed and permanent contracts

Social Responsibility (S1)

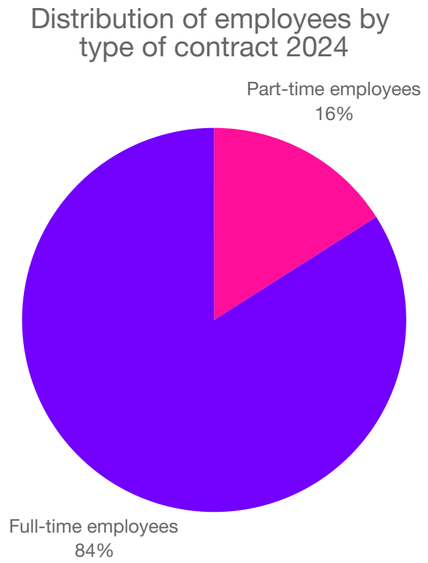


Going more specifically, Table 4 clearly shows that 96% of collaborators have a permanent contract: in fact, there are 108 employees (81 men and 27 women). This contractual choice represents a clear signal of the company's desire to create a stable and lasting working environment, capable of guaranteeing professional growth and personal security to employees.

	Men	Women	Total
Data	2024	2024	2024
Total employees	84	29	113
Full-time	77	18	95
Part-time	7	11	18

Table 5 Employees with part-time and full-time contracts

Also, for the contractual hours there is a marked job stability that the company wants to guarantee to its employees. In fact, 84% of employees are on a full-time contract. However, the company does not neglect the personal and family needs of its employees, also providing for a share of part-time contracts. These involve 18 employees (7 men and 11 women) and reflect a company's sensitivity to the different individual needs, actively aiming to promote a working environment attentive to personal well-being and a healthy work-life balance.



Social Responsibility (S1)

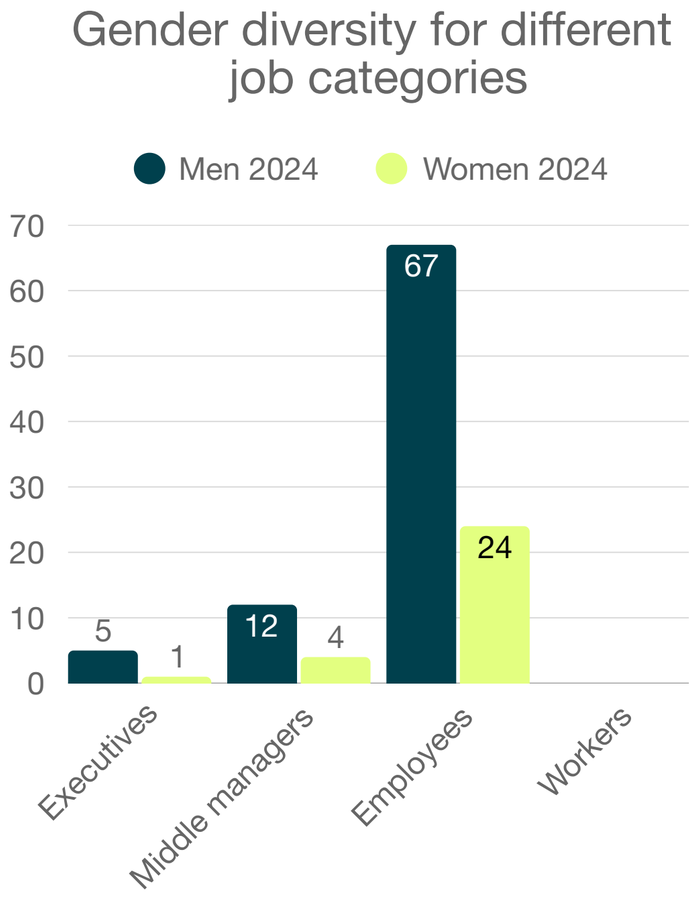
In addition, Inventronics GmbH had three interim employees in force as of 31/12 in 2024.
Inventronics GmbH is subject to a regulatory obligation to employ employees from protected groups. Also, by virtue of this obligation, the employees belonging to the protected categories were 3 in 2024, slightly below the limits imposed by the state due to the complex sector in which the company operates.

	2024
Employees belonging to protected categories	3
Percentage of employees belonging to protected categories	2.60%

Table 6 Employees belonging to the protected categories

4.2 Gender Equality, Diversity and Inclusion

Inventronics GmbH attaches great importance to gender equality, diversity and inclusion, which are key elements of its corporate culture and the foundation for sustainable growth and innovation. As of December 31, 2024, Inventronics GmbH had a total of 113 employees, with a significant female presence of 26% of the total. This figure is particularly relevant if we consider the technological and electronic sector in which the company operates, traditionally characterized by a lower representation of women.
The gender distribution of management positions shows that Inventronics GmbH actively promotes the presence of women in managerial and responsible roles: among managers and middle managers, in fact, women make up about 23% of the total, testifying to a company policy that evaluates candidates and employees exclusively on the basis of potential, skills and qualifications, in line with the provisions of the Code of Business Conduct.

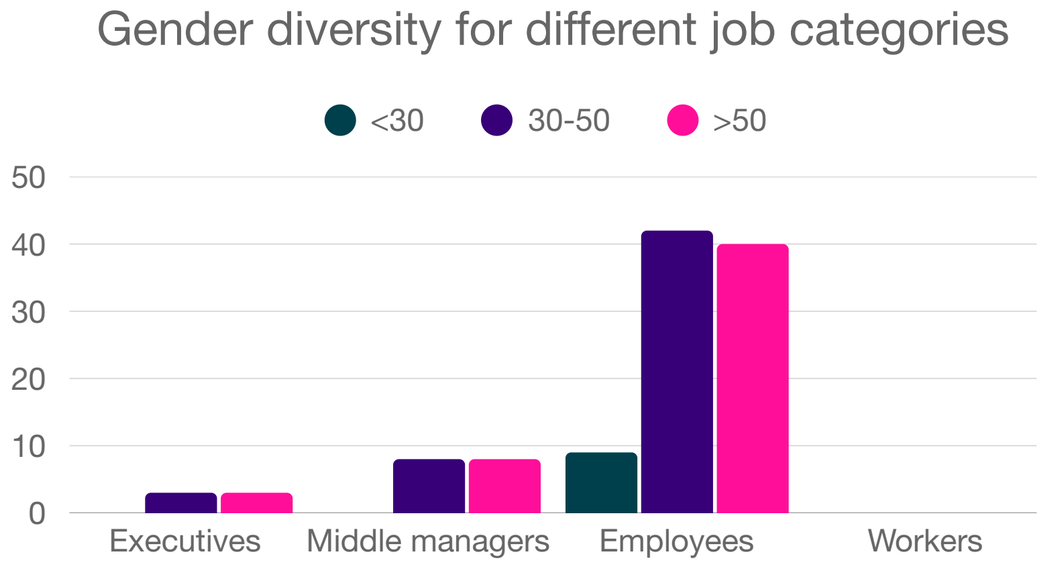


This document clearly reaffirms that Inventronics GmbH does not tolerate discrimination and is committed to creating a working environment based on cooperation, mutual trust and respect. Looking at the age of employees, a balanced and positive composition emerges: 47% of employees are between 30 and 50 years old, while 45% are over 50 years old. Alongside these, young people under 30 represent 8% of the workforce. This generational mix creates a dynamic and enriching environment: on the one hand there are consolidated skills and corporate memory, on the other new energies and innovative points of view. Inventronics deeply believe in the value of collaboration between generations, which allows us to face challenges with solidity and enthusiasm. This approach is fully consistent with the Global HR Guideline, which defines diversity as a competitive advantage and a social responsibility.

Social Responsibility (S1)

	Men	Women	Total
Data	2024	2024	2024
Total employees	84	29	113
Executives	5	1	6
Middle managers	12	4	16
Employees	67	24	91
Workers	0	0	0
Percentage of employees	74%	26%	100%
Executives	4%	1%	5%
Middle managers	11%	4%	14%
Employees	59%	21%	81%
Workers	0%	0%	0%

Table 7 Gender diversity in the organization's bodies



For this reason, the company continues to promote an open, inclusive and respectful organizational culture, in which each person can feel welcomed and put in a position to give the best of themselves. Diversity is not just a goal to be achieved, but a daily dimension of the way Inventronics chooses to operate.

Social Responsibility (S1)

	<30	30-50	>50	Total
Data	**2024**	**2024**	**2024**	**2024**
Total employees	**9**	**53**	**51**	**113**
Executives	0	3	3	6
Middle managers	0	8	8	16
Employees	9	42	40	91
Workers	0	0	0	0
Percentage of employees	**8%**	**47%**	**45%**	**100%**
Executives	0%	3%	3%	5%
Middle managers	0%	7%	7%	14%
Employees	8%	37%	35%	81%
Workers	8%	50%	30%	87%

Table 8 Age diversity of organs of the organization

In order to measure the level of pay equity within the organization, Inventronics GmbH calculated the ratio of the highest pay paid in 2024 to the median of company compensation, excluding the highest wage from the calculation. This indicator provides a snapshot of the internal wage distribution, offering a significant key to understanding how the wealth generated within the company is redistributed.

In 2024, this ratio was 4.3. The figure reflects the company's remuneration structure, which includes several managerial and executive figures with significant responsibilities and salary levels consistent with the role held and the reference market.

	2024
Maximum pay in relation to median pay	4.3

Table 9 Compensation ratio within the organization

The company considers it essential to monitor this indicator with a view to transparency, fairness and attention to the principles of pay equity, in line with its corporate values.
The Table 10 It illustrates the relationship between the basic salary and the total remuneration between men and women for each occupational category. This ratio is obtained by dividing, for each category, the basic salary (or total remuneration) of a female employee by that of a male employee: a value close to one indicates a pay alignment that reflects gender equality.

Social Responsibility (S1)

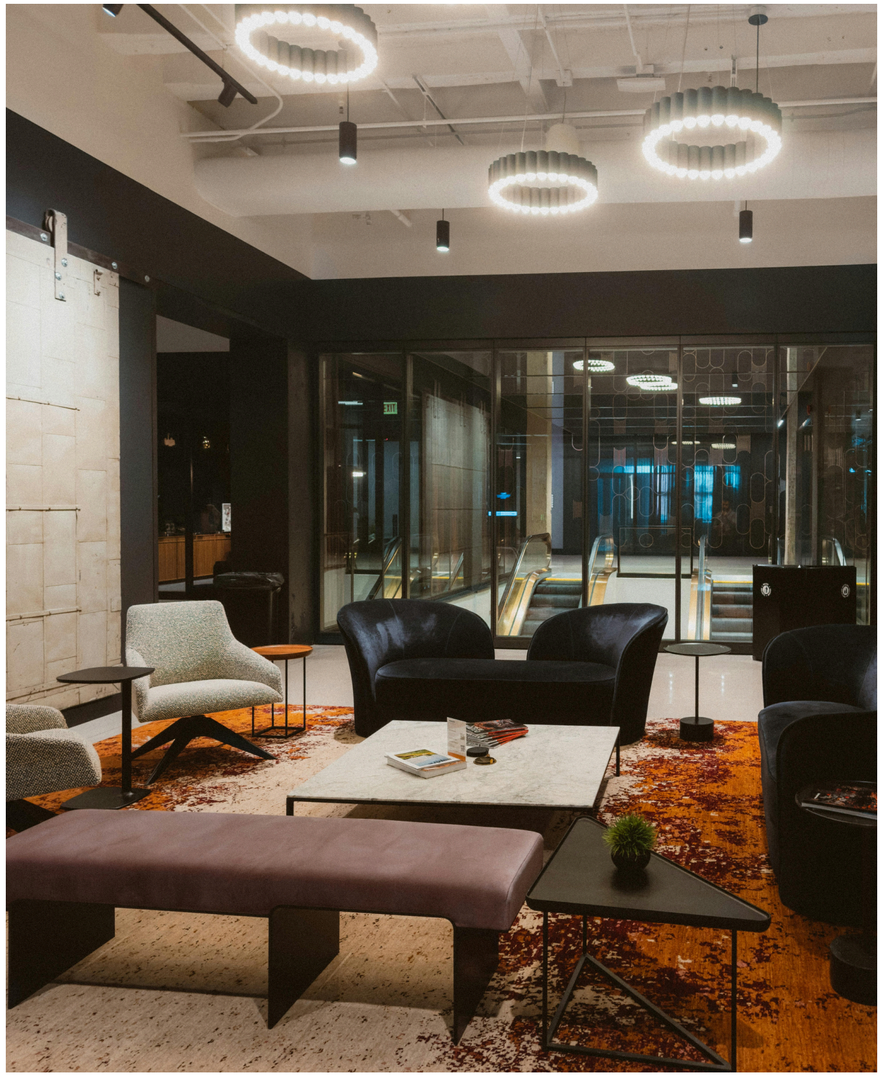
The gender pay analysis conducted by Inventronics GmbH in 2024 shows a high wage uniformity between men and women in the different professional categories, confirming the company's commitment to an organizational culture based on fairness and equal treatment.

The results are positive in all professional categories. In particular, the categories of white-collar and middle managers show extremely encouraging indicators: the ratios between the basic salary received by women compared to men stand at 0.99 and 0.92 respectively, while those relating to total remuneration reach 0.98 and 0.90. The figures for executives are also positive, with a ratio of 0.76 for the basic salary and 0.72 for the total remuneration.

These figures reflect the company's constant focus on ensuring transparent, fair and merit-based salary conditions, without any discrimination.

	Base salary ratio	Remuneration ratio
	2024	2024
Executives	0.76	0.72
Middle managers	0.92	0.90
Employees	0.99	0.98

Table 10 Ratio of Basic Salary to Remuneration



4.3 Training and skills development

Inventronics GmbH has always recognized the fundamental importance of training and continuous development of the skills of its employees as an essential strategic element for the long-term success and sustainability of the company. Investment in the professional growth of staff is considered a priority, as it generates significant benefits that are positively reflected at all organizational levels.
During 2024, Inventronics GmbH confirmed its commitment to the professional growth of people, actively investing in continuous training and the enhancement of skills. Overall, 757 hours of training were provided, distributed between compulsory courses and technical-specialist courses, with an average of approximately 6.7 hours per employee, calculated based on a total of 113 employees present in the company as of December 31, 2024.
For Inventronics GmbH, training is not only a regulatory requirement, but one of the pillars of the corporate culture, as stated in both the Global HR Guideline and the Code of Conduct.

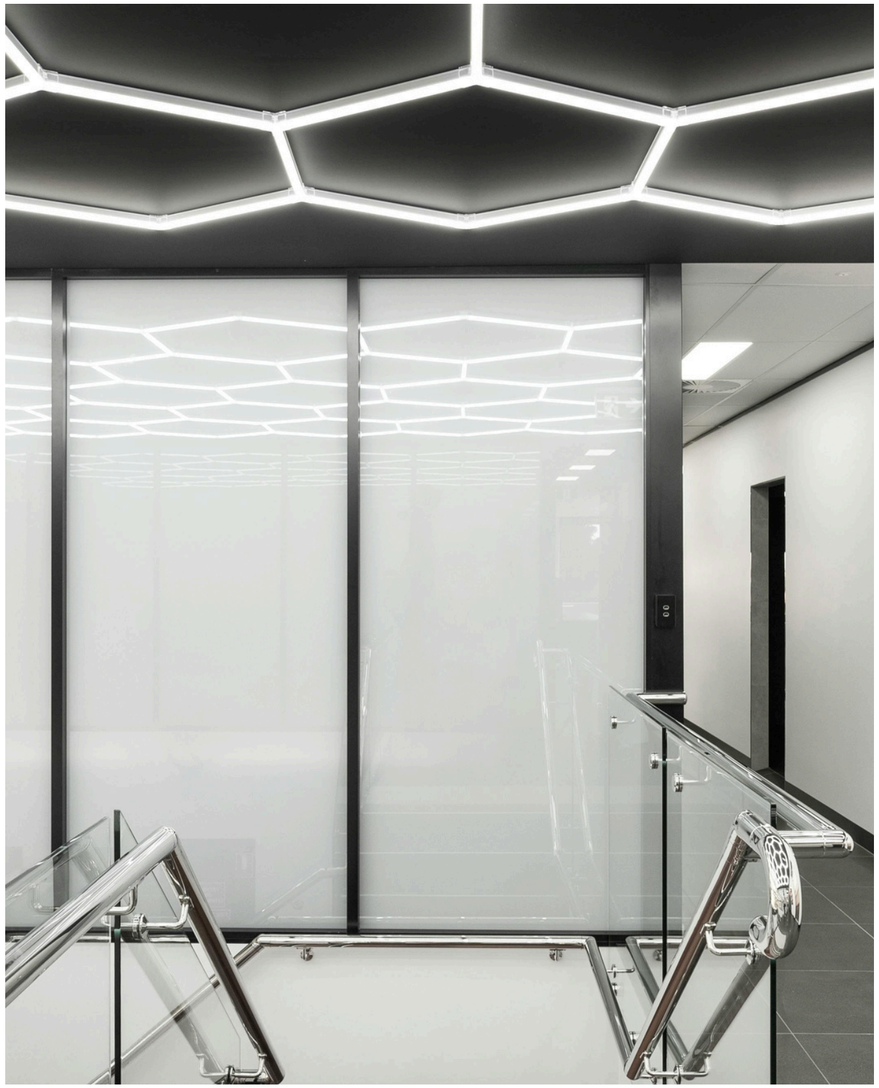
The company actively promotes the development of individual and collective skills, creating conditions for a safe, prepared and continuously improving work environment. In this sense, the 2024 training course included courses aimed at health and safety protection, the development of soft skills, the enhancement of IT skills and the technical updating of the professional figures present in the company.

A significant part of the training activities concerned health and safety at work, with a total of 148 hours provided in this area. Among the most significant courses are the "Aufbauseminar für Sicherheitsbeauftragte" (advanced course for safety officers), as well as further training courses organized in collaboration with BG ETEM and other accredited bodies, aimed at strengthening knowledge in the field of accident prevention, emergency management and safety in the workplace. These courses have helped to keep the skills of internal safety managers up to date, in line with current regulations and with the values of social responsibility that the company promotes.

Social Responsibility (S1)

In addition to the mandatory courses, Inventronics has also invested in training in soft- and management skills. Communication courses, teamwork and updates on operational and digital tools were provided, aimed at improving work efficiency, cross-functional collaboration and awareness of one's role within the organization. The variety of courses offered and the attention to the specific needs of the different company functions testify to the company's desire to promote a culture of continuous learning.

Through this strategic vision of training, Inventronics GmbH strengthens its identity as an inclusive, responsible and sustainable working environment of its human resources. Learning is understood as a lever for competitiveness, prevention and innovation, with concrete benefits for both employees and the organization.



4.4 Occupational health and safety

Inventronics GmbH considers occupational health and safety protection to be an essential pillar of its corporate culture. The protection of people is not only a regulatory duty, but a fundamental ethical value that is reflected in internal policies and in the daily management of activities. This commitment is also fully expressed in the Code of Conduct and in the Quality and EHS (Environment, Health and Safety) Management System, which guides the company in compliance with international standards, such as ISO 45001, and in the promotion of a safe and inclusive working environment.

In 2024, a total of 164,800 hours worked were recorded. During the year, there were 3 workplace accidents with no recovery period, since they were minor accidents that did not require sick days. The company applies a structured and proactive approach to safety management: risks are regularly analyzed, hazards are identified, and technical and organizational measures are taken to minimize critical situations. The safety culture is supported by continuous training, awareness programs and the empowerment of employees at all levels, with the direct involvement of managers and supervisors in the promotion of safe behavior.

Prevention is at the heart of the EHS management model, which is not limited to simple regulatory compliance, but aims to create a collaborative work environment, where each person feels protected and an active part in building a safe environment. Inventronics also encourages open and timely communication of any risky situations, ensuring total protection for anyone who reports critical issues in good faith, as also provided for by the company's whistleblowing system.
In the absence of serious injuries or fatalities, and with a low frequency rate, the 2024 results confirm the validity of the prevention system adopted by Inventronics GmbH and the solidity of the commitment to the health and well-being of its people. The company will continue to invest in this direction, promoting continuous improvement through audits, training and active listening to its employees.

	2024
Number of working hours worked	164,800.00
Number of recordable occupational accidents	3
Occupational accident frequency index	18.2

Table 11 Accidents at work

Social Responsibility (S1)

The frequency index was 18.2, a low value that reflects the effectiveness of the preventive measures adopted. As stated in the GRI 403-9 (Occupational Health and Safety) standard and the Italian standard UNI 7249:2007, Inventronics GmbH's occupational accident rate was calculated using a multiplier of 1,000,000 hours worked. This multiplier makes it possible to express the number of accidents that have occurred per million hours worked, thus facilitating comparability and interpretation of the data at an international level. The use of the multiplier of 1,000,000 hours stems from the need to standardize the calculation of accidents regardless of company size or national specificities relating to average annual working time. By expressing the accident rate per million hours worked, it is possible to make direct and consistent comparisons between different companies and in different time periods. For example, an injury rate of 1.0 indicates that on average one injury occurs per million hours worked over a year, making this approach particularly effective for managing and monitoring occupational safety.

5. Supply Chain (S2)

5.1 Sustainable sourcing policies

Inventronics GmbH takes a structured and responsible approach to the procurement of raw materials, particularly regarding the use of minerals from areas with a high risk of conflict. The company has defined a Responsible Sourcing of Raw Materials Policy (January 2024 edition) that applies globally to all divisions, functions and suppliers of the Group.
The policy focuses primarily on so-called "conflict minerals," namely tin, tungsten, tantalum and gold (3TG), setting the goal that all products manufactured or commissioned by Inventronics are "DRC Conflict-Free," meaning minerals are sourced from areas not financing armed conflicts in the Democratic Republic of Congo and neighboring countries. This is consistent with the OECD Due Diligence Guidance regulatory framework and Section 1502 of the U.S. Dodd-Frank Act.

General principles and due diligence
The policy sets out obligations for Inventronics suppliers:

- Do not use any conflict minerals that are not "DRC Conflict-Free" certified in the products supplied;
- Develop management systems and due diligence policies in line with the OECD Guidelines;
- Implement traceability systems along the supply chain;
- Collaborate on risk identification and mitigation;
- Maintain verifiable records;
- Respond promptly to inquiries from Inventronics.

In the event of violations, the company reserves the right to activate its own escalation process (Supplier Escalation Management QM8200), which may also include contractual termination.

Supply Chain (S2)

Operational tools: IntegrityNext and traceability
Inventronics uses the IntegrityNext platform to collect and verify sustainability data across the supply chain. Suppliers are required to complete online self-assessments and upload the required documentation, including:

- CMRT (Conflict Minerals Reporting Template)
- EMRT (Extended Minerals Reporting Template)

IntegrityNext verifies the correctness of uploaded files, requests any corrective actions and archives compliant data. This activity allows for a widespread, digital and up-to-date verification of suppliers, strengthening the supply chain monitoring system regarding environmental, social and ethical risks.

Areas of assessment
In addition to mining conflicts, the self-assessments required through IntegrityNext also cover the following areas:

- Anti-corruption
- Environment
- Human rights and labor
- Health and safety
- Responsibility along the supply chain

5.2 ESG assessment of suppliers

To ensure a sustainable, transparent supply chain that complies with international regulations, Inventronics GmbH adopted an advanced ESG monitoring and assessment system for its suppliers through the IntegrityNext digital platform. This tool allows a timely and systematic verification of the environmental, social and governance performance of business partners, supporting the company in preventing risks along the supply chain and promoting responsible practices.

The evaluation process consists of two main levels:

1.Questionnaire-based assessment: Each provider receives an official invitation from IntegrityNext to register on the platform and fill out a detailed questionnaire. The questions cover key areas such as anti-corruption, human rights, diversity and inclusion, environmental stewardship, health and safety, use of conflict minerals, supply chain responsibility and child labor policies. The questionnaire also includes specific modules such as the CMRT (Conflict Minerals Reporting Template) and the EMRT (Extended Minerals Reporting Template), which are mandatory for risk sectors.

2. Country-sector risk-based assessment: in addition to the answers provided, IntegrityNext assigns each supplier a level of ESG risk calculated on the basis of the combination of the abstract risk (linked to the sector and the country in which the supplier operates) and the real performance provided through the questionnaires. In this way, even suppliers with formally correct answers but operating in high-risk contexts are carefully monitored.

Finally, the system assigns an aggregate score that classifies suppliers according to four levels of compliance:

- Green (compliant): the supplier completed the questionnaire without criticality and successfully passed the risk analysis;
- Yellow (partially compliant or not updated): some answers are missing or points of attention emerge;
- Red (non-compliant): at least one subject area was found to be not in line with ESG criteria;
- Grey/No color: The supplier has not yet completed the assessment.

Supply Chain (S2)

Inventronics GmbH has mapped 177 strategic suppliers into IntegrityNext, of which 71, i.e. about 40%, are fully compliant, i.e. in the green zone. The company's goal is to progressively increase this percentage, promoting continuous improvement in the supply chain.

The process is initiated once a year by the ESG team, which in collaboration with the Category Managers identifies strategic suppliers and registers them on the platform via an upload file. IntegrityNext then sends up to three automatic reminders to the supplier, urging them to fill them in. In parallel, Inventronics provides a personalized presentation of the questionnaire before the formal invitation, to actively support its partners in understanding the requests and filling in the form correctly.

In the event of non-compliance or the presence of critical scores, Supplier Quality Engineers (SQE) are involved for a direct comparison with the supplier, to identify critical issues and support them in taking corrective measures. The IntegrityNext platform also offers free training materials and courses to facilitate the adaptation of suppliers to the required standards.

The ESG assessment areas cover environmental (such as environmental protection, carbon footprint, CBAM), social (human rights, child labor, health and safety, diversity, conflict minerals) and governance (anti-corruption, quality) aspects. In each area, the conformity achieved is indicated through a system of symbols and colors, which allows a quick reading of the general performance and of the individual areas.

Supply Chain (S2)

This methodology allows Inventronics GmbH to have a constantly updated picture of its supply chain, identifying critical points at an early stage and promoting a culture of shared responsibility. The system also guarantees the traceability of assessments, supporting the company in responding to regulatory requirements and ESG requests from customers, and contributing to the construction of an increasingly transparent, resilient and sustainable supply chain.

6. Environmental Responsibility (ESRS E1-E5)

6.1 Use of Energy Resources (E1-E5)

Although the company does not currently have a formalized environmental policy dedicated exclusively to energy, Inventronics GmbH takes a structured and responsible approach to the management of its energy resources, with particular attention to reducing environmental impacts and emissions into the atmosphere, in line with the provisions of the ESRS E1-5 and E1-6 standards. This system allows the principles of energy efficiency to be integrated into decision-making and operational processes, promoting the continuous improvement of environmental performance. In line with the objectives declared at corporate level and with the commitment to achieve carbon neutrality by 2030, Inventronics GmbH constantly monitors and optimizes its energy consumption, adopting technological and management solutions capable of combining competitiveness and sustainability. Attention to the origin of energy carriers, the efficiency of systems and the progressive decarbonization of activities is a fundamental component of the organization's environmental strategy.

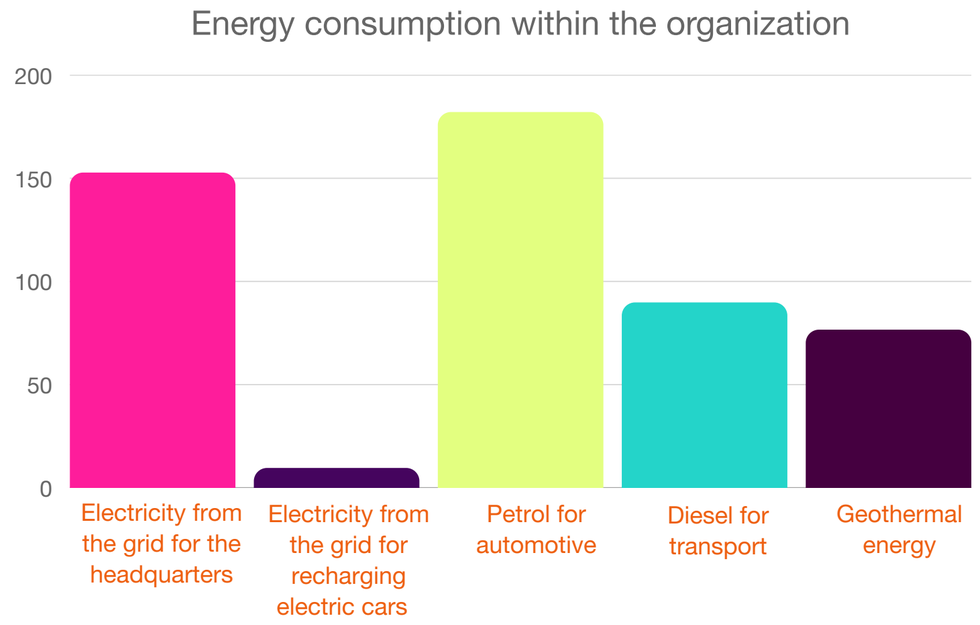
The main energy carrier used is electricity purchased from the grid, amounting to 152.77 MWh in the reporting year. Electricity is used for the operation of the offices, their cooling and for charging electric vehicles via the wallboxes installed at the headquarters. The energy input from public charging stations used by the company fleet outside the direct operating perimeter, which corresponds to 9.61 MWh, was also monitored, therefore available for reporting.

This is followed, in order of importance, by the consumption of fossil fuels used to power the company fleet. In particular, 182.11 MWh of gasoline and 89.83 MWh of diesel were consumed. Currently, 54% of company vehicles are powered by fossil fuels, while the remaining 46% is equally divided between hybrid and electric vehicles. This composition demonstrates a concrete orientation towards the transition to low emissions, through the progressive integration of less impactful technologies.

The third energy carrier used is district heating powered by geothermal sources, used for heating company spaces. Geothermal energy, as it is renewable, involves limited indirect emissions, mainly attributable to the operation and maintenance of the infrastructure. During 2024, the consumption recorded for this source was 76.63 MWh, entirely allocated to the air conditioning of office environments.

Environmental Responsibility (ESRS E1-E5)

The conversion of energy consumption into gigajoules (GJ) was carried out using the standard parameters provided by ISPRA[1] (Higher Institute for Environmental Protection and Research). The values in megawatt hours (MWh) have been obtained using the conversion factors indicated by the IEA[2] (International Energy Agency), while for liquid fuels the emission and conversion factors published by DEFRA[3] (Department for Environment, Food and Rural Affairs) have been adopted, according to the most up-to-date guidelines currently available.



[1] https://www.isprambiente.gov.it/it
[2] https://www.iea.org/data-and-statistics/data-tools/unit-converter
[3] https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024

		Consumption	MWh
	Units of Measurement	2024	2024
Total energy consumption	MWh	-	510.95
	Fossil fuels		
	Total energy from fossil sources		
Electricity from the grid for the headquarters	kWh	152,771.63	152.77
Electricity from the grid for recharging electric cars	kWh	9,608.88	9.61
Petrol for automotive	Litres	20,853	182.11
Diesel for transport	Litres	8,833	89.83
	Renewable sources		
	Total energy from renewable sources		
Geothermal energy	kWh	76,627.85	76.63

Table 12 Energy consumption within the organization

Environmental Responsibility (ESRS E1-E5)

For the purposes of an assessment comparable with companies operating in other sectors, an energy intensity indicator was also calculated, which relates the total volume of energy consumed with the revenue generated by the company in the same period. This metric allows the degree of energy efficiency of Inventronics GmbH to be expressed, indicating how much energy is required to generate a unit of economic value.

For the year 2024, the energy intensity indicator is equal to 0.000004 MWh/euro of revenue, representing a useful parameter for monitoring energy performance over time and for comparison with industry benchmarks, in line with the information requirements of the ESRS standards.

	Units of Measurement	2024
Total energy consumption	MWh	510.95
Revenue	Euro	130,700,189.52
Energy intensity on revenue	MWh/Euro	0.000004

Table 13 Energy intensity on revenue

6.2 CO_2 Emissions into the Atmosphere (E1-E6)

Inventronics GmbH adopts a structured approach to the monitoring of climate-changing emissions into the atmosphere, applying the international standard of the Greenhouse Gas Protocol[4] (GHG Protocol) for the reporting of direct and indirect emissions. In accordance with this methodology, the company has identified, measured and classified emissions into three categories: Scope 1, Scope 2 and Scope 3, depending on the level of control and the nature of the emission sources.

Scope 1 emissions include all direct greenhouse gas (GHG) emissions generated by stationery or mobile sources located within the organization's operating boundaries, and over which the company exercises direct control. According to the GHG Protocol, these emissions fall under the responsibility of the organization when it has the power to define the operational policies of the activities that generate them, regardless of the legal ownership of the sources. Typical sources of Scope 1 include stationary combustion plants (such as boilers and generators), industrial processes, fugitive emissions, and the use of fossil fuel-powered company vehicles.

[4] https://ghgprotocol.org/

In the specific case of Inventronics GmbH, the direct emissions attributable to this category derive exclusively from the use of fossil fuels to power the company fleet, which consists in part of petrol and diesel vehicles. There are no other relevant direct sources, such as heating systems, refrigerants or energy-intensive industrial processes. As a result, the scope of Scope 1 is limited to fuel consumption in the mobile environment, which is fully under the operational control of the company.

Although a significant share of the vehicle fleet is made up of hybrid and electric vehicles, which involve zero or very low emissions, 54% of the fleet is still powered by fossil fuels. For the year 2024, direct Scope 1 emissions are 72.95 tonnes of CO_2, calculated on the basis of actual energy consumption and the corresponding emission factors.

For the calculation of emissions, the coefficients published by ISPRA (Higher Institute for Environmental Protection and Research) in the Table of standard parameters were used.

	Units of Measurement	2024
Emissions from fossil fuels	Tons CO2	72.95
Petrol for vehicles	Tons CO2	49.05
Diesel vehicles	Tons CO2	23.9

Table 14 Direct greenhouse gas (GHG) emissions (Scope 1)

Environmental Responsibility (ESRS E1-E5)

Scope 2 emissions represent the indirect greenhouse gas emissions associated with the generation of electricity, heat or cooling purchased and consumed by the organization. Although these emissions do not physically occur within the company's operational boundaries, they are directly related to the energy needs of the company's operations and are therefore attributed to the end-user organization. According to the Greenhouse Gas Protocol, Scope 2 emissions must be calculated and reported by applying an approach called dual reporting, which involves the use of two complementary methodologies: the location-based method and the market-based method.

The location-based method provides an estimate of emissions based on the average electricity generation mix of the local system (typically the country or national grid to which the company is connected). This approach reflects the general energy context of the territory in which the end user is located and represents a standardized measure of the carbon footprint associated with the energy consumed.

The market-based method, on the other hand, is based on specific information relating to the type of energy contract stipulated by the organization and the characteristics of the energy sources actually purchased. In this case, emission factors associated with certified supplies (such as Guarantees of Origin, RECs, or other traceability tools) are used, which allow the real impact of electricity supply choices to be calculated more accurately.

This approach makes it possible to enhance corporate strategies oriented towards the active decarbonization of purchased energy.

The adoption of dual reporting therefore makes it possible to provide a more complete and transparent representation of the emission impact linked to energy consumption, distinguishing between what is imposed by the territorial context and what is determined by the company's informed purchasing choices. This distinction is particularly relevant for assessing the effectiveness of company policies on renewable energy and climate sustainability.

In 2024, Scope 2 emissions calculated using the location-based approach of Inventronics GmbH amount to 69.26 tonnes of CO_2, compared to 13.86 tonnes using the market-based method. This significant gap reflects the company's commitment to selecting low-impact energy sources. In particular, 100% of the electricity purchased at the company premises is certified through Guarantees of Origin according to the TÜV SÜD "Generation EE" standard, which allows for zero climate impact according to the market-based method. As far as heating is concerned, Inventronics GmbH uses a district heating system powered by geothermal sources, a renewable technology that guarantees extremely low emissions. Although not completely zero, the residual emissions are attributable to auxiliary consumption related to the management of the infrastructure and are significantly lower than those of conventional systems.

Environmental Responsibility (ESRS E1-E5)

The situation is different with regard to electricity being withdrawn outside the company perimeter for the recharging of the fleet's electric vehicles. In these cases, the company cannot exercise direct control over the source of supply, as it does not hold specific contracts with the operators of public charging stations. As a result, market-based emissions are slightly higher than those calculated according to the location-based method. However, the significant presence of electric vehicles within the fleet represents a further concrete measure put in place to contain overall emissions, in line with the adoption of renewable sources and conscious procurement strategies.

Overall, Inventronics GmbH's energy management demonstrates a clear desire to accelerate the transition to a low-emission model, thanks to a coordinated set of actions including the choice of electricity from certified sources, the use of geothermal energy for heating and the progressive electrification of the company fleet.

For the calculation of emissions associated with electricity, the emission factors provided by AIB (Association of Issuing Bodies) were used, while for the estimation of emissions related to the geothermal plant, reference was made to data published by the Federal Office for the Environment of Germany[5] (UBA).

[5] https://www.umweltbundesamt.de/

	Units of Measurement	Location-based emissions	Market-based emissions
		2024	2024
Total Scope 2 emissions	Tons CO2	69.26	13.86
Emissions from purchased electricity	Tons CO2	47.6	0
Emissions from external electricity used for the company fleet	Tons CO2	2.99	6.96
Emissions from geothermal plants	Tons CO2	18.67	6.9

Table 15 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)

Considering direct Scope 1 emissions and indirect Scope 2 emissions together, Inventronics GmbH recorded a total of 142.21 tonnes of CO_2 for the year 2024 according to the location-based approach, while the resulting value by applying the market-based method stands at 86.81 tonnes of CO_2. This difference reflects the effectiveness of the company's strategies in terms of responsible energy supply and the progressive decarbonization of its operations.

Environmental Responsibility (ESRS E1-E5)

	Units of Measurement	2024
Total emissions (Scope 1 + Scope 2 location-based)	Tons CO2	142.21
Total emissions (Scope 1 + Scope 2 market-based)	Tons CO2	86.81

Table 16 Scope 1 + Scope 2 greenhouse gas (GHG) emissions

In order to enable effective comparability between Inventronics GmbH and other organizations operating in the same sector, an emission intensity indicator was calculated, which expresses the ratio between total Scope 1 and Scope 2 emissions according to the market-based method and the company's annual revenue. This parameter makes it possible to assess the climate efficiency of the organization, indicating how many tons of CO_2 are emitted for each euro generated in terms of economic value. For the year 2024, the emission intensity of Inventronics GmbH is equal to 0.0000007 tons of CO_2 per euro of revenue, confirming the company's commitment to progressively reducing its environmental impact per unit of economic output.

	Units of Measurement	2024
Total emissions (Scope 1 + Scope 2 market-based)	Tons CO2	86.81
Revenue	Euro	130,700,189.52
Emissions intensity on revenue	Ton CO2/Euro	0.0000007

Table 17 Greenhouse gas (GHG) emission intensity

Inventronics GmbH monitors its indirect Scope 3 emissions according to the methodological framework defined by the Greenhouse Gas Protocol (GHG Protocol), which divides these emissions into 15 categories, divided between upstream and downstream activities along the value chain.

Environmental Responsibility (ESRS E1-E5)

Upstream emissions are:

- Purchased goods and services
- Capital goods
- Fuel- and energy- related activities
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Upstream leased Assets

Downstream emissions are:

- Downstream transportation and distribution
- Processing of sold products
- Use of sold products
- End-of-Life treatment of sold products
- Downstream leased assets
- Franchises
- Investments

The analysis carried out for the reference year covered 9 categories relevant to the company's operations, including: goods and services purchased, capital goods, activities related to fuels and energy, upstream transport of raw materials, company waste management, business travel, commuting, downstream transport of goods sold and product use phase.

The perimeter considered for the calculation of emissions was defined according to the criterion of operational control, in line with the guidelines of the GHG Protocol. This approach includes all activities through which the organization exerts a direct operational influence, regardless of legal or financial constraints, thus ensuring a realistic representation of the company's extended carbon footprint.

The information used for processing was collected with the contribution of the company functions involved, using primary data where available and integrating, where necessary, estimates based on representative parameters such as average consumption per area, distance travelled, etc. The calculations were made by applying the IPCC 2021 GWP100 method, which allows the conversion of emissions in terms of CO_2 equivalents (tCO_2e) over a 100-year horizon.

Internationally recognized sources have been used for the selection of emission factors, chosen on the basis of their reliability and consistency with the geographical and sectoral context of reference.

Environmental Responsibility (ESRS E1-E5)

The main sources used include the LCA Ecoinvent v3.9.1 database[6], Exiobase v3.3.1[7], factors published by the Association of Issuing Bodies (AIB) and those published by the UK Department for Environment, Food & Rural Affairs (DEFRA). This plurality of methodological references guarantees scientific soundness and transparency to the reporting process.

The calculation of Scope 3 emissions was conducted by applying the IPCC 2021 GWP100 method, using the professional software SimaPro 10.1[8], an internationally recognized tool for carrying out Life Cycle Assessment (LCA) and Environmental Product Declarations (EPD) studies compliant with the ISO 14040/44 series standards. The processing was based on the databases mentioned above (Ecoinvent v3.9.1, Exiobase v3.3.1), selected to ensure the reliability and geographical and sectoral consistency of the emission factors used.
The analysis covered nine relevant categories of Scope 3 emissions, divided between upstream and downstream activities along the corporate value chain. In the upstream area, emissions associated with purchased goods and services, capital goods, fuel and energy activities not included in Scope 1 or 2, upstream transport of raw materials, waste and production waste management, business travel and employee travel to work were considered. Downstream, emissions from the transport of finished products to customers and the use of products sold by end users have been included.

The remaining categories under the GHG Protocol have been excluded from reporting for specific reasons. Some are not applicable to the business context, such as investments or franchising, while for others, such as end-of-life product disposal, reliable data were not available for consistent modeling. The category relating to upstream leased assets, i.e. category 8, has also been excluded, as the estimates made indicated a contribution of less than 1% of total Scope 3 emissions, thus not being significant for reporting purposes.

[6] https://ecoinvent.org/
[7] https://www.exiobase.eu/
[8] https://simapro.com/

Environmental Responsibility (ESRS E1-E5)

Table 18 below details Scope 3 emissions by category in the year 2024.

Scope 3 Results					
Upstream/ Downstream	Emission Category Number	Emission Category	Quantity 2024	Uom	Percentage contribution
Upstream	1	Purchased goods and services	49,689	tCO2-eq	6.28%
Upstream	2	Capital goods	95	tCO2-eq	0.01%
Upstream	3	Fuel- and energy- related activities	56	tCO2-eq	0.01%
Upstream	4	Upstream transportation and distribution	1,427	tCO2-eq	0.18%
Upstream	5	Waste generated in operations	8	tCO2-eq	0.00%
Upstream	6	Business travel	61	tCO2-eq	0.01%
Upstream	7	Employee commuting	450	tCO2-eq	0.06%
Downstream	9	Downstream transportation and distribution	1,034	tCO2-eq	0.13%
Downstream	11	Use of sold products	738,719	tCO2-eq	93.33%
TOTAL	-	-	791,538	tCO2-eq	100.00%

Table 18 Scope 3 greenhouse gas (GHG) emissions

In 2024, indirect Scope 3 emissions generated by Inventronics GmbH total 791,538 tons of CO_2 equivalent.
The analysis conducted shows that the main contribution to this value derives from category 11 of the GHG Protocol, the one relating to the use phase of the products sold, which alone accounts for about 93% of total Scope 3 emissions, for a value of 738,719 tCO_2e. This figure directly reflects the nature of the products marketed, which include electronic devices and components designed to operate on electrical power. Although Inventronics GmbH adopts high standards of energy efficiency and develops optimized solutions to ensure low consumption during operation, the devices are designed to have very long life cycles, which result in significant cumulative consumption over time. In particular, some specialized electronic components involve energy conversion losses, typical of direct current technologies or integrated power supplies, which, although within the expected efficiency limits, still contribute to the overall emission balance. It should also be considered that the actual impact of this category depends heavily on the energy mix used by end users. Where the electricity used to operate the devices comes from renewable sources, indirect emissions are significantly reduced. On the contrary, the use of energy produced from fossil sources significantly increases its weight in terms of CO_2. In this sense, the company is located in a context in which the impact linked to the use phase is not directly controllable but can be positively influenced through the adoption of increasingly efficient technologies, compatible with the evolution of the energy market and with the objectives of decarbonization.

Environmental Responsibility (ESRS E1-E5)

Following are reported the details on calculation criteria's for Scope 3, Category 11. Total delivered volumes considered for the calculations are those directly sold to Customers, while intercompany sales are considered in the sustainability reports of respective legal entities. The energy consumption calculated over the entire lifetime of respective products sold in the observation periods is multiplied by the energy conversion process generally applicable to Europe in 2024 (Electricity, medium voltage {RER}| market group for electricity, medium voltage | Cut-off, U): this generalization is necessary because Inventronics GmbH sells components for lighting to OEMs in Europe and has no knowledge as to where such products will be installed. The calculation of power consumption is differentiated by scenarios, depending on product categories and made with primary data, proprietary of Inventronics GmbH. Light Engines and Lamps (traditional or LED retrofit lamps) are considered to be used at rated device input power for the complete declared rated lifetime (L70B50). For all other products, energy saving coefficients according to light management function reported in Table 3. of IEC CD 63627 Ed. 1 "Environmental aspects for lighting - Product specific rules for luminaires" are considered. These factors are correspondingly applied to the multiplication of rated input power or "device power loss" by the entire declared rated lifetime of the product (where "device power loss" is the amount of power consumed by a device to transfer input power to output power).

The reason for this differentiation is linked to the fact that Inventronics GmbH believes that system integrators (OEMs) will be using each component optimized for the specifications of the final product where they are integrated and that energy efficiency means will be used in the final application when the specific luminaire is offering such opportunity. This is the application of "fit for purpose" concept in the final application, and it is supposed to optimize the economical result of the luminaire's sale. Light engines and lamps though could be used in all systems (with or without light management functions), hence the worst-case scenario is considered in this circumstance. The above description implies that the resulting calculation is to be considered as a worst-case scenario calculation.

In light of above calculations and with the purpose of defining indicators that would account for the efforts that Inventronics GmbH is constantly producing in increasing efficiency in energy consumption of its product mix, the following KPI are to be regularly monitored.

Environmental Responsibility (ESRS E1-E5)

1. The average electrical efficiency of sold control gears (LED and traditional) is 91.7% in 2024, while the average efficacy per sold unit of LED module or lamp was of about 160.8 lm/W. Inventronics expects both these indicators to slightly grow in the next years, thanks to technological developments in the area of electronic conversion of power and conversion of energy in to light for LED light sources. This would translate in a constant reduction of carbon footprint per unit sold, that today is of about 70.7 kg CO_2-e in case of control gears and 373.1 kg CO_2-e in average for every light engine or lamp sold.

2. Lifetime plays also a major role in this calculation: longer declared rated lifetimes will increase the value of these avg. calculations. But longer lifetimes will have a beneficial impact on the usage of natural resources.

Hence, these first 2 sets of indicators shall be always considered with an average calculation of related dated declared lifetimes, that in 2024 were of about 49.9kh for control gears and 57.1kh for Light Engines and Lamps.

3. In case of control gears, another factor to be monitored is the average energy saving coefficients according to light management functions that are factored in the mix of product sold: the lower the factor, the higher the quota of intelligent control gears, that enable to define an optimal usage of energy in any installation based on external factors like presence of humans requiring illumination or usage of combination of natural daylight with artificial illumination. This factor was 0.858, indicating that there was still a consistent quantity of non-dimmable control gears sold in 2024. Promotion of digital ceilings is definitely an activity to be intensively pursued.

Environmental Responsibility (ESRS E1-E5)

The second most relevant category within Scope 3 is Category 1 of Purchased Goods and Services, which generated 49,689 tons of CO_2 equivalent in 2024, accounting for around 6% of Inventronics GmbH's total Scope 3 emissions. The main impact of this category is attributable to the purchase of primary goods, which alone account for 96.72% of the category's emissions, for a total of 48,058 tCO_2e. This is followed, with smaller contributions, by purchased services, which generate 3.06% of the category's emissions, and finally secondary goods, such as packaging, whose impact stands at 0.22%. This distribution reflects the nature of the products purchased by Inventronics GmbH, which mainly consist of complex electronic components, made up of multiple materials and manufactured through complex production processes. The advanced structure of these products and the diversity of the materials from which they are made contribute significantly to their climate impact, amplified by the complexity of the supply chains from which they come.

On the contrary, the emission contribution of secondary goods, in particular packaging, is very low. This is due both to the relatively limited amount of materials used for these applications, and to the environmentally friendly nature of the raw materials used. Paper, for example, makes up about 86% of the total packaging, mainly for the production of boxes, while wood is used for pallets.

Both of these raw materials have relatively low emission profiles compared to other packaging materials. Plastics, although used, represent a minority share, about 10%, and are used in a targeted manner, without constituting a significant source of climate impact.

Like described previously, following are reported criteria used for the calculation of emissions in Category 1 of Scope 3, in particular, the calculation of purchased products. Total purchased volumes considered for the calculations are those directly sourced by Inventronics GmbH, no matter if from sisters'/mother Companies or direct suppliers. For each of the identified purchased products, an estimation or a calculation of the corresponding emission, according to IEC CD 63627 Ed1 "Environmental aspects for lighting - Product specific rules for luminaires", Phase A1-A4, was considered. Calculation refers to one of the approx. 50 LCAs reports available in Inventronics GmbH at the time of calculation of Scope 3, Category 1. Educated estimations were done consequently based on these firm calculations and on output power and product family of the individual product. The results range from 0.5 kg CO_2-e for a simple product and up to 14 kg CO_2-e for the most emission-intensive ones. In this respect, also accessories were considered in the calculation, with a flat estimation of 0.2 kg CO_2-e. The calculation includes related packaging contribution and transportation to the central distribution hub in Germany.

Environmental Responsibility (ESRS E1-E5)

The remaining categories analyzed under Scope 3 have overall emission contributions of less than 1% of the total but are still significant in ensuring a complete and transparent representation of the company's climate footprint. Their inclusion makes it possible to provide an articulated and coherent picture of the emission flows generated along the entire value chain of Inventronics GmbH.
The two most relevant categories among these, in quantitative terms, are category 4 upstream transportation and distribution and category 9 downstream transportation and distribution, which respectively include the transport of purchased materials to the company and the distribution of finished products to customers. In 2024, the former generated 1,427 tons of CO_2 equivalent, while the latter contributed 1,034 tons of CO_2 equivalent, corresponding to 0.18% and 0.13% of total Scope 3 emissions, respectively. Both items reflect the impact associated with logistics, which, although marginal compared to other categories, represents an element to be monitored with a view to optimizing transport and choosing fewer emitting carriers. In the specific case of Inventronics GmbH, the low emission values for these categories are partly attributable to the type of goods handled, consisting of small electronic components and low weight. Since the calculation of transport impacts is calculated on the basis of parameters such as the mass transported and the distance traveled by the goods, the low weight of the treated products contributes significantly to the overall containment of emissions associated with logistics.

This is followed by category 7, concerning the home-work transport of employees, which resulted in emissions of 450 tCO_2e, about 0.06% of the total. The main impact is generated by the use of private internal combustion vehicles, in particular cars powered by petrol, diesel or hybrid technology. However, a significant share of employees who use bicycles has also been detected, a means of completely eliminating emissions associated with commuting.

Emissions related to category 2 of capital goods are lower, amounting to 95 tCO_2e, mainly attributable to the production and management of machinery and operating equipment. Next, category 6 of business travel generated 61 tCO_2e, with the use of air as the main means of transport responsible for most of the emissions recorded. Finally, activities related to category 3 fuels and energy, i.e. emissions related to the extraction, transformation, transport and distribution of purchased energy carriers (electricity, diesel, petrol), contributed 56 tCO_2e. Finally, category 5 of waste and processing waste is the least impactful, with 8 tCO_2e, a figure consistent with the limited volumes of waste generated within the company perimeter.

The analysis conducted confirms that Scope 3 emissions, and in particular those attributable to activities upstream in the value chain, constitute the largely predominant component of Inventronics GmbH's overall carbon footprint.

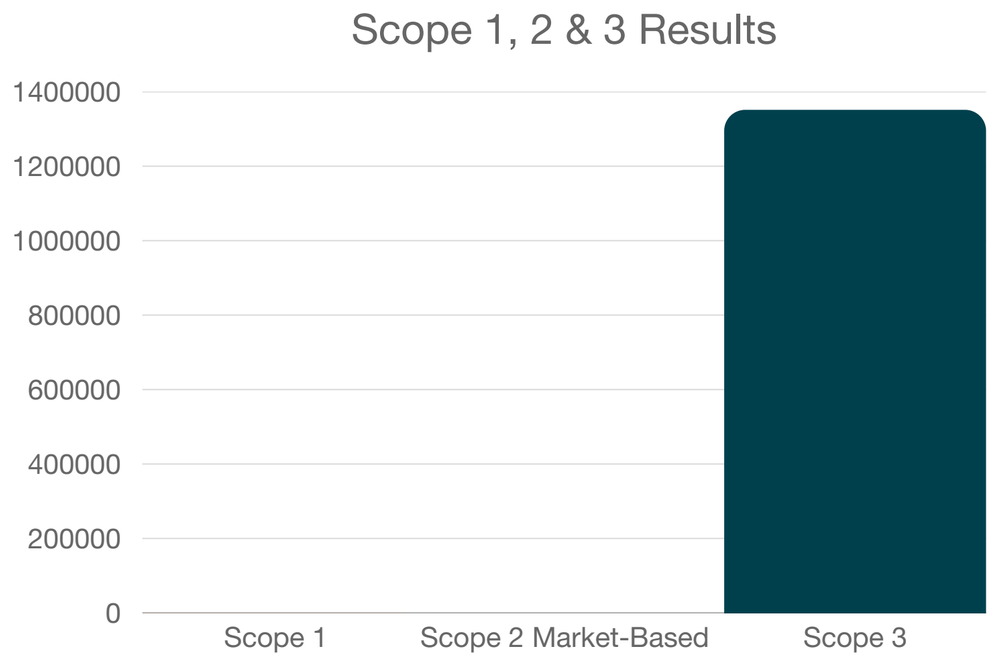
Environmental Responsibility (ESRS E1-E5)

Overall, during 2024, Inventronics GmbH was responsible for the emission of 791,624.49 tons of CO_2 equivalent, a sum resulting from the integrated reporting of Scope 1, Scope 2 and Scope 3 emissions. Scope 3 is confirmed as by far the most relevant category, both in absolute and percentage terms. For the purposes of comparing the three categories, the market-based approach was chosen as representative for Scope 2, as it is the most representative method of the company's contractual reality and accurately reflects the specific energy supply choices made by Inventronics GmbH. In this context, direct Scope 1 emissions amount to 73 tCO_2e, while indirect Scope 2 emissions (market-based) stand at 14 tCO_2e. Both categories represent an extremely marginal fraction of the total, equal to 0.009% and 0.002% of the organization's total emissions, respectively. The figure confirms that internal energy management and mobility strategies, while contributing minimally to the overall impact, remain important in terms of consistency with the climate transition path and extended responsibility along the entire value chain.

	Scope 1, 2 & 3 Results		
Emission Category	Quantity 2024	Uom	Percentage Contribution (Market Based)
Scope 1	73	tCO2-eq	0. 009%
Scope 2 Location-Based Approach	69	tCO2-eq	-
Scope 2 Market-Based Approach	14	tCO2-eq	0. 002%
Purchased goods and services	49,689	tCO2-eq	6.28%
Capital goods	95	tCO2-eq	0.01%
Fuel- and energy- related activities	56	tCO2-eq	0.01%
Upstream transportation and distribution	1,427	tCO2-eq	0.18%
Waste generated in operations	8	tCO2-eq	0%
Business travel	61	tCO2-eq	0.01%
Employee commuting	450	tCO2-eq	0.06%
Downstream transportation and distribution	1,034	tCO2-eq	0.13%
Use of sold products	738,719	tCO2-eq	93.32%
TOTAL	791,624	tCO2-eq	100%

Table 19 Greenhouse gas (GHG) emissions by category

Environmental Responsibility (ESRS E1-E5)



To complete the analysis of climate-changing emissions, it is useful to introduce the emission intensity parameter, which allows the environmental impact of an organization to be related to its economic performance. This indicator expresses the amount of CO_2 equivalent emitted for each euro of revenue generated and is an effective tool for comparing companies of different sizes and structures, normalizing emission data with respect to production or commercial capacity.

In the case of Inventronics GmbH, the emission intensity value calculated for the year 2024 is 0.01 tons of CO_2 equivalent per euro of revenue. The adoption of this metric makes it possible not only to monitor the effectiveness of decarbonization strategies over time, but also to position Inventronics GmbH transparently within its reference sector, promoting a comparison based on objective and comparable data.

	Units of Measurement	2024
Total emissions (Scope 1 + Scope 2 market-based + Scope 3)	Tons CO2	791,624.49
Revenue	Euro	130,700,189.52
Emissions intensity on revenue	Ton CO2/Euro	0.01

Tabella 20 Intensity of total emissions on revenue

6.3 Water Use and Management (E3)

Inventronics GmbH recognizes the importance of responsible water management and is committed to carefully monitoring its use, even if there is no direct use in production processes. This commitment is part of a structured environmental framework, defined within the Inventronics Environmental Guideline, which orients the organization towards a conscious and integrated management of natural resources. The water withdrawn from the locations considered in this reporting area, Garching and Augsburg respectively, is intended exclusively for two main uses: the operation of sanitation facilities and the cooling system of rooms or equipment.

The supply is entirely via the public water network. Since the data on water consumption for 2024 are not yet available, reference was made to the value recorded in 2023 of 1,129.33 m^3, which was used as a basis for the temporary analysis of consumption. The Augsburg site does not have a direct measurement of water consumption; therefore, the relative figure was estimated proportionally on the basis of the building area. Both sites are located in areas classified as low water stress, as verified through the use of the "Aqueduct Water Risk Atlas" tool developed by the World Resources Institute (WRI).[9]

Water discharges are not monitored through dedicated meters; however it is possible to distinguish between the different destinations of water depending on the type of use. Almost all of the water used for sanitary purposes is returned to the public sewage system after use, this amount amounts to 1,003.33 m^3. On the other hand, the volume of water used in the cooling systems corresponding to 126 m^3, equal to about 11% of the total withdrawn, is entirely consumed. This portion powers two distinct components of the system: on the one hand, the chillers, which operate via a closed circuit and require only occasional topping up to compensate for physiological losses or dispersions resulting from malfunctions; on the other hand, the cooling units, where the water, once the cooling function has been fulfilled, is completely dispersed into the atmosphere by evaporation. In light of this plant configuration, the entire amount of water withdrawn for cooling is classified as consumed and cannot be returned to the water cycle.
Inventronics GmbH will continue to maintain a high level of attention on the issue, evaluating the adoption of additional monitoring and optimization tools in line with the company's environmental objectives and European regulatory requirements.

[9] https://www.wri.org/data/aqueduct-water-risk-atlas

Environmental Responsibility (ESRS E1-E5)

		Total	Of which water stress
Datum	Units of measurement	2024	2024
Water withdrawal from groundwater	m³	-	-
Aqueduct water withdrawal	m³	1,129.33	1,129.33
Total water withdrawal	m³	1,129.33	1,129.33

Table 20 Water withdrawal

		Total	Of which water stress
Datum	Units of measurement	2024	2024
Water discharge into third-party water – drinking	m³	1,003.33	1,003.33
Total water discharge	m³	1,003.33	1,003.33

Table 21 Water drain

		Total	Of which water stress
Datum	Units of measurement	2024	2024
Total water consumption	m³	126	126
Revenue	€	130,700,189.52	130,700,189.52
Water intensity on revenue	m³/€	0.000001	0.000001

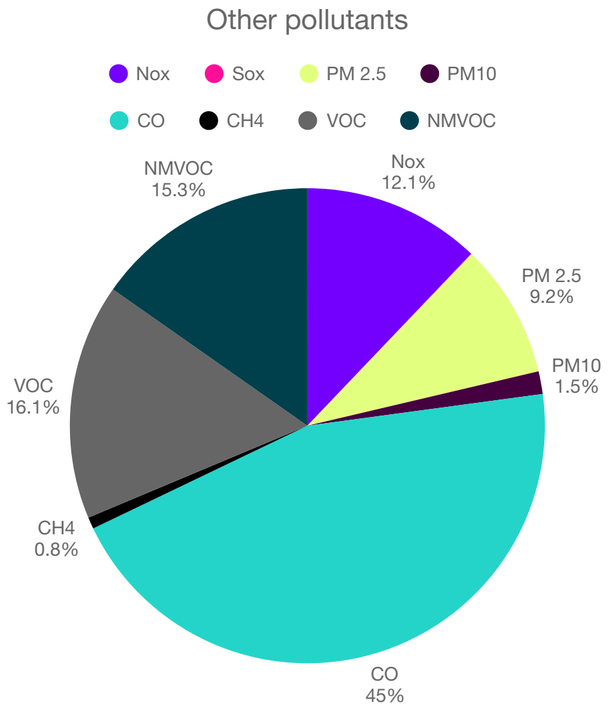
Table 22 Water consumption and intensity

6.4 Chemicals and pollutants (E2)

Within the scope of the activities carried out by Inventronics GmbH, emissions into the atmosphere of pollutants other than greenhouse gases derive exclusively from the use of the company vehicle fleet, as the company does not internally manage any production process or industrial plants that involve direct combustion or the release of conveyed emissions.
The company fleet is almost equally divided between internal combustion vehicles and low or zero emission vehicles, thanks to the use of hybrid and electric technologies. The absence of a combustion process in electric vehicles and the reduction of consumption in hybrid vehicles contribute significantly to the limitation of pollutant emissions into the atmosphere.

The substances considered in the emissions analysis include the main pollutants regulated at European level: nitrogen oxides (NO_x), sulphur oxides (SO_x), fine particulate matter ($PM_{2.5}$ and PM_{10}), carbon monoxide (CO), methane (CH_4), total volatile organic compounds (VOCs), and non-methane volatile organic compounds (NMVOCs).
n view of the non-industrial nature of Inventronics GmbH's activities and the high share of low-emission vehicles, it can be concluded that the direct emission impact of air pollutants is low.

In addition, the company is not subject to authorization obligations regarding emissions into the atmosphere pursuant to current German environmental legislation.
For the calculation of these emissions, reference was made to the emission factors of the various pollutants reported by ISPRA and to the fuel consumption efficiency of vehicles reported in Ecoinvent 3.9.1.



	Units of Measurement	2024
Nox	Ton	0.1082
Sox	Ton	0.0003
PM 2.5	Ton	0.0082
PM 10	Ton	0.0138
CO	Ton	0.4023
CH4	Ton	0.0071
VOC	Ton	0.1435
NMVOC	Ton	0.1364

Table 23 Emissions of other pollutants into the atmosphere

6.5 Input Materials (E5)

Inventronics GmbH takes a strategic and integrated approach to material selection, aimed at minimizing environmental impact throughout the life cycle of products. The focus on the quality of incoming raw materials is part of a broader framework defined in the Inventronics Environmental Guideline, where the efficient use of resources, sustainable innovation and the circular economy represent fundamental pillars of the company's environmental management. The objective is twofold: on the one hand, to reduce the environmental impact associated with production and, on the other, to generate circular value, transforming materials into competitive and environmental leverage at the same time.

One of the most significant elements of this approach concerns the use of certified recycled materials. To monitor the composition of incoming materials, the company conducted a survey of its suppliers in 2024, aimed at tracking the recycled content in the components purchased. Due to the high variety of materials used and the complexity of the supply chains, it was not possible to obtain representative data for all product categories. In particular, the electronic components used in the products have a highly articulated structure, in which the raw materials are present in very small percentages and in a wide variety of types.

This configuration makes it extremely complex to accurately track the composition and origin of each material contained. The situation is different for housings, which are mono-material components or with low compositional variability, and are more easily traceable, especially when made with certified recycled polymers. In addition, in many cases, the quality, durability and efficiency of the products manufactured by Inventronics GmbH require the use of materials with a high degree of purity, which limits the use of recycled content in some technical components. However, the results obtained are extremely positive with regard to housing, where the presence of recycled material is certified and significant. Inventronics GmbH declares, in fact, that the housing of its products, listed in Annex I of the environmental declaration compliant with the ISO 14021 standard, consists of 80% post-consumer recycled material, according to a mass balance attribution system. This choice testifies not only to the desire to reduce the consumption of virgin resources, but also to the commitment to reintroduce materials from recovered flows into the production cycle, in line with the principles of the circular economy. The recycled content used comes from post-consumer sources, i.e. from materials already used in previous applications and subsequently collected, sorted and reintroduced into the production process. These materials are managed according to an internal quality system, which allows us to guarantee traceability, reliability and compliance with the required performance specifications.

Environmental Responsibility (ESRS E1-E5)

The adoption of the mass balance principle also makes it possible to transparently attribute the recycled content in finished products, overcoming the difficulties related to physical segregation in large-scale production processes.

In addition to recycled content, another central element in the company's strategy is eco-design, i.e. the integration of environmental criteria already in the design phase. Inventronics GmbH products are developed to be modular and upgradable, reducing obsolescence and facilitating maintenance when possible. This approach, in line with the efforts of the international Zhaga Consortium[10], makes it possible to extend the useful life cycle of LED luminaires.
A central aspect of this strategy also concerns the optimization of the overall efficiency of the products. Thanks to the adoption of cutting-edge technologies, the company is able to reduce the size of magnetic and structural components, while achieving savings in materials and an improvement in energy performance. This not only increases the functional density of the devices but also reduces the need for raw materials per unit of product. At the same time, the environmental performance of products is finally monitored through the creation of life cycle analyses (LCAs) and Full Material Declarations (FMDs).

The use of high-quality materials and low environmental impact goes hand in hand with careful selection based on safety criteria and regulatory compliance. It is important to report that materials are selected not only based on performance and economic requirements, but also in accordance with major international directives (such as RoHS and REACH), customer-specific requirements and the precautionary principle in the management of hazardous substances.

With a view to continuous improvement, Inventronics GmbH also promotes due diligence practices on the origin of critical materials, especially metals and minerals. The company adopts the standardized CMRT and EMRT tools, in accordance with the OECD guidelines for responsible sourcing of minerals and requires its suppliers to adhere to similar practices. This process ensures transparency along the supply chain and is aimed at progressively eliminating sources associated with environmental, social or geopolitical risks.

[10] https://www.zhagastandard.org/products.html

6.6 Waste management and circular economy (E5)

Inventronics GmbH adopts waste management oriented towards compliance with current environmental regulations and the valorization of materials according to the principles of the circular economy. The activities carried out at the company offices considered in this perimeter generate waste mainly attributable to the daily use of office environments and the technical management of electronic equipment.
In 2024, the total volume of waste produced was 27.96 tons, of which a significant share – 80% of the total – was end-of-life electrical and electronic equipment (WEEE). Within this category, 12.35 tons of non-hazardous devices and 9.62 tons of electronic equipment and 0.15 tons of fluorescent tubes classified as hazardous were handled. Overall, hazardous waste amounts to 35% of the total generated, testifying to the importance of the correct classification and management of flows.
Alongside the management of WEEE, a significant part of the waste generated comes from ordinary office activities. In particular, paper production reached a volume of 2.5 tons, equal to 9% of the total, while unsorted municipal waste amounted to 3.24 tons, corresponding to about 11% of total volumes. Finally, a small but significant share is made up of metals, for a total of 0.1 tons, deriving from components or other technical materials.

The company maintains local records of the quantities of waste produced, distinguishing between waste sent for recycling and that destined for disposal. The data are tracked mainly on the basis of the documentation provided by the authorized operators, who also ensure the adequate separation of the fractions if technical limitations emerge in the company spaces. In line with what is formalized in the Inventronics Environmental Guideline, the focus is on minimizing non-recoverable waste and the recoverability of valuable materials, managed by specialized operators.
To ensure effective and safe waste management, Inventronics GmbH works with a specialist company certified by DEKRA Certification GmbH, which operates in compliance with environmental regulations. The service includes the collection, transport and treatment of waste, with specific solutions for hazardous and special fractions, managed in authorized plants. The approach adopted also includes compliance with numerous regional and international regulations, in particular with regard to chemicals contained in electrical and electronic devices. The company observes restrictions and reporting obligations regarding hazardous substances contained in homogeneous materials, as well as customer-specific requirements that may go beyond legislative requirements.
A distinctive element of the approach adopted is the high recovery rate: almost all the waste produced is in fact sent for recycling or recovery processes at specialized plants.

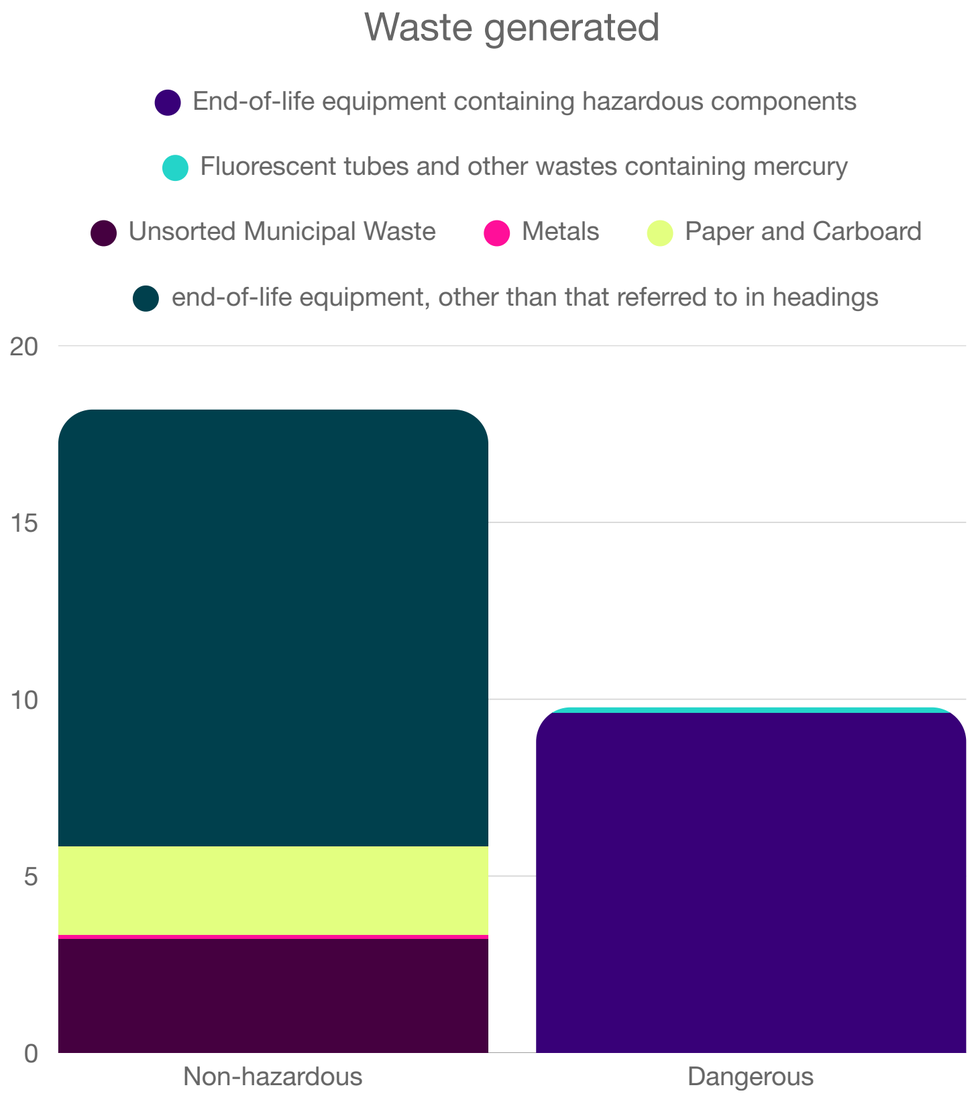
Environmental Responsibility (ESRS E1-E5)

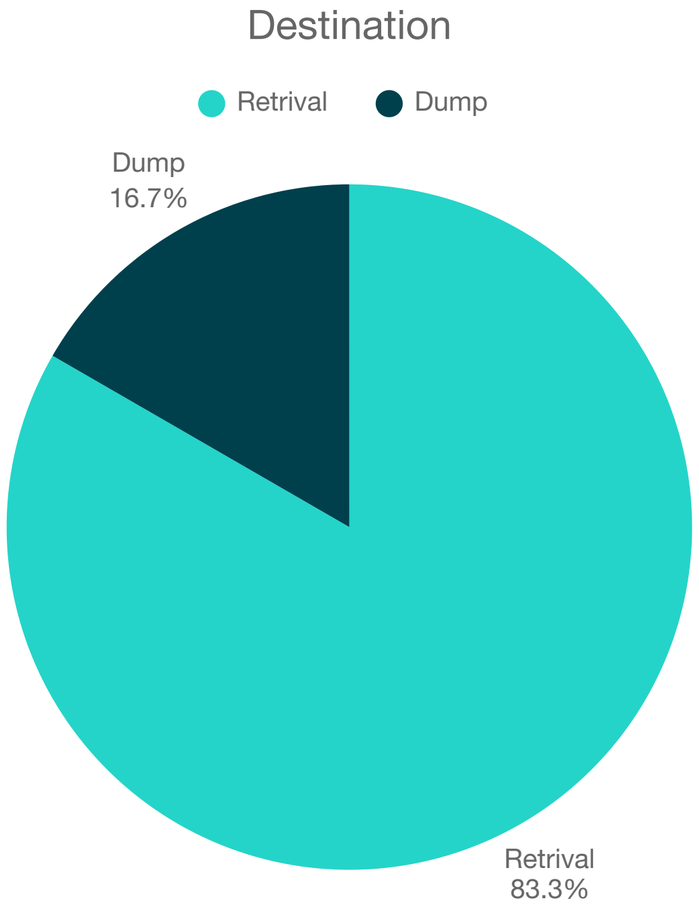
The approach adopted also includes compliance with numerous regional and international regulations, in particular with regard to chemicals contained in electrical and electronic devices. The company observes restrictions and reporting obligations regarding hazardous substances contained in homogeneous materials, as well as customer-specific requirements that may go beyond legislative requirements.
A distinctive element of the approach adopted is the high recovery rate: almost all the waste produced is in fact sent for recycling or recovery processes at specialized plants. The only exception is unsorted municipal waste, which is disposed of in landfills according to a strict and traceable selection procedure, in accordance with local regulations. Although the company does not directly monitor the final destination of the waste sent for disposal, the differentiation between hazardous and non-hazardous waste is guaranteed, in compliance with the applicable environmental criteria.
Finally, Inventronics GmbH also monitors the environmental aspects associated with the supply chain. In line with the Inventronics Environmental Guideline, the company verifies that its suppliers adopt ISO 14001 certified environmental management systems, to ensure that the waste generated upstream is managed in a way that complies with and respects natural resources.

		Non-hazardous	Dangerous	Total	Destination
Type of waste – EWC Code	Units of measurement	2024	2024	2024	Retrival/dump
End-of-life equipment containing hazardous components 3 other than those referred to in headings 16 02 09 and 16 02 12-160213*	Ton	-	9.62	9.62	R13
Fluorescent tubes and other wastes containing mercury-200121*	Ton	-	0.15	0.15	R13
Unsorted Municipal Waste-200301	Ton	3.24	-	3.24	D15
Metals-200140	Ton	0.1	-	0.1	R13
Paper and Cardboard-200101	Ton	2.5	-	2.5	R13
end-of-life equipment, other than that referred to in headings 16 02 09 to 16 02 13-160214	Ton	12.35	-	12.35	R13
Total	Ton	18.19	9.77	27.96	

Table 24 Waste generated

Environmental Responsibility (ESRS E1-E5)





7. Innovation and Sustainable Development

7.1 Digital and sustainable innovation in products

Inventronics continuously works on innovating its product portfolio, introducing series that make creation of connected systems easier and effortless.

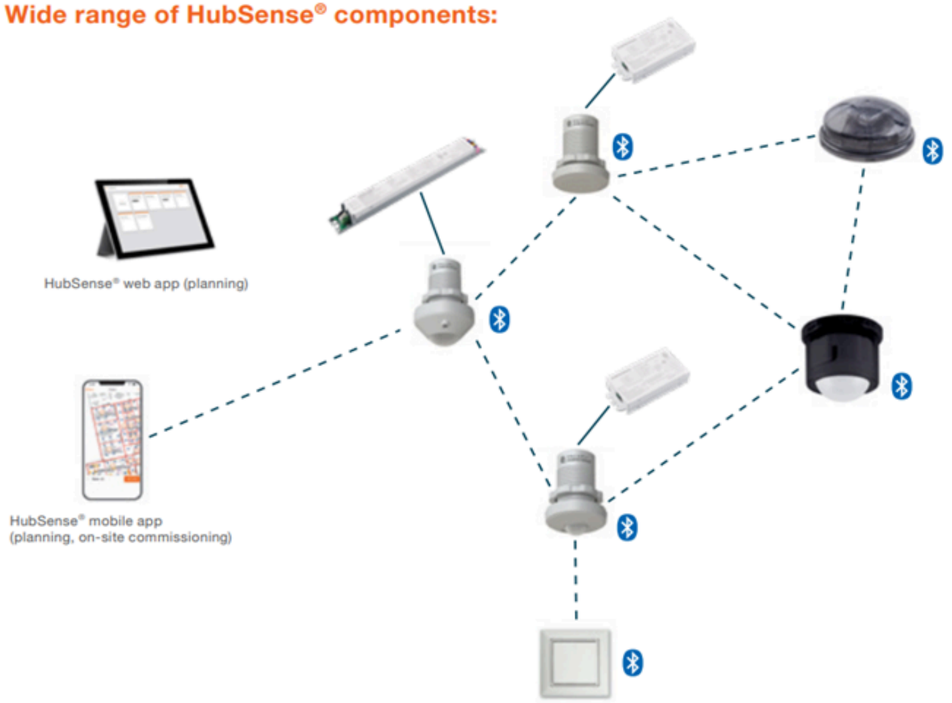
7.1.1 Connectivity and Smart Lighting

Connectivity is at the heart of Inventronics' sustainability strategy. Through its DALI PRO 2 IoT and HubSense systems, Inventronics enables smart, efficient, and connected lighting installations that reduce energy consumption, simplify maintenance, and extend system lifetime. Both solutions are based on open, standardized protocols—DALI-2 and Bluetooth® NLC—and fully comply with key European directives, including the Energy Performance of Buildings Directive (EPBD) and the EU Data Act, ensuring transparent, interoperable, and future-ready solutions.

Cloud-Connected for Efficiency and Insight

Both systems connect securely to the cloud to enhance their sustainability impact. The Energy Monitoring and Maintenance Assistance (EM/MA) service in DALI PRO 2 IoT provides detailed insight into energy consumption and luminaire performance, enabling predictive maintenance and reducing unnecessary service visits. Similarly, HubSense offers cloud-based configuration and monitoring, allowing remote management of installations. This connectivity empowers building operators to make data-driven decisions that continuously optimize energy use and reduce operational carbon footprints.

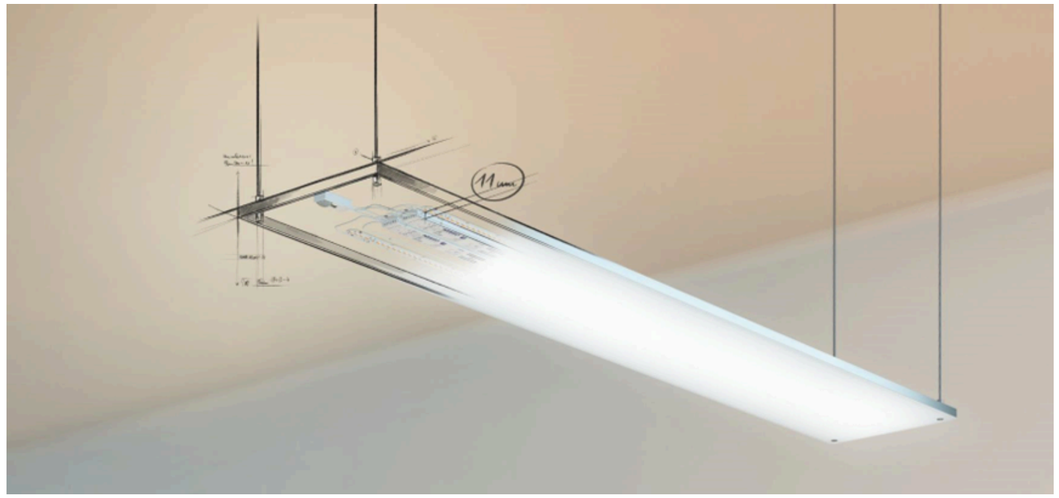
Wide range of HubSense® components:



Innovation and Sustainable Development

Smarter Buildings with Extended Sensor Options

To complement its controls, Inventronics offers an extended range of sensors supporting DALI-2, Casambi, and Bluetooth® NLC ecosystems. Available for luminaire or ceiling integration, these sensors enable occupancy detection, daylight harvesting, and environmental monitoring across a wide range of applications—from offices to industry. By providing accurate, responsive lighting control, they help achieve substantial energy savings while improving occupant comfort and well-being. Their interoperable, modular design also supports longer product lifecycles and minimizes electronic waste.



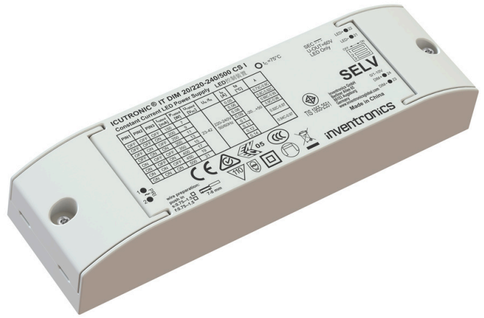
Interoperability and Long-Term Value

Inventronics follows a multi-ecosystem strategy that ensures flexibility as standards evolve. Our “one design” hardware philosophy allows sensors and drivers to support multiple communication protocols with simple updates, protecting customer investments and avoiding hardware redesigns. This approach enables lighting manufacturers to adapt easily to future standards such as DALI+, Thread/Matter, or new Bluetooth® generations, reducing environmental impact through product longevity and reuse.

Innovation and Sustainable Development

Innovation for a Sustainable Future

In 2024, Inventronics became the first company to achieve DALI+ certification for an LED driver—marking a key milestone in the transition to wireless, IP-based DALI systems. This innovation underlines our leadership in driving open, interoperable technologies that enable scalable, sustainable lighting networks.



Impact and Recognition

In real-world applications, Inventronics connectivity solutions deliver measurable sustainability results. Retrofitted offices using HubSense typically achieve 30–50% energy savings through smart control and daylight integration, with payback periods often below two years. Similar outcomes are seen in installations using DALI PRO 2 IoT, where remote optimization extends efficiency gains over time and reduces maintenance-related emissions. Additionally, intelligent lighting plays a growing role in limiting light pollution, and Inventronics fundamentally innovates technologies fit for the purpose in twilight phases and more: AstroDIM for autonomous dimming with five independent levels (astro, time mode) allows energy saving and produce light only when it is needed and in the right level.

7.1.2 Sustainable innovation in products

DC power supplies

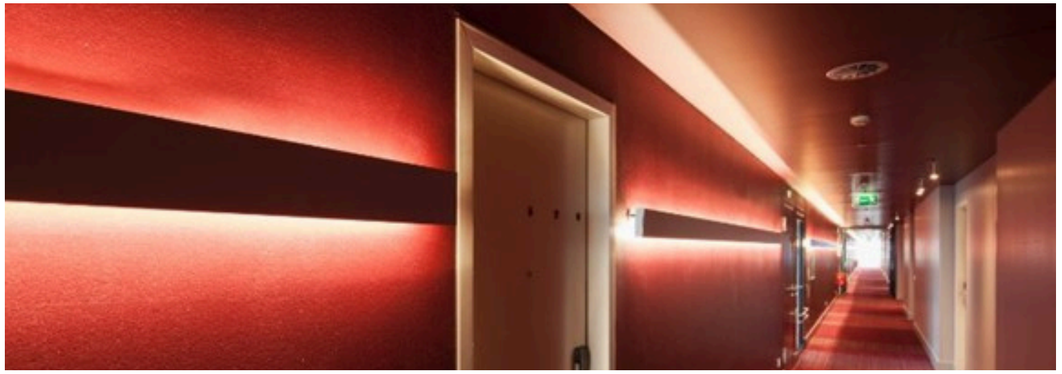
Inventronics is developing LED power supplies designed for the emerging 650 V DC power grids in industrial environments. The key drivers behind this technology are reduced I^2R losses in power distribution, smaller system size and lower overall cost, and seamless compatibility with modern power electronics such as GaN devices. Another major advantage is the efficient integration of batteries, photovoltaic systems, and fast chargers. Operating lighting directly from the same DC grid is therefore the logical next step, enabling maximum power conversion efficiency within the LED driver itself.

Next generation drivers

From late 2025 will be released a series of drivers that will guarantee an efficiency increase (2 – 7%, depending on operating points of drivers in application) and enough versatility to be able to reduce the efforts in inventory management at customer side, and thereby the risk of obsolescence and scrapping of unused material. The gain in efficiency will be measurable, especially at lower wattages, i.e. at a technical point where a big portion of the current lighting installations are designed in. This new design will not only increase efficiency in use phase but also reduce size: that implies a reduced usage of natural resources at Manufacturing and End of Life phases.

Efficient LED modules

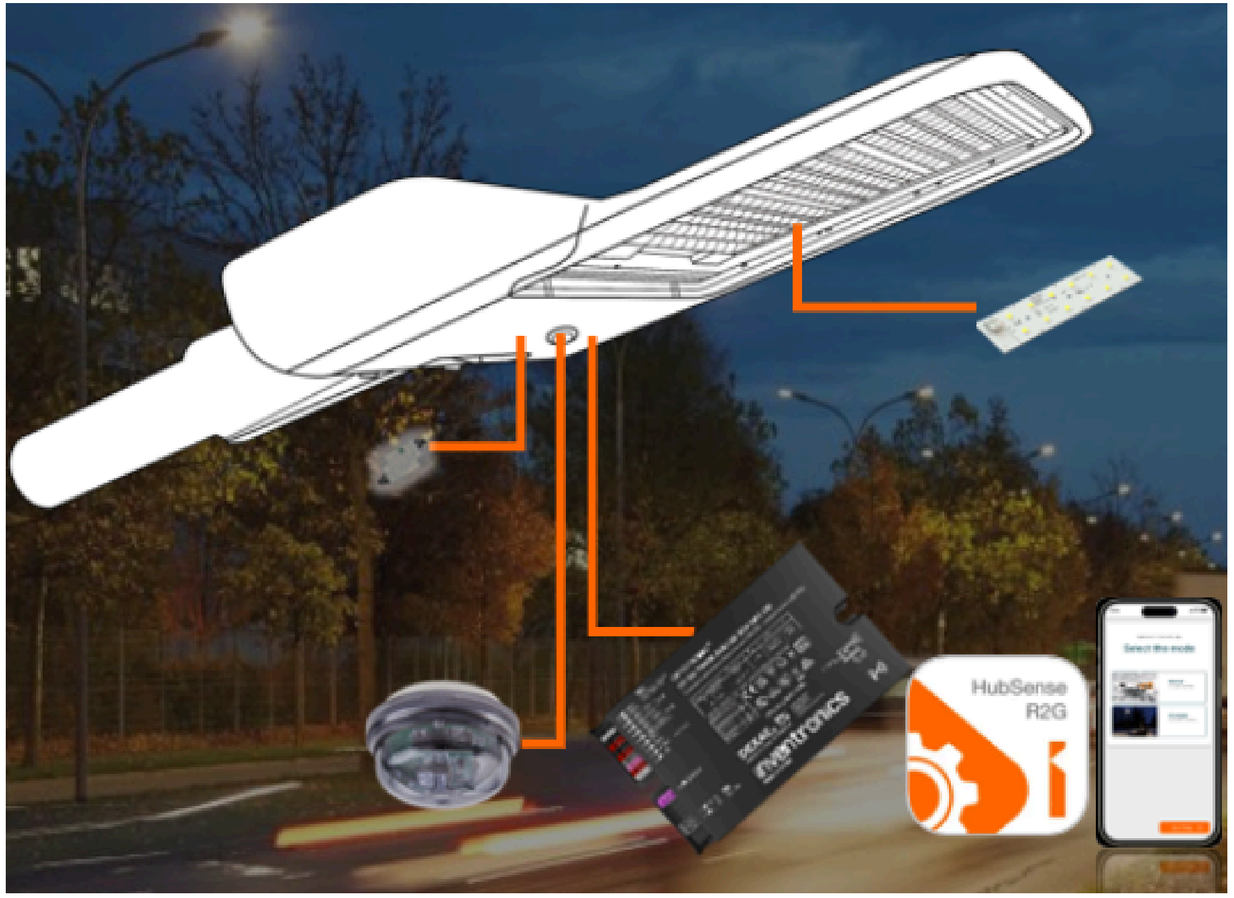
Newly developed high efficient LED boards follow the same direction. Inventronics is supporting its big sustainably-centric customer base with specific modules tailored for their application with efficacies of up to 220lm/W. An extended lifetime is further supporting the clear target of avoiding scrap and waste.
These LED boards can be engineered to enhance quality/value of light in growing vegetables or medicament plants more efficiently, or to support well being in daily life, by adjusting circadian rhythms or by facilitation body recovery form sports' efforts. Inventronics works in proficient collaboration with its downstream to develop ad hoc solutions covering this a even more wide spectrum of applications.
The experience gathered in this field is put at disposal of European governing bodies (e.g. IEC/CENELEC, Lighting Europe) thus contributing to shape future guidelines or regulations for the lighting industry.



Innovation and Sustainable Development

Plastic enclosures made with recycled materials

Inventronics is constantly exploiting opportunities emerging from its supply base and combining it with the innovation produced by its expert teams. The result is a growing range of plastic housings for our products that are almost entirely made of recycled material, while keeping the same level of performance of their equivalent made with 100% virgin granulates. Same applies to safety and flammability ratings, and it is only possible when determining the right selection of the recycled material and the right mix of recycled and virgin components.
This mix of granulates is officially certified, because Inventronics believes in trustworthy and verifiable statements in all areas, also for environmental claims.
The portfolio has grown constantly since the launch, limited only by technical feasibility of the mix of granulates.
For all the remaining portfolio, re-grinding of sprues and runners from injection molding is a mandatory requirement to our suppliers. This results in a 10 – 20% of recycled content on all plastic enclosures in Inventronics.



7.2 R&D on circular and low-impact products

Inventronics continuously engages with its supply chain, selecting partners and component technologies that are compliant with the latest regulations in regards of environmental compliance. Collaboration with BOMCheck and IMDS guarantees of having insights in the chemical composition of single components and internally designed processes complete a check that is done on 100% of products before being released to market. Consequently, we regularly issue RoHS and Reach Reports for all and any of our products and we list in SCIP (from ECHA) all products that shall be listed according to the Rule “once an article, always an article”.

All components in our products are carefully evaluated for more environmentally friendly alternatives. A key focus is on the potting materials used in high-power products, particularly those designed for outdoor applications. Through intelligent control of the power stages, we achieve exceptionally high efficiency. Combined with an advanced housing design, this has in some cases allowed us to eliminate thermal compound entirely. Where potting remains necessary, we have replaced conventional materials with a more sustainable silicon-silica mixture. Inventronics also launched a survey among a sample of its supplier (around 40) to assess their engagement with recycled materials in the production of components.

The survey showed how difficult it is to reach traction in the industry on this regard: 30% of suppliers in the pool replied that they supply Inventronics with components manufactured with (a percentage of) recycled raw/pre-materials.81% of those also confirmed that they took this decision as a strategic move towards more sustainable sourcing. The way is long before significant portion of raw materials in the electronic industry are recycled materials, but the fact that we found some makes us confident that progress will be made in this regard. Inventronics will thus pursue to gather additional insights in this regard through a constant dialogue within its supply chain, and will actively engage with associations (e.g. Lighting Europe) in pursue of definition of future European guidelines or regulations within the European Green Deal framework.
Quite many of them are nevertheless confirming that they use recycled materials in their packaging. So does Inventronics. The use of recycled content for packaging has been a standard choice for a long time at Inventronics, and in 2024, a significant amount of LED strips manufactured in Treviso Plant are FSC marked, not just certified. This gives more transparency in the origin and traceability of the packaging.
Water or vegetables-based inks are also a mandatory requirement for all our packaging. Not approved are Solvent inks or lacquers, lead containing inks or mineral oil based. That made possible to be compliant with MOSH-MOAH requirements well before these were introduced in French market.

7.3 Collaborations with universities, clusters and EU projects

In the course of 2021 to 2023, colleagues of by then OSRAM GmbH participated in a German government-funded consortium project focused on improving the sustainability of LED lighting systems through better material choices, recycling strategies, and lifecycle assessments (SUMATRA stands for Sustainable Use of Materials in Future Luminaire Designs). SUMATRA Abschluss - Empfehlungen summarizes recommendations for the lighting industry and policymakers, including:

- Serviceable and upgradeable LED modules
- Long-term availability of spare parts
- Lifecycle-aligned component durability
- Accessible component data via BIM or labels
- Optimized recycling processes

Inventronics GmbH continued his collaboration with the consortium in 2024, and started to investigate further. The results of the SUMATRA-funded projects are incorporated into all new developments. The significance of electrical efficiency in reducing Global Warming Potential (GWP) and the careful selection of materials with low Abiotic Depletion Potential (ADP) have become integral parts of the Inventronics DNA.

8. Methodological Note

Methodological Note

This document represents the first edition of the Sustainability Report prepared by Inventronics GmbH and describes the company's environmental, social and governance performance for the year 2024, with a reporting period between 1 January and 31 December.
The scope of consolidation considered is limited exclusively to Inventronics GmbH, with registered and operational headquarters at Parkring 31–33, 85748 Garching (Germany), and includes the local unit in Augsburg, active in specific support functions. Other entities belonging to the Inventronics Global group are not included in the scope. The information provided is based on reliable and verifiable data, supplemented by clearly indicated estimates where necessary, clearly indicated and described in a transparent manner. The main operations of the value chain included both upstream and downstream.

The document was approved by the internal ESG team, which coordinated the collection, processing and validation of information, without providing for external assurance at the moment. The Report has been prepared with reference to the European Sustainability Reporting Standards (ESRS) published by EFRAG, applying a selection of principles and indicators considered most relevant to the size and characteristics of the company. The choice to refer to the ESRS, while not claiming full compliance, reflects the commitment to ensuring a high level of transparency and alignment with the evolving European regulatory framework on sustainability (EU Directive 2022/2464 – CSRD).
The Report will be updated and published annually, as a tool for transparency and continuous dialogue with all the company's stakeholders.
For information regarding this document, please write to:
L.BORDIN@inventronicsglobal.com.

ESRS Content Index

Usage Statement: Inventronics GmbH has submitted its sustainability reporting in accordance with the Disclosure Requirements defined by the European Sustainability Reporting Standards (ESRS) for the period from 1 January to 31 December 2024.
Used ESRS version 2023

In collaboration with:

Consultancy

ESRS Content Index

ESRS	Disclosure Requirement	Section in the Report	Page	Short description
[illegible]	General Requirements	Introduction and company context		Governance model, reporting scope, and operating context
	GOV-1	Company Profile & Governance		Composition of governance bodies (gender, age, independence)
	SBM-2	Stakeholder Engagement		Engagement activities and main feedback
	IRO-1	Risks and Opportunities		Identification and assessment of ESG risks and opportunities after the double materiality process
	MDR-P	Policies		ESG policies (quality, environment, H&S, supply chain)
	MDR-M	KPIs (various sections)		Metrics used to monitor ESG performance
ESRS E1	E1-5	Energy Management		Energy consumption and mix; intensity ratios
	E1-6	Greenhouse Gas Emissions		GHG emissions Scope 1, 2 (LB/MB), and 3; emissions intensity
ESRS E2	E2-4	Pollution		Air pollutant emissions
ESRS E3	E3-4	Water Management		Water consumption and discharges
ESRS E5	E5-5	Waste Management		Waste streams (incl. WEEE) and recovery rates
ESRS S1	S1-6	Workforce Overview		Employee profile (permanent/fixed-term, FT/PT)
	S1-7	Workforce Overview		Agency/temporary workers
	S1-8	Employment Conditions		Collective bargaining coverage
	S1-9	Diversity & Safety		Diversity indicators and safety data (accidents)
	S1-11	Social Protection		Coverage for sickness, parental leave, supplementary funds
	S1-12	Inclusion		Protected categories (workers with disabilities)
	S1-13	Training & Development		Total training hours
	S1-14	Health & Safety		Accident frequency/severity and days lost
	S1-16	Remuneration Metrics		Pay ratios and gender pay gap
ESRS S2	S2-1	Supply Chain Responsibility		Supply-chain due diligence, IntegrityNext assessments; Critical raw materials traceability (3TG, cobalt, [illegible]
ESRS G1	G1-1	Business Conduct & Ethics		Corporate culture and certifications
	G1-3	Ethics & Compliance		Anti-corruption policies (Model 231, Code of Ethics)
	G1-4	Ethics & Compliance		Corruption incidents (none reported)
	G1-5	Lobbying activities		Description of active lobbying activities