

2022 Sustainability report



LedsC4

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The image shows a large, light-colored industrial building with a gabled roof. The building's facade is composed of vertical panels. Two large, blue, three-dimensional logos are mounted on the wall. The logo on the left is smaller and positioned higher than the one on the right. Both logos consist of the letters 'LEDSC4' in a bold, sans-serif font. The '4' is stylized with a small orange square above it. The sky is overcast and grey. In the bottom left corner, there is a small green tree and a white fence.This is a larger, more prominent version of the LEDSC4 logo, mounted on the right side of the building's facade. It features the same blue, three-dimensional lettering and the orange square detail on the '4' as the smaller logo on the left.

LedsC4's sustainability report mirrors our unwavering dedication to responsible business management and our firm commitment to having a positive impact on the environment and the community, with a management approach focused on people and proximity.

At LedsC4, we firmly believe that responsible actions can contribute to our society's development and environmental preservation. This means viewing sustainability as an integral part of our overall management strategy, firmly embedded within our company's strategic plan.

In the course of 2022, as outlined in this report, we've achieved substantial milestones in sustainability. A notable highlight is the recognition we received from Ecovadis this year, an organisation specialising in evaluating corporate social responsibility, which honoured us with the gold medal in sustainability, ranking

us among the top 5% of assessed companies. This acknowledgement inspires us to redouble our efforts and continue our journey towards becoming an even more socially responsible company.

The years ahead are pivotal for sustainability. Companies must adapt to an ever-evolving environment responsibly and sustainably. LedsC4 is fortunate to boast a team of exceptional professionals with robust values and a solid culture, and I have full confidence that they will lead us to success in this endeavour. Without further delay, I want to extend my

gratitude once more to our collaborators, customers and suppliers for their unwavering trust in our team, reiterating our desire for continued growth together.

Raimon Pongiluppi





At LedsC4, we have built a reputation as a dynamic and proactive organisation. This characteristic allows us to adapt swiftly and make flexible decisions—a quality we consider paramount in successfully addressing the challenges that have emerged this year.

As we conclude the 2022 fiscal year with positive outcomes, we remain optimistic about the future, even within the context of significant uncertainty that has impacted our sector.

Following two years of grappling with the Covid-19 pandemic and raw material shortages, the year 2022 ushered in the Russia-Ukraine conflict, resulting in international political instability and a notable energy crisis that has placed our economy in the throes of challenging inflation.

Faced with these circumstances and the ongoing consumption crisis, we have stayed true to our core values, opting to fortify our position and explore fresh avenues to consolidate our growth.

Our unwavering commitment to digitalisation, continuous improvement, innovation and

sustainability has empowered us to confront and conquer challenges positively. Consequently, we achieved a remarkable 25% growth this year, culminating in a turnover of 100 million euros.

The achieved results are greatly reassuring as we approach the forthcoming years. While we understand that the context will continue to be marked by utmost uncertainty and volatility, having the essential people and resources instils confidence in our ability to surmount the forthcoming challenges and attain our defined objectives.

In conclusion, we wish to extend our heartfelt gratitude to all individuals who are part of our project, with a special acknowledgement to the dedicated team at LedsC4, our valued customers, suppliers and all those who, in various ways, contribute to or engage in our endeavours.

Xavier Corrons, CEO of LedsC4
German Navarro, CEO of Carandini
Mike Zancan, CEO of Bover



Relevant figures

€100 million

Turnover

10

International subsidiaries

3

Production centres

509

Employees

99.8%

Fixed contracts

50,000

Product references

€1.7 million

Investment in technology and R&D

98%

Luminaires with replaceable LED and driver

92%

Easily segregable luminaires at the end of their lifespan

57%

Luminaires made from easily recyclable material

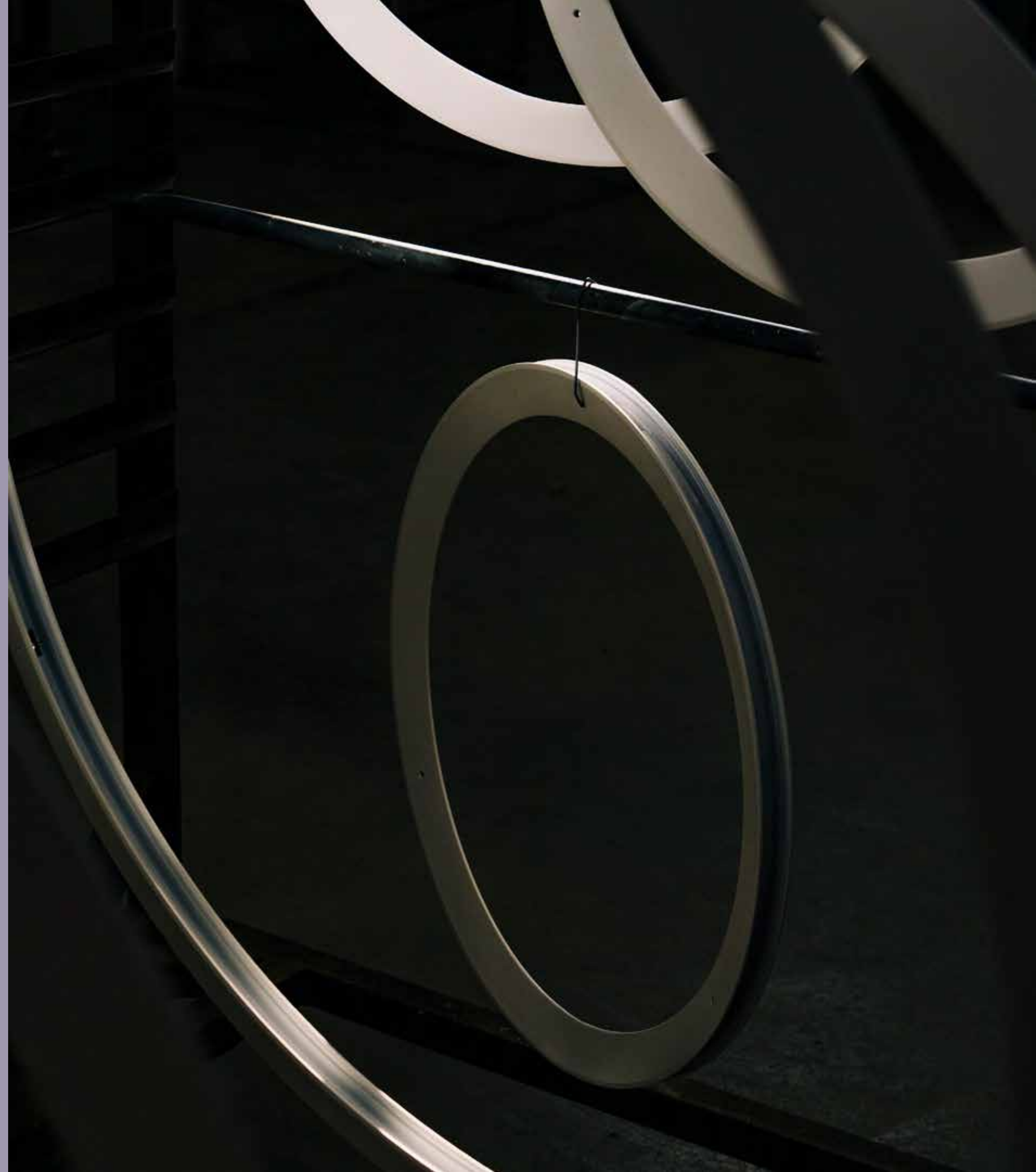
50%

Connective luminaires

Gold Medal

EcoVadis Gold Medal

1.
The LedsC4
group



Introduction

LEDS C4, SA is the parent company of a business conglomerate, hereinafter referred to as LedsC4, comprising a total of 16 companies, 10 of which operate internationally.



€100 million

Turnover

509

Employees

140

Countries where we export

Introduction

As of today, LedsC4 boasts an annual turnover of 100 million euros, with a dedicated workforce of 509 employees and operations in over 140 countries worldwide.

LedsC4 specialises in developing straightforward yet high-quality lighting solutions, achieved through a blend of design, technology and engineering. We design, manufacture and market a range of technical, decorative and outdoor lighting products under the brand names LedsC4, Carandini, Bover and Forlight.

For the past 50 years, LedsC4 has been dedicated to developing a culture of light in which design, technology and sustainability come together to offer the best solution for our customers' needs.

LedsC4's origins date back to the start of the 1970s, specifically to a wrought iron workshop in the town of Torà, near Lleida.

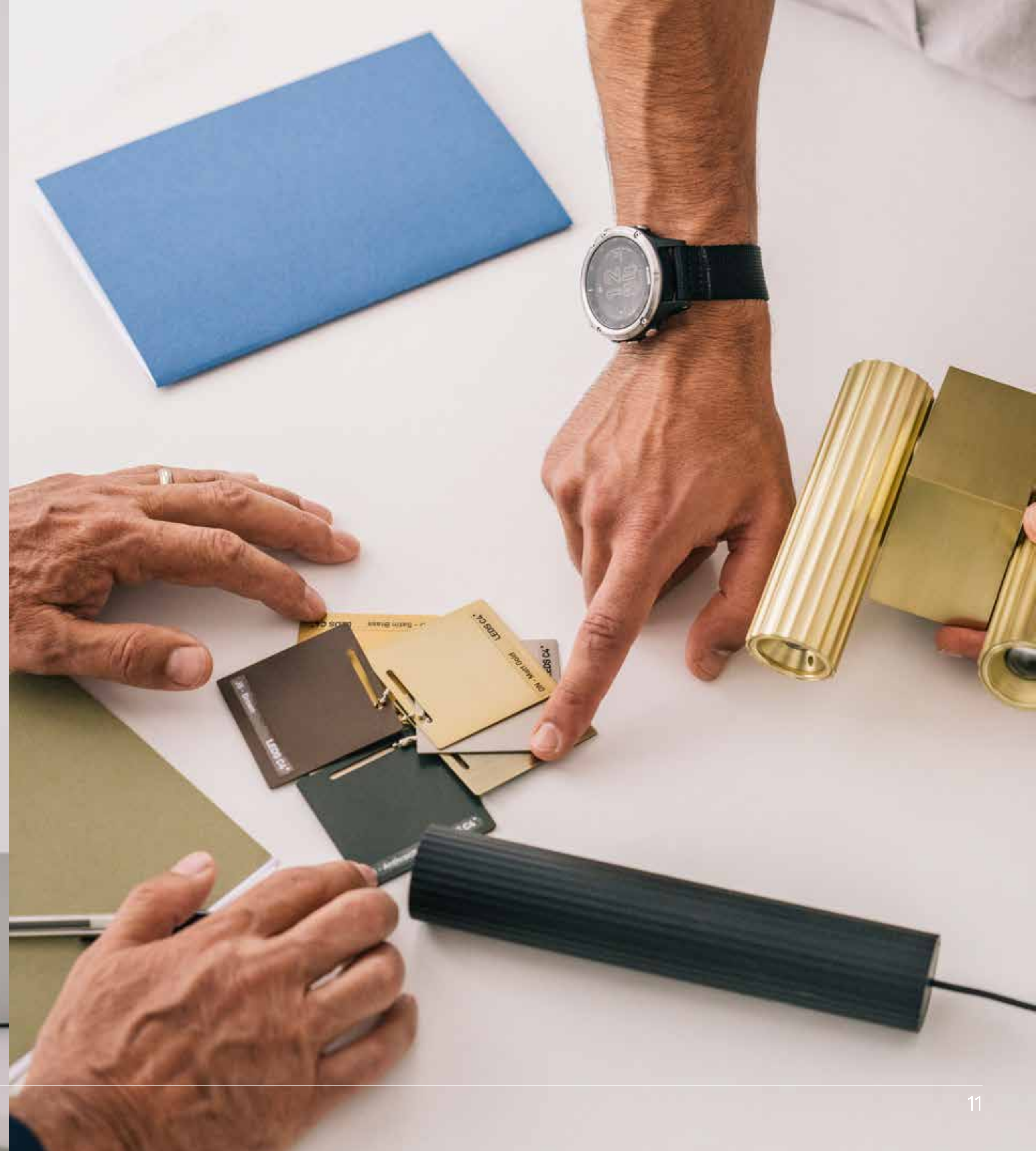
After successfully venturing into the lighting industry, the workshop made a significant move in 1974 by establishing the company Forja La-Creu. Fuelled by passion and vision, this new enterprise curated an appealing catalogue of lighting products that introduced innovative materials like metal, steel, Italian glass and other pioneering technologies in Spain at the time. The legacy of Forja La-Creu continued

through a new endeavour linked to an alabaster factory that recognised the potential of its two distinct lighting catalogues: Leds, dedicated to contemporary-design luminaires featuring halogen light sources, and C4, focused on classic-style collections. Its name was simple: LedsC4.

Based in Barcelona, LedsC4 operates from three production and service hubs located in Torà (Lleida), Cardedeu and Lliçà d'Amunt (Barcelona), as well as a logistics platform in La Granyanella (Lleida), a Design and Innovation Centre in Alcorcón (Madrid) and a commercial office in Sant Cugat del Vallès.

In our ongoing commitment to providing exceptional service to our customers, LedsC4 has established commercial subsidiaries in Singapore, the United Kingdom, Germany, Poland, the United Arab Emirates, South Africa, the United States and Colombia. We have also set up logistics warehouses in Poland, South Africa, the United States and Colombia, alongside a technical office and procurement platform in China.





1969

Commencement of artisanal luminaire production in Torà (Lleida) under the brand La Creu.

1990

Birth of the LedsC4 brand.

2000

Expansion and diversification into Outdoor lighting solutions.

2

Int
cat

2005

Introduction of the first Technical Lighting catalogue.

2008

LEDSC4 pioneers the introduction of LED technology.

2015

Establishment of the Forlight brand.
Inauguration of a new Logistics Platform in La Granyanella.

2018

LedsC4 acquires Carandini, a century-old company specialising in urban, tunnel and industrial lighting.
Introduction of the first Emergency Lighting catalogue.

2019

LedsC4 acquires the contemporary lighting company Bover.
Introduction of Control and Connectivity solutions.

2021

Opening of the Design and Innovation Centre in Madrid, focusing on the development of smart and connected lighting solutions for offices and commercial spaces.

2022

Rebranding of the LedsC4 brand with the slogan “Light for better living”.
Introduction of the first Architectural Ceiling Solutions catalogue.



LedsC4



Indoor technical lighting



Outdoor technical lighting



Decorative lighting



Architectural Systems



Control and connectivity



Emergency lighting

Forlight



Indoor technical lighting



Outdoor technical lighting



Decorative lighting



Smart lighting



Solar lighting



Ventilation

Bover



Indoor



Outdoor

Carandini



Ambient lighting



Roadways



Tunnels and infrastructure



Sports facilities



Industrial spaces



Services



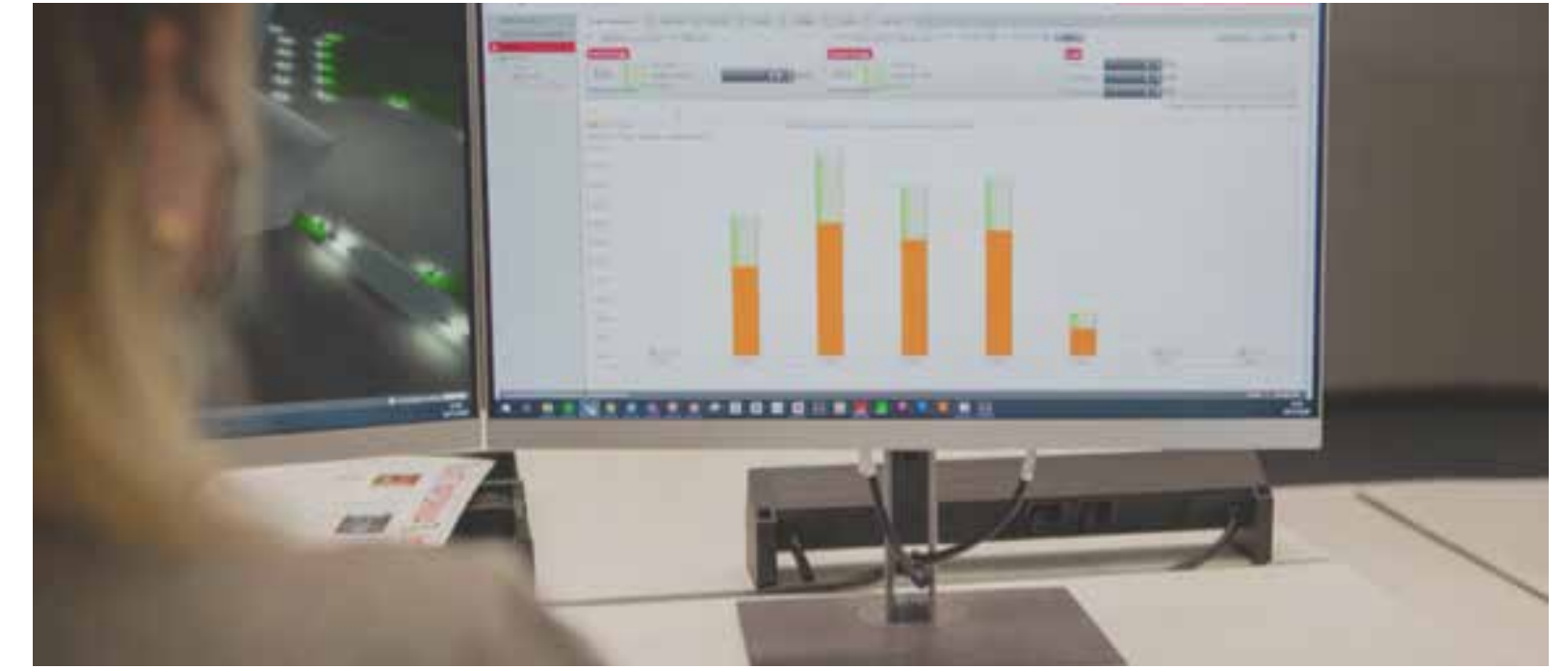
Lighting services

- Conceptualisation of the lighting project
- Consulting and advice
- Lighting calculation
- Tools and configurators
- Digital documentation: Dialux, Revit/BIM, 3D, IGS (SketchUp)
- Product customisation
- Design and manufacturing of custom solutions



Lighting control and connectivity services

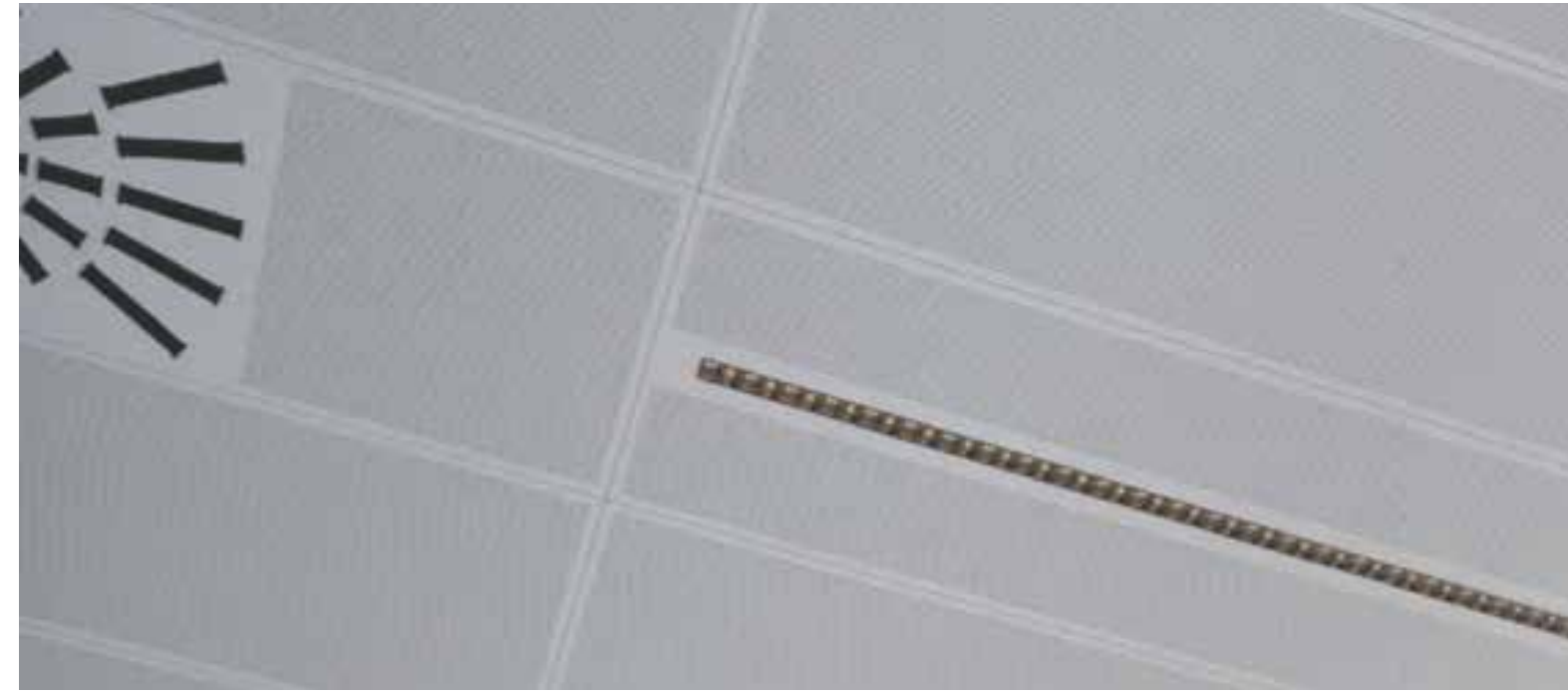
- Consulting on the selection of connective luminaires and connectivity systems
- Definition of group and scene settings
- Sensor placement on plans and creation of electrical diagrams
- Preconfiguration and precommissioning in our factory of control and connectivity solutions
- Ready-to-use services: luminaires configured for control and connectivity
- Controllux by Carandini: lighting control and management systems for public lighting
- Energy monitoring
- Alarm management
- Heat map reports
- Solutions designed to evolve towards digital services



Digital services

- Optimised overview of the data obtained from the facility
- Data for active and preventive maintenance
- Space service: Space management and occupancy. Detailed information on space occupancy and use, as well as transit and movement
- Where service: Control of assets, people and/or objects via Bluetooth through beaconing technology
- Integration with other systems
- YellowDot-compatible solutions for indoor positioning

Services



Project management

- Works follow-up
- Installation supervision and support
- Installation
- Focusing
- Post-installation configuration settings
- Custom project design

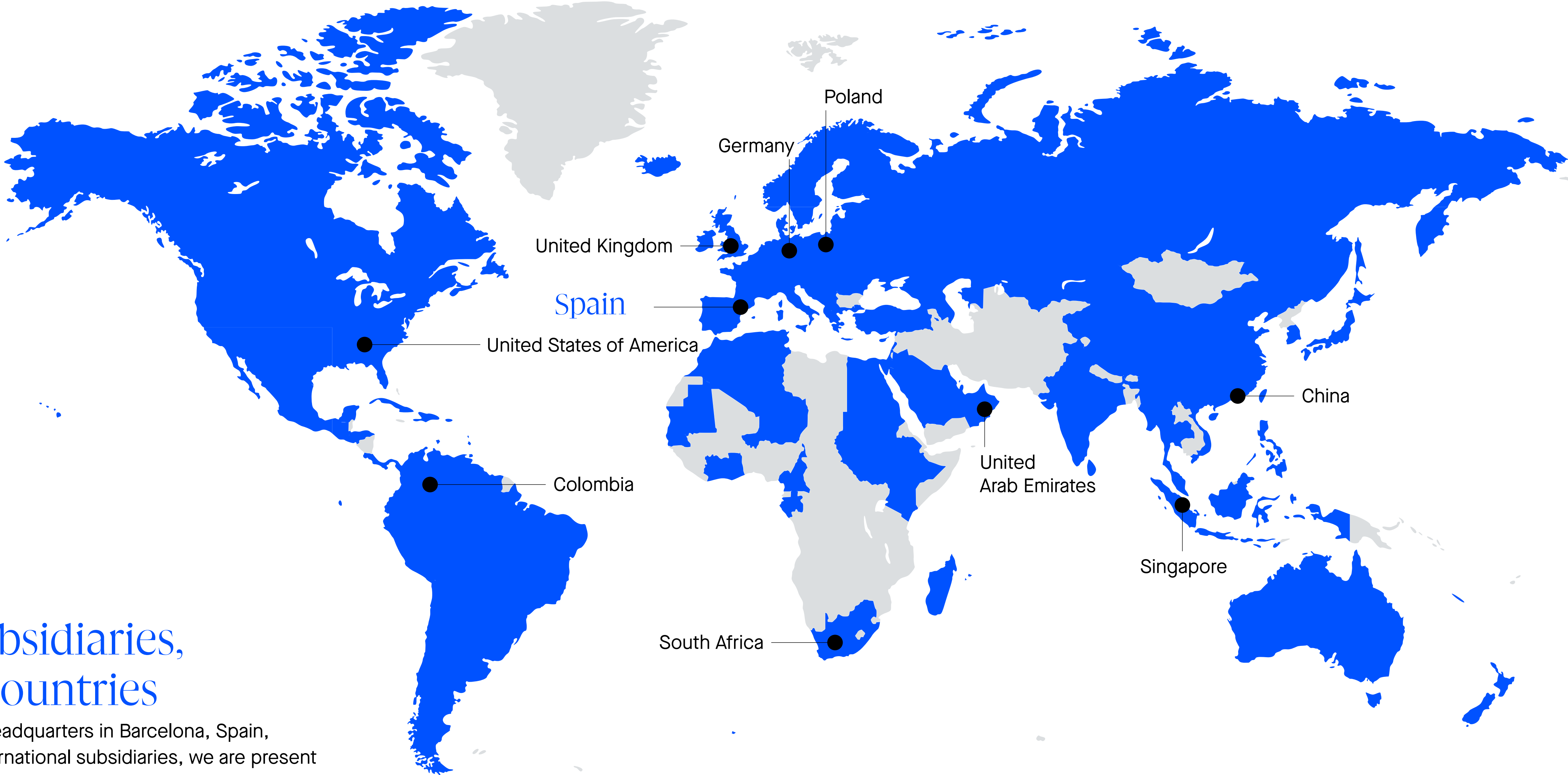
After-sales follow up

- Technical hotline service
- Incident management
- Maintenance

Training

- Integration with other systems: lighting connected and integrated into global space and building control systems (heating, air conditioning, ventilation, curtains, etc.), such as building management system software





10 subsidiaries, 140 countries

With our headquarters in Barcelona, Spain, and 10 international subsidiaries, we are present in over 140 countries.

● Markets we export to ● Subsidiaries



At LedsC4, our top priority is delivering a personalised, valuable and transparent experience to our customers.

We understand that every project is unique, with specific requirements shaped by the project itself, the customer and the region where it is developed and installed. Recognising the importance of open, smooth and practical communication, we have made a steadfast commitment to remain closely connected to our customers and decision-makers. We accomplish this by collaborating with our local teams, enabling us to present our value proposition on site consistently and as needed. In this regard, our objective extends beyond providing essential services and attention; it also involves doing so promptly, whether in response to customer requests or project demands.

To achieve this objective, LedsC4 has established subsidiaries and commercial agents in all the countries where we believe it is the strategically most effective approach to the market. This extensive presence allows us to operate with a local perspective while

maintaining a strong international footprint. Furthermore, we recognise that communicating in our customer's language streamlines interactions and, consequently, enhances the efficiency of our efforts, contributing to the success of our projects. This commitment to proximity extends throughout our operational management, as we've assembled a diverse, multilingual Customer Service and Support team capable of assisting our international customers in their native language.

Flexibility and adaptability are also inherent to our DNA. We collaborate closely with customers at every project stage to deliver the optimal lighting solution tailored to their requirements, including the option to customise standard products or create entirely bespoke projects when necessary.

Value Chain

The core of LedsC4's service is to assist customers simply, easily and efficiently. That's why the entire product development process is thoroughly planned and monitored, from conception, design, manufacturing and quality control, to delivery and installation.

LedsC4 approaches product development as an interconnected process from start to finish. Our designers and collaborators, working with the expertise of LedsC4's engineering team, contribute their technical, design and installation prowess daily to find solutions that precisely meet our customers' requirements. Furthermore, we meticulously adhere to eco-design principles to ensure that our products are efficient, reusable and recyclable.

LedsC4 also works with an extensive network of highly qualified international suppliers who responsibly contribute to the development of a

significant portion of our collections, enabling us to achieve the highest standards of quality, efficiency and flexibility.

In our Torà-based Design Centre, we push the boundaries of creativity to develop and manufacture customised solutions. At the LedsC4 Design and Innovation Centre in Madrid, we create highly tailored technical lighting solutions for the retail and office sectors, along with integrated ceiling lighting solutions for various architectural projects.

Quality control is another cornerstone of our company. We ensure the utmost production



and performance quality of our luminaires through comprehensive testing, starting from the inception of product development and continuing through manufacturing, assembly and shipment.

Lastly, thanks to our extensive product inventory and efficient logistics management, we can guarantee punctual delivery, ensuring that our luminaires reach their intended destination as planned.



We recognise the importance of our suppliers and acknowledge their pivotal role in achieving our desired outcomes.

Presently, LedsC4 maintains an extensive network of meticulously chosen suppliers across Europe, Asia, the United States, Canada and Africa.

Before initiating any collaboration with LedsC4, potential suppliers must undergo an initial assessment designed to provide a comprehensive overview of essential aspects, including:

- Terms and conditions for procurement or contracting
- Sales information
- Facilities and equipment
- Quality and environmental practices
- Implemented quality management system
- Implemented environmental management system
- Adherence to environmental legislation concerning discharges, emissions and waste management
- Code of ethics

Supply chain

In 2022, we introduced a new component to our initial evaluation: the code of ethics, which encompasses aspects related to social conduct, labour practices and human rights. Any breach of this code of ethics results in immediate disqualification of the supplier.

Therefore, to be selected and accepted, a supplier must adhere to the code of ethics and score 5 or higher in the following areas: Purchasing Terms and Conditions, Sales Information, Facilities and Equipment, Quality Management and Environmental Practices.

Initially accepted suppliers must undergo annual re-evaluations.

These annual re-evaluations assess product quality inspections, customer feedback, delivery punctuality, environmental conduct and a subjective evaluation of the technical and commercial aspects of our working relationship. Suppliers scoring below 5 do not receive new orders, and if no improvements are noted, they are disqualified.

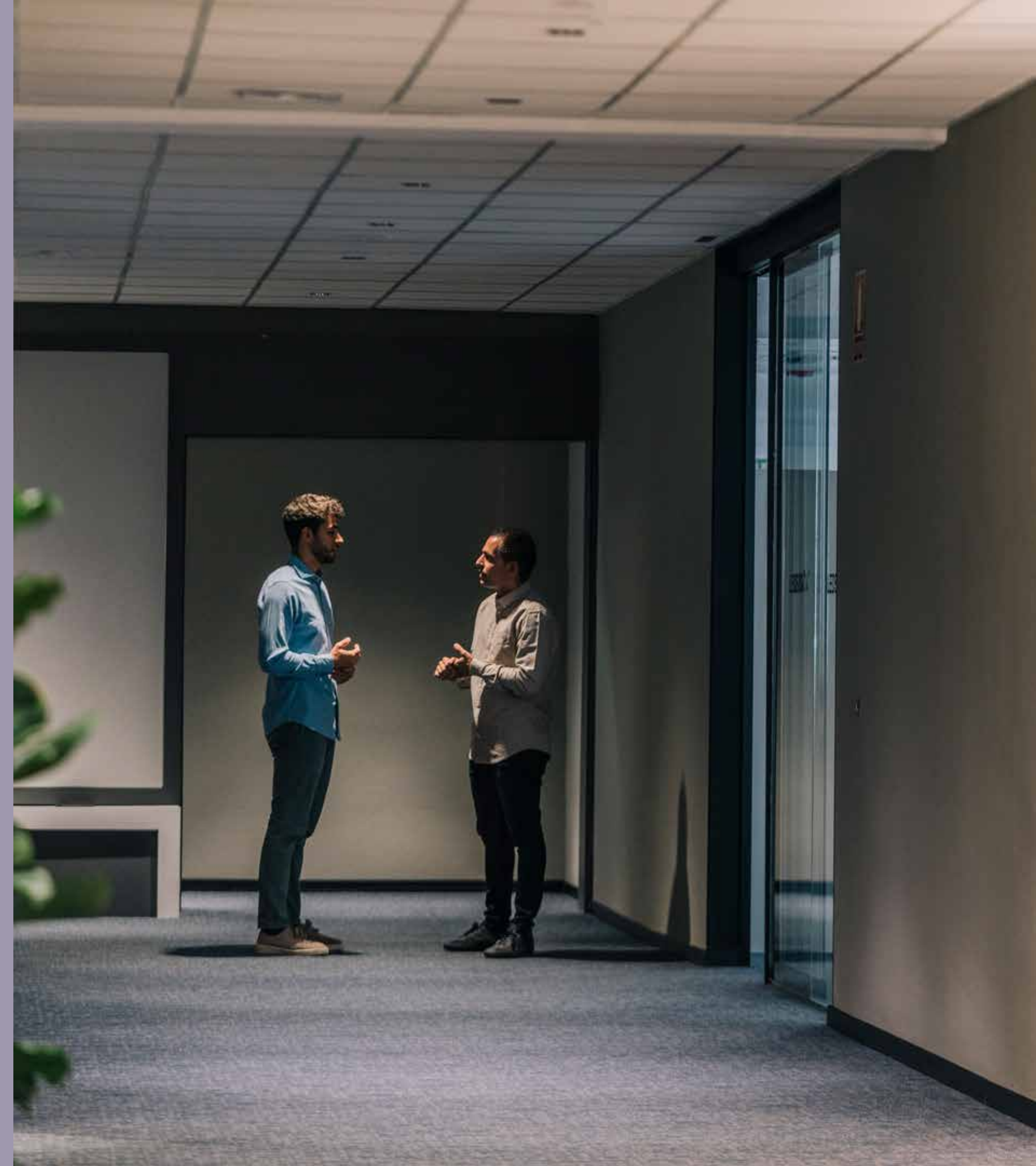
We also conduct audits at supplier facilities to assess compliance with environmental aspects, quality standards and the code of ethics.

Furthermore, LedsC4 has a product inspection system at its main suppliers' facilities. This process allows for close product monitoring after it is manufactured and prior to its shipment.

Additionally, LedsC4 is actively working to expand its network of local suppliers, which will offer benefits such as reduced transportation costs, lower carbon footprint, inventory optimisation, shorter delivery times and enhanced business opportunities for fast-delivery projects. Moreover, we are dedicated to sourcing sustainable materials and currently collaborate with local suppliers providing low-carbon and recycled extruded aluminium.



Good governance



LedsC4's corporate governance system is founded on principles of respect and professional ethics that serve as core values in our corporate culture.

The Board of Directors, in collaboration with the Executive Management of the group's companies, oversees the governance of the company.

Board of Directors

Chairman: Jorge Tornini

Secretary: Domènec Oliva

Board Member: Paola Tornini

Board Member: Raimon Pongiluppi
(as a representative of Condor Iluminación S.A.)

LedsC4 Executive Management

Francesc Xavier Corrons

Carandini Executive Management

German Navarro

Bover Executive Management

Michael Zancan

Vision

To become an international leader in the lighting industry, renowned for the breadth and depth of our solutions, as well as our exceptional service.

Mission

To enhance people's well-being through lighting.

- Adopting a customer-centric approach, striving for product and service excellence to become their trusted partner, promote the utilisation of our solutions, foster enduring trust-based relationships and enhance outcomes for both parties.
- Creating an environment of opportunities for all team members to develop their personal and professional potential.
- Cultivating lasting relationships with our suppliers founded on collaboration, trust and mutual benefit.
- Remaining steadfast in our dedication to the socio-economic advancement of our community, with a strong emphasis on progress and sustainability.



Excellence

We are a dynamic, flexible and innovation-driven company that demands excellence in our final results and is committed to continuous improvement.

Passion

We work with enthusiasm, ambition and perseverance.

Responsibility

We approach all challenges and projects with professionalism, seriousness, commitment and dedication.

Communication

We aspire to maintain smooth, clear, transparent and constructive communication.

Proximity

We are easily accessible to our colleagues, customers and suppliers.

Human touch

We foster a work environment characterised by humility, honesty, equality and respect.

Sustainability

We champion the preservation of material resources and the efficient and mindful use of both natural resources and the solutions we offer.



LedsC4's Code of Ethics epitomises our unwavering commitment to upholding laws and ethical values that form the bedrock of our operations.

LedsC4's Code of Ethics is a top-tier standard within the Group and is complemented by a suite of protocols, policies and manuals designed to ensure good governance.

Furthermore, the company has appointed a Compliance Officer who reports directly to the Board of Directors, whose principal duty is to ensure strict adherence to the company's code of ethics, guaranteeing alignment with established internal policies and procedures.

The Compliance Officer is also tasked with preparing an annual monitoring report that encompasses recommendations and provides an overview of the status of the criminal prevention manual and risk assessment.

This code of ethics is applicable to all of the group's companies, as well as the subsidiary and investee companies over which LedsC4 exerts effective control or where it holds positions on their boards of directors.

Our code of ethics revolves around the following pillars:

- Internal commitment and adherence to the provisions set forth by the International Labour Organization (ILO)
- Commitment to ethics and good governance
- Commitment to the market and third parties
- Commitment to society and the environment

In our unwavering commitment to transparency, LedsC4 promotes an open-door policy, encouraging employees to freely share their queries, concerns, suggestions or grievances with their immediate superiors. Moreover, we maintain a reporting channel through which any individual with knowledge or suspicions of code of ethics breaches, internal regulation violations or legal transgressions can communicate their concerns to the company. The Compliance Committee assumes responsibility for conducting internal investigations into potential violations of applicable policies or standards.

Through this reporting channel, we assess adherence to the code of ethics and other internal procedures, taking appropriate action where necessary.

For the year 2022, no internal reports of violations were recorded.

Guided by our mission and driven by our values, we have established strategic objectives that serve as our roadmap, as outlined in our 2021–2023 strategic plan.

Objectives

Prioritise a fully customer-centric approach and excellence in operations and relationships (with a strong emphasis on quality management, competitive pricing, on-time delivery, design and customer service).

1. Advance digitalisation across our company and the solutions we offer and enhance processes and tools to boost efficiency, ultimately leading to an improved customer experience and higher satisfaction.
2. Pioneer the implementation of connectivity solutions and the introduction of lighting-related services.
3. Commit to sustainability in our product manufacturing, including the adoption of 100% environmentally friendly packaging by 2026.



2. Report focus



This report covers the 2022 fiscal year, spanning from 1 January to 31 December.



The 2022 Sustainability Report has been structured to align with the company's operations, aiming to enhance readability and provide comprehensive insights into the impacts and risks relevant to LedsC4's stakeholders. Our analysis encompasses our contributions and impacts on economic, environmental and social aspects, both domestically and internationally, within a global and sustainability framework.

We have included all material topics critical to LedsC4's sustainable development, offering a holistic perspective of how our activities affect corporate governance, people and collaborators, our supply chain, distribution channels and customers, as well as environmental, social and economic dimensions. This comprehensive overview considers the group on a consolidated level. It is worth noting that some indicators may not encompass all companies within the group, and their coverage is detailed in the relevant chapters.

Throughout its preparation, we have adhered to the guidelines established by the Global Reporting Initiative (GRI) standards, following the essential conformity option. You can find specific details of our compliance in the corresponding GRI index.

Additionally, this report aligns with the principles of the United Nations Global Compact and identifies the Sustainable Development Goals (SDGs) outlined in the 2030 agenda, which we have actively supported through various initiatives undertaken by the company.

Introduction

Throughout this year, as outlined in the following sections of this report, we've contributed to the following Sustainable Development Goals (SDGs):



3 SALUD Y BIENESTAR Ensure healthy lives and promote well-being for all at all ages.



4 EDUCACIÓN DE CALIDAD Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



5 IGUALDAD DE GÉNERO Achieve gender equality and empower all women and girls.



7 ENERGÍA ASEQUIBLE Y NO CONTAMINANTE Ensure access to affordable, reliable, sustainable and modern energy for all.



8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.



10 REDUCCIÓN DE LAS DESIGUALDADES Reduce inequality within and among countries.



11 CIUDADES Y COMUNIDADES SOSTENIBLES Make cities inclusive, safe, resilient and sustainable.



12 PRODUCCIÓN Y CONSUMO RESPONSABLES Ensure sustainable consumption and production patterns.



13 ACCIÓN POR EL CLIMA Take urgent action to combat climate change and its impacts.



16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS Promote just, peaceful and inclusive societies.

Our company's sustainability model reflects our commitment to having a positive impact on the environment and the community, with a management approach focused on people and proximity.

LedsC4's Corporate Social Responsibility (CSR) policy is intrinsically linked to our company's overarching strategy, as delineated in both the Code of Ethics and the 2021–2023 Strategic Plan.

We maintain a steadfast commitment to ethical conduct, responsibility and adherence to prevailing laws. To uphold these principles, we've established a Code of Ethics and a set of policies and procedures accessible to all employees via our company's intranet. Moreover, we have instituted an internal reporting channel for employees to report any behaviour misaligned with our organisational principles and values.

In addition, LedsC4 has a multidisciplinary

Corporate Social Responsibility Committee, reporting directly to the Executive Management of LedsC4, dedicated to formulating a comprehensive sustainability strategy and setting benchmarks and indicators to attain increasingly ambitious Corporate Social Responsibility objectives.

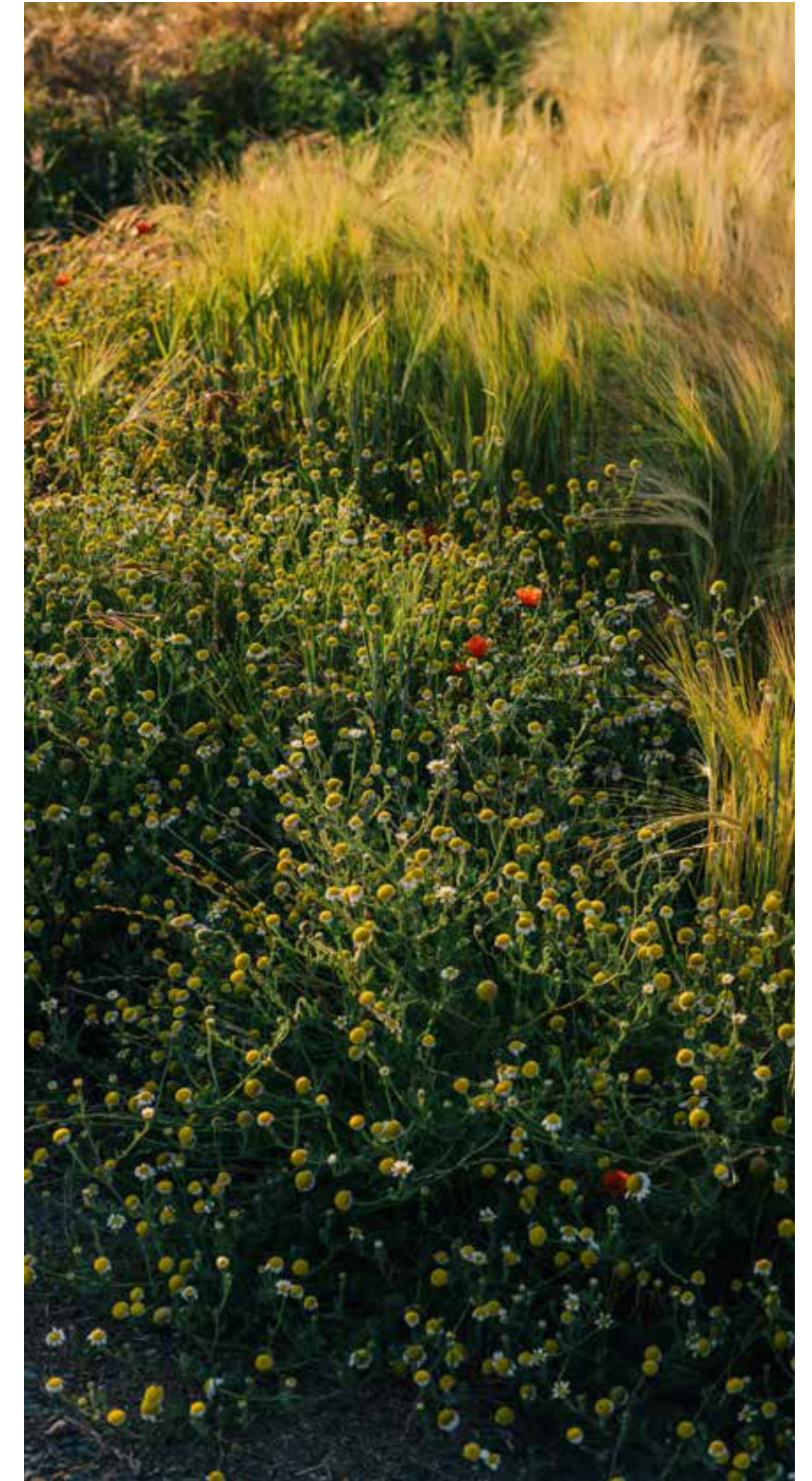
The committee is also responsible for compiling an Annual Sustainability Report, rooted in the Global Reporting Initiative (GRI) system and the Sustainable Development Goals (SDGs).

As an integral part of our corporate social responsibility strategy, LedsC4 undergoes an annual evaluation by EcoVadis, a renowned company specialising in corporate sustainability

assessments. EcoVadis scrutinises the policies, activities, measures and data of companies each year, scoring them based on international sustainability standards such as the GRI and ISO 2600, organised into the following four categories:

- Environment
- Social and human rights
- Ethics
- Responsible purchases

In 2022, EcoVadis awarded LedsC4 the gold medal in sustainability, placing it within the 5% highest-scoring companies among the 90,000 that were analysed in 160 countries and across 200 different sectors.





Key sustainability milestones

1994

Achievement of ISO 9001 certification at Carandini

2000

Achievement of ISO 9001 certification at LedsC4

2008

Achievement of ISO 14001 certification at LedsC4

2

Achievement of ISO 14001 certification at Carandini

2016

Achievement of ISO 14001 certification at Carandini

2017

Commencement of collaboration with Associació Alba

2018

Creation of Focus: a social newsletter aimed at the LedsC4 team

2019

- Silver Medal from Ecovadis for good CSR practices
- Commencement of carbon footprint calculation, scope 1-2
- First social day (volunteering) in collaboration with Associació Alba
- Publication of Live the Light (a compilation of CSR initiatives)

2020

- Creation of Compliance Officer role
- Formation of circular economy team
- Commencement of collaboration with Fundació MAP

2021

- Establishment of the CSR Committee
- Preparation of the first sustainability report

2022

- Gold Medal from Ecovadis
- Calculation of carbon footprint, scope 3
- Sustainable packaging
- Environmental Product Declaration (EPD)
- Local suppliers
- Installation of solar panels in main production centres





LedsC4's Materiality Matrix is designed to pinpoint the material issues where the company has an impact on its surroundings and which hold significance for its stakeholders.

Constructed in 2021, this Materiality Matrix draws upon insights gathered through surveys and interviews conducted among a sample of various stakeholder groups (Ownership, Employees, Customers, Suppliers, Social Agents). These stakeholders were asked to rate the importance of specific material topics categorised under aspects like good governance, human rights, labour practices, environmental concerns and our relationship with society.

Given the structural nature of these topics, the materiality matrix undergoes a review every three years. Thus, for the year 2022, it has been compiled using data from the preceding year, resulting in the selection of 18 material topics from a total of 30 topics assessed.

3. Our sustainability model

3.1
Committed
to people

3.2
Committed
to our environment



Milestones

99%

Permanent employment contracts: stable and high-quality employment

98%

Luminaires with replaceable LED and driver

60%

Connective luminaires

74%

Dimmable luminaires*

92%

Easily segregable luminaires

79%

Luminaires with a recyclable structure

23%

Of the Group's energy consumption comes from renewable sources

*Dimmable luminaires: 59% LedsC4, 63% Bover, 100% Carandini.



- Quality employment and promotion of permanent hiring
- Strengthening collaborations with social projects
- 100% staff trained in good environmental practices
- 100% sustainable packaging
- 20% recycled materials in LedsC4 brand luminaires
- 80% of luminaires made with recyclable material
- 90% easily segregable luminaires
- Carbon footprint neutrality of the organisation (scope 1 and 2)
- Life-cycle analysis of best-selling product families at LedsC4

3.1
Committed
to people





The individuals who make up LedsC4 are fundamental to our success.

We boast a team of highly dedicated professionals deeply committed to our project, and this dedication is a direct result of a robust corporate culture rooted in values such as respect, generosity and a genuine passion for our work.

We strive to create a work environment for our team members that aligns with these values, providing them with the opportunity to grow and develop, and encouraging them to give their best at every stage of their professional journey.

Some statistics about the team

At LedsC4, we actively promote organisational initiatives aimed at offering stable, high-quality employment opportunities that enable the individuals in our team to thrive.

As of the conclusion of the 2022 fiscal year, LedsC4 maintains a staff of 509 employees, with 99.8% holding permanent contracts, and 94% working full-time.

Gender

48%
Women

52%
Men

Age

14%
Under 30 years old

25%
Over 50 years old

61%
Between 30 and 50
years old

Category

Managers, Department Heads	65
Salespersons	63
Technicians	108
Administrative Staff	132
Operators	141



N1			N2			N3		
	Unidades	Coste		Unidades	Coste		Unidades	Coste
<u>COMP 1</u>	1	10	SEMI 1	1	16	ARTIC. 1	1	36
<u>COMP 5</u>	2	6	COMP 3	3	20			

VENTA → 176

Work-life balance and other benefits

It is crucial to offer our employees a healthy equilibrium between their personal and professional lives. To achieve this, we have introduced a range of measures aimed at promoting work-life balance and enhancing their overall well-being:

- Remote work
- Intensive factory schedules
- Flexible working hours
- Intensive schedules during summer and the holiday season
- Tailored schedules for educational pursuits
- On-site catering and cafeteria services at our central offices
- Paid leave for medical appointments, both for employees and family members
- Digital disconnection protocol
- Flexible compensation packages
- Discounts on luminaire purchases
- Language and office software training, among other benefits

In 2022, our absenteeism rate was 3.2%, beneath the industry average by over one and a half percentage points, which stands at 4.74%.

Furthermore, we observed a 0.5% improvement in this indicator compared to the previous year.

Total absenteeism hours in 2022*

27,311

(*) Includes absenteeism due to illness and work-related accidents.



Measures to promote work-life balance

To effectively track the impact of various work-life balance initiatives and measures implemented within the company, we conduct an annual climate survey, which collects feedback on how employees perceive these measures.

Among other topics, employees share their opinions on:

- Work hours (work schedule and working hours)
- Flexibility in choosing time off and leave
- Work-life balance: Measures in place to facilitate the reconciliation of personal and professional life

As indicated by the table, the survey results are not only highly satisfactory (with ratings exceeding 4 out of 5 in all three aspects assessed) but also reveal an improvement in satisfaction levels compared to the previous year.

Annual Employee Climate Survey

	2022	2021
Work hours	4.15	3.92
Flexibility	4.53	4.41
Work-life balance	4.1	3.61

(*) Ratings on a scale of 1 (minimum) to 5 (maximum)





Mutual respect and equality form the bedrock of our working relations at LedsC4.

We do not accept any form of discrimination based on ideology, religion or beliefs, ethnicity, race or nationality, gender, sexual orientation, family status, illness or disability or affiliation with unions or holding legal or union representation positions among workers.

To ensure the unwavering commitment of our employees and collaborators to uphold these principles, we have established an Equality Committee and appointed a Compliance Officer, responsible for ensuring their rigorous implementation and addressing any reports or suspicions of deviations.

In this regard, we closely monitor the number of reports or inquiries received by the Equality

Committee or our ethics mailbox related to this issue. It is noteworthy that no discrimination reports were processed in the year 2022.

In matters of employment, we diligently adhere to the provisions outlined in the General Law on the Rights of Persons with Disabilities and their Social Inclusion, reserving 2% of our job positions for individuals holding disability certificates. Furthermore, we actively collaborate with the MAP Foundation's Special Employment Centre, which employs individuals with disabilities or those facing vulnerability, involving them in various stages of our production processes.

Our equality plan

Through our Equality Committee, we ensure the provision of a productive, safe and respectful working environment for all individuals.

The Equality Committee is also responsible for ensuring the development and implementation of LedsC4's Equality Plan, which has the following main objectives:

1. Promote the presence of both women and men in areas where they are under-represented.
2. Further integrate a gender perspective into the Company's management.
3. Ensure equal working conditions based on job positions.
4. Guarantee pay equity and eliminate the gender pay gap.
5. Provide a framework for equal opportunities.
6. Prevent and combat potential cases of sexual harassment and/or gender-based harassment.
7. Achieve equal treatment and respect for diversity.
8. Facilitate work-life balance.





In addition to the measures already in place, our equality plan outlines a schedule of actions for the upcoming years. The degree of compliance with this schedule serves as the key indicator for monitoring this material issue.

In 2022, all the defined milestones within this action schedule were successfully achieved.

Another focal point for the Equality Committee is addressing the gender pay gap within the company, which currently stands at 0.25%* in Spain and 0.26%* in other countries. LedsC4 maintains an annual review of its pay equity policy. While there are no significant gender-

based differences in compensation for roles of similar positions or professional categories, there remains some under-representation of women in specific job roles. To address this issue, the equality plan includes a series of initiatives designed to promote female talent. These actions have contributed to a 4% reduction in the gender pay gap in Spain and a 2% reduction in other countries compared to the previous year.

*Calculated based on the average of total earnings received (TER) during the year 2022 by men (M) and women (W):
 $(TERM-TERW)/TERM$





LedsC4 upholds a strict zero-tolerance policy towards sexual harassment and gender-based harassment.

We firmly believe that all LedsC4 employees have the right to be treated with dignity and respect. As a result, they also have a responsibility to treat individuals they interact with (including customers, suppliers, external collaborators, etc.) in the same respectful manner, and to actively contribute to ensuring that everyone is treated with respect.

Aligned with these principles, LedsC4 unequivocally states that sexual harassment and gender-based harassment will neither be permitted nor tolerated under any circumstances.

To provide guidance on how to address harassment situations, LedsC4 employees have access to a response protocol that has been internally disseminated to raise awareness.

At LedsC4, training is a fundamental pillar within our talent management and development system.

We provide open training programmes designed to enhance versatile skills, including languages and office software, along with specialised training tailored to foster knowledge or skills necessary for specific job roles or specific groups.

The annual training plan is devised in close collaboration with department heads to encompass all essential actions needed to ensure the team's effective development.

7,123

Training hours

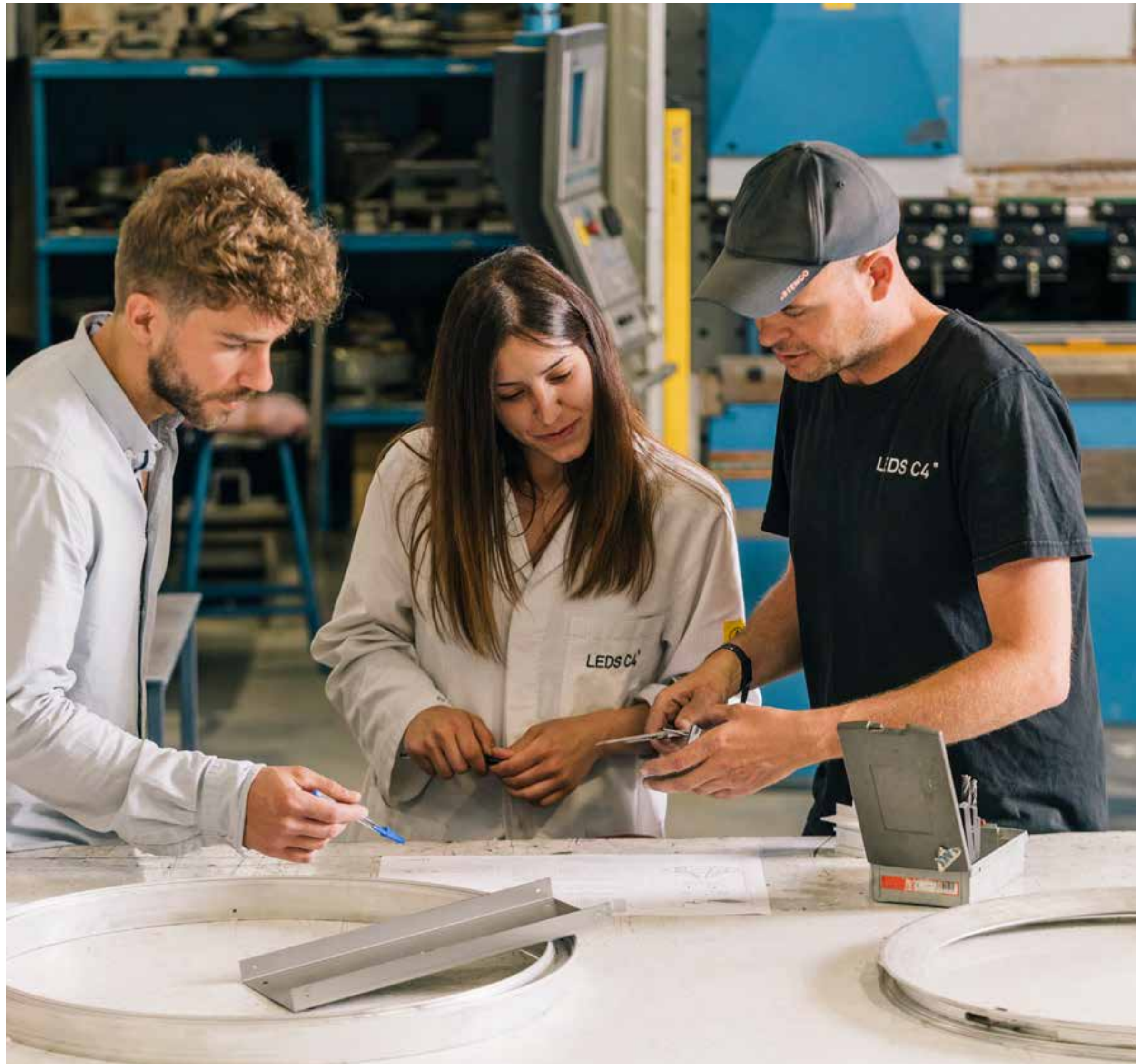
412

Individuals have undergone training

84%

Of the workforce has participated in training

Accessible and quality training



Throughout 2022, we conducted a total of 64 training initiatives, representing a 28% increase compared to the previous year and totalling 7,123 training hours.

It is worth noting that 412 individuals, which accounts for 84% of our workforce, benefited from these courses.

Satisfaction assessment serves as a crucial

indicator ensuring the quality of our training programmes, with participants giving an average rating of 8.7 out of 10.

One of our projects planned for 2023 is the development of an in-house training platform. This will enable us to expand our course offerings and provide greater flexibility in course delivery, accommodating each employee's availability.

Prioritising the well-being and growth of individuals



At LedsC4, we offer a work environment with ongoing personal and professional development opportunities. Our team is made up of dynamic, proactive people with a drive to excel.

A people-centric management approach, which promotes their well-being and growth, necessitates a healthy work environment and leaders who lead by example for their teams.

Work environment



At LedsC4, we employ various tools to facilitate a high-quality work environment, one characterised by close-knit relationships built on mutual respect and trust.

Through our onboarding programme, new hires can quickly grasp and embrace the company's culture, internalise our values and quickly integrate into the organisation.

Moreover, we strike a balance between daily responsibilities and corporate activities and events that promote team cohesion and motivation. Whether it's our summer or Christmas gatherings, team breakfasts, sports tournaments or the annual sales convention, these activities provide opportunities for the team to come together in a different setting, fostering relaxed interactions and deeper connections.

In 2022, we took steps to enhance internal communication and deepen employees' understanding of the company by introducing monthly informative sessions. These one-hour

sessions each month serve as a platform to share updates on the company's progress and highlight noteworthy projects led by various departments within the organisation.

Furthermore, we conduct an annual climate survey to assess the quality of our work environment. This anonymous survey offers insights into employees' perceptions of various aspects of their workplace.

In 2022, the climate survey saw a participation rate of 61%, marking an 11% increase compared to 2021 and achieving an impressive score of 7.76 out of 10 in the overall satisfaction index. The results of the climate survey are shared with employees via publication on the company's intranet.

For 2023, one of our objectives is to implement quick surveys (consisting of 2–3 questions) that will enable us to promptly address improvement areas identified in the annual climate survey.



Effective leadership is crucial for aligning the team with the company's goals. At LedsC4, we are fully aware of the impact that leaders can have on individuals. That's why we routinely assess their performance as team leaders to ensure the optimal management of our LedsC4 team members.

Each year, we conduct a 360-degree manager assessment to verify that managers are effectively guiding their teams and supporting their development. This assessment includes an anonymous questionnaire completed by team

members, a self-evaluation and a follow-up interview with their immediate supervisor.

In the manager surveys, where everyone has the opportunity to evaluate their supervisor, the average rating for this assessment in 2022 was 2.76 out of 4.

Based on the results of the 360-degree assessment, individual development plans are established, and these plans are collaboratively implemented with the Human Resources department and department directors.



Sharing information

Honesty and transparency are fundamental attributes and values at LedsC4. We believe in presenting ourselves authentically and executing our work with candour. We communicate directly and succinctly, without embellishments or omissions. Above all, we emphasise empathy in our communication, addressing our audience in a friendly, approachable and detailed manner. We encourage two-way dialogues and aim to share information openly.

This communication philosophy is applied both internally and externally.



Looking inward at the company:

- We organise biannual informational sessions with the company's Executive Management for all teams, ensuring that employees are well-informed. This inclusivity motivates them to take actions and initiatives that benefit both individual and company goals. In 2022, we introduced monthly sessions with team leaders to enhance the dissemination of updates and key projects developed by the group. Concurrently, we empower middle managers to serve as the primary conduits of information to their teams.
- The group's most significant facts and projects are also conveyed through our monthly online publication, Focus.
- Furthermore, our Communication department regularly provides all employees with a summary of the most noteworthy outcomes and events from our primary brand channels, such as social media, email marketing and the press.

Looking outward from the company:

- We offer our customers and followers access to our brand's communication channels, which include social media, newsletters, websites and press releases, enabling them to stay informed about everything taking place at LedsC4.
- We also introduce our innovations at highly visible events and trade fairs held in various locations worldwide.
- This year, all our communications have been launched with a distinct brand positioning and a claim closely aligned with our mission of enhancing people's well-being through light: Light for better living.

To assess and gauge the success of these communications, as well as the satisfaction of each audience, we employ a range of metrics across all communication channels. These metrics encompass data such as website sessions and unique users, digital file downloads, the percentage of unique email marketing opens and clicks, as well as user interactions with our content on social media.

Main challenges and objectives for 2023:

- Continue to enhance the usability of the website search engine.
- Sustain high email open rates while increasing click-through rates and website traffic.
- Increase the number of Instagram followers to reach 25,000, maintaining the quality level of followers with high interactivity and interest in our content.
- Achieve a 9% growth in publications, building on our successful work in national press and expanding further on the international front.
- Establish KPIs and conduct more comprehensive tracking of leads generated at all the trade fairs where we are present worldwide.

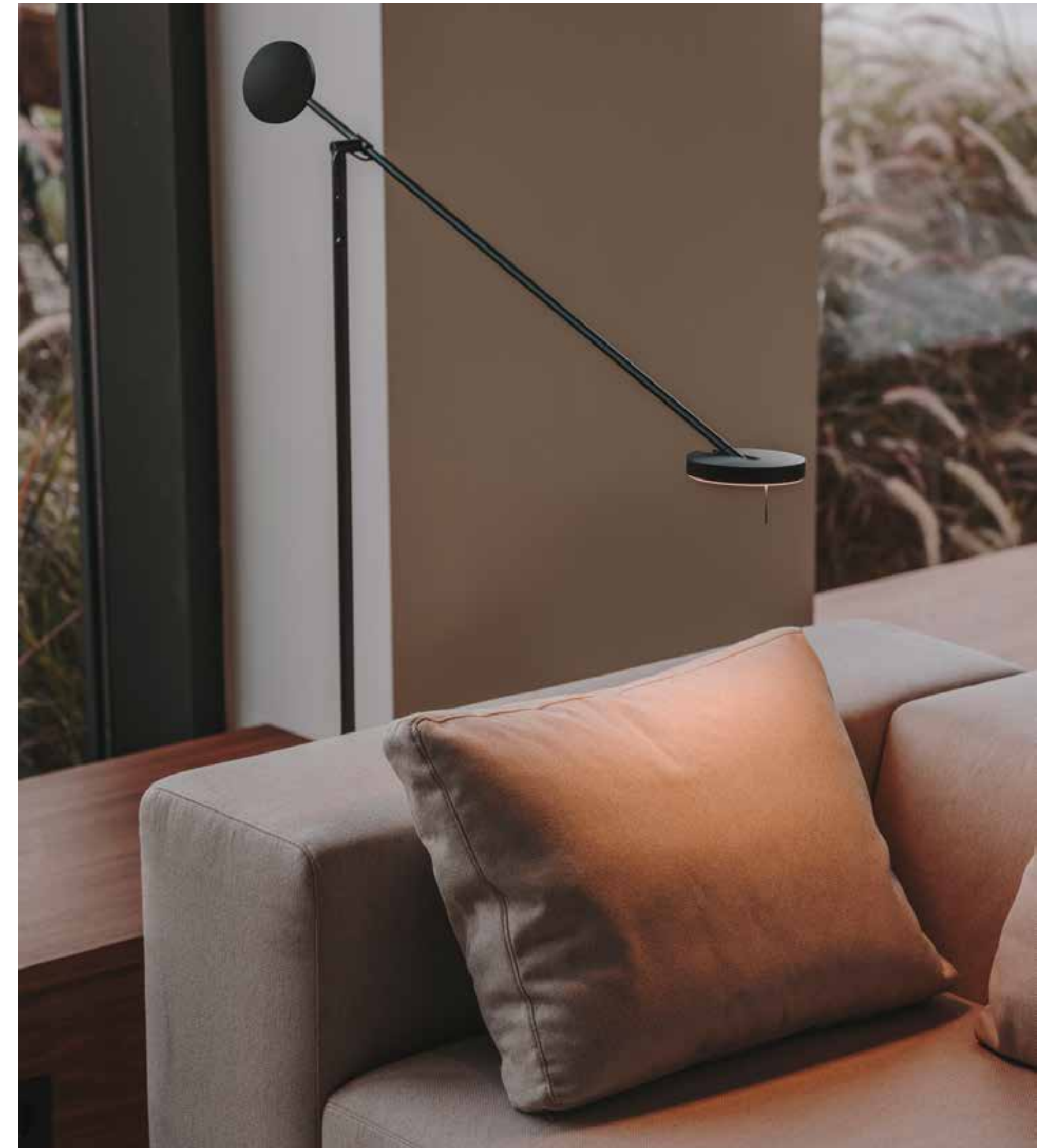


Light as a source of well-being

Quality lighting enhances spaces through emotion, comfort and care. It allows us to create emotions and sensations by focusing on people's well-being and providing them with unique perceptions.

For the past 50 years, our company has been dedicated to developing a culture of light in which design, technology and sustainability come together to offer the best solution for our customers' needs.

People spend 90% of their time indoors with artificial light, only receiving 10% of natural light. Quality lighting brings well-being to daily life by adapting the spaces we inhabit to our biological, physical and psychological needs. The right lighting improves our lives.



Human Centric Lighting

Human Centric Lighting is a concept that frames lighting from the physiological and biological fields of human beings. This method seeks to humanise spaces in order to focus on health benefits for all users.

Through quality lighting focused on people, we contribute to improving well-being by re-establishing natural biorhythms, which directly affect individuals' satisfaction, productivity and happiness.

This is possible due to current technology and our ongoing dedication to innovation. Now we not only work with lights, but we also design an entire light, control and connectivity system, which can also monitor natural light through sensors in order to create the perfect lighting strategy.

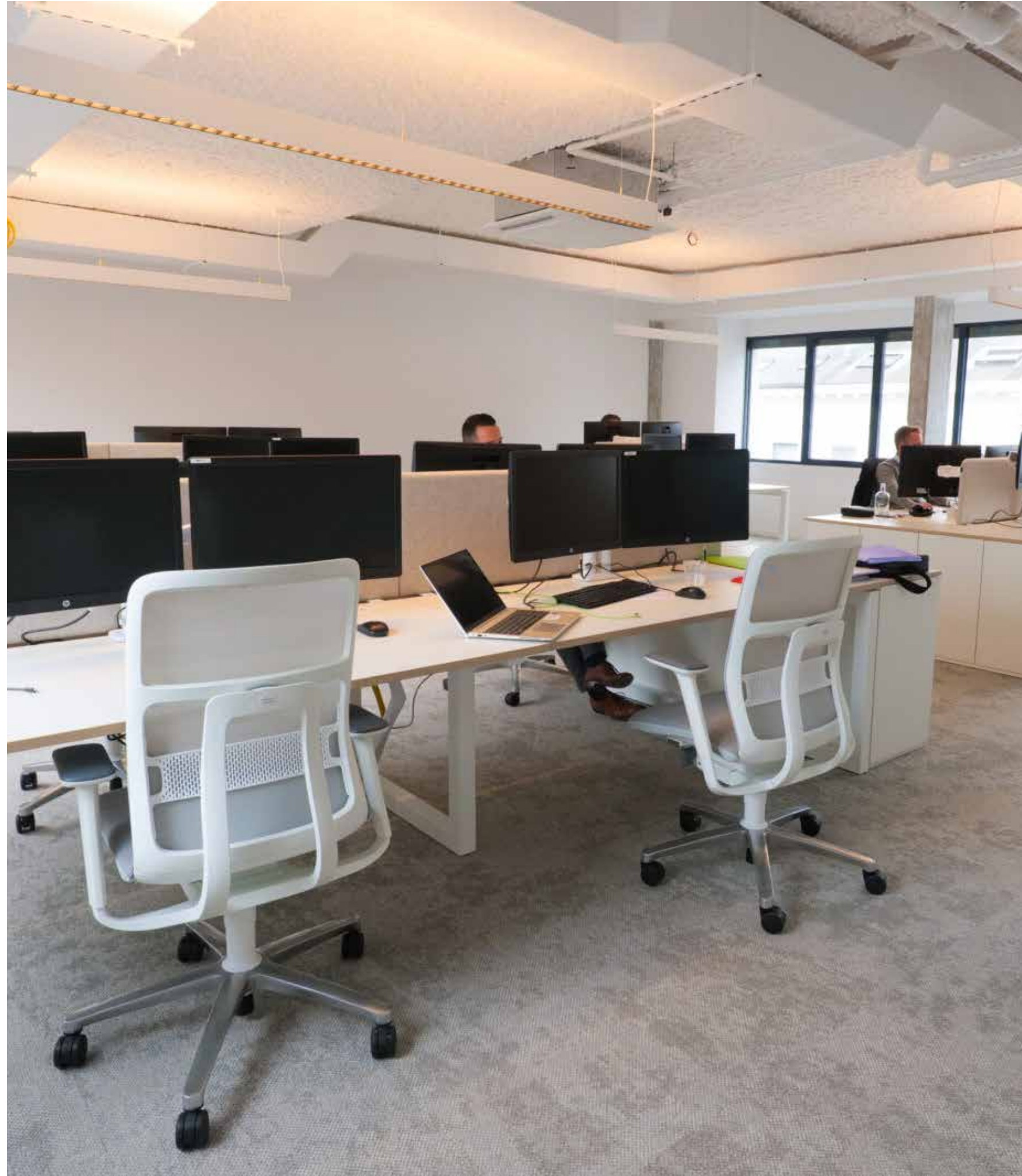
By mimicking artificial light with natural light, choosing the correct light for the activities to be carried out at the proper place and time, we enable people to experience better well-being in their daily life.

The LedsC4 brand's product portfolio comprises over 60% of connective luminaires designed to enhance people's lives. Smart lighting is achieved through sensors and devices integrated into the luminaires, which enable:

- Controlling the light source to customise the illumination of a space. This allows us to adjust the light according to our circadian rhythm, harnessing the benefits of light for our well-being and health.
- Additionally, through connectivity, we transcend the physical boundaries of spaces, allowing remote control of any installation from any point. This also enables us to collect data and obtain detailed information, facilitating logistical, energy-saving and health-related decisions concerning the space and its occupants.



Human Centric Lighting



A great example of lighting projects entirely focused on people's well-being is the work that LedsC4 has developed in collaboration with Project Nekton engineering.

Project Nekton provides sustainable lighting solutions that enhance well-being, profitability and business efficiency while reducing the carbon footprint.

These characteristics make it a partner that aligns perfectly with the technical product and control systems offered by LedsC4.

This partnership has resulted in several installations where delivering added value to customers is paramount. This includes:

- Energy efficiency through the use of brightness and presence sensors integrated into the luminaires.
- Well-being through the use of luminaires with Tunable White technology, allowing the adjustment of colour temperature based on the time of day.

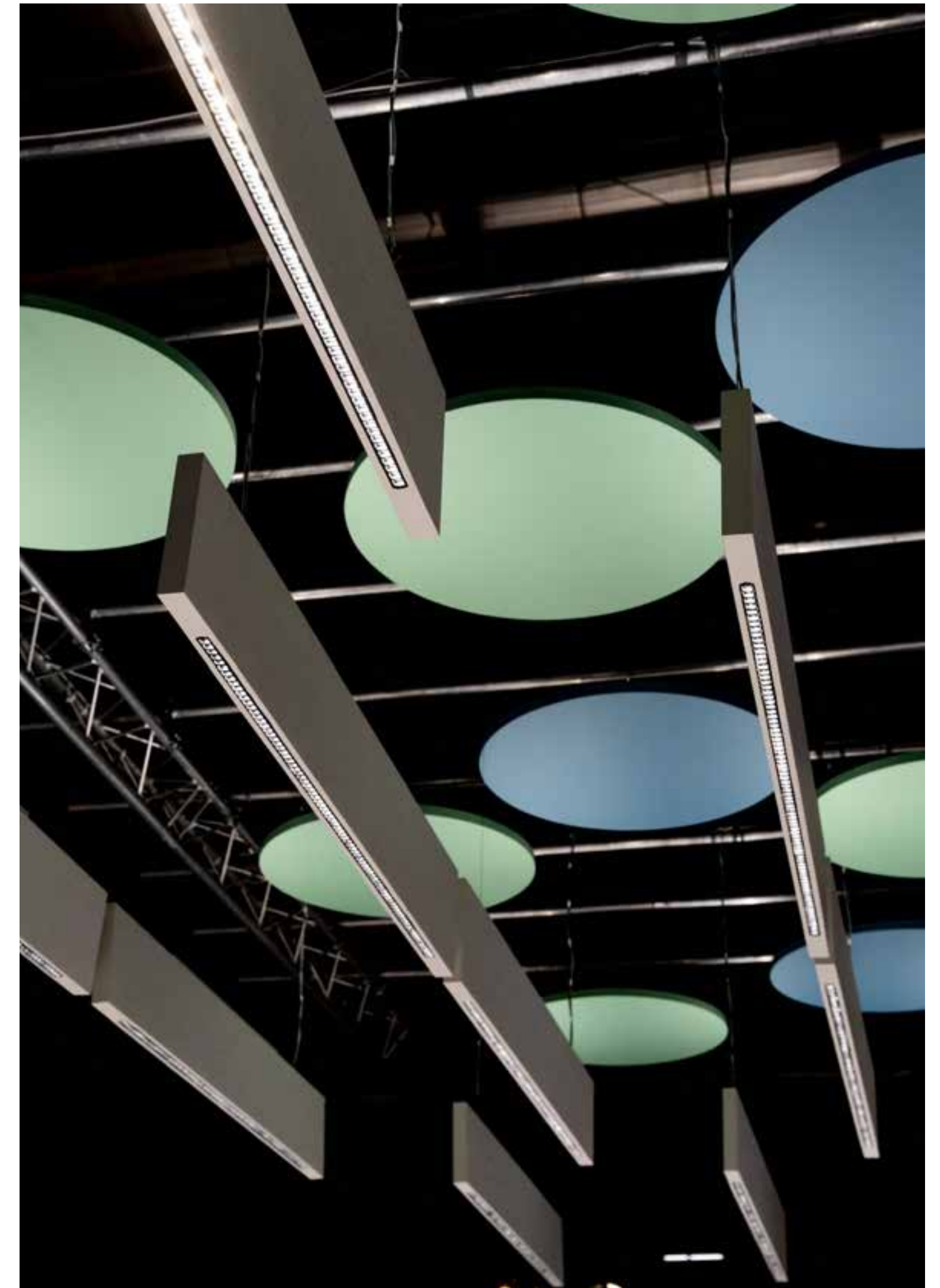
Beyond lighting. The importance of acoustic absorption for people's well-being.

Acoustics are a fundamental element for people's well-being. Our daily activities take place in environments with numerous sounds that become noise when they are disruptive to concentration, rest, communication and people's health. The goal of acoustic absorption is to study the propagation and diffusion of sound to ensure that it does not exceed certain thresholds, always maintaining acoustic comfort.

Noise has noticeable adverse effects such as mental fatigue, tiredness, hindrance of memorisation and negative impacts on professional performance, among others. In contrast, acoustic comfort provides benefits such as improved communication and relationships among people, stress reduction, increased productivity and better concentration.

LedsC4 has developed an extensive range of architectural solutions to enhance acoustic conditions within various environments. These solutions include customised metal or wood ceilings and sound-absorbing systems, all seamlessly integrated with our lighting solutions.

We conduct acoustic analyses of different spaces to ensure that reverberation times align with appropriate comfort levels. If necessary, we provide a wide array of options to further enhance acoustic conditions. This array of solutions empowers us to choose from diverse finishes and materials, enabling adjustments to overall acoustic absorption levels without compromising project aesthetics and functionality.

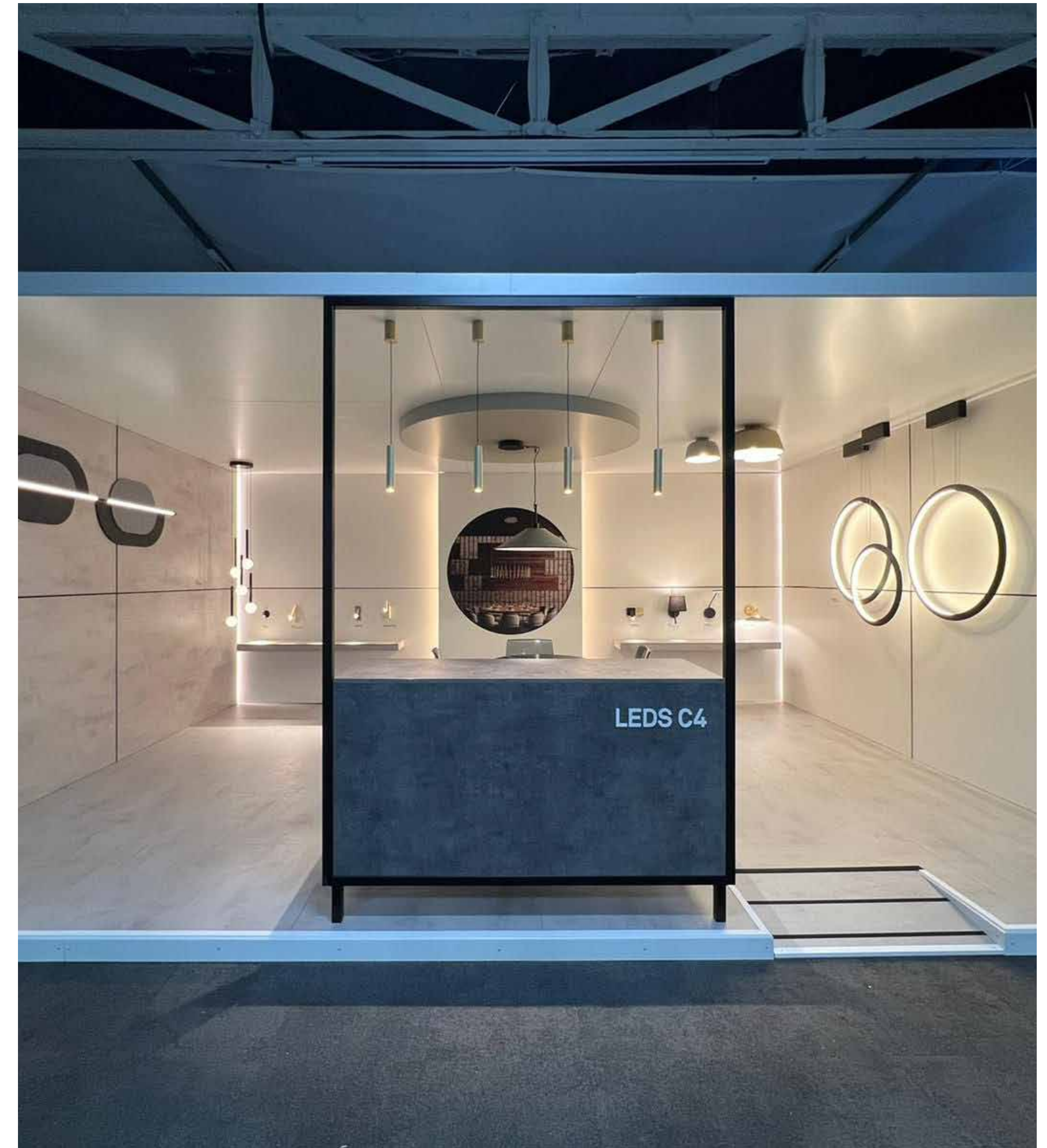


LedsC4 actively and consciously engages in a variety of initiatives that generate benefits for the local communities surrounding the company, as well as participating in numerous national and international projects.

Industry presence

In recent years, LedsC4 has taken part in the following trade fairs and exhibitions, among others:

- Light&Building, Frankfurt, Germany
- Euroshop Retail Trade Fair, Düsseldorf, Germany
- HIX Hotel Interiors Experience, London, United Kingdom
- Euroluce, Milan, Italy
- Equiphotel, Paris, France
- Architect @ Work Madrid, Barcelona, Kortik
- Interiormebel, Kiev, Ukraine
- I Saloni, Moscow, Russia
- Light Middle East – Messe Frankfurt, Dubai, United Arab Emirates
- ICFF – International Contemporary Furniture Fair, New York, United States
- BDNY – Boutique Design Trade Fair, New York, United States
- FISE, Medellín, Colombia
- Expo Nacional Ferretera, Guadalajara, Mexico
- XLVIII National Lighting Symposium of the Spanish Lighting Committee, Cartagena, Spain
- VIII National Tunnel Symposium, Granada, Spain
- EFINTEC, Barcelona
- FEGIME, Madrid
- APDI, Madrid



At LedsC4, we firmly believe in our responsibility towards regional development.

The rural landscape of Torà houses two crucial LedsC4 facilities: our Design and Production centres, where our lighting solutions are brought to life.

As our company has grown over the years, we have made significant contributions to employment generation, both directly and indirectly, in a traditionally rural area with limited industrial presence.

Staying true to these principles and our origins, even in cases of group acquisitions, we have made efforts to retain the original locations, avoiding the relocation of businesses and preserving as many jobs as possible. We are firm in our conviction that businesses

have a responsibility for the development of the regions in which they operate; thus, at LedsC4, we actively collaborate with local and nearby suppliers.

We source products from businesses in the town and its surrounding areas, helping to not only boost the regional economy but also indirectly contribute to a positive environmental impact.

Moreover, with the goal of creating the most positive impact possible on society and the environment, we have been partnering with social organisations for years, providing opportunities for our employees to participate in various charitable initiatives.



Promoting the local economy

In this regard, over the past year, at LedsC4, we have organised several social initiatives, including:

- Christmas gastronomic packages, created in collaboration with Associació Alba and various social or local entities contributing their products.
- Sant Jordi's rose-shaped cookies produced at El Rosal bakery, part of Associació Alba's social project.
- Blood donation campaign in partnership with the Banc de Sang i Teixits de Lleida.
- Annual collaboration with the Red Cross.
- Annual collaboration with the Hospital San Joan de Déu in Barcelona.
- The 'El Gran Recapte' campaign: promotion of the campaign created by the Food Bank and collection of food for the country's most needy individuals.
- 'Your Rights at Stake': promotion of the toy collection campaign and fundraising for this cause organised by the Red Cross.
- Clothing, food and medicine collection campaign for the 'Hope pour l'Ukraine' organisation to assist war victims.
- Solidarity Hearts: Fundraising for the 'La Marató de TV3'.
- 'Recycle for Ukraine' solidarity campaign developed by Ecolum in collaboration with the Madrid City Council.
- Spanish Association Against Cancer: Fundraising for cancer research, prevention and patient care, as well as support for their families.

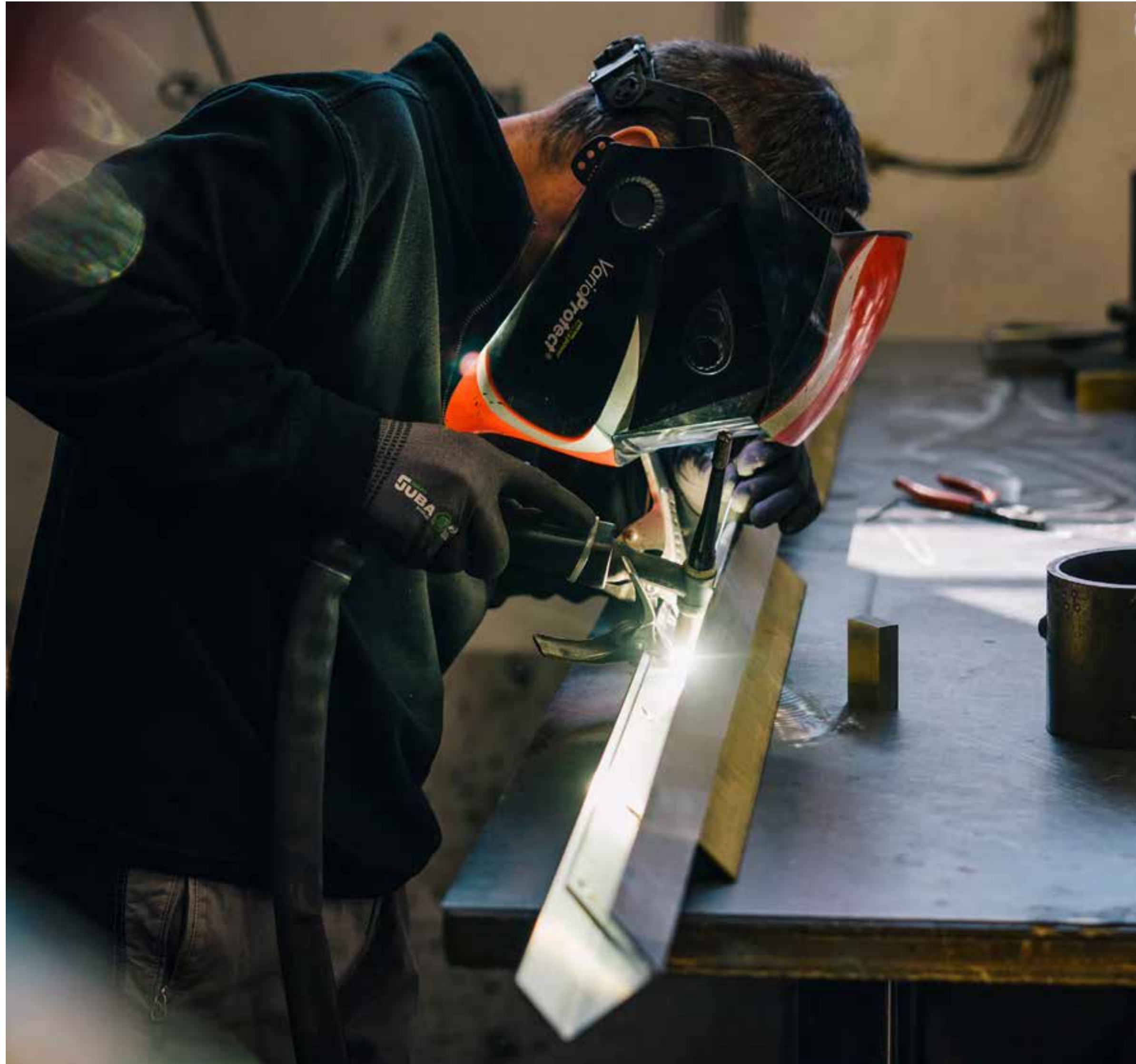


Promoting the local economy

Given that promoting the local economy is of significant importance to our stakeholders, we regularly conduct qualitative assessments of LedsC4's indirect economic impact on the local population. Some noteworthy aspects of this impact include:

- Direct job creation in regions with limited industrial presence (Segarra region).
- Indirect contributions to the re-population of traditionally rural areas.
- Economic stimulation of local businesses and other activities.
- Support for local associations and organisations.





Policies ensuring the safety and health of individuals

LedsC4 ensures that all luminaires introduced to the market comply with European directives and other internationally recognised requirements. To achieve this, our products undergo testing according to relevant standards in our in-house laboratory, and they may also be tested and/or certified by accredited laboratories.

Additionally, in 2022, there were no reported cases of non-compliance with health and safety regulations related to the impacts of our products and services.

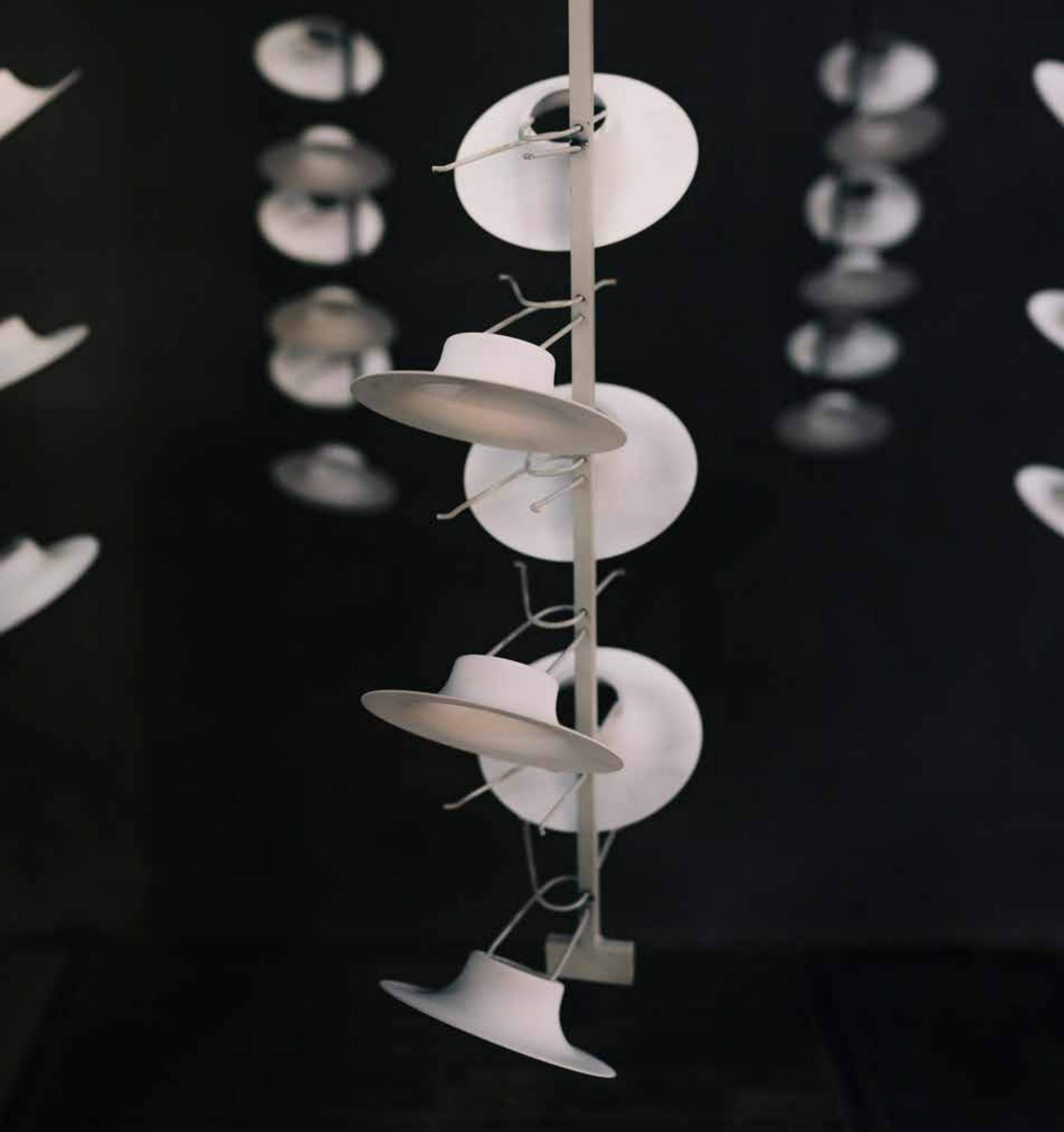
Product quality and handling of complaints

Quality control is another cornerstone of our company. We ensure the utmost production and performance quality of our luminaires through comprehensive testing, starting from the inception of product development and continuing through manufacturing, assembly and shipment.

After our luminaires are delivered to customers, our Customer Service Department collects and records any complaints or issues related to our products or services raised by customers, to monitor compliance with required quality standards. These concerns are carefully analysed

and examined by our technical service or the relevant department to implement corrective actions swiftly, ensuring prompt resolution and preventing future occurrences. In all such cases, we keep customers informed about the steps taken to address their concerns.

In 2022, our reported units-to-complaints ratio improved to 0.24%, showing a 0.8% improvement from the previous year's 0.32%. Our target is to consistently maintain this indicator at around 0.30%.



The future of lighting hinges on knowledge and learning, design and innovation, enthusiasm and excellence.

At LedsC4, we actively engage and collaborate with industry associations to support the culture, art and design of lighting. Together, we strive to develop advanced lighting solutions that address the genuine needs of the market. Beyond fostering strong industry connections, shared insights and strength in the lighting market, our collaboration with institutions serves to elevate the global recognition of Spanish lighting.

Professional associations, both on a national and international level, in which we participate include:



Association and sponsorship initiatives

Throughout our 50-year journey, LedsC4 has consistently embraced continuous learning, looked towards the future, faced new challenges and acquired knowledge and experience that empower us to approach lighting from fresh perspectives. Sharing this knowledge enriches and enhances our final outcomes.

For this reason, LedsC4 has been executing an action plan in collaboration with national schools for several years. We closely collaborate with lighting design schools, offering sponsorship, education, consultancy and support for students' projects, whether they are within the schools' curriculum or presented at national and international festivals.

The main national schools we collaborate with are:





Association and sponsorship initiatives

In relation to the aforementioned initiatives, LedsC4 promotes and collaborates in sponsoring projects and festivals that harness light as a medium of expression and emotion. These events provide a platform for experimentation and the communication of the advantages of effective lighting while showcasing the talent and innovation within the sector.

Some of the projects and festivals that LedsC4 partnered with in 2022 include:

Grec Festival 2022 – Performing Arts Festival of Barcelona

Curated by ICUB (Institut de Cultura de Barcelona), LedsC4 has been engaged for four editions, creating the lighting design for the event's garden areas, with lighting concepts aligned with the annual scenic programming theme.

Llum Bcn 2022 – Light Arts Festival of Barcelona

Curated by ICUB (Institut de Cultura de Barcelona) and Maria Güell, founder of La Invisible lighting design studio. Signage lighting for the Light Arts Festival in Barcelona, Spain. Totems with RGB lighting designed to guide visitors through each of the festival's light installations.



Association and sponsorship initiatives

Furthermore, LedsC4 actively collaborates and supports local initiatives within the company's vicinity that contribute to boosting the local economy while fostering social well-being and cultural enrichment.

These efforts include sponsorship of local sports teams in Torà (basketball, football, futsal clubs), product donations for popular local festivals like the Torà Festival, Santa Àgueda or Christmas Festival, sponsorship of local magazines and active collaboration with ASCC in Lleida and the Caritas foundation in Torà.



3.2 Committed to our environment



We are committed to environmental stewardship through initiatives aimed at reducing our carbon footprint and promoting the circular economy.



We are aware of the important need to protect the environment, which is why we carry out actions to minimise the environmental risks and impacts of our activity, including:

- Promoting the circular economy: Designing products with eco-design principles taking into account their life cycle to ensure optimal durability, using environmentally friendly materials and packaging.
- Conducting life-cycle assessments of high-turnover products to determine their environmental impacts in each phase and implement measures to reduce them (Environmental Product Declarations: EPDs).

- Calculating the organisation's carbon footprint and implementing actions to reduce it.
- Ensuring the maintenance and improvement of the ISO 9001 integrated quality management system certification and ISO 14001 environmental management certification by the group's companies that have them (LedsC4 and Carandini).
- Promoting best environmental practices.
- Maintaining a firm commitment to adhering to relevant legal requirements.

At LedsC4, we understand that the materials used for product packaging and protection can become waste and harm the environment. That's why our goal is to move towards achieving 100% environmentally friendly packaging by 2026. This means we aim to use materials from controlled sources, recycled materials or easily recyclable materials.

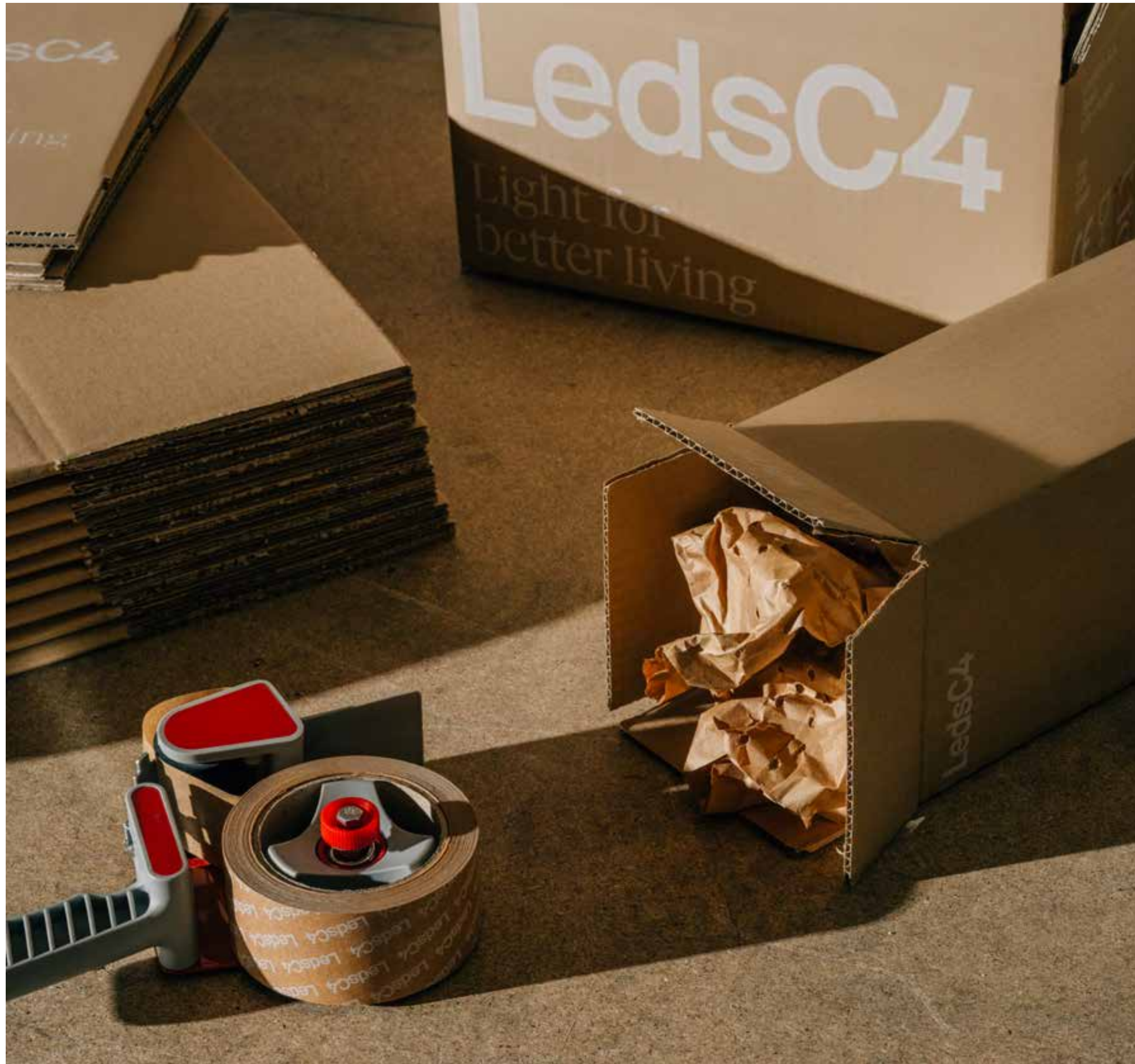
Below, we outline the criteria we've established for considering packaging as sustainable and environmentally friendly. We also provide indicators by product brand achieved in 2022 for each of these criteria:

-Cardboard boxes with FSC Certificate:

With FSC certification, we ensure that the packaging is made from forest materials sourced from approved sources to guarantee the preservation of the world's forests. The following results have been achieved in 2022:

- LedsC4 brand: 25.9% of catalogued products have FSC boxes
- Forlight brand: 92% of catalogued products have FSC boxes
- Bover brand: 92% of catalogued products have FSC boxes
- Carandini brand: 20% of catalogued products have FSC boxes, while the remaining 80% are recycled boxes without FSC certification





- The inner elements of the box that protect the product will preferably be made of paper. In much of 2022, we focused on using easily recyclable plastics. However, we are actively working to take a step further in plastic reduction by transitioning to packaging made entirely of paper.
- Elimination of staples as a fastening method for boxes. Our goal is to use fewer elements to facilitate recycling.
- Using paper tape instead of plastic tape. In 2022, we successfully introduced paper tape for products from the Forlight, Bover and Carandini brands. For products from the LedsC4 brand, this change was already implemented at the time of this report.
- 100% cardboard profiles for edges and corners in palletisation, when profiles are required.
- Avoiding the use of polypropylene “strapping”

tape for securing goods, whenever possible. Instead, we opt for environmentally friendly tape made from recyclable or recycled materials.

- LedsC4 brand: The strapping used is made of 100% recycled PET material.
- Forlight brand: The strapping used is made of 100% recycled PET material.
- Bover brand: The strapping used is made of 100% recycled polypropylene material.
- Carandini brand: Does not use strapping.
- Using recyclable and/or recycled plastic film for palletising. Currently, 80% of the film used is recycled (50% pre-consumer material + 30% compostable), while the remaining 20% is virgin low-density polyethylene.

We are continually working on establishing environmental product criteria aimed at reducing the environmental impact resulting from the design of our luminaires.



LedsC4 defines environmental criteria for sustainable product design, with a focus on promoting the circular economy in order to reduce indirect impacts caused by consumption during the use of its luminaires and end-of-life waste.

In comparison to 2021, two additional criteria have been incorporated for consideration during the luminaire design phase: Use of recycled materials and efficiency of the LED used.

- A) Dimmable luminaires.
- B) Efficiency of the LED used.
- C) Enhancing the design of the luminaire to allow the LED module and control mechanism to be replaced, thereby extending the luminaire's lifespan.
- D) Facilitating the disassembly of the product for when it becomes waste.
- E) Increasing the use of recyclable materials in product designs.
- F) Incorporating recycled and/or low-carbon materials into new designs.

Product environmental criteria

It is essential to note that we have set new objectives for each criterion, unlike the previous practice of only considering product innovations for the current year. These objectives now encompass all catalogued products. Below, each criterion is elaborated upon:

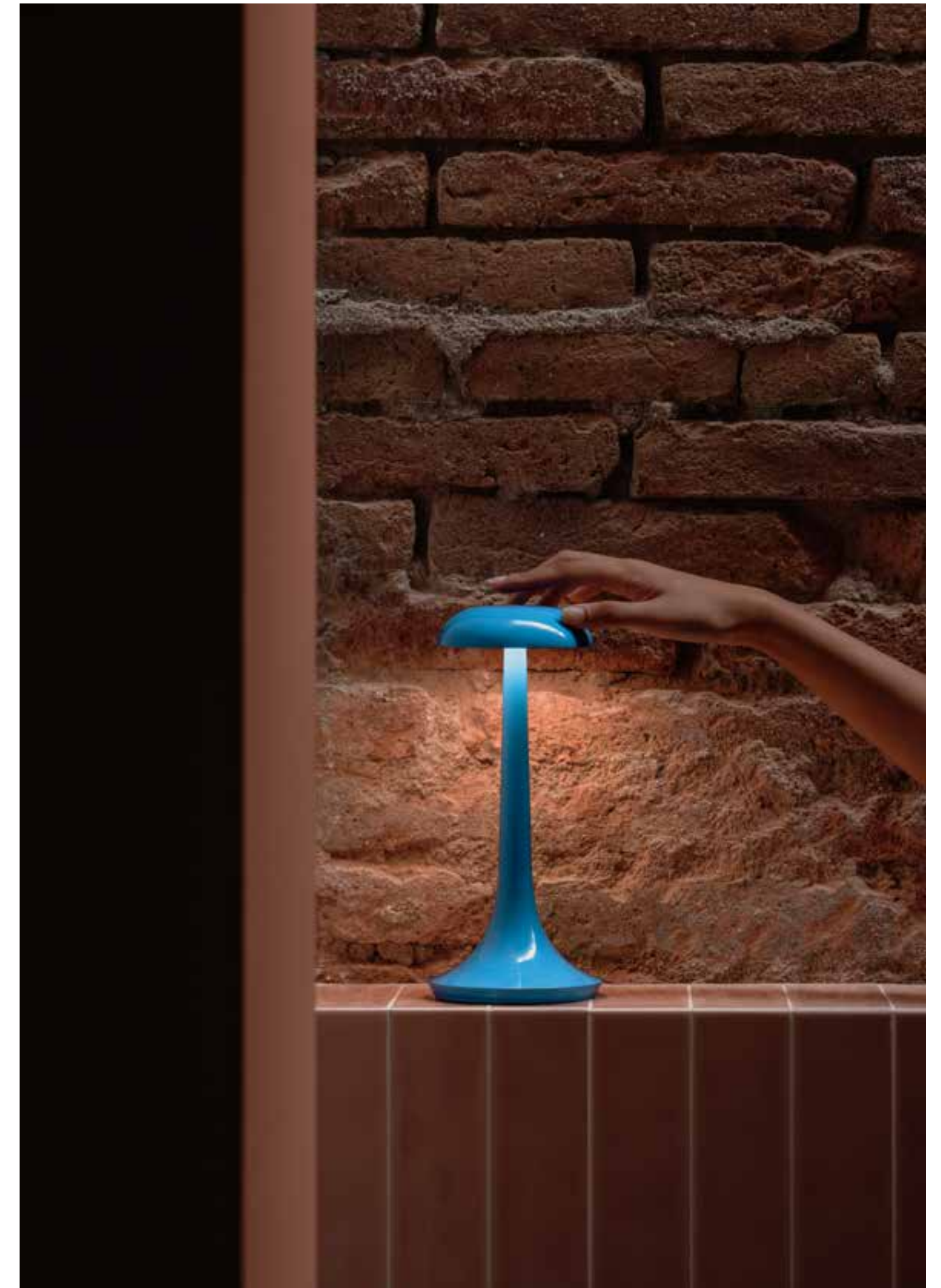
A- Dimmable luminaires

We define dimmable luminaires as those capable of adjusting their energy consumption by regulating light intensity using various technologies such as DALI, 1-10V and phase-cut dimming.

For all catalogued products in 2022, noteworthy statistics include:

- 59.21% of LedsC4 brand luminaires are dimmable.
- 100% of Carandini brand luminaire families offer dimmability options, with the capacity to dim upon customer request.
- 63% of Bover brand luminaires are dimmable.

LedsC4's objective is to maintain the indicator at $\geq 50\%$ of dimmable luminaires, aiming to achieve energy savings and meet customer demands effectively.





B- Efficiency of the LED used

In the product life-cycle analysis, it has been demonstrated that the most significant environmental impact of a luminaire occurs during its usage phase. Recognising that the efficiency of the LED module directly affects energy consumption, LedsC4 evaluates the energy-efficiency class of LEDs used in its products to enhance them and reduce their environmental footprint.

The energy-efficiency class of LEDs is designated by a letter, ranging from A (most efficient) to G (least efficient), as shown in the table below:

We have found that over 50% of catalogued luminaires feature LEDs with energy-efficiency classes ranging from A to E, aligning with other brands in the market. LedsC4 aims to further improve this indicator; therefore, starting in 2023, it is a requirement for new designs to incorporate LED modules falling within energy-efficiency classes A to D.

Energy-efficiency class



Total electric grid efficiency πT_M (lm/W)

$210 \leq \eta T_M$
$185 \leq \eta T_M < 210$
$160 \leq \eta T_M < 185$
$135 \leq \eta T_M < 160$
$110 \leq \eta T_M < 135$
$85 \leq \eta T_M < 110$
$\eta T_M < 85$

C- Improving the design of the luminaire to allow the LED module and control mechanism to be replaced, thereby extending the luminaire's lifespan.

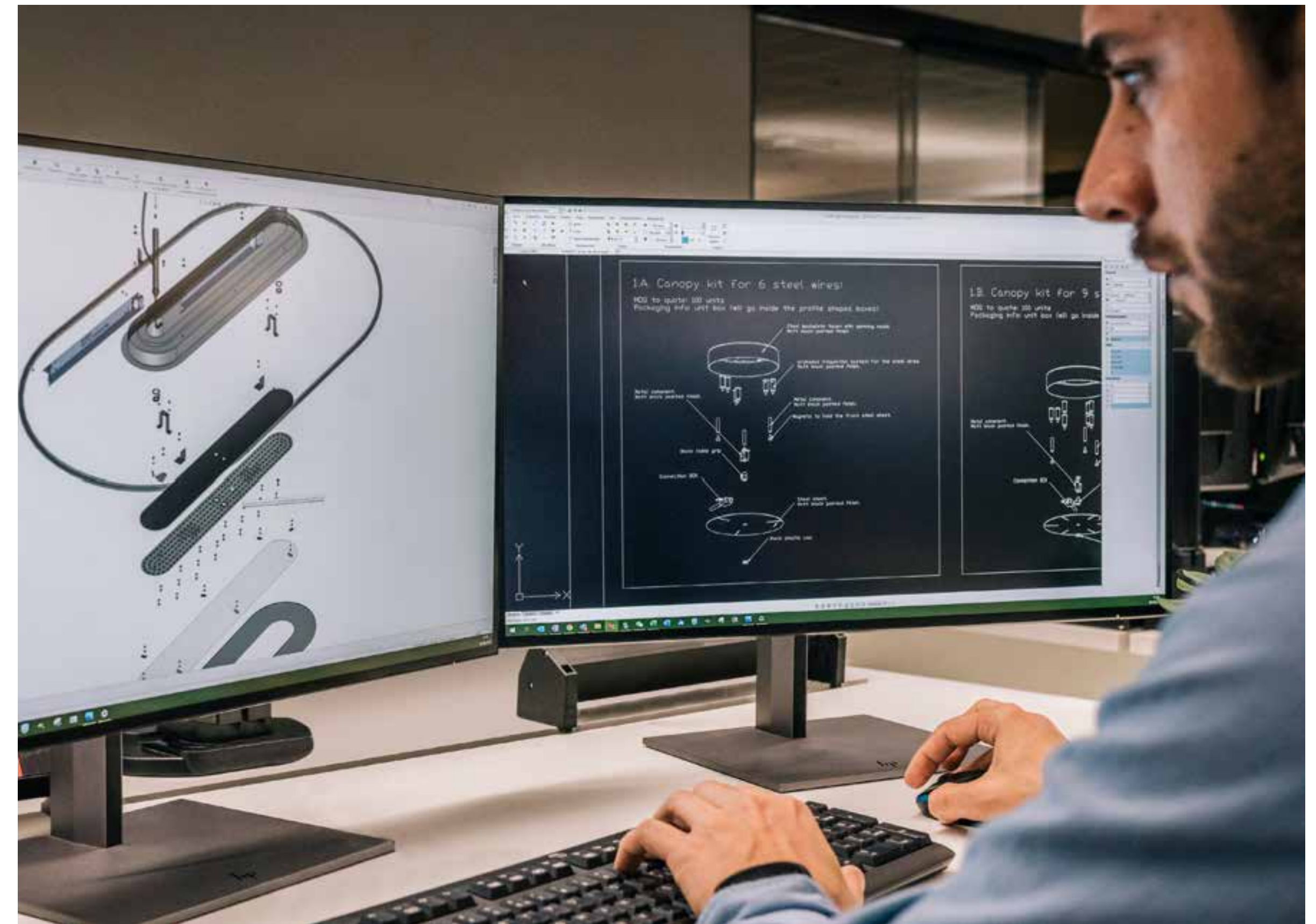
The components of the luminaire with a shorter lifespan are the LED module and driver (electronic parts). Consequently, LedsC4 designs luminaires that allow for the replacement of LED modules and drivers by a technician, thus extending the luminaire's lifespan and promoting the circular economy:

Key statistics for catalogued products in 2022 include:

- 99.87% permit the replacement of control mechanisms by a technician.
- 98.29% permit the replacement of the LED module by a technician.

LedsC4 is committed to maintaining these indicators above 98%.

LedsC4 offers an after-sales service that includes product repair.



D- Facilitating the disassembly of the product for when it becomes waste.

We consider luminaires to be easily disassembled when their parts, made of various materials, can be separated so that each specific material can be sorted as waste in the appropriate container for proper disposal.

In 2022, over 90% of catalogued products were easily disassembled.

LedsC4's objective is to maintain this value at or above 90%.



E- Increasing the use of recyclable materials in product designs.

LedsC4 has identified easily recyclable materials and based on that, we analyse catalogued luminaires whose primary components are made of easily recyclable materials.

Notable highlights include:

- 96% of catalogued luminaires from the Bover brand feature a structure (the main luminaire component) made of easily recyclable material.
- For the Carandini brand, we've analysed 80% of the catalogued families, with 96% of the materials used in these luminaires being recyclable. Furthermore, we possess recyclability certificates as proof:



F- Incorporating recycled and/or low-carbon materials

Currently, no product contains recycled materials in any brand. However, LedsC4 is committed to having 20% of luminaires made from recycled materials by 2026.

Additionally, we have initiated the use of low-carbon aluminium in LedsC4 brand products. Low-carbon aluminium is produced using renewable energy and a highly efficient electrolysis technology, emitting a quarter

less CO₂ than the global average aluminium manufacturing process. Notably, the Circular family, comprising 4% of catalogued luminaires in 2022, predominantly utilises low-carbon aluminium material. By adopting this material, we aim to reduce our environmental impact and carbon footprint.



Environmental Product Declaration (EPD)



Throughout the year 2022, diligent efforts were made to acquire Environmental Product Declarations (EPD) in accordance with the international EPD system, which is based on the established reference standards ISO 14025 and UNE-EN 15804:2012+As:2019.

The primary objective of an Environmental Product Declaration is to assess the emissions associated with various environmental impact categories generated by a product at every stage of its life cycle (material extraction, manufacture, product transportation, usage and ultimately, end-of-life management):

The EPD serves as a source of comparable, objective and externally verified data. Through the EPD, we, as manufacturers, underscore our dedication to quantifying and transparently communicating the environmental footprint of our products, with the aim to take proactive measures to diminish these impacts.



Looking ahead to early 2023, EPDs will be accessible for the following products:

Four EPDs including approximately 9,000 references from the PLAY family. LedsC4 brand



An EPD for the VEKA family. Carandini brand



An EPD for the T-XTREME family. Carandini brand



An EPD for the Spin family. Carandini brand



An EPD for the MIKOS family. Carandini brand



An EPD for the CENTURY family. Carandini brand



LedsC4 is dedicated to assessing the environmental impact of additional product families in 2023, particularly those with higher turnover, as we embark on implementing reduction strategies.

Environmental best practices

Training in best practices

At LedsC4, we have established an Environmental Best Practices manual to ensure the participation of our entire workforce in responsible consumption and management practices, encompassing waste management and the efficient utilisation of energy, paper and water resources. This manual is provided to new employees and is readily accessible on the company's intranet portal for all team members to reference.

Management of waste generated within LedsC4's operations

Demonstrating our unwavering commitment to environmental preservation, LedsC4 continues to allocate resources for the proper sorting, storage and recycling of each waste stream generated by our operations. To facilitate this, numerous specialised waste containers are strategically placed throughout all our facilities for each waste type:

Non-hazardous waste

CER Code	Waste
170401	Brass scrap
170402	Aluminium scrap
170405	Iron scrap
170411	Copper electrical cable
170504	Alabaster
200101	Paper and cardboard
200102	Glass
160604	Alkaline batteries
160605	Batteries and other cells
160214	Electrical and electronic equipment
200136	Computer and electronic material
200138	Wood
200139	Plastics
200301	Ordinary waste
200139	Recoverable plastics (bottles, film, and strapping)
080318	Printer toners
200108	Organic material
160214-42	WEEE with a diameter of over 50 cm
160214-52	WEEE with a diameter of less than 50 cm

Hazardous waste

CER Code	Waste
080111	Paint waste with organic solvents and powder paint
130205	Used oils
150110	Containers containing residues of hazardous substances or contaminated by them
160504	Metal containers, including empty pressure containers
150202	Absorbents, cardboard filters and oil filters
200121	Fluorescent materials
160601	Lead batteries
161001	Wastewater from 3D printer cleaning
160602	Nickel-cadmium batteries

Environmental best practices

It is worth noting that in the year 2022, new containers have been introduced to categorise the following types of waste:

200108	Organic material
160602	Nickel-cadmium batteries
170405	WEEE with a diameter of over 50 cm
170411	WEEE with a diameter of less than 50 cm

The waste generated is recorded within an internal database, which includes information such as its type, classification, quantity produced and details of the transporters and waste-management entities responsible for its treatment.

Concurrently, all documentary data associated with these processes is systematically gathered within the Waste Document System, an administrative tool endorsed by the relevant authority to ensure effective control and management.

The transportation of waste is carried out by certified transport companies authorised for this specific purpose. In all cases, the ultimate destination for this waste is a nationally sanctioned waste-management facility, responsible for its valorisation, recycling or proper disposal.



Environmental best practices

Beneath, you'll find a graphical representation of the generated waste:

Typology	2022		
	Total (t)	Valorisation (t)	% of waste valorised
Hazardous	3.155	1.818	57.6
Non-hazardous	286.308	283.029	98.9
Total general	289.464	284.847	98.4

Waste generated vs. valorised in 2022



LedsC4's commitment is to maintain the waste valorisation indicator at or above 90%.



Management of waste generated outside the scope of LedsC4's operations

LedsC4 participates in integrated waste-management systems established in specific countries:

ADHERENCE TO PACKAGING WASTE IWMS:

As the initial market entrants for domestic packaging materials encompassing plastic, paper, cardboard, metal and cartons, we are part of a Collective Producer Extended Responsibility System (SCRAP) akin to the one offered by Ecoembes. In this way, we transform into a circular enterprise, where waste arising from our packaging materials is re-purposed into valuable resources for the creation of new products.

ADHERENCE TO ELECTRONIC WASTE IWMS:

As producers of electrical and electronic equipment, we are part of a Collective Producer Extended Responsibility System (SCRAP). In this way, we transform into a circular enterprise, where waste arising from our products is re-purposed into valuable resources for the creation of new products.

Each year, an analysis of generated waste is conducted following a standardised procedure, encompassing criteria related to its significance, nature, toxicity, impact on the receiving environment and scale. If a specific type of waste is deemed significant, measures are implemented to reduce it.

Carbon footprint

LedsC4, as in previous years, continues its efforts to calculate its carbon footprint to determine the greenhouse gas emissions the company generates and identify the origin and magnitude of them. Once identified, proactive measures are proposed to reduce the carbon footprint and contribute to the fight against climate change.

This study adheres to the internationally recognised GHG Protocol method, which classifies greenhouse gas emissions into three distinct scopes:

Scope 1

These are direct emissions originating from sources owned or controlled by our company. They include emissions from fuels consumed in fixed facilities or by our fleet vehicles.

Scope 2

Emissions in this scope derive from the organisation’s activity. They are indirect emissions arising from the energy purchased and consumed by LedsC4, but they are generated from sources not owned by us, such as electricity.



Scope 3

This category pertains to indirect emissions resulting from our company's activities but occurring in sources not owned or directly controlled by us. It includes: Transportation/distribution and upstream fuel generation, corporate travel, employee commuting, downstream transportation and distribution, procurement of goods and services, acquisition of capital goods, waste generation, water consumption, use of leased assets, franchise operations, sold product transformation, sold product usage, sold product end-of-life, assets leased to third parties and investments.

The carbon footprint is calculated for each company within the group:

- LedsC4
- Carandini
- Bover

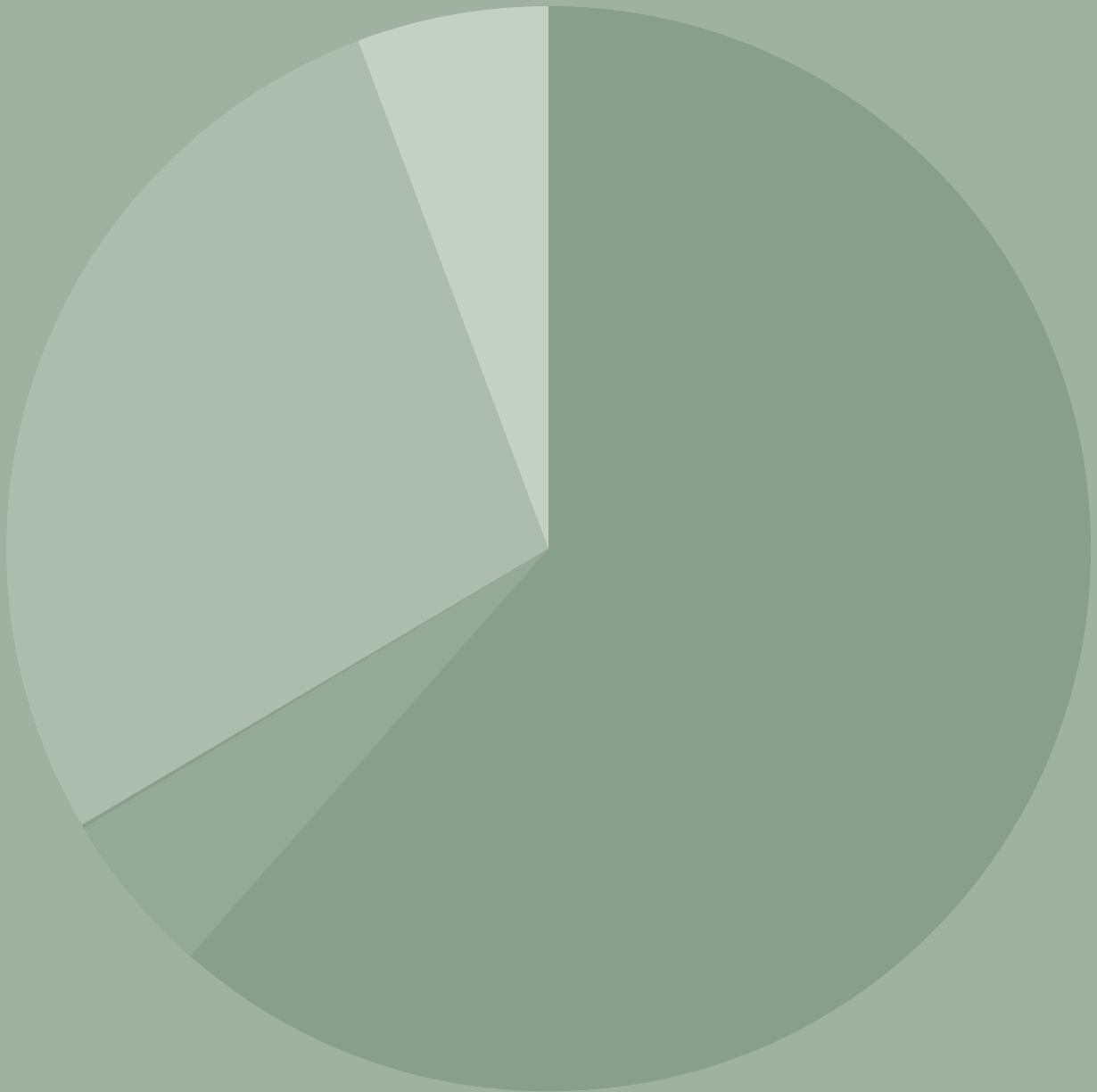




LedsC4 has calculated Scope 3 emissions for the first time, encompassing emissions related to all three scopes. Scope 3 includes various aspects such as commuting, business travel, subcontracted services, transportation of raw materials, components and final products, waste generation and water consumption. Here are the results for the year 2022:

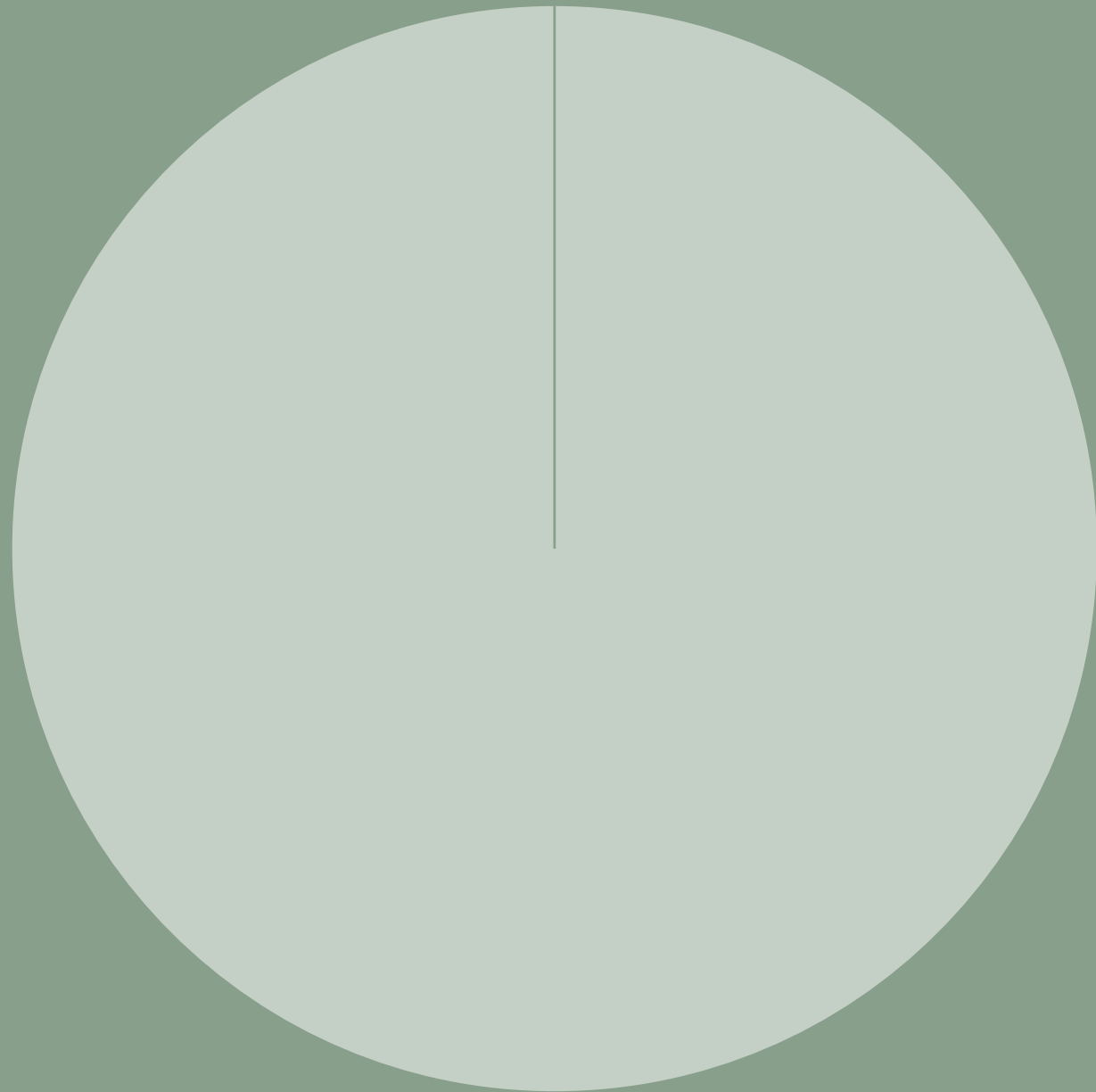
	t CO ₂ eq	% of total
Scope 1 - Direct emissions (fuel consumption)	435.88	0.13%
Scope 2 - Indirect emissions (energy consumption)	235.08	0.07%
Scope 3 - Other indirect emissions	333,692.51	99.80%
TOTAL	334,363.48	100.00%

Carbon footprint of the organisation
(kg CO2eq) - Scope 1



- Road freight transport: 4.73%
- Passenger road transport: 28.84%
- Fugitive emissions: 5.05%
- Fuel consumption in fixed facilities: 61.38%

Carbon footprint of the organisation
(kg CO2eq) - Scope 2



- Electricity consumption in fixed facilities (2): 100.00%

Carbon footprint of the organisation
(kg CO2eq) - Scope 3



- Transportation of raw materials: 50.70%
- Distribution of final products: 48.36%
- Subcontracted services: 0.73%
- Water consumption: 0%
- Business travel: 0.04%
- Commuting: 0.16%
- Waste management: 0.01%

The calculation of the carbon footprint according to the GHG Protocol method has been independently verified*. Following certification, registration has been completed with the Ministry for the Ecological Transition's Registry to obtain the carbon footprint registration seal, which provides information on:

- The organisation's level of participation in the Registry, indicating whether emissions have been reduced or offset beyond the calculation.
- The year corresponding to the level of participation.

*See certificate in the Annex



LedsC4 is committed to achieving zero emissions for Scopes 1 and 2 by 2030

To accomplish climate neutrality in these scopes, here are some of the actions that have been implemented and planned for the coming years:

Actions taken in 2022:

- Installation of photovoltaic panels at the main centres, Torà and Fonolleres
- Installation of doors in the Fonolleres warehouse area to partition the space and enhance thermal efficiency

Actions foreseen for the coming years:

- Optimisation of photovoltaic panels
- Transitioning a significant portion, if not all, of the energy consumption, including both fossil fuels (Scope 1) and electricity (Scope 2), to renewable sources. In addition to photovoltaic panels, an assessment will be made regarding the use of electricity with a certified origin guarantee, environmentally friendly fuel utilisation and the upgrading of more energy-efficient machinery
- Raising awareness and providing training to employees on efficient driving and energy conservation
- Promotion of electric or hybrid vehicle usage within the company
- Establishment of electric vehicle charging points at both centres, Torà and Fonolleres



Carandini

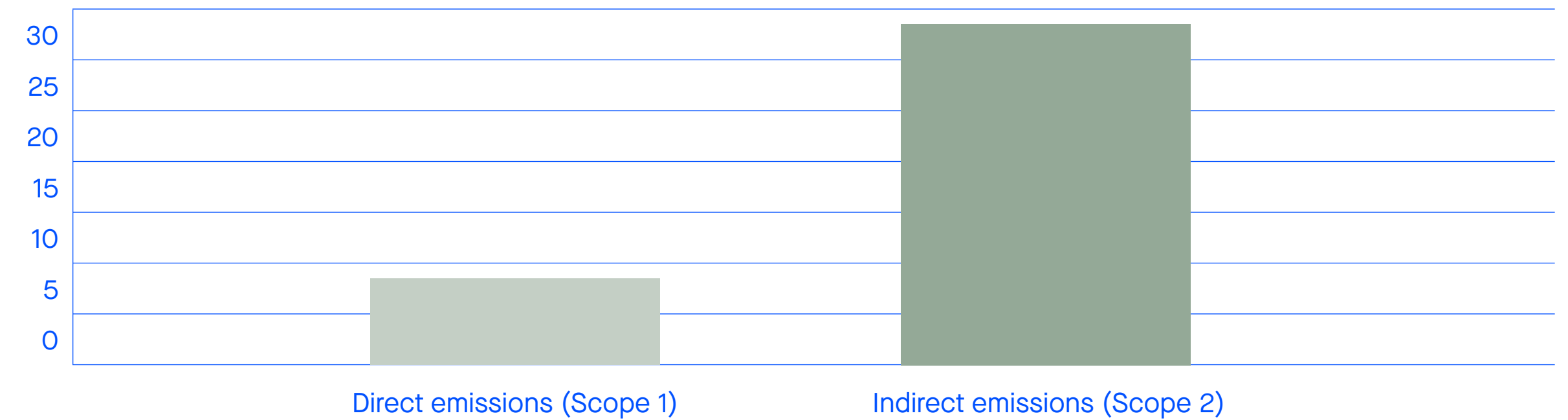
Carandini calculates the organisation's emissions for Scopes 1 and 2 using the calculator provided by the Ministry for the Ecological Transition. Here are the results for the year 2022:

	t CO ₂ eq	% of total
Scope 1 - Direct emissions (fuel consumption)	24.27	26.77%
Scope 2 - Indirect emissions (energy consumption)	66.40	73.23%
TOTAL	90.67	100%

Bover

Bover calculates the organisation's emissions for Scopes 1 and 2 using the calculator provided by the Ministry for the Ecological Transition. Here are the results for the year 2022:

	t CO ₂ eq	% of total
Scope 1 - Direct emissions (fuel consumption)	9.07	24.21%
Scope 2 - Indirect emissions (energy consumption)	28.39	75.79%
TOTAL	37.46	100%



During the year 2022, Bover replaced its diesel boiler with more efficient electric climate control equipment.

4. Contact details

Afores s/n 25750 Torà

Lleida - Spain

+34 973 468 100

ledsc4@ledsc4.com

ledsc4.com

102.8 - Information about employees and other workers

Country	Spain	Germany	Belgium	Colombia	United Arab Emirates	France	Poland	Singapore	UK	USA	China
No. of Employees	449	9	4	7	8	2	3	1	2	5	18

	Gender		Age			Professional categories				
	Male	Female	Under 30 years old	Between 30 and 50 years old	Over 50 years old	Managers & Department Heads	Salespersons	Technicians	Administrative Staff	Operators
Permanent	267	241	70	310	128	65	63	108	131	141
Temporary	0	1	0	1	0	0	0	0	1	0
Full-time	256	225	66	290	125	64	63	98	120	136
Part-time	11	17	4	21	3	1	0	10	12	5

103.1.b - Explanation of material topic and its coverage

Material topic	Where is the impact occurring?	LedsC4's involvement in the impact
Work-life balance	Within the organisation	Direct
Work environment	Within the organisation	Direct
Access to continuous training	Within the organisation	Direct
People management and leadership	Within the organisation	Direct
Waste reduction and segregation	Within and outside the organisation	Direct and indirect
Integration of environmental criteria in product design	Within and outside the organisation	Direct
Awareness and promotion of environmental best practices	Within the organisation	Direct
Establishment of sustainable packaging criteria	Within and outside the organisation	Direct
Carbon footprint calculation and reduction policies	Within and outside the organisation	Direct and indirect
Transparent and consistent communication	Within and outside the organisation	Direct
Code of ethics for ensuring good business practices	Within and outside the organisation	Direct
Equality and non-discrimination policies	Within and outside the organisation	Direct
Gender equality policies	Within and outside the organisation	Direct
Anti-harassment and anti-abuse policies	Within the organisation	Direct
Promoting the local economy	Outside the organisation	Direct and indirect
Policies ensuring the safety and health of individuals	Outside the organisation	Direct and indirect
Well-being / R&D+i	Within and outside the organisation	Direct and indirect

302-1 Energy consumption within the organisation

Non-renewable sources:

Electricity	Total consumption (kwh)	Total consumption (GJ)	Ratio (kwh/employee)
2022	1,232,201.96	4,435.93	2,837.67

Propane gas	Total consumption (kg)	Total consumption (GJ)	Ratio (kg/employee)
2022	90,207	4,346.71	207.74

302-3 Energy intensity

	2022
Energy intensity (GJ/revenue unit)	0.0027

303-5 Water consumption

	Total consumption (m ³)	Ratio (m ³ /employee)
2022	2,652.06	6.11

305-4 GHG emissions intensity

I= tCO2/personal

LedsC4

Year: 2022	tCO2 emitted	I (t CO2/employee)	I (t CO2/revenue unit)
Scope 1 (t CO2eq)	435.88	1.31	0.00013
Scope 2 (t CO2eq)	235.08	0.70	7.43·10 ⁻⁰⁵
Scope 3 (t CO2eq)	333,692.51	1,004.40	0.11
Total emissions (t CO2eq)	334,363.47	1,006.42	0.11

Bover

Year: 2022	tCO2 emitted	I (t CO2/employee)	I (t CO2/revenue unit)
Scope 1 (t CO2eq)	9.07	0.22	0.00037
Scope 2 (t CO2eq)	28.39	0.69	0.00116
Total emissions (t CO2eq)	37.46	0.91	0.00153

Carandini

Year: 2022	tCO2 emitted	I (t CO2/employee)	I (t CO2/revenue unit)
Scope 1 (t CO2eq)	22.47	0.37	0.00035
Scope 2 (t CO2eq)	66.40	1.09	0.001
Total emissions (t CO2eq)	90.67	1.49	0.0014

306-3 Waste generated

	Waste generated (t)	Waste not destined for disposal (t)	Waste destined for disposal (t)
Paper and cardboard	118.223	118.223	
Wood	64.71	64.71	
Ordinary waste	48.79	45.51	3.28
Iron scrap	15.99	15.99	
Recoverable plastics (bottles, film, and strapping)	13.8	13.8	
Aluminium scrap	10.9	10.9	
Plastic	2.75	2.75	
WEEE (Waste Electrical and Electronic Equipment) with a diameter of less than 50 cm	2.68	2.68	
Scrap	1.73	1.73	
Glass	1.63	1.63	
Copper electrical cable (gross)	1.428	1.428	
Glass packaging	1.22	1.22	
WEEE (Waste Electrical and Electronic Equipment) with a diameter of over 50 cm	1.07	1.07	
Lead batteries	0.92	0.92	
Wastewater from 3D printer cleaning + compressed air	0.697	0	0.697
Other electronic equipment	0.64	0.64	
Paint waste with organic solvents or powder paint	0.64	0.64	
Fluorescent tubes	0.54	0.54	
Electrical and electronic equipment (non-hazardous)	0.469	0.469	
Brass scrap (copper + zinc)	0.22	0.22	
Containers containing residues of hazardous substances or contaminated by them	0.168	0.168	
Nickel-cadmium batteries (ni-cd)	0.12	0.12	

306-3 Waste generated

	Waste generated (t)	Waste not destined for disposal (t)	Waste destined for disposal (t)
Absorbents, cardboard filters and oil filters	0.04	0.04	
Printer toners	0.04	0.04	
Metal containers, including empty pressure containers	0.03	0.03	
Alkaline batteries	0.017	0.017	
Other batteries and cells	0.002	0.002	
TOTAL	289.464	285.487	3.977

306-4 Waste not destined for disposal

Hazardous Waste

R0306 - Recycling of other organic waste for the subsequent manufacturing or production of new products

Waste valorised outside facilities (t)

0.208

R0406 - Recovery of metals and metallic compounds from other waste containing metals

0.66

R0403 - Recovery of lead

0.92

R0201 - Recovery and/or regeneration of solvents contained in waste

0.03

Total

1.818

Non-Hazardous Waste

R0306 - Recycling of other organic waste for the subsequent manufacturing or production of new products

36.97

R0401 - Recycling and/or recovery of scrap

28.84

R0406 - Recovery of metals and metallic compounds from other waste containing metals

0.019

R0414 - Preparation for the reuse of metal or metallic compound waste, including all WEEE (Waste Electrical and Electronic Equipment)

4.259

R0503 - Recycling of glass waste in glass manufacturing

2.85

R0505 - Recycling of other inorganic waste as a substitute for raw materials

73.823

R0305 - Use of paper waste in obtaining pulp for paper manufacturing

44.4

R1203 - Separation of different waste components

2.068

R0102 - Energy valorisation

89.15

R0101 - Energy valorisation

0.65

Total

283.029

306-4 Waste not destined for disposal

Avoided waste

Waste valorised
outside facilities (t)

Avoided waste

284.847

306-5 Waste destined for disposal

Hazardous Waste

Waste eliminated
outside facilities (t)

D0901 - Pre-disposal treatment

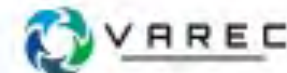
1.337

Non-Hazardous Waste

D0502 - Controlled disposal

3.28

CERTIFICADO . ÍNDICE DE RECICLABILIDAD



Empresa fabricante: CARANDINI, S.L.U.
 Equipo: Luminaria de alumbrado público
 Familia: VEKA
 Modelo:
 Referencia ensayo: Ecolum_2022.1001
 Fecha ensayo: 12/09/2022



DESCRIPCIÓN DE LA CERTIFICACIÓN:

Todos los equipos eléctricos y electrónicos se fabrican a partir de la combinación de diferentes materias primas y, en numerosos casos, durante su proceso de diseño, se calcula un porcentaje de reciclabilidad teórico que, mediante diferentes sellos y etiquetas, se traslada al consumidor como un valor añadido para facilitar su decisión de compra.

El objetivo de la presente certificación es analizar, validar y sistematizar un procedimiento que asegure que dicho porcentaje de reciclabilidad teórico es realmente alcanzable con la tecnología que actualmente existe en las plantas de tratamiento, con el consiguiente asesoramiento de mejora en caso de que el fabricante así lo requiera.

FASES DEL ENSAYO:

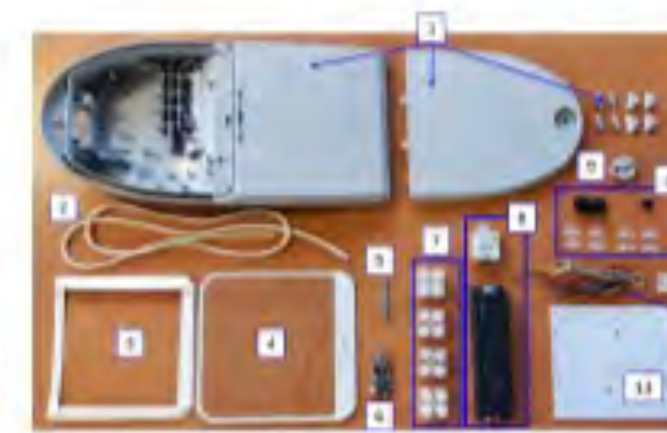
1. Recepción de la luminaria nueva
2. Caracterización
3. Desmontaje manual del equipo y toma de fotografías
4. Clasificación de componentes y pesaje individual
5. Análisis de reciclabilidad real de cada componente
6. Obtención del resultado final

RESULTADOS PARA EL EQUIPO OBJETO DE ESTUDIO:

- Índice de reciclabilidad real = 99,35%
- Material valorizable (energéticamente) = 0,65%
- Material no valorizable = 0%

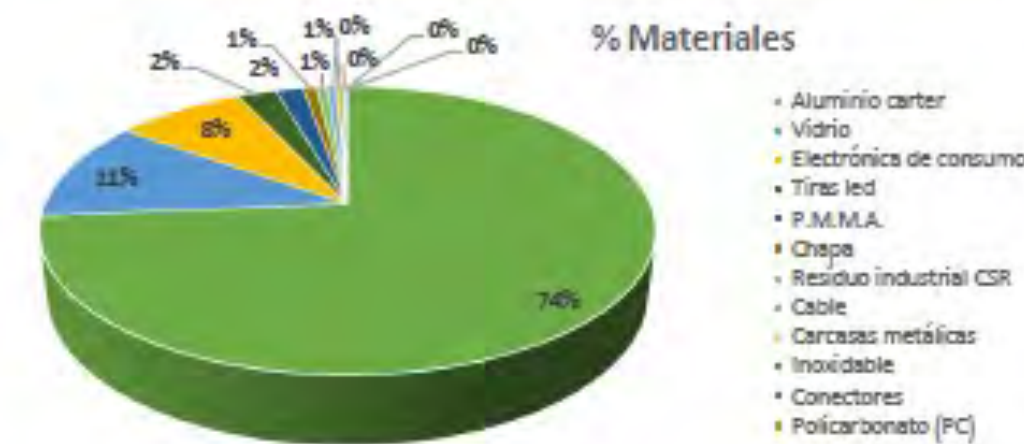


Equipo desmontado:



Análisis de reciclabilidad real:

Identificación componentes	Material	Peso (kg)	% Materiales	Destino materiales
1	Aluminio carter	5,85	73,69%	Reddado
4	Vidrio	0,89	11,20%	Reddado
8	Electrónica de consumo	0,65	8,17%	Reddado
13	Tiras led	0,19	2,42%	Reddado
7	P.M.M.A.	0,14	1,75%	Reddado
5	Chapa	0,07	0,82%	Reddado
2, 10	Residuo Industrial CSR	0,05	0,65%	Valorización energética
12	Cable	0,05	0,57%	Reddado
9	Carcasas metálicas	0,02	0,28%	Reddado
5, 6	Inoxidable	0,02	0,23%	Reddado
11	Conectores	0,01	0,13%	Reddado
3	Polycarbonato (PC)	0,01	0,10%	Reddado



VERIFICACIÓN DE LA HUELLA DE CARBONO
CARBON FOOTPRINT VERIFICATION

Certificado nº/ Certificate Nº.: HC01401

TECNALIA R&I CERTIFICACION, S.L., certifica que ha realizado una verificación de tercera parte independiente del cálculo de la Huella de Carbono de Organización en nombre de:
 TECNALIA R&I CERTIFICACION S.L. confirms that independent third-party verification has been conducted of the Carbon Footprint of Organization calculation on behalf of:

LEDS-C4, S.A.
Carretera de Rubí, 88, 2º Local A-1,
08174 Sant Cugat del Vallès (Barcelona) - SPAIN

Para el siguiente alcance / scope: Ver Anexo/ See Annex

Inventario de Gases de Efecto Invernadero (GEI) de las emisiones directas (Alcance 1) e indirectas (Alcance 2 y 3)
Greenhouse gas (GHG) inventory of direct emissions (Scope 1) and indirect emissions (Scope 2 and Scope 3)

para la actividad / for the activity:

Fabricación y distribución de productos de iluminación
Lighting manufacturing and distribution

es conforme con la norma / is in accordance with the Standard:

GHG Protocol. A Corporate Accounting and Reporting Standard

TECNALIA R&I CERTIFICACION S.L. ha verificado de acuerdo con la norma GHG PROTOCOL que el informe de gases de efecto invernadero (GEI) presentado por la empresa cumple con los requisitos establecidos en la norma GHG PROTOCOL.

TECNALIA R&I CERTIFICACION S.L. has verified according to the GHG PROTOCOL standard that the greenhouse gas (GHG) report presented by the company meets the requirements established in the GHG PROTOCOL standard.

Fecha de entrada en vigor / Issued date: **11/07/2023**
 Fecha de actualización / Update date: **08/09/2023**
 Válido hasta / Valid until: **10/07/2024**
 Nº Serie / Serial Nº: **HC0140101-E**

Carlos Nazabal Alsua
 Director Gerente / Manager

El presente certificado está sujeto a modificaciones, suspensiones temporales y retradas por TECNALIA R&I CERTIFICACION.
 El estado de vigencia del certificado puede confirmarse mediante consulta en www.tecnalacertificacion.com.

TECNALIA R&I CERTIFICACION S.L. Area Anarri, nº 5, 20730 AZPEITIA (Gipuzkoa) SPAIN. Tel: +34 678 860 822 - www.tecnalacertificacion.com

ANEXO AL CERTIFICADO Nº HC01401
APPENDIX TO CERTIFICATE Nº HC01401

Centros de la organización / Sites of the organization:

Centros / Sites	Dirección / Address
Torà - Servicios centrales	Calle Afores, s/n 25750 Torà (Lleida)
Fonolleres - Almacén	Carretera N-2, km 512,6 25218 Fonolleres (Lleida)
Sant Cugat - Oficinas	Carretera de Rubí, 88, Piso 2, Local A1 08174 Sant Cugat del Vallès (Barcelona)
Alcorcón - Oficinas	Calle Cercedilla, 11 28295 Alcorcón (Madrid)

Alcance / Scope:

Periodo de cálculo Assessment period	Emisiones totales de GEI Total GHG emissions	Emisiones de GEI por unidad vendida GHG emissions per units sold
2022	334.363,48 ton CO ₂ eq.	0,1045 ton CO ₂ eq.

TECNALIA R&I CERTIFICACION S.L. Area Anarri, nº 5, 20730 AZPEITIA (Gipuzkoa) SPAIN. Tel: +34 678 860 822 - www.tecnalacertificacion.com

6.
GRI Index
(102.55)

General

Standard	Comments	Pages
GRI 102: GENERAL ASPECTS		
102.1 - Organisation name	3. The LedsC4 organisation	6
102.2 - Activities, brands, products and services	3. The LedsC4 organisation	6-11
102.3 - Headquarters	3. The LedsC4 organisation	6
102.4 - Location of operations	3. The LedsC4 organisation	6-7
102.5 - Ownership and legal form	3. The LedsC4 organisation	6
102.6 - Markets served	3. The LedsC4 organisation. Markets in which it operates	13
102.7 - Organisation size	3. The LedsC4 organisation	6
102.8 - Information about employees and other workers	8. Employees and collaborators. Some statistics about the team	26-28
102.9 - Supply chain	9. Supply chain	39-41
102.10 - Significant changes in the organisation and its supply chain	No significant changes	
102.11 - Precautionary principle or approach	4. Report focus	15-16
102-12 - External initiatives	Universal Declaration of Human Rights, United Nations Convention on the Rights of the Child	
102-13 - Membership in associations	12. Relationship with society. Association and sponsorship initiatives	54-55
102.14 - Statement by senior decision-makers	1. Letter from the CEO of LEDSC4 / 2. Letter from the Management Team	3-4
102-16 - Values, principles, standards and rules of conduct	3. The LedsC4 organisation	12-13
102-18 - Governance structure	7. Corporate governance	20
102-40 - List of stakeholder groups	5. CSR policy and materiality. Stakeholder groups and materiality matrix	18-19
102-41 - Collective bargaining agreements	At present, 100% of the workforce in Spain is covered by one of the three sectoral agreements applicable in the various companies of the group. Additionally, employees in France, Germany, Belgium and Singapore are also covered by collective agreements. As for the rest of the countries, labour relations are regulated according to the labour legislation applicable in each territory.	
102-42 - Identification and selection of stakeholder groups	5. CSR policy and materiality. Stakeholder groups and materiality matrix	18-19
102-43 - Approach to stakeholder engagement	5. CSR policy and materiality. Stakeholder groups and materiality matrix	18-19

General

Standard	Comments	Pages
GRI 102: GENERAL ASPECTS		
102-44 - Key topics and concerns mentioned	5. CSR policy and materiality. Stakeholder groups and materiality matrix	18-19
102-45 - Entities included in the consolidated financial statements	LEDS-C4, S.A./LEDS-C4 IBERIA, S.A./LORITEX, S.L./GROK ILUMINACIÓN, S.L./LEDS-C4 SINGAPORE PTE. LTD. LEDS POLSKA SP ZOO/LEDS-C4 LIGHTING DMCC/LEDS-C4 UK LTD/LEDS-C4 PTY LTD/LEDS-C4 DEUTSCHLAND GMBH/LEDS-C4 S.A.S. LEDS HK LIMITED/LEDS-C4 ZHONGSHAN CO., LTD./Bover Iluminació & Mobiliari, S.L.U. /Bover USA INC/C&G Carandini S.A.	
102-46 - Definition of report content and topic coverage	4. Report focus	15-16
102-47 - List of material topics	5. CSR policy and materiality. Stakeholder groups and materiality matrix	19
102-48 - Restatement of information	NA No prior report exists	
102-49 - Changes in reporting	NA No prior report exists	
102-50 - Reporting period	2021 Fiscal Year	
102-51 - Date of the last report	NA No prior report exists	
102-52 - Reporting cycle	Annual	
102-53 - Point of contact for report-related questions	14. Contact details	59
102-54 - Statement of report preparation in accordance with GRI standards	4. Report focus	15-16
102-56 - External verification	This report has not undergone external verification	

Material aspects

Standard	Comments	Pages
GRI 103. MANAGEMENT APPROACH		
103. 1b - Coverage of the material topic and its impact and implication	See annexes for details on each material topic	60
103.1c - Limitation related to the coverage of the topic	There have been no limitations related to the coverage of material topics	
1- Work-life balance		
103.1a - Explanation of the material topic	8. People and collaborators. Work organisation	28-29
103.2 - Management approach and its components	8. People and collaborators. Work organisation	28-29
103.3 - Evaluation of the management approach	8. People and collaborators. Work organisation	28-29
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