

Signify Stakeholder Engagement Policy

Signify is the world market leader in lighting with recognized expertise in the development, manufacture and sale of innovative, energy efficient lighting products, systems and services. As a global company with many steps involved in our production process, we understand that our stakeholder circle extends beyond our employees and customers.

We are committed to listening to the needs, concerns and expectations of our stakeholders. This helps us understand the expectations of relevant stakeholders and provides information for developing our strategy and our overall decision-making processes.

Our stakeholder engagement policy enables open and constructive communication with relevant stakeholders, unless our Board of Management believes that such engagement is not in the interest of Signify and its business.

Stakeholders

Our different groups of stakeholders considered most relevant to our company include customers, employees, suppliers, investors and analysts, governments, non-governmental organizations and industry associations. These stakeholders are most likely to be impacted by our activities and have the most influence on achieving our commitments. However, we acknowledge that the group of stakeholders may shift over time as we encounter new topics and developments that require our attention and action.

Engagement

We engage with stakeholders in many forms on an on-going basis. Forms of stakeholder engagement include feedback from and collaboration with customers on (new) products and services, town hall meetings with employees and works council meetings, sessions and workshops with our suppliers, regular contact with media, analyst calls and roadshows with investors on our strategy, financial results and operating highlights as well as regular interaction with governments and non-governmental organizations, trade unions and trade & industry associations.

Topics discussed vary depending on the relevant stakeholder group and may include, for example:

- our strategy, financial results and operating highlights with our employees and investors
- aspects concerning our corporate governance in particular remuneration policy for the board of management and supervisory board with shareholder representative groups, investors, proxy advisors and other interested parties
- strategic commodity management with suppliers
- qualitative interviews and broader survey-led engagement to understand key material sustainability topics across all stakeholder groups

More information on engagement with specific stakeholders such as shareholders, clients, tax authorities and employees can be found in our annual reports, tax reports and our bilateral contacts policy which are available on our [investor relations website](#).

We review our stakeholder engagement practices on a regular basis ensuring that they meet the evolving needs and expectations of our stakeholders and contribute to our sustainable long-term value creation.

Contacts

If you require further information regarding stakeholder engagement or have any questions or concerns regarding stakeholder engagement activities, please do not hesitate to reach out for further information and guidance. Please find the relevant contact details listed below.

Signify Corporate Communications

Sustainability matters

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Signify Corporate Communications

General matters

E-mail: communications@signify.com

Signify Investor Relations

E-mail: IR@signify.com