



EN

# Sustainability Report

2022 | 2023



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# 1.1 Foreword

Dear readers,

XAL has a deep commitment to prioritizing sustainability as a fundamental value and as a key agenda in our management decisions. We have implemented environmentally friendly initiatives such as utilizing geothermal energy for our Graz headquarters, installing photovoltaic systems in Belgium, and utilizing biomass in Slovenia. Additionally, we make a lot of efforts to improve the social impacts of our activities, like providing day care facilities for employees’ children or carefully checking our suppliers’ policies. However, our ability to exactly measure the impact of our actions was limited. Therefore, we put a lot of time and effort into changing that.

During the last year, we focussed on creating a reliable data basis regarding our environmental impact – on product level by using Environmental Product Declarations (EPDs) and on corporate level by calculation of our Corporate Carbon Footprint. Through that, we have gained valuable information about which of our measures have made the biggest impact up to now and about potential for further reduction. The outcome of both methods also showed the significant impact that the use of energy has on the environment – which confirmed that our pursuit of the most efficient lighting solutions for many years makes a significant positive impact on sustainable development. We are committed to further pursue this path by making lighting for our customers even more sustainable throughout the whole value chain. Our Sustainability Report, which was drawn up with reference to the GRI standard, provides a comprehensive

view of our corporate responsibility across our entire organization. This includes an overview of our greenhouse gas inventory, sustainable measures implemented in our production, logistics, sales and office operations, and the actions taken by our subsidiaries. You can learn more about our commitment to sustainability and responsible practices through this report.

We also recognize that sustainability is not just about reducing emissions, but also about ensuring the well-being of people. That's why we have taken the human factor into account by showing you how we continuously work on improving working conditions and fostering equal opportunities.

We are committed to a sustainable future. This is why we are determined to address emissions in all areas of our operations both in production facilities and offices. Our goal is to achieve climate neutrality of our facilities by the year 2030, one that is not only environmentally responsible but also socially just. Through the use of more efficient methods in production, by utilizing the right sources of energy, by improving working conditions and by promoting equality, we hope to contribute to a better world for everyone.

We hope you enjoy reading this year's Sustainability Report!

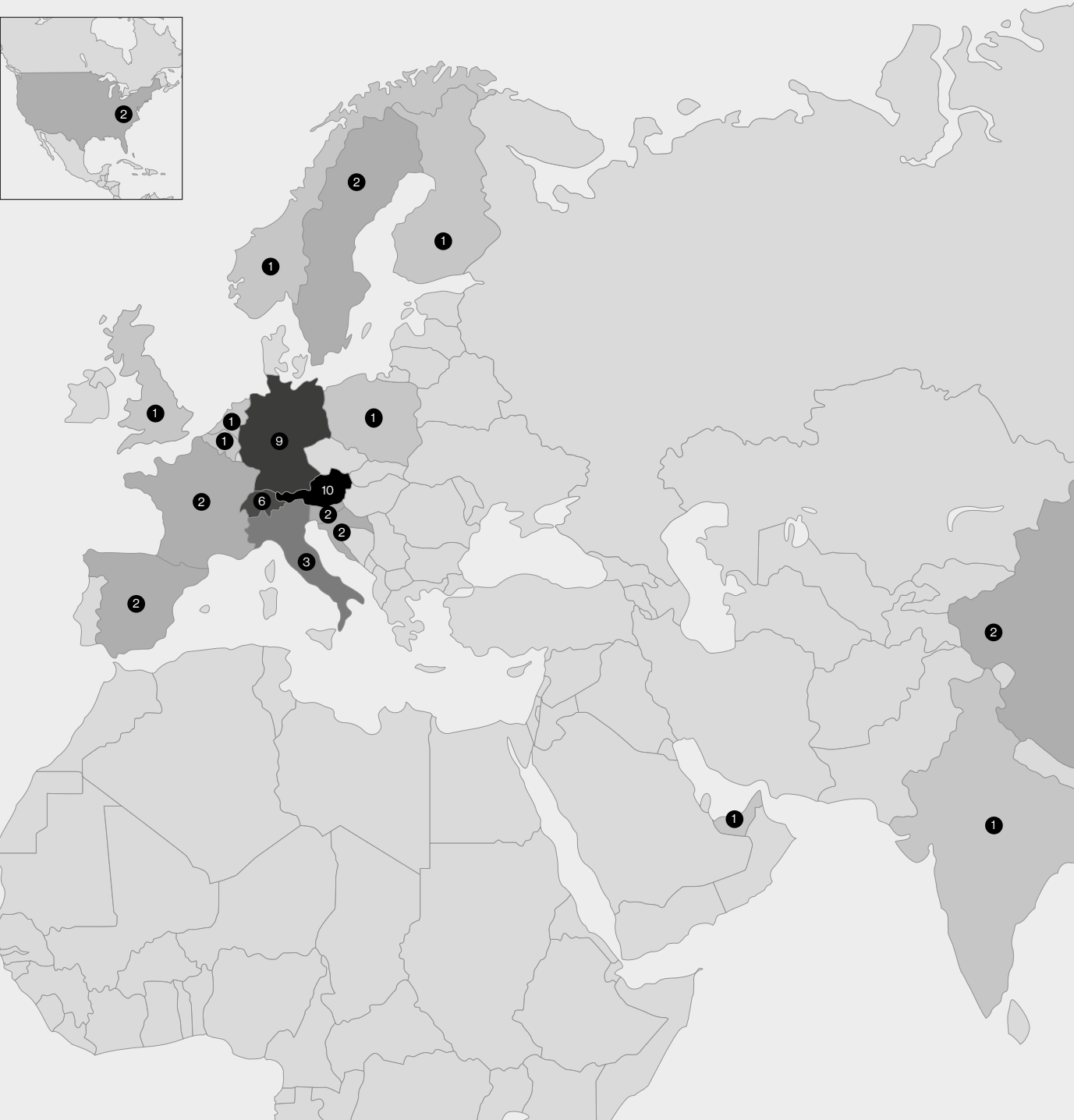
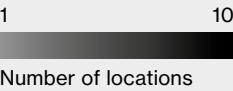
Yours,  
XAL management & sustainability team

# XAL and sustainability

XAL prioritizes sustainability – before we show you how we did last year, we provide context on who we are and what sustainability means to us in this chapter.

Key facts

1 436	178	19
employees	million € turnover	countries



## 1.2 About XAL

XAL has been a leading manufacturer of high-quality lighting systems for shops, offices, hotels, and homes for over thirty years. The company, founded in 1989, is still a family-owned business today. From the beginning, the passion for light brought XAL together with recognized figures from architecture and design. This fruitful exchange led to the internationality that characterizes the company today.

Around 1400 employees develop and produce lighting systems in four production facilities on three continents and supply customers worldwide via an extensive network of sales companies. XAL, based in Graz, Austria, develops high-quality lighting solutions that are exceptional in terms of energy efficiency, functionality, and aesthetics. XAL unites different lighting brands under one roof – while XAL and Wever & Ducré joined forces over ten years ago, Wästberg has become part of the family only recently, in 2021.



In the more or less thirty years of XAL's activity, the company has experienced strong growth as well as permanent change and adaptation and thus learned about the importance of sustainability: Only those values, relationships, habits, and strategies that are meant to last in a dynamic world provide sustainable development.

Quality, sustainability and excellent working conditions are a priority for all our companies. The most important production locations (including the headquarters) have an externally accredited management system for quality (ISO 9001), environment (ISO 14001) as well as occupational health and safety (ISO 45001) since 2015 and 2019 respectively. In 2020, we joined the UN Global Compact Initiative whose principles guide our interactions with each other and our communities, our supply chain management, and our resource strategies.

### 1.2.1 Lighting without limits – and beyond

With innovative lighting solutions that can be flexibly adapted to the needs of customers, XAL is a reliable project partner in the field of lighting technology. As specialists in LED lighting, we recognize the significant impact lighting has on people's well-being. Our focus lies on creating healthy and beneficial environments for individuals in various settings such as schools, hospitals, restaurants, offices, and stores. We strive to design spaces that promote well-being while simultaneously contributing to energy conservation efforts on a large scale. By implementing highly energy-efficient LED lighting solutions, XAL helps minimize the energy consumption at their customers' sites.

In the lighting segment, XAL is a global player and – with the brands XAL, Wever & Ducré

and Wästberg – covers a wide range of design and technical options for different areas of application. But we offer much more than just lighting products – with customized development, professional light planning including intelligent control systems as well as replacement and maintenance services we provide comprehensive project support, which makes us a strong partner for projects of all sizes and degrees of complexity.

Our range of activities extends even beyond lighting: with Green Electrics and XALAX, which provide services related to photovoltaics and process digitalization respectively, two more companies whose activities foster sustainable development, have become part of the group in recent years.

### 1.2.2 It's all about people

As climate change is moving forward, it shows how important efficiency and sustainable solutions are. To create top-quality, sustainable solutions, a team of committed individuals is essential. We aim to place our globally distributed colleagues at the heart of our operations as we strive towards this goal.

Our dedicated team of technicians takes great pride in developing cutting-edge solutions that offer users the best lighting tools for their diverse needs. With our 833 employees in production, the manufacturing facilities are one of the largest divisions of the company. With two production plants in Europe and one in Asia, we strive to keep production processes as efficient as possible, while minimizing distances. Our sales team collaborates

closely with designers on-site in all countries to ensure that the best solutions are identified and delivered. Effective communication and cultural understanding are crucial to foster a productive and harmonious working environment. In order to expand our perspective and encourage meaningful working relationships with departments in various countries, we promote cross-company exchanges. This initiative allows individuals to broaden their horizons and gain valuable insights from diverse perspectives. Discover more about the talented individuals behind our innovative lighting solutions in the chapter „3. Social sustainability and sustainable governance“ starting on page 35.

Branch	Location	Employees
<b>Research &amp; Development</b> XAL, Wever & Ducré, Wästberg	Austria, Spain	130
<b>Production and Logistics</b> XAL, Wever & Ducré, Wästberg	Austria, Belgium, Slovenia, China	847
<b>Sales</b> XAL, Wever & Ducré, Wästberg	19 countries	259
<b>Other</b> XAL Holding, XALAX, Green Electrics	Austria, Croatia	200
<b>Total</b>		<b>1 436</b>

Fig. 01 Total employees (headcount) per activity area and location

### 1.2.3 Our commitment to climate neutrality

Our goal is clear: we want to achieve climate neutrality regarding the emissions attributed directly to XAL (Scope 1 & 2) by the year 2030 at the latest. We will reach that goal by continuously reducing our emissions especially for

fuel, heating & cooling as well as electricity. In addition, we will continuously reduce our indirect (Scope 3) emissions on the way to net zero. The remaining unavoidable emissions will be compensated.

“By 2030, we will have reached zero emissions for Scopes 1 and 2.”

Michael Engel, Managing Director of XAL Holding GmbH

Already since 2020, we communicate our commitment to the fight against climate change as participants of the UN Global Compact Initiative. With the implementation of numerous measures and the embedding of the 10 principles of the UN Global Compact at all organizational levels, XAL is making an important contribution to compliance with these principles and is thus becoming increasingly transparent. The preparation of a comprehensive sustainability report is one of our next steps to strengthening our responsibility towards sustainable development to combat climate change.

With the measures we started implementing years ago, we have already gone part of the way towards climate neutrality – and we plan to make significant strides towards achieving it in the coming years.

## 2. Environmental sustainability

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# 2.1 Our GHG emissions at a glance

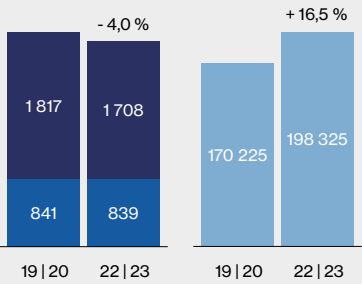
This chapter provides an overview of our GHG emissions classified by their source of origin according to GHG Protocol (Scope 1, 2 and 3). Which business processes have the greatest impact on the results, how we already have

reduced our emissions and how we plan to further reduce them on our path to climate neutrality is outlined in the following chapters of this section.

Key facts

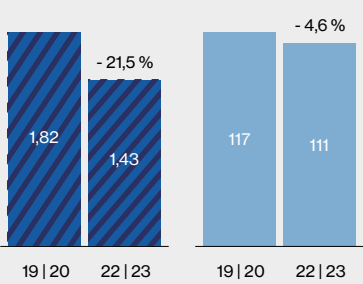
-110	-21,5%	-4,9%
Reduction Scope 1 and 2 in t CO <sub>2</sub> -eq	Reduction total emissions (Scopes 1-2) per € 100 000 turnover in %	Reduction total emissions (Scopes 1-3) per € 100 000 turnover in %

	2019 2020	2022 2023	Change in %	Change per € 100 000 turnover
Turnover in million €	146	178	+22,1%	n.a.
Emissions in t CO <sub>2</sub> -eq				
Scope 1				
Fuel	642	552	-14,0%	-29,6%
Heating	162	210	+9,5%	+6,0%
Refrigerants	37	78	+110,4%	+72,3%
Process Emissions	-	0	0,0%	0,0%
Total Scope 1	841	839	-0,2%	-18,3%
Scope 2				
Electricity	1 817	1 708	-6,0%	-23,0%
Total Scope 2	1 817	1 708	-6,0%	-23,0%
Scope 3				
3.1 Purchased materials	39 268	36 589	-6,8%	-23,7%
3.3 Indirect emissions	501	447	-10,8%	-27,0%
3.6 Business trips	2 604	1 910	-26,7%	-39,9%
3.8 Leased assets	140	112	-19,5%	-34,1%
3.11 Use phase	127 713	159 266	+24,7%	+2,1%
Total Scope 3	170 225	198 325	+16,5%	-4,6%
Total Scope 1, 2 and 3	172 883	200 872	+16,2%	-4,9%



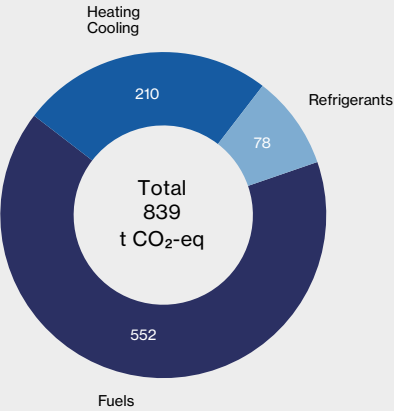
Scope 1 and 2 and 3 total in t CO<sub>2</sub>-eq

Emissions total  
Total emissions for Scope 1 and 2 as well as Scope 3 in t CO<sub>2</sub>-eq compared to the base year

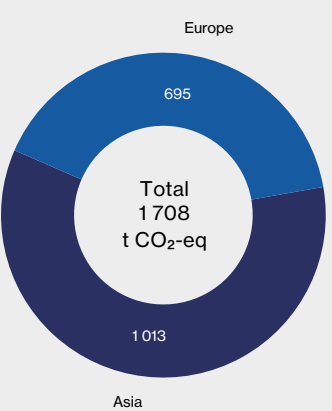


Scope 1 and 2 and 3 intensity kg CO<sub>2</sub>-eq per € 100 000 turnover over time

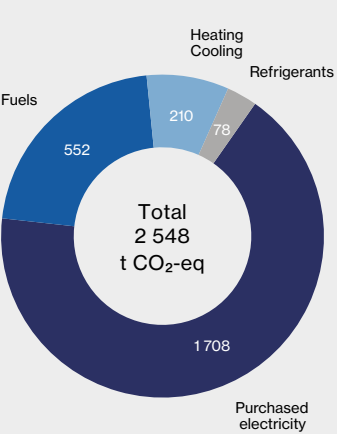
Emissions intensity  
The denominator used for calculation the emissions intensity is the total sales revenue for the respective period



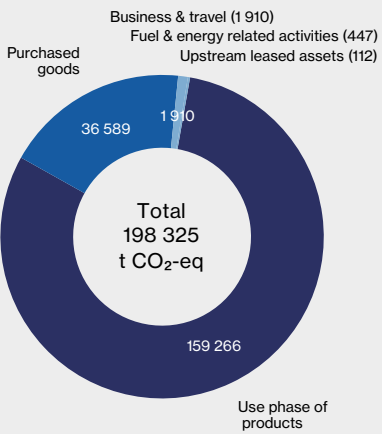
Scope 1 total  
Breakdown into fossil fuels, refrigerants, heating/cooling



Scope 2 total  
Purchased electricity (market based) by region



Scope 1 and 2 total  
Direct and Scope 2 indirect emissions, breakdown into purchased electricity, heating and cooling, fuels and refrigerants



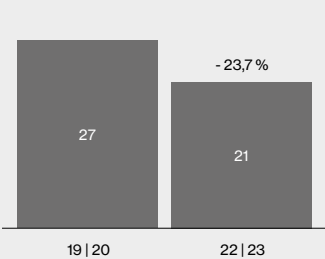
Scope 3 total  
Indirect emissions (5 categories), breakdown into use phase of products, purchased goods, business travel, fuel & energy relates activities and upstream leased assets

Overview

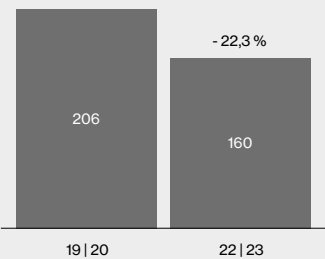
In this chapter, we show you which areas have the biggest potential for emission reduction of our products and how we are contributing to the transition to a sustainable economy in the future.

Key facts

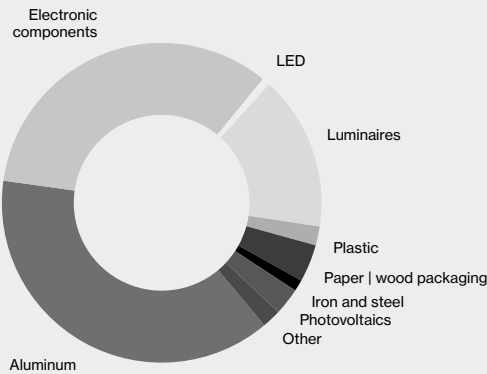
36 589	159 266	- 23,7 %	- 22,3 %
Materials in t CO <sub>2</sub> -eq	Use phase in t CO <sub>2</sub> -eq (50 000 h average life span assumed)	Emission reduction purchased materials per € 100 000 turnover	Emission reduction in use phase per piece of sold product



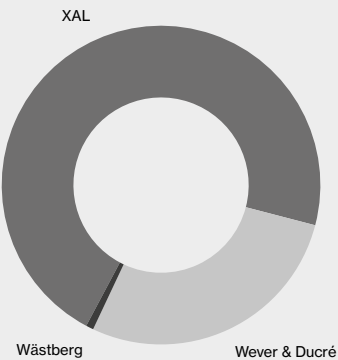
Emissions in t CO<sub>2</sub>-eq of purchased materials per € 100 000 turnover compared to the base year



Emissions in t CO<sub>2</sub>-eq during the use phase per piece of sold product compared to the base year



Attribution of t CO<sub>2</sub>-eq emissions for purchased materials by material type 2022 | 2023



Attribution of t CO<sub>2</sub>-eq emissions during the use phase of our products by brand 2022 | 2023

2.2 Developing sustainable lighting

The used materials and energy efficiency of a luminaire account for the largest share of our environmental impact. This was not only the outcome of our calculations on company level, but also for in-depth LCA-studies that were conducted for two of our product series. The results of the LCA-studies were published in Environmental Product Declarations issued in accordance with ISO 14025 and EN 15804:2012+A2:2019.

As you can see below, over 99% of the total emissions for both series is caused during the production stage and the use phase. This does not only apply to the GHG emissions as shown below, but also for other environmental impacts that are evaluated in the Environmental Product Declarations, such as the depletion potential for minerals, metals and fossil resources or water usage.

Distribution of global warming potential for SASSO and UNICO in %

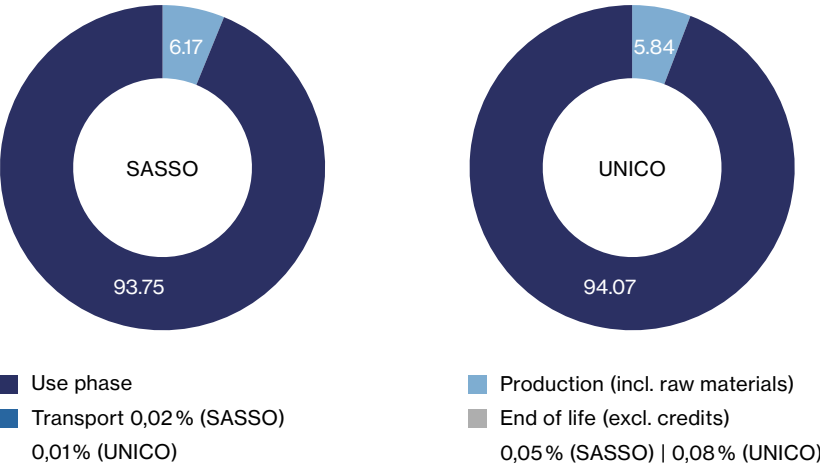


Fig. 02 Distribution of Global warming potential (GWP fossil w/o credits) for SASSO and UNICO luminaires according to EPD

We begin our sustainability initiatives right from the initial stages of product development, as we recognize that these stages play a crucial role in determining the product sustainability (Scope 3.1 and 3.11 according to

GHG Protocol). For this reason, especially our international R&D-teams are working on solutions for making our products more sustainable.



## 2.2.1 Making our materials sustainable

Speaking generally, luminaires consist of the luminaire body, a light source, electronic components to connect the luminaire to a power source (usually an LED-converter) and – depending on the luminaire – further electronic components (e.g. for dimming or light control). The luminaire body can differ greatly between series, ranging from small spotlights, track systems with a variety of different inset options to large surface luminaires. In addition to electronic components, the materials used are primarily aluminum and plastics.

Despite the significant increase in turnover compared to the base year, emissions for purchased materials have decreased in absolute numbers for several reasons. Part of the reduction can actually be attributed to measures that have been implemented during the reporting period to make our materials more sustainable. The reduction in emissions purchased plastics was, for example, partly caused by reduced purchases of plastics for packaging, as the whole group is implementing plastic-free packaging wherever feasible.

During the reporting period, the production facility in China finished the transition to plastic-free product packaging with the exception of components that require ESD-protection (components that can be damaged by electrostatic discharge). However, a large part of the reduction is related to the changes in stock: between the base year and the reporting period, high material stocks were accumulated to keep up our delivery capacities during the pandemic. During the reporting period, stock from previous years was used up, which resulted in lower material purchases.

Materials for photovoltaics were included for the first time during the reporting period. Those materials were purchased by Green Electrics, a new company in the group which has started its activity after the base year for calculation. The activities include sales and installation of photovoltaic plants as well as installation, maintenance, optimization, and repair of lighting systems. Materials for photovoltaics were included for the first time during the reporting period.

Materials	t CO <sub>2</sub> -eq 19 20	t CO <sub>2</sub> -eq 22 23	Change in %
Aluminum	21 068	13 712	-34,9 %
Iron and steel	462	412	-10,8 %
Plastic	896	685	-23,6 %
Electronic components	12 069	12 062	-0,1 %
LED	470	293	-37,6 %
Luminaires	1 656	5 598	+238,0 %
Mechanical luminaire components	611	806	+32,0 %
Paper   wood packaging	1 110	1 360	+22,5 %
Photovoltaics	-	972	-
Other	926	688	-25,8 %
<b>Total</b>	<b>39 268</b>	<b>36 589</b>	<b>-6,8 %</b>
<b>Turnover in million €</b>	<b>146</b>	<b>178</b>	<b>+22,1 %</b>

Fig. 03 Total emissions for purchased materials in t CO<sub>2</sub>-eq compared to the base year

Product development uses different approaches to further reduce emissions related to the materials used. On one hand, we cooperate with suppliers to make the used materials themselves more sustainable. For example, aluminum profiles have a large range in terms of their emission levels. Depending on where they are produced and the percentage of recycled aluminum in the final product, the GHG emissions in kg CO<sub>2</sub>-equivalents per kg of profile can vary by up to a factor of 10. Es-

pecially a higher recycling share also has a positive effect on other factors, such as the depletion of mineral and metal resources. In addition to this approach, which can help reduce the environmental footprint of existing designs, R&D is also working on sustainable product innovations. These innovations focus on generally reducing material use as much as possible as well as using innovative materials to replace emissions-intensive materials such as aluminum or materials that are problematic

for the circular economy, like some plastics. We expect the market release of products that use those innovations during the upcoming reporting period.

**The MOVE IT series is becoming more sustainable**

To lower the emissions of one of our high-running standard products, the supply chain for our MOVE IT series has been adjusted. The power tracks (a plastic profile with copper conductors) for this track system are now being sourced from Europe instead of China, which is more sustainable thanks to shorter transport distances and a more eco-friendly electricity mix being used for production in Europe. After a sampling and auditing process during the reporting period, the standard products use the European power track since February 2023, old stocks of Chinese tracks will be used up until May 2023.

## 2.2.2 Efficient lighting for more sustainability

Luminaires require electricity to function. This simple fact has a decisive influence on the emission profile of the XAL group. While companies in many other sectors have zero emissions during the use phase of their product, the energy consumption of our products is the largest opportunity area in our carbon footprint.

A simple example: a company which produces a wooden table needs to consider GHG emissions that are caused until the table has arrived at the customer. Afterwards, no emissions occur until the product reaches the end of its life cycle. For our luminaires – like for most other electric or electronic products, the largest part of emissions is caused after the luminaire arrives at the customer's site. Of course, XAL has only limited influence on the emissions generated during the use phase, as these depend, for example, on the electricity mix of our customers. However, we are making a large contribution to reducing emissions during the use phase by designing our luminaires to consume as little energy as possible. The total numbers of the emissions during the use phase are closely linked to our economic

success – the more luminaires we sell, the more electricity is used which results in higher emissions. For this reason, the absolute numbers in Scope 3.11 have significantly increased in comparison to the base year.

However, the emissions per piece sold have decreased by 22 %. This decrease is mostly due to a higher efficiency and thus lower average energy consumption of our products sold. A smaller part of the decrease can be attributed to improved data quality. All products that contain a light source and separately sold light sources were included in the calculation.

The emission factor for the electricity consumption was defined as a weighted average between a grid mix for Europe and a rest-of-world grid mix based on the sales turnover per country during the reporting period. The average life span was assumed with 50 000 hours, share of dimmable products for which a 25 % lower consumption is set was defined as 65 % of sold products.

Use phase CO <sub>2</sub> -eq	t total 19 20	t total 22 23	kg piece 19 20	kg piece 22 23	Change for kg piece in %
XAL	104 078	113 487	282	227	-19,3 %
Wever & Ducre	23 635	44 561	94	91	-3,4 %
Wästberg	-	1 218	-	183	-
<b>Total</b>	<b>127 713</b>	<b>159 266</b>	<b>206</b>	<b>160</b>	<b>-22,3 %</b>

Fig. 04 Comparison t CO<sub>2</sub>-eq total and kg CO<sub>2</sub>-eq per piece of sold product over time per brand

Use phase t CO<sub>2</sub>-eq

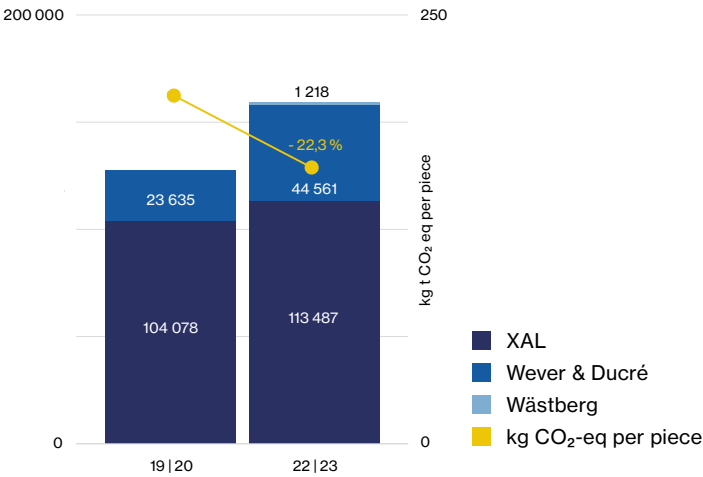


Fig. 05 Use phase of total sold products in t CO<sub>2</sub>-eq over time per brand

So, what can we do to make our products more energy efficient? Finding solutions for more energy efficient lighting has been a core competence of our R&D team for many years now. XAL was definitely an early adopter when LED-technology was introduced, and a lot has happened since then. The electricity use of a luminaire can be reduced via different approaches. One way is to reduce the general consumption during operation. Another option is to provide technical measures to ensure that the luminaire is only used when needed and to the extent necessary. This is a win-win

situation: XAL reduces its footprint for sold products and the customers reduce their footprint for electricity consumption.

The first part is implemented by using high quality LED and control gear, and product designs are adapted to achieve the highest light output with the lowest possible power consumption. The second part is the integration of intelligent lighting control into our luminaires and lighting systems, which includes motion and daylight sensors.

“Besides using high-quality LED and converters, we further increase efficiency through innovative materials and coating technologies for reflectors that maximize lumen output as well as narrow-band phosphor technology that makes especially LED with high colour rendering index more efficient.”

Christian Kügerl, Head of Product Development at XAL GmbH

By offering customized lighting solutions and light planning, we help our customers to actively reduce the electricity consumption. Reductions are achieved by using the right light output for each area of application and avoiding unnecessarily strong lighting. Customized solutions, however, are not just luminaires that are specifically designed or adjusted to the

customer's needs. For example, the energy efficiency of a lighting system is significantly increased when a new light source replaces an old non-LED light source by offering customized kits for existing fixtures. At the same time, emissions for materials are saved, as only the light source is replaced instead of the whole luminaire.

An exemplary project for LED conversion kits

Converting outdated lighting systems can reduce energy consumption by up to 80 %. But what does that mean in practice? In one project during the reporting period, XAL converted luminaires to LED for a customer who had bought them from XAL in 2011. In this case, a total of 71 luminaires was updated from fluorescent tubes to LED. Assuming an average operation time of 72 hours per week, this resulted in a reduction of electricity consumption of 29 033 kWh per year, which corresponds to a 71% reduction. Based on the electricity mix for Austria, the conversion to LED saves 5,9 t CO<sub>2</sub>-eq per year in direct and indirect emissions from electricity for this relatively small project only.

During the reporting period, workshops and strategic meetings were held with R&D to define criteria and develop new concepts for more sustainable lighting products. Projects have been launched to integrate more sustain-

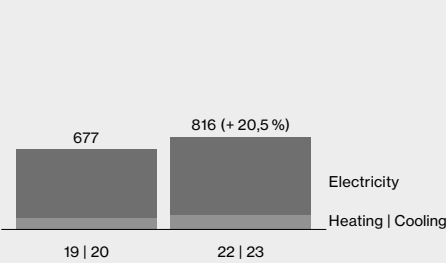
ability requirements relating to the use phase as well as materials in our standard processes for product development. We anticipate achieving significant advancements in this field at a rapid pace.

# Overview

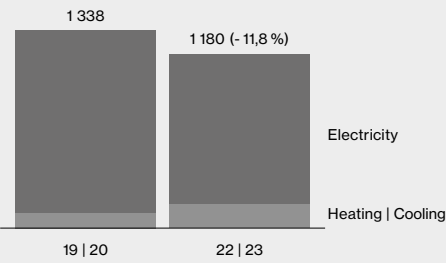
In our plans to reduce our emissions in Scope 1 and 2 to zero by 2030 at the latest, the energy consumption of our facilities is a crucial factor. In this chapter, we show which measures we have taken and what we plan to do to reach our goals.

Key facts

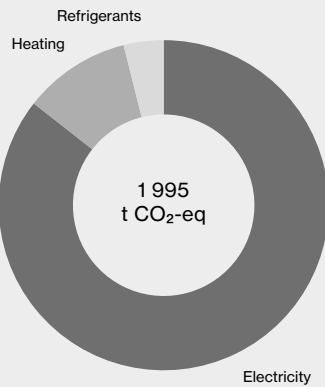
288	1 708	+ 89	- 110
Scope 1 in t CO <sub>2</sub> -eq heat   refrigerant	Scope 2 in t CO <sub>2</sub> -eq electricity	Increase Scope 1 in t CO <sub>2</sub> -eq heat   refrigerant	Reduction Scope 2 in t CO <sub>2</sub> -eq electricity



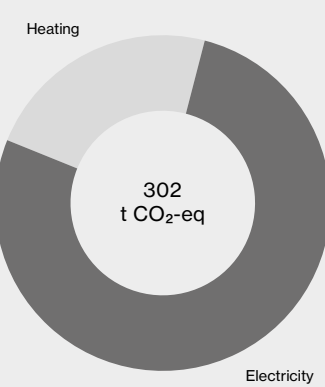
Total direct and energy indirect emissions in t CO<sub>2</sub>-eq of our facilities in Europe by energy category (Scope 1 and 2 excl. fuels) compared to the base year



Total direct and energy indirect emissions in t CO<sub>2</sub>-eq of our facilities in Asia by energy category (Scope 1 and 2 excl. fuels) compared to the base year



Allocation of direct and energy indirect emissions (Scope 1 and 2) of our facilities by energy category in t CO<sub>2</sub>-eq 2022 | 2023



Allocation of indirect emissions (Scope 3.3 excl. fuels) of our facilities by energy category in t CO<sub>2</sub>-eq 2022 | 2023

# 2.3 Sustainable production and logistics

As outlined in the previous chapter, XAL undoubtedly has the highest potential to contribute to the fight against climate change by designing highly efficient luminaires to reduce overall electricity use and take part in the transition to a sustainable and circular economy. Nevertheless, it is still of great importance to us to reduce the impact of our own production and logistics on the environment. In this chapter we have a closer look at the GHG emissions that are caused by our facilities.

With regards to the GHG Protocol, that includes Scope 1 direct emissions for heating/cooling and process heat, refrigerants, and other process emissions as well as Scope 2 energy indirect emissions for purchased electricity. Scope 1 emissions occur directly at our facilities, e.g., when heating oil is combusted for heating, while Scope 2 emissions for purchased electricity do not occur when the electricity is used at our facilities, but when it is produced at the power plant. In contrast to Scope 3 indirect emissions, we have a higher degree of control over Scope 2 emissions. In accordance with GHG Protocol, indirect emissions of our energy consumption (Scope 3.3) – meaning emissions that occur in the upstream supply chain before combustion – are indicated separately.

Fossil fuels, that belong to Scope 1 according to the GHG Protocol, are included in the chapter „2.4. Making sales sustainable“ starting on

page 29, as they are to be attributed mainly to our sales activities. Depending on the activities of the different companies of the XAL group we found different opportunity areas. Our production and logistics processes in our facilities located in Austria, China, Belgium, and Slovenia use a greater amount of energy in comparison to our office operations. Our production processes are fuelled by electricity and heat, which is consumed on top of the amounts needed for basic functioning of a building and administration, like heating/cooling, illumination and IT-equipment.

Other process emissions only occur in insignificant amounts in our production facility in China, where small amounts of volatile organic compounds (VOC) can be measured in the wet painting gas exhaust after being filtered by a state-of-the-art filtering system. The amount is equivalent to less than one ton of CO<sub>2</sub>.

We are constantly exploring ways to reduce our energy consumption and emissions to create a more sustainable future. We prioritize sustainable practices within our production and logistics chain and are committed to reducing our energy consumption and emissions to minimize our impact on the environment. In pursuit of this goal, we regularly review our processes and seek innovative solutions to ensure that our operations align with our sustainability objectives.

Direct emissions of our facilities

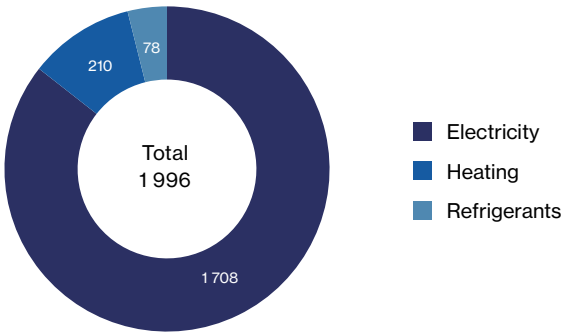


Fig. 06 Total emissions related to our facilities (Scope 1 and 2) excluding fuel use during the reporting period in t CO<sub>2</sub>-eq

Knowing the specific level of greenhouse gas emissions in production and logistics, the measures for emission reduction specifically in the areas of electricity and heating/cooling

have been intensified during the reporting period as explained in more detail on the following pages.

### 2.3.1 Sustainable heating and cooling for our facilities

In our production facilities in China and Slovenia, heat is needed for different production processes. While in China these processes are currently still mainly powered by natural gas, we use a low-emission option with biomass for our production processes – especially for powder coating – in Slovenia. The powder-coating facility in Slovenia also avoids emissions by re-using heat generated during the powder-melting process for the drying process of the parts. Our headquarters in Graz is mostly heated and cooled by geothermal heat pumps that work with groundwater.

Fossil fuels in the form of heating oil and natural gas play a minor role at the headquarters, as they are only being used in the oldest parts of our historically grown building complex. All new buildings that are planned for the upcoming years will be heated by geothermal heat pumps or other electrified methods for heating and cooling. This also goes hand in hand with the construction of photovoltaic plants on several of our buildings. Please see below in „2.3.2 Sustainable electricity“ starting on page 24 for further information.

Development heating (non-electrified) in t CO<sub>2</sub>-eq

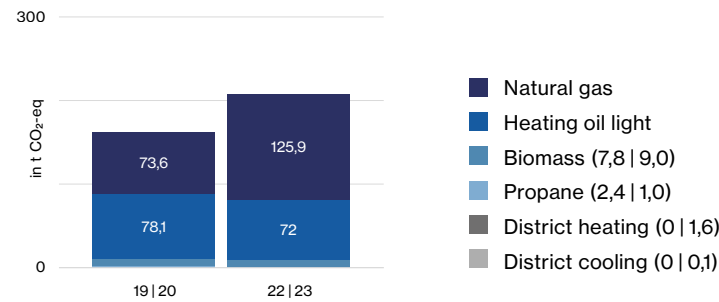


Fig. 07 Direct Emissions (Scope 1) for heating and cooling in t CO<sub>2</sub>-eq per energy source compared to the base year

Total Emissions in t CO <sub>2</sub> -eq	Europe		Asia	
	19 20	22 23	19 20	22 23
Natural Gas	9,7	42,9	88,7	125,5
Heating oil light	95,8	88,3	0,0	0,0
Propane	0,0	0,0	3,3	1,4
Biomass	15,9	18,5	0,0	0,0
District heating	0,0	2,3	0,0	0,0
District cooling	0,0	0,1	0,0	0,0
Total	121,4	152,1	91,9	126,9
Change Europe   Asia	+ 25,3 %		+ 38,0 %	

Fig. 08 Total emissions (Scope 1 and Scope 3.3) for heating and cooling in t CO<sub>2</sub>-eq per energy source for each region compared to the base year

The emissions in CO<sub>2</sub>-eq include all greenhouse gases. In the table below, the direct emissions to air of nitrogen oxides (NO<sub>x</sub>), sul-

fur oxides (SO<sub>x</sub>) and other significant air emissions are indicated separately.

Emissions to air by type for heating | cooling

Type of GHG	NO <sub>x</sub>	SO <sub>x</sub>	PM	CH <sub>4</sub>
kg	1 078	357	67	490

Fig. 09 Emissions to air by type of greenhouse gas in kg for heating and cooling (excluding district cooling) for the reporting period

During the reporting period, the headquarters in Graz was able to reduce its heating oil consumption, leading to a decrease in emissions of 8%. However, in line with the steeply increased turnover and resulting growth in production, consumption of process heat and resulting emissions, specifically natural gas in China and biomass in Slovenia, have increased in comparison to the base year. Moreover, the heating consumption at some of the newer facilities that were not yet in use

during the base year, such as the Belgium warehouse, also contributed to this increase. Furthermore, a small portion of this growth can be attributed to the improvement of data quality for smaller subsidiaries, resulting in a shift of emissions from Scope 3.8 to Scope 1. Until 2030, we expect significant reduction through further electrifying heating systems and a shift of some production activities from Asia to Europe.

“Further electrifying our heating and cooling systems is a challenging, but surely worthwhile project that will give us a decisive edge in the reduction of our direct emissions.”

Michael Engel, Managing Director of XAL Holding GmbH

In addition to the direct emissions through combustion at our facilities, heating and cooling processes already cause indirect emissions in the upstream supply chain before they arrive at our facilities. E.g., direct emissions are caused when natural gas is combusted for the heating process. Indirect emissions occur during the extraction and transportation process of natural gas until it is available for combustion at our facilities.

These emissions are accounted for separately in Scope 3.3 according to GHG Protocol. Fossil fuels have higher direct emissions for combustion and lower indirect emissions in comparison. For renewable energy sources, direct emissions are very low to non-existent, emissions are caused mainly in the upstream supply chain. As you can see below, the development of indirect emissions is aligned with the development of total emissions.

Indirect emissions heating	t CO <sub>2</sub> -eq 19 20	t CO <sub>2</sub> -eq 22 23	Change in %
Natural Gas	24,84	42,50	+ 71,1%
Heating oil light	17,65	16,27	- 7,8%
Propane	0,85	0,35	- 57,6%
Biomass	8,12	9,42	+ 16,0%
District heating	-	0,71	-
District cooling	-	-	-
Total	51,46	69,25	+ 34,6%

Fig. 10 Indirect emissions for heating and cooling in t CO<sub>2</sub>-eq compared to the base year

**Saving resources in packaging**

Besides reducing direct GHG emissions, our logistics facilities also work continuously on saving other kinds of resources, such as packaging material. Cardboard waste is upcycled with a special cutting machine to give it a second use as filling material for our transport boxes. Following the example of our logistics facility in Belgium, which uses plastic-free product packaging, XAL in Graz is also working to replace plastics in packaging with other alternatives – more than 30 000 items had a packaging update during the reporting period.

2.3.2 Sustainable electricity

Thanks to our measures to reduce our use of fossil fuels, electricity makes up the biggest part of our direct carbon footprint. The biggest users of electricity in the group are the headquarters in Graz and the production facilities in Slovenia and China. However, the headquarters' electricity emissions are very low compared to Slovenia and China, as an environmentally optimised electricity-mix is

used in Graz. The use of eco-friendly electricity in Graz and other facilities is also the reason why the calculated emissions are much lower for the market-based approach (meaning that emissions are calculated with the electricity mix actually used by the XAL group) than for the location-based approach (which uses the average electricity mix of a country).

Comparison market-based | location based approach

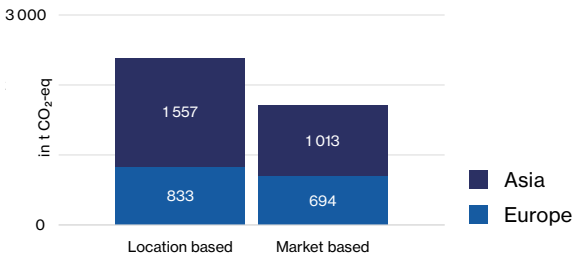


Fig. 11 Scope 2 electricity emissions during the reporting period with market-based and location based method

Given this opportunity area, a number of measures have been implemented to reduce our electricity-related emissions. Besides measures to optimize and reduce our energy use in general, XAL will build a total of 1,673 kWp of photovoltaic plants in 2023/24 to provide clean energy for our production in Austria

and Slovenia. The estimated output will be around 1 757 MWh per year in total, which is more than 50% of the total energy consumption for the facilities in Austria and Slovenia. For the following years, the capacities will be further increased, as all new buildings planned include photovoltaics plants as default.

**Optimizing electricity usage**

At our production facilities in Graz, compressed air is used in different processes (e.g. turning, milling, punching, bending of covers made of plastics, cleaning of finished components). The compression of air has a high power consumption. In 2022, the whole facility was checked for leakages in the air tubes to increase the efficiency and reduce the electricity consumption of the process. We will repeat this check on a regular basis and expect a 30 % decrease in energy consumption for this process thanks to this measure.

The figures below show that the measures taken are already having an impact. Electricity consumption as well as emissions from electricity have declined. There were reductions in all major facilities. However, part of the reduction is attributed to the fact that production activities in India were discontinued during the reporting period. Specifically for Europe it is noteworthy that there is a slight rise in emis-

sions despite reduced electricity usage. This is explained by changes in the electricity mix of some facilities compared to the base year. The largest share of the increase is due to the higher share for electricity from coal in Slovenia. In the upcoming period, it is certain that this value will decrease significantly with the installation of the photovoltaics plant in Slovenia.

Purchased electricity (market based) in t CO<sub>2</sub>-eq

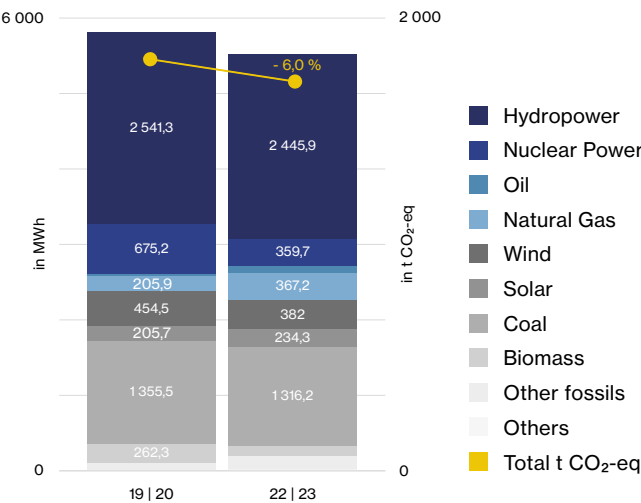


Fig. 12 Scope 2 electricity consumption and resulting emissions with market-based method per year

Purchased electricity (market based)	in MWh		in t CO <sub>2</sub> -eq		Change in %
	19 20	22 23	19 20	22 23	
Hydro power	2 541,3	2 445,9	0,0	0,0	0,0 %
Nuclear power	675,2	359,7	0,0	0,0	0,0 %
Oil	16,6	90,4	14,0	107,3	+ 668,3 %
Natural gas	205,9	367,2	77,1	144,4	+ 87,2 %
Wind	454,5	382,0	0,0	0,0	0,0 %
Solar	205,7	234,3	0,0	0,0	0,0 %
Coal	1 355,5	1 316,2	1 633,7	1 315,5	-19,5 %
Biomass	262,3	120,6	0,0	0,0	0,0 %
Other fossils	101,1	180,3	90,8	134,0	+ 47,7 %
Others	0,5	28,4	1,0	6,6	+ 540,7 %
<b>Total market based</b>	<b>5 819</b>	<b>5 525</b>	<b>1 817</b>	<b>1 708</b>	<b>-6,0 %</b>
<b>Total location based</b>	<b>5 819</b>	<b>5 525</b>	<b>2 550</b>	<b>2 390</b>	<b>-6,3 %</b>

Fig. 13 Scope 2 electricity consumption and resulting emissions with market-based method per year and per region

“With our own photovoltaics plants, over 50% of production in Austria and Slovenia will be powered by clean energy – a huge step towards climate neutral production.”

Martin Dlaska, Managing Director/COO of XAL GmbH

**Photovoltaics Belgium**

The photovoltaics plant installed on the warehouse of Wever & Ducré Belgium in late 2019 with a performance of 137 kWp produced 107 453 kWh of electricity during the reporting period. This saved emissions equivalent to driving over 5 000 times the distance between Brussels and Kortrijk.

## Overview

In this chapter, we show you how our sales teams all over the world are contributing to reducing our carbon footprint.

Key facts

-34 528

Reduction in liters fuel consumption

-113

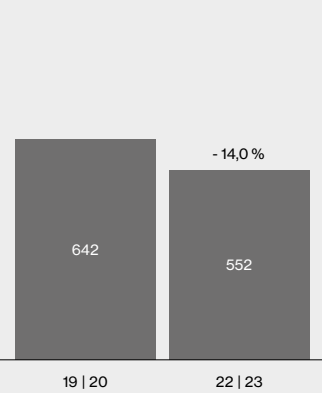
Reduction in t CO<sub>2</sub>-eq emissions fuel consumption (total)

-694

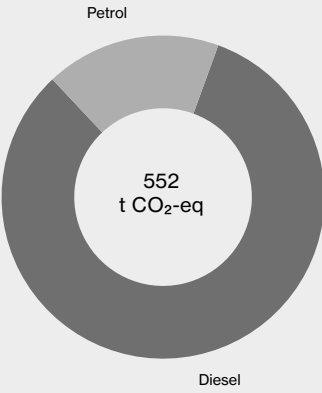
Reduction in t CO<sub>2</sub>-eq business trips

-36

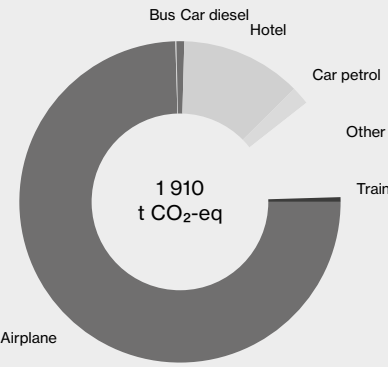
Reduction in t CO<sub>2</sub>-eq leased assets



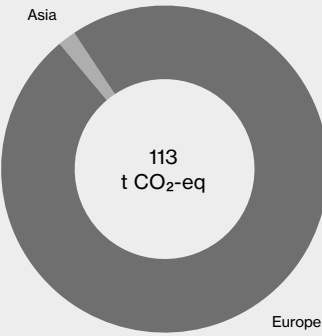
Direct emissions for fuels in t CO<sub>2</sub>-eq (Scope 1) compared to the base year



Allocation of direct emissions for fossil fuels used in company cars during combustion by fuel type in t CO<sub>2</sub>-eq (Scope 1) 2022 | 2023



Emissions for business trips in 2022 | 2023 in t CO<sub>2</sub>-eq by mode of transport (Scope 3.6) 2022 | 2023



Emissions for sales offices in t CO<sub>2</sub>-eq (Scope 3.8) by region 2022 | 2023

## 2.4. Making sales sustainable

Customer satisfaction is a number one priority for us. We are there for our customers – virtually, but also on site. While a worldwide pandemic has taught all of us that virtual meetings are versatile communication tool that can increase efficiency and bring people from distant locations together without having to board a plane. Nevertheless, on-site customer support is sometimes irreplaceable. We make sure our local and international customers receive the best service with our sales offices located in many different countries, while business trips are still a part of the equation. These activities are not without impact on the climate, but we have several measures in place to reduce the emissions related to this kind of activities as far as possible, which are shown on the following pages.

### 2.4.1 Sustainable mobility

Although our fleet is not exclusively used by our sales teams, they make up for the biggest part of it. With a big focus on e-mobility, the XAL fleet is being transitioned to e-vehicles in all areas where this is feasible until 2026 at the headquarters in Austria and until 2030 for all group companies. As per end of the reporting period, the XAL fleet consists of 50 electric vehicles vs. 155 conventional vehicles. In relation to the base year, 47 vehicles have been replaced by electric vehicles. Remaining conventional vehicles are continuously replaced as far as possible.

Vehicles per type	Asia	Europe
Petrol	2	25
Diesel	1	117
Electric	0	50
Hybrid	0	10
Total	3	202

Fig. 14 Number of vehicles by type and region at the end of the reporting period

The effectiveness of this measure is visible in the significant decrease of fuel-related emissions in Scope 1. It is worth noting that many of the remaining non-electrical vehicles (especially in Austria) are part of a vehicle pool that can be used by employees who do not have a company car for business trips. On average, those pool cars travel much shorter distances per year than company cars for specific users (as company cars are typically given to employees who need to make more frequent business trips). Therefore, company cars for specific users are replaced first to maximize the reduction of emissions in this area.



Reduction fuel consumption & emissions

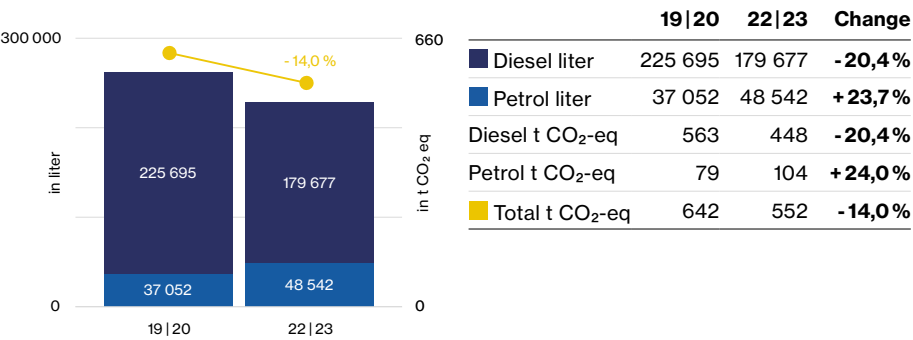


Fig. 15 Reduction in fuel consumption and resulting emissions compared to the base year

Fuel consumption causes direct emissions (when fuel is combusted in the vehicle) as well as indirect emissions (emissions caused by upstream process for fuel production). Therefore, there is also a reduction in indirect emissions compared to the base year. The slight increase in petrol is caused by the hybrid vehicles.

Fuel related emissions	t CO <sub>2</sub> -eq 19 20		t CO <sub>2</sub> -eq 22 23		Change in %
	direct	indirect	direct	indirect	
Diesel	563	145	448	115	-20,4 %
Petrol	79	22	104	29	+31,0 %
Total	642	167	552	144	-13,9 %

Fig. 16 Direct and indirect emissions related to fuel consumption in t CO<sub>2</sub>-eq compared to the base year

The emissions in CO<sub>2</sub>-eq include all greenhouse gases. In the table below, the direct emissions to air of nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions are indicated separately.

Emissions to air by type for fuels

Type of GHG	NOx	SOx	PM	CH <sub>4</sub>
kg	262	181	18	864

Fig. 17 Emissions to air by type in kg for diesel and petrol during the reporting period

Promoting sustainable mobility in Graz

In autumn 2022, a program for supporting our employees who wish to buy a bike or e-bike has been launched. Employees can make use of tax benefits by leasing a bike via XAL. Depending on the salary of the employee and the price of the bike, the savings for the employee can account for around 25% of the market price.

2.4.2 Business trips

Business trips are carried out to a large extent with company cars, but larger distances also require using the airplane. Where possible, alternative means of transport, such as trains or buses are used.

“The pandemic showed us new ways to communicate and maintain relationships. MS Teams became the main tool, no matter if we discuss project updates with clients or meet with our international sales team. This saves CO<sub>2</sub>, time and costs.”

Paul Fraissler, International Sales Director of XAL GmbH

When comparing the base year to the reporting period, the raised awareness of our employees for the difference they can make and a high acceptance of online meetings has resulted in a significant reduction in emissions for business trips – despite the higher number of employees compared to the base year.

Mode of transport	t CO <sub>2</sub> -eq 19 20	t CO <sub>2</sub> -eq 22 23	Change in %
Airplane	2 172	1 423	-52,6 %
Train	4	9	+58,5 %
Bus	2	2	-0,3 %
Motorbike	2	1	-68,5 %
Rental   private car (Diesel)	-	15	-100,0 %
Rental   private car (Petrol)	107	35	-201,6 %
Hotel	179	232	+22,7 %
Other	139	193	+28,1 %
Total	2 604	1 910	-36,3 %

Fig. 18 Emissions for business trips (Scope 3.6) per mode of transport compared to the base year

Compared to other categories in Scope 3, business trips are not a significant contributor to emissions, but they still make a significant contribution to our total Corporate Carbon Footprint. In order to further reduce the emissions in this area, XAL will continue to encourage its employees to use virtual meetings wherever feasible, to use alternatives to air travel for shorter distances and public transport.



### 2.4.3 Sales offices

We have over 40 sales offices in 18 countries to provide market-specific customer support. Emissions for these offices are already included in the Scope 1 and Scope 2 emissions indicated in Chapter 5 for these cases where

electricity and/or heating are purchased directly by XAL. In other cases, the offices are rented with no primary data available for the space attributed to XAL. Emissions were then calculated from average consumption data.

Development emissions sales offices in t CO<sub>2</sub>-eq

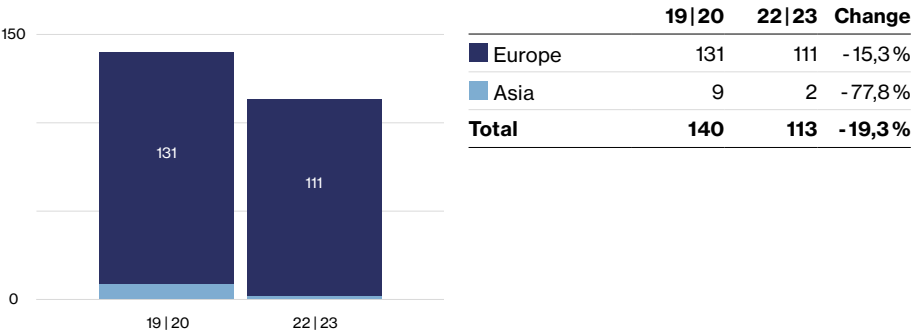


Fig. 19 Development of emissions for upstream leased assets in t CO<sub>2</sub>-eq compared to base year

The reduction of emissions is mainly to be attributed to the improvement in data quality. For the base year, data was extrapolated for smaller sales offices and included in Scope 3.8. For the reporting period, primary data was gathered from all companies which resulted in a shift of emissions from Scope 3.8 (indirect emissions for leased assets) to Scopes 1 and 2 (direct emissions) for sales offices where XAL has control over the type of heating/elec-

tricity used. Compared to other categories, leased assets have a low level of emissions for XAL. However, every ton of saved emissions or saved resources in general is a small step towards climate neutrality. This is a fact that local management and employees in our sales offices are quite aware of. As a result, even smaller sites implement measures to reduce their impact on the environment within their scope of influence.

**Every step towards sustainability counts**

To make their sales office more sustainable, our sales company in France switched their coffee machine from capsules to a fully automatic one with fair trade coffee beans and drastically reduced the light output of the luminaires in the showroom. Our sales companies in Germany will invest in e-mobility for their employees in the upcoming reporting period. Several sales companies have implemented or are implementing measures to save resources in their daily office routine, such as less printing and incentives to use public transport.

# 3. Social sustainability and sustainable governance

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# Overview

People are our most important factor for success. This chapter explores the composition of our workforce and how we strive to create working conditions that favour health, education, and diversity.

Key facts

1 390

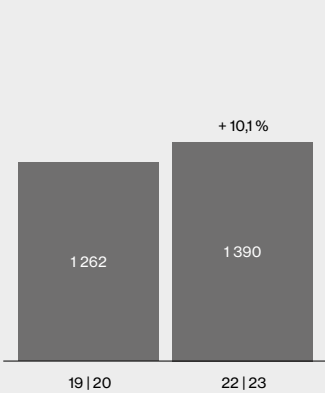
Employees worldwide (full-time equivalents)

24,8 %

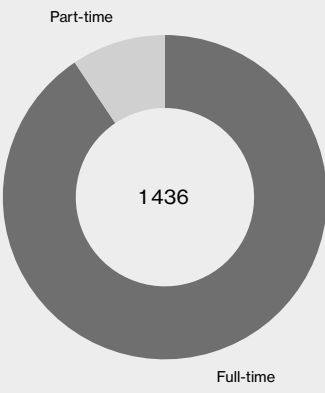
Women in management positions

+ 10,1 %

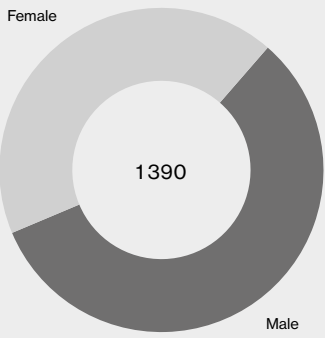
Increase in full-time equivalents compared to the base year



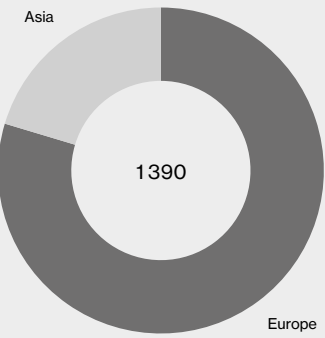
Total full-time equivalents compared to base year



Distribution full time | part time employees (headcount) 2022 | 2023



Distribution full-time equivalents by gender 2022 | 2023



Distribution full-time equivalents by region 2022 | 2023

# 3.1 Our employees

Creating lighting solutions and other services for customers needs a high level of knowledge and quality orientation. Achieving this high standard needs a high level of commitment on the part of our approximately 1 400 employees, which we do not take for granted, but rather we show our commitment to them by taking employee satisfaction and development seriously into account. Our employees work at over 40 sites internationally, with most of them being located in Europe.

Distribution FTE by gender and region	Male	Female	Total
Europe	647	460	1 107
Asia	149	134	283
Total	796	594	1 390

Fig. 20 Distribution of employees (full-time equivalents) per gender and region

Our employees work in various areas worldwide as the development of lighting products requires many experts to develop a high-quality product. From designers and engineers to production & logistics employees to salespeople, each employee in this industry has a unique set of skills and expertise that contribute to our success. Our employees are specialists in many different areas but can be roughly divided into four categories: Administration, Marketing & Sales, Research & Development and Production & Logistics – the largest one in terms of the number of employees is Production & Logistics.

Full-time equivalents by occupation

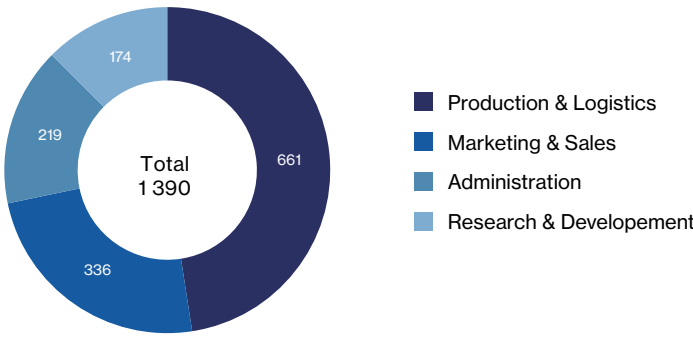


Fig. 21 Distribution of full-time equivalents per occupation during the reporting period

Since the base year, the XAL group has not only grown in revenue, but also in employees – over 120 new positions with a full-time equivalent of 83 have been filled. The slight shift in the number of employees from Asia to Europe is due to the cease of our production activities in India during the reporting period as well as the increased activities in Europe, with our production site in Slovenia, our headquarters in Graz and especially the Wever & Ducré headquarters in Belgium, which has grown by over 50 % in employees (full-time equivalents) being the main reason for the shift.

Development full-time equivalent time per region

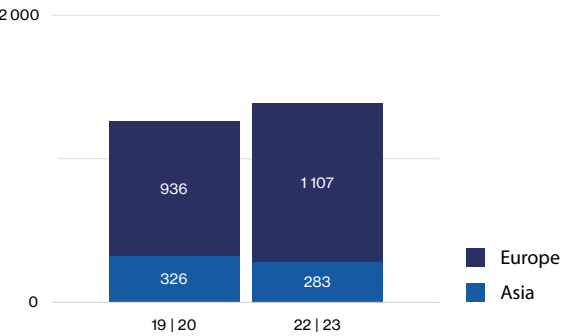


Fig. 22 Development full-time equivalent over time per region

During the reporting period, on average 36 persons who are not employed but whose work is controlled by the XAL group worked for us, mainly subcontracted people who are needed to manage production peaks or large installation projects. Since we are responsible for the entire work environment, we ensure that all workers are treated equally and fairly, regardless of their Scope of work. Worldwide, around 58 % of our employees are covered by

a collective bargaining agreement. We fulfill international standards such as ISO 45001:2018 – since 2019, our production and administrative sites in Austria and Slovenia are certified according to the standard and improvement measures which are implemented on an ongoing basis. You can read more about health and safety at work in chapter „3.1.1 Occupational health and safety“ starting on page 39.

### 3.1.1 A workplace tailored to individual needs

Everyone deserves a workplace that is tailored to their needs and provides the ideal working conditions for them to thrive. We want to foster career and personal development of our employees and we strive to seize the opportunities for growth and development to design the workplace as ideal as possible. Employee training is crucial to enable this high-quality standard.

Therefore, we promote the development of our employees through internal and external training (see in the chapter below). Flexitime arrangements allow employees to organize their working hours flexibly. This makes it possible to combine private and professional commitments very well. A home office concept allows employees whose work is not site-bound to work flexibly and on time. The XALdc daycare center on the company prem-

ises in Graz, Austria, provides parents with the best possible support in reconciling family and career. In addition, summer vacation childcare is offered at the daycare center.

In comparison to the base year, the number of part-time employees has risen by almost 40 % (while the total headcount has only increased by around 10 %) and part-time employees correspond to 9 % of the total headcount as opposed to 7 % in the base year. Partly, this can be attributed to the desire for a better balance between leisure and work by our employees. However, we recognize a correlation between working time and gender. Globally, around 73 % of our part-time employees and only 41 % of our full-time employees are women. This disparity for sure reflects – at least to some extent – the still unequal distribution of unpaid work in our society.

Headcount full-time | part-time employees

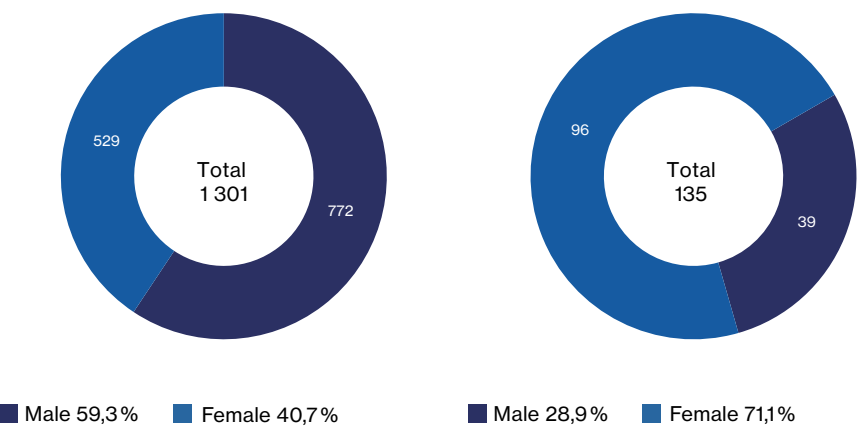


Fig. 23 Distribution of full-time and part-time employees by gender (left: full-time, right: part-time)

To counteract this socially fuelled effect, we promote female employees in management positions, and several of our measures – although available for all employees independently of their gender – such as the XAL daycare center and leadership training, active-

ly support women in management positions. With a share of 25 % of women, we are still on the way to achieving a balanced distribution of management positions in the company and we will intensify our measures in the upcoming reporting periods.

Number of employees in management positions	Full-time equivalent	Share in %
Male	106	75,2 %
Female	35	24,8 %
Diverse	-	-
Total	141	100,0 %

Fig. 24 Distribution of management positions by gender

#### 3.1.1.1 Occupational health and safety

As part of occupational health management, a wide range of behavioural and relationship-oriented measures are implemented on an ongoing basis using participatory approaches for the benefit of employees. Health management, occupational safety and health protection are an integral part of our HR policies. Our approach to health management goes beyond compliance with legal requirements. Our primary goal is to actively enhance the well-being of our employees, for example by providing and sponsoring sports courses within our facilities.

We further promote employee well-being by implementing movement breaks that tackle essential health matters. Furthermore, we acknowledge the significance of sports team participation for our employees. To address the broader aspects of health, we complement our offerings by organizing informative sessions on a range of health-related topics, including meal preparation techniques, maintaining a healthy spine and a number of other essential aspects of well-being.

**Running together in Slovenia**

In May 2022, XAL Svetila participated with a team of 42 people in the “three hearts marathon” that offered competitions for every fitness level from a whole marathon to a march – an event that promotes inclusivity and healthy movement for everybody.

The headquarters in Graz, as well as the site in Murska Sobota are certified with the occupational health and safety management system standard ISO 45001:2018. The successful recertification took place in 2022. In the framework of 45001, structured management and mitigation of health risks for employees as well as related statistics are an essential task.

COVID-19 prevention activities have slowly faded into the background in 2022. The focus of the post-Corona period is on health and safety. During the reporting period,

7 documented occupational accidents were recorded for Austria, 3 of which were commuting accidents. The number of occupational accidents is thus in line with the annual average of the past ten fiscal years and slightly below the industry standard accident rate. The average number of sick days was 12.7, which is in line with the industry average. Our production facility in China, although not currently certified according to ISO 45001, also records work-related accidents and illnesses and after one accident in 2021, no accidents were reported during the reporting period.

**We score goals for our health and team’s spirit**

An outdoor football field for our employees was installed at the premises of the new warehouse of Wever & Ducré in Belgium. The opportunity to play team sports promotes team spirit and strengthens togetherness – all that in addition to health benefits from regular movement.

**3.1.1.2 Active participation**

Employees are actively involved in decision-making processes on an ongoing basis and bi-directional feedback loops are used. Goals/tasks and career planning are defined in structured, periodic appraisal interviews. Periodic employee surveys and health circles led by external experts are used to determine employee satisfaction and to work together on suggestions for improvement.

The periodic surveys are conducted on a yearly basis. Every three years, a comprehensive questionnaire is followed by health circles, in which employees from all departments discuss the results of the survey, areas of improvement and suggested measures with an independent third-party guide in small groups. The outcome of those health circles is then communicated in anonymized form to the Top Management and Human Resources. We appreciate the valuable inputs from our employees – after the last health circles, the implementation of over 40 measures deduced

from the employees’ feedback was completed at the beginning of the reporting period. And the preparations for the next round have already started.

We have implemented an on-site reporting system at our facilities in Austria and Slovenia, which has been in place for many years. This system allows for – if desired – anonymous reporting of complaints concerning all areas of our business activity. The reporting system is an important measure to ensure that our values and policies regarding transparent and fair business conduct, anti-corruption and anti-discrimination are lived by. During the reporting period, no substantiated incidents were reported. To increase outreach and easy and transparent access in the future, we plan to establish a web-based whistleblower platform in 2023. As our subsidiaries are scattered all over the world, it is crucial for us to create a digital platform that is accessible from anywhere in the world.

**Employee participation in management decisions**

With the “Soundboard”, a new way to involve all employees in management decisions was implemented at Wever & Ducré Belgium in 2022. The board provides an opportunity for motivated individuals to participate in quarterly meetings where they can directly offer advice to the top management. Participation is voluntary and open to everybody – a great opportunity to unlock potential by embracing employee voices.

3.1.2 Our investment in education

We support all employees in continuing their education and we promote potential in a targeted manner. We offer all our employees from all locations and brands a great deal of creative freedom, development opportunities and support in their ambitions to continue

their education. We foster education for young people and offer a comprehensive internal training program, which is complemented by additional offers from external providers.

**3.1.2.1 Continuous education for our employees**

We want to accompany people in their professional journey. We support them in their career ambitions – not only by providing them the tools for developing their leadership skills with dedicated trainings, but also by facilitating further qualifications in their field of expertise or even in changing their professional orientation. We firmly believe that life-long

learning is a huge benefit for people on a personal and professional level. XAL supports employees in their educational endeavours by giving them flexibility and makes extensive use of special working time and salary options that labour law in some countries provides for to facilitate the combination of occupation and education, like educational leave.

“Of course, working and studying at the same time requires a lot of personal commitment, work and time – but I wanted to continue my education and XAL supported me in my choice by giving me flexibility.”

Eva-Maria Reithofer, Department Head International Customer Service at XAL GmbH

**An exemplary career**

Eva-Maria Reithofer started working for XAL in 2013 as a trainee. After successfully finishing her apprenticeship, she dedicated years of hard work to obtaining a degree in marketing and sales management – while working a full-time job. This qualification in addition to the professional experience and in-depth knowledge about the processes of the XAL group she gained on the job made her the perfect candidate for a leadership position – today, she is responsible for international customer service in 18 countries.

3.1.2.2 Apprenticeship at XAL

XAL bears great responsibility for the society of tomorrow. This makes it even more important for us to train apprentices, of which we employed 52 during the reporting period. In Austria, an apprenticeship is a form of vocational training that combines solid vocational training with work experience. This form of education is not provided for in every country's jurisdiction. Therefore, most of our apprenticeships are done in our Austrian subsidiaries. Our international subsidiaries also support different forms of on-the-job education. However, no specific numbers are available for the reporting period. XAL offers apprenticeships in technical and commercial fields.

We see our apprentices as our future specialists and managers of tomorrow. XAL trains numerous apprentices every year and creates a modern working environment. Depending on their personal life plans, apprentices are also supported in completing an apprenticeship with a university entrance qualification examination or an internship abroad at one of our subsidiaries. The right to education is a special concern for us. XAL offers young people the opportunity to take up one of many apprenticeship professions, to become part of a successful team and to learn in a practice-oriented manner. Potential is recognized and specifically promoted.

3.1.2.3 Job rotation

Job rotation is an essential key in today's workplace, as it shows to offer a range of benefits to us as an employer and to our employees. During the reporting period, 21 employees took part in a job rotation experience. Our employees who take part in a job rotation gain exposure to different areas of the business and thus develop a broader range of skills and knowledge. Our job rotation is designed to provide insights into other departments and can be used as part of a development plan or

to improve cross-departmental communication. In some contexts, it is available for apprentices as well. Managers at XAL are informed in a structured manner about the possibility of job rotation, e.g. in leadership training or in regular meetings with HR development. The extent of a job rotation is individually coordinated with our HR department to meet the needs in each case. Job rotations are also used across locations and internationally.

Employees experience the benefits of job rotation

Feedback after job rotations by employees is almost exclusively positive. Meeting distant colleagues in person, experiencing their daily work routine and observing the structure of their departments can significantly improve the working atmosphere. Employees also report that through job rotation, they were able to establish stronger connections with other departments and gain valuable insights on how they can collaborate more effectively to simplify our work processes.

3.1.2.4 Internal and external training programmes

Our internal training programme covers a wide range of topics. One part are trainings that support our employees in doing their work such as product trainings, trainings for using software tools or trainings related to processes and their legal and compliance backgrounds as well as soft skill trainings. Our leadership program that needs to be completed by all persons in management positions and is open to employees who are interested in a management position includes not only organizational and management basics, but also elements of personal development. While some of the offers are location-bound and only available for our employees in Graz, a large part of our trainings is online (live online trainings as well as learning videos) and therefore available to our international subsidiaries

as well. The offers of the headquarters are complemented by local training initiatives.

XAL is aware of its responsibilities in the areas of compliance, data protection and information security. In order to make sure that our values such as the respect for human rights and responsible business conduct are lived in daily business and that sensitive data of employees, customers, partners and competitors are treated confidentially and only disclosed to authorized third parties within the scope of the law, we have implemented a training programme with an external provider for our employees internationally, with additional formats like regular interdepartmental and intercompany meetings.

Provider	Type	Total	
		Europe	Asia
Internal	Leadership		149
Internal	Professional & soft skill trainings		1 693
External	Data protection	413	20
External	Compliance	390	20
External	IT-security	747	46
Total		3 478	

Fig. 25 Attendance figures of employees at training courses during the reporting period per region where separate data is available

While we support our existing employees in their continuous development, training is also especially important during the onboarding phase. Depending on the area, employees are required to run through different trainings during their onboarding phase, which gives them the information they need to do their work and

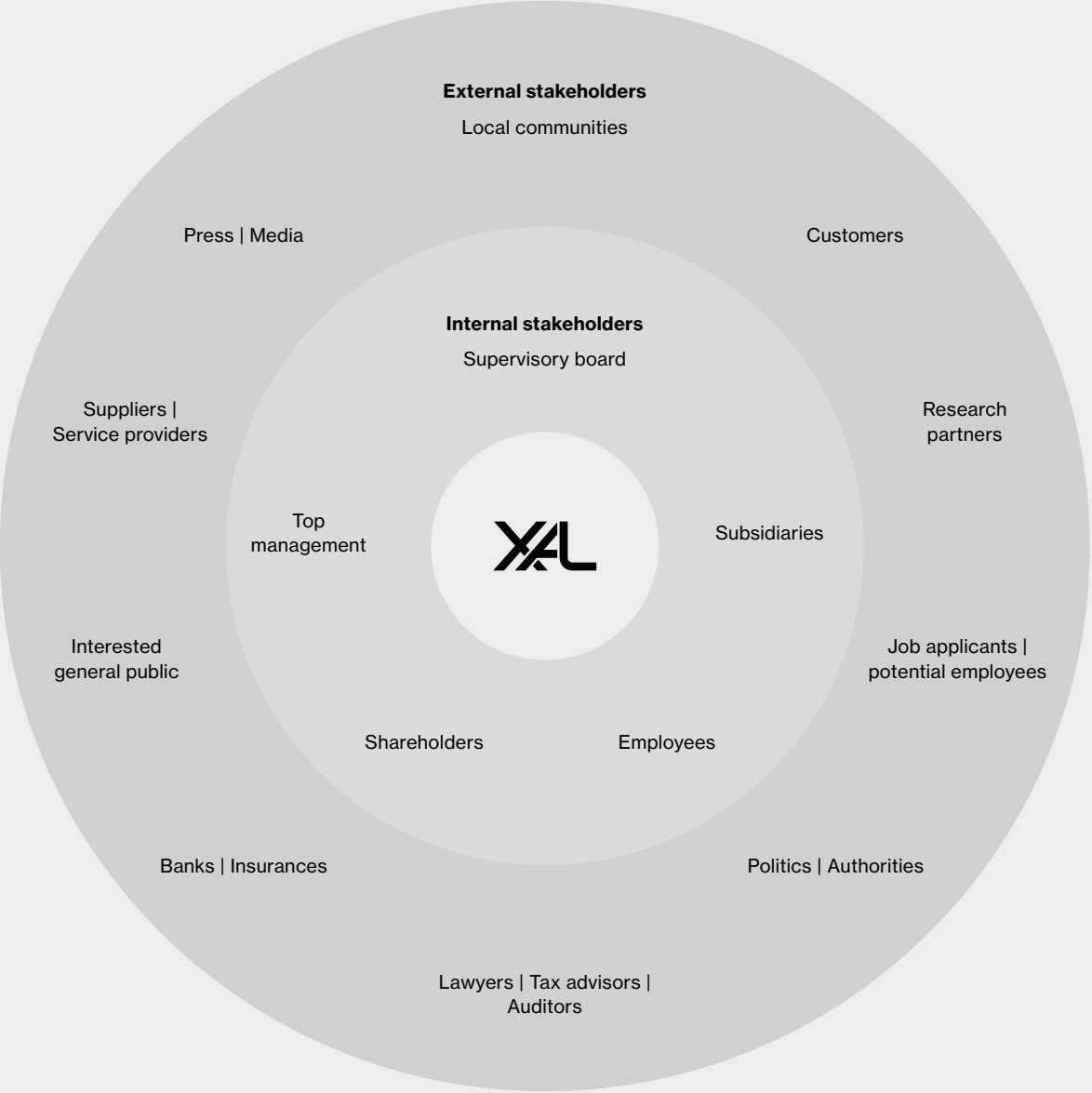
get to know their new workplace and colleagues. The structured onboarding process also includes meetings with the direct superior for bi-directional feedback, to make sure that new employees get the support they need during their onboarding phase.

“Good onboarding is comprehensive, structured and prepares new employees for their upcoming tasks. It communicates appreciation and new employees feel welcome and part of the team.”

Helga Fazekas, Head of Human Resource Management at XAL Holding GmbH

# Overview

We value all our stakeholders. Transparent communication, meaningful engagement and mutually beneficial relationships are the cornerstones of our stakeholder management.



## 3.2 Our stakeholders

XAL engages in open, transparent, and target-group-oriented dialogue with all stakeholders. As an international business group, we act within a complex structure of stakeholders that have different needs regarding communication and language and cultural barriers need to be overcome. Having local offices and subsidiaries in many places that are mostly managed by people who are connect-

ed to the local communities is a valuable approach for meaningful stakeholder engagement for XAL. Taking different perspectives, backgrounds and expectations into account helps us to identify potential and actual impacts – to seize opportunities for growth and development or prevent or mitigate risks for XAL or its stakeholders. This is especially true for sustainability topics.

### 3.2.1 Communication is key

We have ongoing communication through various tools and channels with many stakeholder groups, such as customers, suppliers, employees, and job applicants. Engaging with our customers helps us to better understand what they expect and need from our products and services, while close cooperation with suppliers, research partners, and universities gives us input for innovative solutions and sustainable development of our products and activities. Online communication tools are a fast and easy way to engage with stakeholders

over long distances or to interact with large groups of stakeholders. However, in-person meetings and events will always play an important role as well. In many cases, a combination of several channels is the most effective for appropriate and target-group oriented stakeholder engagement. For example, sharing information about our products and activities with our customer is most efficient digitally, but to really see how our products look, feel and function, sales events and customer visits are needed.

### 3.2.2 We connect to all groups of stakeholders

While it is part of our daily business to have a wide range of tools for engaging with the stakeholder groups that interactions are most frequent with, like employees or customers, we also put emphasis on connecting to stakeholders that are not involved in our daily business interactions. Years ago, the headquarters in Graz invested in making the extensive product development and testing activities in our competence center transparent for visitors – literally. Through glass windows, visitors can get insights in how our laboratories work in real life.

After years, the glass laboratories are still the highlight of the frequent guided visits for many. Events with different groups of stakeholders take place on a regular basis. Besides customers and employees of our subsidiaries, our guided visits are also popular with external stakeholders. Especially schools are highly interested in checking out our facilities. During the reporting period, the after-effects of the pandemic were still noticeable, but with the first quarter of 2023, we have come back to our previous shape with over 150 visitors from school events only.

**A park brings people together**

The headquarters in Graz has installed a park with view on the river and outdoor furniture that is open to the general public. It is used by employees during their breaks and for outdoor meetings, but is also highly frequented by neighbours and members of the community, like runners or bikers who stop by for a break or some stretching as well as families with children who use the park for a play date or teenagers that meet up to hang out.

Our commitment to life-long education expressed in chapter „3.1.2 Our investment in education“ starting on page 41. Our investment in education also extends to external

stakeholders. Several of our internal experts and leaders share their knowledge and experience by holding lectures or courses at universities and business schools.

“Working with students has shown me time and time again that the exchange of perspectives between the academia and industry is mutually beneficial on so many levels.”

Catrin Pekari, Head of Legal & Corporate Services at XAL Holding GmbH

We also want to give back to the community. Our sponsorings include a wide variety of charity organizations as well as cultural and sports events. In consideration of the international as well as local contexts we work in, a yearly charity sponsoring around the holidays always includes an international and a local initiative. Meaningful engagement also in-

cludes communicating the expectations we place on our business partners to the human rights of stakeholders. This includes for example the public communication of our values in the framework of the UN Global Compact initiative and making the acceptance of our Supplier Code of Conduct a prerequisite for cooperation with our suppliers.



# Overview

Making a company sustainable requires commitment on all levels, but first and foremost from top management. In this chapter we show you how our management incorporates sustainable and transparent governance in its strategy.

Key facts

3 years

membership  
UN-Global Compact

2

Ecovadis evaluations

8

SDG contributed to  
in 2022 | 2023

Sustainable Development Goals according to the United Nations and XAL's engagement



# 3.3 Taking corporate responsibility

XAL is aware of its responsibility towards the environment, its employees and all other stakeholders. We know that change must come from within and that a work environment that fosters change is only possible when there is commitment from top management. We believe that our actions must be traceable and transparent, which makes an orientation towards clear standards essential. Therefore, we communicate our commitment and result-

ing measures to contribute to the Sustainable Development Goals of the United Nations since 2020 as a member of the UN Global Compact Initiative and we also rely on independent providers to evaluate our corporate social responsibility: Ecovadis regularly assesses our corporate social responsibility holistically and based on objective criteria with a focus on the environment, labour and human rights, ethics, and responsible procurement.

## 3.3.1 We drive sustainable collaboration and growth

We drive sustainable production strategies for business growth, foster ethical practices and respectful collaboration. The magnitude of our success determines the level of responsibility we must shoulder. In order to maintain our high standards, we adopt diverse measures that guarantee the sustainability of our business operations. Our top management is committed to ensuring that sufficient resources are available to enable the creation of a sustainable operating organization.

during the yearly risk assessments and management evaluation carried out in the framework of ISO 9001/14001/45001. Our management systems enable us to conduct thorough workplace risk assessments using a risk matrix, and to identify and manage environmental risks with appropriate controls to minimize potential environmental impacts. We work in accordance with the precautionary principle, which supports us in detecting risks in advance and preventing harm even if not yet conclusive.

In accordance with the principles of the UN Global Compact Initiative, XAL promotes the advancement and dissemination of environmentally friendly technologies. For decades, XAL has consistently pursued the path of developing lighting concepts with ever lower energy consumption. In addition, XAL strives to further reduce its environmental footprint, which is mainly influenced by the choice of materials and technologies in the development phase. XAL takes initiatives to promote greater environmental responsibility and supports a precautionary approach to environmental challenges. Economic, social, and environmental impacts and associated risks and opportunities are evaluated on a regular basis

XAL's management team is fully committed to upholding the principles outlined in the UN Global Compact, including the protection of international human rights within the company's sphere of influence. XAL takes concrete steps to ensure that human rights are respected and upheld in all aspects of its operations, in accordance with its guidelines. XAL upholds the freedom of association and the effective recognition of the right to collective bargaining, and we condemn all forms of forced and compulsory labour, child labour as well as discrimination in respect of employment and occupation.

In order to make informed decisions, the management team needs a comprehensive set of skills and extensive knowledge of a wide range of topics. To further advance those skills, and specifically to develop strategies for sustainable development based on objective and scientific criteria, inputs from internal and external experts are regularly included in the agenda of the strategic top management

meeting, that is held monthly. While top management bears full responsibility for managing the organization's economical, environmental and social impacts, including the review and approval of the information included in this report, management tasks are delegated to the local top management of subsidiaries to reach pre-defined goals in an efficient way.

### 3.3.2 Making our commitment part of our corporate culture

XAL is committed to the ten principles of the UN Global Compact initiative and acts in accordance with human rights in all areas of the company. XAL assumes responsibility throughout its day-to-day work. In the XAL Code of Conduct, we commit to upholding international human rights in all our activities.

We reject child labour, forced labour and our suppliers ensure not to employ young workers in hazardous work and night work. XAL upholds the principles of equal opportunities and fair treatment for all its employees and ensures that its employment relationships align with both local laws and internationally accepted norms. XAL attaches the greatest importance to ethical business practices. We respect the personal dignity of every human being regardless of ethnic origin, race, culture, religion, ideology, age, disability, skin colour, sexual identity, and gender.

The same high standards that we set for ourselves are also set for our suppliers – set out in the Code of Conduct for Suppliers. This Code of Conduct is part of our purchasing conditions. Suppliers are thus committed to complying with fundamental principles such

as respecting human rights throughout the entire supply chain. We conduct formal supplier audits. If we identify breaches or violations of our Supplier Code of Conduct, this will lead to a reassessment of the cooperation. XAL's production strategy focuses on establishing facilities in close proximity to its primary markets, such as our production facilities in Europe. This approach allows for faster delivery times and reduces transportation distances, ultimately benefiting the customer.

Additionally, XAL prioritizes creating a safe and comfortable working environment for all staff, with the goal of allowing each individual to fully utilize their skills and grow professionally. Respectful communication and behaviour among both internal colleagues and external business partners is of utmost importance to XAL. Employees have the freedom to terminate their employment at will, while also being ensured the right to associate freely and engage in collective bargaining. Part of the strategy to implement our values in daily business are trainings that cover compliance topics such as anti-corruption, which are offered to all our employees.

# 4. Background

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4.1.2 Determining our sustainability context	57
4.1.3 Data quality and methodology	57

# Overview

This Sustainability Report is an instrument for XAL to reach its sustainability goals. This chapter explains the scope and structure of the report as well as the analysis processes and methodology that were used to define key topics and gather reliable data.

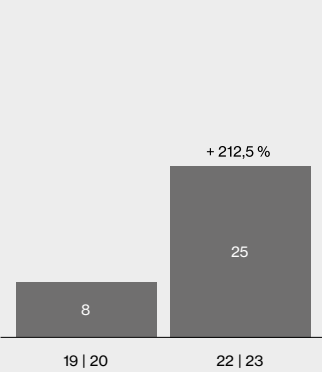
Key facts

54

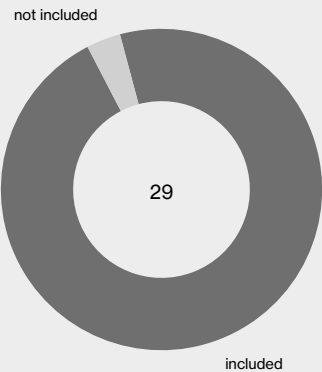
GRI-disclosures

44

locations with data gathered



Entities with primary data gathered compared to the base year



Operative entities included in sustainability report 2022 | 2023

# 4.1 About this report

With this report, we start our journey in publicly available sustainability reporting. To ensure transparency, comparability, and accuracy, it was important to us to refer to an established framework of standards. For this reason, this report was drawn up with reference to GRI and for the calculation of our GHG inventory, the GHG Protocol was applied.

This report is considered an important instrument for communication with our internal and external stakeholders and to track the effectiveness of our measures over time based on objective and scientific criteria in order to make sure we reach our sustainability goals.

“We want to reference internationally renowned standards to ensure transparency and objectivity in our reporting – GRI and GHG Protocol are the best choice for that purpose.”

Carina Binder, Department Head Compliance & Sustainability at XAL Holding GmbH

## 4.1.1 Reporting period and included entities

The reporting period for sustainability reporting is aligned with our fiscal year, which is from February 1st to January 31st. The information in this report refers to the fiscal year 2022/2023 and will be updated on a yearly basis. In preparation for this report, a GHG-inventory was calculated for the fiscal year 2019/2020 as the base year. The decision for a base year that is not the directly precursing fiscal year was taken on account of the COVID-19 pandemic that temporarily had quite an impact on our business activity. In order to

ensure data comparability, the last full fiscal year before the beginning of the pandemic was defined as the base year for calculating our GHG-inventory.

In terms of scope, all entities of the XAL group of which the group mother, XAL Holding GmbH, holds a majority share were included in the reporting. In comparison to the entities included in consolidated financial reporting, only very few small deviations were made, as is shown in the table below.

Company	Legal seat	Included in Report 22 23
XAL Holding GmbH	Graz, Austria	yes
XAL GmbH	Graz, Austria	yes
XAL GmbH	Markt Indersdorf, Germany	yes
XAL Inc.	New York, USA	no
XAL India Private Limited	Pune, India	no
XAL Limited	London, UK	yes
XAL Schweiz GmbH	Zürich, Switzerland	yes
XAL Svetila d.o.o.	Murska Sobota, Slovenia	yes

Company	Legal seat	Included in Report 22 23
XAL Tool India Private Limited	Pune, India	yes
XAL SARL	Paris, France	yes
XAL s.r.l.	Milano, Italy	yes
XAL Iluminación S.L.	Barcelona, Spain	yes
XAL B.V.	Amsterdam, Netherlands	yes
XAL sp.z.o.o.	Warsaw, Poland	yes
XAL Finland Oy	Helsinki, Finland	yes
XAL Middle East DMCC	Dubai, United Arab Emirates	yes
XAL AS	Oslo, Norway	yes
XAL AB	Stockholm, Sweden	yes
XALAX GmbH	Graz, Austria	yes
XALAX d.o.o	Varazdin, Croatia	yes
Wever & Ducré GmbH	Graz, Austria	yes
Wever & Ducré BV	Kortrijk, Belgium	yes
Wever & Ducré Deutschland GmbH	Markt Indersdorf, Germany	yes
Wever & Ducré Schweiz GmbH	Lucerne, Switzerland	yes
Wever & Ducré Asia Pacific Limited	Hongkong, China	yes
Wever & Ducré SRL	Milano, Italy	yes
Asia Pacific Trading & Investment Company Limited	Hongkong, China	yes
To Be Lighting Co. Ltd.	Dongguan, China	yes
Wästberg Lighting AB	Malmö, Sweden	yes
Green Electrics Licht & Energietechnik GmbH	Gleisdorf, Austria	yes
Wästberg Deutschland GmbH	Frankfurt, Germany	no
Wever & Ducré Lighting S.L.	Barcelona, Spain	no
Step X Pvt. Ltd.	Dharwad, India	no

**Fig. 26** List of entities included in financial reporting compared to entities included in sustainability reporting

Most of the companies that are not included are newly founded and had not carried out any significant operational activity during the reporting period yet, which is why they were not included in the data gathering process for efficiency reasons. However, they will be included from the next year onwards (except for XAL India Pvt. Ltd., which is not operational anymore). Data for the minority shares of XAL Inc. is not included in this year's report nor the

base year calculations because of a low degree of operational control, integration in group processes and data availability. However, their emissions are considered part of our footprint to the extent of the equity share and will be included in Scope 3 (specifically Scope 3.15) starting next year with the further extension of our Scope 3 GHG inventory.

## 4.1.2 Determining our sustainability context

Based on feedback from different groups of stakeholders including customers, employees, suppliers, and research partners it was clear for us that on the one hand, the fight against climate change is a main focus for our sustainability endeavors but on the other hand, a comprehensive understanding of sustainability and sustainable development that considers

not only environmental, but also social and governance aspects are the basis for the selection of our material topics. In this first report, the most important topics for each of those three aspects are included. However, we plan to include more details and disclosures in the upcoming years.

## 4.1.3 Data quality and methodology

It is of utmost importance to us to use accurate, reliable, and complete data for sustainability reporting in order to reflect the reality of the impacts our business activity has on the environment as accurately as possible. However, there are certain limitations in terms of data quality. It is worth noting that the data quality and reliability was greatly improved compared to the base year. For the base year, primary data was gathered from all production and logistics sites and representative sales sites. Then, data was extrapolated for the remaining sites based on the results.

For the reporting period, data was gathered from all included subsidiaries, with differences in data quality for some of them, especially in Scope 3 data. For Scope 3, only 5 of total 15 categories were reported for the reporting period and the base year. The categories were selected according to the criteria of assumed highest reduction potential and data availability. In the upcoming years, we plan to complete our Scope 3 inventory with the remaining categories.

Emissions include all GHG and were calculated with factors using datasets from the GaBi database of Sphera (especially for purchased materials) as well as public sources such as the Austrian Environmental Agency (Umweltbundesamt), the IEA (International Energy Agency) and GHG Protocol calculation tools. Emissions to air include NOx (nitrogen dioxide, nitrogen monoxide, nitrogen oxides), SOx (sulphur dioxide, sulphur trioxide, sulphur oxides), PM (PM>10, PM10, PM2.5-10, PM2.5) and CH4.

Given that multiple entities are included in the reporting, data was consolidated where reasonable. Specifically for product related Scope 3 categories (Scope 3.1 purchased ma-

terials and 3.11 use phase), data needed consolidation to avoid double counting. The approach used was to exclude inter-company transactions from the calculation and include purchases/sales for each company only from/to external suppliers and customers, which reflects the reality of emissions, as for example, our sales offices sell the exact luminaires the headquarters sells to them – in most cases they are even shipped directly from the production site to the external customers. For direct emissions, of course no consolidation was necessary, each subsidiary was included with 100 % of the emissions reported.

Wherever available, physical quantities were used as the calculation basis for emissions. Emissions for purchased goods were calculated based on material weight. Emissions for business trips were calculated based on travelled km where this data was available, the rest was calculated based on costs.

As for data regarding our employees, there are differences in data availability for different companies. While base data such as number of employees divided by different categories is available for all companies, data on staff development, training attendance, health and safety measures are not available group wide yet, which is one of the reasons why reported data focuses more on the headquarters. The other reason is that the headquarters also develops concepts and trainings that are then – depending on the labour norms in each country and other factors that can have an impact on the perception of such concepts – available for other subsidiaries as well. It is indicated directly in the corresponding chapters when measures or data are only available for a limited number of entities. In the upcoming years, we plan to improve group wide data availability in this area.

GRI-Index

Disclosure no.	Disclosure name	GRI Standard	Value	Page (refers to starting page of sub chapter)
2-1	Organizational details	General Disclosures 2021		p. 7
2-2	Entities included in the organization's sustainability reporting	General Disclosures 2021		p. 55
2-3	Reporting period, frequency and contact point	General Disclosures 2021		p. 55
2-4	Restatements of information	General Disclosures 2021	First Sustainability Report	-
2-5	External assurance	General Disclosures 2021	External assurance will be seeked in the upcoming reporting periods	-
2-6	Activities, value chain and other business relationships	General Disclosures 2021		p. 7
2-7	Employees	General Disclosures 2021		p. 8   p. 37
2-8	Workers who are not employees	General Disclosures 2021		p. 35
2-9	Governance structure and composition	General Disclosures 2021	Highest governance body of XAL group: top management of XAL Holding GmbH (Michael Engel) and supervisory board	GRI Index
2-11	Chair of the highest governance body	General Disclosures 2021	Chairman of supervisory board: Andreas Hierzer	GRI Index
2-12	Role of the highest governance body in overseeing the management of impacts	General Disclosures 2021		p. 49
2-13	Delegation of responsibility for managing impacts	General Disclosures 2021		p. 49
2-14	Role of the highest governance body in sustainability reporting	General Disclosures 2021		p. 49
2-15	Conflicts of interest	General Disclosures 2021	No members of the supervisory board have executive functions in a group company	GRI Index
2-16	Communication of critical concerns	General Disclosures 2021		p. 40
2-17	Collective knowledge of the highest governance body	General Disclosures 2021		p. 49
2-22	Statement on sustainable development strategy	General Disclosures 2021		p. 5
2-23	Policy commitments	General Disclosures 2021		p. 49
2-24	Embedding policy commitments	General Disclosures 2021		p. 50
2-25	Processes to remediate negative impacts	General Disclosures 2021		p. 49
2-26	Mechanisms for seeking advice and raising concerns	General Disclosures 2021		p. 40
2-27	Compliance with laws and regulations	General Disclosures 2021		p. 38   p. 41   p. 45 p. 49   p. 50
2-28	Membership associations	General Disclosures 2021		p. 49
2-29	Approach to stakeholder engagement	General Disclosures 2021		p. 45
2-30	Collective bargaining agreements	General Disclosures 2021		p. 49
3-1	Process to determine material topics	Material topics 2021		p. 55
3-2	List of material topics	Material topics 2021		p. 55
205-1	Operations assessed for risks related to corruption	Anti-corruption 2016		p. 41   p. 50
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption 2016		p. 41
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption 2016		p. 38

Disclosure no.	Disclosure name	GRI Standard	Value	Page (refers to starting page of sub chapter)
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-competitive behaviour 2016	No legal actions pending or completed during reporting period	GRI Index
302-1	Energy consumption within the organization	Energy 2016		p. 21   p. 22   p. 24
302-3	Energy intensity	Energy 2016		p. 12
302-4	Reduction of energy consumption	Energy 2016		p. 12
302-5	Reductions in energy requirements of products and services	Energy 2016		p. 15
305-1	Direct (Scope 1) GHG emissions	Emissions 2016		p. 12   p. 21 p. 22   p. 29
305-2	Energy indirect (Scope 2) GHG emissions	Emissions 2016		p. 12   p. 21   p. 24
305-3	Other indirect (Scope 3) GHG emissions	Emissions 2016		p. 12   p. 15   p. 16 p. 17   p. 22   p. 24 p. 29   p. 31   p. 32
305-4	GHG emissions intensity	Emissions 2016		p. 12
305-5	Reduction of GHG emissions	Emissions 2016		p. 12   p. 15 p. 21   p. 29
305-6	Emissions of ozone-depleting substances (ODS)	Emissions 2016		p. 21
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions 2016		p. 22   p. 29
403-1	Occupational health and safety management system	Occupational health and safety 2018		p. 38
403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety 2018		p. 49
403-3	Occupational health services	Occupational health and safety 2018		p. 38
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety 2018		p. 40
403-5	Worker training on occupational health and safety 2021	Occupational health and safety 2018		p. 38
403-6	Promotion of worker health 2021	Occupational health and safety 2018		p. 40
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 2021	Occupational health and safety 2018		p. 39
403-8	Workers covered by an occupational health and safety management system	Occupational health and safety 2018		p. 39
403-9	Work-related injuries	Occupational health and safety 2018		p. 39
403-10	Work-related ill health	Occupational health and safety 2018		p. 39
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As a ClimatePartner, we make a financial contribution to certified climate protection projects.





