

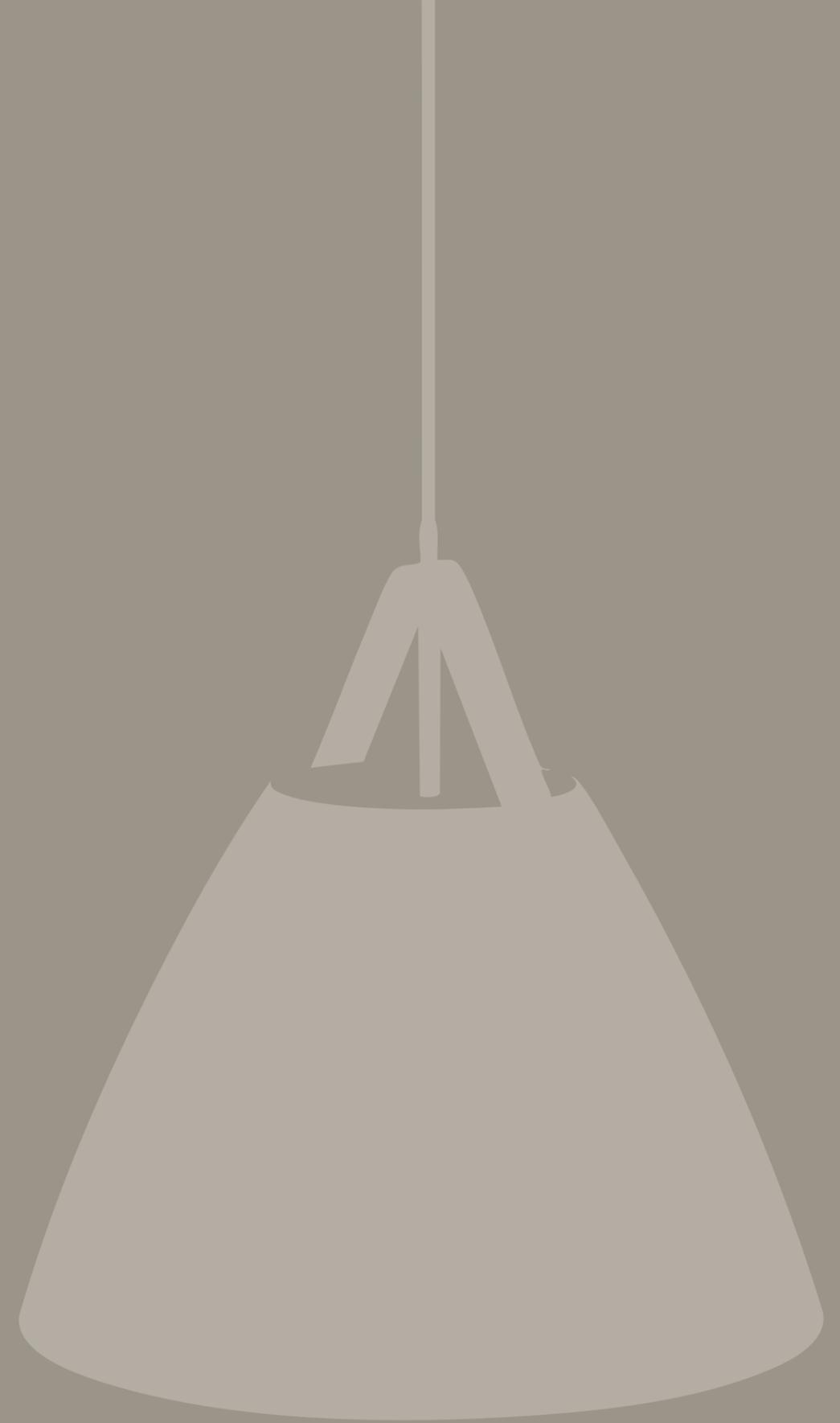
nordlux®
Group



SUSTAINABILITY
REPORT 2025

CONTENTS

<i>About This Report</i>	3
<i>About Nordlux Group</i>	6
<i>Earth</i>	22
<i>Light</i>	26
<i>Life</i>	48
<i>Governance</i>	68





ABOUT THIS REPORT

ABOUT THIS REPORT

At Nordlux, light is where it all begins. But the mark our light leaves on Life and Earth defines how we think about design, durability and responsibility. This sustainability report marks an important milestone on our journey, bringing greater transparency to how we work, the choices we make, and the progress we aim to achieve in the years ahead.

This report is Nordlux Group's first sustainability report, highlighting our initiatives within sustainability and how we work to create value for the lives we impact. The report is structured around three perspectives: Earth, Light & Life.

The report covers all companies within Nordlux Group, as outlined in the group structure diagram presented later in this report. Any key figures presented cover the financial year 2025, from 1 January to 31 December. We recognise that building a more sustainable company requires dedication from everyone connected to Nordlux - from owners, board members, management to employees, suppliers, and customers. For this reason, we work systematically to establish standards and processes that support continuous improvement across our value chain.

We see sustainability as a continuous journey - one where we learn, improve, and take responsibility step by step. Sustainability has been a central focus for us for many years, but this report allows us to further clarify our efforts and provide a more structured foundation for the improvements and strategic initiatives ahead. This report is part of our commitment to being transparent about the progress we make and the areas we are still working on. For any inquiries or comments, please reach out to nordlux@nordlux.com.

ABOUT NORDLUX GROUP



ABOUT NORDLUX GROUP

Nordlux Group develops and markets lighting fixtures primarily for private homes, with retail and e-commerce as our key sales channels in Northern Europe. We offer a wide range of indoor and outdoor luminaires, design lighting, and bulbs.

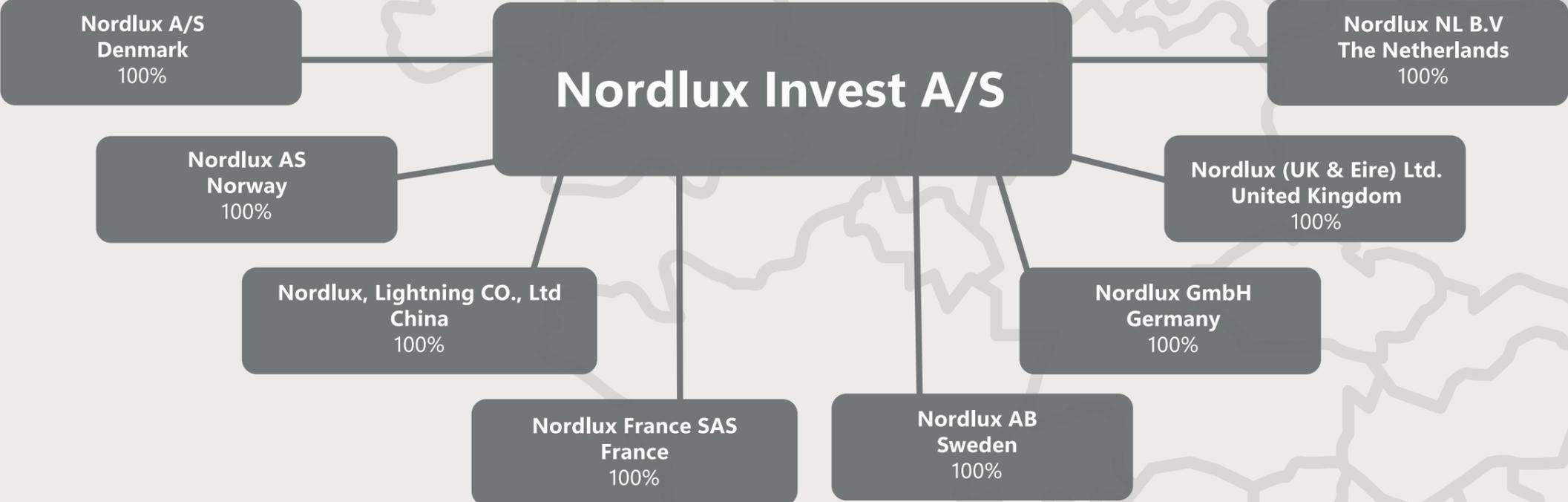
Our products are built on Scandinavian design, functionality, and long-lasting quality. Guided by our mission *“we create products you want to bring home”*, we focus on offering excellent value for money and ensuring that we have got what you need within consumer lighting.

Our products are chosen by consumers across multiple markets and countries to elevate their homes and improve the overall experience of their living spaces.

*”We create
products you want
to bring home”*

OUR COMPANY STRUCTURE

The figure below shows the structure of Nordlux Group, illustrating all companies included in the scope of this sustainability report.



OUR BRANDS

As part of Nordlux Group, our sustainability work is closely connected to the three brands that shape our collection: Nordlux, Design For The People (dftp) and Energetic.

Each brand plays a distinct role in delivering on our vision of *“lifting people’s quality of life with light”*, while supporting our commitment to responsible materials, long-lasting design, and ethical business practices.

*“Lifting people’s
quality of life
with light”*

NORDLUX

Since Nordlux's establishment in 1977, it has been our mission to offer lighting products at attractive prices.

Nordlux now offers a broad selection of lighting for both indoor and outdoor use, and our growing focus on design has enabled us to provide products across a wide range of price levels.

The Nordlux brand is built around four categories: Decorative, Outdoor, Functional and Smart.

nordlux[®]



NORDLUX DECORATIVE

Our decorative range transforms trends into designs tailored to our customers and markets. We work with trend colours, diverse materials and thoughtful details to create products that combine strong design with great value.

Our collections are made to give customers items they can add to their personal style and create a cozy home. We always strive to bring something new to our collections and follow trends and forecasts very closely.

We recognise that our products need to fulfil real needs in people's lives, whether they are functional, decorative or convenient. We want to make products that provide excellent value for money.





NORDLUX OUTDOOR

Our outdoor range focuses on durable materials and proven technology. We aim to be European champions in outdoor lighting and bring well-documented, thoroughly developed solutions to the market. These are always based on the latest innovations in lighting technology, whether it's Designed for Seaside, retrofit compatibility or our conscious Solar range.

Our collections balance relevant trends with practical needs across different customer segments, ensuring that there is a suitable solution for every type of outdoor space. We also develop complete lighting series in close collaboration with renowned designers.

NORDLUX FUNCTIONAL

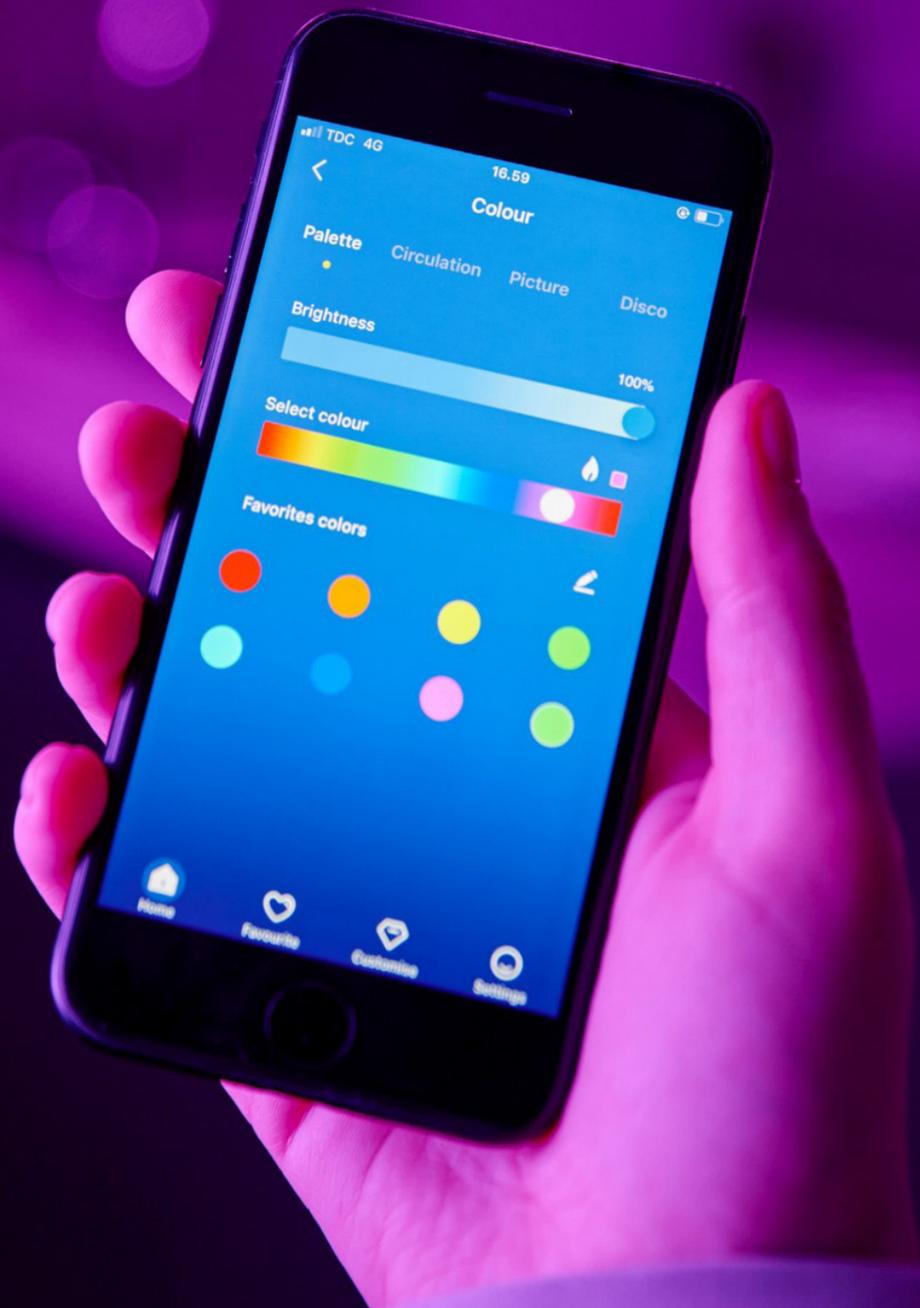
Our functional range is created to make everyday life easier through smart features, intuitive technology and user-friendly installation - all at a fair and accessible price point.

We focus on efficiency and high lumen output with low energy consumption, delivering bright, practical solutions that meet real needs.

We are fast-followers on technology, and offer well-designed, market-adapted products with clever functionalities.

At the same time, we recognise that good lighting is not only about function, but also about creating everyday comfort and wellbeing by providing the right light for the right activity.





NORDLUX SMART

Our smart range is a user-friendly, wireless system that makes it easy to control both indoor and outdoor lights with the Nordlux Smart app or remote control.

Change the colour, set timers, or schedule light to turn and off automatically, all with a fast and effortless setup.

DESIGN FOR THE PEOPLE (dftp)

Design For The People is Danish lighting design that combines quality materials with classic aesthetics. Each product is created by a Danish designer with a sharp eye for good lighting and beautiful, long-lasting solutions.

Our collection is created to enrich everyday life, bringing warmth, atmosphere, and a sense of harmony to any space.

Each season we present distinctive statement pendants alongside versatile designs that integrate seamlessly into a variety of interiors, combining contemporary expression with the essence of Danish design heritage.





ENERGETIC

The Energetic brand comprises a range of LED lighting products and it characterised by innovative development focused on more sustainable, smarter and better lighting products based on world-class LED technology.

The brand includes a wide range of LED products, from bulbs to downlights, battens, ceiling and wall lights.

Quality control is a central priority, applied to every component and throughout the entire manufacturing process. Costs are optimised where needed, but never at the expense of quality.

This commitment is supported by a dynamic Research and Development team that consists of over 150 engineers and has obtained over 150 patents.

energetic[®]
Smarter lighting

A MESSAGE FROM OUR CEO

For many years, we have been committed to sustainability, and in recent years we have reinforced the structure around our efforts. It is therefore a great pleasure to present both our accomplished and ongoing initiatives in our first sustainability report.

Sustainability is an important strategic focus, and we consider it in all major decisions, fully aligned with our vision: *"lifting people's quality of life with light."*

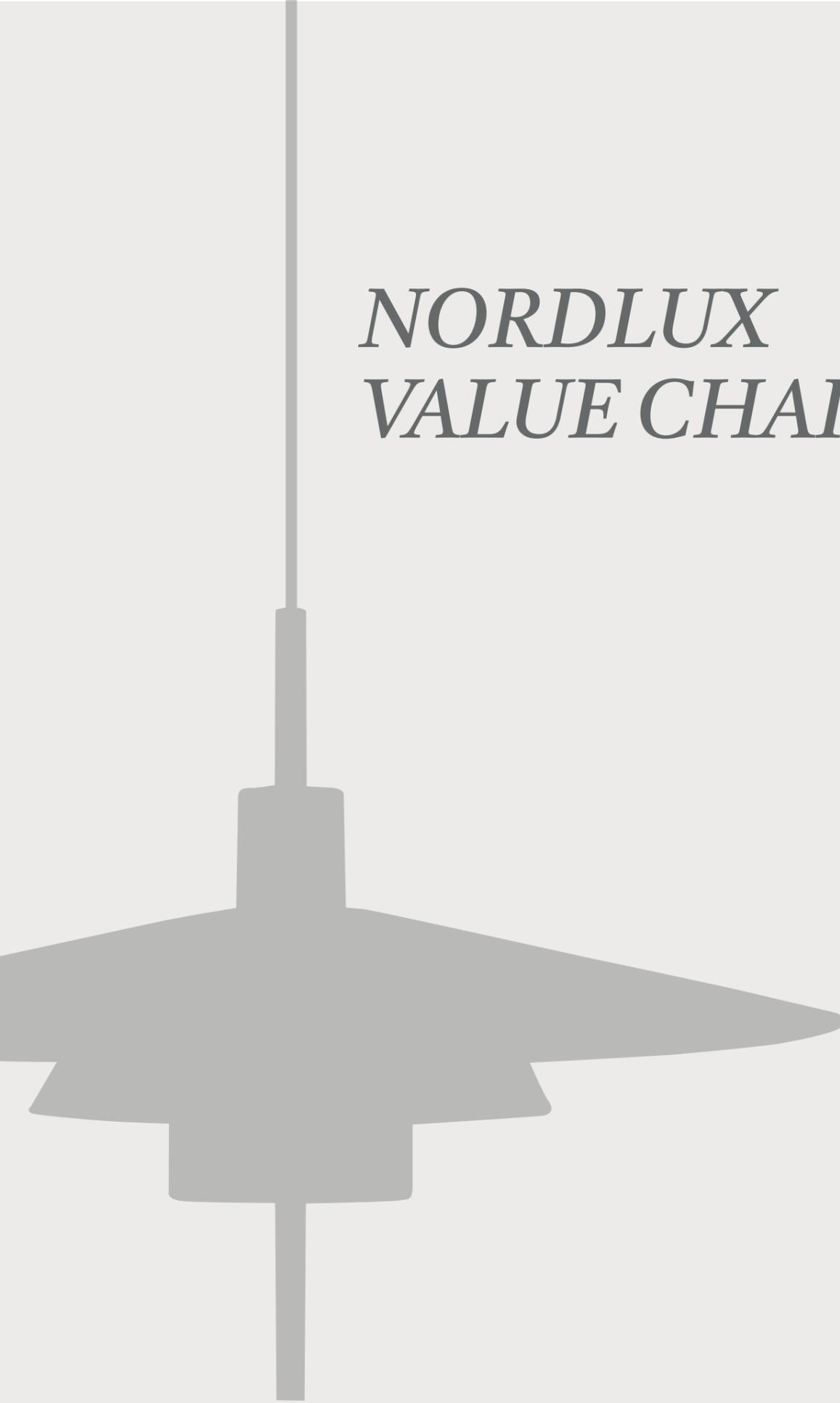
We will continue to strengthen our efforts, building an even more robust framework that enhances our ability to track progress and manage our goals with clarity and transparency.

I hope this report provides you with valuable insights into our work with sustainability.

Niels Steen Jakobsen

CEO, Niels Jakobsen, Nordlux Group





NORDLUX VALUE CHAIN

Product Design

From concept creation and material selection to defining detailed product specifications.

Inbound Logistics

Transport to warehouses:

Delivery of products from our suppliers to logistics centres.

Warehouse Management:

Storage and packaging of products at the logistics centres.

Outbound Logistics

Distribution of products from logistics centres to customers through selected transport partners.

Customers & Product use

Delivery of our products to customers, followed by their use during the product's lifetime.

Suppliers

Material Extraction: Sourcing of responsible materials such as wood, metal, copper, aluminium, marble, glass etc. Carefully selected to meet our standards to certified materials.

Product Manufacturing: Manufacturing of products, components, and packaging carried out at our supplier factories.

Sales & Marketing

Promotion and sales of our lighting products through digital platforms, supported by marketing activities and structured content.

Retail

Sale of our products through selected retail partners and sales channels.

End of Life

Resale, repair, or responsible end of life treatment of products after use.

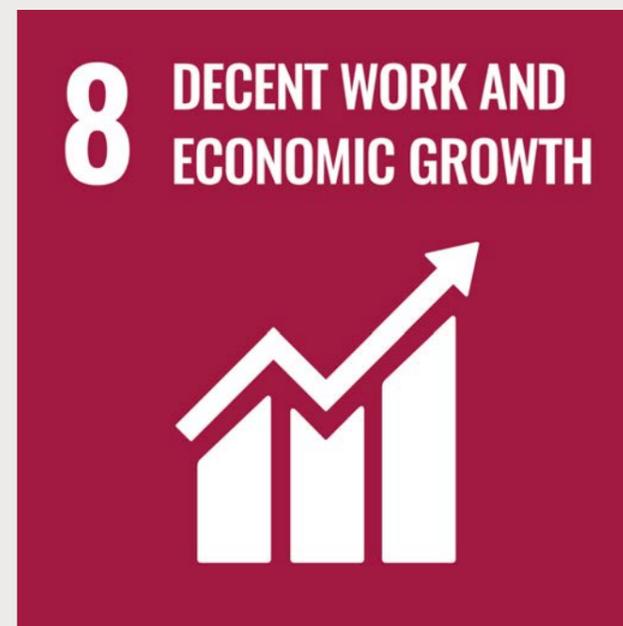
UN SUSTAINABLE DEVELOPMENT GOALS

At Nordlux Group, we recognise the important role businesses play in advancing a more sustainable future. For this reason, we actively engage with the United Nations Sustainable Development Goals and acknowledge our responsibility to contribute to positive changes.

Working with the SDGs provides a valuable framework that helps guide our ambitions, strengthen our initiatives, and ensure that our efforts create meaningful value for people, communities, and the environment.

Through this commitment, we strive to act as a responsible partner and support the broader transition toward a more sustainable world.

To learn more about our work with the SDGs, including our approach and targets, please visit our [website](#).



ECOVADIS

We are proud to share that Nordlux Group has been awarded a bronze medal in EcoVadis' sustainability assessment, placing us among the top 35% of companies evaluated worldwide. This recognition reflects our commitment to continuous improvement.

WHAT IS ECOVADIS?

EcoVadis provides an external, data-driven assessment of our sustainability performance. The evaluation helps us identify strengths and areas for improvement across environment, labour and human rights, ethics, and sustainable procurement. This framework supports our continuous development and ensures transparency toward customers and partners.

The assessment is based on leading standards such as GRI, UNGC, and ISO 26000, and is overseen by an international scientific committee. EcoVadis evaluates performance by examining a company's policies, actions, and measurable results, alongside input from third-party professionals and external stakeholders.

ECOVADIS & NORDLUX

We're proud that our work within sustainability is being recognised. It inspires us to continue pushing forward and improving every step of the way.

EcoVadis provides us with a clear benchmark of our performance across key sustainability areas, helping us identify opportunities for improvement.

We are committed to continuously advancing sustainability across all areas of our business. We will keep strengthening our initiatives, improving our performance, and contributing to a more responsible and sustainable future.





EARTH



LIGHT



LIFE

EARTH - LIGHT - LIFE

Our sustainability work is structured around three perspectives that reflect the core of who we are and how we operate.

Earth covers the environmental impact of our operations and the steps we take to reduce our footprint.

Light focuses on our products, from design and materials to manufacturing, logistics, and end-of-life responsibility.

Life encompasses the people connected to our value chain, including suppliers, business partners, customers and employees. Together, these three perspectives form the foundation for how Nordlux works responsibly and creates long-term value across our business.



EARTH





EARTH

Nordlux Group works continuously to take responsibility for our climate and environmental impact in a way that is realistic and aligned with our operations.

We recognise that our largest environmental footprint lies within the value chain, and more information about initiatives related to product impact and supply chain efforts is described in the Light section.

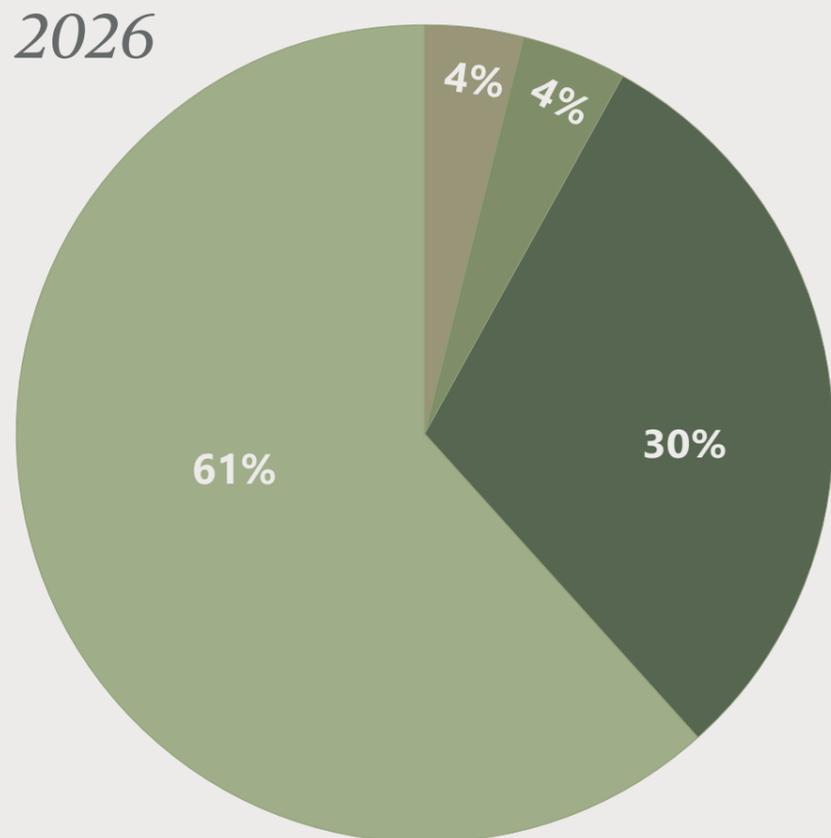
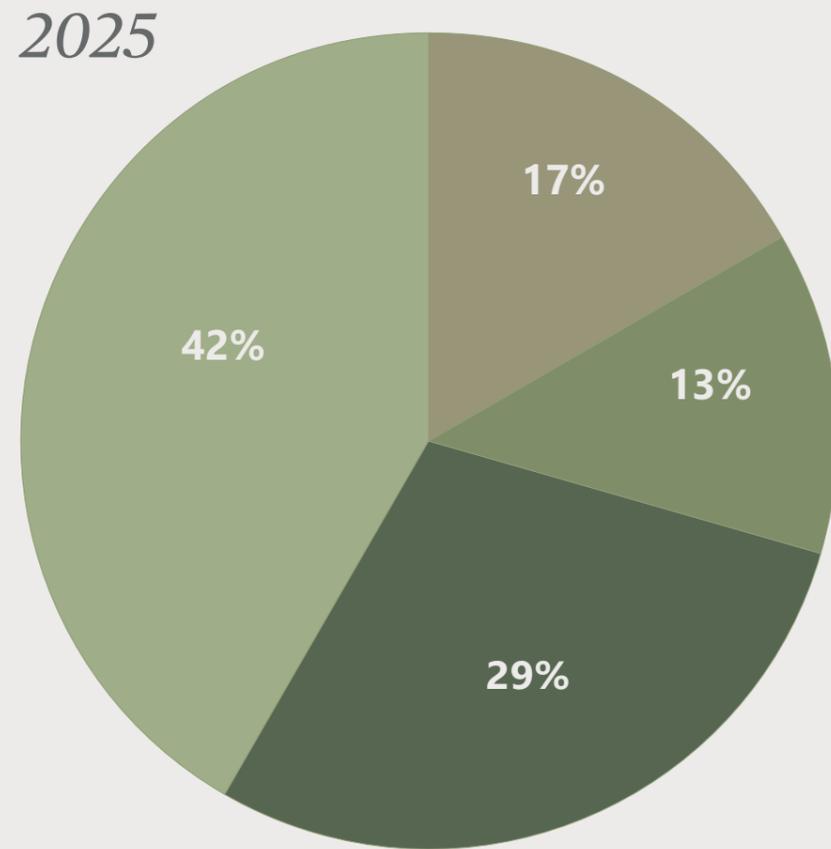
In the following sections, we outline the areas in our operations where we see relevant environmental risks and opportunities and have initiated concrete, targeted actions.

COMPANY CARS

Nordlux has introduced a policy requiring that all new company car agreements include at least hybrid or fully electric vehicles. This initiative is one of several steps we are taking to support more sustainable practices in our operations.

Over the past couple of years, we have increased the share of electric and hybrid cars in our fleet, and today only a small number of older vehicles remain. These will be replaced as their agreements expire.

- DIESEL:* ●
- PETROL:* ●
- HYBRID:* ●
- ELECTRIC:* ●





HEADQUARTERS CENTRAL LOCATION

Our headquarters in Denmark is centrally located in the city, which makes it easy for many of our colleagues to get to work by bicycle or on foot. In addition, the location provides convenient access to public transportation. This contributes to reducing the need for car travel and supports more sustainable everyday practices.

RESPONSIBLE IT PRACTICES

Nordlux does not have a fixed policy for replacing IT equipment. Instead, we assess each device individually to determine when it needs to be upgraded. Whenever possible, we prioritise repair over replacement to extend the lifespan of our equipment. At the same time, we remain committed to ensuring that our employees have reliable and functional tools to perform their work effectively.

LIGHT



LIGHT

At Nordlux, our passion is to inspire people to make the most of lighting. Combining the Danish tradition of high-quality design with world-class technology, we offer products that stand out for their durability, aesthetics, user-friendly functionality, all at competitive prices.

We acknowledge that every product has an environmental footprint, which is why sustainability are increasingly integrated throughout the entire product lifecycle. From material selection and product design to packaging, logistics, and the use phase.

Nordlux is committed to continuous improvement and to identifying where we can make the most meaningful impact.

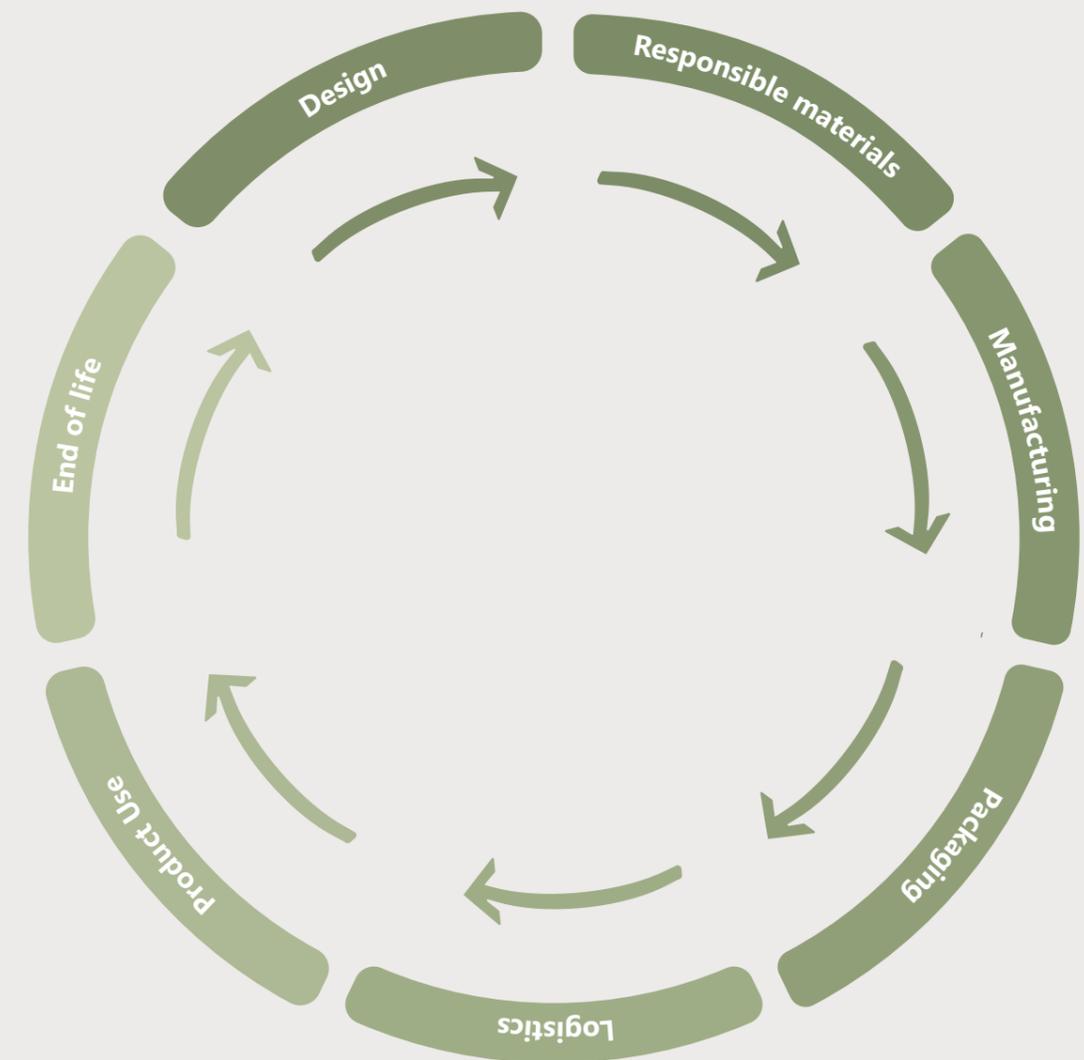
As part of this commitment, we will begin conducting Life Cycle Assessments (LCA) for selected products in the coming years to align with best practices and support informed decisions-making on environmental performance.



PRODUCT LIFE CYCLE

Understanding the environmental impact of our products is fundamental to our sustainability journey. In the following section, we will outline our initiatives across each phase of the product life cycle, highlighting how sustainability principles are embedded throughout the process.

By sharing these actions, we aim to show our commitment to reducing environmental impact and provide transparency about the steps we are taking to create more sustainable products.





DESIGN

At Nordlux, unique designs brought swiftly to market are part of our winning formula. Some of our products are created by our in-house design team, others are developed in close collaboration with external designers, and we also offer products created in partnership with our suppliers to complement our range.

Timeless design is a core principle in our product development. We strive to create solutions that illuminate homes for many years.

This approach ensures that our products remain relevant across changing trends, while reflecting our commitment to durability and sustainability. "Made to last" is a part of our dftp products DNA. We design timeless products in durable materials so they can remain in use for many years.

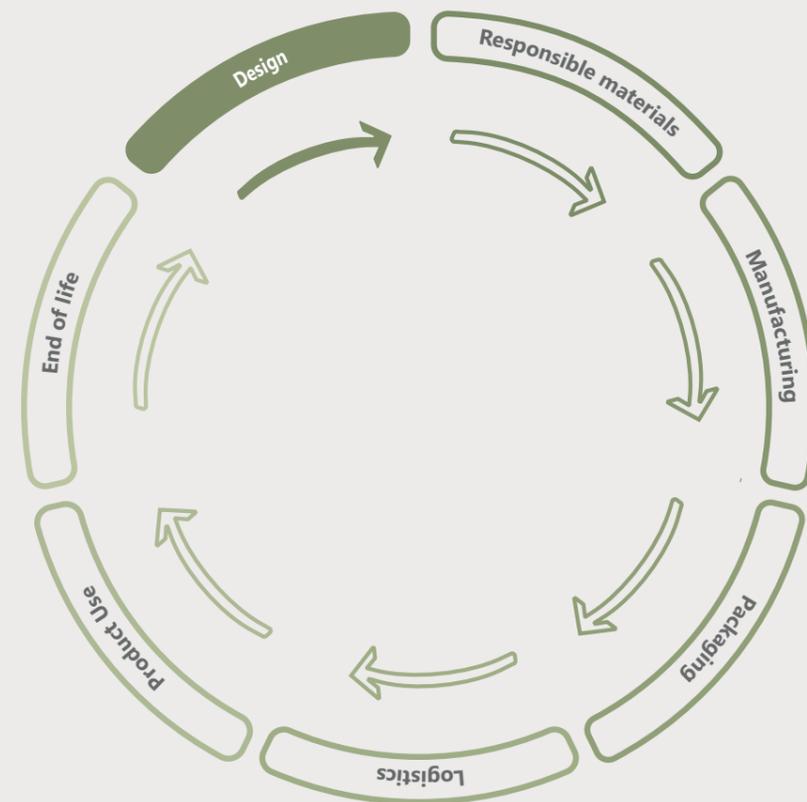
DESIGN CHOICES

Wherever possible, we prioritise the use of retrofit solutions over integrated LED technology, except in cases where the design does not permit this approach.

Retrofit lighting offers the advantage of replaceable light sources, which supports sustainability by reducing waste and extending the overall lifetime of the product.

In addition, all our indoor battery lamps are now designed with replaceable batteries, further enhancing product longevity and reducing environmental impact.

Many of our products are designed for easy disassembly, supporting material recovery and compliance with circularity standards.



AWARD-WINNING DANISH DESIGN

Design For The People is Danish lighting design that combines quality materials with classic aesthetics. Each product is created by a Danish designer with a sharp eye for good lighting and beautiful, long-lasting solutions.

The careful balance of materials, shape, colour and technology ensures that every design remains both relevant and timeless for years to come.

Our latest additions introduce fresh ideas and technological innovation while staying true to our design DNA. Built with care and attention to detail, these are long-lasting pieces you will appreciate more with every passing year.





WHERE DESIGN MEETS RESPONSIBILITY

Our product concepts, Designed For Seaside and Solar Lighting, illustrate how innovation and responsibility go hand in hand.

These collections not only reflect our commitment to durability and functionality but, also demonstrate how we integrate environmental considerations into design and technology.

DESIGNED FOR SEASIDE

Nature is beautiful - but it can also be rough. Crashing waves, wind, salt and especially sand can be a challenge for your home and your outdoor lighting. In Denmark, the beautiful yet harsh nature and weather are part of everyday life. That is why we strive to create lamps made from natural materials that remain resistant and durable, year after year, despite relentless weather conditions.

SUITED FOR COASTAL WEATHER

Particularly harsh outdoor environments make extra demands of outdoor lighting, as high levels of water, sand and salt are wearing on materials and accelerate corrosion. Our special "Designed for Seaside" products are constructed in extra-resistant materials such as copper, brass, corten, galvanised steel, and seaside-painted lamps, which are particularly suitable for areas close to the coast with severe weather.



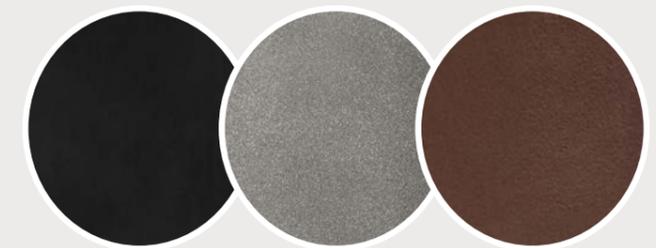
10 & 15-YEAR GUARANTEE

Nordlux offers a 15-year guarantee on all outdoor lamps in galvanised steel, copper, corten and brass. Furthermore, Nordlux offers a 10-year guarantee on all our outdoor lights that have a special surface treatment and paint specifically for coastal areas.

We believe these guarantees reflect our commitment to delivering outdoor lighting that lasts.



Brass Galvanized Copper Corten



Seaside black Seaside anthracite Seaside brown



SOLAR LIGHTING

Our Solar concept is a range of solar-powered outdoor lighting, designed to charge during the day using sunlight. All products include built-in batteries and can be installed easily, no cables needed.

Our Solar Lighting collection includes wall lamps, portable lamps, and models with ground spikes that can be placed exactly where you need light, in the garden, along the driveway, or in other outdoor spaces.

A-CLASS BULBS

The assortment includes a series of A-class bulbs designed to deliver exceptional efficiency.

These bulbs offer an extra long lifetime of 30,000 hours - twice as long as a standard bulb, while maintaining the same look and size. In addition, they consume almost 50% less energy compared to standard filament LED bulbs.



RESPONSIBLE MATERIALS

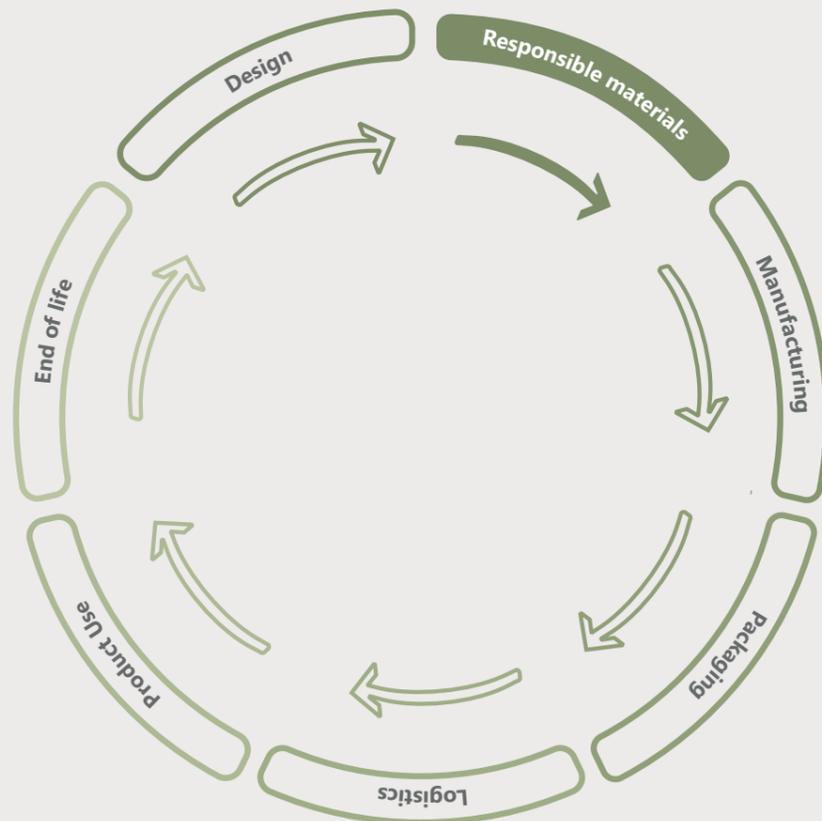
Sustainability is a key consideration in our material selection process, without ever compromising on quality. We carefully choose materials that meet high standards.

At the same time, we prioritise durability to ensure long lasting products, reducing the need for replacement and minimising resource consumption over time.

This balanced approach allows us to deliver products that are both environmentally responsible and built for durability.

We also maintain strict requirements for our product suppliers to ensure compliance with international standards.

Suppliers must ensure that all products delivered to Nordlux meet relevant requirements and are safe for their intended use, including full compliance with FSC standards, adherence to the updated REACH and RoHS directives, and comply with the list of Substances of Very High Concern (SVHC).



FSC™

Since 2015, Nordlux has been FSC™ (Forest Stewardship Council™) certified under license code FSC-C124559. This ensures that all wood used in our products comes from responsibly managed forests and other responsible sources.

Among other criteria, FSC™ certification ensures that the rate of tree harvesting does not exceed the forest's natural capacity for regeneration, thereby supporting the sustainability and preservation of forest ecosystems.



The mark of
responsible forestry



REACH & RoHS:

At Nordlux, we actively work with both REACH and RoHS to ensure that all our products comply with current environmental and safety requirements.

REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) focuses on identifying and restricting harmful chemicals throughout the value chain, providing the best possible protection for both users and the environment.

RoHS (Restriction of Hazardous Substances) sets limits on the use of hazardous substances such as lead, mercury, and cadmium in electrical and electronic products.

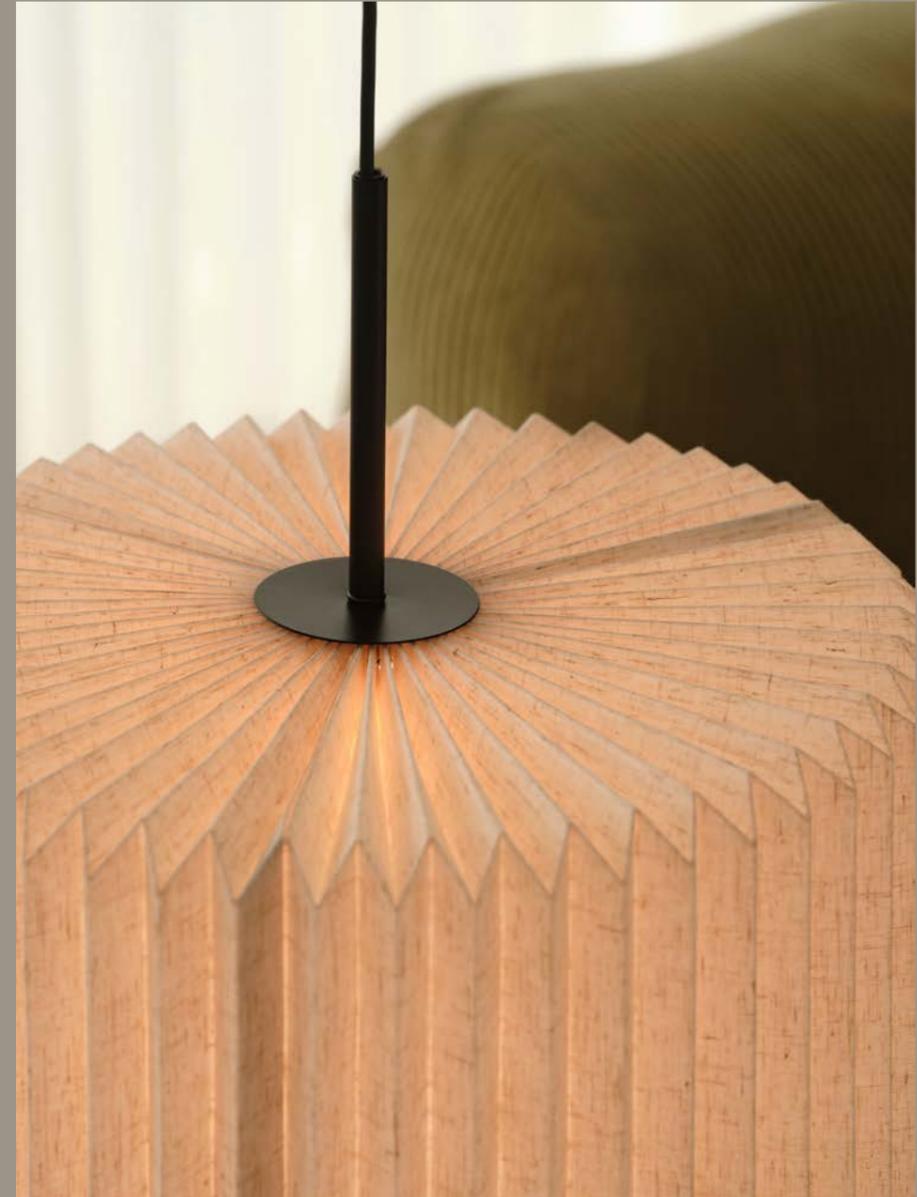
MANUFACTURING

All our manufacturing is outsourced in China, but we retain responsibility for ensuring that all products are made under responsible conditions. At Nordlux, sustainability in production is an integrated approach that focuses on environmental protection with social responsibility.

We emphasise both fair and safe working conditions for the people behind the products and require our suppliers to continuously make improvements to their environmental impact throughout the manufacturing process.

At Nordlux, progress starts with partnership. We work hand in hand with our Business Partners, fostering open dialogue and long term relationships to drive continuous improvements across the entire value chain.

Through our Code of Conduct, product suppliers are required to identify and manage the material environmental impacts of their operations, implement effective policies and procedures, comply with all applicable environmental laws and regulations, and pursue measurable reductions in resource consumption, waste, and emissions, adopting sustainable practices in materials, waste management and logistics.



PRODUCT RESPONSIBILITY

The Code of Conduct sets clear expectations for product responsibility and quality. Suppliers must ensure that all products and materials delivered to Nordlux meet relevant standards and are safe for their intended use.

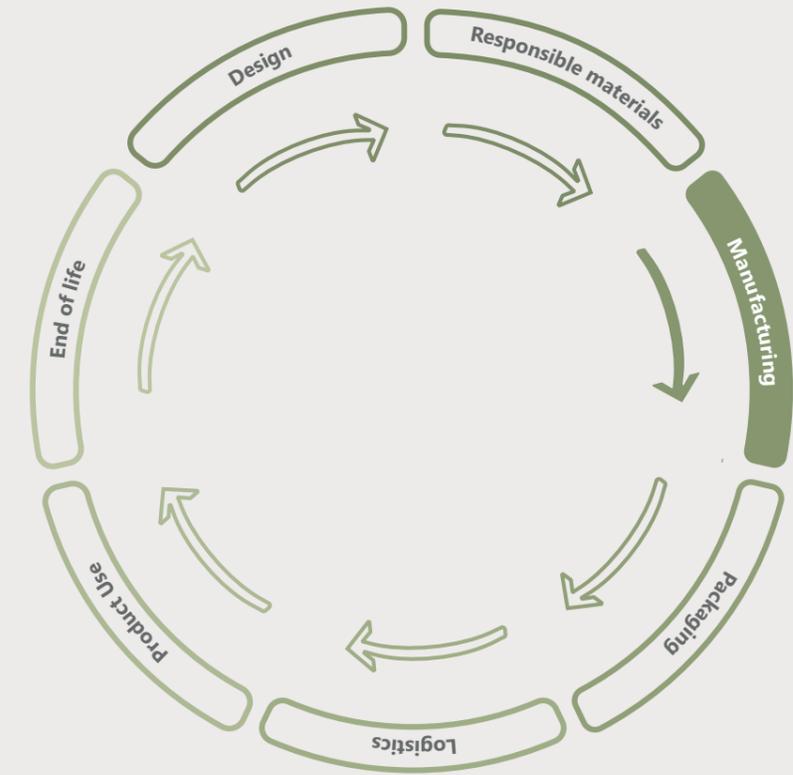
We therefore expect suppliers to maintain robust management systems that address both environmental performance and product quality, a commitment to ongoing improvement, and act swiftly to correct any issues that arise.

Nordlux monitors compliance and supports suppliers in strengthening their practices, ensuring that together we deliver lighting solutions that are both environmentally responsible and reliable for our customers. In addition, our local office in China conducts regular on-site inspections at our suppliers' facilities to verify that they comply with all requirements outlined in our Code of Conduct.

SUPPLIER INITIATIVES

Several of our suppliers have introduced sustainability measures, including increasing their use of renewable energy and the use of solar energy.

Some have set clear targets to increase the share of renewable energy and reduce their CO2 footprint. In addition, certain factories have introduced electric vehicles for internal transport and logistics in recent years. Many of our suppliers also recycle a significant amount of their production waste and are continuously working to optimise these processes.



LONG-TERM COLLABORATION

Sustainability remains a priority across all factories we collaborate with. Our manufacturing partners continuously implement initiatives to enhance their environmental and social performance, working closely with the Chinese government and with us as their Business Partner.

This ongoing collaboration ensures that improvements are not only aligned with regulatory requirements but also reflect our shared commitment to responsible production and long-term sustainability.

Social matters are further detailed in the Supplier section within the Life chapter.

QUALITY ASSURANCE

Our quality department ensures that every product meets our standards through strict procedures embedded throughout the entire process. Located close to production in China, the team performs rigorous checks on every component before goods leave the factory.

This proximity allows us to identify and resolve potential issues early, preventing returns and unnecessary transportation.

By controlling quality at the source, we uphold our commitment to delivering well-designed, high-quality products at a competitive price while reducing waste and environmental impact.

To reinforce our commitment to quality, we monitor our monthly claim rate and maintain a target of keeping it below 0.75%.

KEY FIGURES 2025:

CLAIM RATE: 0.54%



PACKAGING

Packaging plays a vital role in protecting our products and enhancing the overall customer experience.

At the same time, it represents a considerable factor in our environmental footprint, and we are therefore strongly committed to optimising our product packaging in close collaboration with our suppliers.

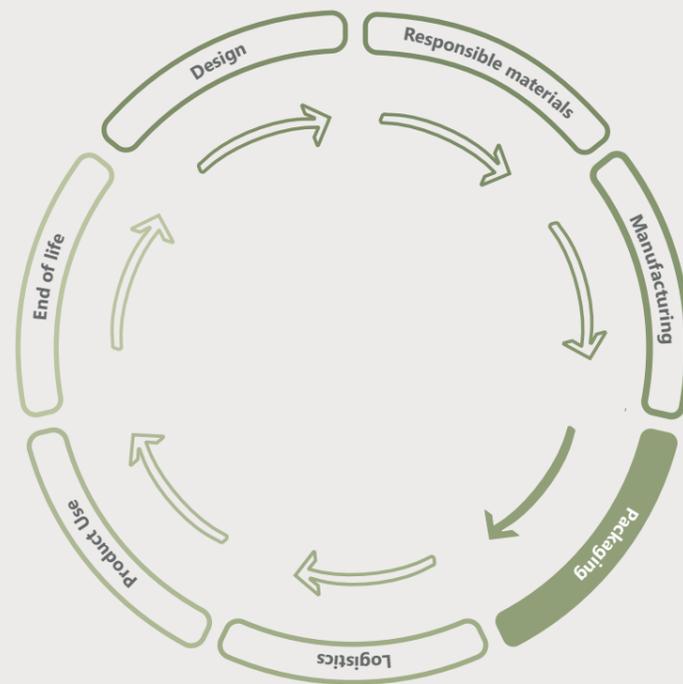


PACKAGING OPTIMISATION

Some of the key factors where we can influence packaging include the amount of packaging used and the types of materials used.

We aim to reduce the size of our packaging to fit the dimensions of the product to maximise container capacity during transportation to the warehouse, thereby improving logistical efficiency and reducing resource consumption.

Furthermore, droptests for container shipment are done with minimised packaging to ensure the safety of our products and avoid additional use of resources later in the supply chain.





PACKAGING MATERIALS

We maintain a strong ambition to reduce plastic in our packaging and have already made significant progress.

Initiatives to reduce plastic:

- *Plastic packing materials replaced with paper substitutes*
- *All accessory bags are made from paper instead of plastic*
- *Using paper tape instead of plastic tape*

Selecting alternative packaging materials is a complex decision with multiple considerations. Replacing one material type can result in substantially larger packaging or compromise the safety of the products.

Larger packaging reduces the number of products per shipment, which in turn increases transportation requirements and negatively impacts the overall CO2 footprint.

For this reason, we continuously evaluate our choices to ensure that every step toward reducing plastic aligns with our broader sustainability goals and minimises unintended environmental consequences

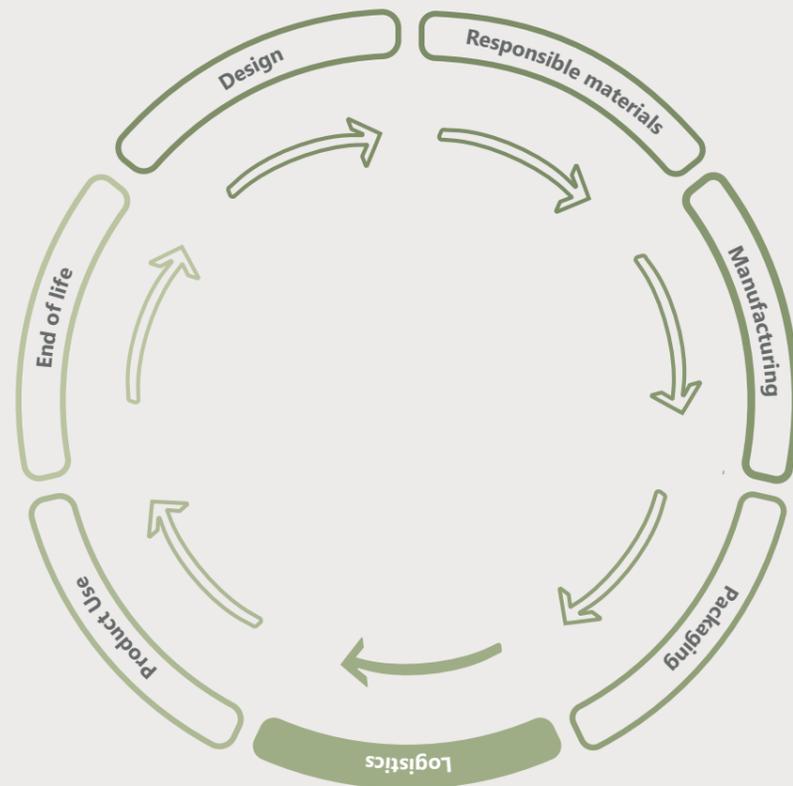
Future initiatives:

- *Constant ambition to further reduce plastic*
- *Optimise the recyclability of our packaging materials*
- *Monitor new packaging regulations*

LOGISTICS

Our products are manufactured in China and transported to our distribution centres in Europe, with the majority delivered to Denmark. To minimise environmental impact, our standard mode of transportation is sea freight, which is among the more energy-efficient options compared to other long-distance transport modes.

We continuously work to optimise container utilisation across our supply chain to reduce both resource use and emissions. Based on our 2025 data, the majority of our shipment volume is transported as Full Container Load (FCL), accounting for 85.7%. An additional 13.0% is shipped through Buyers & Shippers Consolidation (BCN), where goods from multiple suppliers are combined to improve efficiency. The remaining volume is transported as Less Than Container Load (LCL), where Nordlux shipments are combined with goods from other companies.



Optimising the way, we pack and fill containers is a key focus area. Drawing on our extensive experience and detailed understanding of container capacity, we set ambitious utilization targets. In 2025, we achieved an average utilization rate of 93.5% across all FCL shipments.

This commitment to high quality planning and load optimisation minimises the number of containers required and reduces unnecessary empty space in our shipments. This ensures that every shipment makes the best possible use of available capacity.

PRODUCT USE & END OF LIFE

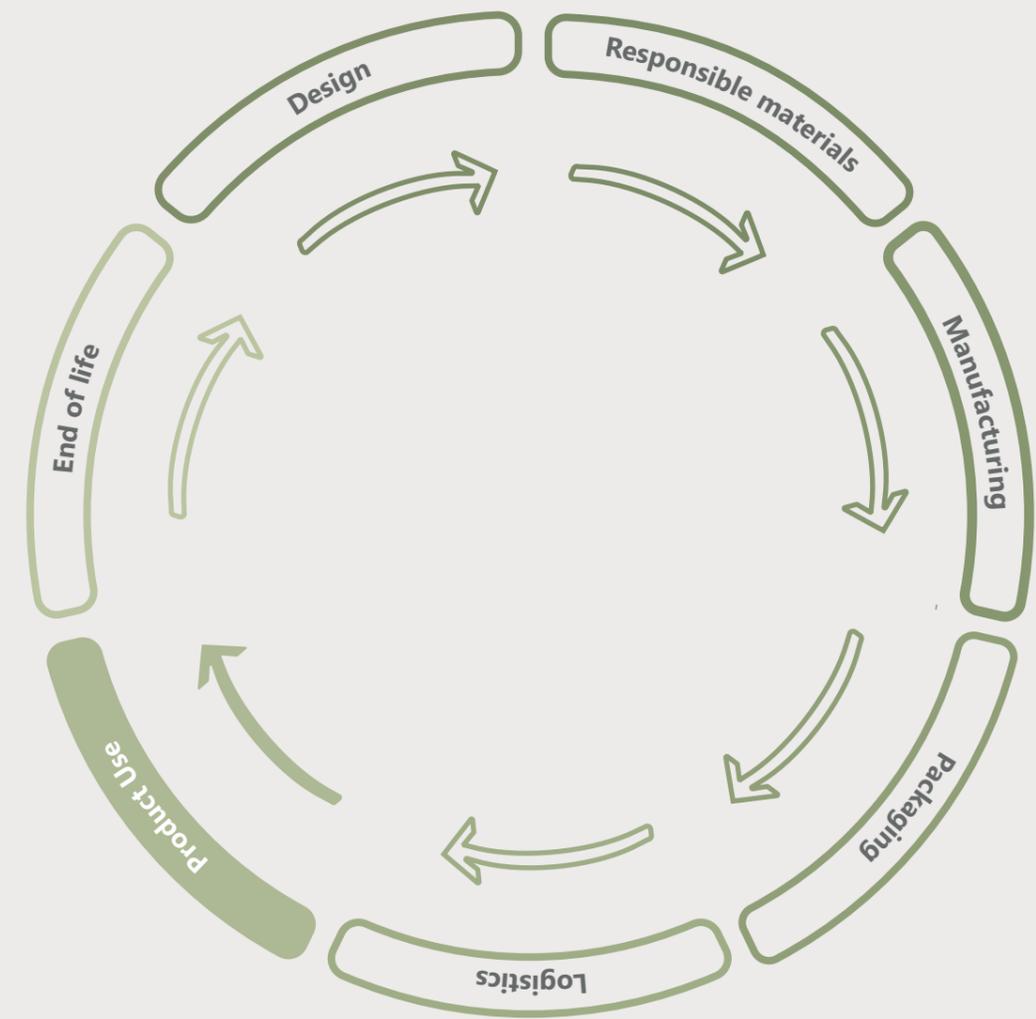
At Nordlux, we recognise that our responsibility continues beyond a product's useful life. Every product is designed to last, but managing the end-of-life phase responsibly is essential to reducing environmental impact and supporting circularity. We continuously explore solutions that make disassembly and recycling easier.

As a part of this commitment, we have introduced replaceable batteries for all indoor battery-powered lamps, extending product lifespans and reducing unnecessary waste.

It is also a key focus for us to make the batteries in all outdoor battery-powered lamps replaceable, further supporting longevity and sustainability.

Our goal is to minimise waste by encouraging reuse of components and proper recycling of materials, while complying with all relevant regulations on waste management and hazardous substances.

Discarded functioning products are either offered to employees or donated to charitable causes, ensuring they continue to create value beyond their initial purpose.

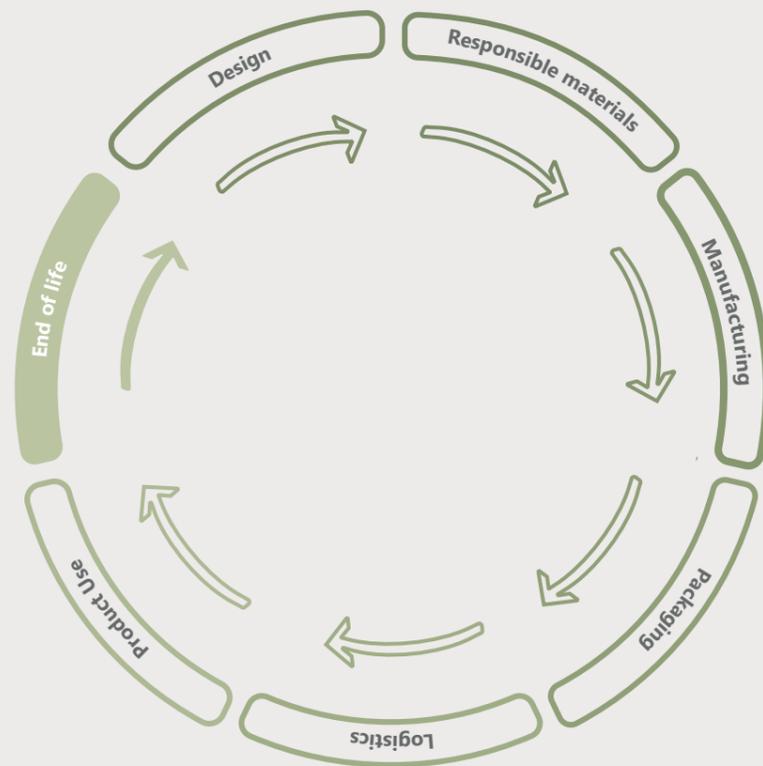


RECYCLING & CIRCULAR RESPONSIBILITY

As part of our commitment to the product life cycle, we actively work to ensure that materials and packaging are managed in an environmentally responsible way at the end of their life.

Nordlux contributes financially to various national and regional schemes that promote recycling and proper waste handling. These schemes differ from country to country and may include payments for packaging recycling, product-related fees, or both.

Our goal is to support circular solutions and reduce environmental impact by keeping resources in circulation for as long as possible.



LIFE



The image features two mushroom-shaped lamps with glowing, rounded tops and tapered, textured stems. They are placed on dark, cylindrical pedestals of different heights. The background is a warm, neutral-toned wall with a wooden handrail visible in the foreground. The overall mood is minimalist and elegant.

LIFE

At Nordlux, life is at the heart of everything we do. Our business relies on people from all over the world, from our trusted suppliers and dedicated employees to the customers who rely on our products.

We are committed to promoting well-being, professional growth, and engagement across our value chain. Guided by our vision of *"lifting people's quality of life with light"*, we design lighting solutions that not only brighten spaces but also enhance everyday living for people around the world.

SUPPLIERS

Nordlux products are manufactured in close collaboration with our trusted suppliers, making our supply chain a key driver for advancing social responsibility and environmental sustainability.

Guided by integrity and high ethical standards, we are committed to continuous improvement and to creating meaningful, long-term impact across our value chain.



DUE DILIGENCE

Nordlux exercises due diligence to identify, prevent, and mitigate potential adverse impacts related to our Code of Conduct.

Through close collaboration, we work to strengthen social and environmental practices across the value chain and ensure that improvements are both measurable and lasting.

As part of this effort, our own office in China conducts regular on-site visits and inspections at our suppliers' facilities.

This local presence enables us to closely monitor working conditions, verify compliance with all requirements in our Code of Conduct, and support suppliers in implementing continuous improvements.

In addition, our membership in amfori reinforces our commitment to responsible supply chain practices and complements our ongoing monitoring and collaboration with suppliers.

Our Code of Conduct sets clear expectations for our product suppliers, particularly regarding human rights and working conditions. The following section outlines these specific commitments.

Further details are available in the full Nordlux Code of Conduct on our [website](#).



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

All employees should have the right to freely associate and engage in collective bargaining. We respect and support these rights as fundamental to fair and transparent workplace practices, and we expect our business partners to uphold them as well.

NO DISCRIMINATION

Business partners must not exclude, discriminate, or show preference based on gender, age, religion, race, disability, nationality, union membership, political affiliation, sexual orientation, or any other condition that could give rise to discrimination. Workers must not be harassed or disciplined on these grounds.

FAIR REMUNERATION

All workers must receive fair remuneration sufficient to provide a decent standard of living for themselves and their families, including all legally mandated social benefits. Wages must at least meet legal minimums or industry standards, whichever is higher, and be paid fully and on time.



DECENT WORKING HOURS & WORKING CONDITIONS

Business partners must respect International Labour Organisation (ILO) standards for safe and sustainable working hours, while allowing flexibility for occasional peak workloads. Employees' private life must be respected. Employers must provide access to medical or health-related assistance during working hours. Under no circumstances shall an employee be required to work beyond the hours permitted by law.

OCCUPATIONAL HEALTH & SAFETY

Business partners must respect workers' and local communities' right to healthy working and living conditions. Business partners must comply with occupational health and safety regulations, or with international standards where domestic legislation is weak or poorly enforced. Business partners must maintain a safety policy and documented procedures for hazardous work and emergencies. Workers must receive proper training and must not be disciplined for raising safety concerns.

NO CHILD LABOUR & PROTECTION OF YOUNG WORKERS

Business partners must not employ children below the minimum age for completing compulsory schooling, which shall be at least 15 years, unless exceptions recognised by the ILO apply. Policies against child labour must be established, and robust age-verification mechanisms implemented in a respectful manner. Young workers must be protected and all legal limitations for young workers shall be observed.





NO UNSECURE EMPLOYMENT

Business partners must ensure that employment relationships do not create insecurity or social and economic vulnerability for workers. All work must be performed under a recognised and documented employment relationship that complies with national legislation, customary practice, or international labour standards.

NO BONDED LABOUR

Business partners must refrain from any use of forced, bonded, or non-voluntary labour. Workers must be free to leave work and terminate employment with reasonable notice and must not be deprived of identity papers or personal

ETHICAL BUSINESS BEHAVIOUR & ANTI-CORRUPTION

Business partners must not be involved in any act of corruption, extortion, embezzlement, or bribery. They are expected to act according to high ethical standards and maintain adequate procedures to prevent corruption in their operations.

AMFORI BSCI

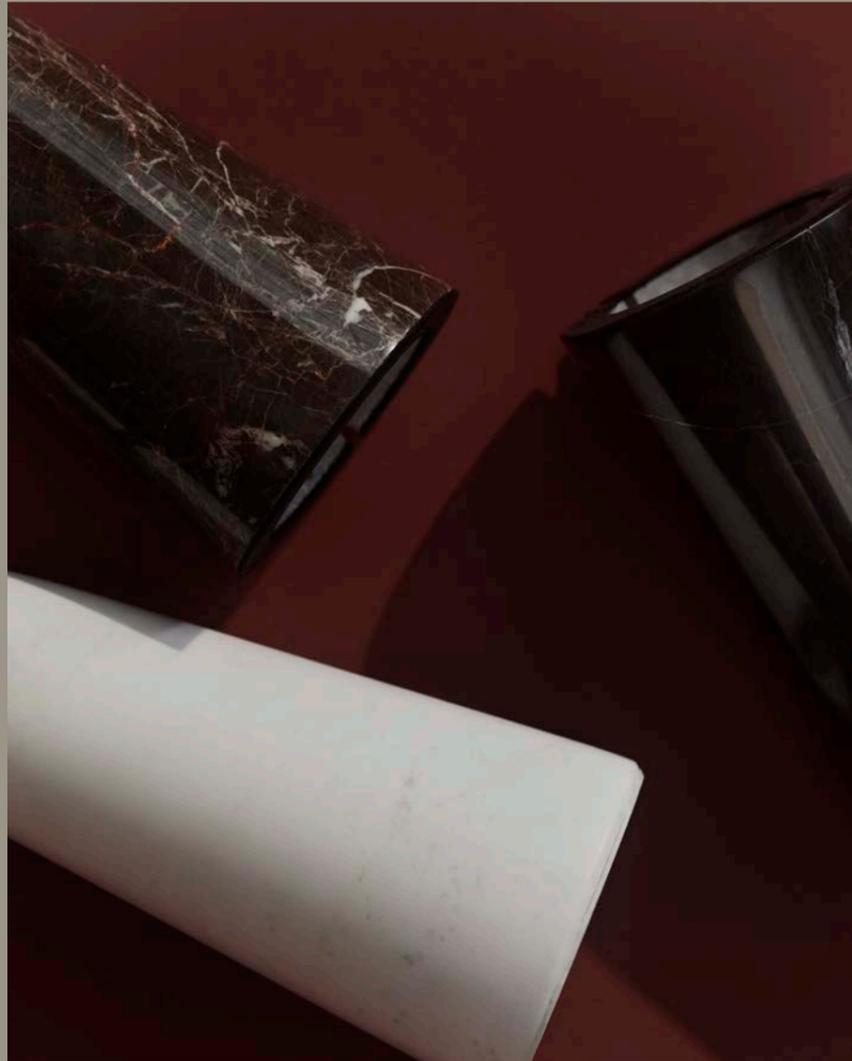
Amfori is a global business association dedicated to helping companies improve their environmental, social, and governance (ESG) performance across supply chains.

Its comprehensive solutions support sustainability efforts while mitigating supply chain disruptions. Amfori's methodology enables businesses to assess and manage ESG compliance risks across key areas such as chemicals, climate, fair wages, worker safety, and more.

Amfori is a global business association dedicated to helping companies improve their environmental, social, and governance (ESG) performance across supply chains.

Its comprehensive solutions support sustainability efforts while mitigating supply chain disruptions. Amfori's methodology enables businesses to assess and manage ESG compliance risks across key areas such as chemicals, climate, fair wages, worker safety, and more.





AMFORI AUDITS

It is a requirement from Nordlux that all our product suppliers undergo annual audits within Social Standard Performance.

Our suppliers must be audited by amfori, and to be linked to our sustainability network/supply chain mapping in the amfori platform.

Furthermore, our supplier's social performance and due diligence are important to us, and we prefer to work with suppliers who demonstrate strong performance in these areas.

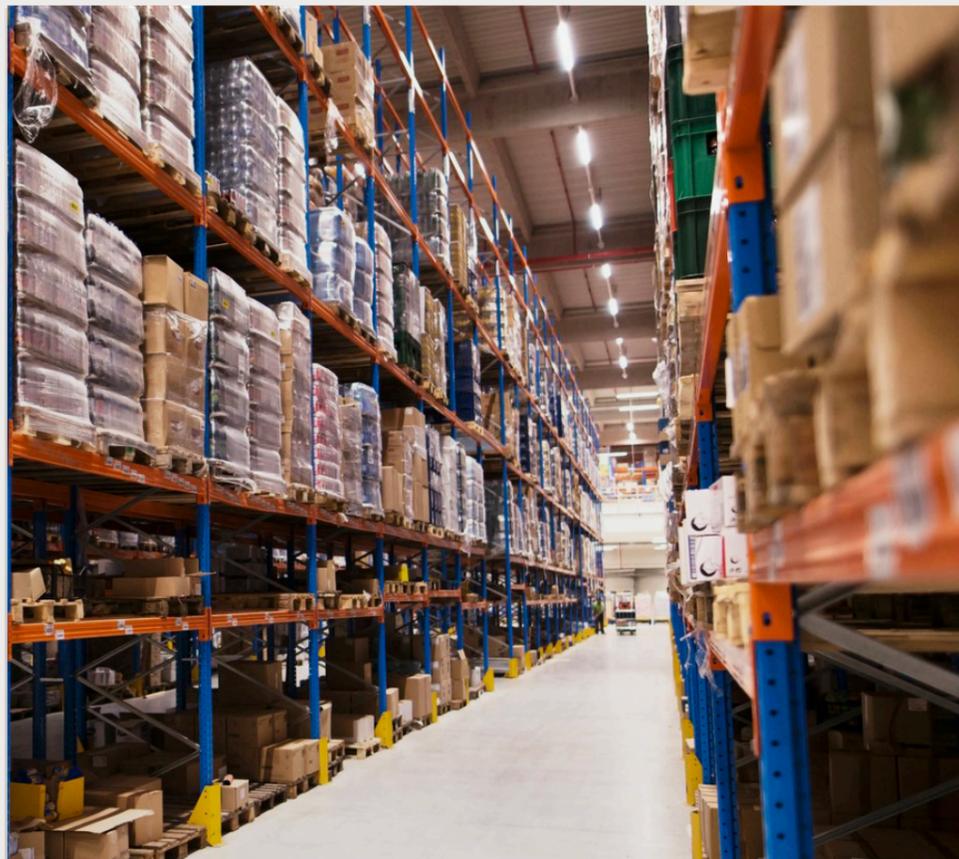
We maintain strict standards across our supply chain to ensure ethical and sustainable practices. In line with this commitment, our suppliers are audited under the amfori framework in accordance with BSCI. No non-compliances were reported in 2025.

SUPPLY CHAIN COMPLEXITY

Despite comprehensive due diligence efforts, including our amfori membership and clearly defined human rights requirements, we acknowledge that we do not have direct control over every stage of our supply chain.

We recognise that some sub-suppliers may not fully comply with our standards. To reduce this risk, direct suppliers must communicate our Code of Conduct to their own suppliers, ensure compliance through screening and monitoring, and maintain verification systems.

Achieving strong social and environmental standards is a continuous process, and we work closely with partners to drive improvements.



When gaps occur, corrective actions must be implemented within a set timeframe. Lack of commitment or progress may lead to termination of the business relationship.

We believe that strong partnerships are the foundation for sustainable progress. Our focus is not only on setting clear requirements, but also on fostering open dialogue and collaboration with our suppliers.

By working together, we aim to continuously improve social and environmental standards across the value chain, ensuring that progress is shared and long-lasting

COLLABORATION WITH LOCAL RESOURCES

At Nordlux Group, we prioritise social responsibility and inclusion in our operations. As part of this commitment, we collaborate with ResourceCenter Aalborg (RCA) and Kragsovhede Prison on smaller tasks that we cannot manage internally.

These tasks include repacking goods, product inspections, and other practical activities that ensure efficient and sustainable handling of our materials.

By involving RCA and Kragsovhede, we create meaningful work opportunities for people in special life situations, contributing to social inclusion and strengthening the local community.

This collaboration supports our work with UN Sustainable Development Goal 8: Decent Work and Economic Growth, and by combining responsible business practices with social engagement that makes a real difference.





CUSTOMERS

Our commitment to customers goes beyond delivering products. It reflects our responsibility to ensure safety, quality and trust throughout the entire customer journey.

Every product meets strict standards for durability and compliance, helping to reduce unnecessary waste, prevent returns and extend product lifetime.

We complement this with responsible customer service, transparent communication, and clear product information designed to help customers make informed choices.

PROFESSIONAL SALES & MARKETING SUPPORT

We support this commitment through professional sales and marketing practices grounded in integrity, accuracy, and accessibility.

Our customer service has a key role by guiding end-consumers on correct installation, safe use, and maintenance, helping ensure long product lifetime and consistent quality.

Across the Nordic region and Europe, our merchandise team and trusted partnerships work to ensure consistent guidance, responsible product presentations, and reliable availability.

4 WAREHOUSES ACROSS EUROPE

With four strategically located warehouses, we reduce transport distances and support efficient, lower-impact distribution, contributing to a more sustainable customer experience. Combined, these sites offer more than 20,000 pallet spaces to ensure efficient logistics and reliable supply across Europe. This reliability is reflected in our strong delivery performance.

KEY FIGURES 2025:

DELIVERY RATE: 99.82%

SHOWROOMS

We have showrooms in Denmark, the Netherlands, Germany, and Belgium, where we are always pleased to welcome our customers and business partners.



EMPLOYEES

One of Nordlux's main goals is to focus on our culture. We are committed to creating the right conditions for all colleagues to thrive, so that we can continue to be a great workplace while generating value for our business partners.

We cultivate a culture that values initiative and responsibility. Everyone at Nordlux Group shares the responsibility of shaping a positive and productive work environment.

We prioritise the development of our talented colleagues, recognising it as a key investment in our future.

Approximately half of our employees are based at our headquarters in Aalborg, Denmark, while additional teams are located across multiple countries.

This international footprint strengthens our business strategy by fostering global collaboration, knowledge sharing, and diversity, driving innovation and responsible growth across our markets.

CULTURE

At Nordlux, Culture is one of our top priorities. We are a workplace built on strong behaviours. These behaviours are more than words, they are the foundation of our everyday work.

Through our IDEA framework, Integrity, Dynamic, Excitement, and Ambitious, we define how we act, collaborate, and grow together.

These behaviours shape a professional, flexible, and inclusive work environment where collaboration and well-being go hand in hand.

As part of this cultural foundation, we strive to create a workplace that colleagues genuinely prefer to be part of physically.

We believe that in person interaction strengthens relationships, enhances knowledge sharing, and supports both well being and high performance.

IDEA

Integrity

Dynamic

Excitement

Ambitious



HIGH-PERFORMANCE CULTURE

Every two years, we conduct a culture survey, empowering our colleagues to make their voices heard and play a role in shaping their workplace.

The survey is conducted anonymously and provides management with valuable insights and a framework for planning initiatives to further enhance the company culture.

In addition to the survey, we organise culture workshops aimed at strengthening our high-performance culture, fostering collaboration, and translating insights into concrete actions. We believe that a strong business culture not only drives profitability but also makes Nordlux an inspiring place to work.

Our latest survey, conducted by an external firm, resulted in a score of 4.10 out of 5, which the external firm has classified as a high-performance culture.

We are proud that the survey results confirm the strength of our high performance culture, which we strongly believe we have achieved.

Our goal is not only to maintain this high-performance culture, but to continuously raise the bar. We always strive to improve, which is why we have set clear ambitions to raise our score over time.

2025 SCORE: 4.10

TARGET SCORE: 4.50

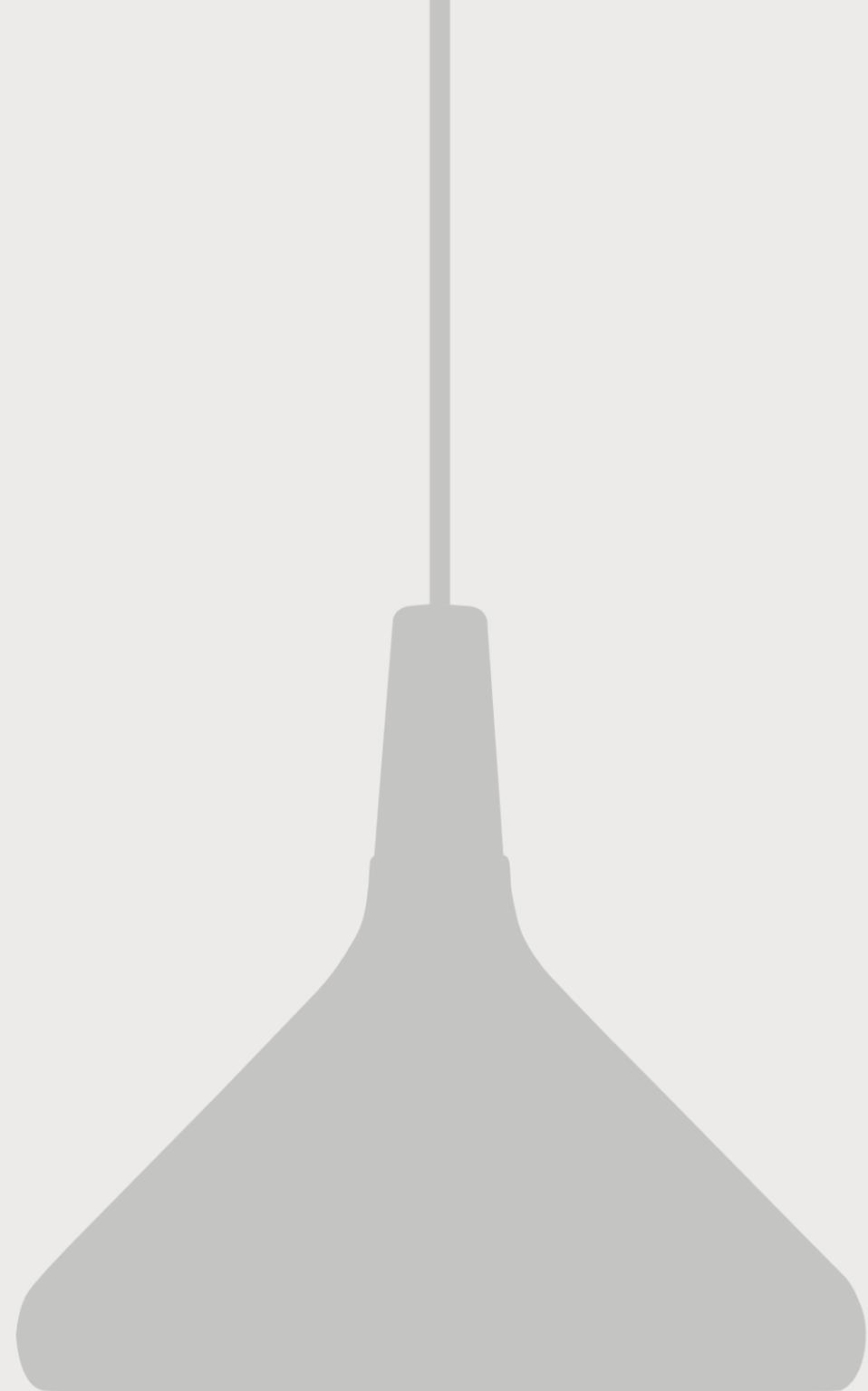
ONBOARDING PROGRAM

At Nordlux, we believe that a strong start sets the tone for long-term success. Our structured onboarding program welcomes all new employees at our headquarters in Aalborg, Denmark. During this program, participants receive a comprehensive introduction to Nordlux, including our culture, behaviours, and strategic goals.

The onboarding experience covers key departments, systems, and tools, ensuring that new team members are equipped to navigate their roles confidently.

Beyond training, the program emphasises connection - giving employees the opportunity to meet colleagues across functions, countries, build relationships, and become part of our collaborative community from day one.

This initiative reflects our commitment to creating an inclusive and engaging workplace where every employee feels informed, supported, and ready to contribute to our shared success.

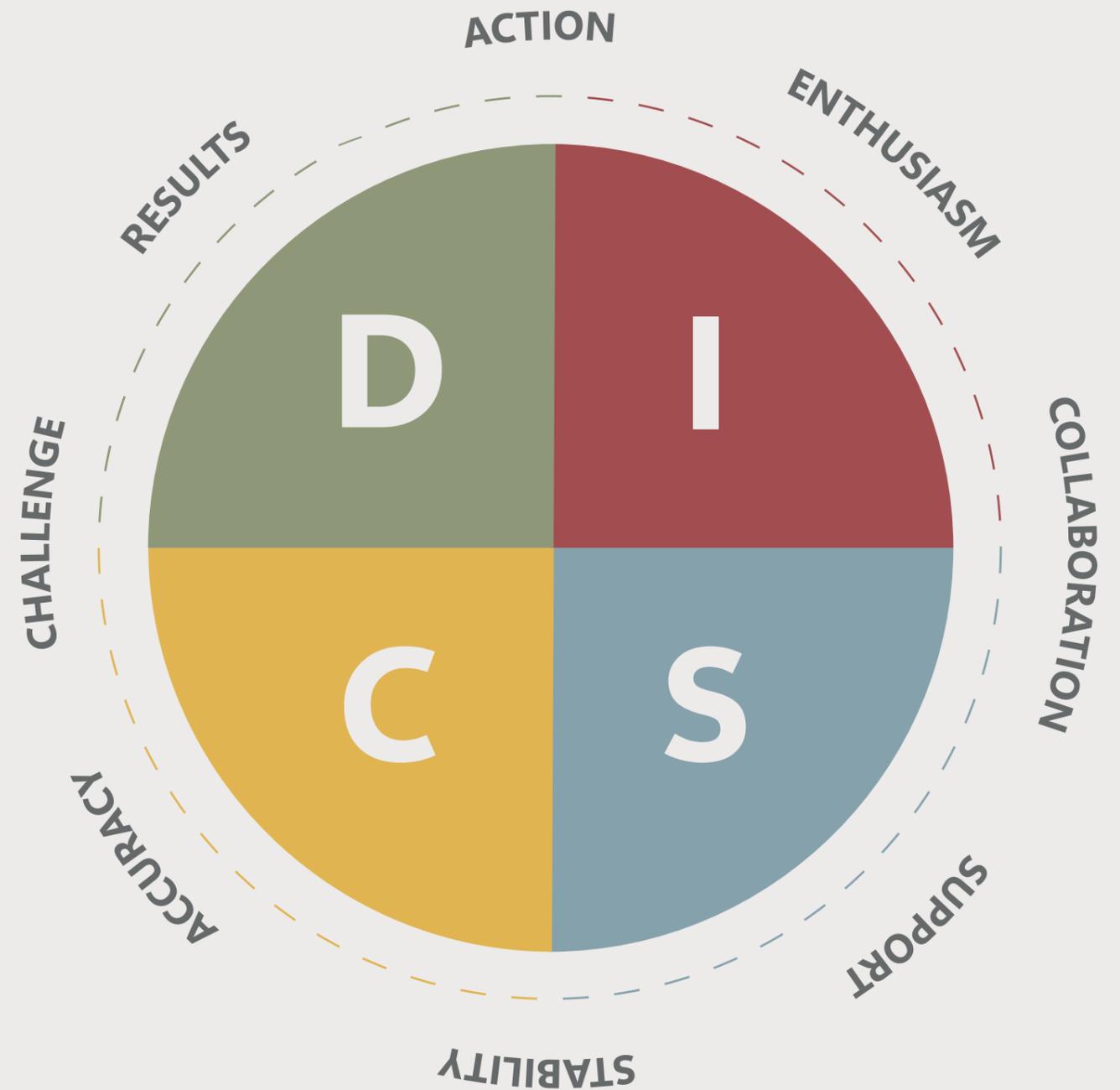


DISC PROFILES

At Nordlux, understanding people is fundamental to building strong teams. That is why every new employee completes a DISC profile analysis during their onboarding.

We reinforce this through cross-departmental workshops that promote collaboration and embrace diverse working styles.

To keep these insights visible and actionable, profiles are displayed on desks and throughout our offices, turning personality awareness into everyday teamwork.





OCCUPATIONAL HEALTH & SAFETY AT NORDLUX

At Nordlux, we have an Occupational Health and Safety Policy. The purpose of this policy is to create and maintain a safe and healthy working environment for all employees.

We strive to minimise risks and promote well-being through preventive measures and continuous improvement.

This policy covers areas such as management commitment, employee responsibilities, risk management, health promotion, employee development, prevention of work-related injuries, protection of young workers and whistleblower protection.

We ensure that our Occupational Health and Safety Policy complies with applicable occupational health and safety legislation and standards, and we will update the policy in accordance with changes in the law.

We support our employees with unlimited child's sick days, provide flexibility and work-life balance, and maintain a strong focus on well-being and opportunities for all.

SUPPORTING DEVELOPMENT & OPPORTUNITIES FOR GROWTH

Training and development are essential to how we work, and we actively invest in the growth of our people. We support our employees' professional development through courses, training, and continuing education, tailored to their role and responsibilities when needed.

We also facilitate annual development dialogues with all employees to support alignment of individual goals and organisational objectives. These conversations help identify opportunities for growth and career development.

At our headquarters in Denmark, we also offer apprenticeship positions, providing young talents with hands-on experience and a strong foundation for their future careers.

In 2025, apprentices accounted for 6,11% of our Danish organisation, reflecting our commitment to developing future talent.



GOVERNANCE

Strong governance is the foundation of our work. It ensures responsible decision-making, clear processes, and transparency across the organisation.

Nordlux also operates its own internal legal department, which ensures ongoing compliance with all applicable laws and regulations.

Through defined structures, robust policies, and continuous control, we strive to uphold integrity, build trust, and support sustainable long-term development, both internally and in collaboration with partners and customers.





ETHICAL BUSINESS BEHAVIOUR & ANTI-CORRUPTION

At Nordlux Group, we are committed to conducting business with integrity and responsibility. We actively work to prevent corruption in all its forms and promote a culture of transparency and accountability.

Our approach reflects a zero-tolerance stance on corrupt practices and ensures that concerns can be addressed effectively. This commitment is fundamental to our business principles and helps ensure ethical conduct throughout our entire value chain.

To reinforce this commitment, Nordlux has implemented an Anti-Corruption Policy and a whistleblower system.

The Anti-Corruption Policy outlines the procedures designed to prevent corrupt behaviour by fostering openness and accountability across the organisation.

Through our whistleblower system, employees and all work-related business partners can report issues anonymously, ensuring that potential risks to our core principles are identified and addressed promptly.



Our Code of Conduct also encompasses a policy addressing corruption and bribery applicable to our suppliers.

This policy aims to reduce the risk of corruption and bribery among our suppliers.

Through our Code of Conduct, we encourage our Business Partners to establish whistleblower mechanisms to safeguard human rights, labour rights, environmental responsibility and anti-corruption principles.

In 2025, we did not identify any confirmed breaches of our Supplier Code of Conduct.

We also implement a rigorous credit approval process for all customers through an independent partner.

This helps minimise the risk of engaging with partners where concerns related to corruption or bribery may exist, reinforcing our dedication to ethical business practices.

INTERNAL POLICY AWARENESS & COMPLIANCE

To ensure that all employees are familiar with Nordlux's ethical standards, responsibilities, and operational requirements, we require every colleague to review all relevant policies upon employment and to re read them every two years.

This systematic approach helps maintain a high level of awareness and supports consistent compliance across the organisation.

By ensuring that all employees remain up to date with current guidelines and policies, we strengthen our internal governance and reinforce a shared understanding of the standards that guide our daily decisions and behaviour.





DATA ETHICS

We have a Privacy Policy available on our website. This policy describes how Nordlux Group collects and processes personal data.

It applies to personal data provided to Nordlux Group through customer service enquiries, as well as data collected via our websites, digital advertising activities, participation in competitions, or subscriptions to newsletters.

The Privacy Policy describes which personal data is collected and the rights granted to individuals under applicable data protection rules.

The policy also covers areas of data processing that fall outside the scope of the GDPR. Nordlux Group only collects and stores personal data necessary for handling customer orders and for providing the best possible service to customers.

The Group also collects information about behaviour on our website, primarily for the purpose of optimising the user experience.

Collected data is not shared with third parties, and data is regularly deleted. The full Privacy Policy is publicly available on our website: www.nordlux.com.

CLOSING STATEMENT

Nordlux remains committed to strengthening our sustainability efforts across environmental, social, and governance areas. As our work evolves, we will continue to improve data transparency, set clearer targets, and collaborate closely with our partners to drive meaningful progress.

Sustainability is an ongoing journey, and we remain dedicated to ensuring that our actions create long term value for Earth, Light and Life.

With this report, we emphasise our commitment to responsible growth and to continuously improving the impact we create across our entire value chain. We look forward to advancing this work in the years ahead.

