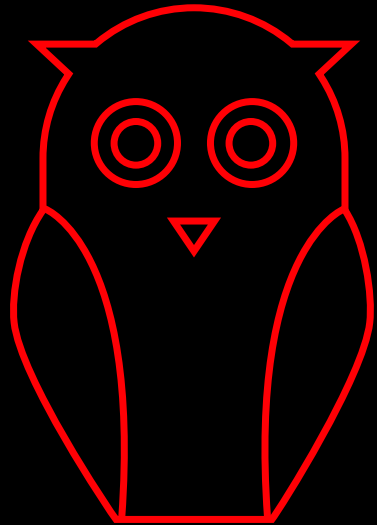


VISION AND VALUES

FOR ALL EMPLOYEES



**Shine the light of precision
so people can build better things.**

**Shine the light of reason
so people can see more clearly.**

**Shine the light of creation
so people have brighter ideas.**

**Shine the light of knowledge
so science reveals more.**

**Shine the light of day so your
people stay healthy at work.**

**Shine the light of sustainability
so nothing is wasted.**

**Shine the light of connectivity
so your building works as one.**

**Shine the light of experience so
your projects evade costly errors.**

**Shine the light of success so your
organisation can grow and prosper.**

**Shine the #blackforestlight
and conquer darkness, forever.**



„Go, shine a light“

As true Swabians, we here at the family-run company of Waldmann have two typical weaknesses. We like to work too much. And we don't like it when it gets dark. That is why we make light, and we do so around the globe. The light of precision. The light of creativity and creation. The light of safety. The light of well-being. Waldmann does not manufacture lamps. Waldmann builds light. Light with which you, as a project developer, architect or company boss can make your work, your company and your projects into a shining example. As we say here, even small people can throw big shadows. It is all just a question of lighting

Yours Family Waldmann

VISION & MISSION

OUR 2027+ STRATEGY

Our **VISION** describes where we want to go and why

WE ARE THE LEADING LIGHTING COMPANY TO IMPROVING WORKPLACES.

- Waldmann is a **leader** in the lighting industry.
- We produce the hardware **luminaires** and the software as a unique selling point.
- Every innovative company must consider Waldmann solutions when it comes to improving **working environments** in their organisational development.

Our **MISSION** describes the path and direction to be taken in order to achieve the goal

WE CREATE THE BEST WORKPLACES FOR PEOPLE WITH LIGHT AND INFORMATION.

- **Creating** in the spirit of a Swabian inventor.
- Waldmann has always been synonymous with **light in the workplace**.
- **For people**, this means promoting cognitive, mental and physical performance.
- **Light and information** stands for outstanding lighting technology and the transfer formation to intelligent lighting systems with added value through information.

THE LIGHT OF SUSTAINABILITY



THE LIGHT OF WELL-BEING



THE LIGHT OF CONNECTIVITY



CODE OF CONDUCT

WE BEAR RESPONSIBILITY

As a globally active company, we have a **responsibility** to our customers, employees and the public. This includes complying with applicable laws, respecting **fundamental ethical values** and treating each other **fairly**.

Our corporate philosophy is based on the values of **trust, honesty, sustainability and innovation**. They form the basis for our co-operation with our customers, suppliers and other business partners.

The Code of Conduct is intended to help us fulfil our responsibilities and values. It includes important legal **framework** conditions and internal company regulations that govern the behaviour of all Waldmann employees in their dealings with others.

It helps us to make the **right decisions**. This Code of Conduct applies to everyone who works for Waldmann worldwide.

MANAGEMENT PRINCIPLES

WE LEAD RESPONSIBLY

Our managers have a special **role model** function and are particularly measured by the Code of Conduct in their actions. They ensure that all employees know and understand the Code of Conduct. As part of their management role, they prevent unacceptable behaviour and take appropriate measures to prevent breaches of the rules in their area of responsibility.

TRUST

We manage our employees and the company with trust and honesty

WILLINGNESS TO CHANGE

We live and shape change and involve employees in a profitable way

COHESION

We are helpful, inspire our colleagues and pursue our goals together

LIABILITY

We communicate our expectations in a targeted manner, remain specific and act consistently

APPRECIATION

We treat each other politely and respectfully, are open-minded and recognise the achievements of others

HUNGER FOR SUCCESS

We work enthusiastically on our Waldmann mission and vision to proudly celebrate the success we have achieved together

CUSTOMER CENTRICITY

We align our actions with the requirements of our internal and external customers

OFFENCES

WE ACT CONSISTENTLY

Deliberate violations of the Code of Conduct will lead to consequences under labour, civil and, if applicable, criminal law within the framework of the applicable regulations.

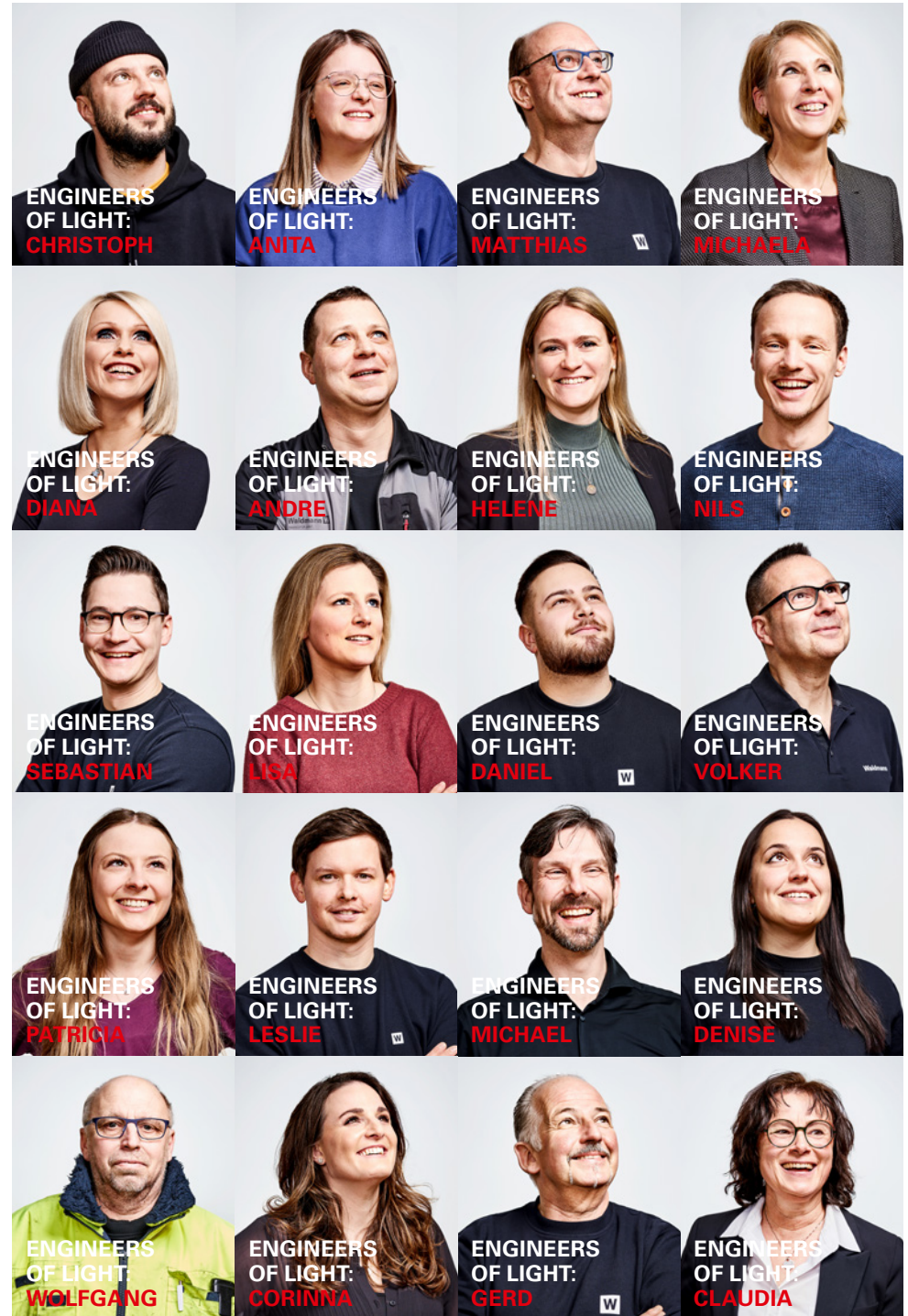
Every employee is encouraged to **report signs of potential rule violations and specific breaches of the Code of Conduct**. No employee need fear sanctions or discrimination if they report actual or suspected violations. Reports will be treated with **absolute confidentiality**.

Various communication channels are available for this purpose:

- the direct manager
- Colleagues in the personnel department
- the works council
- anonymously via our Waldmann whistleblower system

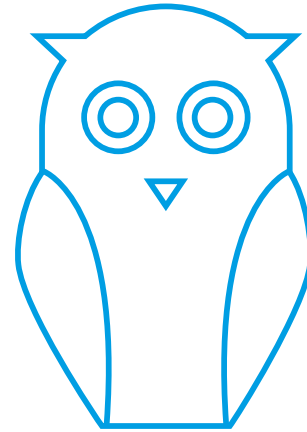
The whistleblower system is not only available to employees, but also to **external persons** as a reporting option. It is hosted by a secure, external website and is available around the clock in several languages. You can find our whistleblower system at: <https://compliance.waldmann.com/>

FIGHTING DARKNESS SINCE 1928

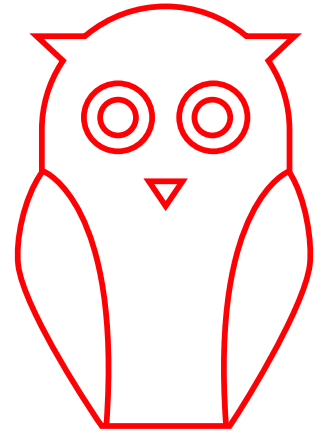


VALUES

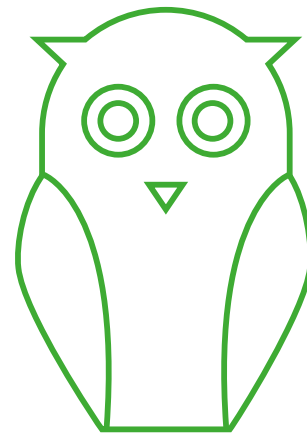
WE ORIENTATE OURSELVES ON THESE BASIC PILLARS



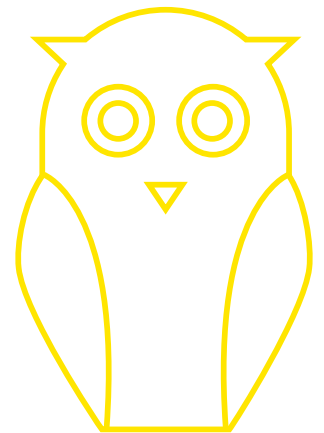
**WE TAKE
CONSIDERATION
AND ARE FAIR:**
TRUST



**WE ADHERE OPENLY
AND HONESTLY TO
RULES:**
HONESTY



**WE RESPECT
SOCIETY AND THE
ENVIRONMENT:**
SUSTAINABILITY



**WE MAKE
EVERYTHING
BETTER:**
INNOVATION

TRUST

WE TAKE CONSIDERATION AND ARE FAIR.

BEHAVIOUR IN LINE WITH COMPETITION LAW

We respect competition law

The distortion of competition through corruption, embezzlement, fraud and unauthorised agreements is contrary to our values. We compete with our competitors on the basis of **free competition**. Actions and (purchasing) decisions are made free from extraneous considerations and personal interests.

We promote good business - but not at any price

We condemn all forms of corruption, extortion and bribery. We expect **integrity and loyalty** from all our employees within the scope of their employment. We act exclusively in the interests of our company. The granting of benefits and the acceptance of benefits with the aim of obtaining an order or deepening business relationships is not permitted.

Personal benefits of monetary value (in particular of a monetary nature such as payments and loans as well as the granting of gifts over a longer period of time) may not be granted by us and may not be accepted by us or our relatives. The acceptance and granting of **invitations, gifts and hospitality** is only permitted to **an appropriate extent and insofar as they are within the scope of customary business hospitality, custom and courtesy**. Personal benefits to public officials or their relatives are also not permitted.

We are committed to fair competition

We **convince our competitors** through our products and not through unauthorised agreements. We comply with antitrust regulations. We do not participate in agreements that violate antitrust law. Significant agreements that violate antitrust law include price fixing, agreements on the allocation of markets and customers, market collusion or bid rigging. These are strictly prohibited. We do not abuse any existing dominant market position.

We avoid conflicts of interest

Our corporate culture is based on integrity and transparency. We are committed to recognising, avoiding and appropriately managing potential conflicts of interest. We are required to be transparent about all situations in which personal interests could conflict with the interests of the company and to adhere to the established **conflict resolution guidelines**.

We fight money laundering

Our company condemns money laundering in any form and complies with all applicable laws and regulations to prevent this illegal practice. We are committed to ensuring that all **business activities are transparent and traceable** in order to prevent potential money laundering. We are required to report suspicious activities or transactions immediately and co-operate with the relevant authorities to maintain the integrity of our business practices and combat criminal activity.

We support with heart and mind

Waldmann promotes education, science, culture, social causes, sport and the environment within the scope of legal and economic possibilities through donations in cash and in kind. We do not make donations for commercial gain. All donations must comply with the applicable legal system and internal guidelines. In the case of donations, the recipient and intended use must also be documented. Donations to individuals, to private accounts or to persons or organisations that could damage the interests or reputation of Waldmann will not be granted.

DATA PROTECTION | CYBERSECURITY | INTELLECTUAL PROPERTY

We protect our data

We respect and protect the personal data of our employees, customers and business partners and comply with all relevant laws and regulations on data protection and information security.

We handle the data provided to us sensitively and responsibly and take measures to ensure that this data remains confidential and secure.

We secure digital worlds

We are committed to ensuring the **highest standards of cyber security**. Every employee is required to handle data sensitively, undergo regular training and report suspicious activities immediately. The use of secure technologies and consistent compliance with security guidelines are fundamental components of our actions. These joint efforts help to

protect our digital assets and maintain the integrity of our systems.

We preserve intellectual property

Waldmann's intellectual property represents a valuable asset and a basis for Waldmann's success. It is therefore important to protect this information. Intellectual property includes inventions, product and packaging prototypes, product concepts, details about customers and suppliers and other business secrets. **Confidential information concerning Waldmann must be kept secret**. This means that it must not be passed on to unauthorised persons - including family and friends. We protect our property and the property of third parties.

HONESTLY

WE ADHERE OPENLY AND HONESTLY TO RULES.

COMPLIANCE WITH LAWS

Compliance with the law is our top priority. Every employee must observe the legal regulations of the respective country that are relevant to their work.

EMPLOYEE RIGHTS

The rights of our employees are an indispensable part of **fundamental human rights** and form a central element in the relationship between Waldmann and its employees.

We jointly support internationally recognised human rights and are committed to upholding them.

We guarantee fair remuneration

Waldmann's wages and salaries as well as social benefits correspond to or exceed the **respective national statutory minimum standards**.

We promote a healthy work-life balance

We comply with all applicable **national working time regulations**. In addition, we offer our employees **various working time models**, home office and the company's own **Glühwürmchen daycare** centre with flexible childcare options to ensure a good work-life balance.

We stand for a strong and fair labour community

Waldmann respects the rights of employees to **freedom of association and participation in trade unions and to form and join a works council**. The

management does not accept any disciplinary measures or discriminatory actions against employees who exercise the right to freedom of assembly/association.

We support young people on their career path

Waldmann supports pupils in finding a career and acquiring training through **internships and apprenticeships**. The employment of pupils and trainees always takes place in compliance with all applicable legal provisions. Young employees are under special protection.

We fight child labour

Child labour and any form of exploitation of children are not tolerated. We observe the regulations of the United Nations on **human and children's rights**. We are committed to the Convention on the Minimum Age for Admission to Employment and the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour.

We stand for a clear „no“ to forced labour

We reject all forms of forced labour, slavery and human trafficking. **No one may be employed against their will.**

We value diversity and do not tolerate discrimination

A **culture of equal opportunities**, mutual trust and respect is of great importance to us. Any kind of discrimination based on nationality, ethnic origin, gender, age, skin colour,

citizenship, language, sexual orientation, religion, disability and political conviction is therefore contrary to our values.

We behave respectfully

Appropriate and collegial treatment of all our employees is a basic requirement for Waldmann.

Discrimination, violence, bullying and harassment of any kind (sexual, physical or psychological) are not tolerated.

We demand ethical business behaviour

We also **expect our business partners to behave in accordance with the law and to observe appropriate social and legal standards**, particularly in the areas of human rights, child and youth protection, treatment of employees, equal opportunities, right of association, health and safety in the workplace as well as wages and social benefits

OCCUPATIONAL SAFETY & HEALTH

We are convinced that the safety and well-being of our employees are essential to our economic success. We ensure a **safe and healthy working environment**. We comply with all relevant laws, regulations and guidelines on occupational health and safety as well as the applicable health and safety standards.

Every employee is responsible for avoiding hazards in their area of work in order to **protect and preserve our health and that of our business partners**.

We create safe and ergonomic working conditions

All employees are provided with **workstations** that meet health, **safety and ergonomic** requirements. This includes the following measures, among others:

- Provision of ergonomic workstations and personal protective equipment
- Maintenance of work equipment and all systems subject to mandatory testing in accordance with regulations
- Substitution testing of chemicals
- Definition of measures to prevent accidents at work, emergencies and fires, including through Regular safety training for employees, in-house fire brigade, alarm and accident facilities
- Implementation of an accident and incident management system

SUSTAINABILITY

WE RESPECT SOCIETY AND THE ENVIRONMENT.

„SUSTAINABILITY IS NOT A BORING TOPIC, IT'S A TASK FOR ALL OF US! AS A FAMILY BUSINESS, WE CAN GET THINGS MOVING.“

Christoph Waldmann

We protect the environment together

Environmental protection is **very important** to us. We have maintained a certified environmental management system in accordance with ISO 14001 since 2012 and also expect our employees to treat the environment responsibly and sustainably.

Every employee has a responsibility to treat natural resources with care and to contribute to **protecting the environment and climate through their individual behaviour**.

We use resources and our environment sustainably

Our common goal is to **avoid environmental risks** and reduce negative impacts on people and nature.

Our focus is on the following areas:

- reducing energy consumption and increasing energy efficiency
- Reducing emissions that are harmful to the climate, especially CO₂
- keeping the air clean and improving air quality
- the sustainable management of natural resources
- the avoidance and reduction of waste
- maintaining water quality and using water sparingly
- responsible chemicals management

We develop and produce sustainable products

The **development and manufacture of sustainable products** are not only an integral part of our corporate philosophy, but also a commitment. Our focus is on a holistic view of recyclability, energy efficiency and durability. We are actively committed to designing products that not only meet current needs, but also have a **positive long-term impact** on the environment.

We act in accordance with the law and innovative technologies

We ensure compliance with the **applicable national environmental laws, regulations and standards**. Furthermore, we support the use of **modern, efficient and environmentally friendly technologies** as well as the generation and utilisation of renewable energy sources, e.g. via a company-owned photovoltaic system.

We maintain sustainable partnerships

We also **expect our business partners and suppliers to protect the environment and comply with the applicable national environmental laws, regulations and standards**. Suppliers must ensure that their activities do not cause any avoidable environmental damage and that they

comply with our minimum requirements in terms of sustainability by confirming our **Supplier Code of Conduct**.

We pay attention to transparency and ethics in our supply chain

In our supply chain, we **strive for maximum transparency** to ensure that our products are ethical, environmentally friendly and free from materials that could harm the environment.

We are actively committed to ensuring that our suppliers do not use conflict minerals that finance armed groups or are extracted in violation of human rights. We also require our partners to comply with REACH and RoHS guidelines for the safe handling of chemicals and the restriction of hazardous substances.

INNOVATION

WE MAKE EVERYTHING BETTER.

„IT IS THE WAY WE DESIGN AND PRODUCE OUR PRODUCTS. CRADLE TO CRADLE REQUIREMENTS HAVE BECOME A DESIGN STANDARD FOR US. EVEN IF WE ARE NOT AIMING FOR CERTIFICATION.“

Christoph Waldmann

We develop sustainable, innovative products

Through continuous research and development, we strive to create **innovative solutions** that conserve resources and minimise our environmental impact. Our aim is to act sustainably and at the same time manufacture products that meet our customers' needs.

processes, improving working conditions and implementing real-time monitoring so that we can act quickly if necessary. This is crucial for us in order to meet the demands of the global market.

We live the tension between tradition and innovation

Innovation lies in our roots. Since our foundation in 1928 by Emil Waldmann, we have repeatedly been among the **pioneers of lighting solutions**: with precise light for the watch industry, direct-indirect floor lamps for office workplaces, biodynamic light in care settings, **the world's first Cradle to Cradle certified floor lamp** and full-spectrum light for industrial workplaces.

We see the future in light and information

We see the key to the future in the combination of light with information, i.e. trust-building hardware and premium software. In addition to the **digitalisation of our business models**, it is also about the **digitalisation of the company**. Our goals include optimising internal

The spirit of Waldmann's founder radiates from the EMIL 28 showroom, a space filled with inspirational lighting ideas..

#blackforestlight

SHINE A LIGHT



#blackforestlight

Waldmann

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DAS KANN NUR WALDMANN