LEDiL

2025

# Sustainability report



# Table of **contents**


3 LEDiL Group overview

4 CEO words

5 At the core of our business

6 LEDiL sustainability in brief

9 Material sustainability topics and our focus
- Environmental impact of LEDiL products and services

12 Environmental compliance
- Certifications
- Regulatory compliance
- Materials
- Sustainable packaging development
- Energy
- Emissions
- Waste

22 Social and employee responsibility
- Employee wellbeing and safety
- Competence development
- Employee satisfaction

25 Business ethics and anti-corruption
- Compliance
- Data privacy
- Responsible supply chain

28 LEDiL sustainability KPIs 2025

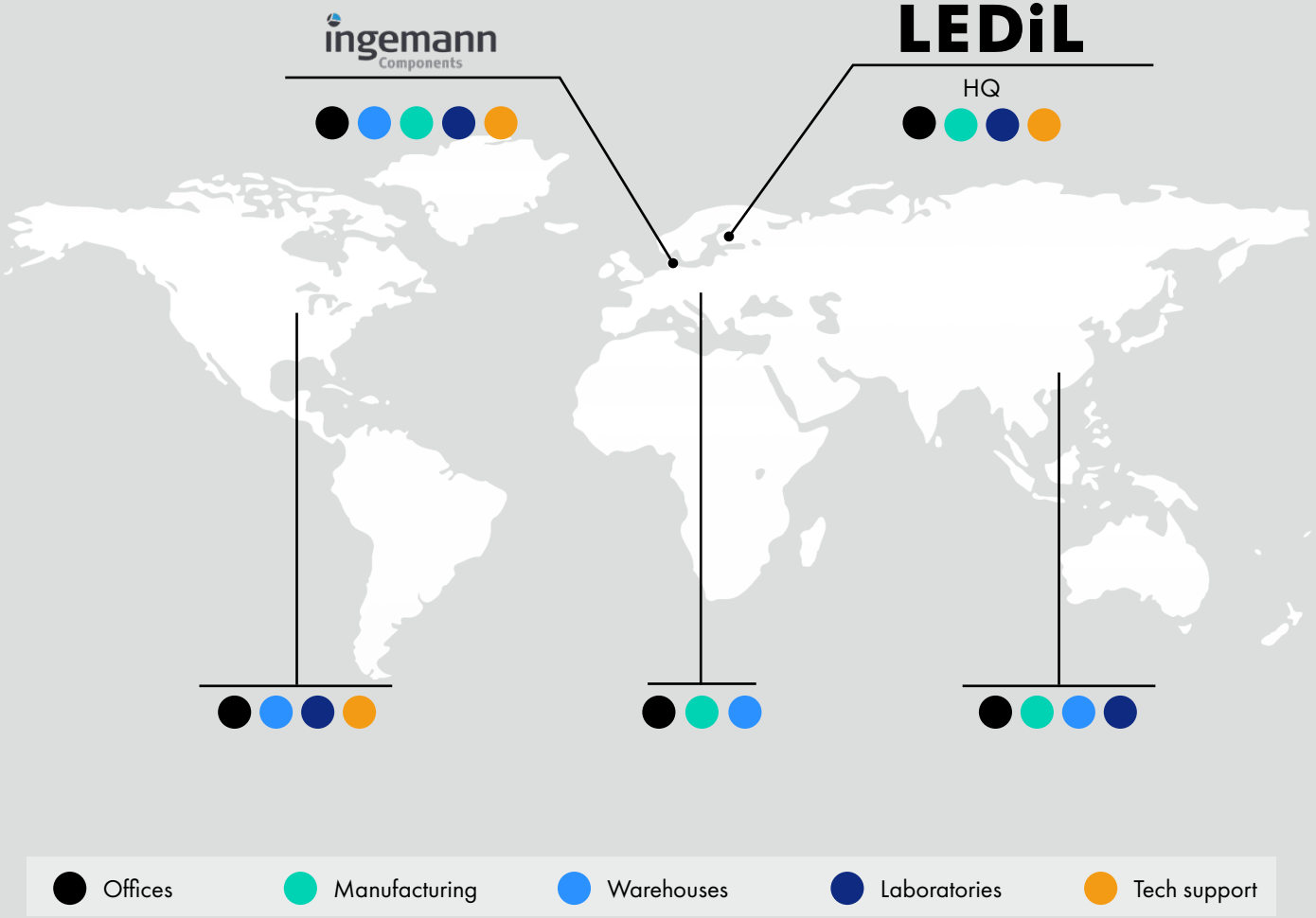
29 2026 Outlook




# LEDiL Group **overview**

Our story is one of continuous discovery. Since our beginnings in 2002, we set out on a mission to perfect light for a luminous future – for humankind and the life around us.

LEDiL's global presence has expanded steadily with subsidiaries in the USA, China, and Germany, and the 2024 acquisition of Ingemann Components in Denmark. LEDiL also operates the logistics warehouse Delivered Ltd in Hong Kong and is represented by sales agents operating internationally. Most employees are based at LEDiL's headquarters in Finland and Ingemann Components' headquarters in Denmark.



# CEO **words**

## Sustainable lighting – See the stars also at the center of the city

Following our vision to enhance wellbeing, functionality, and safety for a more sustainable future, we are not just delivering efficient lighting to cut the carbon footprint. Increasingly, and more importantly, we enable a balance between light and darkness, making our surroundings more interesting and healthier to be in.

This is obvious in urban lighting, where too much light reduces our ability to gaze at the stars and even messes up our own biological clock, as well as that of nocturnal animals. Properly directed and an optimal amount of light are just as important in indoor lighting to make the surroundings pleasant, while avoiding over-illumination and glare. For all this, LEDiL is the best choice.

As a world-leading secondary optics provider, we help our customers, the luminaire manufacturers, to direct the right amount of light precisely where it is needed, while reducing energy consumption without any compromises to visual comfort. We may say that precise optics and high-quality light control are the foundation of sustainable lighting.

While we improve the sustainable future around us, it is vitally important that we take good care of sustainability issues in our everyday operations, covering material sustainability, environmental compliance, social and employee responsibility, and business ethics, as presented in this report. We continue the systematic sustainability work, and our target is to reach the silver level in the EcoVadis sustainability platform as soon as possible, hopefully already during the year 2026. That would position us among the top 15% of rated companies.

Together, we all continue to perfect light for a luminous future.



**Kimmo Rauhala**
CEO

# **At the core** of our business

## Our mission

Perfecting light for
a luminous future.

## Our values

Customer benefit
In this together
Competence
Inspiration
Respect

## Our vision

To enhance wellbeing, functionality and safety for a more sustainable future and improved quality of life.



**Inspiration**

"We are curious and inspiration is the source of our innovation"



**Competence**

"We take pride in our profession and are dedicated to climbing the mountain of knowledge"



**Customer benefit**

"Creating real benefit for alla customers is at the core of everything we do"



**Respect**

"We value people and believe that mutual respect is about appreciation, fair treatment and consideration for all"



**In this together**

"One LEDiL, one team, one goal"

# LEDiL sustainability **in brief**

This sustainability report highlights LEDiL's ongoing commitment to reducing emissions – recognising that lighting is a major source of electricity demand* and can play a key role in addressing the global climate challenge. Sustainability remains central to our strategy, guided by CSRD and GRI standards.




**Core commitments to a sustainable future:**

**Energy efficient technology**

Our innovative LED optics enhance lighting efficiency by reducing energy waste, emissions, and raw material use – driven by our commitment to continuous innovation and peak performance to boost luminaire sustainability.

**Sustainability through modularity**

Modular designs extend product life, support repairs, and reduce waste by enabling easy component replacements and upgrades.

**Prioritising people: safety and wellbeing at work**

LEDiL promotes a safe, healthy, and supportive work environment, with 90% of employees expressing satisfaction in the 2025 survey, and ongoing commitment to improving training, strengthening development, and enhancing cross-functional information flow.

**Accountable and transparent processes**

LEDiL ensures integrity, clear processes, and strong partnerships, prioritising transparent reporting, responsible operations, and data privacy. We achieved an EcoVadis Bronze rating in 2024 and are committed to improve the level.

**Upholding ethical excellence**

We maintain integrity, fairness, and transparency, enforcing zero tolerance for bribery and corruption. Employee well-being is a priority, fostering a safe and respectful workplace.



*International Energy Agency (IEA) (2023). Global energy consumption for lighting. Retrieved from https://www.iea.org/reports/lighting*

# The Oaken, a ground breaking approach to sustainability in street lighting

TRT Lighting's Oaken luminaire sets a new standard in sustainable street lighting, earning the highest LIA/CIBSE certification score of 3.1. Designed for maximum circularity and energy efficiency, every component minimises environmental impact. LEDiL's high performance STRADA-IP lenses enhance light output, reducing energy consumption and lowering carbon footprints. This innovation proves that sustainable lighting can deliver both ecological and economic benefits, paving the way for a greener future.



LEDiL

# Rethinking efficiency: the evolution of Multilume Re:Think

Fagerhult set out to rethink its 600x600 ceiling luminaires with sustainability at the core. By utilising the Ingemann CO2 calculator and testing various raw materials, we discovered that while recycled materials offered manufacturing savings, virgin materials delivered greater lifetime energy efficiency. The outcome: the Multilume Re:Think 600x600, featuring cardboard housing, recycled molded plastic parts, and a virgin optical stack – showcasing how rethinking efficiency can drive innovation in sustainable design.

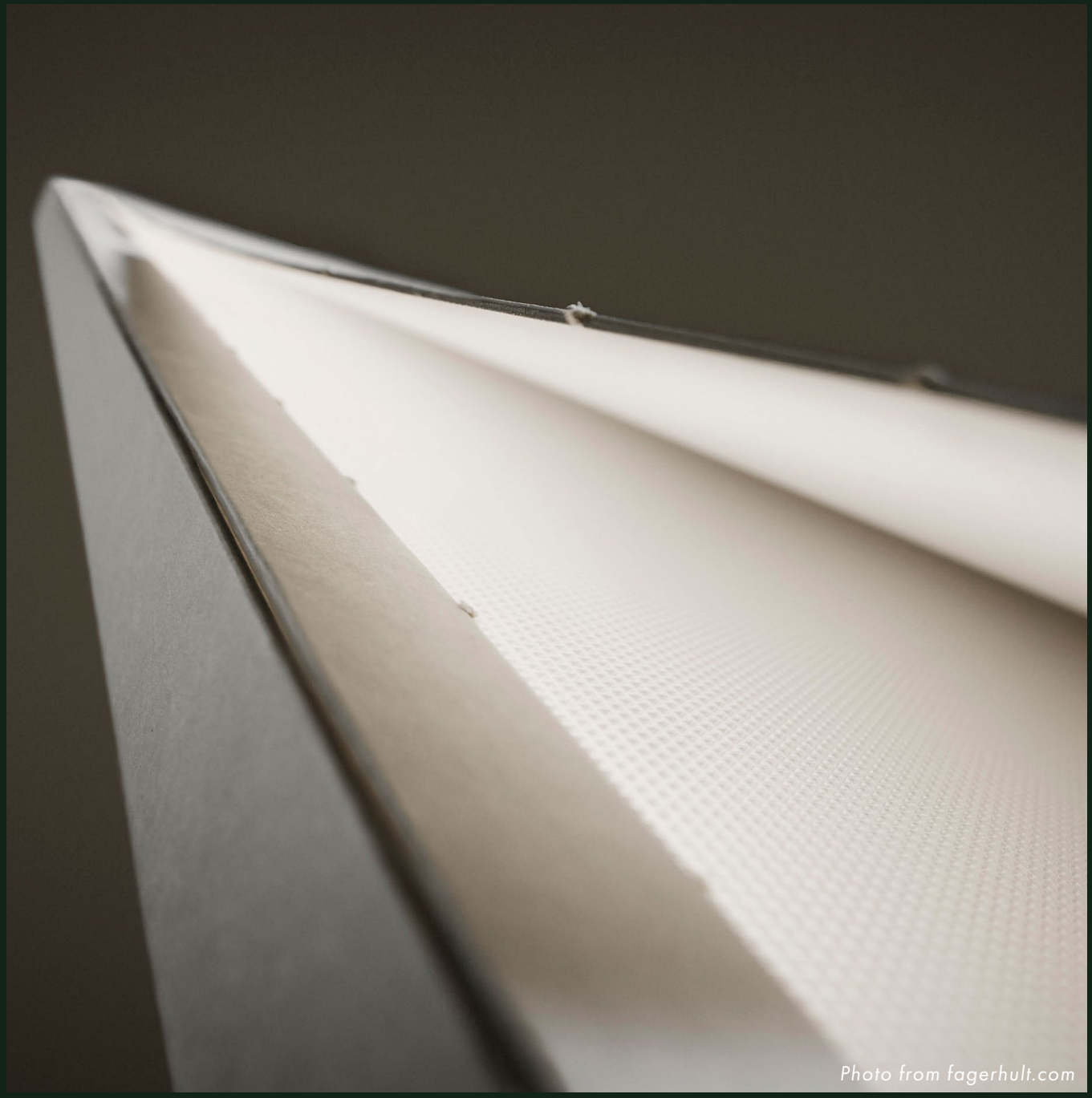


*Photo from fagerhult.com*



# Material sustainability topics **and our focus**

Our key environmental, social, and economic topics relevant to our business throughout our entire value chain are shaped by stakeholder input and a targeted questionnaire. To guide LEDiL's business strategy and sustainable development goals, we have identified three key UN Sustainable Development Goals.
We will continuously review our goals to ensure they remain relevant and refine them as necessary, while continuing to renew ourselves and optimise where we can.

# Material sustainability topics and our focus

As part of our ongoing commitment to sustainability, we asked our employees which United Nations Sustainable Development Goals (SDGs) resonate most with our work and how they see our impact in practice. The responses highlight the ways our everyday actions and innovations support key global goals.

"Our products are designed for outstanding performance, efficiency, and durability, guaranteeing long product lifespans and replacement cycles.

"We make continuous improvements to optimise product design for more efficient production.

"We define clear product requirements to ensure efficient and purposeful production.

"We ensure that our material choices and the materials used are compliant with all relevant laws and regulations.

"We are commited to consistent production controls to avoid unnecessary waste.










"We enable significant energy reductions in the end product, targeting the area where the majority of its climate impact occurs.

"Optimised production and smart engineering help us reduce energy and material consumption.

"We deliver customer satisfaction through consistent, sustainable, and high-quality solutions.

"We choose production locations with customer proximity in mind, minimising logistics emissions.

"Streamlined production ramp-up enables us to optimise production parameters and machine selection.

# Material sustainability topics and our focus

## The environmental impact of LEDiL products and services

The positive environmental impacts of our products and services are related to LED lighting energy saving and reducing hazardous substances found in traditional lighting i.e. FL (fluorescent lamps) and HID (high intensity discharge) lamps, as well as enhancing the efficiency of special applications and reducing environmental footprint e.g. in horticultural applications. The use of our products can directly contribute to reducing light pollution and its negative effects on biodiversity.

Our products are designed to maximise the energy efficiency of LED lighting by directing light precisely to where it is needed. When it comes to lighting sustainability, the emissions generated during a product's use phase outweigh the climate impact of manufacturing it. Lighting accounts for around 15% of global electricity consumption, and even more than 90% of a luminaire's carbon footprint comes from its usage. That's why in-use efficacy is so critical – every improvement in real-world performance can lead to substantial carbon savings.

Reliability and durability are also core to our sustainability mindset. By ensuring our optics deliver stable performance and long operating lifetimes, we help reduce the need for frequent luminaire replacements and maintenance. High durability lowers material use, waste, and environmental impact across the product's entire lifecycle. High quality material choices, extensive testing, and long-term performance validation are essential components of our design ideology, supporting more sustainable lighting systems with extended lifespans.

Modularity is the basis of our design ideology which allows us to combine fewer parts and tools into a large number of tool combinations and end products, reducing the need for producing, transporting and warehousing large numbers of end products, and reducing the total amount of different molding tools.

With our wide range of standard products and custom product design services and support we help luminaire manufacturers in developing optimal solutions for better quality and more efficient lighting.

LEDiL operation's environmental approach focuses on fulfilling environmental compliance, ensuring efficient material and energy usage, appropriate handling and reduction of waste and reducing our carbon footprint. Key internal projects focus on optimising our logistics chain and product packaging in order to minimise direct climate impact.

**LEDiL sustainability focus areas**



Environmental compliance



Emissions in logistics chain



**Employee wellbeing and safety**



**Ethical business practices**



**Responsible supply chain**

# Environmental **compliance**



# Environmental compliance

## Certifications

LEDiL environmental compliance is based on ISO 14001 standard. Currently LEDiL holds ISO 14001:2015 certificate which was recertified by DNV in May 2024 and the next surveillance audit is scheduled for June 2026. We constantly maintain and develop our environmental management system. All LEDiL products are REACH and RoHS compliant.

Ingemann holds ISO9001:2015/14001:2015 certificate which have been certified in 2024. The first certication of ISO9001 dates in 2015 and the ISO14001 was introduced and certified in 2024. Next surveillance audit is scheduled for Feb 2026.

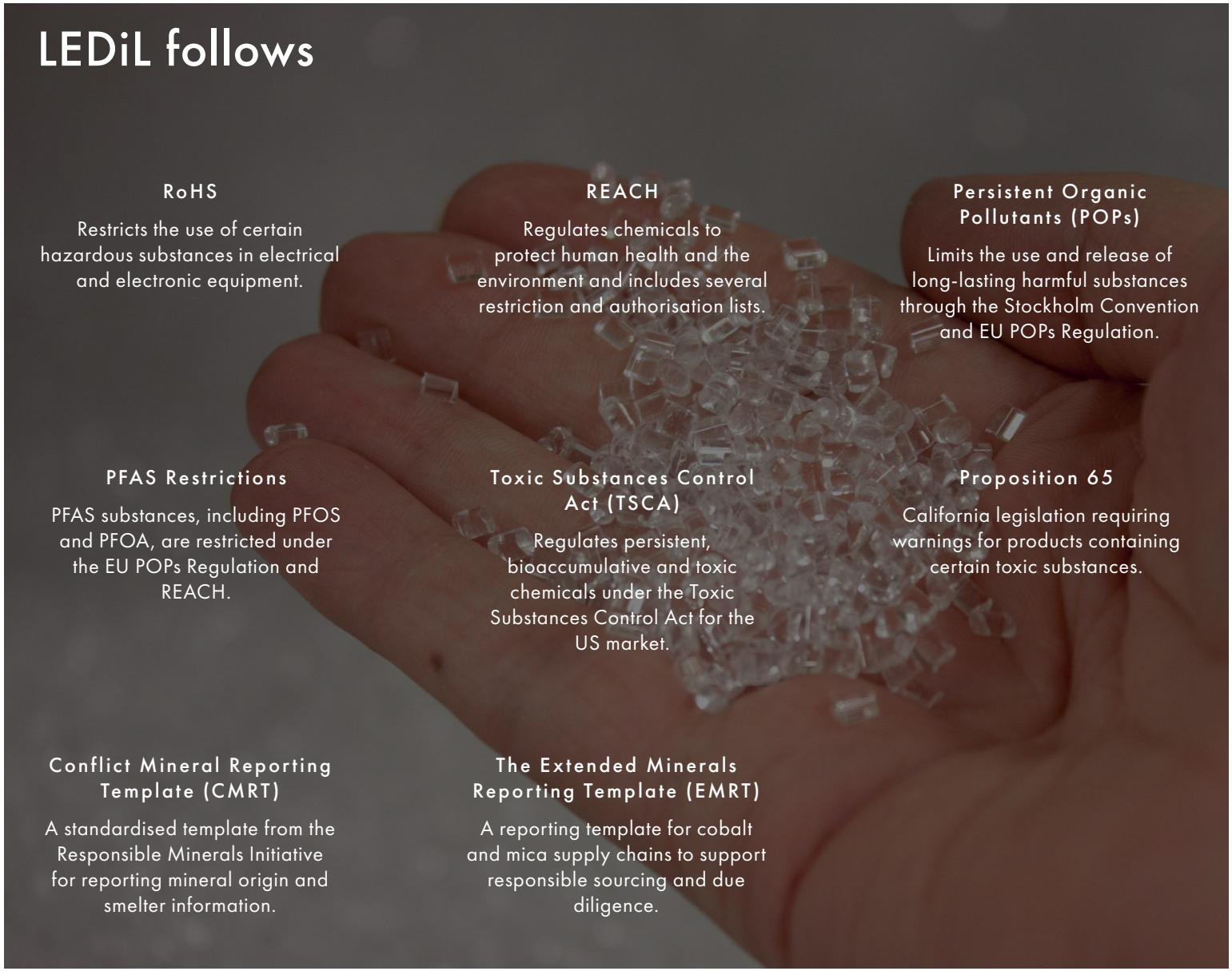
EcoVadis is a globally recognized sustainability rating platform that assesses companies' environmental, social, and ethical performance. The EcoVadis certification evaluates businesses across key sustainability criteria, including environmental impact, labor and human rights, ethics, and sustainable procurement. LEDiL received the bronze rating (top 35%) in May 2024. The objective is to get the silver rating by the year 2026.

# Environmental compliance

## Regulatory compliance

LEDiL actively monitors and complies with a wide range of international regulations designed to protect human health, ensure product safety, and minimise environmental impact. Our commitment to regulatory compliance extends across our entire value chain, from raw material suppliers to finished products delivered to customers.

LEDiL continuously monitors potential upcoming regulations and ensures ongoing compliance throughout our supply chain. We actively investigate upcoming regulatory changes and always verify compliance of materials with our raw material suppliers



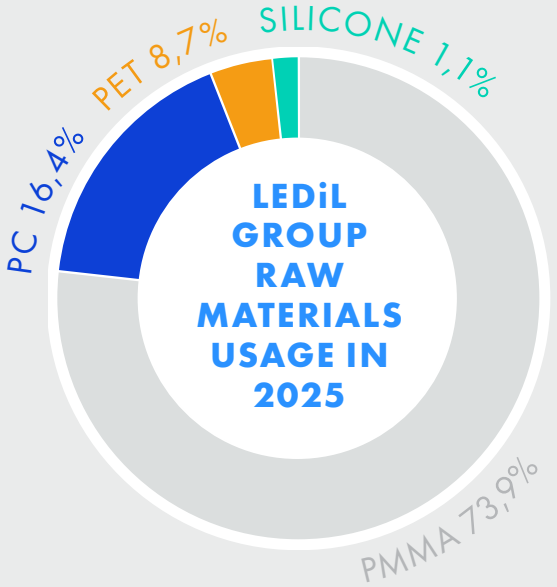
## Materials

LEDiL Group designs and manufactures optical components, including LEDiL's LED secondary lenses and reflectors as well as Ingemann's optical components, using plastic and silicone-based raw materials. Compared to glass, another optically competitive material, plastics offer significant advantages, including lower cost, reduced weight, and a less energy-intensive production process. Optical plastics are approximately six times lighter than optical-grade glass, contributing to lower material consumption and reduced transportation-related impacts across the value chain.

Across the LEDiL Group, product design focuses on optimising raw material use in order to minimise environmental impact and reduce waste. We actively test and evaluate new materials to identify more sustainable alternatives. Where feasible, we offer options based on chemically and mechanically recycled materials to support customers seeking lower-impact solutions.

All optical components manufactured from polycarbonate (PC) or polymethyl methacrylate (PMMA) are fully recyclable. LEDiL Group's total annual raw material usage in 2025, based on material purchasing, was 2,117 tons, as illustrated in the accompanying graph.

LEDiL Group's raw materials usage



## Sustainable packaging development

At LEDiL we are committed to making smart, sustainable packaging choices that minimise waste, reduce environmental impact, and align with our company-wide sustainability efforts. Packaging development is an ongoing process that we continuously optimise with sustainability in mind.

We use only 100% recyclable packaging materials, eliminating PVC and multi-material packaging with mechanical fastenings that could hinder proper recycling. When designing new trays, we ensure they are universal to allow for greater efficiency and flexibility in packaging across different product lines. This approach reduces material waste and optimises space utilization.

| **Packaging material usage** | **Tons** | | | | |
|---|---|---|---|---|---|
| | 2025 | 2024 | 2023 | 2022 | 2021 |
| Plastic packaging material (recyclable) | 32,9 | 37,6 | 56,6 | 61,7 | 68,9 |
| Carton packaging material (recyclable) | 36,9 | 40,3 | 61,3 | 80,0 | 91,1 |
| Wood pallets (EUR, reusable) * | 16,6 | 29,4 | 19,7 | 14,2 | 14,0 |
| Plastic pallets (reusable) * | 18,8 | 10,4 | 16,6 | 21,3 | 14,6 |

** Goods handled through Ledil Oy*

## Our key development areas

### Optimised packaging design

By refining packaging sizes and materials, we minimise excess use while ensuring product protection during transportation.

### Reducing plastic use

We use recyclable plastics in our packaging and aim to minimise plastic packaging content wherever possible. We prioritise cardboard when suitable, and when plastics are necessary, we evaluate foam materials to optimise product fit, reducing both material use and shipping weight.

### Recyclable and renewable materials

We choose packaging materials with recyclability in mind and strive to increase the proportion of recycled content where possible, ensuring that the durability and performance of the packaging are not compromised.

### Reducing material weight

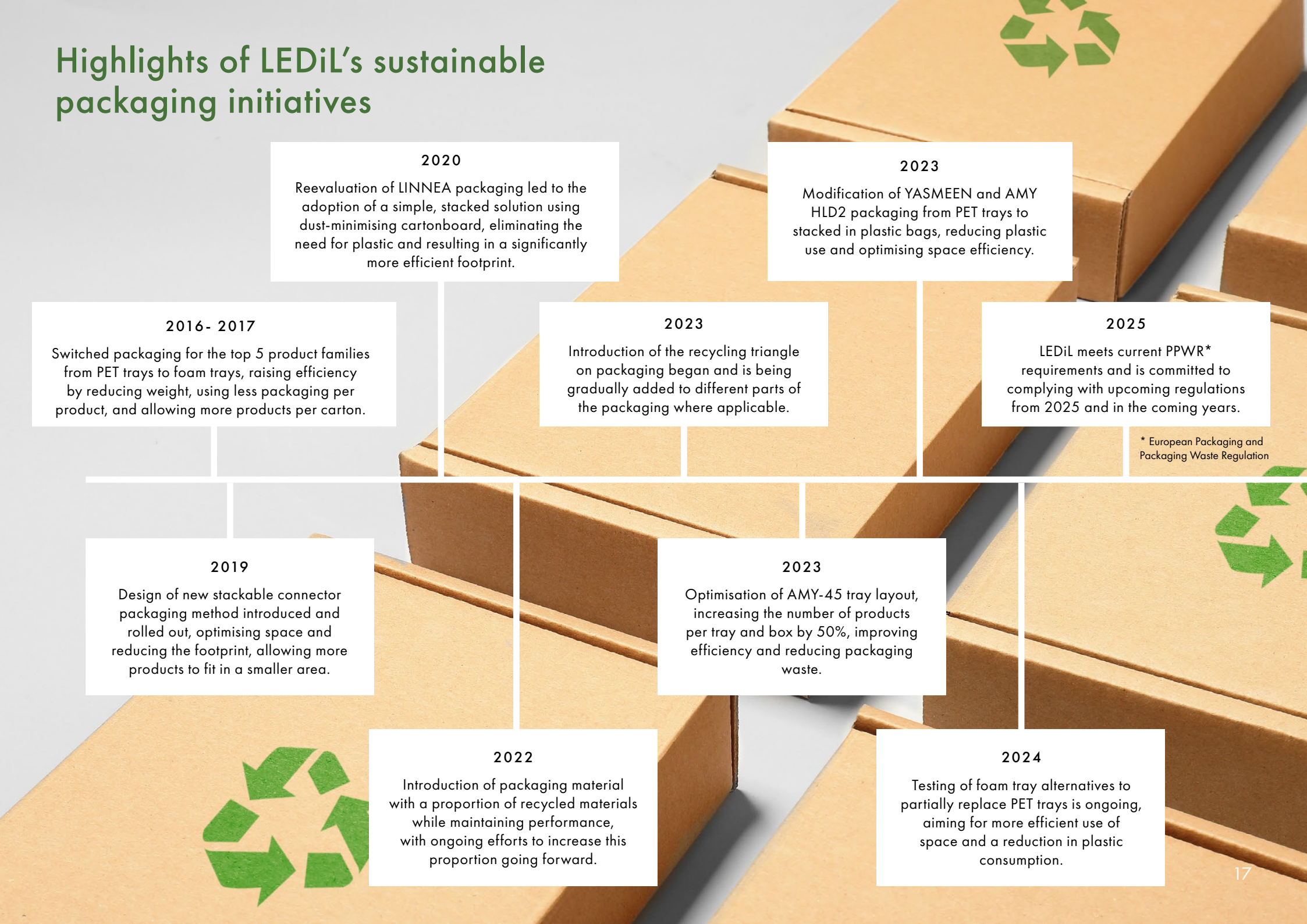
Lightweight materials enhance shipping efficiency, reducing emissions and overall environmental impact.

### Customer awareness

We provide clear labeling whenever possible to support responsible recycling and disposal practices.

By continuously refining our packaging strategy, we aim to lower our environmental footprint while maintaining the highest standards of product protection.

# Highlights of LEDiL's sustainable packaging initiatives



### 2016- 2017

Switched packaging for the top 5 product families from PET trays to foam trays, raising efficiency by reducing weight, using less packaging per product, and allowing more products per carton.

### 2019

Design of new stackable connector packaging method introduced and rolled out, optimising space and reducing the footprint, allowing more products to fit in a smaller area.

### 2020

Reevaluation of LINNEA packaging led to the adoption of a simple, stacked solution using dust-minimising cartonboard, eliminating the need for plastic and resulting in a significantly more efficient footprint.

### 2022

Introduction of packaging material with a proportion of recycled materials while maintaining performance, with ongoing efforts to increase this proportion going forward.

### 2023

Introduction of the recycling triangle on packaging began and is being gradually added to different parts of the packaging where applicable.

### 2023

Optimisation of AMY-45 tray layout, increasing the number of products per tray and box by 50%, improving efficiency and reducing packaging waste.

### 2023

Modification of YASMEEN and AMY HLD2 packaging from PET trays to stacked in plastic bags, reducing plastic use and optimising space efficiency.

### 2024

Testing of foam tray alternatives to partially replace PET trays is ongoing, aiming for more efficient use of space and a reduction in plastic consumption.

### 2025

LEDiL meets current PPWR* requirements and is committed to complying with upcoming regulations from 2025 and in the coming years.

* European Packaging and Packaging Waste Regulation

# Environmental compliance

## Energy

Our measurable in-house energy consumption is primarily based on head office electricity consumption readings, covering facility use, machinery, and heating.

In April 2024, LEDiL relocated its headquarters in Finland to new office premises. The move has enabled more efficient use of space, with modern, open-plan workspaces that support productivity and enhance collaboration between teams. As a result of the reduced square footage and more efficient heating solutions, electricity consumption at the new premises is 73% lower compared to the previous facilities.

Ingemann is included as part of LEDiL Group reporting from 2024 onwards. The inclusion increases total energy consumption at Group level, primarily due to Ingemann's production activities, which are inherently more energy-intensive than office-based operations.

The main contributor to energy consumption in our value chain is the energy used in our supplier´s injection molding factories. This part of our energy consumption can only be estimated from available literature and studies of energy consumption in injection molding together with production volume.

| **LEDiL Group electricity use** (MWh) | 2025 | 2024 | 2023 | 2022 |
|---|---|---|---|---|
| LEDiL electricity use + | 63 | 109 | 232 | 230 |
| Ingemann electricity use + | 484 | 103 | - | - |
| Solar electricity production for own use - | - | 15 | 120 | 120 |
| Net electricity use | 547 | 197 | 112 | 110 |

| **Energy consumption in production** (MWh) | 2025 | 2024 | 2023 | 2022 |
|---|---|---|---|---|
| Estimated electricity use in injection molding | 1 544 | 1 286 | 1 230 | 1 714 |

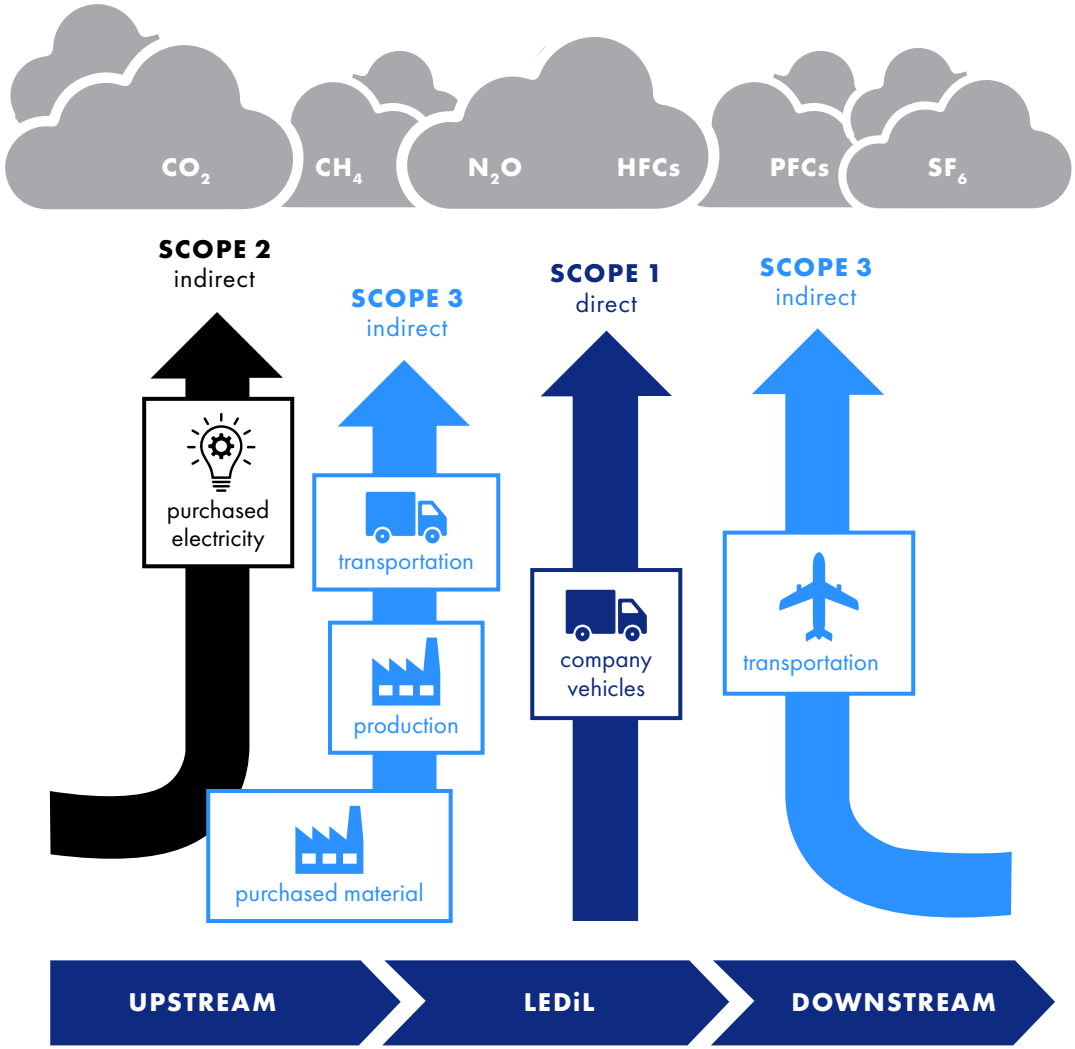


# Environmental compliance

## Emissions

From 2019 onwards LEDiL sustainability reporting has implemented a new calculation method for CO2e reporting according to the Greenhouse Gas (GHG) protocol which divides emissions into 3 scopes and direct/indirect emissions. LEDiL´s emission split into scopes 1–3 is shown in the picture below.

The direct emissions of our operations in scope 1 include emissions from company owned and leased vehicles. Emissions related to company facilities are due to purchased electricity which is reported as indirect emissions in scope 2. The emissions in the upstream of our supply chain in scope 3 are emissions due to the production of purchased raw materials, emissions due to production at suppliers, and transportation. In the downstream of our supply chain the emissions are mainly due to logistics. Ingemann emissions are included in the calculations from 2024 onwards.



# Environmental compliance

The main carbon footprint in our value chain is due to the production of plastic and silicone raw materials in the upstream, and logistics emissions in the downstream. In 2023, we refined the calculations for our suppliers, and we have also taken into account commuting and company car emissions.

## Low-emission freight and logistics

Since 2022, LEDiL Oy has used DHL LCL GoGreen Plus Low Emission Transportation Services for ocean transportation, facilitated by sustainable marine fuel. In addition, DHL GoGreen air freight will be taken into use in 2026 to further strengthen our low-emission logistics approach.

In 2023, we reorganised our logistics by relocating our main warehouse from Finland to Poland. A location closer to our customers and shorter transport routes from Asia to Europe have significantly contributed to lowering logistics emissions. We were able to further reduce our logistics footprint by optimising our production footprint, increasing the share of sea freight for internal goods transfers, and continuing the same sustainable operating methods and optimised packaging practices that were used in the Finnish warehouse.

## Supplier data integration

Ingemann has been included in the group figures from 2024 onwards. In 2024, Ingemann's emissions were based on their ERP-integrated emission calculator, which analysed their invoices. In 2025, their emissions were calculated in line with other LEDiL emissions based on activities, energy usage and actual raw material consumption.

### LEDiL's GHG emission split into scopes 1–3

| | Group 2025 | | Group 2024 | | 2024 | | 2023 | |
|---|---|---|---|---|---|---|---|---|
| | $tCO_2e$ | % | $tCO_2e$ | % | $tCO_2e$ | % | $tCO_2e$ | % |
| SCOPE 1 | **15,2** | **0,1** | **22,3** | **0,3** | **6,1** | **0,1** | **5,5** | **0,1** |
| Company owned vehicles | 7,0 | 0,1 | 6,1 | 0,1 | | 0,0 | 5,5 | 0,1 |
| Ingemann | 8,1 | 0,1 | 16,2 | 0,2 | | | | |
| SCOPE 2 | **26,9** | **0,3** | **71,4** | **0,8** | **24,6** | **0,5** | **38,4** | **0,7** |
| Purchased electricity for own use | 2,1 | 0,0 | 24,6 | 0,3 | | 0,0 | 38,4 | 0,7 |
| Ingemann | 24,8 | 0,2 | 46,8 | 0,6 | | | | |
| SCOPE 3 | **10 582,3** | **99,6** | **8 356,6** | **98,8** | **4 925,6** | **99,4** | **5 151,1** | **99,2** |
| Logistics | 692,9 | 6,5 | 641,3 | 7,6 | 641,3 | 12,9 | 791,3 | 15,2 |
| Production of purchased materials | 8 158,8 | 76,8 | 3 715,6 | 44,0 | 3 715,6 | 75,0 | 3 522,1 | 67,8 |
| Production at suppliers | 1 685,7 | 15,9 | 534,5 | 6,3 | 534,5 | 10,8 | 799,3 | 15,4 |
| Employee commute | 44,8 | 0,4 | 34,2 | 0,4 | 34,2 | 0,7 | | |
| Ingemann | | | 3 431,0 | 40,6 | | | | |
| **Total** | **10 626,3** | | **8 450,3** | | **4 956,3** | | **5 194,9** | |

# Environmental compliance

## Waste

Our aim is to minimise the generation of waste in general, promote recycling, and minimise the amount of waste to landfill. Our primary efforts in waste management are focused on LEDiL headquarters and warehouses in Poland and Hong Kong. The aim is to expand reporting to include all subsidiaries.

In Salo headquarters waste sorting is every employee's responsibility. Office spaces, the dining and break space, warehouse and laboratory are all equipped with appropriate waste sorting containers that enable easy sorting of paper, cardboards, bio-waste, metal, energy waste, security plastic, and packaging plastic. Employees are instructed to use these sorting stations appropriately to optimise material circulation. Security destroyed plastics is mostly scrapping of discontinued products as part of LEDiL's product life cycle management.

The rise in waste levels in 2024 is a result of clearing out the old office premises following LEDiL's headquarters relocation to new office spaces in April 2024.

The increase in security destroyed plastics in 2023 is due to inventory clearing before transit to Poland warehouse.

At Ingemann's office, all raw materials are sorted according to colour codes, with each material having its own colour code, and waste is collected and recycled.

**Waste by type**

| **LEDiL headquarters Salo, Finland** (tons) | **2025** | **2024** | **2023** | **2022** |
|---|---|---|---|---|
| Carton (recyclable) | 0,645 | 1,500 | 4,400 | 4,000 |
| Security destroyed plastics (incineration) | 1,285 | 6,799 | 8,371 | 2,900 |
| Biowaste | 6,912 | 6,060 | 2,604 | 2,352 |
| Energy waste (incineration) | 1,920 | 4,920 | 0,582 | 1,624 |
| Plastic (incineration) | 0,360 | 0,674 | 1,936 | 1,247 |
| Recyclable paper | 0,156 | 0,682 | 0,156 | 0,304 |
| Hazardous waste | 0,066 | 0,648 | 0,018 | 0,019 |
| Metal | 0,012 | 0,276 | 0,006 | 0,004 |
| **Total** | **11,356** | **25,579** | **18,073** | **12,450** |

| **Ingemann office Bjæverskov, Denmark** (tons) | **2025** | **2024** |
|---|---|---|
| Mixed for sorting | - | - |
| Food waste | 830 | - |
| Cardboard / paper | 12,450 | 8,040 |
| Plastic foil (thickness <0,5 mm) | 4,980 | 7,080 |
| Plastic (thickness >0,5 mm) | 9,740 | 2,480 |
| Pvc | 11,150 | 9,600 |
| Residual waste | 37,890 | 46,520 |
| Metal | - | - |
| **Total** | **77,040** | **73,720** |

# Social and employee **responsibility**



*Photo: Tuomas Lieskivi*

## Employee wellbeing and safety

The primary objective at LEDiL is to offer employees a healthy and safe working environment. Our target is zero accidents annually. All new employees receive training in health and safety. A health and safety committee consisting of representatives from employees, the employer, and HR meets regularly to follow up on issues and take action when required. Cooperation with the occupational health services provider is active and focuses on preventive measures and the continuous development of employee wellbeing.

In addition to physical safety, we place increasing importance on the psychological work environment. We recognise that a positive atmosphere, flexible working models, and a healthy work-life balance play a key role in supporting employee wellbeing, and our employees agree. LEDiL's flexible ways of working and weekly sports activities are just a few examples of how we strive to maintain a good balance and strong team spirit.

We follow ISO 45001 standard principles in our OHS management. In addition to health and safety requirements, including zero tolerance for discrimination, these principles are defined in our Code of Conduct, which we also require our suppliers to adhere to.

**LEDiL Group key metrics for occupational health and safety**

| | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Work related injuries | 1 pcs | 2 pcs | 1 pcs | 0 pcs | 0 pcs |
| Sick leave rate | 2,0 % | 1,30 % | 1,53 % | 1,37 % | 1,73 % |
| Employee turnover | 9,0 % | 6,0 % | 7,0 % | 5,0 % | 7,0 % |

| **LEDiL Group employee data** | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Number of employees in the end of year | 167 | 161 | 112 | 113 | 108 |
| Share of women in employees | 32 % | 35 % | 38 % | 35 % | 35 % |
| Share of women in the management team | 0 % | 0 % | 9 % | 9 % | 9 % |



# Social and employee responsibility

## Competence development

Competent, innovative and motivated people are key to LEDiL's success. Staying ahead of the competition requires constant development as an organisation and individual learning. As a foundation of competence development LEDiL is continuously mapping training needs and listening to employee's aspirations for personal and organisational development. Every employee has a development plan, objectives and a means of how to reach those objectives. LEDiL actively supports employees to improve individual and organisational performance.

## Employee satisfaction

We are committed to continuously maintaining and developing employee satisfaction. At LEDiL, the wellbeing of our people and a positive working atmosphere have always been key focus areas. To support this, we have implemented flexible work practices and adopted a hybrid working model, laying the groundwork for a healthy work-life balance and greater employee satisfaction. Since 2018, we organise an annual employee satisfaction survey to ensure we are consistently listening and improving. In 2025, the results showed that 90% of LEDiL employees were very or quite satisfied with LEDiL as an employer. Going forward, we are focusing on further improving training and development opportunities, as well as enhancing cross-functional information flow.






# Business ethics and **anti-corruption**



# Social and employee responsibility

## Compliance

We are committed to following all applicable environmental, safety, quality, and business-related laws and regulations. LEDiL Code of Conduct establishes LEDiL company standards for ensuring safe working conditions, equal and respectful treatment of workers, and environmentally responsible and ethically conducted business operations. The highest standards of integrity are to be upheld in all business interactions enforcing zero tolerance for corruption and bribery.

All LEDiL employees and sales agents have been trained in the Code of Conduct and anti-corruption. Training completion is monitored to ensure ongoing awareness and adherence to company policies. Every new employee is trained on these topics during the induction period. To be able to prevent and take actions in case of misconduct against the code of conduct, a Whistleblowing channel was established in 2018. The channel is an externally managed third-party service that enables anonymous reporting for all LEDiL employees and stakeholders.

## Data privacy

LEDiL is committed to protecting the required privacy expectations of personal information of everyone we do business with, including suppliers, customers, consumers, and employees. We carefully safeguard the confidentiality and availability of our proprietary information. We fulfill the requirements of the GDPR data protection regulation which came into force on 25th May 2018.

**100%**

**share of LEDiL Oy employees who have attended Code of Conduct training**

**0**

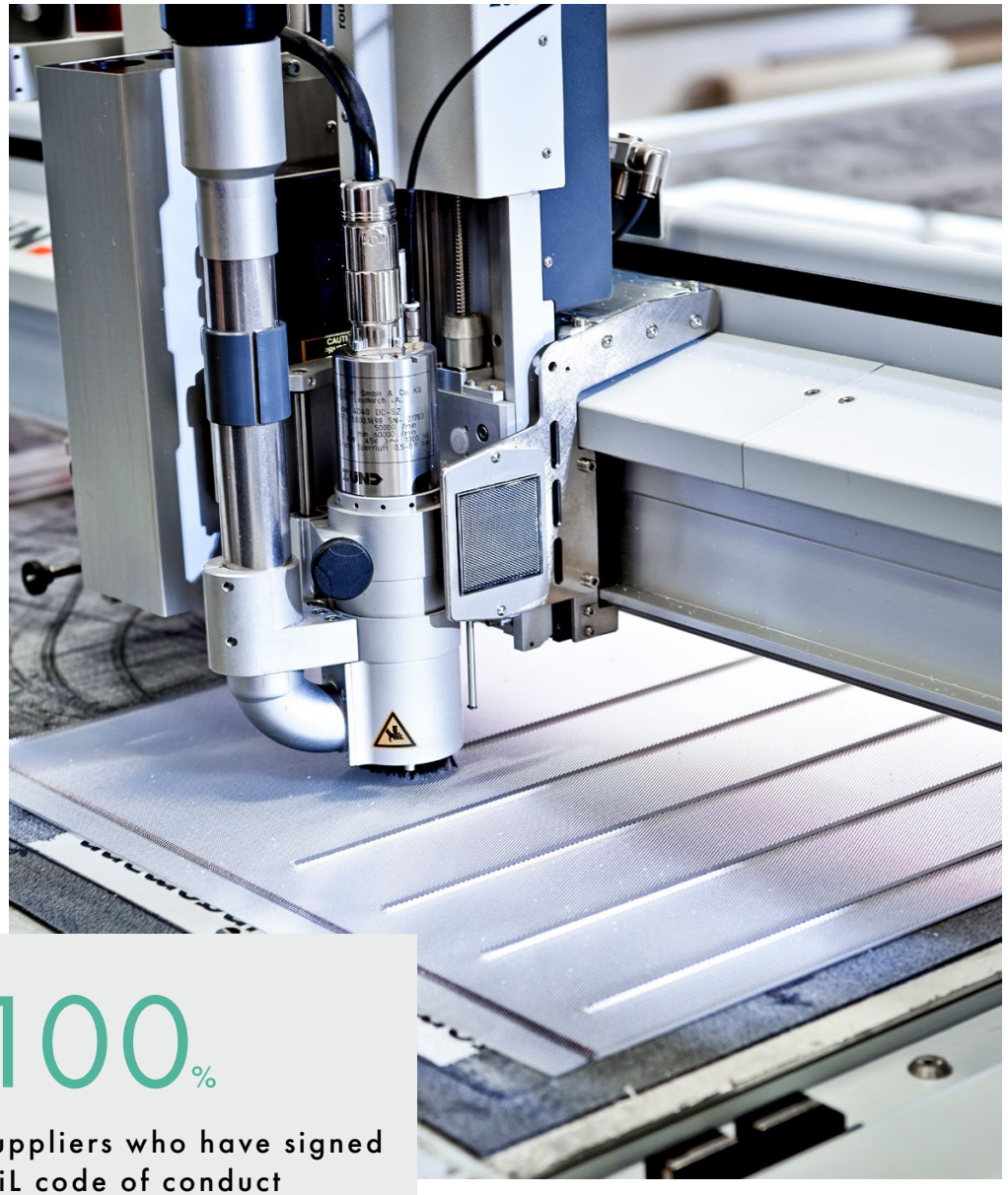
**number of confirmed corruption incidents**



## Responsible supply chain

LEDiL is committed to conducting its business in a responsible and sustainable way and we expect the same commitment from our suppliers and business partners. By careful selection and evaluation of suppliers and partners, we ensure that quality, human rights, environmental, anti-corruption and other business ethics requirements are met. All suppliers have signed the agreement to LEDiL Code of Conduct as targeted. During co-operation with the supply chain we evaluate the supplier's operations and compliance with agreed ways of working by on-site audits. Within our supply chain, we prioritise the safe and healthy handling, storage, and disposal of chemicals, which we actively monitor through routine supplier audits and visits. LEDiL and its suppliers are committed to the non-use of conflict minerals.

Dedicated supplier code of conduct is being implemented in 2026 to ensure responsible and ethical practices throughout our supply chain.



**100%**

**share of suppliers who have signed LEDiL code of conduct**

# LEDiL sustainability
# KPIs 2025

**9 %**

employee turnover

Target: <8%

**2,0 %**

employee sick leave rate

Target: <1,75%

**10624 tons**

$CO_2$ emission
(scope 1-3)
Full Group

Target: <9000 tons



# **2026 Outlook:**
# setting our sights on the upcoming targets

<8 %

employee turnover

<1,75 %

employee sick leave rate

<9535 tons

$CO_2$ emission
(scope 1-3)
Full Group

- Scope 1 < 10 $tCO_2e$
- Scope 2 < 25 $tCO_2e$
- Scope 3 < 9500 $tCO_2e$

ecovadis

Silver

by 2026


LEDiL
perfecting light