

Signify Stakeholder Engagement Policy

Signify is the world leader in lighting with recognized expertise in the development, manufacture and sale of innovative, energy efficient lighting products, systems and services. As a global company with a large value chain, we recognize that our responsibilities and impacts extend to a broad group of stakeholders.

We are committed to maintaining an open and constructive dialogue with our stakeholders. Stakeholder engagement enables us to understand their perspectives, interests, concerns and expectations, including how our activities may impact them. This also helps understand their expectations and provides information for developing our strategy and our overall decision-making, risk management and sustainable long-term value creation.

This policy outlines how Signify engages with its most relevant stakeholders. Engagement takes place in good faith and in a manner that is appropriate to the stakeholder group and topic. The Board of Management retains discretion to determine whether, and in what form and to what extent, to engage with relevant stakeholders, taking into account the interests of Signify and its affiliated enterprise.

Stakeholders

Stakeholders are individuals or groups that may be affected by Signify's activities or that may influence the achievement of our objectives. Stakeholder groups considered most relevant include customers, employees, suppliers, investors and analysts, governments, non-governmental organizations, trade unions, and industry associations.

The identification and prioritization of stakeholder groups may evolve over time, reflecting changes in our activities, strategic priorities and external developments. Stakeholder relevance is assessed in relation to potential impacts, risks and opportunities associated with our activities.

Engagement

Signify engages with stakeholders on an ongoing basis through a range of formal and informal channels, appropriate to the stakeholder group and subject matter. Engagement may be continuous or ad hoc.

Forms of engagement include, feedback from and collaboration with customers on products and services, town hall meetings with employees and works council consultations, sessions and workshops with our suppliers, regular contact with media, analyst calls and roadshows with investors on our strategy, financial results and operating highlights as well as regular interaction with governments and non-governmental organizations, trade unions and trade & industry associations.

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

We review our stakeholder engagement practices on a regular basis ensuring that they remain effective, proportionate and aligned with evolving regulatory requirements, stakeholders' expectations and our commitment to long-term value creation. In alignment with our commitment to transparency and reporting requirements under the EU Corporate Sustainability Reporting Directive, we report on our stakeholder engagement activities in our Annual Report.

Contacts

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

Signify Sustainability

Sustainability matters

E-mail: sustainability@signify.com

Signify Corporate Communications

General matters

E-mail: communications@signify.com