



## DIVERSITY, EQUITY & INCLUSION POLICY

### Our commitment to diversity, equity and inclusion

At Signify, we unlock the extraordinary potential of light to create brighter lives and a better world. As the global leader in lighting for professionals, consumers and the Internet of Things, we recognize that innovation and sustainable growth are driven by unique perspectives and inclusive collaboration.

We are committed to fostering a workplace where everyone feels respected, valued, and empowered to contribute fully. By embracing the diversity of our people and the communities we serve, we strengthen our ability to understand customer needs, deliver meaningful solutions, and make people's lives safer and more comfortable, businesses more productive, and cities more livable.

At every level of the organization, our employees play a vital role in building an inclusive culture that supports performance, innovation, and shared success.

### What diversity, equity and inclusion mean for Signify

We are a global company. In every one of our geographies and every part of our business, we strive to create an inclusive culture in which differences are recognized and valued. By bringing together people from all backgrounds and giving each person the opportunity to contribute their skills, experiences and perspectives, we are able to deliver innovation that matters to our customers and consumers and thus to create value for Signify and its stakeholders. Specifically, that means:

- **Championing workforce diversity**

We embrace unique individuals regardless of race, color, age, gender, gender identity or expression, sexual orientation, language, religion, political or other opinion, disability, national or social origin, genetic predisposition, status as a veteran, or any other protected status or characteristic.

- **Valuing all perspectives**

We leverage the unique thinking and unique perspectives, skills, experience and working styles of everyone in our company.



- **Building a flexible organization**

We support flexible working arrangements where compatible with role requirements and business needs, ensuring that decisions are made fairly and transparently to support inclusion and equal opportunity.

- **Respecting stakeholder diversity**

We develop strong and sustainable relationships with diverse stakeholders including customers, communities, governments, suppliers and shareholders.

- **Supporting equity**

We aim to support an equitable workplace by helping ensure fair access to opportunities, resources and support, and by applying people practices in a fair, objective and consistent way.

## Why diversity, equity and inclusion matter

We believe that having an inclusive culture and a diverse workforce at Signify positively impacts our business performance and helps us realize our purpose to unlock the extraordinary potential of light for brighter lives and a better world. Only through a deep understanding of the needs and challenges of customers and consumers around the world, can we provide meaningful solutions that meet their needs. Specifically, diversity, equity and inclusion enable us to:

- Innovate by drawing on the unique perspectives, skills and experience of our employees and other stakeholders.
- Deliver strong performance and growth by attracting, engaging and retaining talent from all backgrounds.
- Make good decisions about how we organize resources and tasks by eliminating structural and cultural barriers to effective collaboration.
- Strengthen engagement and collaboration by promoting fair access to opportunities and by helping reduce unnecessary barriers that can limit contribution and development.



## How we support diversity, equity and inclusion at Signify

### Leadership and culture

Providing an inclusive workplace where all employees can feel valued and respected is a central part of our culture. Our commitment to diversity, equity and inclusion is reflected in our global business principles, our fair employment policy, and our people agenda.

Diversity, equity and inclusion reinforce our Greater together value by nurturing an inclusive culture centered around valuing and embracing diversity, promoting an environment of trust and psychological safety, and prioritizing collective success.

The Leadership Team sponsors diversity, equity and inclusion at Signify. This policy has been established in order to guide the design and roll out of our key initiatives.

Leaders throughout Signify are expected to value all perspectives within their teams and to demonstrate, through their behaviors, a commitment to fostering a workplace where people feel included, valued and able to contribute their best. All employees are expected to demonstrate teamwork and respect for their colleagues.

### Fair people practices

We are an equal opportunity employer. We employ on the basis of role requirements and in keeping with local laws. We select people for roles in light of their qualifications, skills and experience. Activities are conducted without discrimination based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Our recruitment, employment, reward and development practices, and our approach to working arrangements, are designed to attract and retain talent from all backgrounds and to accommodate individual needs at different career and life stages.

We seek to apply our people practices in a fair and consistent way, taking relevant circumstances into account and supporting equal opportunity in line with role requirements and applicable local laws.

This includes supporting fair and merit-based recruitment, development and reward practices, taking steps to reduce bias in relevant people processes, considering



accessibility in relevant physical and digital environments, and supporting fair pay practices in line with our policies and applicable local laws.

### **Accountability and continuous improvement**

We regularly review our approach to diversity, equity and inclusion and consider relevant information and reporting to help monitor progress, inform decision-making and support continuous improvement.

### **Speaking up**

Employees and other relevant stakeholders are encouraged to speak up and raise concerns related to this policy through appropriate channels, including the Ethics Line, in line with the Signify Integrity Code and related policies.

This policy is an integral part of the [Signify Integrity Code](#).

**Kiran Brar** –  
Chief Human Resources Officer

A handwritten signature in blue ink that reads 'Kiran Brar'.





## About this policy

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