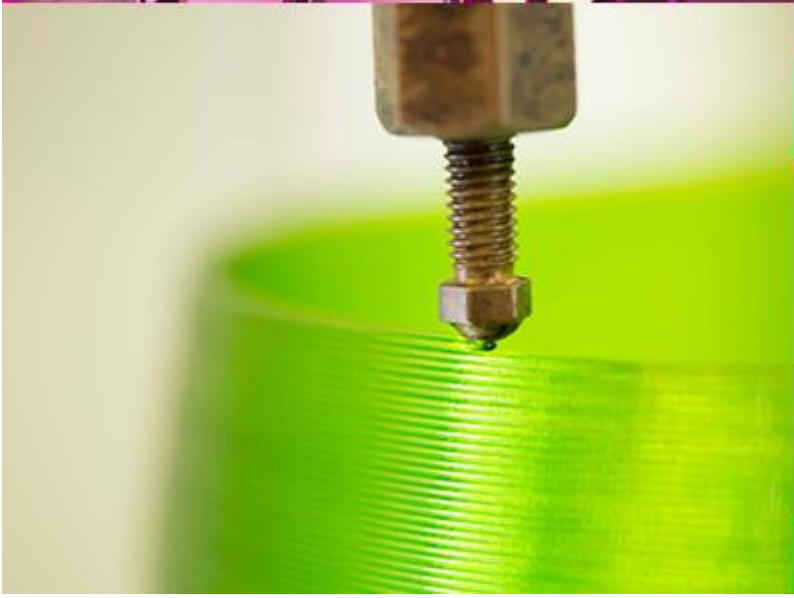


Supplements to the Annual Report 2020



Supplements to the Sustainability statements included in the Signify Annual Report 2020

1. Data definitions, boundaries, and scope

This supplement to the Signify 2020 Integrated Report details data definitions, boundaries, and scope of sustainability indicators disclosed.

2. Signify's materiality assessment 2020

As part of Signify's annual reporting process, dedicated stakeholder engagement activities have been conducted to update Signify's materiality matrix and identify the most material topics. This supplement provides details of this process.

3. GRI Content index

The Signify 2020 Integrated Report has been prepared in accordance with the GRI Standards: Comprehensive option. This supplement to the Annual Report provides a detailed GRI Content Index for the most material topics identified (top right quadrant of our matrix): Energy efficiency, Carbon footprint and Human rights.

4. Climate risk assessment approach

Signify performs an analyses risks posed by climate change based on the guidelines set by the Task Force on Climate-related Financial Disclosures (TCFD). This section elaborates on our climate risk assessment approach.

5. Task Force on Climate-related Financial Disclosures (TCFD)

The Signify 2020 Integrated Report follows the TCFD recommendations. This supplement to the Annual Report details the locations of relevant information in line with the recommendations and additional information.

6. EU non-financial reporting directive (NFRD)

The Signify 2020 Integrated Report is subject to E.U. directive 2014/95/EU, relating to disclosure of non-financial and diversity information. This supplement to the Annual Report provides details on compliance with this directive.

Supplement I: Data definitions, boundaries, and scope

Delivery of LED lamps and luminaires

The reduced electricity usage from using our LED lamps and luminaires and the resulting societal costs of avoided carbon emissions is based on market intelligence, expert opinions and statistical data. The emission factors set for consumed electricity are based on the IEA 2020 publication. The figures reported are Signify's best estimates. There is an inherent uncertainty in our calculations due to the estimations. As our insights increase, we may enhance the calculation methodology in the future.

Employee data

The total number of employees comprises all employees, including from newly acquired companies and temporary employees, but excludes interns. Social data covers all employees that have been fully integrated in our system and exclude contingency workers. The Employee Net Promoter Score (NPS) survey is performed on a quarterly basis and is calculated through a weighted average for the whole year using the respondents and results. It includes employees with access to a company email address.

Environmental data

Environmental data from manufacturing operations are reported quarterly or half-yearly, according to defined company guidelines that include definitions, procedures and calculation methods. A robust system of internal controls has been implemented to ensure consistent data quality. The results are tracked and internally reported to measure progress against our program targets. Data on operational energy usage includes energy use from manufacturing sites and non-industrial sites and excludes transmission losses to the grid. Most of the environmental data covers a reporting period from the 1st of December 2019, until the 30th of November 2020.

Health & Safety

Health & Safety data is reported by sites with more than 50 FTEs (full-time equivalents) and voluntarily reported by sites with fewer employees. Health & Safety data are reported and validated monthly. The focus of reporting is on work-related injuries and illnesses that predominantly occur in manufacturing operations and lead to a recordable injury or illness case. Recordable cases include all

injuries and illnesses sustained at work that result in medical treatment, restricted work, lost work days, or fatality. All injury and illness cases are reported for staff and contractors as outsourced workforce. The TRC and LWIC KPIs refer to all reported cases.

Integrity code

Alleged Integrity code concerns are registered via our internet-based reporting and validation tool. Our Ethics line is available to all employees and outside parties, allowing concerns to be anonymously registered by telephone or through an online web form. In addition, local compliance officers are available globally, to register concerns on behalf of employees. The Integrity code concerns encompass all concerns registered in the Ethics line database opened throughout the financial year.

Lives Lit and Community support

The Signify Foundation and Signify's CSR program focus on lives lit & entrepreneurs trained. We define lives lit as the number of people that are enabled first access to solar lighting (indoor/outdoor), access to improved lighting (LED lighting), or access to the benefits of lighting (horticulture, UV-C). The beneficiaries are either reached directly through provision of lighting products, or indirectly through supported partners. For entrepreneurs trained we count the people who have been provided with business and/or technical skills training through our funding support.

Living wages

Signify defines a living wage as the gross monthly wage needed to cover the necessary living costs of an individual or a family. It is calculated as the gross income necessary to afford these expenditures, taking account of tax liabilities and social welfare entitlements. The following model family was selected for our calculations: Standard family (two parents and two dependent children under 18, national employment rate). For all countries examined, Signify used data from WageIndicator to set its baseline. The reason for this data source was the extensive coverage of countries, the sample-method, and the research institutes involved with their study, including Harvard Law School and the University of Amsterdam. Signify does not independently validate data

from WageIndicator, thereby causing an inherent weakness on the accuracy of the used baselines. Statements on living wage pertain to all employee types, including temporary employees, but exclude interns, and employees on long-term sick leave.

Mergers, acquisitions, divestitures

New Signify ventures are included in environmental and social disclosures to the extent that the integration process of these ventures has sufficiently been finalized. The normative integration period is two years. Divestitures completed before December 31 of the book-year are excluded from environmental and social reporting.

Operational carbon footprint

Signify reports in line with the Greenhouse Gas Protocol (GHGP). The GHGP distinguishes three scopes of carbon emissions. The market-based method of reporting is used as a reference for calculating our total operational carbon footprint.

- Scope 1 – direct GHG emissions – is reported with direct emissions from our industrial and non-industrial sites in full.
- Scope 2 – indirect GHG emissions – is reported with indirect emissions from our industrial and non-industrial sites in full. Signify reports Scope 2 GHG emissions based on both market-based and location-based methods. The market-based method quantifies scope 2 emissions from electricity based on the GHG emissions of the generators from which the electricity was contractually purchased, a specific electricity product purchased, or a contractual instrument (e.g. renewable energy credit), whether independent from or bundled with the purchased electricity. The market-based method reflects emissions from electricity that an organization has purposefully chosen. The location-based method quantifies scope 2 emissions based on average energy generation emission factors for defined geographic locations, including local, subnational, or national boundaries.
- Scope 3 – other GHG emissions related to activities not owned or controlled by Signify are reported for business travel and logistic activities.

The operational carbon footprint (scope 1, 2 and 3) is calculated internally on a quarterly basis and includes emissions from:

- Industrial sites – manufacturing and assembly sites

- Non-industrial sites – offices, warehouses, IT centers and R&D facilities
- Business travel – lease and rental cars and airplane travel
- Logistics – air, ocean and road transport.

Operational energy usage includes energy use from manufacturing sites and non-industrial sites and excludes transmission losses to the grid.

The CO₂ emissions calculation includes all six Kyoto gasses (CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆).

Emission factors sources:

- Emission factors for electricity consumption have been taken from IEA and eGrid for the location-based method; AIB and Green-e for the market-based method.
- Emission factors for the other sources of scope 1 & 2 emissions have been taken from DEFRA, EPA and IPCC AR5.
- Emission factors for scope 3 sources have been taken from DEFRA and Clean Cargo.

In 2018, Signify joined the Clean Cargo buyer-supplier forum to show its commitment to sustainable logistics. Through this membership, Signify gained access to actual carrier CO₂ emissions factors. This means historic results for ocean freight emissions have been restated using these carriers specific CO₂ emission factors. Signify aligns its efforts to cut greenhouse gas emissions with climate science. Our Science-Based Targets have been approved by the Science Based Targets Initiative.

Plastic free packaging

Our plastic free packaging policy aims to eliminate all plastics from our consumer packaging by the end of 2021. The scope of the packaging requirements is applicable for the packaging components used for Signify finished products and includes:

- Packaging for all newly introduced products and changes in packaging of current portfolio transport packaging (e.g. A-boxes and palette boxes)
- Individual product packaging (e.g. boxes, blisters, and sleeves)
- Supportive packaging materials (e.g. pallets, stretch foil, stowing materials)

Sustainable supply chain

Supplier audits focus on risk suppliers, based on identified risk countries and (forecasted)

spend. Risk countries for supply chain management in 2020 were: China, India, Mexico, Philippines, Thailand, Malaysia, Turkey, Brazil. The supplier sustainability performance rate is defined as the percentage of all active risk suppliers that have had an audit score of at least 90 out of 100 points in the defined timeframe (3-years cycle). The CDP supply chain results are based on self-reporting from suppliers. This causes an inherent uncertainty of the accuracy of impacts from their emission reduction activities.

Sustainable innovation

Sustainable innovation comprises all R&D activities contributing to our sustainable focal areas. This means all research and new development of products, systems, or services that demonstrate a measurable positive impact in energy efficiency (10% or greater), and preferably also in one or more sustainable focal areas: Circularity, Weight and materials, Packaging, Substances, Human centric lighting, Basic needs, or Access to light. Sustainable innovation spend is the cumulative spending of all R&D projects contributing to sustainable innovation.

Sustainable revenues

Sustainable revenues are measured per product family and tracked for each Division. Sustainable products, systems or services must demonstrate a measurable positive impact in energy efficiency (10% or greater), the most impactful of our sustainable focal areas. Sustainable revenues are defined as products with an energy efficiency of 66 lm/W and higher as well as all systems and services, as these provide additional energy savings. Sustainable products outperform reference products (predecessor product in the particular product family), or product-specific eco-requirements, or by being awarded with a recognized eco-performance label. The lifecycle approach is used to determine the environmental impact and improvement of our products over their total life cycle (from raw materials, manufacturing, packaging, transportation, product use, through to disposal). Studies have shown that the electricity consumption during the product use phase of a lighting product is the most impactful.

Our Sustainable revenues definition is reviewed regularly and was made more ambitious in 2018. In 2017, all LED were considered sustainable and in 2018, the

energy efficiency criterion was also applied to the LED part of our portfolio.

Value creation model

The definitions, scope, estimates and assumptions used for some parts of the value creation model are disclosed in the methodology document that can be found at our sustainability downloads webpage:

<https://www.signify.com/global/sustainability/downloads>. The acquisitions' normative integration period for environmental and social disclosures is two years. This normative period differs from financial accounting requirements. Consequently, the financial related information in the 2020 Value creation model includes new acquisitions (including Cooper Lighting Solutions and Klite) and the social and environmental information don't.

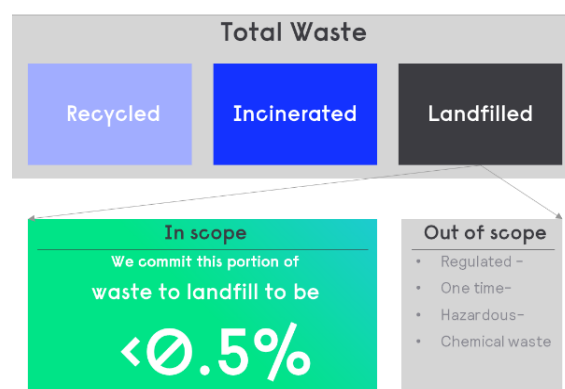
Waste to landfill

The amount of waste sent to landfill is calculated on a quarterly basis and includes waste from manufacturing locations with more than 50 manufacturing FTE and voluntarily reported by some manufacturing sites.

To achieve "zero (manufacturing) waste to landfill", the amount of non-hazardous manufacturing waste being disposed directly to landfill should be <0.5% of total waste.

In our approach to zero, we exclude:

- Chemical waste: hazardous/non-hazardous and other waste classified as hazardous
- One time waste: e.g. demolition, construction waste
- Regulated waste: if governed by legal requirements to be landfilled, or the waste collection and/or treatment company is governed by local legal requirements



Supplement 2: Signify's materiality assessment 2020

1. Our approach

Our materiality assessment is the first step towards defining our strategy. By identifying future trends and understanding stakeholders' perspectives (at a global and local level), we are able to better manage the risks and opportunities that could impact our ability to create value on the long-term.

We define materiality along two axes. The vertical axis captures the importance of each topic for external and internal stakeholders. The horizontal axis captures our company significant economic, environmental, and social impacts, both positive and negative. Assessing both aspects enables us to prioritize and focus on the most relevant issues and define Signify Annual Report's content. Our materiality assessment was conducted using the GRI Standards' principles for defining report content.

For our materiality assessment we use different sources of information to identify possible material topics. These include media and trend analyses as well as continuous conversations with strategic stakeholders. To prioritize these topics, Signify organizes annually dedicated stakeholder engagement activities. In 2020, it consisted of a quantitative survey reaching out to 425 internal and external stakeholders and internal experts input and a strategic workshop.

2. Identification phase

Media and trends analysis

In 2020, we performed a trends analysis to identify current and future trends. Additionally, we regularly capture headlines from major mainstream and sustainability media assets. This helps perceiving broader expectations from society and upcoming sustainability topics.

On-going conversation with strategic stakeholders

Through dialogue with key stakeholders, we have gained significant insights into how to create value and anticipate risks. Accordingly, we are better equipped to understand society's needs and translate them into our company strategy and goals. Working closely with key stakeholders strengthens our ability to address their needs and concerns. Through different engagement channels, we inform our stakeholders about our activities, the measures taken and their results.

Stakeholders considered most relevant to our company include customers, employees, suppliers, investors, governments, and civil society organization. These stakeholders are most likely to be impacted by our activities and have the most influence on achieving our commitments. In addition to our strategic conversations with these stakeholders, we hold memberships and are active in many organizations including the Carbon Disclosure Project (CDP), the World Economic Forum (WEF), the Responsible Business Alliance (RBA), and The Climate Group.

Ongoing stakeholder engagement activities (non-exhaustive)		
Stakeholder group	Stakeholder engagement processes	Exemplary topics discussed
Customers	Business development, lean value chain projects, consumer panels, Net Promoter Scores, social media, customer surveys, key account management, sustainability exchanges with customers	(Sustainable) revenues- and innovation Satisfaction rates ESG-performance
Employees	Regular meetings, quarterly TEAM Surveys, bi-annual employee development process, quarterly update webinars	Strategic alignment sessions Training & Development Engagement
Investors & Analysts	Virtual roadshows, (ESG) investor conferences, investor webcasts, investor relations website, investors' perception study	Strategic alignment sessions ESG-performance
Suppliers	Supplier development and quality activities including topical training sessions, industry working groups such as EPRM and RBA, and the commodity management, supplier quality and procurement engineering functions	Sustainability performance, Peer-learning

Governments, municipalities	Issues meetings, annual innovation experience, research projects, policy and legislative developments, business development	Sustainable cities Energy efficiency Sustainable innovation
Civil society	Partnerships with NGOs, cross-sector (multi-stakeholder) projects, supplier sustainability stakeholder day, our social investment program, and the Signify Foundation	Social impact of light Sustainable operations Sustainable revenues

Thanks to this input, Signify can identify new possible topics that could be material to the company.

3. Prioritization phase

2020 Stakeholder online survey

In 2020, due to Covid19, we decided to engage virtually with our stakeholders and invited 425 of them to provide input via an online survey. The response rate was 25%. They were asked to rank sustainability topics by significance and relevance for Signify. The survey helped us defining the position of these topics in the vertical axis of our matrix. With the survey outcome, we can further ensure we focus our efforts and public disclosures on the subjects considered the most important to Signify and its stakeholders.

Interestingly, all topics became more important to our stakeholders with the largest increase was observed for Biodiversity (+0.8) and Business Ethics (+0.78). The results of these engagements confirm that Energy efficiency, Carbon footprint, Safety at work, Business ethics and Human rights remain the most important topics to our stakeholders.

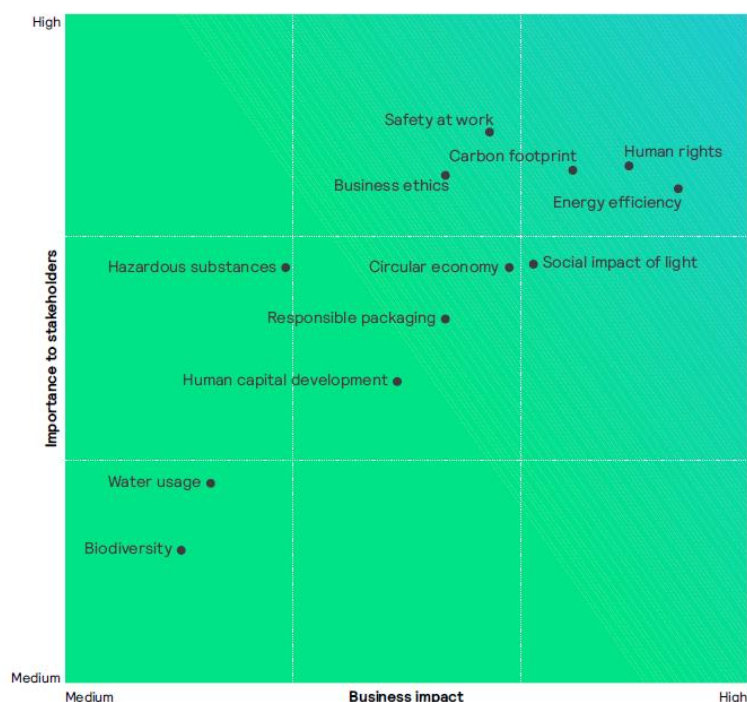
Internal expert group and workshop

The final step of our prioritization phase includes several workshops and discussions to finalize the position of the topics on the X axis based on adverse and positive impacts on environment, economy and society as well as risks and opportunities. First, an expert group has been asked to review each topic's position on the X axis. Finally, in a strategic workshop, final positions of the topics on the X axis have been decided. Energy efficiency, Human rights and Carbon footprint are our most material topics. Safety at work remains very important and Signify has strong processes in place. Biodiversity has been added and, as Water, is important to our stakeholders and less material for Signify.

The result of the materiality assessment has been reviewed by the Leadership Team and the Supervisory Board.

4. Results of Signify's 2020 materiality assessment

Signify's 2020 materiality matrix



Signify 2020 materiality topics' definition

	Material topic	Sub-topic included	Definition
Brighter Lives	Human capital development	<ul style="list-style-type: none"> Employee engagement Diversity & Inclusion Talent management 	Signify's efforts to increase employee engagement and diversity and inclusion of its workforce in terms of gender, age, nationality, and job grades and its efforts to train and develop its employees to enhance continuous learning, development, leadership, and employability.
	Human rights	<ul style="list-style-type: none"> Human rights in our operations Living wages Social responsibility in our supply chain Responsible mineral sourcing 	Signify's adherence to human rights principles in its own operations as well as in its supply chain, including labor conditions, human rights, living wages and responsible mineral sourcing.
	Safety at work	<ul style="list-style-type: none"> Occupational Health & Safety 	Reducing occupational injuries and illnesses of Signify employees and contractors.
	Business Ethics	<ul style="list-style-type: none"> Acting with integrity Product quality Share-performance & pay-out policy Responsible procurement practices Responsible tax policy Big data and customer privacy 	Signify's efforts to ensure ethical behavior of its workforce, its approach to creating financial returns for suppliers of capital and benefit local development and its efforts to ensure responsible procurement practices, tax policy, big data and customer privacy and product quality and safety.
	Social impact of light	<ul style="list-style-type: none"> Human centric lighting Food availability and quality Access to light 	Signify's horticulture and aquaculture products contributing to food availability, its efforts to enable access to sustainable and affordable lighting in off-grid areas and its human centric lighting products increasing wellbeing.
Better World	Energy efficiency	<ul style="list-style-type: none"> Energy efficiency of our products, systems and services 	Increasing the energy efficiency of Signify's products, systems and services measured through lumens per watt.
	Circular economy	<ul style="list-style-type: none"> Circular economy portfolio Weight & materials Waste management 	Signify's efforts to improve the sustainable design of products and services by reducing product weight, selecting sustainable materials, designing products that can be upgraded, repaired, recycled and developing services that decouple economic growth from resource use and ownership, and Signify's management of produced waste.
	Responsible packaging	<ul style="list-style-type: none"> Responsible packaging 	Signify's efforts to reduce packaging weight and volume, to increase recycled content and to eliminate plastic packaging.
	Hazardous substances	<ul style="list-style-type: none"> Products substances Regulated substances in production processes 	Signify's efforts to manage chemicals in its production processes and hazardous and/or regulated substances in its products.
	Water usage	<ul style="list-style-type: none"> Water usage 	Water usage in operations, considering Signify also operates in water scarce regions.
	Carbon footprint	<ul style="list-style-type: none"> Operational carbon footprint Carbon footprint of our supply chain 	Signify's efforts to reduce carbon emissions throughout its supply chain as well as from its own operations: Industrial sites, non-industrial sites, business travel, and logistics.
	Biodiversity	<ul style="list-style-type: none"> Biodiversity 	Signify's impact on biological life on earth.

Supplement 3: GRI content index

GRI Content Index 2020			
SRS	Disclosure	Disclosure Requirements	Reference 2020 Annual Report
GRI 102: General disclosures 2016			
1. Organizational profile			
102-1	Name of the organization	a. Report the name of the organization.	10. Corporate governance
102-2	Activities, brands, products, and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets	3. Creating value 4.1. Financial performance
102-3	Location of the organization's headquarters	a. Report the location of the organization's headquarters.	15. Signify N.V. financial statements
102-4	Number of countries operating	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	4.2 Sustainability performance 10.1 Signify organization
102-5	Nature of ownership and legal form	a. Report the nature of ownership and legal form.	10. Corporate governance
102-6	Markets served	a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; and iii. types of customers and beneficiaries.	4.1. Financial performance 4.2 Sustainability performance
102-7	Scale of the reporting organization	a. Scale of the reporting organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for a private sector organization) or net revenues (for a public-sector organization); iv. total capitalization (for a private sector organization), with a breakdown in terms of debt and equity; and v. total number of units of products and services sold or provided.	1. Performance highlights 14.6 Notes to corporate statement [3] Information by segment and main country [4] Income from operations [12] Interest in entities [22] Equity

102-8	Information on employees and other workers	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made. 	<p>14.6 Notes to corporate statement [4] Income from operations 16.3.1 Employment 16.3.1 Diversity & Inclusion 2020 Sustainability Supplements – Data definitions, boundaries, and scope</p>
102-9	Supply chain	<ul style="list-style-type: none"> a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services. 	<p>12.5 Operational risks 16.3.2 Social responsibility in our supply chain</p>
102-10	Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> a. Significant changes to the organization's size, structure, ownership, or supply chain, including: <ul style="list-style-type: none"> i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination. 	<p>14.4 Consolidated statements of cash flows 14.6 Notes to corporate statement [3] Information by segment and main country [12] Interest in entities 2020 Sustainability Supplements – Data definitions, boundaries, and scope</p>
102-11	Precautionary Principle or approach	<ul style="list-style-type: none"> a. Whether and how the reporting organization applies the Precautionary Principle or approach. 	<p>12.1 Establish strong risk management environment</p>
102-12	External initiatives	<ul style="list-style-type: none"> a. List of externally-developed economic, environmental and social charters, principles, or other initiatives to which the reporting organization subscribes or which it endorses. 	<p>16.1 Approach to sustainability reporting 16.1.1 Definition of Signify's strategic focus: our materiality assessment 16.3.2 Social responsibility in our supply chain</p>
102-13	Memberships of associations	<ul style="list-style-type: none"> a. A list of the main memberships of industry or other associations, and national or international advocacy organizations. 	<p>16.1.1 Definition of Signify's strategic focus: our materiality assessment</p>
2. Strategy			
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> a. A statement from the most senior decision-maker of the reporting organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability. 	<p>2. CEO Message</p>
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> a. A description of key impacts, risks, and opportunities. 	<p>2. CEO Message 12. Risk factors and risk management</p>

3. Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	a. A description of the reporting organization's values, principles, standards, and norms of behavior.	12.1 Establish strong risk management environment 16.3.4 Acting with integrity
102-17	Mechanisms for advice and concerns about ethics	a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; and ii. reporting concerns about unethical and unlawful behavior, and organizational integrity.	12.1 Establish strong risk management environment 16.3.4 Acting with integrity
4. Governance			
102-18	Governance structure	a. Governance structure of the reporting organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social impacts.	6. Board of Management 7. Supervisory board 10. Corporate governance
102-19	Delegation of authority	a. Process for delegating authority for economic, environmental, and social impacts from the highest governance body to senior executives and other employees	10. Corporate governance 16.1 Sustainability governance
102-20	Executive-level responsibility for economic, environmental and social topics	a. Whether the reporting organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics. b. Whether post holders report directly to the highest governance body.	16.1.2 Sustainability governance
102-21	Consulting stakeholders on economic, environmental, and social topics	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. b. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	11.3 Annual general meeting of shareholders 11.1 Shareholder engagement 16.1.1 Definition of Signify's strategic focus: our materiality assessment 16.3.6 Working with stakeholders
102-22	Composition of the highest governance body and its committees	a. Composition of the highest governance body and its committees by: i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competences relating to economic, environmental and social impacts; and viii. stakeholder representation.	6. Board of Management 7. Supervisory board 10. Corporate governance
102-23	Chair of the highest governance body	a. Whether the chair of the highest governance body is also an executive officer in the reporting organization. b. If the chair is also an executive officer, describe his or her function within the reporting organization's management and the reasons for this arrangement.	10.2 Board of management
102-24	Nomination and selection the highest governance body	a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; and	8. Supervisory board report 10.2 Board of management 10.3 Supervisory board

		iv. expertise and experience relating to economic, environmental, and social topics are considered.	
102-25	Conflicts of interest	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholder; and iv. related party disclosures.	10.2 Board of management 10.3 Supervisory board
102-26	Role of highest governance body in setting purpose, values and strategy	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	8. Supervisory board report 10.2 Board of management 10.3 Supervisory board 10.4 General meeting of shareholders 16.1.1 Definition of Signify's strategic focus: our materiality assessment
102-27	Collective knowledge of highest governance body	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	8. Supervisory board report 9.2.5 Long-term equity-based incentive
102-28	Evaluating the highest governance body's performance	a. Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	9.2.5 Long-term equity-based incentive 12.1 Our approach to risk management and business control 8 Supervisory board report 10.2 Board of management 10.3 Supervisory board 16.1.2 Sustainability governance
102-29	Identifying and managing economic, environmental, and social impacts	a. Highest governance body's role in identifying and managing economic, environmental, and social impacts, risks, and opportunities – including its role in implementing the due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social impacts, risks, and opportunities.	12.1 Establish strong risk management environment 8. Supervisory board report 10.2 Board of management 10.3 Supervisory board 16.1.1 Definition of Signify's strategic focus: our materiality assessment
102-30	Effectiveness of risk management processes	a. Highest governance body's role in reviewing the effectiveness of the reporting organization's risk management processes for economic, environmental, and social topics.	12.1 Establish strong risk management environment 8. Supervisory board report 10.2 Board of management 16.1.2 Sustainability governance
102-31	Review of economic, environmental, and social impacts	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	12.1 Establish strong risk management environment 8. Supervisory board report 10.2 Board of management 16.1.2 Sustainability governance
102-32	Highest governance body's role in sustainability reporting	The highest committee or position that formally reviews and approves the reporting organization's sustainability report and ensures that all material topics are covered.	8. Supervisory board report 16.1.1 Definition of Signify's strategic focus: our materiality assessment
102-33	Communicating critical concerns	a. Process for communicating critical concerns to the highest governance body.	12.1 Establish strong risk management environment 10.2 Board of management 16.3.4 Acting with integrity

102-34	Nature and total number of critical concerns	a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns	16.3.4 Acting with integrity
102-35	Remuneration policies	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration, if used: i. fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. claw backs; and v. retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.	9. Remuneration report 10.2 Board of Management, Remuneration
102-36	Process for determining remuneration	a. Process for determining remuneration. b. Whether and how remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the reporting organization.	9. Remuneration report 10.2 Board of management 10.3 Supervisory board, Remuneration committee
102-37	Stakeholders' involvement in remuneration	a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	10.2 Board of management 10.4 General meeting of shareholders
102-38	Annual total compensation ratio	a. Ratio of the annual total compensation for the reporting organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country. Clause 4.4 When compiling the information specified in Disclosure 102-38, the reporting organization shall, for each country of significant operations: 4.4.1 identify the highest-paid individual for the reporting period, as defined by total compensation; 4.4.2 calculate the median annual total compensation for all employees, except the highest paid individual; 4.4.3 calculate the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation for all employees.	Signify does not consider this indicator relevant. Signify makes an impact on local communities by the salaries it pays to its employees. Salaries are based on industry norms as described in our Integrity code.

102-39	Percentage increase in annual total compensation ratio	a. Ratio of the percentage increase in annual total compensation for the reporting organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Signify does not consider this indicator relevant. Signify makes an impact on local communities by the salaries it pays to its employees. Salaries are based on industry norms as described in our Integrity code.
5. Stakeholder Engagement			
102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the reporting organization.	16.1.1 Definition of Signify's strategic focus: our materiality assessment 16.3.6 Working with stakeholders
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements.	73 %
102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	16.1.1 Definition of Signify's strategic focus: our materiality assessment 16.3.6 Working with stakeholders
102-43	Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	16.1.1 Definition of Signify's strategic focus: our materiality assessment 16.3.6 Working with stakeholders
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the reporting organization has responded to those key topics and concerns; and ii. the stakeholder groups that raised each of the key topics and concerns.	16.1.1 Definition of Signify's strategic focus: our materiality assessment 16.3.6 Working with stakeholders
6. Reporting practice			
102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the reporting organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the reporting organization's consolidated financial statements or equivalent documents is not covered by the report.	14.6 Corporate statement [3] Information by segment and main country [12] Interest in entities
102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the reporting organization has implemented the Reporting Principles for defining report content. Clause 6.1 When compiling the information specified in Disclosure 102-46, the reporting organization shall include an explanation of how the Materiality principle was applied to identify material topics, including any assumptions made.	16.1.1 Definition of Signify's strategic focus: our materiality assessment 2020 Sustainability Supplements – Data definitions, boundaries, and scope
102-47	List of material topics	a. A list of material topics identified in the process for defining report content.	16.1.1 Definition of Signify's strategic focus: our materiality assessment
102-48	Restatements of information	a. The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.1.1 Definition of Signify's strategic focus: our materiality assessment
102-49	Changes in reporting	Significant changes from previous reporting periods in the list of material topics included in the report and topic boundaries.	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.1.1 Definition of Signify's strategic focus: our materiality assessment
102-50	Reporting Period	a. Reporting period for information provided.	January 1 – December 31 2020
9102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	February 23, 2020

102-52	Reporting cycle	a. Reporting cycle.	Yearly
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	11.1 Shareholder engagement
102-54	Claims of reporting in accordance with the GRI Standards	a. The 'in accordance' claim made by the reporting organization about its use of the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: core option'; or ii. 'This report has been prepared in accordance with the GRI Standards: comprehensive option'.	This report has been prepared in accordance with the GRI Standards: Comprehensive option
102-55	GRI content index	a. The content index for the report, which specifies each of the GRI Standards used to prepare the report and lists all relevant disclosures. b. For each disclosure, the content index shall include: i. the number of the disclosure; ii. the page number(s) or URL(s) where the information for each disclosure can be found, either within the report or in another published material; and iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made. 6.3.1 include the words 'GRI Content Index' in the title; 6.3.2 present the complete GRI content index in one location; 6.3.3 include in the report a link or reference to the GRI content index, if it is not provided in the report itself; 6.3.4 for each GRI Standard used, include the title and publication year (e.g., GRI 102: General Disclosures 2016); 6.3.5 include any additional material topics reported on which are not covered by the GRI Standards, including page number(s) or URL(s) where the information can be found.	GRI Content Index 2020
102-56	External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	16.1.1 Definition of Signify's strategic focus: our materiality assessment 17 Combined independent auditor's report

GRI 103: Management approach 2016			
103-1	Explanation of the material topic and its Boundary	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <p>i. where the impacts occur;</p> <p>ii. the organization's involvement with the impacts.</p> <p>For example, whether the organization has caused or contributed to the impacts or is directly linked to the impacts through its business relationships.</p> <p>c. Any specific limitation regarding the topic Boundary.</p> <p>Clause 1.1 If management approach disclosures are combined for a group of material topics, the reporting organization shall state which topics are covered by each disclosure.</p>	<p>2. CEO Message</p> <p>3.2 Brighter Lives, Better World</p> <p>12.5 Operational risks</p> <p>12.5 Compliance risks</p> <p>16.1.1 Definition of Signify's strategic focus: our materiality assessment</p> <p>2020 Sustainability Supplements – Data definitions, boundaries, and scope</p>
103-2	The management approach and its components	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <p>i. Policies, ii. Commitments, iii. Goals and targets, iv. Responsibilities, v. Resources, vi. Grievance mechanisms, vii. Specific actions, such as processes, projects, programs and initiatives</p> <p>Clause 1.1 If management approach disclosures are combined for a group of material topics, the reporting organization shall state which topics are covered by each disclosure.</p> <p>Clause 1.2 If there is no management approach for a material topic, the reporting organization shall describe:</p> <p>1.2.1 any plans to implement a management approach; or</p> <p>1.2.2 the reasons for not having a management approach.</p>	<p>16.1.1 Definition of Signify's strategic focus: our materiality assessment</p> <p>2020 Sustainability Supplements – Data definitions, boundaries, and scope</p> <p>16.4 Better World</p>
103-3	Evaluation of the management approach	<p>a. An explanation of how the organization evaluates the management approach, including:</p> <p>i. the mechanisms for evaluating the effectiveness of the management approach;</p> <p>ii. the results of the evaluation of the management approach; and</p> <p>iii. any related adjustments to the management approach.</p> <p>Clause 1.1 If management approach disclosures are combined for a group of material topics, the reporting organization shall state which topics are covered by each disclosure.</p> <p>Clause 1.2 If there is no management approach for a material topic, the reporting organization shall describe:</p> <p>1.2.1 any plans to implement a management approach; or</p> <p>1.2.2 the reasons for not having a management approach.</p>	<p>9.2.5 Long-term equity-based incentive</p> <p>16.1.1 Definition of Signify's strategic focus: our materiality assessment</p> <p>16.1.2 Sustainability governance</p> <p>16.1.4 Reporting Standards</p> <p>16.4 Better World</p>

Topic Specific Standards: Most material topics on which Signify reports according to GRI Standards			
Energy efficiency; Carbon footprint (in our operations and supply chain)			
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy
302-2	Energy consumption outside of the organization	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy
302-3	Energy intensity	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy
302-4	Reduction of energy consumption	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy

302-5	Reductions in energy requirements of products and services	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.1 Energy efficiency of our products, systems and services
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂-equivalent. d. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy
305-2	Energy indirect (Scope 2) GHG emissions	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. d. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy

305-3	Other indirect (Scope 3) GHG emissions	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy
305-4	GHG emissions intensity	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy
305-5	Reduction of GHG emissions	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. 	2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.4.2 Carbon footprint and energy
305-6	Emissions of ozone-depleting substances (ODS)	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. 	Emissions from ODS are at non-material levels for Signify.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Significant air emissions, in kilograms or multiples, for each of the following: <ul style="list-style-type: none"> i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) 	Emissions from NOX and SOX are at non-material levels for Signify.

		v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	
Human rights (operations and supply chain)			
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	The reporting organization shall report the following information: a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	This topic is covered under the Signify Integrity code and the Supplier Sustainability Declaration, our code of conduct for suppliers. 12.1 Establish strong risk management environment – Signify Integrity code 2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.3.2 Human rights 16.3.4 Acting with integrity 16.3.2 Social responsibility in our supply chain
GRI 407: Freedom of association and collective bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The reporting organization shall report the following information: a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	This topic is covered under the Signify Integrity code and the Supplier Sustainability Declaration, our code of conduct for suppliers. 12.1 Establish strong risk management environment – Signify Integrity code 2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.3.2 Human rights 16.3.4 Acting with integrity 16.3.2 Social responsibility in our supply chain
GRI 408: Child labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	This topic is covered under the Signify Integrity code and the Supplier Sustainability Declaration, our code of conduct for suppliers. 12.1 Establish strong risk management environment – Signify Integrity code 2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.3.2 Human rights 16.3.4 Acting with integrity 16.3.2 Social responsibility in our supply chain

GRI 412: Human rights assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	The reporting organization shall report the following information: a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	This topic is covered under the Signify Integrity code and the Supplier Sustainability Declaration, our code of conduct for suppliers. 12.1 Establish strong risk management environment – Signify Integrity code 2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.3.2 Human rights 16.3.4 Acting with integrity 16.3.2 Social responsibility in our supply chain
412-2	Employee training on human rights policies or procedures	The reporting organization shall report the following information: a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	This topic is covered under the Signify Integrity code and the Supplier Sustainability Declaration, our code of conduct for suppliers. 12.1 Establish strong risk management environment – Signify Integrity code 2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.3.2 Human rights 16.3.4 Acting with integrity 16.3.2 Social responsibility in our supply chain
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	The reporting organization shall report the following information: a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. The definition used for “significant investment agreements”.	This topic is covered under the Signify Integrity code and the Supplier Sustainability Declaration, our code of conduct for suppliers. 12.1 Establish strong risk management environment – Signify Integrity code 2020 Sustainability Supplements – Data definitions, boundaries, and scope 16.3.2 Human rights 16.3.4 Acting with integrity 16.3.2 Social responsibility in our supply chain

Annex to the GRI Content Index 2020:

Supplement to GRI Standard 102-8:

Contract type by gender in % 2020

	Permanent	Temporary
Female	95%	5%
Male	93%	7%

Contract type by geography in % 2020

	Permanent	Temporary
Europe	38% (2019:94%)	62% (2019: 6%)
Americas	99.9%	0.1%
Rest of the world	95%	5%

Part-time by gender in % 2020

	Full-time	Part-time
Female	99.6%	0.4%
Male	99.8%	0.2%

GRI Standard 415-1: Public policy

Signify actively engages with governmental organizations, emphasizing the environmental and socioeconomic benefits of energy efficiency, the potential of connected LED lighting and joining public debates addressing sustainability issues. We share updates on initiatives and developments in this area on our website and in our [Press Releases](#).

As formalized in our Integrity Code, Signify adopted a policy of prohibition of contributions, in money or in kind, to political parties, political organizations or individuals engaged in politics. Signify takes part in industry associations and coalitions for sustainable growth and we share our contributions. The total contributions and expenditures amounted EUR 4.76 million in 2020.

Type of trade organization	Geographic scope	Spend (€ millions)	Focus of membership (non-exhaustive)
Industry associations	Global	3.56	Sustainable innovation in the industry, climate action, scaling up action on the UN SDGs, common standards.
Coalitions for sustainable growth	Global	1.20	Carbon pricing, sustainable cities, standards for impact measurement, UN SDG contribution.
Political contributions	Global	0	

The largest contributions and expenditures are made by Signify to:

- The National Electrical Manufacturers Association 'NEMA' to develop performance standards and promote product interoperability to increase market demand, while improving safety to mitigate risks (EUR 0.5 million).
- World Economic Forum which engages the foremost political, business, cultural and other leaders of society to shape global, regional and industry agendas (EUR 0.3 million).
- Lighting Europe to engage on standards in light technology (EUR 0.2 million).

As Signify we address the following main issues with the contributions and expenditures:

- Signify considers climate change an important focus area with, in addition to the move towards renewable energy, also an emphasis on energy efficiency and becoming carbon neutral (total of contributions and expenditures of EUR 0.4 million).
- Within our industry we engage with associations to develop uniform standards in lighting technology and connectivity (total of contributions and expenditures of EUR 0.5 million).

Supplement 4: Climate risk assessment approach

As addressed by the Intergovernmental Panel on Climate Change (IPCC), continued anthropogenic emission of greenhouse gases (GHG) will cause long-lasting changes of the climate system, increasing the likelihood of severe and irreversible impacts on ecosystems and society. The potentially significant impacts of climate change pose a challenge to the stability and continuity of businesses over the short, medium, and long terms. With a global footprint, Signify's manufacturing sites and supply chain are exposed to these physical and transition risks related to climate change. On the other hand, the transition to a lower-carbon economy presents climate related opportunities for Signify's sustainable growth areas based on low-carbon technological innovation: (1) climate action, (2) circular economy, (3) food availability, (4) safety & security, and (5) health & wellbeing.

Driven by the perceived high magnitude of financial impacts attributed to climate risks, the assessment of climate risks become imperative and future-prove. Furthermore, disclosing climate-related physical and transition risks showcases long-term business sustainability. As a leader in sustainability, Signify is committed to improving its global operations and reducing its carbon footprint over its value chain. This includes understanding the risks posed by climate change and how to improve business resilience accordingly. Therefore, it is paramount to assess the potential impacts of climate related risks and opportunities on our business operations and financial performance under different scenarios. Signify seeks to maintain an evolving overview of these risks and opportunities over time.

The Task-Force on Climate related Financial Disclosures (TCFD) developed a framework for financial climate-related risk assessments and disclosure. Following the TCFD recommendations and guidance, Signify is conducting an ongoing climate risk assessment in line with the four core elements of operations, namely governance, strategy, risk management, and metrics and targets.

As illustrated in Figure A, climate related physical as well as transition risks and opportunities are assessed for difference climate change scenarios. We are proactively investigating how physical and transition climate risks affect our global operations. In response to these identified risks and opportunities, we develop risk adaptation and mitigation strategies that enhance our operational resilience, risk management, and financial planning.

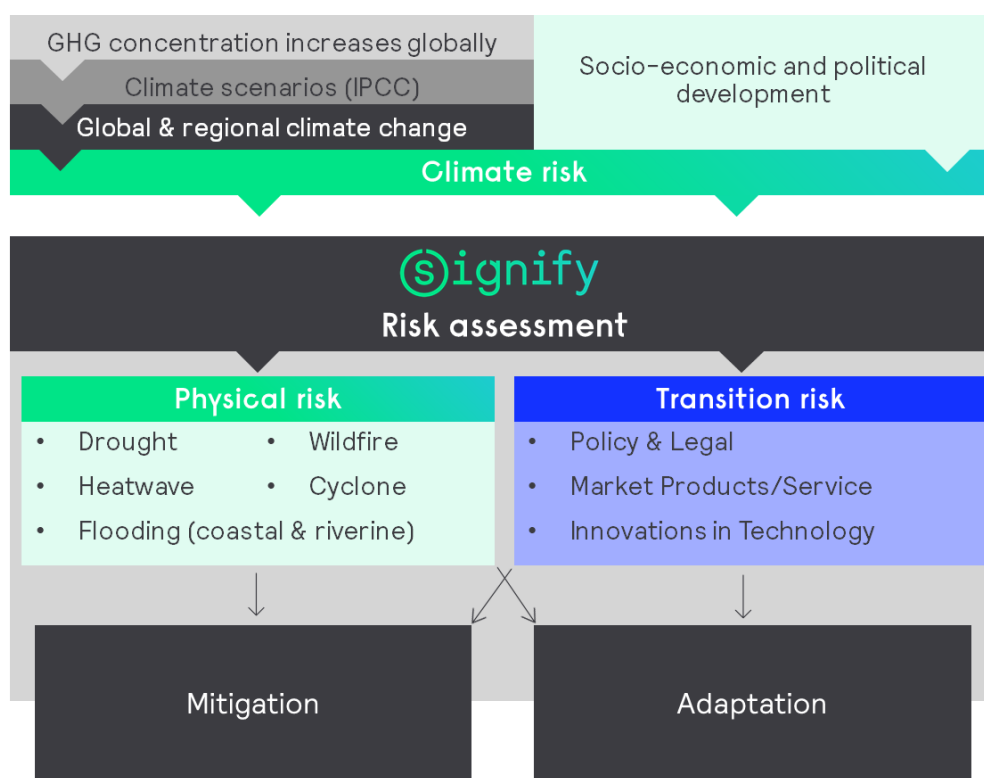


Figure A

Figure B¹ represents the overview of Signify's climate risk assessment approach. First, a preliminary risk screening was performed to identify relevant climate risk categories for Signify's locations. Applying scenario analysis recommended by TCFD, climate risks and opportunities were assessed for different IPCC representative concentration pathway (RCP) scenarios as well as for the short- and long-term. The IPCC RCP scenarios reflect latest climate science, describe the climate impacts of a range of possible future atmosphere GHG concentrations and analyze the resulting changes in future global temperatures compared to pre-industrial levels. Signify focuses on assessing RCP2.6 and RCP8.5. RCP2.6 is in line with the Paris Agreement 2°C limit/1.5°C target. This RCP is consistent with ambitious reduction of GHG emissions worldwide. RCP8.5 is the high-emissions scenario or the business-as-usual scenario, consistent with a future with no policy changes to reduce emissions, and characterized by increasing GHG emissions, leading to 3.2–5.4 °C warming toward 2100. As a result of the scenario analysis, six relevant physical risks were investigated, namely riverine flooding, coastal flooding, drought, tropical storm, heatwave, and wildfire.

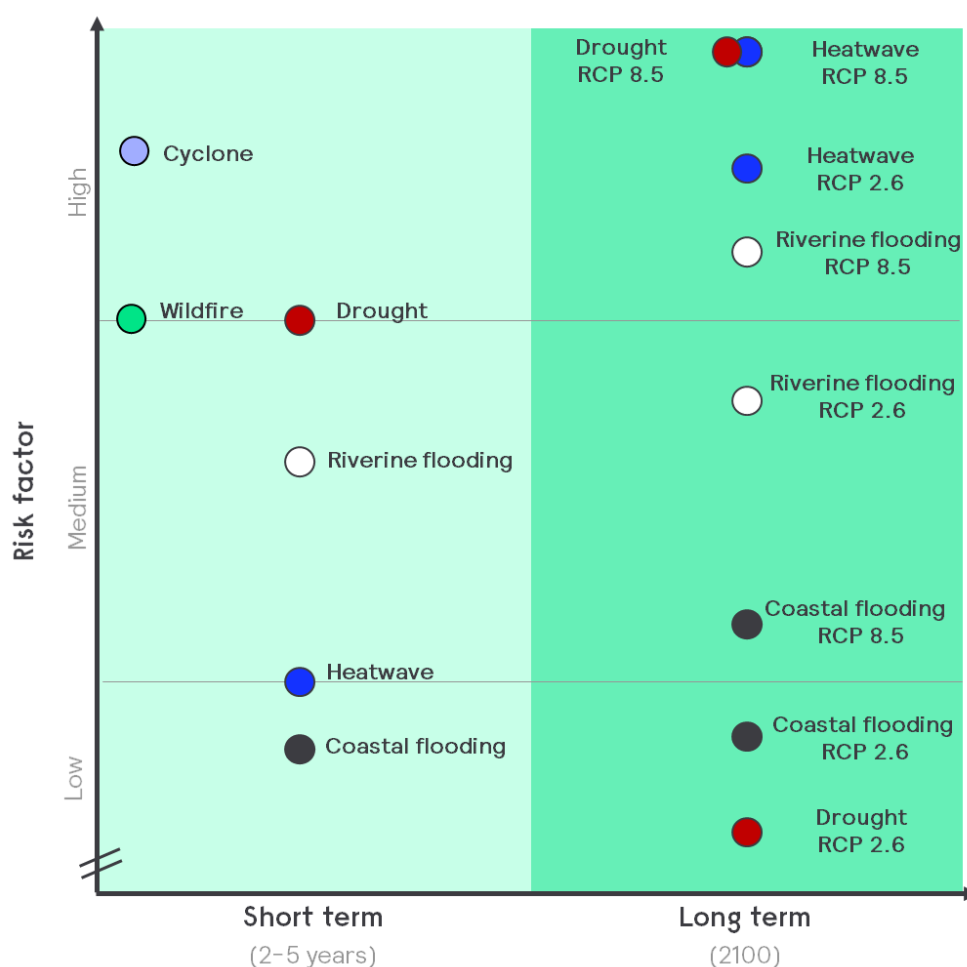


Figure B

¹ The long-term effects for cyclone and wildfire are unknown and therefore not included in the 2100 scenario in Figure B.

In addition, transition risks, especially the ones related to carbon pricing/tax, low-emission products, and water pricing, were analyzed in a qualitative matter. A preliminary evaluation of these transition risks led to a risk matrix that reflects the risk magnitude for all Signify sites, shown in Figure C.

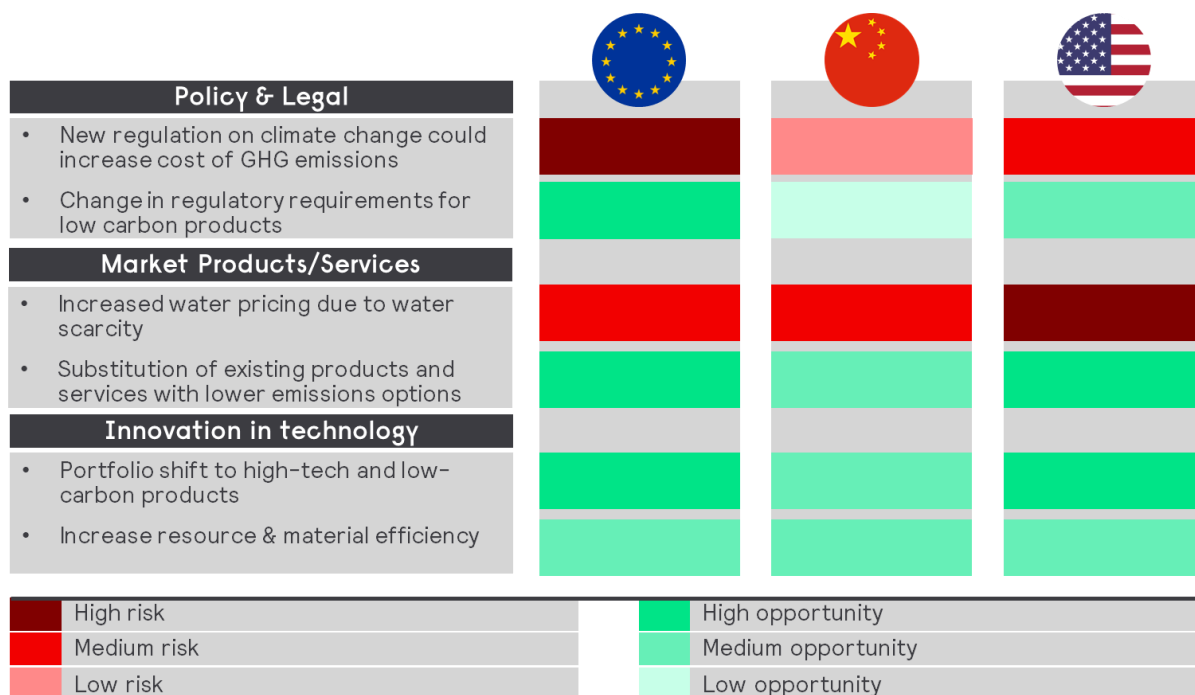


Figure C

In the long term, we are committed to deepening our understanding about climate-related risks and opportunities. Ultimately, the climate risk assessment will contribute to Signify's integral risk management strategies, especially in improving our resilience to climate change.

Supplement 5: Task Force on Climate-related Financial Disclosures (TCFD)

Governance	
Recommended Disclosures	
a) Describe the board's oversight of climate-related risks and opportunities.	<p>The oversight of climate-related risks and opportunities fall under the responsibility of the Board of Management (BoM), consisting of our CEO, CFO, CMO (Chief Strategy & Marketing Officer). The Supervisory Board has reviewed Signify's strategy to combat climate change as well as our 2020 materiality assessment, showing that Signify's carbon footprint remains one of our most material topics. The vesting of 25% (20% for 2018 and 2019 grants) of the annual long-term incentive grant is dependent on how well Signify performs on its sustainability targets, including the target of becoming carbon neutral.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Section 8 – Supervisory Board report of the 2020 Annual Report . Section 16.1.2 Sustainability Governance of the 2020 Annual Report . Signify CDP Climate reporting
b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>At Signify, climate-related risks and opportunities are managed the same way as other risks. Risks are assessed on an annual basis and Signify's BoM members are briefed every quarter on the progress of achieving targets and commitments set out in our company strategy and sustainability program. All BoM members are part of the committee to which our Head of Sustainability addresses climate-related issues in case of major capital expenditures, acquisitions and divestitures.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Section 12.1 – Establish strong risk management environment of the 2020 Annual Report . Sections 16.1.2 Sustainability Governance of the 2020 Annual Report . Signify CDP Climate reporting
Strategy	
See Supplement 4 of this document for Signify climate-risk assessment approach.	
Recommended Disclosures	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>Risks</p> <p>Increased pricing of GHG emissions (Direct operations and Supply chain)</p> <p>To understand the potential impact of this risk, we performed scenario analysis in line with the TCFD recommendations and IEA scenarios for the short, medium and long term. We estimated potential financial impact based on several scenarios of our future CO₂ emissions, different levels of carbon taxes/pricing, as well as potential future cap and trade schemes in other parts of the world. The carbon taxes/pricing would be up to a maximum of EUR 100 per metric ton CO₂ in accordance with the IEA 2 degrees scenario and that part of the financial implications of the carbon pricing will roll up to our company with a potential impact.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Section 12.5 Climate change of the 2020 Annual Report . Signify CDP Climate reporting
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>Substitution of existing products and services with lower emissions options (via reduced demand and regulations) (Customer)</p> <p>To understand the potential impact of this risk, we performed scenario analysis in line with the TCFD recommendations and IEA scenarios for the short, medium and long term. We used the scope of technologies banned under the more stringent minimum energy performance standard where Signify would no longer be able to generate sales from its least energy efficient products in the portfolio, including incandescent, halogen and fluorescent lamps. We assumed that regulation will be rolled out at high speed between 2020 and 2030. Under this scenario, we would expect potential loss of sales from the least energy efficient products by 2030.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Section 12.5 Climate change of the 2020 Annual Report
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	

	<p>. Signify CDP Climate reporting</p> <p>Increased water pricing due to scarcity (Direct operations and Supply chain)</p> <p>To understand the potential impact of this risk, we performed scenario analysis in line with the TCFD recommendations and IEA scenarios for the short, medium and long term. We assessed our current portfolio of operating manufacturing facilities and we considered different levels of pricing according to the Water Risk Monetizer tool by Ecolab, Trucost and Microsoft. We used risk adjusted pricing for incoming water. Potential impact on business would be non-significant.</p> <p>For a complete set of disclosures, refer to:</p> <p>. Section 12.5 Climate change of the 2020 Annual Report</p> <p>. Signify CDP Climate reporting</p> <p>Increased severity of extreme weather events such as cyclones and floods (Supply Chain)</p> <p>To understand the potential impact of this risk, we performed scenario analysis in line with the TCFD recommendations and IEA scenarios for the short, medium and long term. Extreme weather events (e.g. floods and hurricanes) may lead to disruption in production capacity, both at Signify's own production sites as well as at suppliers. Signify and companies in its supply chain operating in vulnerable regions could be affected by changes in physical climate parameters. The likelihood of such extreme weather occurrences is increasing, and depending on the importance and substitutability of products, disruptions in the supply chain can cause significant damage to a business.</p> <p>For a complete set of disclosures, refer to:</p> <p>. Section 12.5 Climate change and Supply disruption of the 2020 Annual Report</p> <p>. Signify CDP Climate reporting</p> <p>Opportunities</p> <p>To understand the potential impact of the below opportunities by horizon 2030, we made the below assumptions:</p> <ul style="list-style-type: none"> - There are varying levels of regulatory requirements on energy efficiency of lighting products - No marginal price erosion - Signify maintains its current market share in the lighting industry - There will be an increased need for lighting based on population increase, urbanization, GDP growth and lighting market intelligence <p>Increased revenue through demand for lower emissions products and services (Customer)</p> <p>The increasing need for light, combined with current and upcoming worldwide regulations and international agreements, increased consumer awareness regarding climate change, as well as rising energy prices, result in an increasing demand for energy efficient solutions. Signify has a strong portfolio, offering a wide range of energy efficient products, systems and services that help consumers, companies and organizations to reduce their energy consumption and comply with related CO₂ emissions reductions. As part of our Brighter Lives, Better World sustainability program, 84.1% of our revenue came from energy efficient products, systems and services (2020 target: 80%).</p> <p>For a complete set of disclosures, refer to:</p> <p>. Section CEO Letter of the 2020 Annual Report</p> <p>. Section 16.4.1 Energy efficiency of our products, systems and services of the 2020 annual report</p> <p>. Signify CDP Climate reporting</p> <p>Change in regulatory requirements (Direct operations and Supply chain)</p> <p>In September 2020, we became the first lighting company to be carbon neutral in its operations and we shifted to 100% renewable electricity, ahead of our target and ahead of the aspirations set out by the Paris Agreement. Climate Action is a key focus of our new Brighter Lives, Better World 2025 sustainability program and we will go</p>
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	<p>beyond carbon neutrality and double the pace to reach goals of the 1.5°C scenario laid out in the Paris Agreement. We will reach the 2031 goals in 2025, six years early, by increasing the energy efficiency of our portfolio to help our customers reducing emissions and driving carbon reductions at our suppliers.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Section 16.3.2 Social responsibility in our supply chain of the 2020 Annual Report. . Section 16.4.2 Carbon footprint and energy of the 2020 Annual Report . Signify CDP Climate reporting <p>Increased revenue through new solutions to adaptation needs (Direct operations)</p> <p>As part of its company strategy, Signify is driving 5 new growth for sustainability areas to help address the world's greatest challenges: (1) climate action, (2) circular economy, (3) food availability, (4) safety & security, and (5) health & wellbeing. Key to driving these areas will be increasing connectivity and data analytics.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Section CEO Letter of the 2020 Annual Report . Section 4.1 Financial performance of the 2020 Annual Report . Section 16.2 Sustainable innovation of the 2020 Annual Report . Section 16.4.2 Carbon footprint and energy on the 2020 Annual Report . Signify CDP Climate reporting
Risk Management	
Recommended Disclosures a) Describe the organization's processes for identifying and assessing climate-related risks.	<p>At Signify, climate-related risks and opportunities are managed in the same way as other risks.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Chapter 12 of the 2020 Annual Report
b) Describe the organization's processes for managing climate-related risks.	<p>At Signify, climate-related risks and opportunities are managed in the same way as other risks.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Chapter 12 of the 2020 Annual Report . Section 16.4 Better World of the 2020 Annual Report
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>At Signify, climate-related risks and opportunities are managed in the same way as other risks.</p> <p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Chapter 12 of the 2020 Annual Report
Metrics and Targets	
Recommended Disclosures a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . 16.2 Sustainable innovation of the 2020 Annual Report . Section 16.4.1 Energy efficiency of our products, systems and services of the 2020 Annual Report . Section 16.4.2 Carbon footprint and energy on the 2020 Annual Report . Signify CDP Climate reporting
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Section 16.4.2 Carbon footprint and energy of the 2020 Annual Report
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>For a complete set of disclosures, refer to:</p> <ul style="list-style-type: none"> . Section 16.1.3 Program targets and science-based targets of the 2020 Annual Report

Supplement 6: EU non-financial reporting directive (NFRD)

Category	Criterion	Reference 2020 Annual Report
Company business model	Description	3 Creating value 4 Corporate performance
Diversity	Policy description	10.2 Board of management 10.3 Supervisory board 16.3.1 Diversity & Inclusion
	KPI / result	10.2 Board of management 10.3 Supervisory board 16.3.1 Diversity & Inclusion
Social matters	Policy description	16.3 Brighter Lives
	KPI / result	16.3 Brighter Lives
	Risk	12.5 Operational risks 16.3 Brighter Lives
Environmental matters	Policy description	16.4 Better World
	KPI / result	16.4 Better World
	Risk	12.5 Climate risk 16.4 Better World
Human rights	Policy description	16.3.2 Human rights
	KPI / result	16.3.2 Human rights 16.3.4 Acting with integrity
	Risk	16.3.2 Human rights
Bribery and corruption	Policy description	12.1 Establish strong risk management environment
	KPI / result	12.1 Establish strong risk management environment 16.3.4 Acting with integrity
	Risk	12.1 Establish strong risk management environment 12.3 Risk assessment and control