



Sustainability Report 2022

Landis+Gyr

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About Landis+Gyr

A Global Industry Leader

For more than 125 years, Landis+Gyr has been an industry leader in energy management solutions. Using our advanced metering infrastructure and other cutting-edge smart grid technologies, we help utility companies around the globe to improve their operations, protect their assets, lower their operating costs, and provide better customer service. With a focus on quality, reliability, and innovation, Landis+Gyr's portfolio of products and services are critical to modernize the smart grid for the future.

Our Mission

At Landis+Gyr, we create a greener tomorrow through leading smart metering, grid edge intelligence and smart infrastructure technology.

As partners, we help utilities to solve their complex challenges and empower customers and consumers to utilize resources in a more informed and sustainable way.

Together, we **manage energy better**.

Our Values

Customer Intimacy

We are a trusted partner and deliver on our commitments

Uncompromising Performance

We strive to deliver high quality on time, every time

Innovative Technology

We passionately innovate true differentiators for our customers

Entrepreneurial Spirit

We empower teams to drive results with a can-do attitude

Sustainable Impact

We manage energy better for a more sustainable world

Introduction

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At a Glance

At Landis+Gyr, we work toward creating a greener tomorrow, one where environmental stewardship, social justice, good governance and economic prosperity become the norm. The Company has further strengthened its sustainability commitment and engagement with numerous initiatives and measures and the disclosure of specific targets in the areas of Products&Solutions, Climate&Environment, People&Well-being and Business Ecosystem.

After joining the Science Based Targets initiative in March 2022, the Company submitted its targets for validation in November 2022. On this account, Landis+Gyr performed a detailed inventory of Scope 3 GHG emissions and identified the 'Use of sold products' and 'Purchased goods and services' as the two most relevant categories, representing over 94% Landis+Gyr's total Scope 3 emissions.

The higher business volume in FY 2022 and the end of the COVID-19 restrictions affected the environmental metrics. Specifically, waste generated was impacted by office relocations, among other reasons.

In FY 2022, Landis+Gyr further enhanced its ESG due diligence process for new and existing suppliers and screened all new suppliers against ESG risks. The Company is currently working towards strengthening its human rights efforts, by developing a human rights policy, enhancing the due diligence process, and conducting a human rights impact assessment.

To further encourage learning and development opportunities for its employees, Landis+Gyr hosted several learning weeks during the reporting year, expanded its learning offers and increased the number of training hours per employee.

This Sustainability Report illustrates how Landis+Gyr contributes to sustainable development and describes the Company's impact on people, the economy and the environment as well as the progress achieved in the reporting year.

MSCI ESG RATINGS
AA-rated since 2018 (top 11% in peer universe)

GRI
Reporting according to GRI core since 2020

WE SUPPORT
UN GLOBAL COMPACT
Joined in January 2020

Corporate ESG Performance
RATED BY ISS ESG
Prime
Prime status (top decile) since 2022

inrate
Company grade of "B+" since 2022¹

GOLD
2022 ecovadis Sustainability Rating
In 2022, top 5% of sustainable companies

SUSTAINALYTICS
Negligible Low Medium High Severe
0-10 10-20 20-30 30-40 40+
In 2022, ESG Risk Rating of 10.7 (Low Risk)

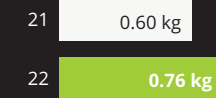
SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION
BUSINESS AMBITION FOR 1.5°C
Committed in 2022. Target validation ongoing

Carbon Neutral by 2030 (for scope 1 and 2)

Direct CO₂ emissions avoided
9.56 million tons
CO₂ emissions avoided through Landis+Gyr's installed Smart Metering Base in 2022

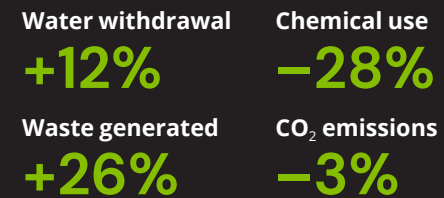


Direct CO₂ emissions from Landis+Gyr operations
0.76 kg
CO₂ per USD 100 turnover¹



¹ Turnover as reported in the Financial Report

Change of Landis+Gyr indicators in FY 2022 compared to FY 2021²



² Water, Waste, Chemicals and CO₂ figures exclude Luna and Etrell to make these indicators comparable to last year's data. CO₂ emissions figure is based on 2022 emission factors.

Customers served

Landis+Gyr serves electricity, gas, and water utilities as well as other companies in the fields of energy generation, distribution, and management. Our customers include public, private, and non-profit organizations of different sizes, ranging from investor-owned utilities to municipalities and cooperatives. We provide our customers with tailored solutions at different scales, from a few thousand endpoints to several millions. Landis+Gyr supports its customers in their journey to a smarter, cleaner, and more reliable grid and efficient use of natural resources.

Landis+Gyr is active in over 100 countries with its own presence in approximately 30 countries. The Company has served over 3,500 customers with its products, solutions, software, and service offerings across Smart Metering (electricity, gas, water/heat), Grid Edge Intelligence (monitor, detect, manage) and Smart Infrastructure (EV charging and its management, analytics platform).

Product groups

Hardware: Intelligent endpoints (Electricity, Gas, and Heat and Cooling Meters (Pre- and Post-Pay); Communication, Modules (wired and wireless), Data Loggers and Data Concentrators (including Volume Correctors), Handheld Terminals; Load Management Receivers (one-way and two-way), Street Light Controllers, Line Sensors and Thermostats; Gas Quality Analyzer Controller; Distributed, Automation Devices and Systems; Meter Test Equipment;

Software: Smart Metering Management, Analytics, Field Operation Manager, Network Monitor, Substation Platform, SCADA Center Enterprise Information, System, SAP Utility Adapter, Grid Management and Consumer Engagement App Platform, Applications (Field Operation Manager, Operational Data Panel, Grid Flex Control); Cybersecurity solution, EV solutions

Service: IoT Connectivity as a Service (cooperation with Vodafone), SaaS, Metering as a Service, Infrastructure as a Service (Solution Consulting, Cloud Service, Deployment and Project Delivery Services, Managed Services, Operational Support Services, Smart Grid Services, Support Service); Training

Landis+Gyr does not have banned products or services. A large portion of our products need approval for being installed in the marketplace. More information on Landis+Gyr's products to be found on Landis+Gyr's website.



Revelo® – an industry game changer



The E360 – a smart residential meter for the IoT world

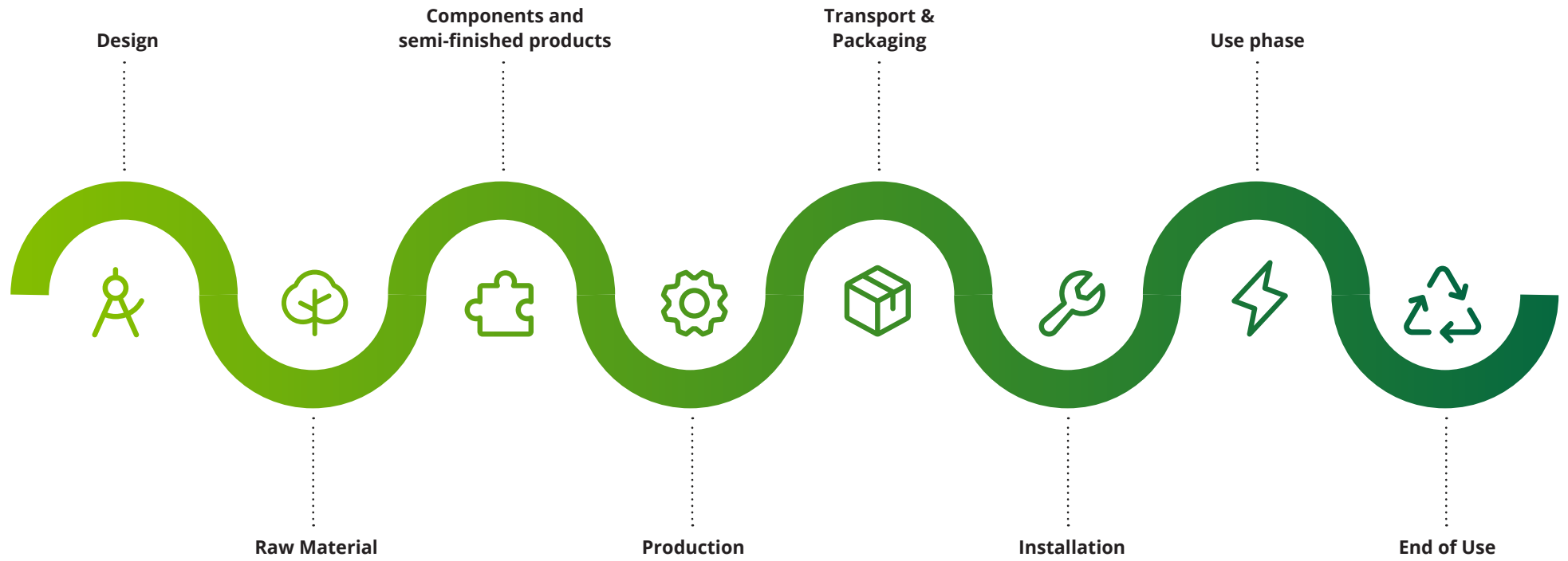
Sustainability at Landis+Gyr

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Value chain



Landis+Gyr’s impact on the economy, environment, and people along its value chain.

	Design	Raw material	Components and Semi-finished products	Production
	L+G influence High L+G impact High	L+G influence Low L+G impact Low	L+G influence Medium L+G impact Medium	L+G influence High L+G impact Low
Description of impact	<p>During the design of the product, critical decisions are made, including the materials used, the use of the product itself as well as the potential for re-use and recycling. Therefore, product design has a great impact on the environment, but also on the users and economic performance. During the design stage, Landis+Gyr considers the entire value chain (incl. end-of-life aspects) and applies circular economy principles. Landis+Gyr has specific design guidelines in place and trains its engineers on the topic.</p>	<p>Landis+Gyr relies on a variety of raw materials to produce its meters and devices. The use of critical raw materials, such as conflict minerals (e.g., gold) is limited. Wherever possible Landis+Gyr uses recycled instead of virgin materials.</p> <p>Landis+Gyr closely monitors, in collaboration with its suppliers, the use of material that could potentially originate from conflict zones.</p>	<p>Our suppliers provide crucial components and semi-finished products for our meters and devices.</p> <p>We work closely with our suppliers to ensure that they comply with our strict environmental and social requirements. Furthermore, we provide our suppliers with the relevant knowledge to prevent or reduce any harmful impacts on people or the natural environment. 85% of our suppliers have signed our ‘Supplier Code of Conduct’ and ‘Green Procurement Requirements’. In addition, we perform risk-based assessments and supplier audits to assess the ESG risks in our supply chain and take appropriate mitigating actions.</p>	<p>Our manufacturing processes involve water, chemicals, materials and produce waste. However, the overall environmental impact from production activities is rather low. We continuously work on further minimizing negative environmental impacts by training our employees, using resources efficiently and responsibly, reducing waste and water withdrawals and consumption, and curbing the harmful effects of chemicals. To reduce negative impacts, our OH&S measures ensure a safe and sound working environment for our employees. Through our community engagement activities, we make sure that the communities we operate in are aware of and benefit from our business activities.</p>
Facts and KPIs	<ul style="list-style-type: none"> ~11% of turnover spent on R&D 	<ul style="list-style-type: none"> – 217 ‘Conflict Mineral Reporting Templates’ (CMRT) collected from suppliers – 7% of suppliers assessed were identified as ‘at-risk’ and escalated for further action, e.g. audit – All new suppliers are evaluated for their social (e.g., child labor) and environmental impact (e.g., conflict minerals) 	<ul style="list-style-type: none"> – Tons of materials used: 28,000 – 88% of suppliers* have confirmed adherence to Landis+Gyr’s ‘Supplier Code of Conduct’ and ‘Green Procurement Requirements’. – % of GHG emissions related to ‘Purchased goods and services’ (Scope 3, Cat. 1) out of total GHG emissions: 25.3% 	<ul style="list-style-type: none"> – Lost Time Injury Frequency Rate (LTIFR) 1.42 – RoHS compliance. – Global ISO 14001 certification – % of Scope 1+2 GHG emissions out of total GHG emissions: <1%

	Transport (& packaging) up- and downstream	Installation	Use phase	End of use
	L+G influence Medium L+G impact Medium	L+G influence Medium L+G impact Medium	L+G influence High L+G impact Medium	L+G influence Medium L+G impact Medium
Description of impact	<p>The transportation of components, semi-finished and final products by our partners generates GHG emissions. Landis+Gyr has a limited influence on the selection of the means of transport unless the freight is paid by the Company. Packaging is key to protecting our products during transportation. To reduce waste and foster resource efficiency, we use recycled, returnable, reusable and recyclable packaging materials from renewable sources, whenever possible. We also work closely with our partners to reduce packaging materials and promote circularity.</p>	<p>Landis+Gyr's devices are installed by our customers or our dedicated service partners.</p> <p>The Company provides installation training and manuals to its customers and partners for the safe handling of the devices.</p>	<p>Our metering infrastructure and other smart grid technologies enable our customers all over the world to improve their operations, protect their assets and lower their operating costs, while at the same time improve efficiency and manage energy better. Our products and devices allow utilities and energy consumers to reduce their CO₂ emissions. Yet, using Landis+Gyr products requires electricity, which results in indirect CO₂ emissions.</p>	<p>Landis+Gyr products are designed with their end of life in mind. Recyclability and re-use of product components are an integral part of product design. The aim is that all products are covered by a take-back scheme to ensure correct treatment at the end of their useful life.</p>
Facts and KPIs	<ul style="list-style-type: none"> – 'Upstream transportation & distribution' emissions (Scope 3, Cat. 4) out of total GHG emissions: less than 1%. – As result of package/ transport optimizations performed in FY 22, the Company expects to reduce emissions by more than 120 tCO₂e in FY 2023 	<ul style="list-style-type: none"> – GHG emissions related to product installation: less than 1% of total GHG emissions – Products shipped: ~16 million units 	<ul style="list-style-type: none"> – 'Use of sold products' emissions (Scope 3, Cat. 11) out of total GHG emissions: 68%. 	<ul style="list-style-type: none"> – 'End-of-life treatment' emissions (Scope 3, Cat. 12) out of total GHG emissions: 2%

Strategy

Our vision for a sustainable tomorrow

At Landis+Gyr, we work toward creating a greener tomorrow, one where environmental stewardship, social justice, good governance and economic prosperity become the norm. The nature and scale of the challenges to be addressed imply that this vision can only be realized by working together – with our team members, customers, business partners and society at large.

Our role in enabling a sustainable tomorrow

While the world and business have transformed since Landis+Gyr's founding in 1896, the very reason why the Company exists has remained the same over the years: to manage energy better. Our mission continues to be relevant in today's world, particularly as we navigate the energy transition from non-sustainable fuels into green sources of energy.

Our portfolio of products and solutions empowers people to preserve resources and decarbonize the grid by innovating efficiency solutions to create a sustainable and more equal tomorrow:

- Our Smart Electricity Metering solutions enable utilities and end-consumers to be more aware and in control of their energy consumption; thereby contributing to financial savings, efficient use of energy resources and lower emissions.
- Our Smart Water Metering solutions help to preserve scarce water resources by combatting leaks; thus, supporting reliable utility service as well as affordability of the resource.

- Our Grid Edge Intelligence services help utilities modernize and decarbonize the grid by enabling improved energy efficiency and the integration of renewable energy sources from an increasingly decentralized generation and new loads such as electric vehicles and energy storage. They help utilities to manage peak demands and ensure grid reliability during times when demand is high, and generation is low.
- Our Smart Infrastructure solutions are paving the way for the Smart Cities of our future, advancing electric vehicle (EV) charging infrastructure, and safely enabling digital transformation.

Our commitment to run a sustainable business

As a company, we take pride in our products and solutions and the positive impact they have both on people and the planet. We firmly believe that the way in which this positive impact is achieved is just as important as the impact itself. For this reason, Landis+Gyr has established the following fundamental commitments along four critical dimensions, with the aim of guiding the Company and its employees towards a sustainable business approach:



Products & Solutions

We develop and deliver innovative products and solutions that enable a more efficient use of resources and contribute to decarbonize the grid.



Climate & Environment

We protect the environment and make best efforts to avoid or minimize negative environmental impacts through our operations, our value chain and our products. We use resources efficiently and responsibly.



People & Well-being

We care for our employees' health and well-being and promote diversity, inclusion and equal opportunity in the workplace. We are partners to the local communities where we operate and are active players in supporting their development



Business Ecosystem

We run our business with integrity and apply the highest ethical standards of honesty, fairness, and respect for everyone's rights.

Our public pledges and commitments

The following commitments lie at the core of Landis+Gyr's sustainability agenda:

United Nations Global Compact (UNGC):

Landis+Gyr joined the UNGC in 2020. The Company aligns its policies and operations to the ten universal principles related to human rights, labor, environment, and anti-corruption. Furthermore, Landis+Gyr continues to demonstrate its enduring commitment to driving progress in support of the UN Sustainable Development Goals.

United Nations Sustainable Development Goals (UN SDGs):

Landis+Gyr contributes to the achievement of the UN SDGs. As a global leader in energy management, Landis+Gyr offers products and solutions that significantly support SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Change) and, to a lesser extent, SDG 6 (Clean Water and Sanitation), by enabling customers and consumers to manage resources more efficiently and by facilitating the integration of renewable energy sources into the grids. Furthermore, Landis+Gyr has developed pre-payment solutions which allow customers to manage their energy purchase in line with their needs and budget; thus, contributing to SDG 1 (No Poverty).

The Company supports additional SDGs, but its impact is limited to smaller groups, such as the Company's own employees (SDG 3,4,5 and 8), and the business ecosystems in which we operate (SDG 9, 12 and 16).

As a leader in innovative energy management solutions, Landis+Gyr invests a significant share of its annual turnover on R&D. A large portion of our innovations support the UN SDGs. For further information, see 'Linking Landis+Gyr's Patents to the SDGs' section on p. 78

Science Based Targets initiative (SBTi):

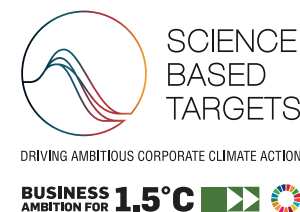
Driven by its responsibility for driving decarbonization, in March 2022, Landis+Gyr committed to join the Science Based Targets initiative, the world's leading corporate initiative aimed at driving climate action in the private sector by supporting companies in setting and disclosing emissions reductions and net-zero targets. The Company submitted its targets to the SBTi in November 2022 and is currently awaiting validation.

Furthermore, the Company is committed to complying with the following international standards/reference texts:

- the Universal Declaration of Human Rights;
- the Declaration on the Fundamental Principles and Rights at Work of the International Labour Organization (ILO); and
- the Global Reporting Initiative (GRI)



WE SUPPORT



Targets

Relying on our materiality assessment (see 'Stakeholder engagement and materiality assessment' section below) as the basis for its ESG strategy, Landis+Gyr has identified ten key material topics within four dimensions.

Products & Solutions



- Product Social Impact
- Resource Efficiency

Climate & Environment



- Energy Efficiency & Climate Protection, incl:
 - GHG emissions
 - Water
 - Waste

People & Well-being



- Occupational Health & Safety
- Fair Labor Practices
- Employee Engagement
- Community Engagement

Business Ecosystem



- Business Integrity
- Strategic Responsible Sourcing
- Security & Data Privacy

The Company has defined long-term ambitions, targets, KPIs and actions to drive progress in all four dimensions:

Dimensions	Ambitions	KPIs	FY 2020	FY 2021	FY 2022	Target 2025
Environment	– Attain carbon neutrality in Landis+Gyr's operations (Scope 1 & 2) by 2030 – Achieve SBTi targets	1. Share of renewable electricity	34%	64%	59%	100%
		2. CO ₂ e per 100 USD turnover	0.97 kg	0.66 kg	0.76 kg	0.45 kg
		3. Water per employee	17.2 m ³	13.4 m ³	12.4 m³	12 m ³
		4. Waste to landfill	7.14%	7.03%	6.17%	1%
Social	– Nourish a global safety culture – Be recognized as employer of choice – Nurture and sustain a culture of diversity, equity, and inclusion – Be recognized as an industry leader in responsible sourcing	5. Lost Time Incident Frequency Rate	0.70	0.74	1.42	0.60
		6. Average hours of employee training	12.7 h	16.5 h	16.8 h	n/a ^{a)}
		7. Share of suppliers who adhere to our 'Supplier Code of Conduct' (SCoC)	73%	85%	88%	90%
		8. Share of suppliers assessed for ESG risks	n/a	n/a	Process definition	100%
		9. Share of audited 'at-risk' suppliers	n/a	n/a	Process definition	100%
		10. Share of females in senior roles	n/a	n/a	17.2%	20%
Governance	– Maintain an undisputed reputation as a trusted and reliable partner, with the highest integrity standards	11. Employees trained on business ethics	41.6%	100%	98.3%	100%
		12. Annual year-over-year increase in combined level of security compliance with pertinent frameworks	n/a	n/a	+ 15%	+5% per year
Portfolio Impact	– Deliver solutions which empower customers and consumers to achieve their financial and environmental targets	13. CO ₂ avoided through products (Scope 4)	8.5 m tons	9.05 m tons	9.56 m tons	n/a ^{b)}
		14. Share of products in EcoPortfolio	74%	74%	78%	90%

Description of KPIs

- Percentage of electricity derived from renewable sources versus total electricity used
- CO₂e emissions (Scope 1+2) measured against 100 USD turnover
- Water withdrawal per company employee (in m³)
- Percentage of waste, out of total amount of waste, sent to landfill
- Number of lost time injuries occurring in the workplace per 1 million exposure hours
- Average of hours dedicated to training per employee
- Percentage of direct material suppliers (based on spend) who have signed Landis+Gyr's 'Supplier Code of Conduct' (SCoC), or equivalent

- Percentage of direct material suppliers (based on number of suppliers) who have been assessed to determine their ESG risk profile
- Percentage of suppliers flagged as 'at-risk', who were audited
- Percentage of female employees in leadership positions
- Percentage of white-collar employees trained on business ethics per year
- Combined result of annual security assessments performed following different frameworks (e.g., BSIMM)
- Tons of CO₂e avoided through Landis+Gyr's global smart meter base (9.56 m tons based on calculation with the original carbon savings enablement model). Model is under review. For details, see explanations on page 31.

- Percentage of products shipped that satisfied Landis+Gyr's Eco-Portfolio criteria (for a description of 'Eco-Portfolio', see section 'Resource efficiency')

a) This KPI will be reviewed during FY23, with the aim to replace it with a metric that better reflects the engagement levels of our employees.

b) KPI and underlying model under review

The following FY 2022 metrics do not include Luna and Etrell: 6, 7, 12, 14. All FY 2025 targets include Luna and Etrell

Sustainability governance

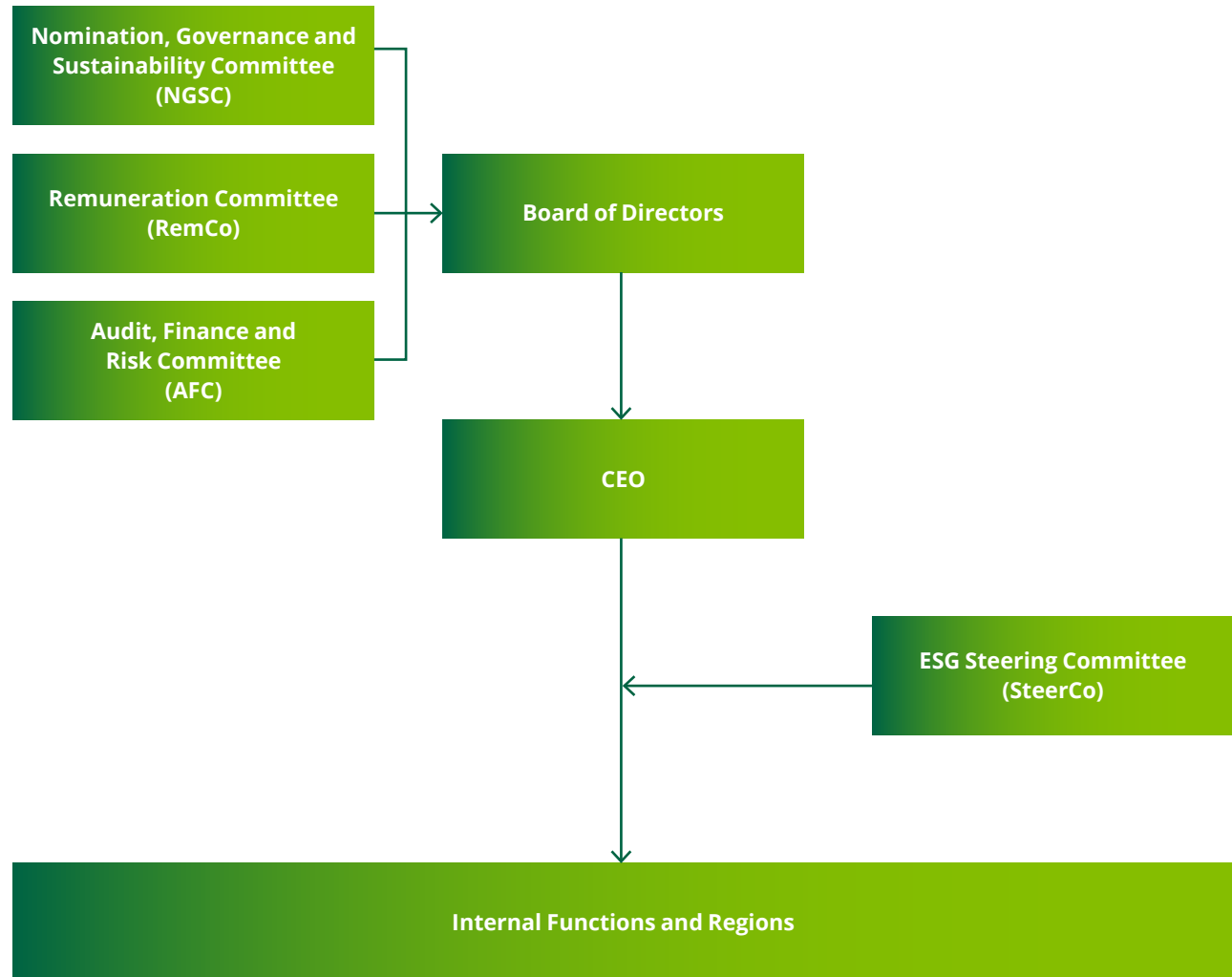
Sustainability organization

The Board of Directors (BoD) is actively engaged in promoting and embedding sustainability into Landis+Gyr strategy and behavior. The BoD has established three committees: the 'Nomination, Governance and Sustainability Committee' (NGSC), the 'Audit, Finance and Risk Committee' (AFC) and the 'Remuneration Committee' (RemCo). The NGSC is responsible for ESG matters, including the Sustainability Report, setting and monitoring ESG targets, and the implementation of various strategic initiatives. ESG topics are discussed in every NGSC meeting. The AFC reviews risks (incl. ESG-related risks) and ensures the Company has established risk management systems which are efficient and effective. The RemCo oversees ESG targets in connection with employee pay incentives.

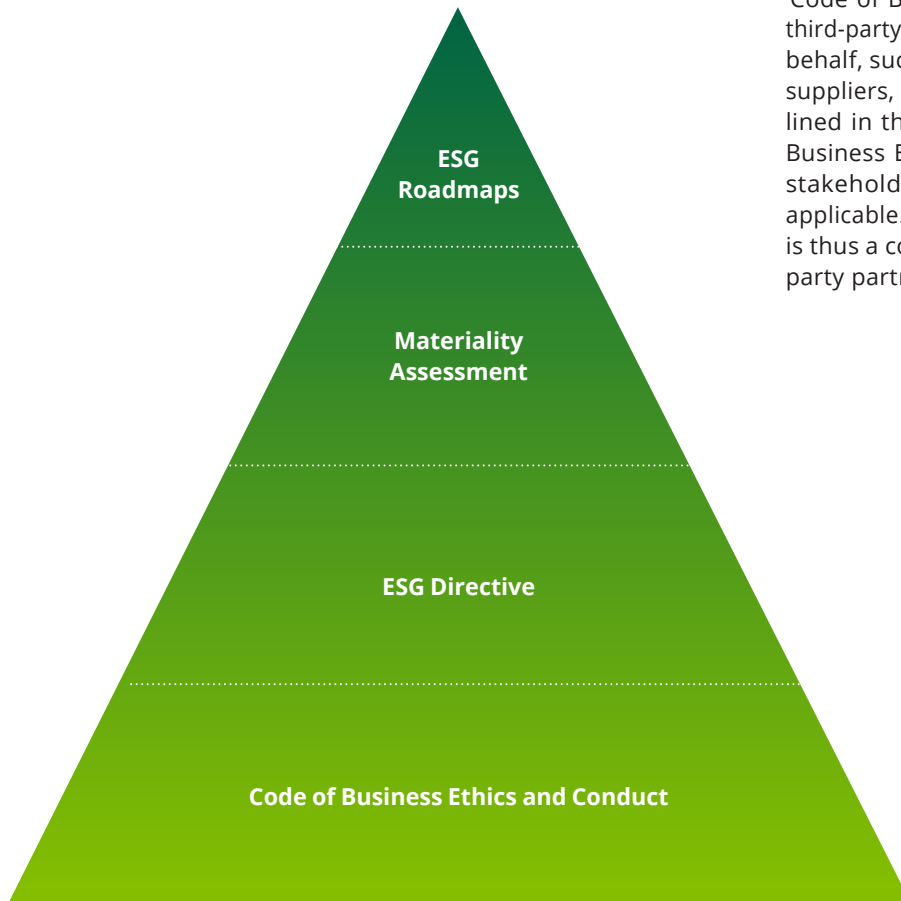
The NGSC and ultimately the BoD itself are responsible for overseeing the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics. More information can be found in Landis+Gyr's Corporate Governance Report.

At the company level, the ESG Steering Committee (ESG SteerCo) is responsible for providing oversight and strategic advice for the definition and the implementation of the Company's 3-year ESG roadmap. Except for two members of the ESG SteerCo, all members of this committee report to the Group's CEO. There is a dedicated Global ESG function; however, this team is kept relatively small to ensure that ownership and responsibility for ESG topics are allocated across the entire organization.

Board Advisory Committees (engaged in Sustainability)



Managing sustainability at Landis+Gyr



'Code of Business Ethics and Conduct' and grievance mechanism

The ethical compass for all principles, integrity standards and norms of behavior at Landis+Gyr is the 'Code of Business Ethics and Conduct', which applies to all directors, officers and employees of the Company. The 'Code of Business Ethics and Conduct' also applies to third-party partners engaging in business on Landis+Gyr's behalf, such as agents and distributors. With regard to suppliers, the Company's policy commitments are outlined in the 'Supplier Code of Conduct'. The 'Code of Business Ethics and Conduct' is generally provided to stakeholders prior to a contractual relationship, as applicable. Adherence to the principles outlined therein is thus a contractual obligation for employees or third-party partners.

Landis+Gyr's 'Code of Business Ethics and Conduct' and 'Supplier Code of Conduct' are publicly available on the Company's website. These policies set out the principles that guide internal and external operations, and which are further elaborated in supporting policies, such as the 'Anti-Corruption Policy'. Any material amendments to the Landis+Gyr 'Code of Business Ethics and Conduct' require approval from the Group's Board of Directors. Landis+Gyr employees are surveyed at a global level to understand their knowledge of internal policies, difficulties in adhering to the processes, as well as to gather feedback regarding the effectiveness of the process. Such surveys are also conducted by location as part of country visits conducted by the Chief Compliance Officer. Findings from these surveys are used to improve the process, and tailor specific training to address any gaps in knowledge or misconceptions about the process.

Compliance with the 'Code of Business Ethics and Conduct' is overseen by the Legal and Compliance team and compliance systems and tools are regularly audited by the Group Internal Audit Team.

Landis+Gyr strongly encourages every employee who knows of or suspects a violation of applicable laws, regulations, the 'Code of Business Ethics and Conduct' or the Company's related policies, including those relating to accounting, internal controls and auditing matters, to report that information immediately to their supervisor, their Compliance Officer, the Chief Compliance Officer or using the Speak-Up tool.

The anonymous grievance Speak-Up system or Ombuds-person is accessible to all internal and external stakeholders (via Landis+Gyr's website or telephone, in local language).

Any grievance that is substantiated will be accompanied by a list of remediation actions that may include disciplinary action, procedural changes, or policy amendments.

ESG Directive

Landis+Gyr's 'ESG Directive' describes in further detail the Company's commitment to sustainability, spanning environmental practices and innovations, respect for fundamental human and labor rights both within its operations and value chain, as well as the promotion of a healthy, safe, and inclusive work environment, among other aspects, in line with the principles set out in Landis+Gyr's 'Code of Business Ethics and Conduct'. The Directive is updated every 3 years with the input of various ESG topics experts across the organization.

Materiality assessment

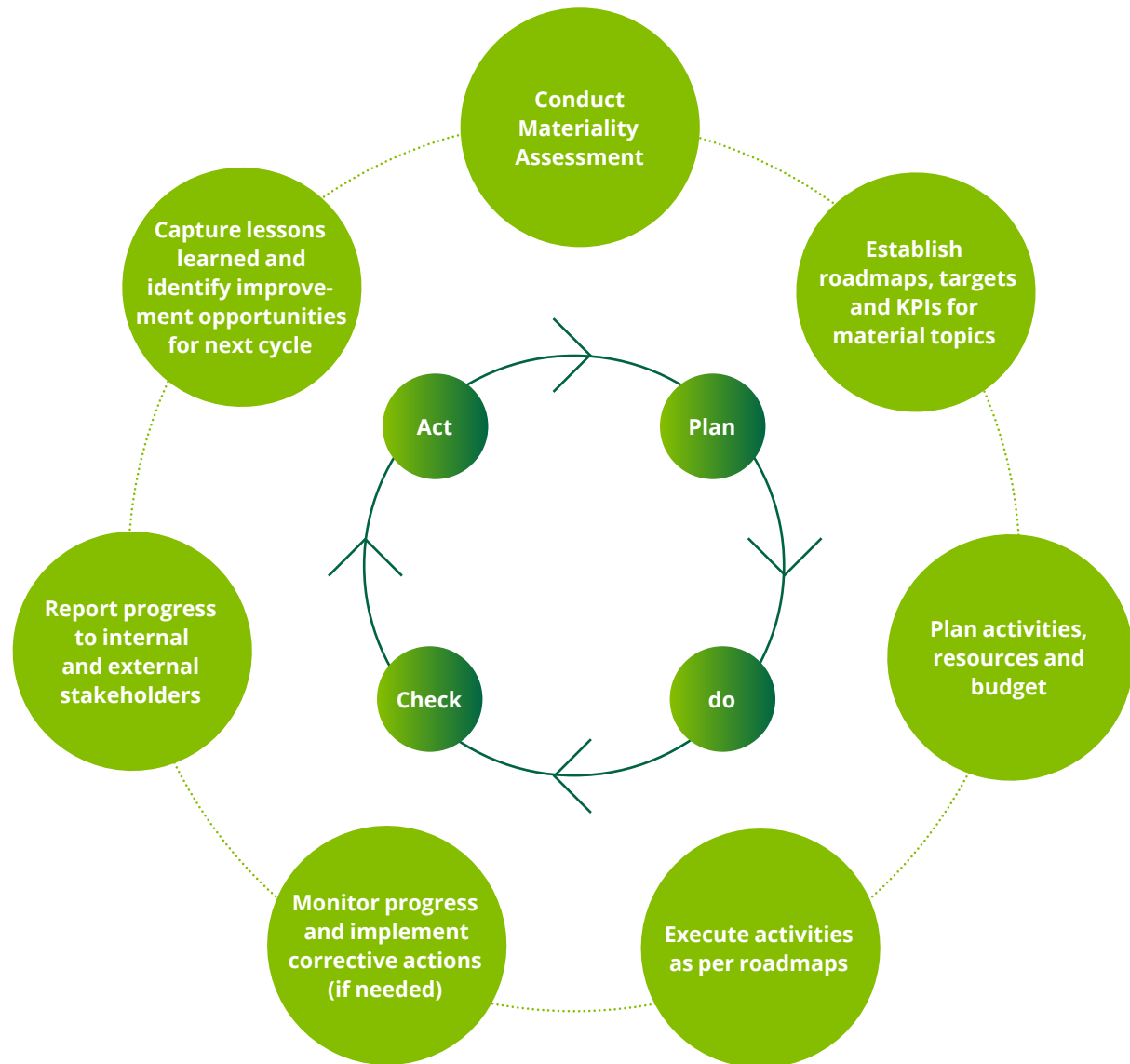
The materiality assessment helps the Company to understand what the ESG focus areas are, based on the relevance and impact of the topics according to the Company and its stakeholders. The assessment is renewed every 3 years. For more detailed information, see section 'Stakeholder engagement and materiality assessment'.

ESG roadmaps

The outcome of the Company's materiality assessment is translated into topic-specific roadmaps. These roadmaps contain actions, owners, deadlines and KPIs covering a 3-year period. The ESG function is in charge of working with the various internal functions to drive the implementation of the activities defined in their roadmaps and monitor progress. Progress made against the roadmaps is updated every quarter and reported to the ESG Steering Committee, as well as to the Landis+Gyr Board of Directors and its committees. The ESG roadmaps are revised every 3 years, following the update of the materiality assessment.

ESG management process

Landis+Gyr's ESG management process has been mapped and is illustrated on the right:



ESG Performance and Compensation

To drive strong ESG performance and meaningful impact, Landis+Gyr has linked 20% of the payout of its 'Short-Term Incentive' (STI) plan to performance on selected ESG targets. Approximately 3,500 Company employees are eligible for Landis+Gyr's STI plan. This rewards employees for their commitment to the Company's ESG objectives and helps to instill a culture of sustainability within our organization. For more information, see also Landis+Gyr's Remuneration Report.

Risk management

To provide a comprehensive view of our business activities, Landis+Gyr analyzes risks and opportunities by combining bottom-up and top-down approaches, looking at both the macro trends across our markets and the more specific factors influencing our business. Sustainability-related risks and opportunities are identified by the different business units and Group's management and reviewed by the Board of Directors. Our Enterprise Risk Management system identifies and analyzes the risks we face and aims to ensure that risks are recognized and addressed at an early stage to avoid or mitigate their impact. The Board of Directors is regularly informed about significant risks and the defined and initiated countermeasures.

For the fiscal year 2022, the following risks with significant sustainability relevance are ranked high on the risk register:

- Critical supply chain management
- Cybersecurity threats, including product and solution security
- Climate change and decarbonization trend
- Natural hazards interrupting business and impacting assets and personnel
- Environment, health, and safety (EHS) adverse events

Additionally, the following risks are being monitored:

- Market and price development (e.g., shift from conventional toward renewable energy in the markets)
- Infectious diseases
- Non-compliance with ESG standards and requirements
- Lack of Diversity, Equity, and Inclusion in the Company's workforce
- Human rights and fair labor practice along our supply chain
- Allegations of compliance violations
- Adverse developments in financial and bank markets (e.g., financing restrictions due to sustainability prerequisites)

For more information related to the risks, please refer to the Annual Report 2022, which describes in more detail our risk management process and key risks to our business.

A detailed description of climate-related risks and opportunities will be discussed in our Task Force for Climate-Related Financial Disclosures (TCFD) which can be expected as part of the next sustainability report. We are continually taking steps to reduce our sustainability-related risk exposure within the organization and across the value chain by implementing risk management- and internal control systems adapted to specific circumstances and risk profiles. On the other hand, the risk of climate change is an incentive for Landis+Gyr to strengthen its efforts to provide solutions that help manage energy better. Such opportunities are present in the traditional smart metering business or at the grid edge, where managing renewable energy sources is a necessity and a challenge for utilities; or in the electrification of transportation, which drives the deployment and management of charging stations.

Stakeholder engagement and materiality assessment

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Stakeholder engagement and materiality assessment

Stakeholder engagement

Stakeholder consultation is actively used to support the identification of material topics and the impact/contribution Landis+Gyr has or potentially can/should have on them. Also, Landis+Gyr's ESG targets are influenced by the feedback the Company receives through regular exchanges with its stakeholders. The following have been identified as relevant stakeholders: customers (and their customers), suppliers, employees, government authorities and regulators, associations and NGO's, local communities, shareholders/investors (represented by individual investors, as well as the BoD) and business partners.

The BoD is involved directly or via its related committees throughout the process and approves the learnings translated into actions/programs.

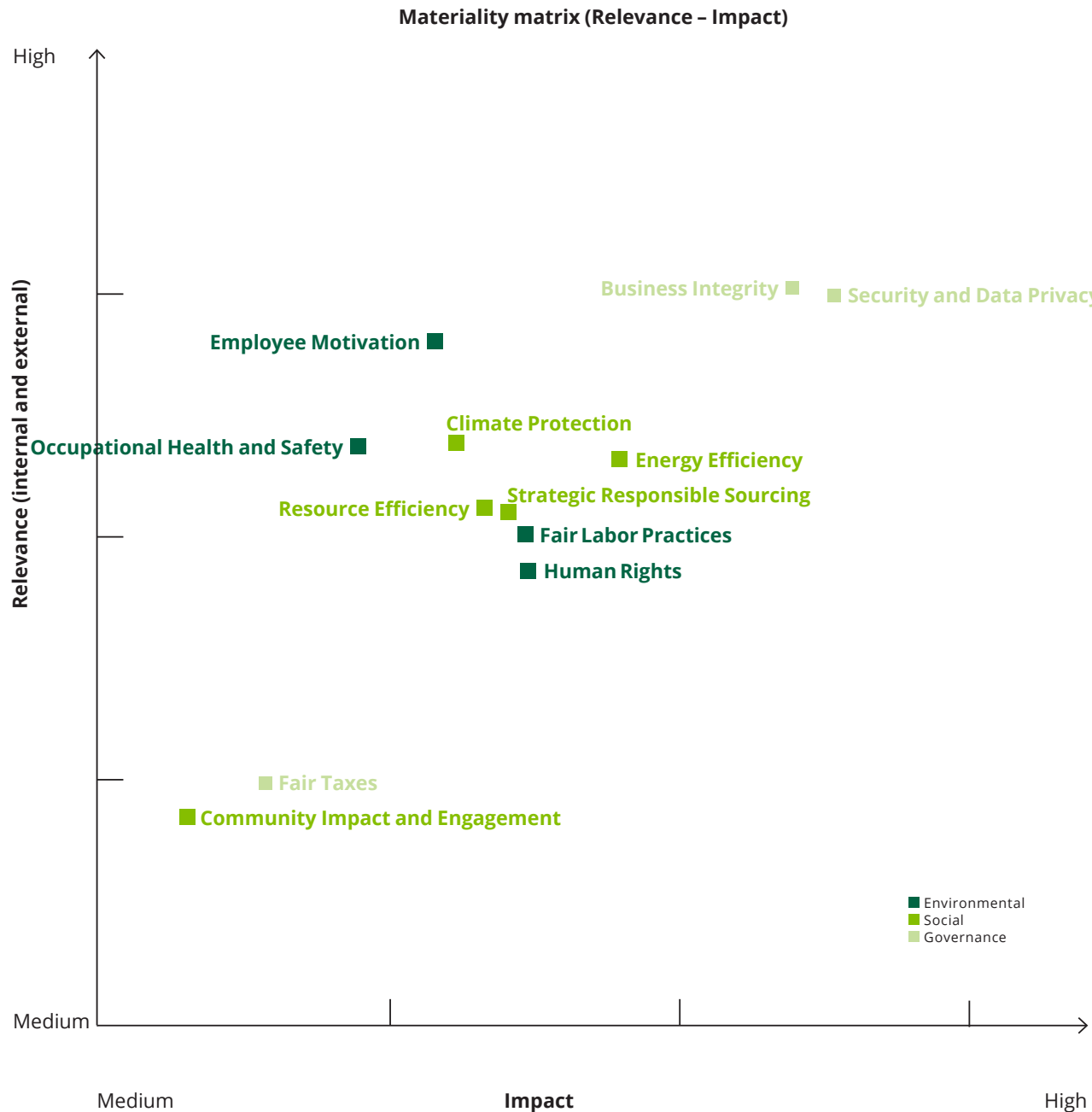
Materiality assessment

A materiality assessment is a process aimed at identifying the most important sustainability topics, opportunities, and risks for Landis+Gyr's business, as well as the impact the Company has on the economy, environment, and people. Landis+Gyr conducted its first materiality assessment in FY 2018, in close cooperation with internal and external stakeholders. Since then, the Company has continuously monitored its material topics and prioritized its actions accordingly.

In FY 2021, the Company refreshed its FY 2018 materiality assessment. Landis+Gyr identified its most critical stakeholders in a workshop with management. The resulting list included representatives from amongst the Company's Board of Directors, investors, suppliers, customers, NGOs, government authorities, business partners, employees (in their capacity as stakeholders) as well as local communities and a diverse group of internal subject matter experts. These stakeholders were invited to participate in interviews and a survey. In its exchange with the different stakeholders, the Company assessed the significance of potential topics along 3 dimensions: 'Relevance' (how important the topic is), 'Impact' (how significant the topic's consequences are) and 'Trend' (how the topic is evolving) to define the material ones.

Potential material topics were identified based on relevant sector-specific requirements and factors, discussions with internal and external specialists and stakeholders, and risks and opportunities.

This updated materiality assessment resulted in a final list of 10 material topics for the next ESG cycle from FY 2022 to 2024, which are presented in the materiality matrix below.



Final List of Material Topics:

- 1) Product Social Impact
- 2) Resource Efficiency
- 3) Energy Efficiency and Climate Protection
- 4) Employee Engagement
- 5) Fair Labor Practices
- 6) Occupational Health and Safety
- 7) Community Engagement
- 8) Strategic Responsible Sourcing
- 9) Security and Data Privacy
- 10) Business Integrity and Fair Taxes

In light of the above findings and to ensure the efficient management of material issues, the Company decided the following:

- ‘Energy Efficiency’ and ‘Climate Protection’ will be merged into one topic and managed jointly.
- ‘Fair Taxes’ will be managed under ‘Business Integrity’ given most stakeholders considered the former to be part of the latter.
- Various aspects of ‘Human Rights’ will be managed under ‘Business Integrity’, ‘Fair Labor Practices’ and ‘Strategic Responsible Sourcing’.

Compared to the materiality assessment in FY 2018, ‘Product Social Impact’ was added as a new topic due to Landis+Gyr’s products gaining increased attention from users. Furthermore, ‘Fair Taxes’ is now explicitly mentioned together with ‘Business Integrity’. By doing so, the Company, headquartered in the low-tax Swiss canton of Zug, wants to emphasize the importance of the topic and how it complies with applicable tax laws, rules and regulations across all relevant jurisdictions. The topic ‘Security’ is now understood more broadly than before when it was used only in relation to IT/data. Other topics, such as ‘Biodiversity’, have also been assessed, but were not deemed material given Landis+Gyr’s relatively light operational footprint.

For more details about the materiality assessment process the stakeholders involved, and their interests, see Landis+Gyr’s Sustainability Report FY 2021 (P. 9 ff).

Material topics

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Products & Solutions

We develop and deliver innovative products and solutions that enable a more efficient use of resources and contribute to the decarbonization of the grid.



Product social impact

The topic 'Product social impact' deals with the positive and negative impacts that Landis+Gyr's products and solutions have or may have on the environment, people, as well as the economy. It describes how our products interact with each of these dimensions and the extent to which the products can contribute to address or exacerbate social, environmental, and economic issues.

Company's stand

Businesses are an integral part of society and have a critical role to play in addressing some of the world's most challenging social and environmental issues. Besides providing important environmental benefits, Landis+Gyr's portfolio of products and services also addresses issues that contribute to the well-being and stability of society, for example by enhancing energy affordability and energy literacy. Our products and solutions enhance people's lives and empower them to utilize resources in a more informed and sustainable way. They provide access to more accurate and regular information and allow customers to make better decisions in line with their financial and environmental objectives. Landis+Gyr is committed to continuously exploring and implementing new ways in which its products can contribute to the prosperity and well-being of society.

Company's impact

Economic impacts

Our products and solutions benefit our economy in multiple ways. They allow a fair transaction between a vendor (utilities) and its customers (end-consumers), generate transparency regarding the transaction, and provide transparent information on the process. Our modern technology helps utilities to become more efficient and reliable, thus generating economic benefits from distribution through end-use. Some may argue that the fact that the metering point is owned by just one of the parties involved in the transaction is a downside. However, this is not related to the product itself, but rather to the existing regulation.

Social impacts

In certain markets, Landis+Gyr offers pre-payment (pay-as-you-go) smart meter solutions. These help people with limited budgets to keep their spending under control. Furthermore, our meters provide detailed information about the energy usage of domestic appliances, help consumers to actively manage their electricity consumption and save money. Customers get a fair deal and are better informed thanks to Landis+Gyr's products and services.

Environmental impacts

Landis+Gyr products support the decarbonization of the grid by providing consumers with information that helps them to actively manage their energy use and thereby reduce GHG emissions. Our products benefit the environment by supporting the management of infrastructure, increasing its efficiency and optimizing power generation. Furthermore, Landis+Gyr contributes to a positive environmental impact through its water meter detection capabilities, which identify leaks in the system and support the conservation of water. Street-light management also enables utilities to set a dimming schedule for lighting assets based on vehicular and pedestrian traffic patterns, resulting in energy savings and a positive environmental impact for many nocturnal animal species.

To operate, most Landis+Gyr products consume electricity which might be produced with non-renewable sources (depending on the region where the device is installed) and hence generate GHG emissions. Moreover, product manufacturing and transportation require energy and resources, which put pressure on the environment. Treatment of products at the end of their useful life impact the environment, too.

Health and safety impacts

Landis+Gyr's smart meter products rely on low-energy radio frequency waves, among other mechanisms, to allow remote communication. This technology is perceived critically by a small group of people who fear health problems associated with it. The evidence to date suggests exposures to the radio waves produced by smart meters do not pose a risk to health. Also, the installation of smart meters raises concerns on IT security and personal data privacy. This is because Landis+Gyr products generate data which is then transported and used to generate intelligence and actuate processes. Such data may be exposed to various risks such as unauthorized access, disclosure or misuse. Lastly, as is the case when dealing with electrical equipment, the handling and installation of Landis+Gyr products may pose health and safety risks such as electric shocks. Faulty products can lead to fires, which may cause death or injuries.

Commitment, policies and measures/actions

To manage Landis+Gyr's product-related impact, the Company has implemented various processes throughout the entire life cycle of the product:

Development of product concept

Landis+Gyr's product concepts must satisfy several requirements, including: security and safety enhancements, installer health during installation and depletion process, cost-enhancements, etc.

Certification

Every Landis+Gyr product requires certification to be installed in the field.

Manufacturing and production

Landis+Gyr's has implemented a comprehensive Occupational Health & Safety program covering the identification, assessment and mitigation of work-related risks and measuring performance via leading and lagging indicators.

Marketing and promotion

Leaflets and guidelines address health and safety aspects for individuals who handle Landis+Gyr's products.

Storage, distribution, and supply

Landis+Gyr's products are packaged to ensure the products' safety and that of the individuals who handle them.

Use and service

Landis+Gyr products are autonomous and interact primarily with other devices; they seldom require physical human interaction. The majority of human interaction is conducted remotely. When human physical interaction is needed, the person handling the product is given proper instruction, both for their own safety and the safety of the product.

Disposal, reuse, or recycling

Landis+Gyr's products are disposed of either by the Company or by our utility customers. The Company carefully considers the end of life of our products and describes related processes (e.g. end-of-life treatment) in the products' description.

Health & Safety aspects

Landis+Gyr's products exceed regulation and industry standards such as IEC, CENELEC, UL, ETSI, and RED*. In addition, the Company has implemented internal norms and standards which are stricter than industry standards or cover aspects that are not regulated. Landis+Gyr's devices are internally and externally tested and most of them require certification by state bodies prior to being installed in the operating field.

The recycling and disposal of company's products at the end of their lifetime is carefully considered starting at the product design phase. For more information, see section 'Resource efficiency'. All Landis+Gyr products comply with REACH and RoHS directives (including products sold outside of Europe), as well as other regulations such as TSCA and POP, where applicable. For the end-of-life treatment of our products, the WEEE Directive is followed, where applicable. In regions where this directive does not apply, local take-back schemes are established to ensure that Landis+Gyr's products or their parts are re-used or recycled, wherever possible. The Company also provides 'Product Environmental Profiles' including end-of-life instructions.

Operational safety is embedded in the design of all Landis+Gyr products. The Company provides operation instructions (such as installation instructions and user manuals), trains those involved in the handling of the products, conducts extensive product testing and secures all required approvals prior to installation. In case of issues, Landis+Gyr works with customers to mitigate and remediate any incidents. The Company has established processes and escalation levels to deal with such situations.

*IEC: International Electrotechnical Commission
CENELEC: European Committee for Electrotechnical Standardization
ETSI: European Telecommunications Standards Institute
RED: Radio Equipment Directive

Resource efficiency

The topic 'Resource efficiency' refers to the management of resources in relation to the Company's products throughout their entire lifecycle. This includes issues such as the implementation of green design principles in products (more sustainable inputs/raw materials, reduced material use, etc.), recycling/reuse at the end of our products' lifetime, and the use of more sustainable packaging materials and solutions. The topic does not cover the environmental impact (e.g., GHG emissions, water consumption, and waste) of the Company's operations (these topics are covered under the section 'Climate & Environment').

Company's stand

Landis+Gyr recognizes that accessible natural resources are finite and depleted at an unsustainable rate. As resources keep getting scarcer and more expensive, companies are forced to shift from the traditional linear model of 'take-make-use-waste' to a restorative and regenerative model that allows for a more sustainable use of natural resources (i.e., 'circular economy'). The need for such a transition is further supported by market trends showing a higher awareness by customers and increasing demand for more sustainable solutions.

Landis+Gyr embraces the transition into a circular economy model, where waste generation is minimized and raw materials, components and resources are optimized and preserved for as long as possible with the highest possible value. This implies working to reconceive the full lifecycle of a product, from design and manufacturing through to use and maintenance. As a leader in energy management, the Company is committed to minimizing the environmental footprint of its products by optimizing their life cycle and using resources more efficiently in line with circularity principles.

Company's impact

Our products and solutions lie at the core of our commitment to manage resources more efficiently and responsibly. Landis+Gyr's smart products have a net positive impact on the environment by helping to preserve energy resources. Our meters give customers a better picture of their consumption, allowing them to optimize their energy use, which ultimately leads to less energy being consumed. This in turn results in lower carbon emissions being released into the atmosphere ("Scope 4" or Products' Carbon Handprint), which has a positive environmental impact. Together, our resource efficiency initiatives, benefit society by preserving scarce resources for future generations. On the other hand, our products require the use of natural resources (raw materials) as well as energy during their life cycle. These activities put pressure on the environment.

To minimize the environmental footprint of our products, the Company is committed to ensuring that its production process is as sustainable as possible. Hence, Landis+Gyr focuses on embedding circular economy principles into its products. Our initiatives impact the development toward a circular economy in our industry, in alignment with the UN Sustainable Development Goals (SDGs) 7, 9, 12, and 13. Furthermore, we initiate and join partnerships with players in the value chain (suppliers, customers), universities, industry associations with the aim of sharing best practices and exploring innovative solutions in this field. This contributes to advance the more efficient use of resources given that the deployment of deep circularity interventions relies on integrated processes which often involve partners both up- and downstream in the value chain.

Commitments, policies and measures/actions

The Company is committed to ensuring that its products are as sustainable as possible throughout their lifecycle. This begins at the product design phase, where Landis+Gyr is focused on embedding circular economy principles into its products. To support this objective, the Company has developed a 'Green Design Manual', which sets out requirements to ensure the integration of green design principles in our products' design. This document expands on best-practice approaches on 5 key areas: material usage, sustainable materials, hazardous materials, energy self-consumption and end of life. The Green Design Manual was updated during FY 2022 to make its requirements more stringent and binding for product managers, developers and purchasers alike.

To support the more efficient use of resources, Landis+Gyr's teams are working on the following areas:

Reducing the materials used in our products

Landis+Gyr strives to reduce both the amount and the variety of materials used. The Company is focused on establishing and enhancing a data collection system to measure the volumes and types of products used. This will lead to improved management of our resource consumption.

Optimizing product packaging

At Landis+Gyr we are continuously assessing our packaging materials and practices and are committed to reducing their environmental impact.

In March 2023, Landis+Gyr issued 'Packaging Guidelines and Requirements' applicable to the global shipment of Landis+Gyr products. These guidelines and requirements stress the importance of reducing the environmental impact of our packaging waste and urge manufacturing sites to give preference to packaging systems in the following order of priority 1) recycled, 2) returnable, 3) reusable and 4) recyclable. Furthermore, the document provides a list of preferred packaging materials and information on their environmental impact, thus assisting shippers in making environmentally sound decisions when selecting the type of packaging material they will use. Some initiatives currently under assessment/implementation include the introduction of new packaging materials (stretch film and strap material) made with recycled content, the replacement of stretch film with returnable alternative material and the replacement of non-reusable and tailor-made transport solutions with a standard reusable pallet system. Overall, our initiatives have several sustainability benefits, including a reduction in waste, a decrease in the demand for packaging materials made for virgin resources, and a reduction in transportation emissions.

Increasing the use of more sustainable materials in our products

Sustainable materials are substances that can be produced and used in required volumes without depleting non-renewable resources and without having a negative impact on the environment. The Company strives to incorporate both recyclable and recycled materials in its products. Doing so reduces the need for virgin material, which in turn saves energy, water, land resources and reduces CO₂ emissions.

Lowering our product's energy self-consumption

To reduce the impact during the time in operations of products connected to the electricity grid, Landis+Gyr sets internal targets for electricity meter self-consumption that exceed international standards. Self-consumption is mainly determined by the number of functions that are implemented in a product and how efficiently these operate. The Company works to continuously improve both aspects of the design of its products and make them more energy efficient during use.

Managing our products' end of life

Landis+Gyr works with customers to reduce the impact of its products at the end of their useful life by establishing take-back schemes to ensure that the products and the inherent materials are kept in the cycle at their highest value. In case the customer is taking care of the afterlife treatment of Landis+Gyr products, we inform them on how to properly dismantle the products and optimize the percentage of material that can be recycled or reused. In FY 2022, the Company issued a new global template to manage the end of life of all Landis+Gyr products. The information contained in this template will be provided to inform end-of-life recovery in accordance with the EU Directive on Waste from Electrical and Electronic Equipment (WEEE).

Driving the 'green' transformation of our product portfolio

To drive the transformation of our product portfolio into a more environmentally friendly one, Landis+Gyr has created the 'Eco-Portfolio' metric. The 'Eco-Portfolio' measures the extent to which our product portfolio is 'green'. To calculate this metric, we assess the products along three dimensions (product design, operation, and life/afterlife) and twenty-four criteria. If the assessment of a product leads to a result over a defined threshold, then the product can be considered as part of Landis+Gyr's Eco-Portfolio. The units shipped of Eco-Portfolio products are then measured against the total number of devices shipped (within the relevant portfolio), which yields the Eco-Portfolio ratio.

EcoPortfolio = units shipped of Landis+Gyr's products which satisfy the Eco-Portfolio criteria *100 units shipped of relevant product portfolio universe

The Company is pushing for improvements in 'Resource Efficiency' and has established the following targets in this respect:

- Reduce the amount of used material, with focus on non-recycled and non-renewable materials
- Increase the quantity of shipped products that qualify as part of our Eco-Portfolio

Lastly, at the company level, we focus on the management of resources such as energy, water and waste. Through the setting of targets for energy consumption, waste disposal, and water consumption, the Company strives to reduce its impact on the environment. For more detailed information, see section 'Climate & Environment'.

Climate & Environment

We protect the climate and the environment and make best efforts to avoid or minimize negative environmental impacts, both through our operations, our value chain and our products. We use resources efficiently and responsibly.



Energy efficiency and climate protection

The topic 'Energy efficiency and climate protection' involves the sourcing and consumption of energy in Landis+Gyr's operations, products and supply chain as well as the resulting greenhouse gas emissions. Overall, the topic is concerned with the positive and negative impact of Landis+Gyr's business activities and products on climate change.

Company's stand

Over-reliance on fossil fuels has resulted in the rapid increase of greenhouse gas emissions (GHG), leading to climate change and the ensuing deterioration of our environment and increase in frequency and severity of extreme weather events across the world. If left unchecked, climate change has the potential to cause irreversible environmental damage, as well as devastating economic and social effects across the world. To avoid severe impacts of climate change, Landis+Gyr is committed to cutting GHG emissions both in its operations and supply chain. As proof of its strong commitment, the Company has pledged to become carbon neutral for Scope 1 and 2 by 2030. In parallel, Landis+Gyr joined the Science Based Targets initiative (SBTi) in March 2022 and committed to set net-zero targets, both for the near and long term. For more details, see section 'Roadmap to decarbonization: Our Science Based Target journey'. Furthermore, the Company aims to support the fight against climate change by providing products and solutions designed to preserve energy resources, accelerate the integration of renewable energy sources, and ultimately reduce the amount of GHG emissions released into the atmosphere.

Company's impact

The Company consumes energy resources for producing its products, both directly (through its operations) and indirectly (through its supply chain). Furthermore, several of our products require electricity to operate. Depending on the grid where our devices are installed, the electricity consumed during our products' use may be

produced with means that generate GHG emissions. As a result, both our production process and use of products generate GHG emissions, which negatively impact the environment and contribute to climate change. On the other hand, most Landis+Gyr's products support the reduction of carbon emissions by helping utilities and consumers to manage energy consumption more efficiently.

Scope 1 and 2

Landis+Gyr has been measuring and reporting on its Scope 1 and 2 emissions since 2007. An analysis of the Company's FY 2021 Scope 1 emissions revealed that fugitive emissions are the biggest contributor to Scope 1 emissions, followed by mobile combustion (company vehicles). Fugitive emissions are related to the leakage of refrigerant substances used in equipment such as air conditioning systems. Despite the leakage amounts being low, the related emission factors make them relevant. The Company's fleet of vehicles include diesel and gas-fueled units, which release GHG emissions into the atmosphere.

On the other hand, Scope 2 emissions are associated primarily with purchased electricity from the grid, in the 21 sites and office locations operated by Landis+Gyr.

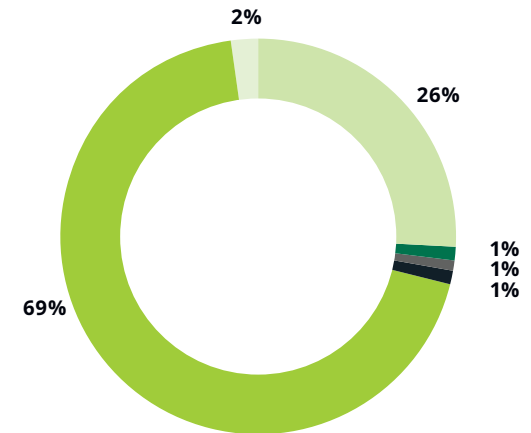
Scope 3

In FY 2022, Landis+Gyr performed a comprehensive inventory of Scope 3 GHG emissions using FY 2021 data. The following categories were identified as relevant for Landis+Gyr:

- Category 1: Purchased goods and services
- Category 2: Capital goods
- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution
- Category 11: Use of sold products
- Category 12: End-of-life treatment of sold products

The chart below shows the breakdown of Scope 3 emissions by category:

Breakdown of FY 2021 Scope 3 emissions



- Purchased goods and services
- Capital goods
- Fuel and energy related activities
- Upstream transportation and distribution
- Waste
- Business travel
- Employee Commuting & Teleworking
- Use of sold products
- End of life of sold products

The inventory performed for Scope 3 emissions showed that the two most relevant categories for Landis+Gyr are 'Category 11: Use of Sold Products' and 'Category 1: Purchased goods and services'. Jointly, these two categories represent over 94% of Landis+Gyr's total Scope 3 emissions. The high share of emissions during the products' use phase is explained by the fact that Landis+Gyr's products have relatively long lifetimes (~15 years), during which they consume small amounts of energy to operate, albeit permanently during their lifetimes (i.e., 24 hours a day, 7 days a week). When we factor in the number of devices installed around the world,

this results in a significant amount of GHG emissions. GHG emissions from the purchase of raw materials and services are primarily connected to 'Printed Circuit Boards Assembly' (PCBA) and plastics. The Company will give special attention to addressing these two categories in the years to come.

Enabling decarbonization through our products and solutions (also referred to as "Scope 4")

Landis+Gyr offers a broad range of products and solutions which enable improved energy management and lower carbon emissions. For instance, smart electricity metering solutions enable utilities and end-consumers to be more aware and in control of their energy consumption; thereby contributing to financial savings, efficient use of energy resources and lower emissions.

Landis+Gyr has established a KPI to track CO₂ savings enabled by our smart meter devices. In FY 2022, the Company set as target to increase the CO₂ savings enabled by its products from 9 m tons of CO₂ in 2021 to 9.3 m tons in 2022. The actual CO₂ savings enabled achievement is 9.56 m tons for FY 2022. This figure is based on the existing calculation model, which has been used for the calculation of the years 2018 to 2022.

In FY 2022, Landis+Gyr commissioned a study by the Carbon Trust aimed at defining and quantifying additional CO₂ savings enabled by Landis+Gyr's offerings. As part of this study, Landis+Gyr's carbon reduction enablement model was revised using latest knowledge and emission factors. Additionally, the new model incorporates CO₂e savings generated by gas smart metering. The updated model estimates CO₂e savings of 8.6 tons in FY 2021, while for FY 2022 the savings is 8.4 tons of CO₂.

Also, in collaboration with the Carbon Trust, the Company is assessing the positive environmental impact generated by its installed smart EV charging stations.

Going forward, Landis+Gyr intends to use these new models developed in collaboration with the Carbon Trust to disclose the GHG savings enabled by its products and solutions. Both models will be discussed in a dedicated white paper later this year.

Commitments, policies and measures/actions

As a leader in the energy management sector, Landis+Gyr takes its commitment towards climate protection and energy efficiency very seriously. This commitment is documented in internal policies including the Company's 'Code of Business Ethics and Conduct', 'ESG Directive' and 'Quality, Occupational Health & Safety and Environmental (QOHSE) Policy', as well as in external policies such as our 'Supplier Code of Conduct incl. the 'Green Procurement Requirements'.

Managing our GHG emissions

The Company is committed to optimizing its own energy consumption and reducing its carbon footprint by implementing energy efficiency measures, sourcing renewable energy for its operations and raising awareness on the importance of using energy and other resources responsibly within the organization. Thanks to these efforts, Landis+Gyr has achieved a 68% reduction in CO₂ emissions (Scope 1+2) between FY 2007 and FY 2022. In parallel, the Company continues to enable customers to lower their carbon footprints via its portfolio of products and solutions.

In FY 2022, Landis+Gyr increased its carbon footprint (Scope 1+2) to 11,150 tons of CO₂e, compared to 8,800 tons of CO₂e in FY 2021. This is mainly due to the addition of Luna and Etrell to the group as well as the end of the pandemic regime. The Company is committed to implementing measures that will help to reduce its carbon footprint over the next years. Besides its commitment to become carbon neutral in Scope 1 and 2 by 2030, Landis+Gyr has committed to the Science Based Target initiative (SBTi). Consequently, our carbon reduction plans are now aligned with the Paris Climate Agreement and the trajectory of a 1.5-degree Celsius increase in temperature above pre-industrialization levels by 2050.

In parallel, Landis+Gyr continued to implement measures aimed at optimizing its energy and resource consumption and decreasing its GHG emissions. Some examples of the initiatives undertaken include:

- Increased the use of renewable electricity across more company sites – In FY 2022, the share of renewable electricity used by the Company increased from 64% to 70% (excluding Etrell and Luna).
- Implemented energy efficiency measures to decrease CO₂ emissions in our sites: automated and adjusted HVAC controls to maximize energy efficiency, switching off or unplugging idle electronic devices when not in use (incl. motion sensors installed), continued replacement of lighting with LEDs, reduction of lighting level, vehicle replacement for more fuel efficient ones, more detailed energy consumption measurement in production processes; oven replaced and settings optimized, resulting in yearly electricity savings of 10,000 kWh; switched to green gas; sectorized energy measurement installed with dashboard to optimize processes resulting in the "Selo Clima Paraná" award in Curitiba; office in Kangas is LEED v4 certified (pursuing LEED gold); "Burn calories not electricity" motivation to use the stairs instead of elevators.
- Optimized the use of packaging materials and implemented new packaging and palletizing techniques leading to reduced transports and resulting in expected emissions savings of more than 120 t CO₂e in FY 2023.
- Raised awareness on climate change and SBTs through training and discussion with various functions across the organization.
- Issued a revised 'Global Travel Policy', which includes sustainable travel principles.

In FY 2023, the Company will be developing a detailed decarbonization roadmap aimed at studying in more detail the feasibility and impact of various measures and developing a plan with concrete actions to lower its direct and indirect GHG emissions. For more details, see section ‘Roadmap to decarbonization: Our Science-Based Target journey’. Furthermore, in FY 2023 Landis+Gyr will continue to refine its carbon accounting by implementing a dedicated reporting tool to capture Scope 3 emissions and including new detailed metrics and newly acquired companies into the reporting.

Collaboration to deliver decarbonization

Tackling climate change requires a collaborative approach. For this reason, stakeholder engagement is crucial to successfully manage this material topic. Internally, the Company engages with various functions, such as Supply Chain, Operations, Procurement, R&D, Human Resources, to identify issues, propose solutions, set targets, and implement related measures. Externally, the Company engages with parties such as suppliers to understand their carbon footprint, discuss carbon reduction plans and opportunities for collaboration. We also engage with other businesses in the context of industry associations to discuss best practices and opportunities to take joint action.

Roadmap to decarbonization: Our Science-Based Target journey*

In April 2022, the Company joined the Science Based Targets initiative (SBTi) and committed to setting science-based targets in line with the goals of the Paris Agreement, limiting global warming to 1.5°C. During FY 2022, the Company engaged an external consultant and devoted significant efforts on the following topics:

- Validation of Landis+Gyr’s Scope 1 and 2 emissions
- Inventory of Scope 3 emissions
- Modeling of Science-Based Targets
- Identification of carbon reduction measures

Landis+Gyr submitted its targets for validation to the SBTi in November 2022 and is currently awaiting the start of the validation process.

Science Based Targets initiative (pending validation)

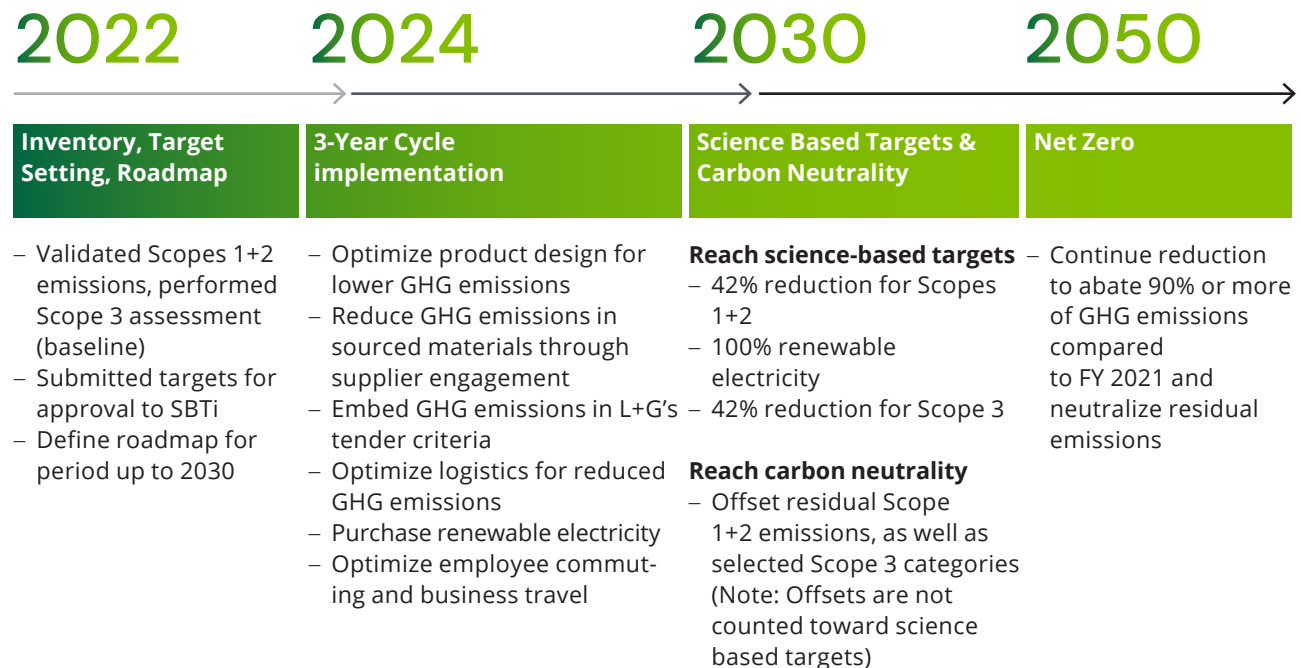
The following are the targets submitted to the SBTi for validation:

Near-term:

- Landis+Gyr commits to reduce absolute Scope 1 and 2 emissions by 42% until FY 2030, from FY 2021 base year.
- Landis+Gyr commits to increase annual sourcing of renewable electricity from 55% in FY 2021 to 100% by FY 2030.
- Landis+Gyr commits to reduce absolute Scope 3 emissions by 42% until FY 2030, from FY 2021 base year.
- Long-term (net-zero):
- Landis+Gyr commits to reduce absolute scope 1, 2 & 3 emissions by 90% until FY 2050, from FY 2021 base year.

Carbon reduction measures

The following illustration shows the timeline of actions and targets planned in line with our ambition to become carbon neutral by 2030 and deliver near-term and short-term science based targets.



*Data includes Luna and Etrell

Notable initiatives and recognitions around the world

‘Selo Clima Paraná’ award in Curitiba, Brazil

In FY 2022, Landis+Gyr Curitiba was awarded a grade “A” Paraná Climate Seal (‘Selo Clima Paraná’), which is the highest recognition. This award from Paraná State Government publicly recognizes the companies which have set strong environmental commitments, implemented robust ESG practices; and reported and audited GHG data.

Until 2021, this award recognized companies which voluntarily measured, audited, and reported their GHG data. The program was updated after the Paraná State Government committed to the Sustainable Development Goals (SDGs), Race to Zero, Race to Resilience and Edinburgh Declaration. Therefore, from this year, the award has also considered ESG practices in its evaluation.

In the whole Brazilian state of Paraná, only 83 business organizations and conglomerates have been awarded the ‘Selo Clima Paraná’. Of those, less than 20 organizations were awarded with the highest recognition in the “Foreign Market” category.



The “Selo Clima Paraná” award demonstrates Landis+Gyr’s Curitiba site commitment towards climate leadership in alignment with Landis+Gyr’s Group goals.



Landis+Gyr Brazil contributes to the pollination of its neighborhood with a beehive of “Mandaçaia” bees.

'Smart Energy Center of Excellence' in Manchester (UK)

Landis+Gyr created a best-in-class workplace to showcase its solutions and demonstrate how we manage energy better, creating its 'Smart Centre of Excellence' in Manchester, UK, a centre of excellence for future energy innovation.

In May 2022, we installed and deployed the following system for sustainability and electrification of transport:

- Solar Photovoltaic (PV) installation – 102 kilowatt array, comprising of 256 panels on the roof, generating in the region of 80 megawatt hours each year.
- Battery Storage System – comprising a 40-kilowatt hour battery system
- Electric Vehicle (EV) Charging system – for staff and visitors. From the Landis+Gyr group company Etrell, a total of eight 22-Kilowatt charging sockets, in the form of:
 - 2 x INCH Duo chargers – 2 sockets per charger
 - 4 x INCH Pro chargers
- In addition, we have expansion capabilities around the back to test and showcase new chargers in real-world use, plus expansion capacity for future additional chargers
- The charging infrastructure is managed by the Landis+Gyr software platform OCEAN, which manages the charge points and users. In addition, there is a user mobile app to allow them to manage their charging, along with support for RFID cards, etc.

To allow us to monitor and manage the different parts of the system and provide an overall view and insights of energy utilization and energy efficiency measures such as carbon emissions, along with future forecasts, we developed and deploy the Landis+Gyr Smart Energy Management solution. The whole system is set to store any unused solar generated energy or overnight energy, to reduce our demand from the grid at high peak times.

The Smart Energy Management solution supports engagement of all stakeholders (leadership, operational, compliance, employees and visitors) on a pathway to net-zero and e-mobility. Our solution delivers energy data and forecasts in relation to the 3Cs (consumption, cost and carbon) in an intuitive way, and integrated site-level e-Mobility visibility. The next stage of its evolution will see the addition of such features as target tracking, advanced energy optimization and flexibility/demand side response outcomes.

While all electricity procured by Landis+Gyr UK is 100% renewable, the Landis+Gyr solution goes a step further and provides insights into the general carbon intensity of the electricity imported from the grid. This uses near real-time data for the office's specific location, providing the most accurate insights into the carbon impacts of when energy is used.

This solution will now support the business on our decarbonization journey, allowing us to understand how to use our energy. By having right insights about where our energy comes from, its carbon cost and how it is being consumed, we can make the right decisions to reach the business's environmental goals.



100kW of PV generating 80MWh of electricity per year.



Smart Energy Management



8x22kW Etrell EV sockets



40kW of battery storage

Water management

Water is a precious resource that is available in limited quantities. Therefore, the Company is committed to preserving water resources by using water responsibly in its operations and offering products that help to manage the resource more sustainably.

Growing water scarcity in many regions of the world may be a potential threat to business growth and expansion. Especially in regions where freshwater is scarce, businesses may be exposed to water shortages, lower water quality and water price volatility. While the use of water has not been assessed as being material, the Company nevertheless opts to disclose data on water usage and management to provide transparent disclosure on its impacts. Even if our water usage is relatively low, the water consumed by the Company results in reduced water availability, which can lead to water stress and ultimately have an impact on stakeholders such as local communities.

Landis+Gyr uses water in its office buildings and production facilities. In office buildings, water is used for drinking, cooking (e.g., where a canteen is in place), cleaning and in the restrooms. Use of water in production facilities is the same as in office buildings and additionally includes cooling activities. Facilities with green areas require water for irrigation purposes. Wherever possible, rainwater is used for this purpose. In some facilities irrigation water is used to flush toilets. Water reuse and recycling is in place in most production facilities. Some sites such as Pequot Lakes, Kolkata or Corinth also use water from wells.

Landis+Gyr's sites follow the respective local regulation regarding water use and discharge. Most sites discharge water via the public sewage system. Some sites have their own water treatment facilities onsite such as Curitiba, which treats rainwater and wastewater for further use (e.g., irrigation). The Reynosa site, for example, uses the condensed water of the air conditioning system for plant watering.

No relevant water storage is in place. At some sites, Landis+Gyr uses rainwater storage tanks for garden irrigation purposes. Sites with water sewage treatment plants may have some storage.

Water management is part of the Integrated Management System (IMS) whereby targets are set globally and on site level and achievements toward said targets are reported and documented regularly. Water management follows the path of relevance and impact. Sites with higher water consumption are monitored more closely. In FY 2022, water withdrawals decreased to 12.37 m³ per employee, compared to 13.4 m³ per employee in FY 2021. The target for FY 2025 is set at 12 m³ per employee.

Efficient production projects have been implemented using closed loop cooling and switching from public to groundwater to reduce the amount of processed drinking water used in production. With these measures coupled with the reuse of treated wastewater, and the collection of rainwater at various production sites, Landis+Gyr has reduced its water consumption on a large scale over the past years.

The following sites are based in an area of water stress:

Site	Water withdrawal in megaliters FY 2022
Corinth (GR)	12.68
Melbourne/ Laverton (AUS)	1.76
Nurnberg (DE)	0.53
Reynosa (MX)	8.24
Kosmodal (ZA)	2.55
Izmir (TK)	13.83

Regions with water stress have been defined as per World Resource Institutes (WRI) Aqueduct Water Risk Atlas.

The data have been recorded by the local sites and are captured in Landis+Gyr's ESG reporting tool. Most data are available (measured or as per water invoice of the supplier). However, for a few smaller sites where data are not available (e.g., no information on water consumption provided by the landlord), estimates have been used.

Waste management

Efficient management of resources generates limited amounts of waste, which leads to lower pollution and reduced pressure on natural resource extraction. For this reason, the Company has adopted the principles of 'Reduce – Reuse – Recycle' with respect to the management of waste.

Landis+Gyr generates waste through its activities in its office or production sites, with the latter being the largest contributor to the Company's waste production. Landis+Gyr is aware of the impact caused by waste in the form of pollution and direct or indirect emissions, which affect people and the environment. Therefore, the Company is acting on two fronts to curb its waste generation. First, the Company takes various measures such as reducing packaging, switching to recycled/reusable packaging materials, or adopting returnable pallets to reduce the total volume of waste. Second, when waste cannot be avoided, the Company works towards reducing the portion of waste that goes to landfill through segregation of material that can be recycled. Some additional examples of measures taken to reduce waste include reusing scrap material, reusing packaging material (e.g., adopting multiple-use pallets), and re-feeding leftover material back into the production process to the extent possible.

In accordance with its 'Green Design Manual', Landis+Gyr uses recycled material, wherever it is technically possible. The Company has service and repair procedures in place to keep products operational for a longer period of time. Furthermore, Landis+Gyr extends the life cycle of resources by recycling or selling its waste to third parties.

Landis+Gyr uses only official (e.g., municipal) parties for waste management, or professional waste handlers, who provide waste reports including waste segregation details and percentage of recycling rates.

Waste management is part of the Integrated Management System (IMS) whereby targets are set globally and on site level and achievements toward said targets are reported and documented regularly. In FY 2022, the proportion of waste sent to landfilled decreased to 6.17% from 7.03% in FY 2021. The target for FY 2025 is set at 1%.

Statement on hazardous materials

Wherever possible, Landis+Gyr aims to eliminate from its products and production processes substances which are hazardous to people's health or the environment. Landis+Gyr complies worldwide with all applicable regulatory environmental requirements and with its own internal requirements to minimize the amount of hazardous waste produced. This is accomplished by reducing the volume of raw materials required for its products, reusing materials to the end of their useful life, and recycling waste that could be considered hazardous when disposed of. These principles are applied throughout the life cycle of our products, which includes acquisition of raw materials, design, production, transportation and delivery, use, end-of-life treatment, and final disposal.

Landis+Gyr's waste handling providers are required to return an electronic confirmation document containing the name/address of the ultimate processor, the date the waste was received by the processor and confirmation that the waste was processed in accordance with applicable regulations.

Statement on hazardous waste management

Landis+Gyr complies with all statutory provisions for waste disposal worldwide. The Company hands over waste only to certified companies that can prove with the use of electronic procedures that the waste has been disposed of properly. Landis+Gyr avoids the use of harmful or hazardous materials in its products, strives to use less hazardous materials to produce its products, and makes recycling rather than disposal an integral factor in the design process. The Company aims to reduce the use of hazardous materials across the full product life cycle, including end-of-life disposal. Internal work processes are monitored to prevent pollution, minimize use of hazardous materials, and minimize the waste generated. Hazardous materials falling under the Banned Substance definition are restricted from use in Landis+Gyr's products and in its manufacturing processes.

Landis+Gyr has engaged an external partner to collect information from its suppliers regarding compliance with the following regulations: (EC) 1907/2006 REACH SVHC; EU RoHS 10 (Directive 2011/65/EU as amended by 2015/863/EU); US California Proposition 65 (The Safe Drinking Water and Toxic Enforcement Act of 1986); Stockholm Convention on Persistent Organic Pollutants (POPs) Treaty; Toxic Substances Control Act (TSCA).

Stand on biodiversity

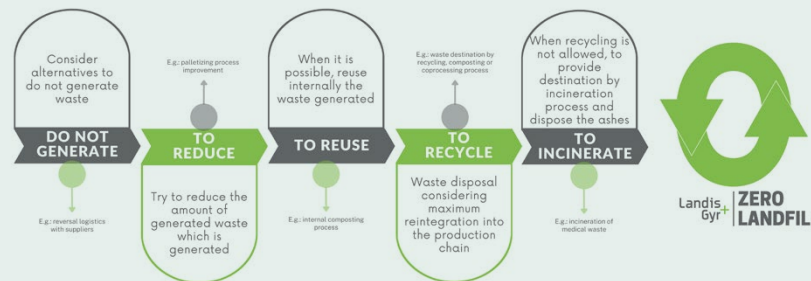
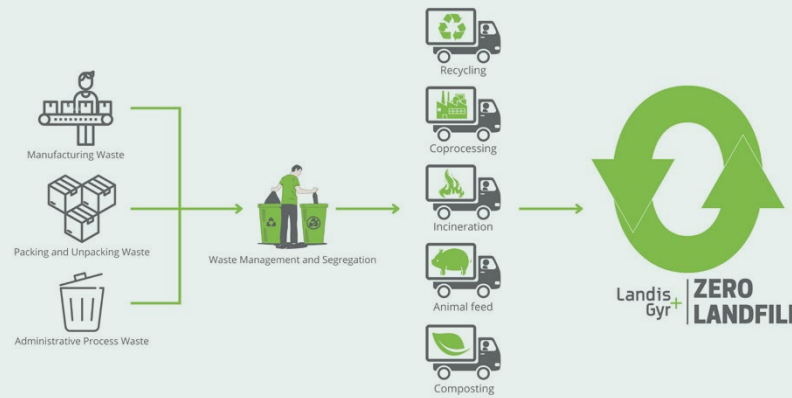
The Company is aware of the importance of biodiversity for the health of local ecosystems. We have determined that our direct operations have minimal impact on critical habitats. Currently, the Company does not foresee expanding its physical operations to areas where this would be a concern. Future new construction and projects will be evaluated for their biodiversity impact.

Landis+Gyr Curitiba certified as a 'Zero Waste to Landfill' (ZWL) site

In FY 2022, Landis+Gyr's Curitiba site achieved a 99.91% landfill diversion rate, well above the 99% required to obtain the ZWL certification. The remaining 0.09% portion of waste sent to landfill is a subproduct of incineration and is disposed of as inert (non-hazardous) waste.

Some of the measures implemented to achieve this goal included engaging the Company's main suppliers in projects aimed at reducing the amount of waste, auditing suppliers according to ESG principles, and encouraging the Company's workforce. Landis+Gyr also encourages its team to reduce, reuse and recycle its waste.

This achievement demonstrates Landis+Gyr Curitiba's commitment to the Group's environmental sustainability goals. The ZWL certification is the result of a robust environmental management system paired with a continuous improvement mindset.



People & Well-being

We care for our employees' health and well-being and promote diversity, inclusion, and equal opportunity in the workplace. We are partners to the local communities where we operate and are active players in supporting their development.



Employee engagement

The topic 'Employee engagement' refers to the impact the Company has on its employees (and its extension to broader society) and how the policies and measures adopted by the Company contribute to creating and maintaining a positive work environment, where employees feel engaged, enabled, and energized.

Company's stand

Employee engagement is critical to achieving sustainable organizational success and is core to deliver high-quality products and services to our customers, enabling them to manage energy better for a more sustainable world. Engaged employees deliver higher levels of productivity, quality, and performance. Therefore, Landis+Gyr is firmly committed to creating and sustaining an organizational culture where employees feel valued, respected, motivated, and engaged. We seek to improve and sustain a high level of employee engagement through best-in-class people practices and frameworks that are deployed and delivered within our local, regional, and global model.

Our Values

Landis+Gyr's aim is to be recognized as an employer of choice, with a positive working environment in which employees are enabled, energized, engaged, and empowered in accordance with Landis+Gyr's Core Values. The Company is committed to providing state-of-the-art working conditions as well as learning and development opportunities. Landis+Gyr is committed to fair and equal treatment of all its employees.

'Customer Intimacy', 'Uncompromising Performance', 'Innovative Technology', 'Entrepreneurial Spirit' and 'Sustainable Impact' are the five company values that serve as the cornerstones of Landis+Gyr's corporate culture. They are deeply ingrained principles that guide all of Landis+Gyr's actions and provide direction for all employees around the globe.

Company's impact

We recognize the value of employee engagement and take proactive, affirmative steps to embed it in our policies, processes, procedures, and culture. High levels of employee engagement lead to a more positive working environment, with more productive employees who perform better and produce better quality work. Fostering an engaged workforce helps us to avoid and prevent negative impacts associated with a lack of employee engagement, including low morale, reduced productivity, high regrettable attrition, increased recruiting, onboarding, and training costs, and dissatisfied customers. Engaged employees are more satisfied, which in turn impacts employee well-being, which ultimately has positive repercussions for the wider society.

Commitments, policies and measures/actions

Employee skills development

Landis+Gyr provides products and services to a global industry that is of great importance for sustainable development and is currently undergoing a major transformation, requiring our employees to be more agile. Learning is key to meeting this need, whether it is about being more efficient, or developing the skills to work with new products or services. As a part of Landis+Gyr's ESG strategy, Landis+Gyr invests substantially in the personal and professional development of its employees. Employees have access to a large library of learning content from three best-in-class learning platforms: LinkedIn Learning, Coursera, and A Cloud Guru. Furthermore, and in partnership with Google, Landis+Gyr has developed a comprehensive cloud transformation training program to upskill and reskill the workforce for the ongoing cloud transformation. The cloud transformation training program provides selected Landis+Gyr employees with the technical knowledge as well as skills required to adapt, collaborate, and embrace continuous change. Multiple learning paths with curated curriculum and learning content from different platforms support the preparation and readiness of employees for their future roles.

To reinforce and augment the sustainable learning environment, six regional and functional learning weeks, each with discrete, unique, and business-specific content were hosted and recorded for replay throughout FY 2022. The goal of these learning weeks was to exploit the synergy that is generated at the intersection of working and learning while demonstrating that different mediums, channels, and models of learning are mutually reinforcing. Further emphasis is placed upon learning, as one of the components of the Company's Short-term Incentive Plan is the average number of learning hours per employee.

Employment security and responsible workforce restructuring

Providing consistent, stable jobs to its employees helps Landis+Gyr increase retention, attract top talent, and create a sense of feeling valued and appreciated. Landis+Gyr believes that providing employment security has benefits for both the Company and its employees, a premise that goes beyond establishing a legal employment contract. Therefore, the Company has set key principles related to employment security:

- Minimize the use of external human capital: The use of contingent workers and service providers is only authorized where specific tasks or projects of a finite duration cannot be performed by internal Landis+Gyr employees. They should generally only be considered as a staffing alternative for short-term projects, for supplementing, not supplanting, the Landis+Gyr workforce during extended regular employee absences or during peak workload, or as strategic outsourcing of labor for a specific purpose.
- Promotion of internal job opportunities: It is required to post all vacancies internally ensuring that internal talents can grow and develop within the organization.
- Encourage learning and development opportunities: By empowering our employees' learning journeys, we are helping to grow their knowledge and skill set. Employees who proactively upgrade their skills or acquire new ones through training, education and lifelong learning adapt to the evolving economy and improve their employability.

In a fast-changing economic environment, organizations are required to transition their workforce, which sometimes results in changes that are disruptive and painful. Landis+Gyr is committed to a responsible workforce restructuring. Whenever possible, staff at the entities concerned and their representatives are invited to work together to seek and suggest solutions for restoring competitiveness and reducing overcapacity. When restructuring is unavoidable, all the relevant parties are involved in the program design and operations. Landis+Gyr communicates openly with all stakeholders, including employees, unions, government, and local stakeholders. The ensuing changes on a personal level are supported as far as possible to ensure that the reclassified employees find a satisfactory solution in terms of their reorientation.

Transition assistance programs

Transition programs are provided as part of social plans or part of bespoke individual agreements, but always in consideration of local employment conditions.

Engagement survey

Landis+Gyr's Engagement Survey is one of the main tools to define, measure, analyze, and improve employee engagement, motivation, affiliation, and commitment to Landis+Gyr. The survey is conducted every two years. It provides insights into employees' views and has had a consistently high response rate (84% in the most recent one). The results from the 2021 Engagement Survey provided an excellent platform upon which Landis+Gyr has further enhanced and driven a culture of transparency, continuous improvement, and high performance across the Company. The highest rated category was sustainable engagement* with an 85% outcome. This is an excellent result, given that there is wide evidence that companies with highly engaged employees typically outperform their competitors and achieve higher employee satisfaction rates.

Strengthening our leadership capabilities

In a rapidly evolving world with new mega-trends emerging, leadership requires advanced, complex, and adaptive thinking abilities that enable leaders to become more agile. To further equip Landis+Gyr's leadership team to manage their teams' success in the Company's strategic transformation journey, Landis+Gyr offers an ongoing 'Transformational Leadership Program'. The program consisted of three modules which were designed to explore how people-centered leadership is a pivotal component to energize teams, lead and manage change, achieve and sustain competitive advantages and inspire change through transformational coaching. Our CEO, Werner Lieberherr, engaged with participants during part of the training, underscoring his commitment to and the importance of this initiative to Landis+Gyr. Investing in and developing our talent is a common thread that weaves through our employee engagement efforts worldwide.

Town hall meetings and company events

The CEO hosts monthly global Town Hall meetings broadcast worldwide, while the regional and functional heads host separate Town Hall meetings aiming to educate, inform, listen to, engage, and recognize employees. Throughout the Company and in accordance with local customs and practices, we host, participate, and sponsor events and activities designed to attract, retain, inspire, and motivate our diverse teams to collaborate and communicate in the office, based on the belief that face-to-face connections strengthen engagement while serving the local communities. Volunteer events, picnics with a purpose, holiday parties for charity all bring our people together and reinforce our culture.

Employee Share Purchase Plan (ESPP)

As an additional measure to increase employee engagement, Landis+Gyr launched a new Employee Share Purchase Plan (ESPP) during FY 2022, offering an exciting opportunity for employees to become Landis+Gyr shareholders and buy shares at a discounted price compared to the market.

This was the first time that Landis+Gyr launched a program to facilitate the engagement of employees as co-owners of the Company through the purchase of shares. The program was well received, with employees based in 19 different countries joining the plan.

*'Sustainable engagement' is defined as the combination of three factors: engaged (i.e., employees' attachment to a company and their willingness to go the 'extra mile'), enabled (i.e., the extent to which employees have the tools and resources to do their job) and energized (i.e., accounts for employees' physical, interpersonal and emotional well-being)

'Bring-your-child-to-work' and #KinsMeetGeeks events

The Company organized 'Bring-your-child-to-work' events across different locations in 2022. Family members got a glimpse of life at Landis+Gyr. Activities included site/office tours, information sessions on our products, and fun quizzes with prizes.



Bring-your-child-to-work, Alpharetta office, Georgia



Take Your Child to Work Day in Finland



KinsMeetGeeks events Noida, India

#DallasHeartWalk 2022 to support the American Heart Association

Landis+Gyr employees participated in the 2022 American Heart Association's 'Dallas Heart Walk'. The event supported the fight against stroke and heart disease.

'European Mobility Week' event

From September 16–22, our employees in Jyväskylä, Finland participated in the 'European Mobility Week', which encouraged employees to change behavioral habits in favor of active mobility, public transport, and other clean, intelligent transport solutions. Different activities were planned for each day of the week. At the end of the week, employees took part in a raffle to reward them for their participation.

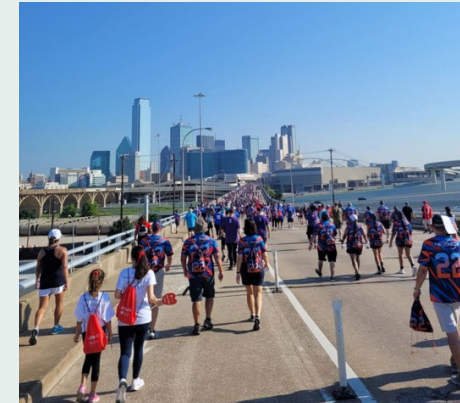
Employee Health Fair

As part of our 'Employee Health Fair' in Alpharetta, GA (US), Landis+Gyr's employees took part of the following activities:

- a healthy lunch
- a flu shot campaign
- a health & well-being fair



Dallas Heart Walk 2022



'European Mobility Week' event



Employee Health Fair

Pink October “Outubro Rosa” and Blue November Health Month events in Brazil

Landis+Gyr participated with several activities in the UN SDG week



Pink October



Blue November

Fair labor practices

The topic 'Fair labor practices' refers to the treatment of workers with fairness, dignity and respect, both in the company's operations and the supply chain. The protection of universally acknowledged human and labor rights, as well as the promotion of diversity, equity and inclusion sit at the core of this topic.

Company's stand

At Landis+Gyr, we firmly believe that everyone deserves to be treated fairly, with dignity and respect. As a signatory to the UN Global Compact, Landis+Gyr promotes the protection of universally acknowledged human and labor rights. In its 'Code of Business Ethics and Conduct', 'Supplier Code of Conduct'. Landis+Gyr has defined minimum human and labor rights standards to be implemented globally, including the prohibition of forced, slave, compulsory or child labor, the freedom of association, the prohibition of any form of discrimination, and the guarantee of fair compensation and equal opportunities for all employees.

Furthermore, we firmly believe that our people are the greatest asset. Therefore, we are committed to offering opportunities that allow them to develop to their full potential. We embrace and actively support diversity, equity, and inclusion in our workforce, which reflects the global organization we are and the values we stand for.

Company's impact

Fair labor practices have a positive impact on people's health and well-being, particularly on Landis+Gyr employees and workers in the supply chain, by treating them fairly, with dignity and respect. They ensure that employees are not subject to discrimination, harassment, or other forms of unfair treatment, which can have a negative impact on their physical and mental health. Fair compensation and equal opportunities are crucial for the economic well-being of the people as well as the economy overall. Furthermore, fair working conditions also positively influence the development of the local communities.

Commitments, policies and measures/actions

Policies

The 'Code of Business Ethics and Conduct' is distributed to white-collar new hires as part of the onboarding process. When updated, it is distributed to all existing employees via the Company's Learning Management System, where employees are asked to confirm having received and read it, either virtually or in paper copy. Furthermore, the Company trains all white-collar computer users on the 'Code of Business Ethics and Conduct' on a yearly basis. With regard to external third parties, Landis+Gyr may share the 'Code of Business Ethics and Conduct' or the 'Supplier Code of Conduct', as applicable, prior to entering into a contract. Third parties identified as 'high-risk' are also required to conduct a yearly training course related to the 'Code of Business Ethics and Conduct'.

Diversity, Equity and Inclusion (DEI)

A diverse, equitable, and inclusive workplace makes everyone, regardless of who they are or what they do for the business, feel equally involved and supported in all aspects of the workplace. Landis+Gyr is dedicated to creating an inclusive workplace where everyone is treated equally and with equity such that opportunities are shaped to fit the needs of each individual in a way, he or she feels is fair. This enables our workforce to develop to their full potential. For this reason, Landis+Gyr takes measures to actively support DEI in our workforce. It is not only the right thing to do for our employees but is also a great source of strength and strategic advantage for the Company. Varied perspectives, experiences, and backgrounds lead to better ideas to solve tomorrow's complex energy problems of a changing and increasingly diverse world.

To support diversity, equity, and inclusion in our culture and to avoid and mitigate its negative impacts, we are committed to the following principles:

- fair treatment of all people regardless of gender identity, nationality, ethnicity, age, dis/ability, sexual orientation, religion, socio-economic background, or any other personal characteristic,
- representation of diversity at all levels, and
- equal access to opportunity.

Some examples of DEI-related initiatives held in FY 2022 include:

- Landis+Gyr embedded DEI criteria into nominations for mentorship and training programs, as well as succession planning. The Company measures progress and holds itself accountable by using diversity KPIs. One of the Company's diversity KPIs (% female employees in the global workforce) is part of the ESG criteria of the global Short-Term Incentive Plan. All diversity KPIs are regularly shared and discussed with the Executive Management Team and the Board of Directors.
- A mandatory 'Code of Business Ethics and Conduct' training course with a particular focus on diversity and inclusion was assigned to all office workers globally. A culture of openness and accountability is essential to prevent such situations occurring and to address them when they do occur.
- The Company chooses to prioritize diversity awareness through training and education on a global level with multiple training opportunities, emphasizing the importance of diversity and inclusion by having specific training modules in our 'Code of Business Ethics and Conduct'. To further enhance awareness and to underscore the importance of value and respect in the workplace, we required our US-based employees to participate in a two-hour 'Dignity & Respect in the Global Workplace' training course. Additionally, the Company provides all employees access to over 100 diversity, equity, and inclusion classes via LinkedIn Learning.

By embracing and embedding DEI in our culture, the Company prevents or mitigates potential negative impacts, such as disengagement, lack of productivity, low self-esteem, mental health issues, reduced personal incomes, underrepresentation of certain employee groups or minorities in leadership positions, increased regrettable attrition, low employee morale, competitive disadvantage due to fewer ideas being generated, innovation constraints, among others.

The Company works to ensure people of any gender have access to equal conditions for realizing their full potential in the workplace. Many countries in which Landis+Gyr operates (e.g., Switzerland, France) require regular analysis and reporting on gender pay equity. In addition, in all our countries where the Company has a significant presence, we have job level and pay grade structures in place to ensure internal equity and consistent determination of pay by job level. This is complemented by regular benchmarking against external market data.

Promoting gender balance

Recognizing the importance of this subject, Landis+Gyr has set a target to increase female employment at group level for FY 2022, as part of the company's Short-Term Incentive (STI) targets. To further promote and strengthen gender diversity, equity and inclusion within our company, Landis+Gyr implemented various initiatives and activities in FY 2022:

- The International Day of Women and Girls in Science was celebrated in all regions by conducting interviews with recently hired female graduates from 'Science, Technology, Engineering and Mathematics' (STEM) programs, hosting groups of female STEM program students at our offices and providing subject matter experts as guest speakers for STEM programs.
- Multiple events were scheduled throughout the regions to recognize and celebrate International Women's Day as well as International Women in Engineering Day.

- To demonstrate leadership commitment to diversity, the company is expanding its affinity group, Women Invincible, across the Asia Pacific and the Americas. This group creates a place for female employees to communicate, collaborate, learn, and grow together. Learning from this group will be used to launch additional affinity groups in the future.
- As further evidence of our leadership commitment to diversity, equity, and inclusion, the company is aligning with select organizations and associations affiliated with underrepresented groups. Such alignment not only seeks to increase diverse representation and inclusion, it also helps us with recruitment. Two of the organizations that have been chosen to align with in the US are the Society of Women Engineers and Women in Technology.
- Landis+Gyr seeks to increase its diversity at all levels through hiring, promoting, transferring, and retention practices. Most recently, the Global Development Center (GDC) hosted a successful graduate hiring campaign where the company hired 40 women in technical roles.
- Furthermore, in South Africa the company is proud to have recently sustained its Level-1 Black Economic Empowerment (BEE) certification, which also puts a strong emphasis on the empowerment of Women of Color.

Landis+Gyr does not tolerate discrimination of any kind, including gender. For violations of our 'Code of Business Ethics and Conduct' – and thus also in the event of discrimination perceived by employees and other concerns relating to diversity and equal opportunity – our employees can anonymously and confidentially contact the respective Compliance Officer or our Speak-Up Hotline.

In addition to these initiatives, the Company also has implemented the following family-friendly policies to help us attract and retain talent:

Flexible working hours and remote work

To improve work-life balance, Landis+Gyr offers part-time work in a wide range of positions. The benefits offered to full-time employees and part-time employees are generally equal in scope, subject to regional customs and practices. Landis+Gyr further believes in the competence and the entrepreneurial spirit of its employees and, therefore, allows a majority of its employees to have flexible working hours, including a hybrid work schedule. Recognizing the positive experience with remote work during the COVID-19 pandemic, Landis+Gyr implemented a hybrid work schedule where many employees can flexibly work three days in the office and two days remotely. The Company is also piloting its 'Connected Work Program' with policies, processes, and procedures designed to facilitate remote work.

Parental leave and family friendly accommodations

Local management teams in all countries worldwide enable Landis+Gyr to act with flexibility and agility. Local legislation and cultural expectations regarding parental leave vary across the organization. Landis+Gyr adapts to local customs while promoting a family-friendly work environment. Throughout the world, we sponsor events, and welcome families into our workplaces, including providing private, clean, comfortable lactation rooms, hosting 'Bring Your Child to Work' days, educating our employees and their families in wellness fairs, providing vaccinations to our employees and their families, emphasizing the importance of mental health, and providing a plethora of self-care, child care, and elder care resources through our company-paid, 100% anonymous Employee Assistance Programs.

Fair and ethical workplace

Landis+Gyr is committed to treating its employees with the respect they deserve and in accordance with local legal requirements and global standards and guidelines (such as the United Nations Universal Declaration of Human Rights, as well as the Declaration on the Fundamental Principles and Rights at Work of the International Labour Organization), also reflected in the Company's Code of Business Ethics and Conduct. Landis+Gyr's commitment to fair labor practices is also a fundamental pillar of its supply chain operations.

The Company's regulations explicitly condemn child labor, the use of modern slavery, threats of violence and harassment, or any other exploitation of workers by means of threat, force, coercion, abduction, or fraud. While Landis+Gyr supports the development of legitimate workplace apprenticeship programs for the educational benefit of young people, this is done as long as these programs comply with all applicable laws. Furthermore, the Company ensures working hours, including the number of hours and days worked, do not exceed the maximum set by applicable local laws and regulations. Where no such regulation exists, Landis+Gyr has introduced a global standard whereby a workweek shall not exceed 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days. The Company compensates its employees fairly, in compliance with all applicable laws and regulations relating to minimum wages, overtime hours, and other legally mandated benefits (e.g., paid time off, social security contributions, etc.) and never deducts or threatens deduction from wages as a disciplinary measure. All use of temporary, dispatch, and outsourced labor is carried out within the limits of the local law and in accordance with our internal regulations.

Landis+Gyr does not tolerate discrimination of any kind – including race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, or marital status – in hiring and employment practices such as wages, promotions, rewards, and access to training.

Furthermore, Landis+Gyr respects the rights of workers to associate freely, join workers' organizations, seek representation, bargain collectively, engage in peaceful assembly, or refrain from any such activities, as permitted by and in accordance with applicable laws and regulations. Landis+Gyr ensures workers can engage in such acts without fear of discrimination, reprisal, intimidation, or harassment.

Measures taken towards the abolition of child labor

Landis+Gyr's 'Code of Business Ethics and Conduct' and its 'Supplier Code of Conduct' have been updated to include strict prohibitions on forced or compulsory labor, as well as child labor. The updated documents have been distributed to all relevant stakeholders. All white-collar employees must complete an annual compliance e-learning module that re-emphasizes the provisions of the 'Code of Business Ethics and Conduct'. Furthermore, suppliers of direct materials are required to comply with the 'Supplier Code of Conduct', and are subject to due diligence screenings and audits, covering several topics including child labor.

Child labor risks

100% of new direct material suppliers have been screened against a list of ESG criteria including risk for child labor. Existing Tier 1 Suppliers representing 88% of company spend, as well as critical suppliers in Tier 2, were also screened using a third-party due diligence tool, and were subject to ongoing monitoring during the reporting year. According to the due diligence process and following review by the Compliance and Procurement functions, no suppliers in these target groups were considered to have significant risk for instances of child labor or young workers exposed to hazardous work. See also disclosures under Strategic Responsible Sourcing.

Occupational health and safety

The topic 'Occupational health and safety' covers the impact of business activities on the physical and mental well-being of employees and other stakeholders (e.g., subcontractors, etc.) working under the control of Landis+Gyr.

Company's stand

The right to a healthy and safe workplace is recognized as a human right. As such, Landis+Gyr has a duty of care toward its employees. Proper management of Occupational Health and Safety (OH&S) contributes toward improving employee well-being and building a positive safety culture, where everyone is aware of OH&S risks and feels responsible for their own health and safety and that of others. Landis+Gyr's is committed to the vision that no employee is ever to sustain work-related injuries or illnesses. The Company has developed a management system that emphasizes prevention and awareness as the first line of defense against OH&S risks.

Company's impact

OH&S has a positive impact on productivity and employee morale. It also reduces the potential to incur work-related injuries or illnesses. The latter can result in employee stress, reputational damage, loss of working days and additional costs for Landis+Gyr. Consequently, the occupational health and safety of employees is a key factor for the success of Landis+Gyr. Our 'Quality, Environment, Occupational Health and Safety (QEOHS) Policy' requires that all OH&S hazards are appropriately risk assessed, OH&S issues are reported to management and near miss data are collected and reported monthly at all sites. In accordance with ISO 45001, risk assessments are performed at all sites to identify negative hazards and implement corrective actions to mitigate any occupational health and safety impacts.

The scope and impact of OH&S activities are expanded into the full value chain, requiring our partners to comply with the standards and requirements set by Landis+Gyr. OH&S is now part of our evaluation criteria and is included when performing supply-chain partner audits.

Commitment, policies and measures/actions Management of Occupational Health and Safety (OH&S)

All Landis+Gyr employees, contractors, external workers, and visitors are covered by its OH&S requirements in alignment with ISO 45001.

Global Occupational Health and Safety performance guidelines are available, which provide guidance on how OH&S performance is measured within Landis+Gyr. Procedures and training material are made available to all sites in order to ensure standardized OH&S reporting is achieved.

Landis+Gyr takes a preventive approach towards ensuring the health and safety of employees, contractors, and visitors in all our work environments: production facilities, test laboratories, warehouses, offices, shared areas, and our utility customer field service territories. The goal is to identify and remove hazards from the work environment before harm comes to people, property, or the environment.

Relying on the vision that no employee is ever to sustain any work-related injury or illness, local OH&S facilitators and managers in each site perform regularly scheduled walk-throughs of the local operation to identify hazardous conditions and unsafe acts that can result in harm to employees and others, if left unaddressed. Additionally, as part of their daily work activities, employees look for OH&S-related conditions (hazards, risks, and opportunities) that could cause harm. Upon identifying hazardous conditions or unsafe acts, a uniform methodology is employed to determine the root cause, develop and implement actions that will remove the condition from the work environment.

To ensure the safety of our products, we share information and provide training to our customers on how to safely handle our products to reduce the potential for injury and harm to the environment.

Organization

The OH&S function is a part of the Quality team. The OH&S functional representative performs the activity of hazard identification and risk assessment across all levels of the organization to identify potential risks and hazards related to workplace health and safety of people. Hazard identification is done through Gemba walks, facility safety audits, housekeeping audits and interactions with employees. Analysis of all hazards and risks is carried out, and corrective actions are taken to eliminate the hazards. Review of corrective actions is done to assess the risk level related to any hazard. Employees can access OH&S representatives anytime through e-mail, phone, or MS Teams to report any kind of hazard at the workplace.

Commitments and policies

Access to a healthy and safe workplace is recognized as a human right. Ensuring this for all employees and partners is a top priority for Landis+Gyr.

All Landis+Gyr's activities are guided by the overarching 'Code of Business Ethics and Conduct', which addresses and engages employees not to carry out any work under unsafe conditions and to report such situations through the near misses reporting process. Additionally, for OH&S a group-wide 'Quality, Occupational Health, Safety and Environment' (QOHSE) Policy is in place. Site-specific policies and requirements are also in place, where applicable, to ensure compliance with national and local regulations.

Actions

To maintain and strengthen a high standard of workplace occupational health and safety, Landis+Gyr provides employees with regular training and instructions to integrate safety in all routine and non-routine work activities. Current OH&S practices are standardized across the group. To support and maintain this uniform approach, Landis+Gyr is certified to ISO 9001, ISO 14001, ISO 45001, and ISO 22301 on a global basis, covering the full scope of our operations.

Upon incurring an occupational injury or illness in any of our locations, a uniform and team-based process is followed to determine the root cause, develop and implement actions that will remove the root cause from the work environment. Landis+Gyr and its stakeholders benefit from the proactive management of OH&S, in particular our employees as well as our partners in the supply chain.

Processes used to identify work-related hazards and assess risks:

In line with ISO 45001, all Landis+Gyr global sites are required to perform risk assessments of the activities undertaken at each site (including both routine and non-routine activities). The Hazard identification and Risk Assessment (HIRA) method is used as the primary mechanism for the identification of work-related hazards and assessment of risk. Risk controls are defined based on the risk exposure identified in the HIRA register. Risk mitigation actions are applied through the implementation of corrective actions. Risks and hazards associated with each process/activity are assessed and a risk mitigation plan is developed and implemented. Risk is reassessed after implementation of risk mitigation measures for continual improvement. The quality of this process is assessed in the management review as well as through internal and external audits. Regular training in these aspects is provided for all individuals, as required. Results of these assessments are shared on a weekly/monthly/yearly basis with specific stakeholders, as required.

Processes to report work-related hazards and hazardous situations:

Landis+Gyr has implemented a Global OHS Reporting system, which enables accidents/incidents to be reported and managed accordingly. The Global OHS Reporting system also enables the reporting of near misses. All employees (permanent, contracted and support staff) are able to report any work-related hazards through the Company's reporting system, e-mail or phone call. Emergency contact numbers are displayed at key locations. Site inspections are also arranged to identify any work-related hazards and hazardous situations. Employees are encouraged to report such instances – with the option to report anonymously using the Speak-Up platform – so that proper actions can be taken on time. As described in the 'Code of Business Ethics and Conduct', all Landis+Gyr employees can report hazardous events without fear of discrimination, reprisal, intimidation, or harassment.

Investigation process:

Landis+Gyr has established a global accident, incident and near misses reporting system, including regional and local reporting and investigation procedures aligned to local and regional requirements (e.g., legal, ISO norms and other applicable rules). The Company utilizes a global standardized accident and near misses form, undertakes root-cause analysis as part of all investigations and implements identified corrective actions.

Training:

Landis+Gyr's Integrated Management System (IMS) Awareness Training has been rolled out globally to all white-collar employees and includes a high-level overview of Occupational, Health and Safety. Training covers information about identifying hazards, the requirement to not perform work if a worker feels it is unsafe as well as the notion that reports do not entail reprisals. All employees receive Occupational Health and Safety Induction training specific to their location. Further job-specific health and safety training is provided as required, based on work activities being undertaken, related hazards and controls.

Metrics

OH&S performance is tracked monthly, evaluating both positive aspects (leading indicators) and negative impacts (lagging indicators).

Targets are set to enable Landis+Gyr to monitor and manage progress toward its mid and long-term targets. These targets support the UN SDGs as well as the principles defined by the UN Global Compact initiative, to which Landis+Gyr has subscribed. Dedicated KPIs indicate whether the actions implemented are leading toward the established targets. Such KPIs are:

- Loss Time Frequency Rate (LTFR): $[(\text{Number of lost time injuries in the reporting period}) \times 1,000,000] / (\text{Total hours worked in the reporting period})$
- Preventive Risk Identification Reports (PRIRs) and near-misses reported
- Preventive Index (PI): $(\text{Completed PRIRs} + \text{Completed Near-Miss Reports}) / (\text{Completed PRIRs} + \text{Completed Near Miss Reports} + \text{Occupational Injuries})$
- OH&S training completion rate
- Gemba walks performed by top management
- Supplier OH&S audits performed

The implemented PRIR and near-miss process ensures that OH&S-related hazards in each location are identified and eliminated proactively, in other words – prior to resulting in occupational injuries or illnesses.

Ask 'R U OK?'

'R U OK?' is an organization started by an Australian, Gavin Larkin, in 2009. He lost his father to mental health and became a passionate champion of the fact a conversation could change the life of anyone struggling with challenges. Despite Gavin's passing in 2011, his legacy lives on and was most needed after the pandemic.

At Landis+Gyr, we care about creating an inclusive workplace that makes our employees feel supported and safe. Dedicating time to highlighting the importance of asking "Are you OK?" (R U OK?) can mean the world to someone who is struggling with life.

Our teams in Australia and New Zealand have been commemorating 'R U OK?' day for a few years. On September 8th, 2022, the Company expanded 'R U OK?' day to all Asia Pacific locations to emphasize the importance of checking in with colleagues and community with a simple question: "Are you ok?".

Some of the activities conducted in our Asia Pacific sites to commemorate this day included morning teas and lunches, where people could connect with each other. In India, we invited an external psychologist, Dr. Priyan-shi Nautiyal, to speak about topics such as improving emotional well-being, self-awareness, self-regulation, motivation, empathy, and social skills. Dr. Nautiyal guided our employees in building a self-care kit to enhance their individual well-being. Over 100 employees participated in this informative session.



Community engagement

The topic 'Community engagement' refers to the impact that the Company's operations have on the local communities where the employees work and live. It covers the Company's efforts to work collaboratively with local groups and social organizations to address key issues that affect the well-being of local communities.

Company's stand

With a local presence in around 30 countries and approximately 6,500 people employed, the Company has a significant impact on the lives of several local communities and depends on positive local relationships to support its business. Wherever possible, Landis+Gyr strives to avoid negative impacts, enhance positive effects, and contribute to the overall sustainable development of our local communities.

At Landis+Gyr, we believe businesses can only thrive if the communities around them also prosper. Therefore, Landis+Gyr is committed to addressing key social and environmental issues that promote the development and well-being of our local communities, thus enabling the long-term success of our company.

Company's impact

Landis+Gyr's operations generate a positive impact on local communities including local employment and development opportunities, contracts for the local procurement of goods and services, and local revenues in the form of taxes. In addition, the Company contributes to the socio-economic development of local communities via community engagement activities, including employee volunteering and fundraising.

Landis+Gyr's operations consist of offices, R&D centers, manufacturing, and deployment sites of diverse size. In general, the company sites are located in urban or industrial areas, giving them easy access to existing infrastructure and resources. We are not aware of any substantial negative impacts on local communities caused by our business activities. The company opera-

tions employ light industrial processes, which do not pose a significant risk to the communities. Limited environmental impacts include: the use of local resources (e.g., water, energy) as well as the release of GHG emissions into the atmosphere. Landis+Gyr is committed to minimizing these impacts and has taken measures to limit the amount of resources used and reduce its GHG emissions (see sections on 'Resource efficiency' and 'Energy efficiency and climate protection').

Regarding human rights impacts, the Company acts in accordance with local legal requirements and global standards and principles, such as the UN 'Universal Declaration of Human Rights', and the 'Declaration on the Fundamental Principles and Rights at Work' of the International Labour Organization, which are reflected in the Company's 'Code of Business Ethics and Conduct'. Our commitment to respect human rights extends both to our operations and value chain. We are not aware of any significant human rights impacts on our local communities caused by our operations. Nevertheless, Landis+Gyr remains vigilant and is currently working towards strengthening its human rights due diligence process to ensure we identify, prevent, and mitigate and remediate possible impacts.

Commitment, policies and action

Governance

The Company's community engagement initiatives are guided by its 'Community Engagement Directive', which describes the focus of the activities, eligibility criteria, governance, roles, and responsibilities.

In FY 2022 Landis+Gyr's updated its 'Community Engagement Directive' and defined four focus areas of actions for its community engagement program:

- 'Protecting resources and the environment', which promotes the preservation and responsible use of resources.
- 'Caring for each other', which is aimed at empowering underprivileged and disadvantaged groups, as well as providing relief in the event of natural or civil disasters.

- 'Promoting work-life balance', which aims to promote a healthy work-life balance culture in our organization and beyond.
- 'Developing the next generation of STEM workforce', aimed at equipping younger generations with the skills and competencies needed for the future.

Direct support to our communities can be delivered through financial donations, in-kind donations of products and volunteer hours.

Community engagement activities are overseen and guided by the global ESG Steering Committee, which ensures alignment with the ESG strategy and priorities set by the Executive Management Team and the Board of Directors.

Measures and actions

To contribute to the prosperity and well-being of local communities, Landis+Gyr has developed and implemented a Community Engagement program, which seeks to leverage the company's resources for the betterment of local communities. Our approach is collaborative and involves internal and external stakeholders to mobilize the required resources and ensure the successful planning, implementation and impact sought through the Company's initiatives.

Landis+Gyr engages with local communities via various instruments to prevent or mitigate potential negative impacts on local communities. These instruments include:

- Stakeholder engagement plans: Sites such as India and Brazil have local stakeholder engagement plans. At group level, stakeholder engagement forms an integral part of the materiality assessment which involves relevant stakeholders from all regions.
- Broad-based local community consultation committees and processes: Consultation is commonly implemented for workforce-related topics. Certain sites like India or Mexico participate in different local community committees. Furthermore, Landis+Gyr engages regularly with local authorities, especially in locations where the Company has major plants.

- Works councils, occupational health and safety committees and other worker representation bodies: OH&S committees are in place in all major sites. Additionally, work councils focusing on different issues are active in most sites.
- Local community grievance processes: Some sites have specific grievance processes for local communities, others apply the company's Speak-Up process

Moreover, Landis+Gyr takes the following actions to amplify its positive local impact:

- Local community support activities: In locations like India, Brazil, South Africa, Mexico, Greece and the UK, there is a long-standing tradition of engaging with communities via donations or corporate volunteering initiatives aimed at addressing the needs of local communities. Some examples of activities undertaken by the company in FY 2022 include:
 - **Mexico:** Several events were organized by Landis+Gyr's employees during FY 2022, including an open house and a health fair for employees and their families, a donation of blankets to an immigrant center, a donation of toys to the worker's union, a donation of toys to Meraki Kids Community Center.
 - **Brazil:** Company employees organized several donation campaigns throughout the year with the aim of delivering food, clothes, toys, and personal hygiene items to people in need. For example, in April 2022, 100 kg of chocolate and Easter eggs were collected for donation to a children's charity institution. In December, the company collected toys and personal hygiene items for donation to 37 children suffering from cancer and their families.
 - **Greece:** Landis+Gyr made financial donations to 'Efthimeio Center of Corinth', 'Smile of the child', 'Make a wish' and 'SOS Children's Villages'. Through these organizations the Company supported the needs of children living in difficult conditions.
 - **Australia:** Parents were invited to bring their kids to work. Several fun and informational activities were arranged, including discussions on what our meters do, how they can measure electricity and water.

- **UK:** A charity bike ride of 140 miles from Peterborough office to the Manchester office was organized to raise funds for the Multiple Sclerosis Society. Six Landis+Gyr employees took part in the event, which lasted three days and raised a total of £11,000 in donations.
- **Ukraine:** In FY 2022, Landis+Gyr donated a total of USD 250,000 to help alleviate the suffering of those impacted by the war in the Ukraine. Half of the funds were contributed by Landis+Gyr employees, and the other half by the Company itself.
- **Turkey:** In close cooperation with its newly acquired Luna arm in Izmir, the Company donated €100,000 to the victims of the earthquake that hit Turkey in February 2023. Out of this total amount, €50,000 will support the search, rescue, and relief efforts and the remaining €50,000 will provide 35,000 meals for those impacted by the earthquake. Landis+Gyr is relieved and thankful that our colleagues at Luna are safe and sound, and our thoughts and sympathies are with the victims and their families.
- Local recruitment campaigns: Aimed at sourcing talent directly from the communities where the Company operates.
 - In Corinth, Greece, the Company is one of the largest employers in the area, which suffers from a high unemployment rate. To help address this issue, Landis+Gyr has implemented an employee referral process, through which employees can refer potential candidates to fill open positions.
 - In Reynosa, Mexico, Landis+Gyr has put measures in place to promote a greater female representation in its workforce. The Company provides higher rewards to employees and external recruiters if the successful candidate is female.

Landis+Gyr's activities in the communities where the company operates are organized at local level, which has proven to be efficient in generating positive local impact. However, there is regular global best practice sharing with most important sites and representatives of all regions in place.

Social engagement



The Company organized an open house and health fair for employees and family members in Reynosa, Mexico. Activities included a visit of the facilities, medical consultations, lab analysis, etc.



Greek employees took part in a global biking initiative to raise funds for the 'SOS Children's Villages' association in Greece. In 2022, the event lasted one week and the race crossed four European countries.



Our facility in Reynosa, Mexico is located close to the border with the US. As such, thousands of migrants pass through Reynosa each year as they seek to reach the US. Our Company donated 100 blankets to an immigrant shelter ('Casa del Migrante'), which aims to respond to migrants' most urgent needs by providing food, personal hygiene items, clothing and basic services.



Landis+Gyr celebrates 50 Years in Greece

2022 marks a special year for us as we commemorate our 50th anniversary of operations in Greece. Our European leadership team visited our manufacturing facility in Corinth to mark the occasion. Our mission is to help our customers navigate the energy transition. Our production facility in Corinth is particularly important in this regard as it helps us leverage state-of-the-art manufacturing to deliver innovation at scale, not just in Europe but also for our global markets.



Landis+Gyr celebrates 25 Years in China!



Gathering of Landis+Gyr employees to celebrate this important milestone

Business Ecosystem

We run our business with integrity and apply the highest ethical standards of honesty, fairness, and respect for everyone's rights.



Strategic responsible sourcing

The topic ‘Strategic responsible sourcing’ is concerned with the environmental, social and governance standards that the Company requires from its suppliers and how the Company integrates these factors into procurement processes and decision-making.

Company’s stand

Landis+Gyr’s values are centered on respecting universal human and workers’ rights, acting in accordance with fundamental environmental, health and safety standards and investing efforts into sustainable development and corporate responsibility. The Company takes responsibility for its supply chain and is committed to ensuring that the ESG standards it imposes internally are as stringent as the standards it imposes on its suppliers. Landis+Gyr adheres to the belief that the promotion of our values and requirements leads to the overall economic, technological, environmental, social and governance development of our supply chain and its communities.

Company’s impact

Furthermore, Landis+Gyr aims to increase the share of “green materials” used in its products. Our ‘Green Procurement Requirements’ defines materials to avoid or which are banned or restricted, and encourages suppliers to use materials with minimal environmental impact. Besides communicating requirements to its suppliers, Landis+Gyr also seeks to implement opportunities to drive a “greener supply chain”, including the use of recycled materials and the optimization of logistics (freight, packaging).

Potential negative impacts stemming from our supply chain include the sourcing of conflict minerals as well as human rights violations. Landis+Gyr uses materials such as gold, and therefore is exposed to the risk of such materials originating from conflict areas. In order to identify and mitigate this risk, the Company tracks materials which could potentially originate from areas with a risk of human rights transgressions by collecting the ‘Conflict Mineral Reporting Template’ (CMRT) and ‘Extended Minerals Reporting Template’ (EMRT) of the Responsible Mineral Initiative (RMI) from relevant suppliers. See also section ‘Summary statement on human rights’.

Landis+Gyr also applies particular focus on having a supply chain that is free of human rights violations, including but not limited to child labor. Furthermore, the audits performed by Landis+Gyr place an emphasis on health and safety and provide suppliers with guidance when opportunities to improve working conditions are identified. The Company’s due diligence process includes capturing confirmation of adherence to Landis+Gyr’s ‘Supplier Code of Conduct’ (as well as ‘Green Procurement Requirements’), as well as the other measures described in the section below.

Commitment, policies and measures/actions

Process and governance

The Procurement function has established processes, targets and KPIs in order to promote adherence to the Company’s values and standards, and to monitor and reasonably minimize ESG risks through its supply base. The annual goal setting of the Procurement function includes specific ESG goals and targets. In FY 2022, the Company set as its primary ESG procurement target to conduct ESG audits to cover at least 30% of direct material spend. The Company achieved 68% of direct spend covered with ESG audits.

The following policies describe Landis+Gyr’s processes, expectations and requirements with regard to sustainability in our supply chain.

- ESG Directive: Covers our supply due diligence process. The document is reviewed every 3 years.
- Global Procurement Directive: Sets the basis for the implementation of the ‘Supplier Code of Conduct’ and ‘Green Procurement Requirements’. This document is reviewed every year.
- Supplier Code of Conduct (including ‘Green Procurement Requirements’): Imposes ESG requirements on suppliers (see ‘Management of impacts in our supply chain’ sub-section below). The SCoC is reviewed at least every 3 years, while the ‘Green Procurement Requirements’ are updated every year.

The regular procurement strategy meetings and updates (with attendance from the entire global Procurement function) include ESG on the agenda to promote understanding of the ESG roadmap and to enable our employees to support/deliver on our goals and targets. A multi-disciplinary effort involving leadership from the ESG, Procurement, Quality, Supply Chain, Product Management, Compliance, Global Practice Team and IT functions of Landis+Gyr has led to robust processes, policies and actions as described in this section. The involvement of the above listed parties has not been one-off, but rather is continuous in various forms including review groups, project teams, and regular reporting efforts.

The documentation generated during supplier qualification is transparently recorded and stored. Landis+Gyr ensures a holistic supplier assessment by ongoing training of its procurement personnel.

Management of impacts in our supply chain

In FY 2022, Landis+Gyr continued to implement a thorough multi-layer supplier qualification and monitoring process, encompassing the relevant sustainability topics both for new (qualification) and active (monitoring) suppliers. The ESG supplier due diligence approach adopted by Landis+Gyr can be summarized as follows:

- **Supplier Code of Conduct:** Through its ‘Supplier Code of Conduct’, Landis+Gyr imposes strict requirements on its suppliers regarding employment practices, including an explicit prohibition on child labor and modern slavery, health and safety, environmental practices, ethical conduct, information security practices, and corporate governance. The ‘Supplier Code of Conduct’ also includes an annex on ‘Green Procurement Requirements’, which covers conflict minerals reporting, banned and restricted substances, environmental protection, among other topics. Landis+Gyr expects that suppliers embrace the set of values and requirements defined in the ‘Supplier Code of Conduct’. The Company ensures that suppliers are informed of their ESG expectations and guidelines, and that they implement and execute processes and policies accordingly. Suppliers are required to confirm their adherence to our ‘Supplier Code of Conduct’ (incl. ‘Green Procurement Requirements’), or equivalent requirements.
- **ESG risk assessments:** Landis+Gyr assesses suppliers based on fundamental data (incl. news and media reports) and collects targeted information from suppliers (in the form of surveys, policy documentation, certifications, etc.) to determine a supplier risk profile.
- **Supplier ESG audits:** With the support of the Quality and Procurement functions, Landis+Gyr conducts audits to verify supplier compliance with its ‘Supplier Code of Conduct’. Landis+Gyr has developed an ESG audit (process, questionnaire, etc.) which has been incorporated into the standard direct material supplier audit and follows the Responsible Business Alliance (RBA) approach.

- **Critical news monitoring:** With the support of the Compliance function and external service providers, the Company monitors public sources (news, social media, supplier websites, etc.) for information which might suggest supplier risk, including ESG risks. Potential risks are escalated.
- **Annual supplier risk assessments:** Landis+Gyr runs an annual exercise to assess supplier risks. The process requires that all risks be documented, as well as any corresponding mitigating actions and strategies. Progress against the mitigation plans is monitored regularly.

All potential impacts and risks identified per the due diligence activities described above are reviewed by the Procurement leadership as well as relevant leadership from other functions (ESG, Compliance, Quality, etc.). Where appropriate, Landis+Gyr will take mitigating actions and adjust supplier strategies, in consequence of the various processes and routines described above. These can range from contacting a supplier to verify the risk is still valid, affording a supplier time and help to resolve a risk, or terminating business with the supplier.

Furthermore, the Procurement function of Landis+Gyr includes a Supplier Development Manager, who among other responsibilities, works with suppliers – as appropriate – to guide or assist in resolving an ESG issue. Similarly, the Quality function of Landis+Gyr works with suppliers towards the same ends. Finally, Landis+Gyr has secured the services of third-party suppliers which provide some level of guidance and/or support to suppliers on select ESG topics.

Strategies implemented by Landis+Gyr to promote a positive impact in the supply chain include developing and maintaining long-term business partnerships. Over 70% of Direct Material purchases were planned with suppliers of at least 5 years, and over 50% with suppliers of over 10 years of cooperation history. Landis+Gyr also strives to continuously improve and increase communication with suppliers, particularly to optimize interfaces and processes.

Responsible sourcing of minerals

Landis+Gyr actively strives to prevent the use of conflict minerals in its products to avoid the direct or indirect financing of armed groups that are perpetrators of serious human rights abuses. The Company requires its suppliers and partners to share this objective. As such, Landis+Gyr has adopted policies and established systems to enable the use of cobalt, mica, tantalum, tin, tungsten, and gold from conflict-free sources. The Company conducts risk mitigation and due diligence appropriate to the nature of the risks as it pertains to its products and suppliers, in line with the provisions set out in the ‘OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas’, the SEC rule under section 1502 of the Dodd-Frank Act (US only) and the EU Regulation 2017/821 (EU only).

Security and data privacy

The topic 'Security and data privacy' refers to the protection of Company's employees, physical assets as well as information. Moreover, it is concerned with the proper handling, processing, storage and usage of personal information. It is related to the systems and controls in place to prevent unauthorized third-party access or malicious attacks and exploitation of data.

Company's stand

Landis+Gyr's products and services deliver intelligence to the power grid by collecting and analyzing data and enabling energy utilities and energy consumers to make fact-based decisions regarding energy management. The Company is committed to implementing and maintaining processes and systems to keep data safe and to ensure that the privacy rights of our customers and other stakeholders are respected. The Company's commitment on security goes beyond IT security as it also encompasses security of premises and individuals.

Company's impact

Landis+Gyr's products enable the management of energy distribution networks. This is achieved through local and central intelligence linked to and supported by communication. Such intelligence transforms data into useful information, which results in a more stable, efficient and reliable network, as well as better-informed customers. While the use of digital technologies offers great opportunities for enhanced efficiency and reliability in the energy grid, it also poses increased data privacy and security risks. These can expose sensitive data to unauthorized users and result in violations of the right to privacy, reputational damage, and significant financial losses for Landis+Gyr and its customers. Therefore, Landis+Gyr is committed to taking the necessary measures to protect data and to implement controls aimed at minimizing security risks. In general, any data could

be misused if not stored and transmitted securely. For this reason, Landis+Gyr analyzes the potential risks and negative implications of its products and mitigates these risks through adequate security and data protection mechanisms and controls.

No breaches or complaints regarding customer data privacy were experienced during the reporting period.

Commitments, policies and measures/actions

Landis+Gyr continues to enhance and mature its data security and privacy to provide advanced and outstanding secure products and services, fulfill and exceed the increasing regulatory requirements, and resist the rising volume of cyber security threats.

The following documents set out the Company's approach with regard to data security and privacy:

- Data Security Policy: This document describes the importance, the boundary as well as the managing principles of this material topic. The policy is shaped by the 'General Data Protection Regulation' (GDPR) and other privacy-related regulations.
- Information Security Policy: This document describes the importance of security in all Landis+Gyr organizations and functions on a global scale. Landis+Gyr has an externally certified Information Security Management System and is committed to delivering improvements on an ongoing basis.
- Protection of Personal Information Policy: This document describes the Company's standards for processing personal data.
- Several Landis+Gyr sites are already ISO 27001 certified. The global multi-site ISO 27001 certification already covers key Landis+Gyr sites and will include additional Landis+Gyr sites as well as selected Landis+Gyr's acquisitions during next fiscal year.

There are several focus areas under this topic, such as building and enhancing the infrastructure and processes, addressing internal improvements, or enhancing the way in which Landis+Gyr's products and solutions respond to the rising demand for security and privacy. Key workstreams include:

- Implement the Secure Development Practices (SDLC) for all new released software and firmware products.
- Achieve global ISO 27001 Information Security certification across key sites and SSAE18 SOC 2 for key solutions.
- Drive a culture of security in the organization through enhanced security awareness program extended by specific training and testing of specific security knowledge.
- Standardize privacy reviews during product development to ensure privacy by design to enable customers to comply with relevant data protection regulations and protect the end users' right to privacy.
- Standardize and increase security requirements in manufacturing sites to ensure a high, robust, as well as flexible security standard in all Landis+Gyr production sites.

To mitigate negative impacts in the event of a security or data privacy-related incident, Landis+Gyr has established processes for:

- Stakeholders to communicate issues or concerns on the material topic to the Company.
- Dealing with issues arising from security and data privacy, including annual compulsory training to refresh and build on knowledge.
- Exchanging information and aligning solutions with involved stakeholders in case of an issue.
- Responding to external inquiries regarding known or suspected security breaches, including breaches of personal data.
- Communicating regularly about the situation and building confidence with stakeholders about the management of the topic.

Lastly, Landis+Gyr security policies are regularly reviewed and updated to ensure compliance with the highest business standards, relevant regulations to security and data privacy, and to account for process improvements.

- The Information Security department regularly reviews security requirements in the Landis+Gyr's contracts with customers. A 'Security Supply Chain Policy' is developed to ensure enhanced security and transparency regarding security in the supply chain.
- The Legal & Compliance department regularly assesses the Company's data protection risks and leads projects to mitigate them. The risks are reassessed on a yearly basis to assess the effectiveness and positive impact of mitigation actions and determine whether any further actions can be taken.
- Customers and other stakeholders are regularly surveyed to determine further actions needed to be adopted and/or implemented into our policies and processes. Such surveys take place at industry events and are also organized at country or regional levels.

Business integrity and fair taxes

The topic 'Business integrity and fair taxes' covers compliance with socioeconomic laws and regulations. This includes compliance with international declarations, conventions and treaties, as well as national, sub-national, regional, and local regulations. Business integrity can relate to accounting and tax fraud, corruption, bribery, unfair competition, or the provision of products and services, among others.

Company's stand

As a global Company, Landis+Gyr conducts business in many countries where practices may vary greatly. Furthermore, given the industry in which Landis+Gyr operates, many of Landis+Gyr's customers are government-owned or highly regulated by local governments. Landis+Gyr's employees, agents, contractors, and other intermediaries are thus expected to conduct business with the utmost integrity in line with all applicable laws and regulations, good market practices and internal policies. This behavior is essential to protect the Company and its employees from reputational damages and exposures to other risks, while promoting a work environment founded on integrity and respect.

Company's impact

Unethical behavior has manifold impacts on other companies, individuals and society. Anti-competitive behavior, anti-trust, and monopoly practices can affect consumer choice, pricing, and other factors that are essential to efficient markets.

Potential impact of shortcomings in this material topic could range from fines to the Company or leading individuals, loss of contracts, lawsuits, and reputational damage. Positive behavior in this respect builds trust and creates the basis for year-long business relations, a prosperous economy and a fair society.

No business integrity incidents were reported during the reporting period.

Commitments, policies and measures/actions

Landis+Gyr strives to maintain an undisputed reputation as a trusted and reliable partner, with the highest integrity standards, in the eyes of its customers and other stakeholders. The Company has established the following global policies to support the delivery of this objective:

- Code of Business Ethics and Conduct: outlines the responsibilities and expected professional behavior of Landis+Gyr and all its employees.
- Supplier Code of Conduct: governs the relationships between Landis+Gyr and its suppliers with respect to ESG issues, including business conduct and ethics.
- Anti-Corruption Policy: reinforces the 'Code of Business Ethics and Conduct' with additional guidance regarding applicable anti-bribery and anti-corruption laws.
- Unfair Competition and Antitrust Policy: sets out the requirements with respect to anti-competition and antitrust laws and regulations.
- Speak-Up System Process and Policy: provides guidance on how to make a complaint of a known or suspected violation of laws or policies.

Landis+Gyr has implemented a compliance governance structure with responsible compliance managers at group level, as well as in the regions and individual countries. They ensure that compliance policies and processes are implemented at all levels of the organization and advise internal stakeholders regarding compliance topics.

In addition, Landis+Gyr has implemented a third-party due diligence process, which requires a mandatory due diligence check prior to the appointment of a third-party intermediary. This check is conducted by or with the assistance of an independent third-party provider, who scans potential third-party intermediaries against blacklists, sanctions lists, adverse media, and other databases that may reveal a lack of business integrity. The Company's third-party due diligence process is constantly re-evaluated and updated to ensure all necessary parties are properly screened and vetted before business engagements are initiated.

All Landis+Gyr employees are required to abide by the Landis+Gyr 'Code of Business Ethics and Conduct'. All white-collar employees (computer users) are trained on the content of the 'Code of Business Ethics and Conduct' on a yearly basis. Furthermore, employees who interface directly with customers, agents, distributors, vendors, and competitors, as well as anyone who is a direct manager (regardless of their role), are required to complete specialized compliance trainings on an annual basis. These training courses focus on business ethics and conduct, bribery and corruption, anti-competitive practices and sexual harassment, data privacy, and other relevant compliance risks.

Globally, the Company has installed appropriate channels for reporting suspected or known violations of the 'Code of Business Ethics and Conduct', other internal policies, or the law. For this purpose, Landis+Gyr implemented a confidential 24-hour hotline, as well as a web portal where employees can file a complaint. Concerns can be reported through different channels in the organization, such as via e-mail to a manager, HR Business Partner, Compliance Officer, or external Ombudsperson. For this purpose, a case management system has been rolled out to record and monitor complaints and their resolution.

To further strengthen its business ethics and integrity practices, the Company is working towards securing ISO 37001 Anti-bribery Management certification.

Privacy program process



Tax

Landis+Gyr's Tax Policy is aimed at ensuring:

- the Company's full compliance with current tax laws, jurisprudence, and the spirit of the law; and
- accurate, predictable, and transparent movements in L+G's tax obligations supported by proper documentation.

Tax Governance

The Group Head of Tax owns and implements the Tax Governance Model, which is reviewed and approved by the Group CFO and the Audit, Finance and Risk Committee of the Board of Directors.

Landis+Gyr Group complies with all tax regulations and disclosure requirements in all countries in which it operates. Where compliance processes have been outsourced to a shared service center, both the shared service center and the group company using the services of the center must equally ensure this principle is adhered to.

Tax risk and planning

The Group Tax function identifies, assesses, and manages tax risks from all commercial transactions.

Landis+Gyr will not use Special Purpose Vehicles or shell companies or set up companies in tax havens for non-commercial reasons. (Exception to this principle concerns companies that are made dormant due to a restructuring and as part of the legal liquidation process). Landis+Gyr uses the definition of 'tax haven' as established in the OECD lists of 'Uncooperative Tax Havens'. If there is a clearly established commercial need to establish a presence in a tax haven, Group Tax makes a risk assessment and advises the Group Board to support its decision. Principles regarding transparency and compliance are applied to the full extent.

Landis+Gyr is headquartered in the Swiss canton of Zug, known for its policy on low corporate tax rates, which dates back to the 1940s. Yet, the presence of Landis+Gyr in the canton of Zug goes much further back. The Company was incorporated in Zug in 1896 and has had its headquarters there ever since.

The Transfer Pricing Policy of Landis+Gyr is based on the OECD Guidelines. All transactions between companies of the Landis+Gyr Group are therefore conducted based on the arm's length principle. For identical inter-company transactions within the Landis+Gyr Group across different markets, Landis+Gyr seeks to use a consistent intercompany pricing methodology. Furthermore, Landis+Gyr strives to ensure that the resulting transfer pricing position leads to a balanced position for all members of the Group and no entity will be favored or disadvantaged based on either the likelihood of challenge by tax authorities or a potential tax benefit.

Interaction with authorities

Landis+Gyr cooperates on tax matters with local authorities with full transparency.

Effectiveness of actions and measures taken

(applies to all material topics)

Every three years, the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed. We define KPIs to help us monitor and manage the different actions and assess whether the envisaged targets will be achieved. Progress on the roadmaps and related KPIs is reviewed by the ESG SteerCo every quarter.

The effectiveness of the different targets set can be derived from the KPIs defined to measure the progress of the respective target. The KPIs are reported either under the different topic-related standards or in the related data tables in the section 'Statistics'. The disclosures made in this report, including results achieved, have been audited by DQS (see their independent assurance statement in the section 'External assurance and BoD involvement'). Additionally, aspects of what is disclosed in this report have also been audited as part of the ISO certification audits. For further details, see ISO certificates per Landis+Gyr site in the section 'Landis+Gyr locations and related ISO certificates'.

The Company has established mechanisms (including a confidential 24-hour hotline and a web portal) for anyone to report grievances or concerns regarding compliance with our 'Code of Business Ethics and Conduct'. The reporting channels can be used by employees and contractors, as well as external stakeholders (such as members of the public or affected local communities). The issues flowing in via the different grievance mechanisms are also used to gauge the implementation of the measures taken and/or define new measures to close potential gaps.

Human rights

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Summary statement on human rights

As signatory to the UN Global Compact, Landis+Gyr is committed to respecting all internationally recognized human rights in accordance with the 'International Bill of Human Rights' and the International Labour Organizations (ILO) 'Declaration on Fundamental Principles and Rights at Work'. Our commitment is further based on the Organization for Economic Co-operation and Development (OECD) 'Guidelines for Multinational Enterprises' and the UN 'Guiding Principles on Business and Human Rights' (UNGPR).

Our human rights commitments are incorporated in our 'Code of Business Ethics and Conduct', our 'Australian Joint Modern Slavery Statement', our 'UK Modern Slavery and Human Trafficking Statement' and our charter values. We strive to meet our commitments through leadership, values, and culture as well as policies, processes, and training. In FY 2022, we carried out supplier due diligence activities, with a focus on responsible sourcing of minerals. In FY 2023, we will further strengthen our human rights efforts by developing a human rights policy, enhancing our due diligence process, and conducting a human rights impact assessment.

Further information on how the Company manages its human rights impacts is discussed under the respective material topics in the sections above.

Human rights due diligence

Landis+Gyr takes measures and conducts due diligence to prevent human rights impacts from occurring both within the Company's operations, as well as in its value chain. Our 'Code of Business Ethics and Conduct' and our 'Supplier Code of Conduct' lie at the core of our commitment to respecting human rights.

Due diligence in our value chain

Landis+Gyr expects business partners along its value chain to adopt and enforce the highest ESG standards, including human rights and labor standards. Due diligence is used not only in the selection of business partners but also throughout the business relationship, thereby ensuring that our values are upheld by our partners, too.

Landis+Gyr has defined and implements processes to conduct supplier due diligence. Such processes involve the screening, onboarding, auditing, monitoring and development with respect to ESG matters, including human rights. This allows us to identify and assess human rights risks and take appropriate mitigation actions. To prevent human rights abuses stemming from the sourcing of conflict minerals, Landis+Gyr uses the 'Conflict Minerals Reporting Template' (CMRT) and 'Extended Minerals Reporting Template' (EMRT) developed by the Responsible Minerals Initiative (RMI) to survey relevant suppliers and elicit the information we need on smelters in our supply chain. For more information on supplier due diligence and conflict minerals, see section 'Strategic responsible sourcing'.

Our human rights due diligence responsibility is not limited to our suppliers, but also includes other business partners such as agents, resellers, and distributors. Landis+Gyr communicates its ESG requirements, including those related to human rights, to business partners and screens them for human rights violations on an ongoing basis.

Our operations

Our employees are regularly trained on the contents of our 'Code of Business Ethics and Conduct', which includes the prohibition of forced, slave, compulsory or child labor, the freedom of association, the prohibition of any form of discrimination, and the guarantee of fair compensation and equal opportunities for all employees. The Company has established a Speak-Up system to allow employees to voice any grievances, including those related to human rights aspects. For more details, see sections 'Fair labor practices' and 'Business integrity and fair taxes'.

Human rights risks

The Company is currently working toward strengthening its human rights due diligence process. This will include a dedicated human rights impact assessment covering both our operations and value chain.

A risk assessment in the context of the Company's ISO 22301 (Business Continuity Management) certification has led to the identification of the following human rights-related risks:

Issue	Risks	Human rights potentially affected
Occupational health and safety	<ul style="list-style-type: none"> – Driving in the course of employment – Engineering lab work – Field elevated work, surveys, ground level equipment – Field meter services, meter reading – General facilities work – Office computer work – Production line/assembly work – Testing and calibration work – Warehouse work – Contagious illness – Explosion – Fire – Foodborne illness – Pandemic – Workplace violence 	<ul style="list-style-type: none"> – Right to health – Right to enjoy just and favorable conditions of work
Environmental impacts (e.g., pollution, CO₂ emissions)	<ul style="list-style-type: none"> – Hazardous materials spill or release – Hurricane – Landslide – Thunderstorm (severe wind, rain, lightning, hail) – Tornado – Tropical storm – Subsidence / sinkhole – Windstorm – Winter storm (snow /ice) – Wildfire smoke 	<ul style="list-style-type: none"> – Right to health – Right to enjoy just and favorable conditions of work – Right to safe and clean drinking water and sanitation – Right to a healthy and sustainable environment – Right to an adequate standard of living

Landis+Gyr will expand on this analysis to secure a comprehensive inventory and assessment of human rights impacts affecting our operations and value chain.

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Energy

TABLE EXCLUDES ETREL AND LUNA

	2020	2021	2022	Change 21–22
Energy consumption in Megajoules (MJ)				
Electricity consumption	70,016,243	68,869,226	72,144,720	5%
Steam (district heating)	7,015,694	6,997,273	6,279,242	-10%
Diesel and Gasoline	15,608,578	19,569,008	22,439,876	15%
Natural Gas	14,449,450	14,958,434	14,391,712	-4%
Total	107,089,965	110,393,943	115,255,550	4%
	Conversion factors liters to MJ	Conversion factors liters to MJ	Conversion factors liters to MJ	
	Diesel 30 Gasoline 35	Diesel 30 Gasoline 35	Diesel 30 Gasoline 35	

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

	2020	2021	2022	Change 21–22
Energy consumption in Megajoules (MJ)				
Electricity consumption	70,016,243	68,869,226	88,865,737	29%
Steam (district heating)	7,015,694	6,997,273	6,279,242	-10%
Diesel and Gasoline	15,608,578	19,569,008	25,144,396	28%
Natural Gas	14,449,450	14,958,434	14,709,718	-2%
Total	107,089,965	110,393,943	134,999,093	22%
	Conversion factors liters to MJ	Conversion factors liters to MJ	Conversion factors liters to MJ	
	Diesel 30 Gasoline 35	Diesel 30 Gasoline 35	Diesel 30 Gasoline 35	

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

	2020	2021	2022	Change 21–22
Fuel consumption in Megajoules (MJ)				
Natural Gas	14,449,450	14,958,434	14,709,718	-2%
Diesel and Gasoline	15,608,578	19,569,008	25,144,396	28%

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

	2020	2021	2022	Change 21–22
Electricity consumption in MWh				
National grid mix	12,883	6,962	10,128	45%
Renewable sources	6,566	12,168	14,529	19%
District heating in MWh	1,949	1,944	1,744	-10%

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

	2020	2021	2022	Change 21–22
Energy intensity ratios				
Total energy ratio in MJ per 100 USD turnover	7.89	7.54	8.03	6%
Total energy ratio per employee in MJ	-	20,458.48	14,870.49	-27%
Total energy per 10 m ² floor area in MJ	-	71.96	66.42	-8%

GHG

TABLE EXCLUDES ETREL AND LUNA

Excludes Etrel and Luna	Scope 1				2022 emission conversion factors	Scope 2				2022 emission conversion factors	Total				2022 emission conversion factors	Change 21-22	2022	Change 21-22
	2007 emission conversion factors					2007 emission conversion factors					2007 emission conversion factors							
	2007	2020	2021	2022		2022	2007	2020	2021		2022	2022	2007	2020				
CO₂e Emission (in tons)																		
Americas		1,238	1,286	1,927	1,904		4,754	1,509	1,357	848		6,003	2,794	3,284	18%	2,752	-1%	
EMEA		839	861	1,572	1,432		2,902	1,546	1,390	1,174		3,833	2,407	2,961	23%	2,606	8%	
APAC		97	99	601	598		3,277	3,500	3,350	2,584		3,461	3,599	3,950	10%	3,181	-12%	
Total	7,143	2,174	2,245	4,099	3,935	27,762	10,933	6,555	6,097	4,605	34,905	13,297	8,800	10,196	16%	8,540	-3%	
Change 2021 – 22				83%	75%				-7%	-30%								
Change 2007 – 22				-43%	-45%				-78%	-83%				-71%			-76%	

2007 has no split per region due to non comparable organization form

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

Includes Etrel and Luna	Scope 1				2022 emission conversion factors	Scope 2				2022 emission conversion factors	Total				2022 emission conversion factors	Change 21-22	2022	Change 21-22
	2007 emission conversion factors					2007 emission conversion factors					2007 emission conversion factors							
	2007	2020	2021	2022		2022	2007	2020	2021		2022	2022	2007	2020				
CO₂e Emission (in tons)																		
Americas		1,238	1,286	1,927	1,904		4,754	1,509	1,357	848		6,003	2,794	3,284	18%	2,752	-1%	
EMEA		839	861	1,828	1,690		2,902	1,546	3,728	3,527		3,833	2,407	5,556	131%	5,216	117%	
APAC		97	99	601	598		3,277	3,500	3,350	2,584		3,461	3,599	3,950	10%	3,181	-12%	
Total	7,143	2,174	2,245	4,355	4,192	27,762	10,933	6,555	8,435	6,958	34,905	13,297	8,800	12,790	45%	11,150	27%	
Change 2021 – 22				94%	87%				29%	6%								
Change 2007 – 22				-39%	-41%				-70%	-75%				-63%			-68%	

2007 has no split per region due to non comparable organization form

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

Intensity Ratios (Scope 1 and 2)	2007 emission conversion factors			2022 emission factors	
	2020	2021	2022	2022	2022
kg CO ₂ e per product	0.9	0.6	0.7		0.5
t CO ₂ e per employee	2.6	1.8	1.7		1.4
t CO ₂ e per 10 m ² floor area	0.7	0.6	0.7		0.6
kg CO ₂ e per USD 100 turnover	1.0	0.7	0.8		0.7

	2020	2021	2022
Methane (CH ₄) in t	1.1	1.2	1.7

Years to be understood as financial years (FY) ending end of March

Notes:

Scope 3: Scope 3 is discussed in the section 'Energy efficiency and climate protection'. Landis+Gyr completed a full Scope 3 assessment (based on FY 2021 data) for the first time last year, in preparation of the SBTi submission. Landis+Gyr plans to disclose its full Scope 3 footprint annually going forward.

GHG calculation:

Gases included in the calculation: All (relevant: CO₂, CH₄, N₂O)

Biogenic CO₂ emissions in metric tons of CO₂ equivalent: None

Base year for the calculation:

Scope 1: Company targets to reduce CO₂ emissions have been set year-over-year since 2007, which was the first year Landis+Gyr calculated its GHG emissions. In 2007, Scope 1 emissions were 7,143 tons CO₂e. The change is -39% for the period FY 2007–FY 2022 (-41% if considering the new emission factors for FY 2022), and +94% for the period FY 2021–FY 2022 (+87% if considering the new emission factors for FY 2022). When excluding Luna and Etrell (which joined the group in 2022 and 2021 respectively), the difference to the base year would be -43% (FY 2007–FY 2022) (-45% if considering the new emission factors for FY 2022) and +83% (FY 2021–FY 2022) (+75% if considering the new emission factors for FY 2022).

During the assessment to generate the dataset for SBTi we became aware that our dataset omitted fugitive emissions. Hence, we added GHG emissions to Scope 1, representing the effect of fugitive emissions for the first time. The calculation is based on m³ and resulted in a total of 1550 tCO₂e. Similar quantities would have to be added to previous years. The addition of the fugitive emissions explains mainly the steep increase from FY 2021 to FY 2022. Going forward we plan to capture the substances used to refill air conditioner systems directly and base the GHG effect calculation on those.

Scope 2: Company targets to reduce CO₂ emissions have been set year-over-year since 2007, which was the first year Landis+Gyr calculated its GHG emissions. In 2007, Scope 2 emissions were 27,762 tons CO₂e. The reduction is -70% for the period FY 2007–FY 2022 (-75% if considering the new emission factors for FY 2022), and +29% for the period FY 2022–FY 2021 (+6% if considering the new emission factors for FY 2022). When excluding Luna and Etrell (which joined the group in 2022 and 2021 respectively) the difference to the base year would be -78% (FY 2007–FY 2022) (-83% if considering the new emission factors for FY 2022) and -7% (FY 2021–FY 2022) (-30% if considering the new emission factors for FY 2022), respectively. The end of the pandemic had an impact on the Company's electricity consumption across Landis+Gyr's offices when compared to the previous year. However, the increased use of renewable energy (64% in FY 2021 to 70% in FY 2022 excluding Etrell and Luna; including Etrell and Luna the metric would be 59%) mitigated the impact in GHG terms.

Market-based and location-based data consolidation: Data is captured using the location-based approach, with the exception of green energy purchases which are set to zero CO₂ emissions.

The reduction of GHG emissions is calculated in comparison to the previous year (year-over-year). Company GHG reduction goals have been set on a year-over-year basis which led to a reduced GHG emission of -63% (Scope 1+2) since the first measurement in 2007 (-68% if considering the new emission factors for FY 2022); Excluding Etrell and Luna the respective figures would be -71% and -76%. The Company has committed to be carbon neutral by 2030 for Scopes 1 and 2 and submitted its science-based targets for carbon reduction to the SBTi.

Significant air emissions: Methane (CH₄): 1.7 t.

Water

TABLE EXCLUDES ETREL AND LUNA

Water Withdrawal by Source (in m ³)	2020	2021	2022	Change 21–22
Americas	30,173	27,699	25,878	-7%
APAC	24,555	20,191	22,686	12%
EMEA	35,800	24,571	32,775	33%
Total	90,528	72,461	81,339	12%

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

Water Withdrawal by Source (in m ³)	2020	2021	2022	Change 21–22
Americas	30,173	27,699	25,878	-7%
APAC	24,555	20,191	37,184	84%
EMEA	35,800	24,571	32,775	33%
Total	90,528	72,461	95,836	32%

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

Water Withdrawal by Source (in m ³)	2020	2021	2022	Change 21–22
Total water withdrawal	90,528	72,461	95,836	32%
Water withdrawal from public water supply system (municipal water)	54,369	45,557	62,503	37%
Industrial water	121	-	-	-
Water from wells (groundwater)	33,966	23,482	32,636	39%
Water other (e.g., rainwater)	2,072	3,422	697	-80%
Total waste water	78,428	62,275	86,296	39%
Direct drain to public waters or ground	14,150	16,513	17,375	5%
Water, to public sewage system (drain discharge)	64,278	45,762	68,921	51%
Water Reuse/Recycling	4,211	5,683	7,099	25%
Amount of water reused	68	-	-	-
Amount of water recycled	4,143	5,683	7,099	25%
Water per employee	17.2	13.4	12.4	-8%

The use of rainwater has been reduced due to higher utilization of treated waste water (e.g., for watering green areas).

Waste

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

Total Waste Generation (in tons)	2020	2021	2022
Paper (recycled)	1,055	1,002	1,613
Metal scrap	511	561	792
Plastic waste	456	338	451
General waste	368	240	301
Electrical and electronic waste	152	189	193
Wood scrap	274	161	168
Food leftover	73	108	138
Other waste	26	74	73
Sludge	46	51	23
Hazardous waste	29	22	21
Debris	-	4	19
Oil waste	5	3	11
Glass and ceramic waste	5	3	6
Medical waste	-	-	1
Mining waste	-	-	0
Cinder	-	-	-
Alkali waste	-	-	-
Rubber waste	-	-	-
Soot & dust	-	-	-
Textile waste	-	-	-
Acid waste	-	-	-
Total	3,000	2,757	3,809

TABLE EXCLUDES ETREL AND LUNA

Historical Waste per Region (in tons)	2020	2021	2022	Change 21-22
Americas	1,208	1,177	1,235	5%
EMEA	1,493	1,326	1,869	41%
APAC	299	254	358	41%
Total	3,000	2,757	3,461	26%

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

Historical Waste per Region (in tons)	2020	2021	2022	Change 21-22
Americas	1,208	1,177	1,235	5%
EMEA	1,493	1,326	2,216	67%
APAC	299	254	358	41%
Total	3,000	2,757	3,809	38%

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

Historical Treatment of Waste (in tons)	2020	2021	2022	Change 21-22
Sold	1,301	1,442	1,895	31%
Incinerated	132	30	22	-28%
Landfill*	216	194	235	21%
Recycled	1,357	1,108	1,656	49%

* includes 5% of incinerated as landfill ash
(on top of oportion sent directly to landfill, hence total higher than total waste)

In FY 2022, the amount of total hazardous waste diverted from disposal was 19 tons and handled as follows:

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

(in tons)	2020	2021	2022	Change 21-22
Recycled waste	28.50	18.44	16.46	-11%
Sold waste	-	0.68	0	-100%
Incinerated waste	-	2.72	1.94	-29%
Landfilled waste	0.15	0.14	0.81	477%
Total	28.65	21.95	19.21	-12%

In FY 2022, the amount of non-hazardous waste diverted from disposal was 3,790 tons and handled as follows:

TABLE INCLUDES ETREL AND LUNA AS OF YEAR 2022

(in tons)	2020	2021	2022	Change 21-22
Recycled waste	1,329	1,090	1,639	50%
Sold waste	1,301	1,441	1,895	32%
Waste to disposal	348	221	254	15%
Incinerated waste	132	28	20	-28%
Landfilled waste	216	194	234	21%
% of Waste sent to landfill	7.14%	7.03%	6.17%	-
Non-hazardous waste	-	2,531	3,790	-

Chemicals

Use of Chemicals (in kg)	2020	2021	2022
Acrylic acid 2-hydroxyethyl	-	-	-
3-Isocyanatomethyl-3,5,5-trimethylcyclohexyl isocyanate	-	-	-
Ethylbenzene	2	-	-
Xylene	4	-	-
Silver and its water-soluble compounds	-	-	5,400
1,2-Dichloroethane	-	-	-
Dichloromethane (methylene chloride)	539	260	261
Tetrachloroethylene	100	-	-
Tetrahydromethylphthalic anhydride	-	-	-
Toluene	3	-	120
Lead	-	-	-
Bis(2-ethylhexyl) phthalate	-	-	-
n-Hexane	23	256	270
Manganese and its compounds	4	-	-
Acetone	2	-	-
Isobutane	-	-	6
Isobutyl alcohol	-	-	-
Isopropanol	4,603	4,321	3,226
Ethyl alcohol	217	144	68
Ethylene glycol	12	-	-
N-methyl -2-pyrrolidone	-	-	-
Hydrogen chloride	-	-	-
Chlorine	673	604	-
N-butyl-acetate	1	-	6
Paraffinic hydro-carbon	-	-	-
Cyclohexane	-	-	5
Tetrahydrofuran	710	680	574
n-Butane	-	-	0
Propylene glycol monomethyl ether	-	-	-
Propylene glycol monomethyl ether acetate	-	-	-
Methyl Alcohol	-	-	-
Methyl isobutyl ketone	-	-	-
Methyl ethyl ketone	13	12	11
Methylcyclohexane	2	-	-
Sulfuric acid	10	-	-
Total	6,916	6,277	9,947

Chemicals per Region (in tons)	2020	2021	2022	Change 21-22
Americas	6	5.3	3.5	-34%
APAC	0.8	0.7	0.6	-14%
EMEA	0.1	0.3	5.8	2080%
Total	6.9	6.3	9.9	58%

Materials

Total material weight in t used to produce and package L+G's primary products

Non-renewable in tons	2020	2021	2022
Plastics	9,357	9,210	10,921
Metals	5,186	6,752	7,725
Printed Circuit Boards and electromechanical parts	3,636	3,986	4,661

PCBA and electromechanical data is estimated to be 20% of total non-renewable weight

Renewable in tons	2020	2021	2022
Cardboard and Wood	3,517	4,317	4,733

Years to be understood as financial years (FY) ending end of March
Luna and Etrell have been included only as of FY 2022

People (Employees / Workers)

Total number of employees	2020	2021	2022
Americas	1,846	1,954	2,629
APAC	1,345	1,425	1,494
EMEA	1,880	2,121	3,627
Total	5,071	5,500	7,750

Employees by gender	Identify as Male			Identify as Female			Other/Not Declared		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Americas	64.3%	64.4%	58.8%	35.7%	36.6%	41.0%	0.0%	0.1%	0.2%
APAC	75.3%	75.1%	74.8%	24.7%	18.7%	25.2%	0.0%	0.0%	0.0%
EMEA	62.8%	60.0%	56.3%	37.2%	44.7%	43.7%	0.0%	0.0%	0.0%
Total	67%	65.5%	60.7%	33%	35.5%	39.2%	0%	0.0%	0.1%
BoD	88%	75.0%	71.5%	12%	25%	28.5%	0%	0.0%	0.0%
GEM	50%	75.0%	75.0%	50%	25%	25.0%	0%	0.0%	0.0%

Employees by type of contract	Permanent			Temporary			Full Time (>=80%)			Part Time (<80%)		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Americas	1,842	1,952	2,578	4	2	19	1,841	1,949	2,589	5	5	8
APAC	1,263	1,325	1,414	82	100	80	1,342	1,424	1,493	3	1	1
EMEA	1,637	1,741	2,148	243	380	580	1,819	2,074	2,689	61	47	39
Total	4,742	5,018	6,140	329	482	679	5,002	5,447	6,771	69	53	48

Employees by age	Under 30			30-50			50+		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Americas	330	362	27%	1,078	1,100	51%	438	492	22%
APAC	287	347	26%	838	848	59%	220	230	15%
EMEA	142	198	15%	1,099	1,219	57%	639	704	28%
Total	16%	16%	22%	59%	58%	55%	25%	26%	23%
BoD	-	-	-	-	-	-	100%	100%	-
GEM	-	-	-	25%	25%	25%	75%	75%	75%

Years to be understood as financial years (FY) ending end of March
Luna and Etrell have been included only as of FY 2022

Trainings	Management			Employees			Full Time (>=80%)			Part Time (<80%)			Male			Female			Other/not declared		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Average Training hours*	-	17.6	14.7	-	16.2	17.3	12.9	16.7	16.9	2.5	8.1	8.0	12.5	16.8	16.7	13.5	15.6	17.3	-	7	11.0
Anti-corruption Training completion in % of total target population**	-	100%	98.7%	-	99.97%	98.3%	-	-	98.7%	-	-	72.0%	-	-	98.7%	-	-	97.6%	-	-	100%

* white-collars employees, excluding Luna

** white-collar employees who are in close contact with customers, agents, distributors, vendors and competitors, all employees with a management role and all employees in sales, finance and procurement active as of March 24, 2023

Performance review	Management			Employees			Full Time (>=80%)			Part Time (<80%)			Male			Female			Other/not declared		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Received annual performance / career development review in %	-	95%	97%	-	57%	54%	66%	62%	59%	64%	53%	61%	77%	73%	72%	46%	41%	37%	-	-	60%

overall percentage includes blue collar

Notes:

All reported numbers represent headcount.

All numbers are reported as of the end of the reporting period.

We define 'temporary employees' as internal employees who are in a fixed-term employment relationship. A fixed-term employee may be needed to cover for another employee on leave, work during a peak period, or complete a particular project.

We define 'part-time employees' as internal employees who work less than the standard weekly working hours applicable in the respective location, as stated in their employment contract (reduced working hours compared to full-time employees). Reasons for part-time work include, but are not limited to:

- role not allowing full-time schedule or requiring job sharing scheme
- employee with family or other personal responsibilities
- employee pursuing other aspirations, e.g., extracurricular education or training

Total headcount increased in FY 2022 due to the ramp-up of the workforce in Mexico and Greece, the hiring of employees in India, and the integration of Luna, a recently acquired business.

Landis+Gyr uses additional external human resources as needed and on a temporary basis. However, this does not represent a significant portion of the workforce. Landis+Gyr's external resources can be divided into two categories: contingent workers and services procurement.

Contingent workers are individuals engaged by Landis+Gyr to do role- or project-based work, but not as traditional employees. Contingent workers are used to temporarily augment the regular workforce, replace an employee on leave, fill in for a staffing vacancy, or bring specialized skills to a project or effort. Services procurement companies, or specifically service providers, are companies that deliver people-based services to Landis+Gyr with an agreed-upon scope and deliverables (the strategic outsourcing of labor to an organization for a specific purpose). In FY 2023, Landis+Gyr will implement an external workforce management system to improve visibility of these resources.

Occupational Health & Safety

During the current reporting period, there have been no fatalities due to work-related injuries.

Accidents are classified into three categories: Lost Time Incidents (LTI, incidents that caused lost time from work); Medical Treatment Incidents (MTI, incident that did not cause lost time from work but required medical treatment beyond basic first aid); and Minor Accidents (incident that did not cause lost time from work). All Lost Time accidents are reported to Group OHS.

In the past financial year, Landis+Gyr recorded 19* Lost Time Incidents at a Lost Time Incident Frequency Rate of 1.42. (LTIs x 1,000,000)/exposure hours). The number of exposure hours in the reporting period was 13,390,000. Landis+Gyr requires that every Lost Time Accident is investigated and a corrective action plan implemented to fix the issue and to address the root cause of the accident. The rates are based on 1,000,000 hours worked.

Breakdown of LTIs in FY 2022

- 4 = Contact with Machinery
- 4 = Slip, Trip, Fall – on the same level
- 3 = Manual handling: Lifting & handling
- 2 = Struck against a fixed object
- 1 = Contact with sharp object
- 1 = Manual handling: pushing & pulling
- 1 = Repetitive strain injury
- 1 = Struck by falling object
- 1 = Struck by moving object
- 1 = Struck by moving vehicle

Supply chain

	2020	2021	2022
% of new suppliers screened for ESG risks	n/a	89%	100%

The Landis+Gyr 'Supplier Code of Conduct', including our 'Green Procurement Requirements' were sent to 250 suppliers. To date, 215 of these suppliers, representing 88% of the Company's spend on direct materials, have signed the Supplier Code of Conduct, including the Green Procurement Requirements. All new suppliers received the Company's 'Green Procurement Requirements', as part of the mandatory supplier onboarding documentation (Non-Disclosure Agreement; General Supply Agreement; Supplier Quality Assurance Manual; Code of Conduct; Green Procurement Requirements). Furthermore, a 'Conflict Minerals Reporting Template' (CMRT) as well as a 'Extended Minerals Reporting Template' (EMRT) monitoring system is in place.

In FY 2022, 100% of new suppliers were screened for ESG risks (scope limited to direct materials, and suppliers with spend above 10,000 USD). Landis+Gyr is currently adding Luna and Etrell's suppliers into the global processes. Therefore, the metrics above do not yet reflect the suppliers of these newly acquired companies.

Compliance

	2020	2021	2022
Numbers of complaints received regarding customer privacy breaches	0	0	0
Number of identified leaks, thefts or customer data losses	3*	0	1*

* none of which posed any risk or harm to any organization or individual as no sensitive data was compromised

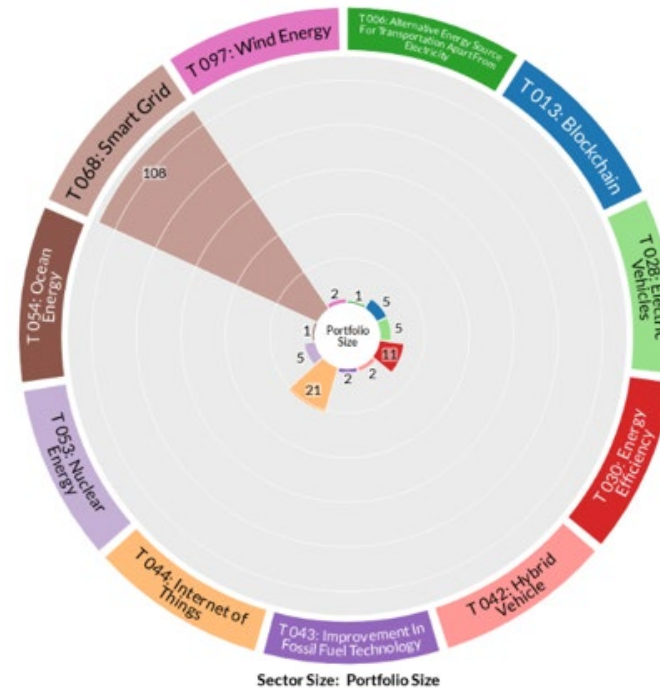
The Landis+Gyr Security Operating Center (SOC) successfully stopped an attack that could have potentially resulted in the theft of a very limited amount of data. After stopping the attack, the scenario was analyzed in detail and it was concluded that even in case of potential data copy no privacy data, no customer data, and no supplier data were affected by the attack.

Linking Landis+Gyr's Patents to the SDGs

SDGs supported by L+G's patents



Targets to Goal 7 supported by L+G's Patents



Sustainable innovation is reflected in a company's patent portfolio. The patent information platform LexisNexis® PatentSight® offers the possibility to assess sustainable innovations. In Landis+Gyr's patent portfolio already 43% of the active patent families relate to at least one of the UN SDGs. When mapping Landis+Gyr's patents to the UN SDGs and their related targets, the result shows the Company's significant contribution to expanding smart grids and supporting the Internet of Things.

About this report

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About this report

[GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4]

Landis+Gyr uses the international standards of the Global Reporting Initiative to report on its non-financial and sustainability-related issues.

This report has been prepared by and covers Landis+Gyr Group AG, Cham, Switzerland, a joint-stock company listed on the SIX Swiss Exchange in Switzerland (ISIN: CH0371153492, ticker symbol: LAND, valor number: 37115349). The report covers the period of the financial year (FY) 2022, from April 1, 2022 to March 31, 2023. Landis+Gyr reports on its sustainability matters annually. The sustainability report is published together with the annual financial report as part of the annual report (both reports cover the same timeframe).

Entities included in the sustainability report are identical to the entities included in the annual report and are listed in section 1.1.3 of the Company's 'Corporate Governance Report'. Companies in which Landis+Gyr holds a minority interest are not included in this sustainability report. Mergers, acquisitions, and disposal of entities or parts of entities are covered in Note 11 of the financial report. Information of recently acquired entities is partly captured outside the normal process and sometimes not with the same level of granularity. Fully including these new entities into the standard processes and procedures of Landis+Gyr takes time.

Landis+Gyr reports information about its impact on the economy, environment, and people, including impact on human rights. The material topics addressed in this report have been identified based on stakeholder engagement. For further details, see section 'Stakeholder engagement and materiality assessment'.

Landis+Gyr reassesses the ESG direction and evaluates whether material topics are being adequately addressed every three years. The Company sets targets to monitor and manage its progress toward its ambitions. These targets are aligned with the UN SDGs and the ten principles of the UNGC. Emission reduction targets are also in line with the Paris agreement hence and the SBTi. Landis+Gyr uses KPIs to monitor and manage planned actions and assess the progress of the targets set. The Sustainability SteerCo overviews the implementation of the sustainability roadmap and the related KPIs on a quarterly basis. The KPIs are reported either under the different topic standards or in the related data tables.

Figures in the statistic section are also presented excluding the impact of recently acquired companies Luna and Erel to make the data easier to compare to last year.

Applied regulations and standards

Our governance and management systems regarding non-financial matters were developed based on the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights.

This report presents the relevant non-financial information in accordance with the Global Reporting Initiative Standards (GRI).

Landis+Gyr continuously monitors regulatory developments, including EU CSRD and EU Taxonomy, to ensure the Company is prepared to respond to upcoming requirements.

Data collection and reporting methodologies

Sustainability performance indicators disclosed in Landis+Gyr's Sustainability Report FY 2022 are based on the following:

Environmental and social data collected for all Landis+Gyr sites using the Company's ESG reporting tool: the web-based SpheraCloud Corporate Sustainability Software (formerly SoFi). The tool requires data collectors to upload evidence to substantiate the data entered.

Data is purely captured using the location-based approach, with the exception of green energy purchases which are set to zero CO₂e emissions.

Landis+Gyr applies an operational control approach to consolidate emissions according to GHG Protocol Corporate Accounting and Reporting Standard.

Emission factors:

Intergovernmental Panel on Climate Change (IPCC) 2007/ (02/2020), European reference Life Cycle Database (ELCD) (2007/ 2022), GaBi Database (2006/ v15 (02/2023)), Defra v11 (09/2022) and Global Warming Potential (GWP) rates:

CO₂ = 1; CH₄ = 25; N₂O = 298;

Standards, methodologies, assumptions, and/or calculation tools used: GHG Protocol Corporate Accounting and Reporting Standard.

Reporting tool: Web-based SpheraCloud Corporate Sustainability software (formerly SoFi).

If, in individual cases, a new form of presentation, calculation method or optimized data collection has led to different results for the previous years, this is noted under the respective statements.

External assurance and BoD involvement

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External assurance and BoD involvement

This report has been audited by DQS, Frankfurt. Landis+Gyr has no other ties with DQS. The audit has been required by the BoD. The BoD is responsible for reviewing and approving the sustainability report. For details on scope and level of assurance, see DQS's assurance statement.

Additionally, some of the reported aspects have also been audited as part of the ISO certification audits. See Landis+Gyr sites with related ISO certificates in the section 'Landis+Gyr Locations'.



Independent Assurance Statement

To the Management and Stakeholders of Landis+Gyr AG

DQS has been engaged by Landis+Gyr AG to provide independent assurance over the Landis+Gyr Sustainability Report 2022-2023, which is published as a dedicated chapter of the Landis+Gyr Annual Report 2022-2023. The engagement took place in March and April 2023 and was concluded on April 24, 2023.

Objectives

The objective of this assurance engagement was to independently express conclusions on underlying reporting processes and validate qualitative and quantitative claims, so as to limit misinterpretation by stakeholders and increase the overall credibility of the reported information and data.

Scope of assurance

The assurance encompassed the entire sustainability chapter of the annual report and focused on all figures, statements and claims related to sustainability during the reporting period April 2022 to March 2023. More specifically, this included:

- Statements, information and performance data contained within the sustainability report;
- Landis+Gyr's management approach of material issues; and
- Landis+Gyr's reported data and information as per the requirements of the Global Reporting Initiative Standards.
- Verification of ESG performance targets as part of the Short-Term Incentive Plan

The assurance engagement was performed in accordance with a Type 2 assurance of the AA1000 Assurance Standard (AA1000AS v3), which consists of:

- Evaluating the company's sustainability framework and processes using the inclusivity, materiality, responsiveness and impact criteria of the AA1000 AccountAbility Principles (AA1000APS 2018), and
- Evaluating the quality of the reported sustainability performance information.

The report has been self-declared to be in accordance with the requirements of the GRI Standards.

Additional on-site assessments

The evaluation of the non-financial performance indicators is safeguarded by additional site-

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specific assessments. In addition to the headquarters in Cham, Switzerland, the following sites have been assessed by DQS in 2023 as part of the assurance engagement:

- Landis+Gyr, 2 Slate Avenue, N1 Business Park, Old Johannesburg Road, Kosmodal, Ext 7 Centurion, South Africa
- Landis+Gyr GmbH, Humboldtstraße 64, 90459 Nürnberg, Germany
- Landis+Gyr A.E., Loutraki-Perachora 201 00, Greece
- Landis+Gyr S.A. de C.V., Industrial Reynosa Secc Norte, 88788 Reynosa, Tamaulipas, Mexico

Level of assurance and limitations

A moderate level of assurance under AA1000AS was provided for this engagement. Information and performance data subject to assurance is limited to the content of the sustainability report and the Short-Term Incentive Plan.

The assurance did not cover financial data, technical descriptions of buildings, equipment and production processes or other information not related to sustainability.

The assurance engagement is not a compliance audit and does not assess or evaluate compliance with applicable laws and regulations.

Independence and Competences of the Assurance Provider

The DQS Group is an independent professional services firm that provides assurance on sustainability disclosures under the Global Reporting Initiative (GRI), CDP and other specialized management and reporting mechanisms. Independent verifiers have not been involved in the development of the report nor have they been associated with Landis+Gyr's sustainability program, data collection or strategic processes.

DQS Group ensures that the assurance team possesses the required competencies, maintained neutrality and performed ethically throughout the engagement. Further information, including a statement of impartiality, can be found at: www.dqsglobal.com.

The management of Landis+Gyr was responsible for the preparation of the sustainability part of the Annual Report and all statements and figures contained within it.

Assurance Methodology

The assurance procedures and principles used for this engagement were drawn from the International Standard AA1000 and methodology developed by DQS, which consists of the following steps:

1. Identifying statements and data sets, which are classified according to the relevant data owners and the type of evidence required for the verification process.
2. Reviewing the Sustainability Report to determine whether the material topics identified during our procedures have been adequately disclosed.

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3. Carrying out interviews with key functional managers and data owners at Landis+Gyr AG office in Cham (Switzerland) as well as verification of data through a sampling procedure.
4. Assessing the collected information and provide recommendations for immediate correction where required or for future improvement of the report content.

Evaluation of the adherence to AA1000 AccountAbility Principles

Inclusivity - How the organization engages with stakeholders and enables their participation in identifying issues and finding solutions.

The stakeholder identification and engagement process is well documented and implemented through the Landis+Gyr ESG program and the Report brings out key stakeholder concerns as material aspects of significant stakeholders. Therefore, it is recommended that Landis+Gyr should continue with the planned process of direct dialogue with the stakeholders at the determined three-year interval.

Materiality - How the organization recognizes issues that are relevant and significant to itself and its stakeholders.

The report addresses the range of environmental, social and economic issues that Landis+Gyr and its stakeholders have identified as being of material importance. The identification of material issues has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns. A documented process of stakeholder engagement identified the material issues. The Report fairly brings out aspects and topics and its respective boundaries for the diverse operations of Landis+Gyr. It is recommended that Landis+Gyr continues with this process at the determined three-year interval.

Responsiveness - How the organization responds to stakeholder issues and feedback through decisions, actions, performance and communication.

Landis+Gyr is responding to those issues that it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The organization and its stakeholders can use the reported information as a reasonable basis for their opinions and decision-making. The responses to material aspects are fairly articulated in the report, i.e. disclosures on Landis+Gyr's policies and management systems including governance.

Impact - How the organization monitors, measures and ensures accountability for how its actions affect their broader ecosystems.

Landis+Gyr has implemented systems to monitor and measure its economic, environmental and social impacts. Identified impacts are incorporated into both stakeholder engagement as well as the periodic materiality assessment process. The annual report discloses impacts in a balanced and effective way.

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Conclusion

On the basis of a moderate assurance engagement according to the above-listed criteria, nothing has come to our attention that causes us to believe that the sustainability-related strategies of Landis+Gyr and its sustainability-related key performance indicators defined in the 2022-2023 Sustainability Report are materially misstated.

The Landis+Gyr Sustainability Report 2022-2023 is in line with the GRI Standards. The material aspects and their boundaries within and outside of the organization are properly defined in accordance with GRI's reporting principles.

Landis+Gyr has made significant strides to introduce innovative solutions toward mitigating negative impacts and fostering positive impacts. The implementation of the sustainability measures planned for the next reporting cycle will further strengthen the global sustainability practice of Landis+Gyr.

On behalf of the assurance team

April 28, 2023

Frankfurt, Germany

Guido Eggers

Managing Director
DQS CFS GmbH



Annexes

Annex A – Short Term Incentive Plan Results 2022-2023

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GRI content index

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General Disclosures

Statement of use

GRI used

Applicable GRI Sector Standard(s)

Landis+Gyr Group AG has reported in accordance with the GRI Standards for the period 1.4.2022 – 31.3.2023

GRI 1: Foundation 2021

None

GRI Standard		Response/ Location/ Omission
GRI 2: General Disclosures 2021	2 – 1 Organizational details	See sections 'About this report' and 'Landis+Gyr locations and related ISO certificates'.
	2 – 2 Entities included in the organization's sustainability reporting	See section 'About this report'.
	2 – 3 Reporting period, frequency and contact point	<p>a. 01.04.2022 – 31.03.2023, throughout the report referred to as FY 2022 or FY 22. Landis+Gyr reports annually on the reporting period beginning of April to end of March. This is the first report of the three-year ESG cycle from FY 2022 to FY 2024.</p> <p>b. Financial reporting and sustainability reporting are aligned</p> <p>c. 26.05.2023</p> <p>d. See section 'Imprint and contacts'.</p>
	2 – 4 Restatements of information	Where evidence of diverting facts compared to what had been published earlier emerges, the fact and its impact is disclosed where relevant.
	2 – 5 External assurance	See section 'External assurance and BoD involvement'
	2 – 6 Activities, value chain and other business relationships	<p>The Company is active in the following sector: ELECTRONIC EQUIPMENT, INSTRUMENTS & COMPONENTS (GICS®)</p> <p>See sections 'About Landis+Gyr' and 'Value chain'.</p> <p>Landis+Gyr is a leading global provider of integrated energy management solutions. We measure and analyze energy utilization to generate empowering analytics for smart grid and infrastructure management, enabling utilities and consumers to reduce energy consumption. Our innovative and proven portfolio of software, services and intelligent sensor technology is a key driver to decarbonize the grid. We supported avoidance of 9.56 million tons of CO₂e in FY 2022 and are committed to achieve carbon neutrality by 2030 for Scopes 1 and 2.</p> <p>Landis+Gyr's mission is to manage energy better. The shipment of more than 16 million devices, software installed, and service offered resulted in sales of USD 1681.4 billion in FY 2022. The Company employs around 7,700 talented people across five continents.</p> <p>Products: Intelligent endpoints (Electricity, Gas, and Heat and Cooling Meters (Pre- and Post-Pay); Communication Modules (wired and wireless), Data Loggers and Data Concentrators (including Volume Correctors), Handheld Terminals; Load Management Receivers (one-way and two-ways), Street Light Controllers, Sensors and Thermostats; Gas Quality Analyzer Controller; Distributed Automation Devices and Systems; Meter Test Equipment; EV-Vehicle charging stations and Load Guard sensors Software (Smart Metering Management, Analytics, Field Operation Manager, Network Monitor, Substation Platform, SCADA Center Enterprise Information System, SAP Utility Adapter, Grid Management and Consumer Engagement App Platform), Applications (Field Operation Manager, Operational Data Panel, Grid Flex Control); Cybersecurity solution (OT/IoT Monitoring Software), EV solutions (EV charging point and energy management software, Smart Charging app and Flexibility management platform).</p> <p>Services: IoT Connectivity as a Service (cooperation with Vodafone), SaaS, Metering as a Service, Infrastructure as a Service (Solution Consulting, Cloud Service, Deployment and Project Delivery Services, Managed Services, Operational Support Services, Smart Grid Services, Support Service, Managed Detection and Response services), Training.</p> <p>Landis+Gyr does not have banned products or services. Landis+Gyr maintains an embargo control list which requires additional due diligence and approvals for group entities prior to engaging in business activities with counterparts based in the countries included in the list – such approvals are only granted when applicable laws and sanctions permit. A large portion of our products need approval prior to being installed in the field.</p>

GRI Standard

2-6 Activities, value chain and other business relationships

Response/ Location/ Omission

Markets: Landis+Gyr Americas serves the following regions: North America, Central America, South America, Japan, and certain other markets that adopt US standards. Main countries: USA, Canada, Brazil, Japan.

Landis+Gyr APAC serves all countries across the Asia Pacific region, the main ones being; Australia, New Zealand, China, Hong Kong, India, Bangladesh, Malaysia, Philippines, Indonesia, Vietnam and Thailand.

Landis+Gyr serves its customers in the EMEA region through sales offices in Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Italy, The Netherlands, Poland, Slovakia, Slovenia, Spain, Sweden, Switzerland, South Africa, Turkey, and United Kingdom. Further EMEA markets (e.g., Middle East) are served via distributors and agents.

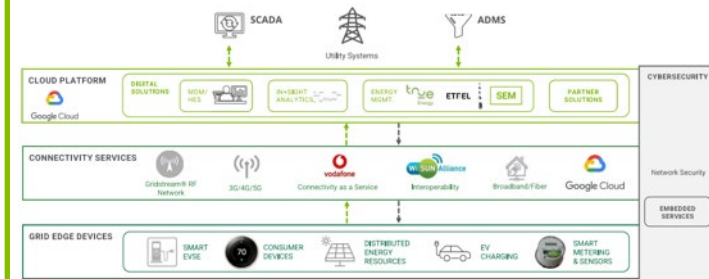
The supply chain at Landis+Gyr includes manufacturing sites, procurement, logistic and quality functions. Landis+Gyr operates 9 major manufacturing sites across the globe and has outsourcing partnerships with strategic suppliers in Eastern Europe and Southeast Asia.

The four key pillars of Landis+Gyr's supply chain are (i) mechanical parts, (ii) PCBAs with all electronics, (iii) meter assembly, and (iv) final integration with calibration, customization, sealing and packaging. Landis+Gyr produces high-precision measuring devices and has a modular and flexible supply chain which enables outsourcing at any stage of the production flow. For software and service products, Landis+Gyr relies mainly on internal resources (R&D team).

Where required, Landis+Gyr engages installation companies to install its products in the customer fields. To offer communication services, the Company cooperates with communication partners such as Vodaphone.

Landis+Gyr's overall global supplier footprint remains largely unchanged. Landis+Gyr closed its Kolkata facility at the end of FY 2022.

The graph below shows the solutions set-up including the relevant partners involved



Or on a more data to insights view



GRI Standard	Response/ Location/ Omission
2-6 Activities, value chain and other business relationships	There have been no substantial changes in the structure and ownership of the Company. Suppliers from Luna and Erel were not included in the FY 2022 centrally run ESG risk assessment and ESG auditing exercises, but as our operations continue to integrate, the Luna and Erel supplier base will go through the same standards and processes as the rest of the Landis+Gyr's suppliers.
2-7 Employees	See section 'Statistics'.
2-8 Workers who are not employees	See section 'Statistics'.
2-9 Governance structure and composition	See the Company's 'Corporate Governance Report'.
2-10 Nomination and selection of the highest governance body	The Nomination, Governance and Sustainability Committee ("NGSC") is, among others, responsible the nomination of (new) members of the Board (and the Group Executive Management), including assessing their potential qualification to become members of the Board committees. To that effect, it follows and maintains a process for vetting and then selecting new Board or committee members as stipulated in the Charter and as further defined by the NGSC. The selected candidate is (i) as a Board member or a member of the Remuneration Committee ("RemCo"), appointed or rejected by the General Assembly of the Company, or (ii) as a member of the NGSC or the Audit, Finance and Risk Committee, appointed or rejected by the Board.
2-11 Chair of the highest governance body	See the Company's 'Corporate Governance Report'.
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability and Sustainability Report The NGSC shall, to the extent not in the functional competence of other committees of the Board, be responsible for sustainability matters (including ESG matters) of the Company and to determine its long-term ambitions. In particular, the NGSC shall have the following responsibilities: i. address all relevant and material sustainability matters affecting the Company and the Group as well as the impact the company may have on other stakeholders that come to the attention of the NGSC; ii. develop and make recommendations to the Board regarding sustainability matters, practices, and procedures; iii. review and recommend to the Board the Sustainability Report of the Company for publication as well as review and approve any other written public disclosures of the Company on sustainability matters; iv. establish, regularly review and monitor compliance with the Company's ESG targets; v. support the RemCo in target setting for variable compensation purposes; and vi. review and recommend to the Board about potential or actual conflicts of the Company's or the Group's conduct of business and the Company's and the Group's sustainability goals. See also Chapter Sustainability governance
2-13 Delegation of responsibility for managing impacts	See the Company's 'Corporate Governance Report'. At management level, the implementation of the ESG targets is overseen by the ESG Steering Committee. This Committee consists - with one exception - of managers reporting directly to the CEO. The management of the Company's impacts on the economy, environment, and people is delegated to the Executive Vice-President responsible for Supply Chain Management and Operations. The ESG office, is responsible for overseeing the implementation of the different targets and roadmaps translated into workstreams, which are delegated to topic-specific working groups within the organization. The NGSC reviews the management of the ESG topics regularly in every meeting and reports subsequently to the full Board. Any urgent or critical topics can be discussed on an ad hoc basis.
2-14 Role of the highest governance body in sustainability reporting	The NGSC and subsequently the full Board reviews and approves the Sustainability Report, which includes disclosures on Landis+Gyr's ESG material topics.
2-15 Conflicts of interest	See 'Organization Regulations' and the Company's 'Corporate Governance Report'. Landis+Gyr's shareholder structure is disclosed under 'Note 12' of the Company's 'Financial Report'. 'Related parties' are discussed in the Company's 'Financial Report' and 'Remuneration Report'.

GRI Standard	Response/ Location/ Omission
2 – 16 Communication of critical concerns	Members of the Company's senior management, including the Chief Compliance Officer, report regularly to the Board of Directors and/ or its Committees. This allows the possibility of communicating any type of concerns, including those of critical nature. In FY 2022, there were no critical concerns reported to the Board of Directors.
2 – 17 Collective knowledge of the highest governance body	Knowledge of the highest governance body, including the knowledge related to ESG, is disclosed in section 3 of the 'Corporate Governance Report'.
2 – 18 Evaluation of the performance of the highest governance body	See section 3.1.2. in Company's 'Corporate Governance Report'.
2 – 19 Remuneration policies	<p>a. See the Company's 'Remuneration Report'.</p> <p>i. See the 'Remuneration System' section in the Company's 'Remuneration Report'</p> <p>ii. Not applicable. Only replacement awards may be granted to senior executives to compensate for remuneration forfeited at the previous employer as a result of joining Landis+Gyr.</p> <p>iii. Not applicable. See "Employment conditions" in the 'Remuneration Report'.</p> <p>iv. Clawback provisions exist for performance-based cash and equity. See "Clawback of variable remuneration" in the 'Remuneration Report'.</p> <p>v. See "Pension benefits" in the 'Remuneration Report'.</p> <p>b. To ensure the Board's independence in fulfilling its supervisory duties, the remuneration of the Board is fixed and does not contain any variable component. The Short-Term Incentive (STI) plan contains an ESG component which was weighted at 20% for FY 2022. This component is measured against specific targets reflecting material topics within Landis+Gyr's ESG strategy. This applies to senior executives and all other employees eligible for the STI plan.</p>
2 – 20 Process to determine remuneration	<p>a. i. See 'Governance on remuneration matters' in the 'Remuneration Report'.</p> <p>ii. See 'Shareholder engagement' in the 'Remuneration Report'. Landis+Gyr conducts binding shareholder votes on the maximum aggregate remuneration that may be granted to the Board of Directors for the next term of office, as well as on the maximum aggregate remuneration for the senior executives for the following financial year. In addition, the 'Remuneration Report' is submitted to shareholders every year for a consultative vote. The Board of Directors also regularly engages in dialogue with stakeholders, including shareholders, to discuss Landis+Gyr's remuneration principles and systems.</p> <p>iii. See 'Governance on remuneration matters' in the Remuneration Report.</p> <p>b. See voting results in the minutes of the annual shareholder meeting on remuneration.</p>
2 – 21 Annual total compensation ratio	In FY 2022 the ratio of the annual total compensation for the organization's highest-paid individual (CEO) to the median annual total compensation for all employees (excluding the highest paid) was 79.0. The pay components included for the analysis are annual base salary, target short-term incentive and cash benefits for the financial year measured as at March 31, 2023. The CEO's remuneration was not increased during FY 2022, whereas the company did conduct its normal annual salary review cycle for all employees with increases applied in accordance with the company's remuneration policies as well as local practices and legal requirements.
2 – 22 Statement on sustainable development strategy	See 'Message from the CEO' and 'Sustainability at Landis+Gyr'.
2 – 23 Policy commitments	See sections 'Sustainability governance' and 'Fair labor practices'. Stakeholders are discussed in section 'Stakeholder engagement and materiality assessment'. Landis+Gyr's 'Code of Business Ethics and Conduct' is based on the ten principles of the UN Global Compact. The Code drives the Company's daily operations. The requirements for third-party due diligence are outlined in the 'Standard Operating Procedure (SOP)' that accompanies the Company's 'Anti-Corruption Policy'.
2 – 24 Embedding policy commitments	See section 'Managing sustainability at Landis+Gyr'.
2 – 25 Processes to remediate negative impacts	See section 'Managing sustainability at Landis+Gyr'.
2 – 26 Mechanisms for seeking advice and raising concerns	Further to the Speak-Up system, the Company also relies on the 'Internal Audit' function for flagging potential concerns. These must be addressed by the Chief Compliance Officer or the business in general. See also the section 'Managing sustainability at Landis+Gyr'.

GRI Standard		Response/ Location/ Omission
	2–27 Compliance with laws and regulations	<p>Compliance with laws and regulations is monitored constantly by the respective business units' full global organization, and in particular with the guidance of and advice provided by the global Legal & Compliance team. Landis+Gyr is not aware of any significant instances of non-compliance with laws and regulations during the reporting period.</p> <p>There were no fines or non-monetary sanctions imposed on Landis+Gyr during the reporting period.</p>
	2–28 Membership associations	<p>Landis+Gyr is a member of the following associations: UCA International User Group; ZigBee Alliance; WiSUN Alliance; PRIME Association; G3 Association; Smart Electric Power Alliance – SEPA; Gridwise Alliance Thread Group; IDIS Association; Fair Standards Alliance; Eurelectric; ESMIG; DLMS; USB Forum; MultiSpeak; Echonet Alliance; metering standard associations in several countries; BEAMA; Acqua; Swissmem; IG exact; Electrosuisse; Verband Schweizerischer Elektrizitätsunternehmen (VSE); swissmig; Several Chambers of Commerce. Represented on international/national standardization bodies (such as TC13, TC57, TC 47, SC77A (IEC), ANSI C12, EL-11, BIS)</p> <p>These memberships are all relevant to Landis+Gyr. Special attention is given to the work in standardization bodies and industry alliances / associations.</p>
	2–29 Approach to stakeholder engagement	<p>One of the pillars of Landis+Gyr's ESG approach is stakeholder engagement. The Company maintains an ongoing dialog with its stakeholders to capture their views on the quickly evolving ESG landscape. This helps Landis+Gyr understand the issues that matter the most to its business and its stakeholders and manage them accordingly. Stakeholders are identified based on their relevance to Landis+Gyr, as well as the impact the Company and its activities have on them. The Company has identified the following stakeholder groups: customers (and their customers), suppliers, employees, government authorities and regulators, associations and NGOs, local communities, shareholders and investors (represented by the BoD), and business partners.</p> <p>Prior to the introduction of a new ESG cycle, Landis+Gyr engages with its stakeholders to capture their views on the Company's impact per material topic and the respective relevance to them. This process, known as materiality assessment, contributes to identifying key topics, and also sheds light on stakeholder perceptions and expectations regarding how these issues should be managed, including where potential risks and opportunities lie. This extensive stakeholder engagement exercise leads to a materiality matrix, which is the departure point from which the Company sets ESG ambitions, targets, and roadmaps.</p> <p>The frequency and nature of interactions with our stakeholders varies according to the type of stakeholder. While the exchange is continuous with some stakeholders (e.g., employees, suppliers, partners, customers), exchanges with other stakeholders happen on an ad hoc basis (e.g., regulators, shareholders/ investors) or are limited to specific events such as the set-up of a new 3-year ESG cycle (e.g., local communities, associations/ NGOs). Due to legal requirements and obligations of Landis+Gyr Group AG as a publicly listed company, stakeholder engagement is partly regulated and met within the ordinary course of business and shareholder dialog.</p> <p>For additional information, see section 4 'Stakeholder engagement and materiality assessment'.</p>
	2–30 Collective bargaining agreements	<p>35% of the Landis+Gyr employees are covered by a collective bargaining agreement. Where employees are not covered by a collective bargaining agreement, the company enjoys a direct employer-employee relationship with its employees. These direct relationships are governed by applicable laws and regulations, along with policies and guidelines related to working conditions and terms of employment which allow for a standardized approach in many areas.</p>

Material topics

GRI Standard		Response/ Location/ Omission
GRI 3: Material Topics 2021	3-1 Process to determine material topics	See section 'Stakeholder engagement and materiality assessment'.
	3-2 List of material topics	See section 'Stakeholder engagement and materiality assessment'.
Business Integrity and Fair Taxes		
GRI 3: Material Topics 2021	3-3 Management of business integrity and Fair Taxes	See section 'Business integrity and fair taxes'.
GRI 205: Anti-corruption 2016	GRI 205-2 Communication and training about anti-corruption policies and procedures	<p>As of the date of writing this report, Landis+Gyr's operating governance body members – the extended Executive Management Team – consisted of 13 members, distributed geographically as follows: 4 in the Americas, 1 in APAC, and 8 in EMEA. All of them are informed, updated, and trained regularly on Landis+Gyr's 'Code of Business Ethics and Conduct', which also covers the topic of corruption.</p> <p>All Landis+Gyr employees are required to abide by the Landis+Gyr 'Code of Business Ethics and Conduct'. All white-collar employees (computer users) are trained in the content of the 'Code of Business Ethics and Conduct' on a yearly basis. Furthermore, the Company offers specialized training sessions on the most relevant compliance risks. Training sessions focused on anti-corruption and competition law are completed on a yearly basis by employees who are in close contact with customers, agents, distributors, vendors, and competitors, as well as anyone who has a management role. For details, see the employee tables in the section 'Statistics'. In addition, ad hoc training courses by the Chief Compliance Officer or members of the Legal & Compliance team take place on demand or when traveling to L+G locations globally.</p> <p>Landis+Gyr has implemented a third-party due diligence process. It requires a mandatory due diligence check prior to the appointment of a third-party business partner (e.g., agents, distributors, resellers, and suppliers). This check is conducted by or with the assistance of an independent third party and scans potential third-party business partners against blacklists, sanctions lists, adverse media, and other databases that may reveal a lack of business integrity. The Company's third-party due diligence process is regularly re-evaluated and updated to ensure third parties are properly screened and vetted before business engagements are initiated. All Landis+Gyr applicable policies, including the 'Code of Business Ethics and Conduct' and 'Anti-Corruption Policy', are routinely communicated to the Company's business partners during onboarding. Furthermore, these policies are also communicated upon request to Landis+Gyr's customers during the tender phase. With regard to suppliers, the same principles are communicated to them through the Landis+Gyr 'Supplier Code of Conduct'. Suppliers are required to confirm adherence to this document.</p> <p>97.6% of Landis+Gyr's white-collar employees active as of March 24, 2023, completed the e-learning session for the Landis+Gyr 'Code of Business Ethics and Conduct'. Blue-collar workers are excluded from this figure. New employees are required to complete the same e-learning session within 7 days of joining Landis+Gyr. Completion of the course, which requires passing a test with a score of 80% or above, is tracked locally as part of the onboarding process. The e-learning session focuses on a variety of compliance risks, including prevention of bribery and corruption. Lastly, 98.27% of Landis+Gyr's white-collar employees who are in close contact with customers, agents, distributors, vendors and competitors, all employees with a management role and all employees in sales, finance and procurement active as of March 24, 2023 completed the 'Preventing Bribery and Corruption' e-learning session during the campaign. See also information in the section 'Statistics'.</p>
Materials (Resource Efficiency)		
GRI 3: Material Topics 2021	3-3 Management of Resource Efficiency	See section 'Resource efficiency'.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<p>Measures taken:</p> <ul style="list-style-type: none"> - Volumetrics and palletizing techniques to minimize waste and maximize recyclability. - Packaging of inbound materials is reused for outbound shipments, where possible. <p>For materials used, see also section 'Statistics'.</p>

GRI Standard		Response/ Location/ Omission
Material topic Energy Efficiency and Climate Protection		
GRI 3: Material Topics 2021	3 – 3 Management of Energy Efficiency and Climate Protection	See section 'Energy efficiency and climate protection'.
GRI 302: Energy 2016	302 – 1 Energy consumption within the organization	See section 'Statistics'.
	302 – 3 Energy intensity	See section 'Statistics'. In FY 2022, the total energy intensity ratio for the organization was 8,028 (kJ per 100 USD TO) compared to 7,541 in the previous year, which represents an increase of 6.5%. Relevant types of energy included for the calculation are: electricity, fuel, heating, and steam. The calculation is based on Scope 1 and 2 emissions.
	302 – 4 Reduction of energy consumption	See section 'Statistics'. The energy consumption increased by 22% and by 4% if Luna and Etrele are excluded from the calculation. Landis+Gyr has implemented the learnings gained in the energy audits previously performed in the most important production sites. Examples of measures taken are: automated and adjusted HVAC controls to maximize energy efficiency, switching off or unplugging idle electronic devices when not in use (incl. motion sensors installed), continued replacement of lighting with LEDs, reduction of lighting level, vehicle replacement for more fuel efficient ones, more detailed energy consumption measurement in production processes; oven replaced and settings optimized, resulting in yearly electricity savings of 10,000 kWh; switched to green gas; sectorized energy measurement has been installed with dashboard to optimize processes which resulted in the "Selo Clima Paraná" award in Curitiba; office in Kangas is LEED v4 certified (pursuing LEED gold); "Burn calories not electricity" motivation to use the stairs instead of elevators. The end of the pandemic in most countries resulted in employees coming partly back from their home office regime. This led to an energy consumption of 134,999,039 MJ across all Landis+Gyr's sites.
GRI 305: Emissions 2016	305 – 1 Direct (Scope 1) GHG emissions	See section 'Statistics'. Company targets to reduce CO ₂ e emissions have been set year-over-year since 2007, which was the first year when Landis+Gyr started to calculate its GHG emissions. The company became aware that few onsite electricity generation by diesel generators had not been captured. This has been included in the actual report.
	305 – 2 Energy indirect (Scope 2) GHG emissions	See section 'Statistics'.
	305 – 3 Other indirect (Scope 3) GHG emissions	See section 'Statistics'.
	305 – 4 GHG emissions intensity	See section 'Statistics'. 0.76 kg CO ₂ e per 100 USD turnover or 0.66 kg if considering the actualized emission factors.
	305 – 5 Reduction of GHG emissions	See sections 'Energy efficiency and climate protection' and 'Statistics'. GHG emissions (Scopes 1–2) have increased by +45 % to 12,790 t from 8,800 t in the previous year (if excluding Etrele and Luna the result would be +16% to 10,196 t). If using the new emission factor, the increase for the full group would be +27% compared to the previous year. Landis+Gyr increased the portion of renewable power purchased from 64% in FY 2021 to 70% in FY 2022, however when including Etrele and Luna the percentage of renewable power shrinks to 59%. Additionally, energy saving initiatives continue to be implemented with special focus on the largest Company sites. Landis+Gyr did not use any offsets. For detailed data, see section 'Statistics'.
	305 – 7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See section 'Statistics'. Methane (CH ₄): 1.71 t. No other emissions were generated.
GRI 3: Material Topics 2021	3 – 3 Management of Water and effluents	See section 'Water management'.
GRI 303: Water and Effluents 2018	303 – 1 Interactions with water as a shared resource	See section 'Water management'.
	303 – 2 Management of water discharge-related impacts	See section 'Water management'.
	303 – 5 Water consumption	See section 'Statistics'.
GRI 3: Material Topics 2021	3 – 3 Management of Waste	See section 'Waste management'.

GRI Standard		Response/ Location/ Omission
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	See section 'Waste management'.
	306-2 Management of significant waste-related impacts	See section 'Waste management'.
	306-3 Waste generated	See section 'Statistics'.
	306-4 Waste diverted from disposal	See section 'Statistics'.
	306-5 Waste directed to disposal	See section 'Statistics'.
Supplier assessment (Strategic Responsible Sourcing)		
GRI 3: Material Topics 2021	3-3 Management of Suppliers	See section 'Strategic responsible sourcing'
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	See section 'Strategic responsible sourcing'. 100% of new suppliers were screened for environmental and social impact (scope limited to direct materials, and suppliers with (expected) spend above 10,000 USD).
	308-2 Negative environmental impacts in the supply chain and actions taken	See section 'Strategic responsible sourcing'. The Landis+Gyr 'Supplier Code of Conduct' and 'Green Procurement Requirements' were sent to 250 suppliers. To date, 215 of these suppliers, representing 88% of the Company's spend on direct materials, have signed the Green Procurement Policy. Due diligence is based on risk-based assessment and consequent auditing of the suppliers at risk (based on social and environmental criteria) as described above. This year the company has performed 29 audits. Furthermore, 153 suppliers have been assessed for ESG topics/ impact (these represent more than two-thirds of Landis+Gyr's direct material spend), of these 7% have been scored as red. This group of "red" suppliers has been added to the top of the list of suppliers that need to be audited. Landis+Gyr has not identified any suppliers with significant actual negative environmental or social impacts. The Company collected the 'Conflict Mineral Reporting Templates' (CMRT) of 217 suppliers, out of the 376 suppliers who had been invited to provide the documentation.
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of Occupational health and safety	See section 'Occupational health and safety'.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	See section 'Occupational health and safety'.
	403-2 Hazard identification, risk assessment, and incident investigation	Risk assessments are used as the primary mechanism for the identification and categorization of hazards /risks. Each location must identify specific local hazards – depending on their activities – and are required to undertake site-specific risk assessments. Preventive risk identification and related actions to eliminate hazards and minimize risks are managed through the Integrated Management System (IMS) for Quality, Environment, Occupational Health (QEOHS) and Safety and Business Continuity. Employees, as part of their daily activities, and managers, when carrying out job observations and reviewing preventive maintenance activities, identify potential risks in the workplace. Actions to eliminate hazards and risks are also identified during each location's Annual IMS Management Review and Annual Internal IMS Audit program. An overall IMS Management Review is undertaken at the executive level on an annual basis. Emergency response plans are in place for all sites. The Landis+Gyr process for Managing QEOHS-Critical Activities includes the identification of related improvement activities, designation of local responsible managers, hazard assessments for personal protective equipment and preventive maintenance for equipment, tools, devices, and vehicles. The QEOHS onboarding process is standardized. Initial and recurring QEOHS training is undertaken. The hazards definition used is: Minor (up to one day absence) and Lost Time (more than one day absence).
	403-3 Occupational health services	See section 'Occupational health and safety'.
	403-5 Worker training on occupational health and safety	See section 'Occupational health and safety'.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See section 'Occupational health and safety'.
	403-8 Workers covered by an occupational health and safety management system	See section 'Occupational health and safety'. No workers were excluded.
	403-9 Work-related injuries	See sections 'Statistics' and 'Occupational health and safety'.

GRI Standard		Response/ Location/ Omission
Training and education (Employee Engagement)		
GRI 3: Material Topics 2021	3 – 3 Management of Employee Engagement	See section 'Employee engagement'.
GRI 404: Training and Education 2016	404 – 1 Average hours of training per year per employee	See sections 'Employee engagement' and 'Statistics'.
	404 – 2 Programs for upgrading employee skills and transition assistance programs	<p>See section 'Employee engagement'.</p> <p>Programs to upgrade employee skills</p> <p>The Company provides training to its employees through a variety of different channels, which include compulsory training, skills development as well as supporting individual career growth. For several years, Landis+Gyr has provided its employees unlimited access to LinkedIn Learning. This year, the LinkedIn Learning initiative focused on professional development, leadership skills and technology upskilling. As a result of Landis+Gyr's partnership with Google, the Company launched a Google Cloud platform training program to support employees in improving their technical skills required for the transformational journey. The training program offers unlimited access to on-demand courses and role-based learning paths, from introductory level to expert. Since the start of the program, several hundred employees have already spent thousands of hours strengthening their cloud technology skills and advancing their careers. To further equip the leadership team to manage their teams' success in the Company's ongoing strategic transformation, Landis+Gyr launched a 'Transformational Leadership Program'. The program consisted of three modules which were designed to explore how people-centered leadership is a pivotal component to energize teams, lead and manage change, achieve and sustain competitive advantages, and inspire change through transformational coaching.</p> <p>Transition assistance programs:</p> <p>Transition programs are provided as part of social plans or part of bespoke individual agreements, but always in consideration of local employment conditions.</p>
	404 – 3 Percentage of employees receiving regular performance and career development reviews	See sections 'Employee engagement' and 'Statistics'.
Diversity and equal opportunity & Child Labor (Fair Labor Practices)		
GRI 3: Material Topics 2021	3 – 3 Management of Fair Labor Practice	See section 'Fair labor practices'.
GRI 405: Diversity and Equal Opportunity 2016	405 – 1 Diversity of governance bodies and employees	See sections 'Fair labor practices' and 'Statistics'.
GRI 408: Child Labor 2016	408 – 1 Operations and suppliers at significant risk for incidents of child labor	<p>See section 'Fair labor practices'.</p> <p>Measures taken towards abolition of child labor: Landis+Gyr's 'Code of Business Ethics and Conduct' and its 'Supplier Code of Conduct' have been updated to include strict prohibitions on forced or compulsory labor, as well as child labor. Documents have been distributed to relevant stakeholders. All white-collar employees must complete an annual compliance e-learning module that re-emphasizes the provisions of the 'Code of Business Ethics and Conduct'. Furthermore, suppliers of direct materials are required to comply with the 'Supplier Code of Conduct', and are subject to due diligence screenings and audits, covering several topics including child labor.</p> <p>Supplier Code of Conduct and Green-Procurement-Requirements</p> <p>Child labor risks: 100% of new direct material suppliers were screened against a list of ESG criteria including risk for child labor. Existing Tier 1 suppliers, making up 86% of company spend, as well as critical suppliers in Tier 2, were also screened using the third-party due diligence tool. According to the due diligence process and following review by the compliance and procurement functions, no suppliers in these target groups were considered to have significant risk for instances of child labor or young workers exposed to hazardous work. See also section 'Strategic responsible sourcing'.</p>

GRI Standard		Response/ Location/ Omission
Local communities (Community Engagement)		
GRI 3: Material Topics 2021	3 – 3 Management of Community engagement	See section 'Community engagement'.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<p>Landis+Gyr monitors its environmental and social impacts (mainly employment-related) on all its sites. Assessments are not the same on all sites and reflect specific local requirements. Tools used include:</p> <ul style="list-style-type: none"> - Social impact assessments: Landis+Gyr places strong emphasis on gender diversity and is committed to increase the share of female employees in its total workforce. In addition to gender diversity, the Company manages and closely monitors physical health impacts as part of the Company's OH&S activities. - Environmental impact assessments / monitoring: Besides the monitoring of standard environmental emissions (GHG, Water, Waste) and resource consumption, certain sites also perform assessments on critical parameters in line with ISO 14001 Environmental Management System standard. - Public disclosure of assessment results: Global assessment results are disclosed in the sustainability report. Some sites also publish the result of their local assessments locally. - Local community development programs: In locations like India, Brazil, South Africa, Mexico, Greece and the UK, there is a long-standing tradition of engaging with communities via donations or volunteering initiatives. See section 'Community Engagement' for a summary of community development initiatives undertaken in FY 2022. - Stakeholder engagement plans: Stakeholder engagement is central to the success of Landis+Gyr's Community Engagement efforts. At group level, stakeholder engagement is a crucial element of the materiality assessment, which involves relevant stakeholders from all regions. At local level, the identification and implementation of actions, as well as the set-up of Community Engagement targets is done in coordination and collaboration with both internal and external stakeholders. For example, Landis+Gyr consults with local stakeholders to understand what the most pressing community needs are and who the key local actors are, and designs interventions accordingly. Furthermore, certain sites like India and Brazil have local stakeholder engagement plans. - Broad-based local community consultation committees and processes: Consultation is commonly implemented for workforce-related topics. Certain sites like India or Mexico participate in different local community committees. Furthermore, Landis+Gyr engages regularly with local authorities, especially in locations where the Company has major plants. - Works councils, occupational health and safety committees and other worker representation bodies: OH&S committees are in place in all major sites. Additionally, work councils focusing on different issues are active in most sites. - Local community grievance processes: Some sites have specific grievance processes for local communities, others use the generic grievance process. - At several Landis+Gyr sites, regular or ad hoc support is provided for specific activities that benefit the local community.

GRI Standard		Response/ Location/ Omission
Customer health and safety (Product social impact)		
GRI 3: Material Topics 2021	3 – 3 Management of Product social impact	See section 'Product social impact'.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	See section 'Product social impact'. Every new product development (100%) is designed in line with strict product safety requirements and regulations. Landis+Gyr adheres to safety protocols that exceed regulatory and industry requirements to ensure meters do not pose any health and safety risks. In the event of a failure, our products are designed to fail in a safe manner. Manuals, instructions, and training courses are provided enabling the safe use of our products. Landis+Gyr conducts extensive product testing and secures all required approvals prior to installation. In case of observed potentially safety relevant issues in the field, Landis+Gyr has a robust Quality Crisis Management & Resolution Procedure in place and works with customers to mitigate and remediate any incidents. Furthermore, the Company also considers how new products can support its customers and their customers in managing energy better.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Landis+Gyr has not identified any incidents of non-compliance with regulations and/or voluntary codes.
Customer privacy (Security and Data Privacy)		
GRI 3: Material Topics 2021	3 – 3 Management of Security and Data Privacy	See section 'Security and data privacy'.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	See sections 'Security and data privacy' and 'Statistics'. No breaches or complaints regarding customer privacy were experienced during the reporting period. Number of identified leaks, thefts, or customer data losses: 1. This incident posed no risk or harm to any organization or individual as no sensitive data was compromised. The Landis+Gyr Security Operating Center (SOC) successfully stopped an attack, in which potentially a very limited amount of data could have been stolen. After stopping the attack, the scenario was analyzed in detail and it was concluded that even in case of potential data copy no privacy data, no customer data, and no supplier data were involved in this attack.

Locations

96

Landis+Gyr Worldwide	
EMEA	97
APAC	97
North America	98
South America	98



Landis+Gyr Worldwide

Global Headquarters

Cham (CH) ✓ 🛡️ 🌿 📄 📊 🔍

EMEA

Regional HQ

Cham (CH) ✓ 🛡️ 🌿 📄 📊 🔍

R&D Centers

Cham (CH) ✓ 🛡️ 🌿 📄 📊 🔍

Gauteng (RSA) ✓ 🛡️ 🌿 📄 🔍

Grosuplje (SLO) ✓ 🛡️ 🌿 📄 📊

Izmir (TUR) ✓ 🛡️ 🌿 📄 🔍

Kangas (FIN) ✓ 🛡️ 🌿 📄 📊 ⚙️

Manchester (GBR) ✓ 🛡️ 🌿 📄 📊

Montluçon (FRA) ✓ 🛡️ 🌿 📄 📊 🔍

Northfields (GBR) ✓ 🛡️ 🌿 📄 📊

Nuremberg (GER) ✓ 🛡️ 🌿 📄

Prague (CZE) ✓ 🛡️ 🌿 📄 📊

Manufacturing

Corinth (GRE) ✓ 🛡️ 🌿 📄 📊 🔍

Gauteng (RSA) ✓ 🛡️ 🌿 📄 🔍

Izmir (TUR) ✓ 🛡️ 🌿 📄 📊

Montluçon (FRA) ✓ 🛡️ 🌿 📄 📊

Nuremberg (GER) ✓ 🛡️ 🌿 📄

Preserje (SLO) ✓ 🛡️ 🌿 📄 📊

Sales Offices and Service Centers

Austria ✓ 🛡️ 📄

Belgium ✓ 🛡️ 📄

Czech Republic ✓ 🛡️ 🌿 📄 📊

Denmark ✓ 🛡️ 🌿 📄 📊

Finland ✓ 🛡️ 🌿 📄 📊 📄

France ✓ 🛡️ 🌿 📄 📊

Germany ✓ 🛡️ 🌿 📄

Italy ✓ 🛡️ 📄

Netherlands ✓ 🛡️ 📄

Poland ✓ 🛡️ 📄

Slovakia ✓ 🛡️ 📄

Slovenia ✓ 🛡️ 📄

South Africa ✓ 🛡️ 📄

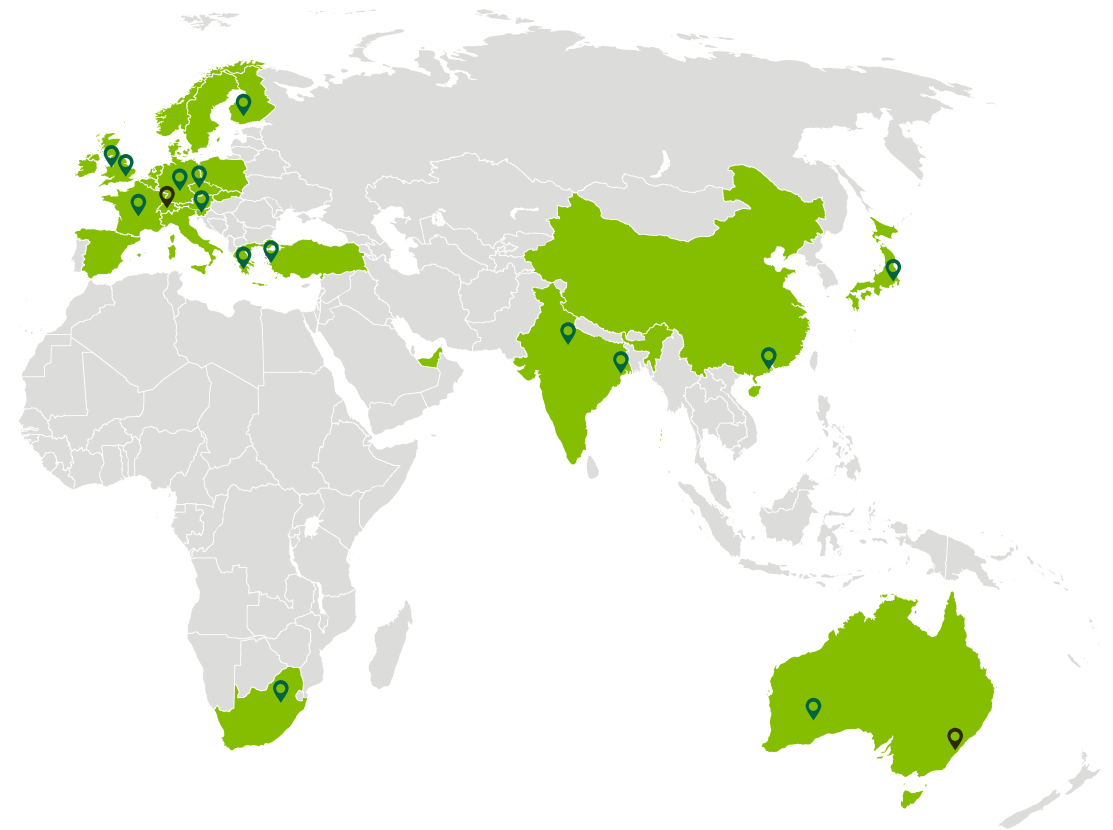
Spain ✓ 🛡️ 📄

Sweden ✓ 🛡️ 🌿 📄 📊

Switzerland ✓ 🛡️ 🌿 📄 📊 🔍

Turkey ✓ 🛡️ 🌿 📄 📊

United Kingdom ✓ 🛡️ 🌿 📄 📊



APAC

Regional HQ

Sydney (AUS) ✓ 🛡️ 🌿 📄

R&D Centers

Noida (IND) ✓ 🛡️ 🌿 📄 📊 1)

Sydney (AUS) ✓ 🛡️ 🌿 📄

Tokyo (JAP) ✓ 🛡️ 🌿 📄

Manufacturing

Joka (IND) ✓ 🛡️ 🌿 📄 📊 1) 🔍

Laverton (AUS) ✓ 🛡️ 🌿 📄

Zhuhai (CHN) ✓ 🛡️ 🌿 📄 2)

Sales Offices and Service Centers

Australia ✓ 🛡️ 🌿 📄

China ✓ 🛡️ 🌿 📄

Hong Kong ✓ 🛡️ 🌿 📄

India ✓ 🛡️ 🌿 📄

Japan ✓ 🛡️ 🌿 📄

New Zealand ✓ 🛡️ 🌿 📄 🔍

Singapore ✓ 🛡️ 🌿 📄

- ✓ ISO 9001 (Quality Management)
- 🛡️ ISO 45001 (Occupational Health and Safety)
- 🌿 ISO 14001 (Environmental Management)
- 📄 ISO 22301 (Business Continuity)
- 📊 ISO 27001 (Information Security)
- 🔍 ISO 17025 (Testing and Calibration Laboratories)
- ⚙️ ISO 20000 (IT Service Management)
- 1) Incl. CMMi Level 3
- 2) Incl. ISO 10012 (Measurement management systems)

Joka site is in the process of closing

■ Regional HQ
■ R&D Centers and Manufacturing

North America

Regional HQ

Alpharetta (USA) ✓ ✓ ✓ ✓ ✓

R&D Centers

Alpharetta (USA) ✓ ✓ ✓ ✓ ✓

Lafayette (USA) ✓ ✓ ✓ ✓ ✓

Pequot Lakes (USA) ✓ ✓ ✓ ✓ ✓

Manufacturing

Reynosa (MEX) ✓ ✓ ✓ ✓ ✓ 1)

Sales Offices and Service Centers

Alpharetta (USA) ✓ ✓ ✓ ✓ ✓

Austin (USA) ✓ ✓ ✓ ✓ ✓

Bethlehem (USA) ✓ ✓ ✓ ✓ ✓

Indianapolis (USA) ✓ ✓ ✓ ✓ ✓

Jacksonville (USA) ✓ ✓ ✓ ✓ ✓

Kirkland (USA) ✓ ✓ ✓ ✓ ✓

Lenexa (USA) ✓ ✓ ✓ ✓ ✓

Orange (USA) ✓ ✓ ✓ ✓ ✓

Overland (USA) ✓ ✓ ✓ ✓ ✓

Phoenix (USA) ✓ ✓ ✓ ✓ ✓

Roseville (USA) ✓ ✓ ✓ ✓ ✓

Waukesha (USA) ✓ ✓ ✓ ✓ ✓

South America

R&D Centers

Curitiba (BRA) ✓ ✓ ✓ ✓ ✓ 2)

Fortaleza (BRA) ✓ ✓ ✓ ✓ ✓ 2)

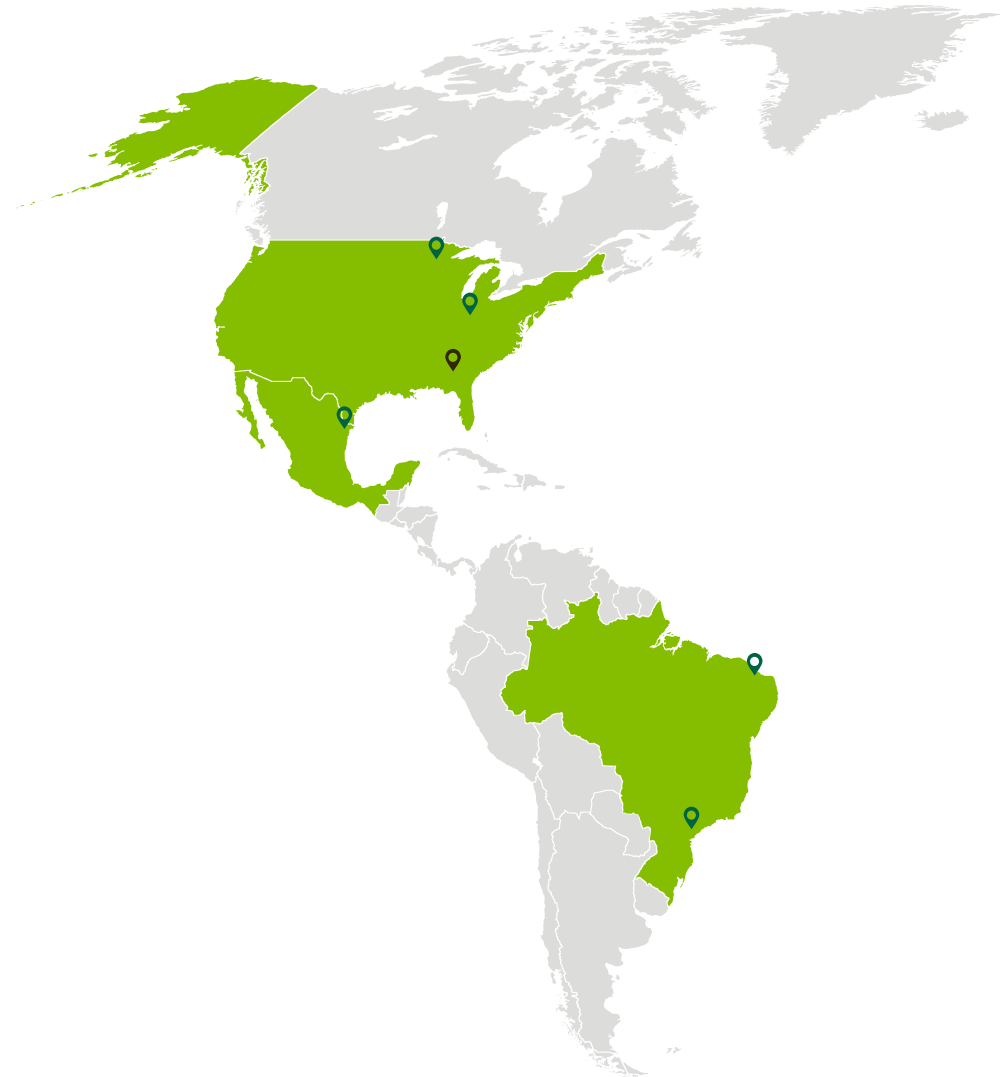
Manufacturing

Curitiba (BRA) ✓ ✓ ✓ ✓ ✓ 2)

Sales Offices and Service Centers

Curitiba (BRA) ✓ ✓ ✓ ✓ ✓ 2)

Duque de Caxias (BRA) ✓ ✓ ✓ ✓ ✓ 2)



- ✓ ISO 9001 (Quality Management)
- ✓ ISO 45001 (Occupational Health and Safety)
- ✓ ISO 14001 (Environmental Management)
- ✓ ISO 22301 (Business Continuity)
- ✓ ISO 27001 (Information Security)
- ✓ ISO 17025 (Testing and Calibration Laboratories)
- ✓ ISO 20000 (IT Service Management)
- 1) Incl. CMMi Level 3
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■ Regional HQ
■ R&D Centers and Manufacturing

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Publication Date: May 26, 2023

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