

A full-page background image showing a sunset over the ocean. The sun is a bright, glowing orb on the horizon, casting a long, shimmering reflection across the water and onto the sandy beach in the foreground. Waves with white foam are breaking onto the shore. The sky transitions from a deep blue at the top to a warm orange and yellow near the horizon.

ESG

Disclosure & Transparency

“Creating & Assessing”

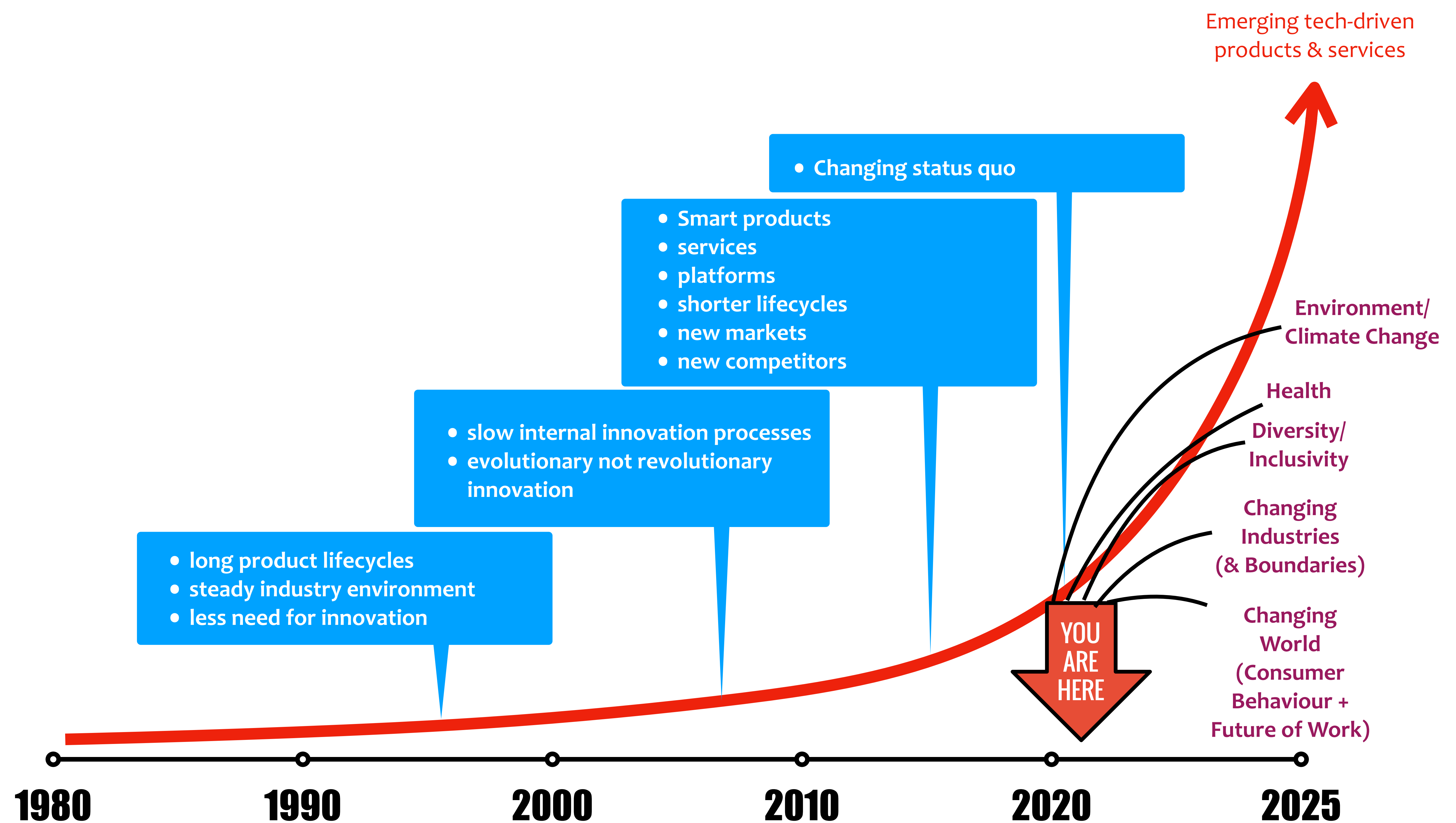
Innovatie en duurzaamheid bovenaan
de agenda van finance

**Innovation and sustainability at the top of
the finance agenda**



Erik van den Enden
CFO Telenet (Belgium)

June 15, 2021



DISRUPTED IN A DIGITAL AGE



mapquest



NOKIA

JCPenney

BlackBerry

xerox



Tie Rack

LONDON

★ macy's



COMPAQ

YAHOO!

Sears



HITACHI
TOWER
RECORDS • VIDEO • BOOKS



BORDERS

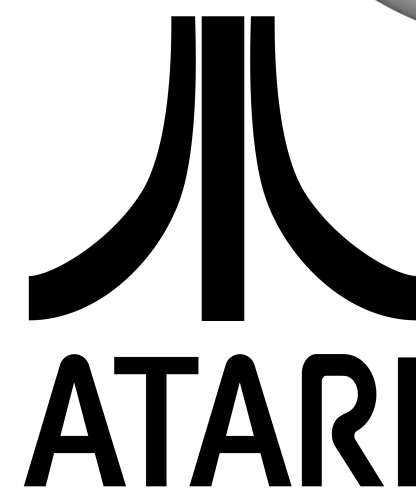


Polaroid



RadioShack

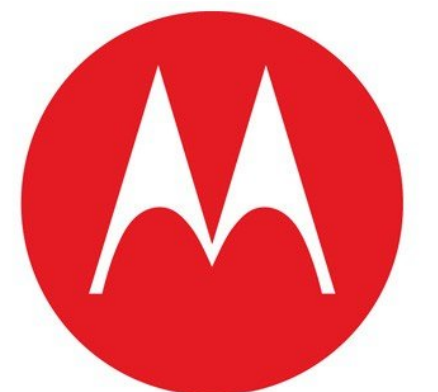
HUMMER



Clinton
CARDS

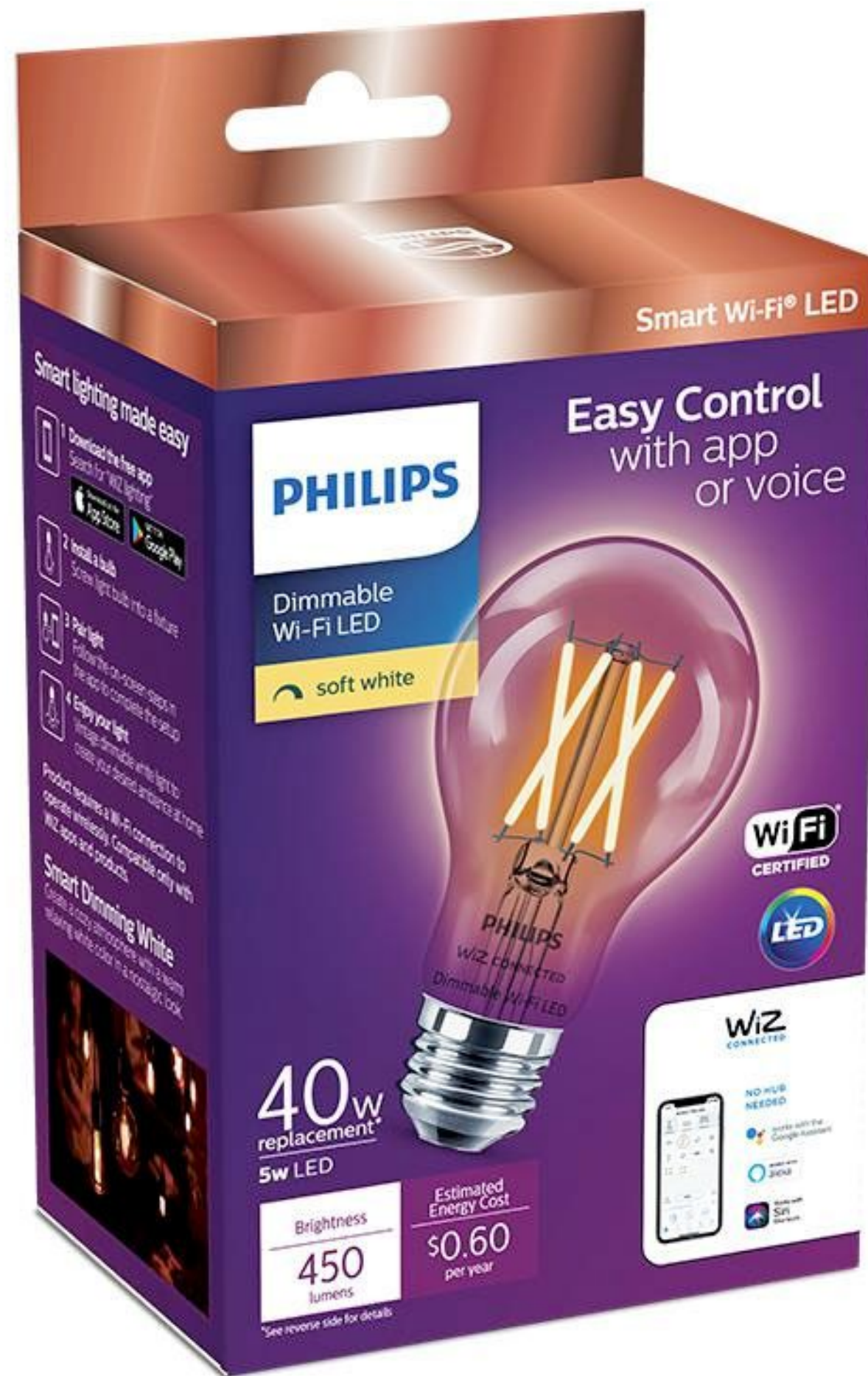
TOYS R US

Aol.



MOTOROLA
Abercrombie
& Fitch

From “Product” to “Services” to “Experience”

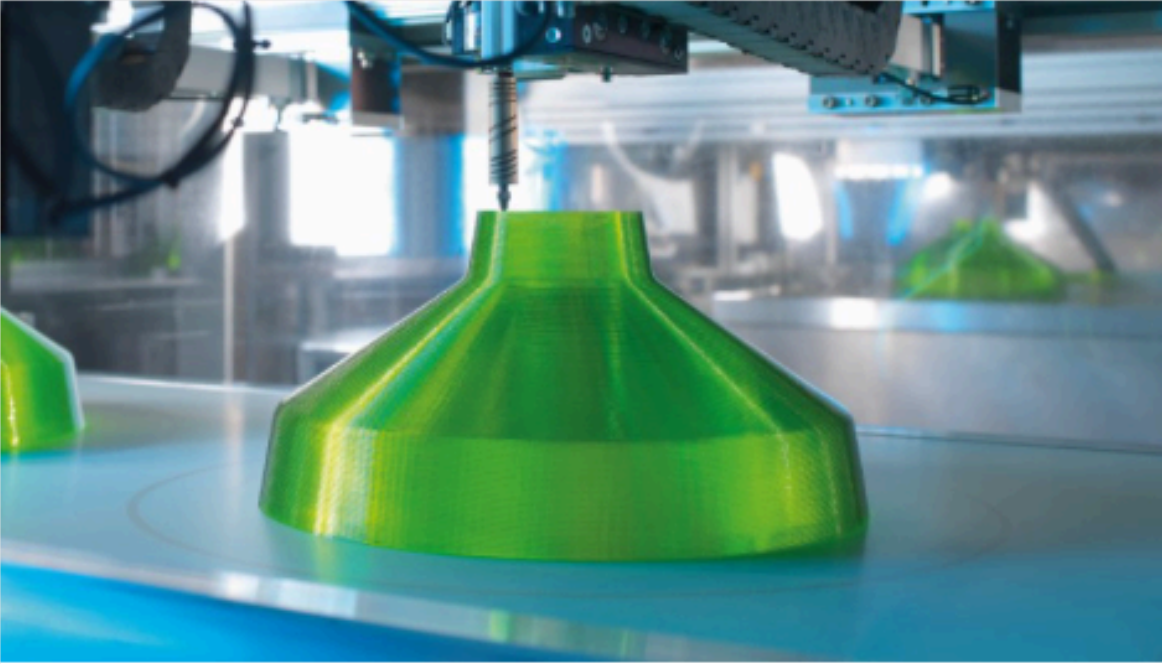


For 2025 we will double our positive impact on the environment and society with the following goals:



Double the pace of the Paris Agreement

At the end of Q1 2021, our carbon reduction over the value chain was **18 MT**.



Double our circular revenues to 32%

19% of our revenues comes from circular products, systems and services at the end Q1 2021.



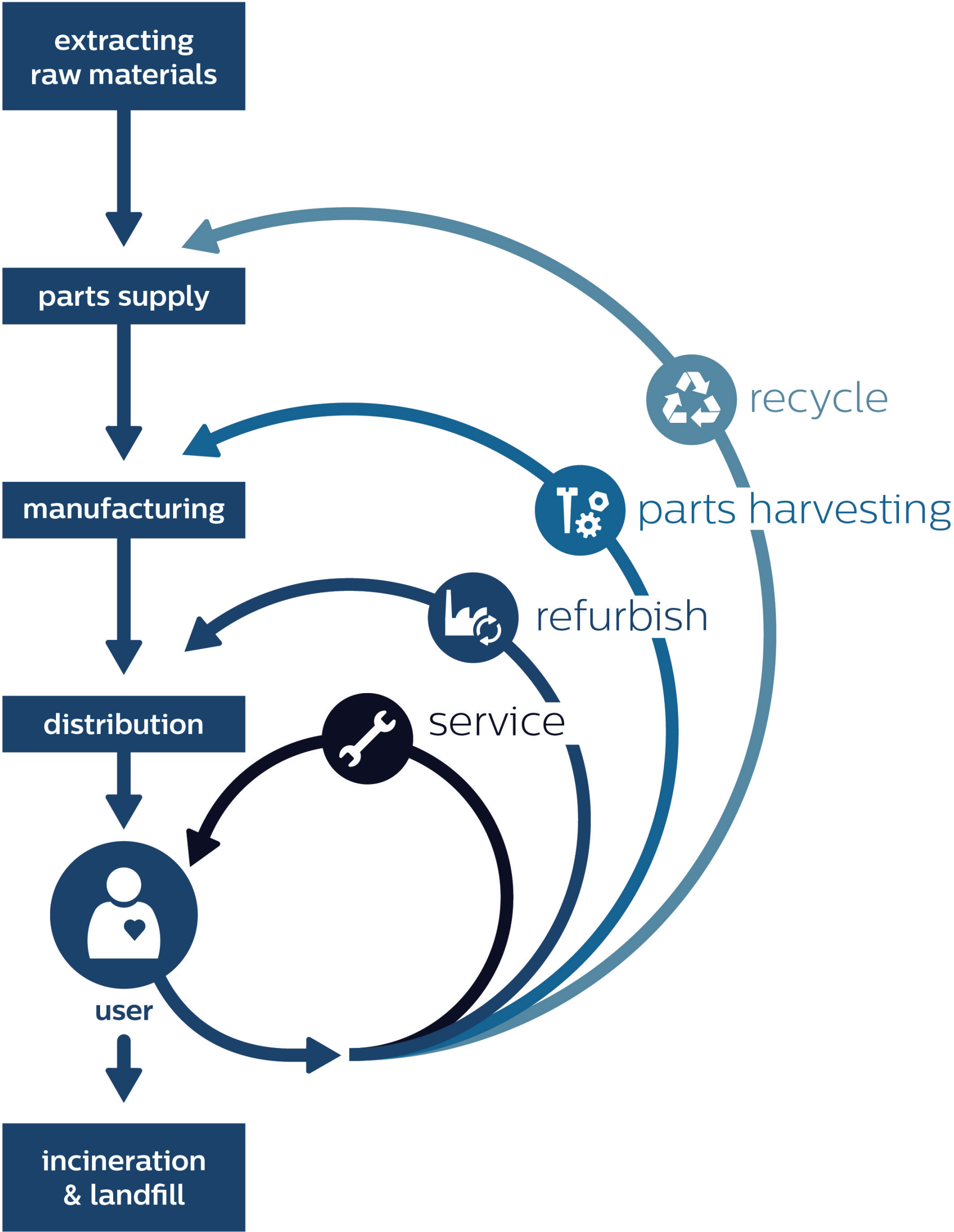
Double our revenues for brighter lives which benefit society to 32%

At the end of Q1 2021, **23%** of our revenues comes from lighting innovations that increase food availability, safety & security, or health & wellbeing.



Double our percentage of women in leadership to 34%

24% of leadership positions are filled by women. This result contributes to creating a great place to work.



March 20, 2020

Valuing ESG: Doing Good or Sounding Good?

Aswath Damodaran

MAKING SENSE OF A CHAOTIC ESG REPORTING LANDSCAPE

Authors: Francesco Curto, Michael Lewis

















































IN A NUTSHELL

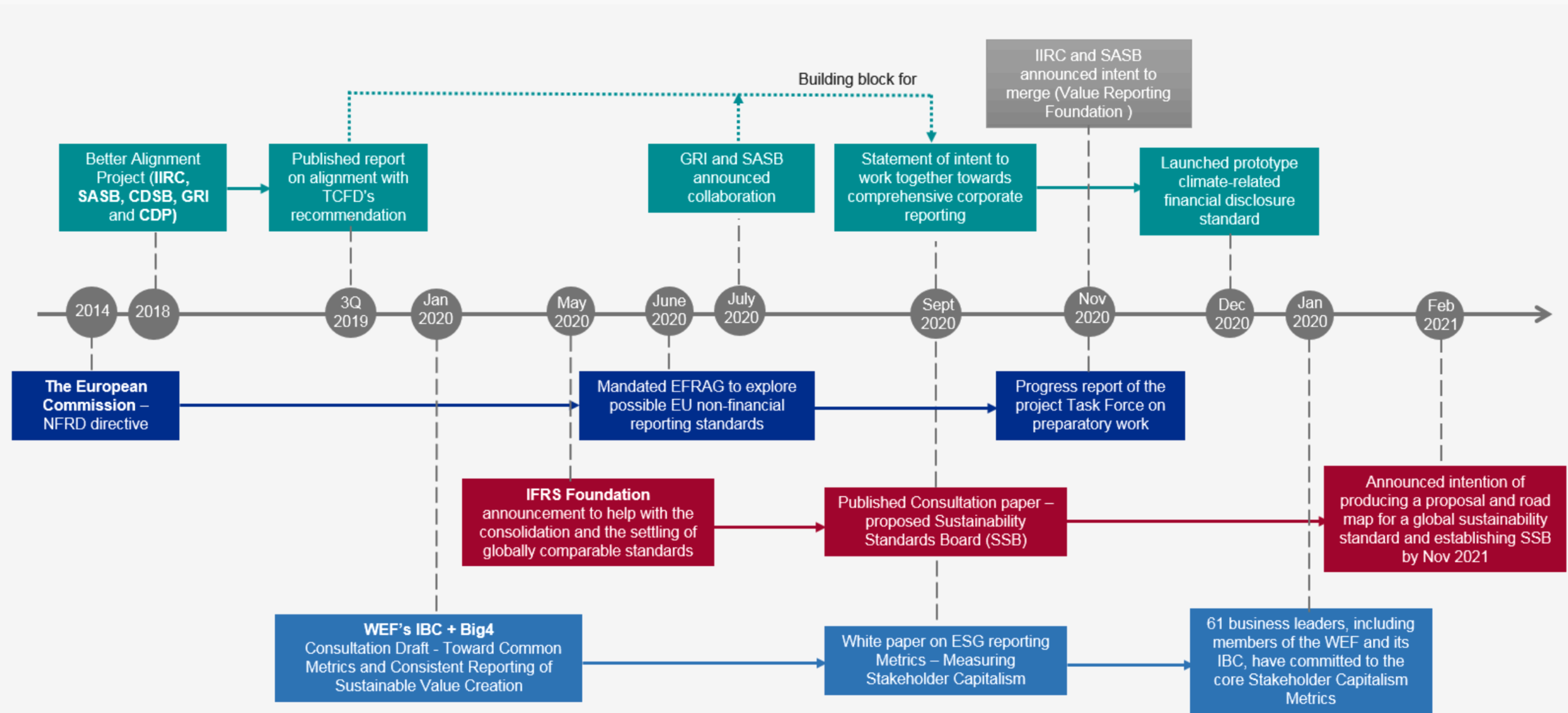
- _ Traditional approach to corporate reporting and the drive towards sheer profit maximisation has led to environmental damage, human rights abuses and greater inequalities
- _ Antiquated reporting frameworks are therefore no longer fit-for-purpose since, today, investors around the world are demanding increasing disclosure about how their capital is used and the impact their capital is having on the world
- _ We examine key ESG alignment and reporting initiatives around the world and the global trend towards mandatory climate-related reporting

Summary

Corporate reporting needs updating. What exists today satisfies an old notion that the sole responsibility of companies is to increase profits, as expressed in Milton Friedman's famous 1970 op-ed in the New York Times¹. We see now that this traditional approach to corporate reporting and the drive towards sheer profit maximisation has led to environmental damage, human rights abuses and greater inequalities. Antiquated reporting frameworks are therefore no longer fit-for-purpose since, today, investors around the world are demanding increasing disclosure about how their capital is used and the impact their capital is having on the world. In spite of these demands, investors face significant challenges in using and delivering appropriate data to clients.

What exists can be best described as reporting overload with an array of frameworks. However, change is afoot since the past year has seen some progress towards a convergence in sustainability reporting, including:

Organisation	Date introduced	Type of Guidance	Objectives	Coverage	Materiality concept	Technology	Assurance	Ongoing Projects
The Sustainability Accounting Standards Board (SASB)	2011	Standard	Facilitate the disclosure of sustainability information that is financially material	   		Developed XML taxonomy SASB XBRL taxonomy under development	Recommended	Public Consultation on Human Capital and Tailings Management
Global Reporting Initiative (GRI)	1997	Hybrid	Create a common language for organizations to report on their sustainability impacts	    		3rd party certified software	Recommended	Review of Universal standards, Sector Program
The International Integrated Reporting Council (IIRC)	2013	Principles-based framework	Explain to providers of financial capital how an organization creates value over time	    		Launched initiative to assist in the global adoption of <IR>	Recommended	Revised <IR> Framework
The Carbon Disclosure Project (CDP)	2002	Standard	Disclosure of risks and opportunities on climate change, water security and deforestation		 	Developed a XBRL taxonomy based on the CDP questionnaire	Recommended	
The Climate Disclosure Standards Board (CDSB)	2015	Hybrid	Setting out an approach to reporting environmental information in mainstream reports		 	Developed a XBRL taxonomy based on the CDSB Climate Change Reporting Framework	Recommended	Consultation on guidance for water-related disclosures
Task Force on Climate-related Financial Disclosures (TCFD)	2017	Hybrid	A framework for financial implications of climate related aspects of an organization's business		 		Not required, depends on adopting states	Consultation on forward-looking climate-related metrics for financial institutions
United Nations Global Compact (UNGC)	2000	Principles-based framework	To implement universal sustainability principles in the areas of human rights, labour, environment, and anti-corruption	    			Voluntary	
UN Sustainable Development Goals (UNSDG)	2015	Principles-based framework	A universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.	 			Under discussion	
EU Commission- NFRD (Non-financial reporting disclosure)	2014	Principles-based framework	To helps stakeholders to evaluate the non-financial performance of large companies	    		Revised NFRD expected to have a taxonomy (tags)	Depends on member states	Revision of NFRD, Task force on possible EU non-financial reporting standards
Sustainable Finance Disclosure Regulation (SFDR)	2020	Standard	To define a harmonised ESG framework for European financial services firms. Transparency obligations at product and entity level.	    				
<div>  Requires reporting of environmental issues  Requires reporting of social issues  Requires reporting of governance issues  Requires limited governance related disclosures (e.g., CDP, CDSB and TCFD - only climate related, UNGC - anti-corruption related) </div> <div>  Financial material issues / organisation or investor centric  Focus is on environmental and social impacts </div>								





The rating organizations differ not only in how to measure the various ESG criteria, but also with respect to what criteria are deemed worthy of measurement. In some cases, the criteria are so numerous that it is difficult to separate those that are germane from those that are not...

BEYOND THE BALANCE SHEET

Enhancing Disclosure, Transparency & Communication

EXPLORE ▼

LEARN ▼

CREATE ▼

ASSESS ▼

CONNECT WITH US

START YOUR JOURNEY

Sustainability

Sustainability

Overview Vision & progress Sustainable lighting Sustainable operations Product compliance

100%

carbon neutral today

8

of our n
from susta
systems
Commitn

- Brighter Lives, Better World 2025
- Brighter Lives, Better World
- Sustainability progress
- Annual report
- How we create value
- Sustainable Development Goals
- External Recognition
- Great place to work

- Sustainable lighting
- Climate action lighting
- Circular economy
- Circular lighting
- Social impact
- Plastic free packaging
- Solar Lighting

1%

- Sustainable operations
- Double the pace of Paris
- Carbon offsetting
- Zero waste to landfill
- Sustainable supply chain

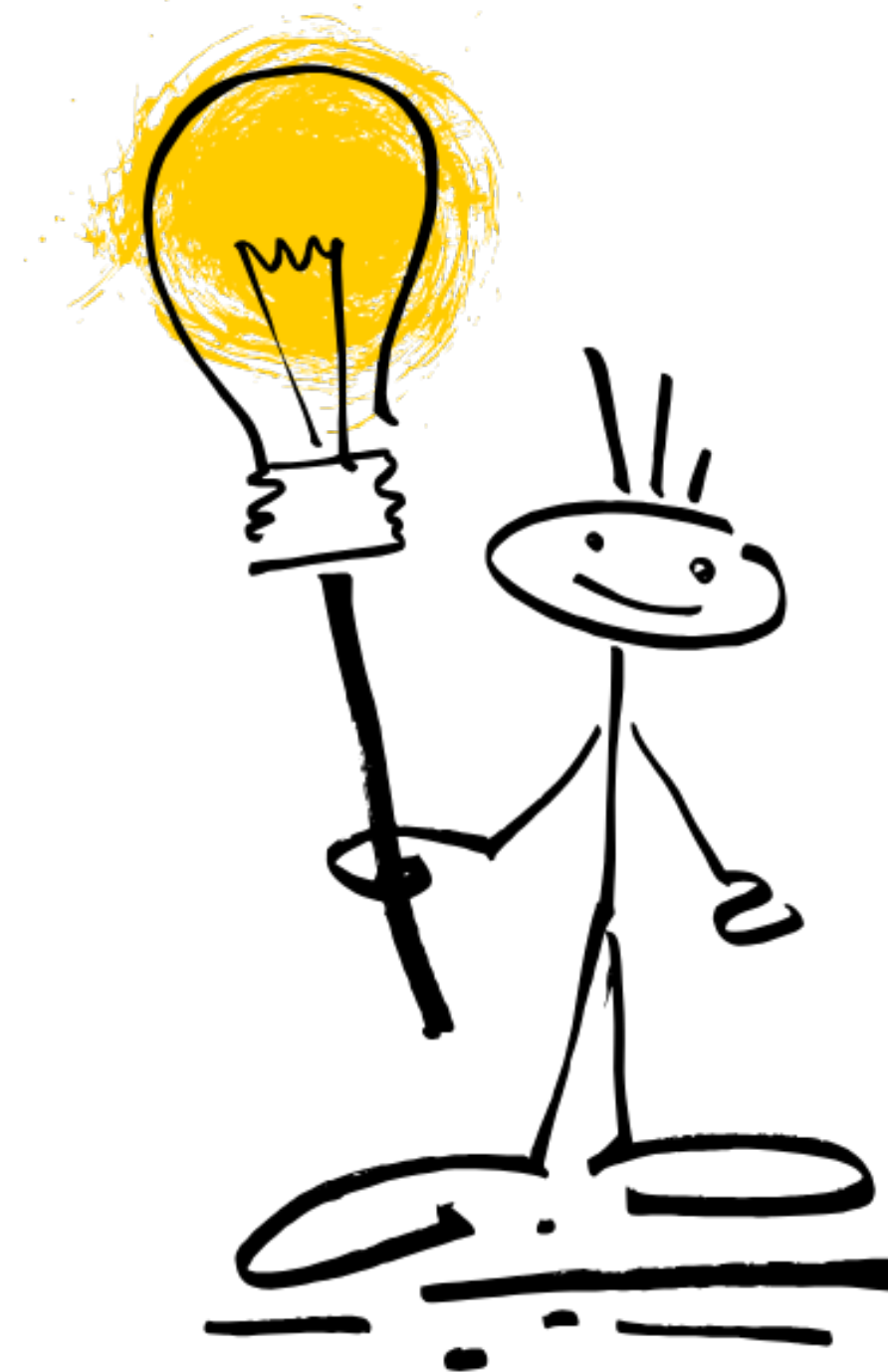
- Substance management
- REACH
- Collection and recycling
- Packaging

recy
manufacturing waste

how will they
interact with it?

who will interact
with it?

how can we make thier
interaction more enjoyable?



Rules & Regulations
Country
Industry
Stakeholders



ESG Information



Climate change

- › Carbon emissions
- › Product carbon footprint



Pollution & waste

- › Toxic emissions & waste
- › Packaging material & waste



Environment opportunities

- › Clean tech
- › Green building



Human capital

- › Labor management
- › Health & safety



Stakeholder opposition

- › Controversial sourcing
- › Community relations



Social opportunities

- › Access to communication
- › Access to finance



Corporate governance

- › Board
- › Pay



Corporate behavior

- › Business ethics
- › Tax transparency

These are universal key issues applicable to all industries.

Summary of 2020 audit findings before suppliers have taken corrective actions, supplier compliance rate per category of SSD including top-10 non-conformances coverage of the Supplier Sustainability Declaration

Labor	Health & Safety	Environment	Ethics	General
Freely chosen employment 60-80%	Occupational safety 60-80%	Environmental permits and reporting 60-80%	Business integrity 80-100%	RBA code 80-100%
Child labor prohibition/ Young worker management 80-100%	Emergency preparedness 40-60%	Pollution prevention and resource reduction 80-100%	No improper advantage 80-100%	
Working hours 40-60%	Occupational injury and illness 80-100%	Hazardous substances 60-80%	Disclosure of information 80-100%	
Wages and benefits 60-80%	Industrial hygiene 60-80%	Solid waste 80-100%	Protection of intellectual property 80-100%	
Human treatment 80-100%	Physically demanding work 80-100%	Air emissions 80-100%	Fair business, advertising and competition 80-100%	
Non-discrimination 80-100%	Machine safeguarding 80-100%	Product content restrictions 80-100%	Protection of identity 80-100%	
Freedom of association 80-100%	Food sanitation and housing 80-100%	Water management 80-100%	Responsible sourcing of minerals 80-100%	
	Health and Safety information communication 80-100%	Energy consumption and greenhouse gas emission 40-60%	Privacy 80-100%	
			Non-retaliation 80-100%	

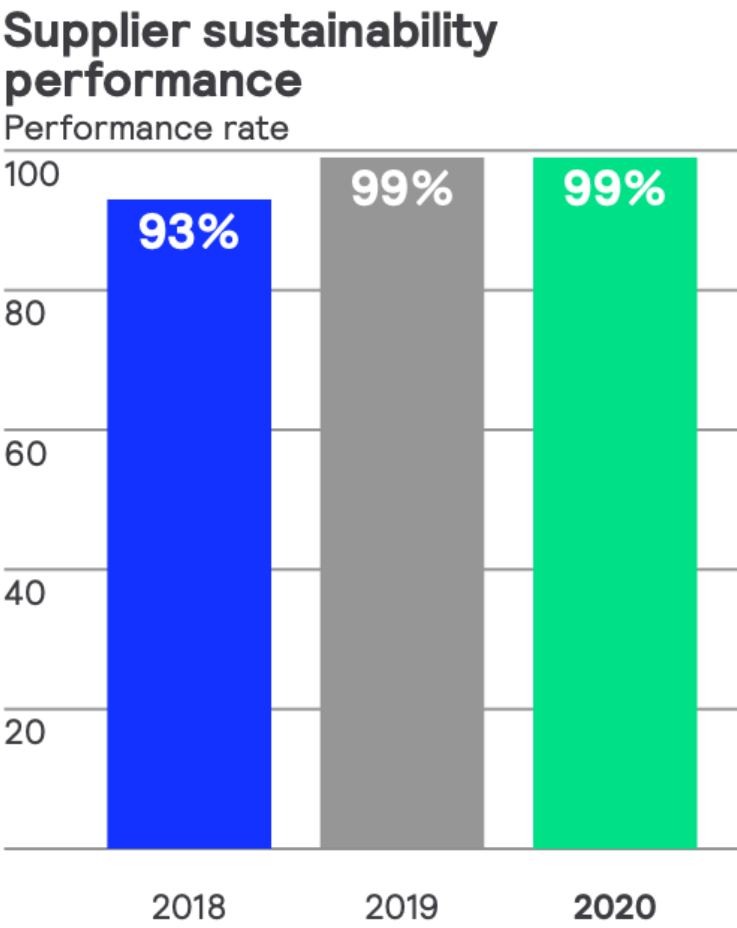
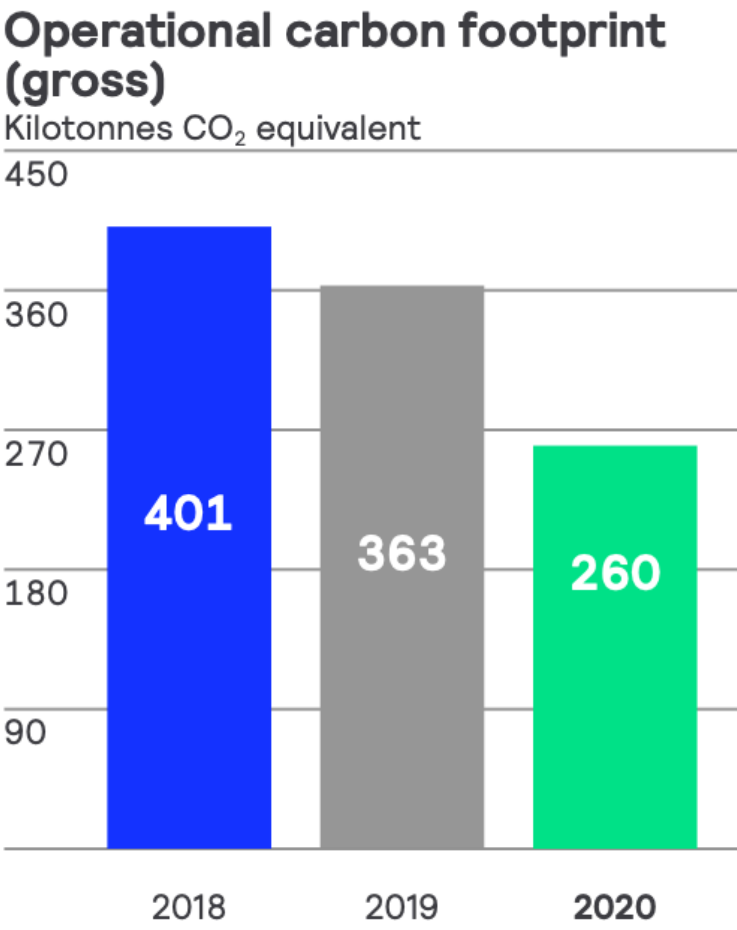
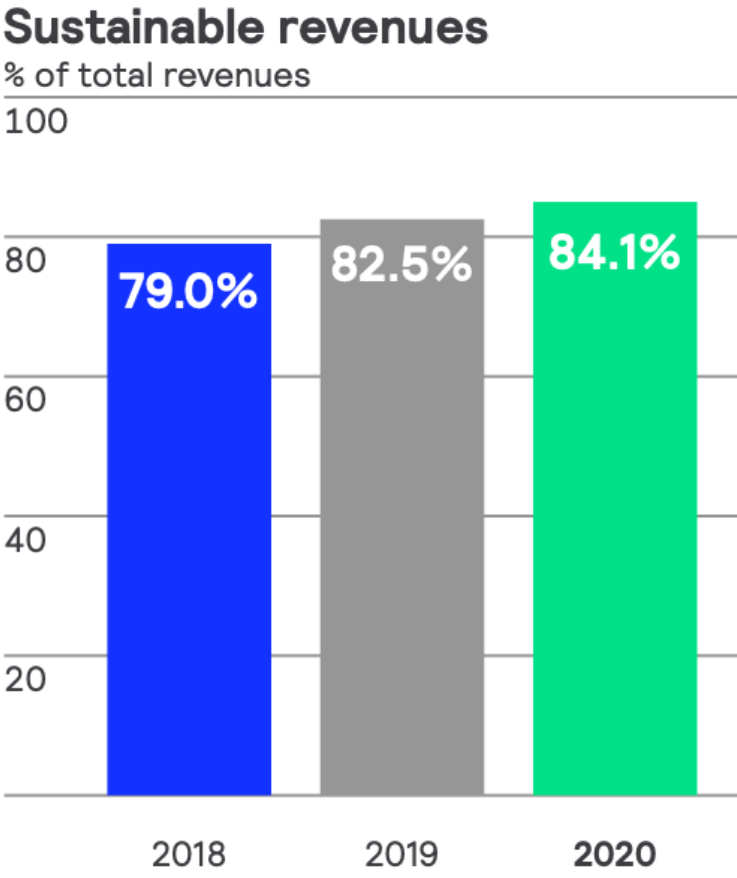
I.2 Sustainability performance

Brighter Lives highlights

	2019	2020
Employees (full-time equivalent)	32,005	37,926
Employee Net Promoter Score	18	25
Women in leadership	17%	23%
Safety at work (TRC rate)	0.32	0.22
Supplier sustainability performance	99%	99%

Better World highlights

	2019	2020
Sustainable revenues	82.5%	84.1%
Carbon footprint (gross, kilotonnes)	363	260
Carbon footprint (net, kilotonnes)	64	0
Renewable electricity	94%	100%
Zero waste to landfill factories	71%	100%





2

Approach - Story

16 Sustainability statements

16.1 Approach to sustainability reporting

Our sustainability program Brighter Lives, Better World is not a standalone program. It is embedded in our purpose and integral to our strategy and the way we do business. And we believe we have an important role to play in helping achieve the United Nations Sustainable Development Goals (SDGs). They have been our strategic compass in creating our Brighter Lives, Better World program and commitments. We report our contribution to six SDGs: 3 – Good health and wellbeing; 7 – Affordable and clean energy; 8 – Decent work and economic growth; 11 – Sustainable cities and communities; 12 – Responsible consumption and production; and 13 – Climate action. Through our activities, we contribute to the achievement of these SDGs.







We create value along the financial, environmental and social dimensions and we have made our approach towards long-term value creation transparent by preparing this Annual Report with key elements of the International Integrated Reporting Council's (IIRC) Integrated Reporting framework and reporting in accordance with the GRI Sustainability Reporting Standards.

At the core of our reporting approach is the value creation model. This model shows how our business activities depend on various financial, environmental, and social resources that are converted to outputs. Our activities and their outputs lead to outcomes in terms of the impact made on our stakeholders and society at large. Since 2017, Signify communicates its impacts in monetary terms, enabling more effective and efficient decision making and giving a holistic view on our most prominent risks and opportunities. It also provides further transparency to our stakeholders on company performance. By publishing the results of our analysis and being transparent on the methodology, we strive to contribute to developing a global standard for impact analysis.

Our external auditor Ernst & Young Accountants LLP (EY) has provided reasonable (highest level) assurance on our sustainability performance and sustainability statements in this Integrated Annual Report. To read the combined assurance statement, please refer to chapter 17, Combined independent auditor's report, of this Annual Report.

Ongoing stakeholder engagement activities (non-exhaustive)

Stakeholder group	Stakeholder engagement processes	Exemplary topics discussed
Customers	Business development, lean value chain projects, consumer panels, Net Promoter Scores, social media, customer surveys, key account management, sustainability exchanges with customers	(Sustainable) revenues- and innovation Satisfaction rates ESG-performance
Employees	Regular meetings, quarterly team surveys, bi-annual employee development process, quarterly update webinars	Strategic alignment sessions Training & Development Engagement
Investors and analysts	Virtual roadshows, (ESG) investor conferences, investor webcasts, investor relations website, investors' perception study	Strategic alignment sessions ESG-performance
Suppliers	Supplier development and quality activities including topical training sessions, industry working groups such as EPRM and RBA, and the commodity management, supplier quality and procurement engineering functions	Sustainability performance Peer-learning
Governments, municipalities	Annual innovation experience, research projects, policy and legislative developments, business development	Sustainable cities Energy efficiency Sustainable innovation
Civil society organizations	Partnerships with NGOs, cross-sector (multi-stakeholder), projects, supplier sustainability stakeholder day, our social investment program, the Signify Foundation	Social impact of light Sustainable operations Sustainable revenues

	Priority SDG	Material topic	Sub-topic included	Our contribution	Boundary
Brighter Lives	<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	Human capital development	<ul style="list-style-type: none">Employee engagementDiversity and inclusionTalent management	16.3.1 Human capital development	<ul style="list-style-type: none">Own operationsOwn operationsOwn operations
		Human rights	<ul style="list-style-type: none">Human rights in our operationsLiving wagesSocial responsibility in our supply chainResponsible mineral sourcing	16.3.2 Human rights	<ul style="list-style-type: none">Own operationsOwn operations / Supply chainSupply chainSupply chain
		Safety at work	<ul style="list-style-type: none">Occupational Health & Safety	16.3.3 Safety at work	<ul style="list-style-type: none">Own operations
		Business Ethics	<ul style="list-style-type: none">Acting with integrityProduct qualityShare-performance & pay-out policy <ul style="list-style-type: none">Responsible procurement practicesResponsible tax policyBig data and customer privacy	16.3.4 Acting with integrity 16.3.4 Acting with integrity 11.6 Share performance 11.4 Capital allocation 16.3.2 Human rights 16.3.4 Acting with integrity 16.3.4 Acting with integrity	<ul style="list-style-type: none">Own operationsUse phaseOwn operations <ul style="list-style-type: none">Own operationsOwn operationsUse phase
Better World	<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div> <div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div>	Social impact of light	<ul style="list-style-type: none">Human-centric lightingFood availability and qualityAccess to light	16.3.5 Social impact of light	<ul style="list-style-type: none">Use phaseUse phaseUse phase
	<div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div><div></div></div>	Energy efficiency	<ul style="list-style-type: none">Energy efficiency of our products, systems and services	16.4.1 Energy efficiency of our products, systems and services	<ul style="list-style-type: none">Use phase
	<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	Circular economy	<ul style="list-style-type: none">Circular economy portfolioWeight & materialsWaste management	16.4.3 Circular economy	<ul style="list-style-type: none">Use phaseOwn operations / Use phaseOwn operations
	Responsible packaging	<ul style="list-style-type: none">Responsible packaging	16.4.4 Responsible packaging	<ul style="list-style-type: none">Use phase	
	Hazardous substances	<ul style="list-style-type: none">Products substancesRegulated substances in production processes	16.4.5 Hazardous substances	<ul style="list-style-type: none">Use phaseOwn operations	
	Water usage	<ul style="list-style-type: none">Water usage	16.4.6 Water usage	<ul style="list-style-type: none">Own operations	
	<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	Carbon footprint	<ul style="list-style-type: none">Operational carbon footprintCarbon footprint of our supply chain	16.4.2 Carbon footprint and energy	<ul style="list-style-type: none">Own operationsSupply chain
	Biodiversity	<ul style="list-style-type: none">Biodiversity	16.4.7 Biodiversity	<ul style="list-style-type: none">Own operations	



Integrate - Commitment to ESG

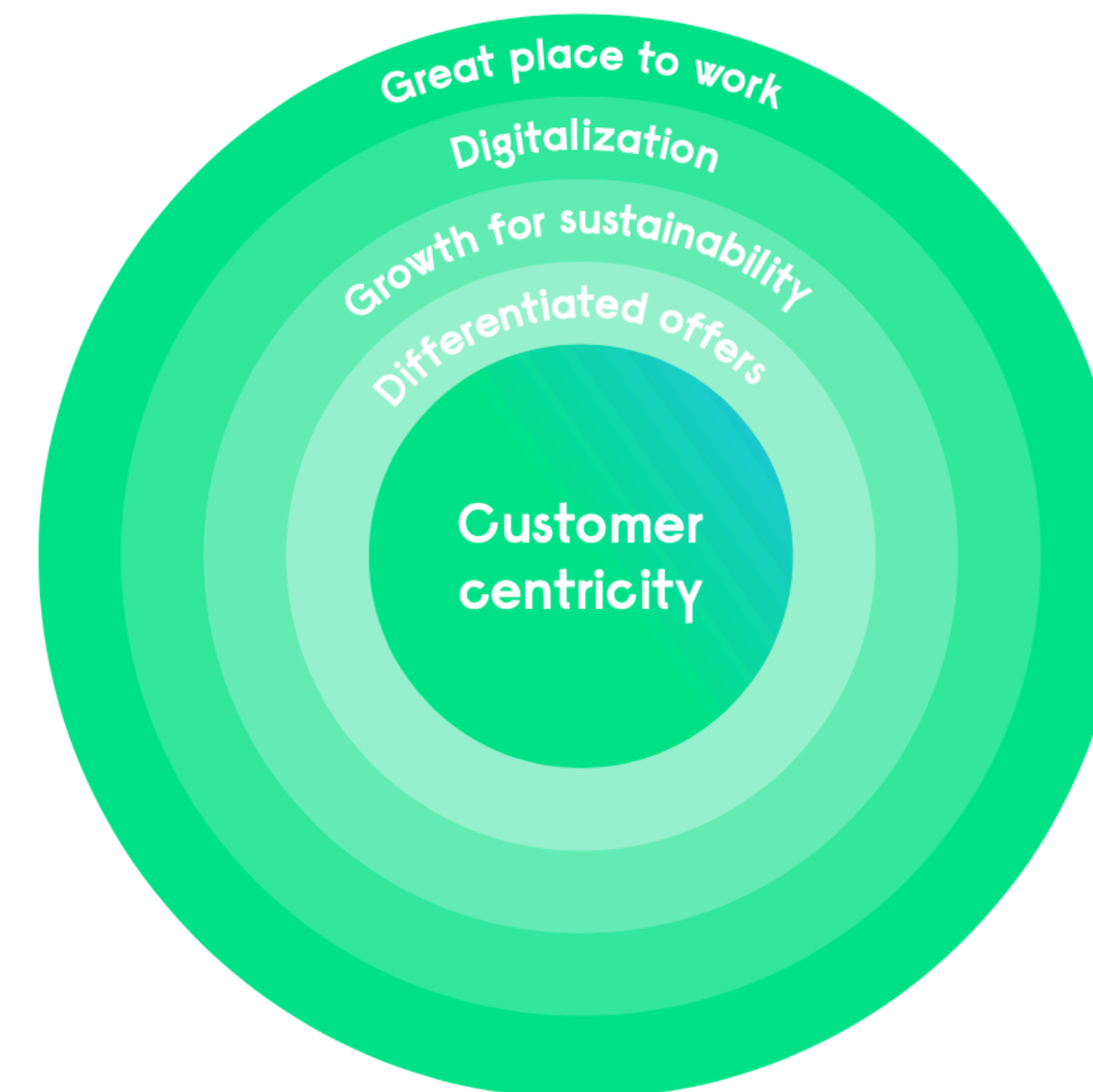
3 Creating value

3.1 Our strategic focus

Signify, headquartered in Eindhoven, the Netherlands, is the world market leader with recognized expertise in the development, manufacture and sale of innovative, energy-efficient lighting systems and services. We have pioneered many key breakthroughs in lighting over the past 129 years and have been a driving force behind several leading technological innovations. We employ around 38,000 people in 74 countries.

Over the past few years, Signify further strengthened its leadership position as the lighting industry transitioned from conventional to LED and to connected lighting. In 2020, Signify adapted its strategy and named it the 5 Frontiers strategy. It addresses the challenges and seizes upon the opportunities from major global shifts that are impacting the lighting market. Indeed, the world and our industry are changing fast with new competition, changing geopolitical relationships, and advances in digitalization.

Our new 5 Frontiers strategy reinforces our ambition to remain the industry leader and deals with the following equation: increasing our customers and people satisfaction, becoming more digital and developing a growth profile while positively impacting the environment and society.



Our 5 Frontiers

1. Build a customer centric organization

2. Deliver differentiated lighting offers

3. Drive growth for sustainability



4. Digitalize and transform for the future

5. Be a great place to work

Description

We are building a customer-focused organization, streamlining processes enabled by our new operating model.

We are developing tiered offerings with multiple distinctive brands to cater to different customer segments.

We are driving 5 new sustainable growth areas to help address the world's greatest challenges: (1) climate action, (2) building a more circular economy, (3) food availability, (4) safety & security, and (5) health & wellbeing. Key to driving these areas will be increasing connectivity and data analytics.

We are creating a digital front and back-end, embedding artificial intelligence (AI) in products and systems and boosting our digital competencies.

We are further investing in our people, creating a diverse and inclusive workplace, and reskill to boost our digital and commercial competencies.

Proof points

- Customer NPS improved by 9 points to 41
- Implemented a new operating model focused on greater customer-centricity
- B-Brand, and Private Labels sales increased by over 20%
- 4.4% of sales invested in R&D
- Installed light points using our connected lighting products increased by 38% to 77 million connected light points
- Growth Platforms revenue (Agriculture, Solar, UV-C, 3D Printing) increased 15% in 2020
- Direct online sales (MyLighting and MeetHue) at 15% of revenues
- Employee NPS improved by 7 points to 25
- We will double our % of women in leadership to 34% in 2025

3.2 Brighter Lives, Better World

Our world is facing the combined challenges of climate change, resource scarcity, demographic transformation and increasing urbanization. As a purpose-driven organization, we understand the importance of taking urgent action to address these challenges.

In 2016, we launched our Brighter Lives, Better World program to bring our purpose to life and lead the way to a more sustainable future. We have successfully achieved all the ambitious commitments set by our program, including becoming carbon neutral in our operations and shifting to 100% renewable electricity in September 2020. By the end of 2020, Signify had over-performed on most of its other commitments: 84.1% Sustainable revenues (target 80%); 2.923 billion LED lamps and luminaires delivered since 2015 (target >2 billion); zero waste to landfill for our manufacturing sites (with 91% of our manufacturing waste recycled); a safe and

healthy workplace with a TRC of 0.22 (target <0.35), and a sustainable supply chain with a 99% performance rate (target 90%). Furthermore, we lit the lives of 6 million people with lighting technology and supported 9,266 entrepreneurs with technical and business skills development (cumulative from 2017). All of these achievements contribute to the six United Nations’ Sustainable Development Goals (SDGs) where we can make the biggest impact.

In September 2020, we launched our new Brighter Lives, Better World 2025 program, with the SDGs as our strategic compass. This program sets even more ambitious commitments. We will double our positive impact on society and the environment. We take a value chain perspective and we increase our focus on the positive impact of light. Already carbon neutral in our operations, we will extend our efforts to enable others to accelerate climate action.

Our 2020 achievements	Our contribution	Our 2025 commitments
100% carbon neutral in our operations (target net 0 kt CO ₂)	<div><div>13CLIMATE ACTION</div><div></div></div> We drive climate action through our commitment of carbon neutral operations and also reduce the carbon footprint of our products and suppliers	Double the pace of the Paris Agreement over our value chain Carbon neutral operations and 100% renewable electricity
84.1% Sustainable revenues (target 80%) 2.923 billion LED lamps & luminaires delivered (target >2 billion) 100% renewable electricity	<div><div>7AFFORDABLE AND CLEAN ENERGY</div><div></div></div> We deliver cleaner solutions through energy-efficient and solar lighting and are committed to 100% renewable electricity in our operations	Double the pace of the Paris Agreement over our value chain Increase Climate action revenues from 58% to 72%
Zero waste sent to landfill (target 100% manufacturing sites sending zero waste to landfill)	<div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div> We are transitioning to a circular economy through circular products, systems and services, zero waste to landfill at our manufacturing sites and more sustainable packaging	Double our Circular revenues Zero waste to landfill
84.1% Sustainable revenues (target 80%)	<div><div>3GOOD HEALTH AND WELL-BEING</div><div></div></div> We increase food availability and quality through horticulture and animal lighting and increase health and wellbeing through human-centric and UV-C lighting	Double our Brighter lives revenues
84.1% Sustainable revenues (target 80%) 6 million lives lit (target 5 million)	<div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div> We enable smart cities, increase the safety & security of roads and urban areas, enable safe & sustainable workplaces in offices and industry, and light lives in off-grid areas	Double our Brighter lives revenues 10 million lives lit through the Signify Foundation
TRC rate of 0.22 (target <0.35) Supplier sustainability performance rate of 99% (target 90%) 9,266 people trained (target 10,000)	<div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div></div></div> We foster decent work and economic growth by improving the safety & wellbeing of employees and suppliers and training lighting entrepreneurs	Double the % women in leadership Supplier sustainability performance rate of 95% Safe & healthy workplace with a TRC <0.30



4

Narrative & Data

The current valuation landscape is divided into two categories of people

Narratives people

believe that valuation and investing is really about great stories and that it is impossible to try to estimate numbers, when you face uncertainty.

Numbers people

believe that valuation should be about numbers and that narratives/stories are distractions that bring in irrationalities into investing.

e.g. most valuation practitioners

Valuation is a mix of narrative and data crunching

The Narrative

The story: make people see the vision, the potential, and convert it into numbers.

The Numbers

The assumptions: make them look realistic and back them up with market data and/or your story



Our carbon neutral commitment

How will we achieve this goal?

We are investing in low-carbon technology and energy efficiency projects in all areas of operational activity. In parallel, we are increasingly sourcing our electricity from renewable sources – in 2020, 100% of our electricity will come from renewable sources.

While all of these efforts bring our carbon footprint down to the lowest possible level, we will still face unavoidable emissions. Therefore, we have partnered with South Pole² to compensate for any remaining carbon emissions, enabling us to achieve the aspired carbon neutral status. South Pole is a global market leader in sustainability solutions – products and services that help companies reach their most ambitious climate and sustainability commitments. Thanks to this partnership, we have gained access to over a decade's worth of experience in creating global impact through renewable power, carbon credits, and developing verified and certified emission reduction projects.

² www.southpole.com

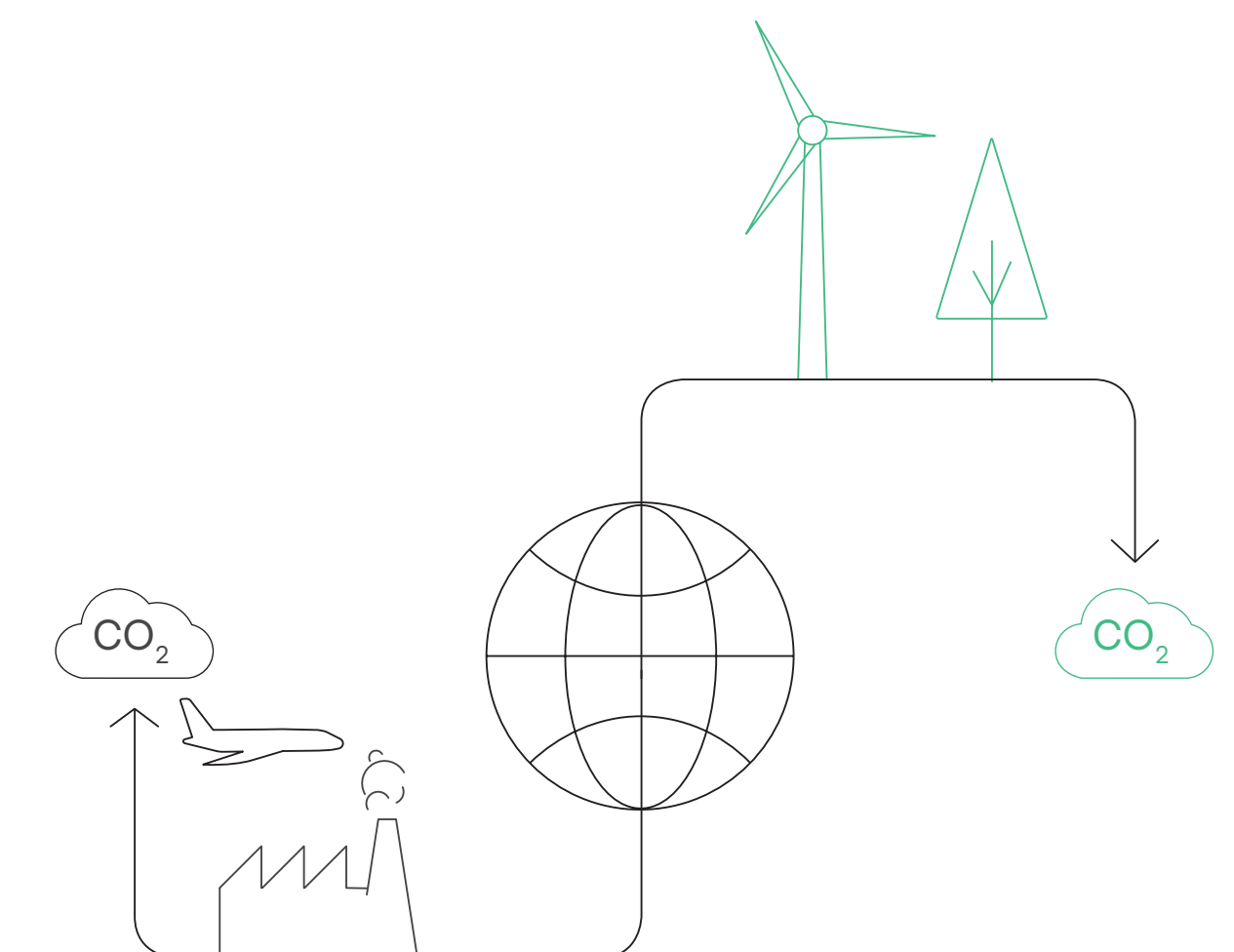
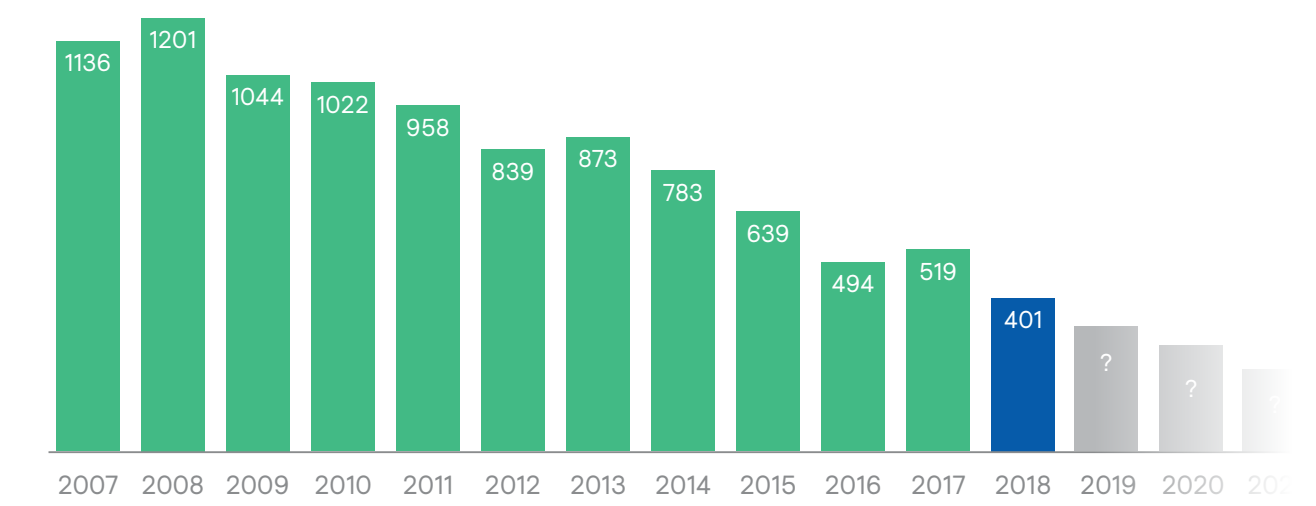
How it works

We compensate for CO₂ emissions of our activities by preventing the same amount of emissions from entering the atmosphere elsewhere. We finance emission reduction projects that issue carbon credits. Each carbon credit is a certificate that corresponds to the reduction or avoidance of one metric ton of CO₂ by that project.

We have defined standard requirements to select only carbon offsetting projects that ensure maximum impact. By using third party verification we are certain that selected projects deliver the claimed emissions reductions. At a minimum, any carbon offset project that we invest in must be certified to one of the following standards:

- Verified Carbon Standard
- Gold Standard
- United Nations Clean Development Mechanism

Signify operational carbon footprint (kilotonnes CO₂e)



Growing tasty tomatoes and crispy cucumbers without daylight

Pioneering the next step in indoor crop cultivation, we teamed up with RIAT, an innovative farming enterprise in Russia, to grow tomatoes, cucumbers and 19 types of green crops in a vertical farm without daylight.

Customer challenge

Covering an area of 4,500 m² – which is more than half the size of a standard soccer pitch – RIAT already had a large enough growing facility. But the facility didn't have any windows. Therefore, a high-quality lighting system able to service and adapt to the intensive lighting needs of different crops was needed.

Solution

Signify fulfilled this need by providing a combination of Philips GreenPower LED toplights and Philips GreenPower LED interlights. With this mix, the light comes in both from the top and right into the canopy where the light for photosynthesis is needed most.

RIAT can also tailor the light recipes to the specific needs of the different crops – from a variety of lettuces to herbs, cucumbers, radishes and arugula.

This adaptability has helped RIAT to grow high-quality crops and achieve a yield performance that's comparable to traditional greenhouse operations.

Moreover, growing indoors means RIAT can use a central location, keeping distribution lines short, ensuring its products make it to the store within an hour of harvesting and providing shoppers with some of the freshest produce available. This allows RIAT to sell 99% of what it grows.

Philips GreenPower LEDs

Philips GreenPower LEDs are an important tool in improving a crop's growth predictability, quality and yield, year round, helping facilities to get more and higher quality produce per m² than ever before. The light recipes can be adjusted to service the lighting needs of different crops. As such, horticulture LEDs can be very useful in improving food availability around the globe, which is a necessity as we need to produce 70% more food in the next 15 years just to feed our growing population.

“As our building had no windows, we needed a high-quality lighting system to fulfil the intensive lighting requirements of tomatoes and cucumbers. Signify provided its Philips GreenPower LED grow lighting, helping us to achieve a yield performance comparable to traditional greenhouse operations.” Vladimir Bukharev, Director at RIAT

Lighting up India's off-grid communities

June 17, 2020

Signify and South Pole are working to bring light to off-grid communities in India.

Ever wondered what it's like to live in an off-grid community? Try switching off all your lights in your home and unplug everything. On second thought, don't do that. It's dangerous... And that's the point.

Without light and electricity, there are hidden dangers. Dangers from what you can't see and dangers when resorting to candles and kerosene. In many respects, normal life grinds to a halt after dark in off-grid communities.

But Signify and [South Pole](#), leading project developer and provider of global climate action solutions, are working to change those circumstances and bring light to off-grid communities in India.



Photo courtesy of South Pole

Lighting the night in Gumla district

India is modernizing rapidly, but to keep up with growing energy needs, the country needs more investment in clean energy technologies. In Gumla district, for example, more than 500,000 people lack access to electricity.

After sunset everything shuts down. People stay inside. Shops close and children study by the light from kerosene lamps. The necessities that we take for granted are denied to these communities.

“Bringing light to them catalyzes a full transformational journey towards employment, better health and improved overall wellbeing”

Bringing light to them is not just about covering their basic needs. It catalyzes a full transformational journey towards employment, better health and improved overall wellbeing. Through this project we're able to help people who wouldn't normally be served by a commercial energy company.



Photo courtesy of South Pole



Personalize - Leadership

The Power of Personal Branding vs Corporate Branding



2 CEO message

2020 – Improving and building a sustainable future in a year of unprecedented challenges

“I am very proud that our teams have responded quickly and effectively to the challenging circumstances of this year. Our employee and customer Net Promoter Scores have reached historic highs while we further improved our financial performance. We achieved carbon neutrality and increased our leadership in connected, LED and conventional lighting while successfully integrating Cooper Lighting and Klite.” – Eric Rondolat, Signify CEO





Signify's journey to 100% carbon neutrality

[Watch now →](#)



Signify's CEO announcing carbon neutrality

[Watch now →](#)

ESG & Director Video Series


Microsoft's global skills initiative to help job seekers during the time of COVID-19

[VIEW THE DETAILS >](#)


This ongoing video series features members of our Board sharing their unique perspectives and providing an opportunity for our shareholders, customers, and employees to hear how they approach their roles and responsibilities as Directors. We have also enhanced the series with videos from leaders from across Microsoft discussing our commitments to address key environmental and social challenges.



The Apple employees' complaint letter is also a road map for reopening offices



Over the last year we often felt not just unheard, but at times actively ignored. Messages like, “we know many of you are eager to reconnect in person with your colleagues back in the office,” with no messaging acknowledging that there are directly contradictory feelings amongst us feels dismissive and invalidating.

We are living proof that there is no one-size-fits-all policy for people. For Inclusion and Diversity to work, we have to recognize how different we all are, and with those differences, come different needs and different ways to thrive. We feel that Apple has both the responsibility to recognize these differences, as well as the capability to fully embrace them.

BEYOND THE BALANCE SHEET

Enhancing Disclosure, Transparency & Communication

EXPLORE ▼

LEARN ▼

CREATE ▼

ASSESS ▼

CONNECT WITH US

START YOUR JOURNEY

5 Step Assessment Strategy



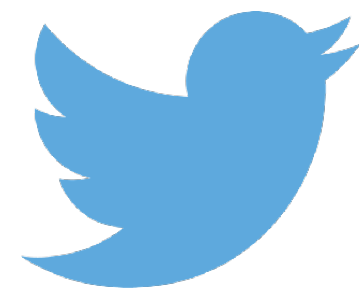
Join the conversation!



e.p.m.vermeulen@tilburguniversity.edu

●●● **Medium**

erikpmvermeulen.medium.com



[@erikpmvermeulen](https://twitter.com/erikpmvermeulen)

Linked 

[erikpmvermeulen](https://www.linkedin.com/in/erikpmvermeulen)

