

LABOR & HUMAN RIGHTS REPORT



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For the sake of better readability, either the masculine or feminine form of personal nouns has been chosen in this document. This in no way implies any discrimination against the other gender. Women and men may feel equally addressed by the contents.

PREFACE

Ecology, economy and the social dimension of sustainability have also become undisputed companions but also competitive factors for us, the PROLICHT family, in recent years. These contents are not only manifested in our daily activities at the headquarters, in the cooperation with customers, partners and suppliers, but are also shared publicly on our communication channels. Our concern here is not so much to report on our own commitment, but rather to try to convince those who come into contact with us along the value creation process of "sustainable management".

With the creation of the "Environmental Statement PROLICHTs", we pursue, on the one hand, the goal to make our ecological successes transparent and to share them with all our stakeholders, but on the other hand, we also want to be a role model and emphasize that environmentally conscious action is not only our duty, but can also be economically profitable..

We pursue the same goal by creating and publishing all documents that enable us to make our sustainable commitment available to the public.

In addition to this report on "LABOR & HUMAN RIGHTS," the following reports, papers, policies, codes, and guidelines also fall under this heading:

- the "SUSTAINABILITY STRATEGY"
- the "SUSTAINABILITY REPORT"
- the "ENVIRONMENTAL DECLARATION"
- the "QUALITY, HSE & ENERGY POLICY"
- the "BEHAVIORAL GUIDELINES FOR SUSTAINABLE PROCUREMENT"
- the "PRINCIPLE OF RESPECT FOR HUMAN RIGHTS"
- the "CODE OF ETHICS AND CONDUCT PROLICHT"

By signing the PROLICHT Declaration of Principles on "RESPECT FOR HUMAN RIGHTS", the management and the division managers (management circle) unanimously committed themselves to guaranteeing the protection and safeguarding of the rights of all (FELLOW)HUMANS who are interwoven with our business processes. For this reason, PROLICHT has the clear and unambiguous claim to respect all internationally valid human rights.

This principle is not only a prescribed path internally - for all our employees - but also a criterion for the selection of our business partners. We expect them to comply with the applicable laws, guidelines, standards and regulations of the human rights conventions. We see it as our duty to respect and strengthen internationally recognized human rights and to prevent human rights violations.

This includes in particular discrimination, occupational health and safety, fair pay, working hours, child labor, forced labor and freedom of association.



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Götzens, am 13.10.2021

1. SCOPE OF THE REPORT

The scope of the PROLICHTS social management system is defined in the following chapter. During its creation, we have tried to base our measures mainly on the 17 Sustainable Development Goals of the United Nations. It is extremely important for PROLICHT to contribute to the achievement of these goals.

The goals developed in the social management system and the necessary derived measures are described in this report, but also in the paper "PROLICHT SUSTAINABILITY GOALS 2030". The derived fields of action have been based on the contents of the

- the PROLICHT sustainability strategy,
- the PROLICHT policy statement on respect for human rights and
- a preceding "significance analysis"

In the preparation of the paper "Report on Labor & Human Rights", the management circle was supported by the internal team "IMS" (Integrated Management). A key figure-based analysis, the weighting of the focal points with the help of the "Materiality Analysis" and the above-mentioned documents supported the upper management in fixing the document.

The analysis, which serves as the basis for this report, exclusively covered the following areas:

- the **properties at the PROLICHT headquarters** and no others
- the **products that PROLICHT produces and sells**
- the years **2021-2022** (partly 2020)

2. TRANSPARENCY ON SOCIAL RESPONSIBILITY

Our social management system was based on the "*Guiding Principles on Business and Human Rights*" (UNGP= UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS & HUMAN RIGHTS) when it was created, and today it follows them in its implementation, management and review of human rights issues.

Therefore, we align our business practices with the following internationally applicable standards and guidelines:

- United Nations Universal Declaration of Human Rights (UN UDHR).
- United Nations Guiding Principles on Business and Human Rights (UNGP)
- Conventions and recommendations of the International Labor Organization on labor and social standards (ILO)
- Principles of the United Nations Global Compact (UNGC)
- United Nations Convention on the Rights of the Child (UN-CNC)
- United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW)
- Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD)

2.1 ANALYSIS OF SOCIAL FOCAL POINTS

The following chart represents the materiality analysis used by senior management to identify company-specific focus areas. These were always related to our social management system during the analysis and always reflect our responsibility to uphold and protect labor and human rights.

WESENTLICHKEITS-ANALYSE "ARBEITS- & MENSCHENRECHTE"						
Kriterien	Größe					
	Klein bis 99 Mitarbeiter		Mittel 100-999 Mitarbeiter		Groß ab 999 Mitarbeiter	
Mitarbeitergesundheit & - Sicherheit	✓	✓	✓	✓		
Arbeitsbedingungen	✓	✓	✓	✓		
Sozialer Dialog	?	✓	✓	✓		
Karrieremanagement & Training	✓	✓	✓	✓		
Kinderarbeit, Zwangsarbeit & Menschenhandel	Nichtriisiko-Land ?	Risiko-Land ✓	Nichtriisiko-Land ✓	Risiko-Land ✓	Nichtriisiko-Land	Risiko-Land
Diversität, Diskriminierung & Belästigung	✓	✓	✓	✓		
Menschenrechte externer Stakeholder	Nichtriisiko-Land ?	Risiko-Land ✓	Nichtriisiko-Land ✓	Risiko-Land ✓	Nichtriisiko-Land	Risiko-Land
eine Berichterstattung zu diesen Kriterien ist für die PROLICHT GmbH nicht relevant						

Figure 1: "MATERIALITY ANALYSIS – LABOR & HUMAN RIGHTS"

The findings from the PROLICHT sustainability strategy and the PROLICHT policy statement on respect for human rights were considered together with the above materiality analysis. In summary, the 8 identified focal topics on the topic of "labor and human rights" can be assigned to the PROLICHT sustainability dimension "FELLOW HUMANS".

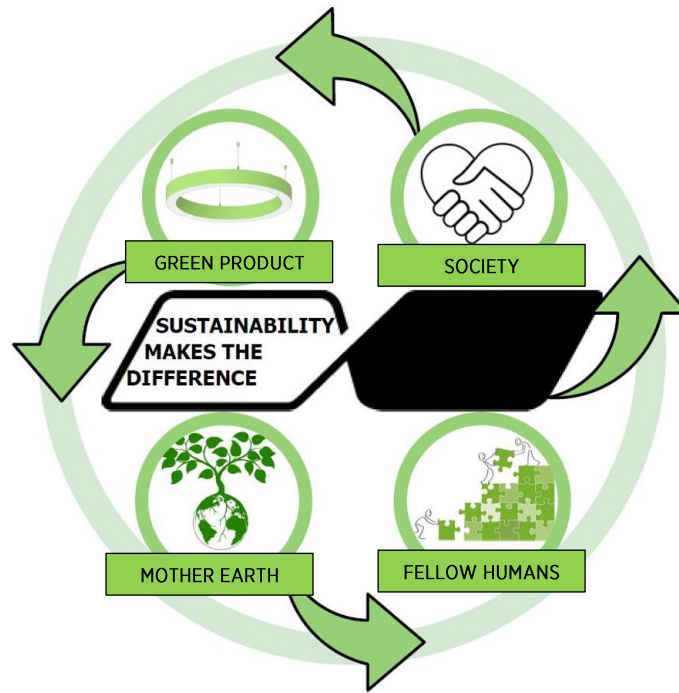


Figure 2: "4 DIMENSIONS OF SUSTAINABILITY @ PROLICHT"

The following graphic describes the 8 identified fields of action that senior management, with the support of the IMS team, was able to identify in its analysis.

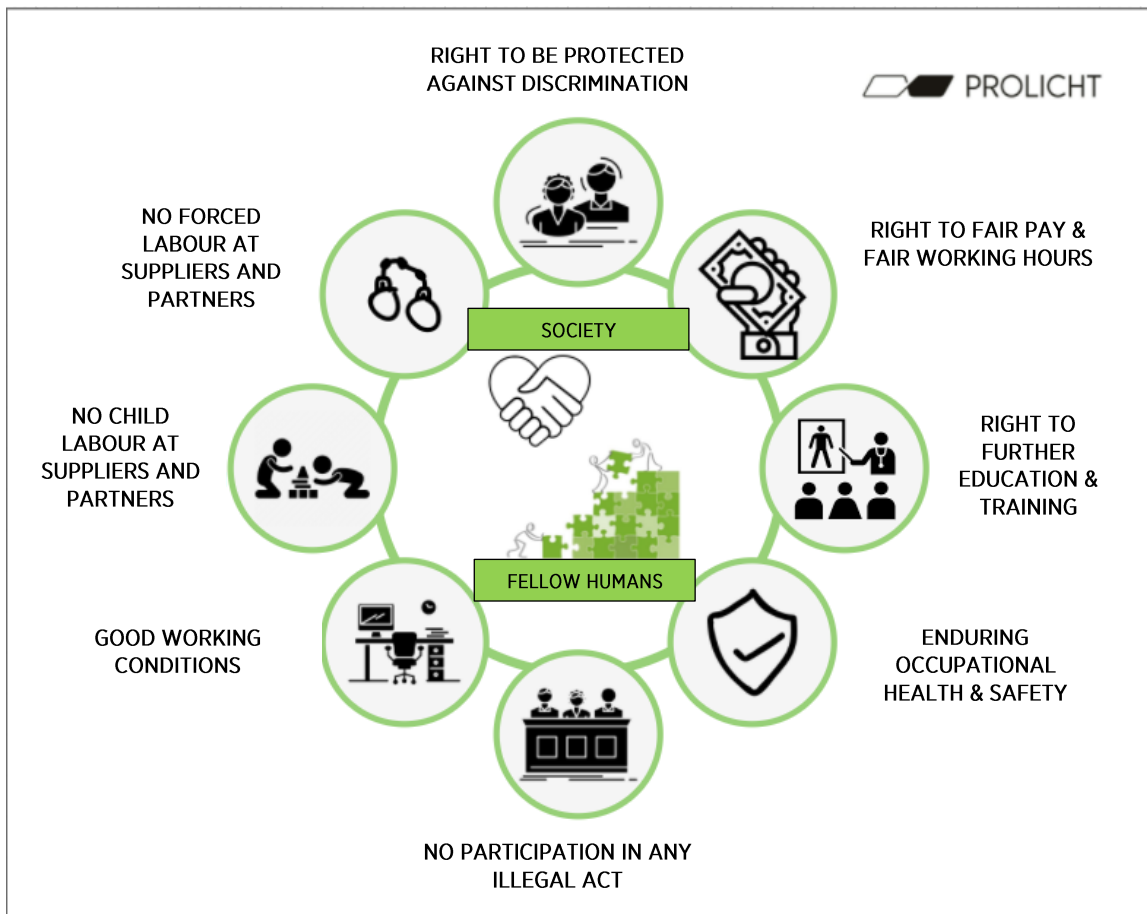


Figure 3: "FOCAL POINTS OF WORK @ PROLICHT"

2.2 OUTCOME OF SOCIAL FOCAL POINTS

In order to comply with our goal-oriented guidelines, PROLICHT thus supports internal measures such as

- Protection against discrimination
- Fair pay & fair working hours
- Further education and training
- Good working conditions
- Establishment of long-lasting employee relationships
- Occupational health and safety
- No involvement in any illegal activity
- Checking our suppliers and partners for compliance with the ban on child and forced labor

After identifying and prioritizing the social aspects (materiality analysis), areas for action are derived. These are also updated every 2 years in the present paper "LABOR-& HUMAN RIGHTS REPORT PROLICHT" as well as in the "PROLICHT SUSTAINABILITY GOALS 2030". The IMS team makes sure that the formulated goals are also measurable, i.e. SMART formulated. In this way, our measures are continuously reviewed by the IMS team with regard to their implementation status. In doing so, the upper management (management circle) carries the fields of action down to the individual teams of the PROLICHT headquarters. It also guarantees sufficient resources (manpower and €) for a timely implementation of the social action plan.

The IMS team supports the implementation of the individual fields of action through regular auditing and immediately reports any non-conformities to the management circle (FK). The latter then decides on the further course of action.

The assessments and updates of the Social Action Plan carried out every 2 years are also documented in the "LABOR-& HUMAN RIGHTS REPORT PROLICHT".

3. 17 SUSTAINABLE DEVELOPMENT GOALS (UN)

As early as chapter 2.2, 8 focal topics were identified. In deriving individual fields of action, we pursue the goal of aligning our measures with the 17 Sustainable Development Goals of the United Nations. The 17 Sustainable Development Goals (SDGs) pursue the global plan of promoting sustainable peace and prosperity and protecting our planet. We also want to support this overarching goal with a targeted social action plan.



Figure 4: "17 SUSTAINABLE DEVELOPMENT GOALS (UN)"

Through our commitment to sustainability, we believe that we can make a contribution to achieving the following SDG goals:



Goal 3: Health and well-being



Goal 5: Gender equality



Goal 7: Affordable and clean energy



Goal 8: Decent work and economic growth



Goal 10: Reduce inequality



Goal 12: Sustainable consumption and production



Goal 13: Climate protection measures

Our efforts to support the SDG goals in the context of the topic "Labor & Human Rights" can be summarized under the PROLICHT sustainability dimensions "PEOPLE" & "SOCIETY". In order to

fulfill our "social responsibility", i.e. the protection and safeguarding of labor and human rights, we implement measures that also support the achievement of SDG goals 3, 5, 8, 10 and 13.



FELLOW HUMANS

"FELLOW HUMANS" → Employees, partners, customer and suppliers



SOCIETY

"SOCIETY" → Social commitment & responsibility

FELLOW HUMANS:

Especially the following topics, we will pay attention in this report or in our, social action plan:

- Gesundheit, Mensch und Mitarbeiter
- Health, people and employees
- Safety of employees in the workplace
- Employee training and development
- Equal opportunities between the sexes

SOCIETY:

Social sustainability is important to us because it is the basis of countless directives, regulations, laws and rights. For PROLICHT, the focus is on compliance with internationally applicable regulations, which at the same time supports the implementation of our social management system. In addition, we want to set targeted measures and incentives so that not only PROLICHT, but also regional groups, associations and institutions follow our example and take social commitment into their own initiative.

With our "social action plan" we want to take up the topic of "equal opportunities" in particular. In doing so, we focus on

- Equality between the sexes (gender pay gaps)
- Increasing equal opportunities (PROLICHT International)

4. SOCIAL ACTION PLAN

PROLICHT’s social action plan, like the environmental program, is part of PROLICHT’s action plan for achieving our sustainability goals. Both programs are therefore combined in the document “PROLICHT SUSTAINABILITY GOALS 2030”. This document summarizes all measures of PROLICHT’s 4 sustainability dimensions and is continuously updated. With the implementation of these measures, we want to make our contribution to support the 17 sustainability goals of the United Nations. The following table describes PROLICHT’s fields of action that we have derived from the Social Action Plan.

4.1 SOCIAL ASPECT „HUMAN“

The following examples represent an excerpt from the large number of measures that PROLICHT has already implemented in the course of its Social Measures Plan or is actively implementing. The complete overview of all measures has already been summarized in tabular form in chapter 4 “SOCIAL MEASURES PLAN”.

ASPEKTE DER NACHHALTIGKEIT	UNTERSUCHUNGS-BEREICH (ORT)	UNTERSUCHUNGS-ZEITRAUM	NACHHALTIGKEITS-ZIEL	BEWERTUNGS-KENNZAHL	MASSNAHME	VERANTWÖRTLICHER BEREICH	PATE	AUDIT
GESELLSCHAFT	Produktion HQ, Administration HQ	2022-2030	Gender Mainstreaming @ PROLICHT II	Verhältnis Gehälter m/w	Reduzierung des Gender Pay Gaps am HQ PROLICHTs im Zeitraum 2022-2026 um 5%	FÜHRUNGSKREIS	Eva D.	2022-2030
	PROLICHT Global	2024-2030	Steigerung der Chancengleichheit	je nachdem was wir umsetzen	Arbeitsbedingungen aller internationalen PROLICHT Mitarbeiter an die Benchmark vom PROLICHT Headquarter anpassen	FÜHRUNGSKREIS	Manfred W.	2024-2030

4.1.1 FIELD OF ACTION “SPORTS ACTIVITIES”

To highlight just one measure, we would like to mention our “weekly running meeting”. This serves as preparation for the annual “Tiroler Firmenlauf”. The goal is not to achieve great results in the race in downtown Innsbruck, but to inspire more and more employees to participate in the weekly training at the headquarters, especially in the summer months, to create a balance to work. The HR team is in charge of organizing this campaign. Like many other standard measures (evaluation of occupational safety, PPE protective equipment, §82b inspection, etc.), the weekly rhythm of these measures serves to increase employee health and prevent accidents and sick leave. Figures, data, facts can be found in chapter 5.1.1..



Figure 5: “RUNNING CLUB”

4.1.2 FIELD OF ACTION “GOOD WORKING CONDITIONS”

On the one hand, PROLICHT has committed itself to the lean production concept and thus created high-quality, standardized workplaces for employees in recent years; on the other hand, various workplace evaluations take place at short intervals throughout the year at the entire headquarters.

Both activities pursue, among other things, the goal of ensuring that workplaces in all areas of the company comply with legal regulations but also satisfy personal concerns. Among other things, we can refer to "SAFETY AND HEALTH DOCUMENTS" & "EXERCISE PROTOCOLS" of our external safety and health specialist. These are our measures to make the workplace of our employees safe and to protect their health. Data on the "health status" of our employees can also be found in chapter 5.1.1..

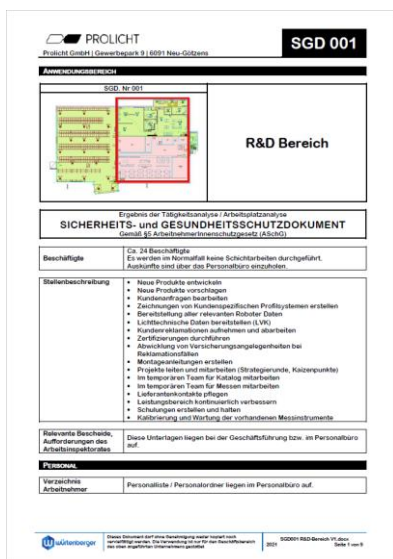


Figure 6: “SIGE-DOKUMENT” & “WORKPLACE STANDARDIZATION”

4.1.3 FIELD OF ACTION “FURTHER AND ADVANCED TRAINING OF EMPLOYEES I”

Under the motto „TRAINING MAKES THE DIFFERENCE“¹ all new employees who have been accepted into the PROLICHT family are allowed to undergo a training program in their first month. This is based on both a one-week basic training and a 3-week additional training in the area in which the employee will gain a foothold in the future. On the one hand, this guarantees that our new colleagues go through a guided "onboarding training period" before they start their new job. On the other hand, this also has the advantage for PROLICHT that each employee is ready for work as quickly as possible after these 4 weeks of intensive training and is trained to become an independent worker. This also includes several days of work in the PROLICHT final assembly department, in order to get to know colleagues there and to build up knowledge of the product and production process.

¹ Onboarding-Training program „TRAINING MAKES THE DIFFERENCE“ → [LINK V:\00_ALLGEMEIN\02_Schulungsunterlagen\00_Allgemein\2021_01_20_PROLICHT_Schulungsunterlagen](V:\00_ALLGEMEIN\02_Schulungsunterlagen\00_Allgemein\2021_01_20_PROLICHT_Schulungsunterlagen)

One of the key topics in 2022 is the "revitalization" of the training program. Here, PROLICHT primarily aims to individualize the structure of the training program, i.e., to optimize the training structure and develop more individualized training plans tailored to the employee's position..



Figure 7: "INTERNAL FURTHER AND ADVANCED TRAINING PROLICHT"

4.1.4 FIELD OF ACTION "FURTHER AND ADVANCED TRAINING OF EMPLOYEES II"

In addition to an internal training program, senior management naturally also makes external training and development measures available to employees.

As an innovation-driven company, we see the training of our employees as the key to being able to sustainably assert and further develop ourselves as a competitive company in the market. As an example, we would like to refer to the training of three employees in 2022, who will be trained externally in the topic of "SCRUM", a project management methodology.

In order to be able to better control the topic of further education and training of our employees in the future, the financial resources raised for further education and training have been monitored since 2022. PROLICHT aims to increase the budget for training and development by 5-10% each year. More information on the KPIs can be found in chapter 5.1.2..

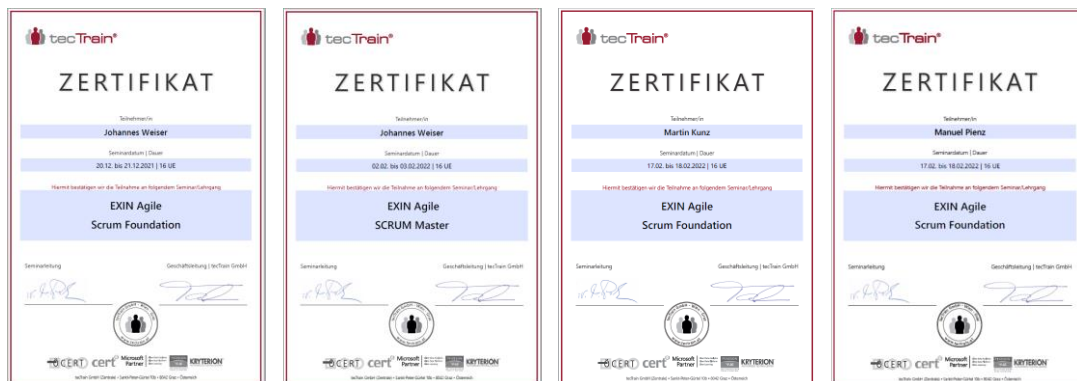


Figure 8: "EXTERNAL FURTHER & ADVANCED TRAINING PROLICHT"

4.1.5 FIELD OF ACTION "GENDER MAINSTREAMING @ PROLICHT I"

In our "DECLARATION ON RESPECT FOR HUMAN RIGHTS" we pursue, among other things, the goal of "eliminating social inequalities between women and men of any kind". When allocating vacant positions at headquarters, we therefore also ensure that the ratio between employed women and men always remains balanced. We have set ourselves the target of a 3% increase by the end of 2022 compared to 2020.

The key figures collected in section 5.1.3 paint an interesting picture.

4.1.6 FIELD OF ACTION "BUILDING UP LONG-TERM EMPLOYEES"

In our HSQE-Paper² we specifically emphasize the importance of our employees. In Chapter 6 "OUR EMPLOYEES, THE MOST VALUABLE ASSET", we make it our duty to promote the development of long-term employee relationships. PROLICHT has dedicated itself to this responsibility by anchoring fields of action both in this report "on labor & human rights" and in the social management program.

All our employee-related measures are aimed at building a sustainable bond between employer and employee. The departure of a colleague weighs heavily. We are aware of this fact. With specific actions we therefore pursue the goal to become the "attractive employer" of the low mountain range. The percentage of employees with more than 5 years of service is to be increased by 3% within 2 years (2020-2022). This trend is to be repeated every year until the end of 2030 and thus corresponds to the metric we use to evaluate our actions on this focus.

The following derived measures that make us the "most attractive employer in the mid-mountain region" are:

- Home office agreement
- Extension of the connection of the headquarters to the public transport network
- PROLICHT "summer party"
- Remuneration above collective agreement

Key figures that make an evaluation of our actions measurable are explained in chapter 5.1.4.



Figure 9: "PROLICHT SUMMER PARTY"

4.2 SOCIAL ASPECT "SOCIETY"

The effects of our social action plan are aimed at both the well-being & protection of our employees, but also pursue the goal of making a contribution to society. PROLICHT would like to create incentives to achieve greater social acceptance or even participation in the implementation of social and ethically oriented measures.

The following two measures are examples of measures of the PROLICHT social measures plan that aim at social effectiveness.

² "HSEQ-Policy PROLICHT 2021" download link → <https://prolicht.at/en/company/know-how/quality-and-environmental-standards/>

4.2.1 FIELD OF ACTION “GENDER MAINSTREAMING @ PROLICHT II”

Unfortunately, an unjust and at the same time unjustified discrimination of women with regard to pay has set in worldwide. Under the name „GENDER PAY GAP“³, PROLICHT also sees itself as responsible for ensuring more balance in pay. Certainly, this is a project that cannot be carried out overnight and especially not by PROLICHT alone. Here we see ourselves more as pioneers of a movement that is long overdue. For example, our sustainability goals include the measure that we want to reduce the imbalance in the pay of female and male employees by 5% in the period 2022-2026. We try to adapt this plan every 2 years in order to achieve a reduced imbalance below the European average in 2030 by the end of 2030. The following chart shows the development of the past years in relation to both Austria and the European Union. It shows that Austria and consequently companies located in our country not only have to make up a lot of ground up to equality, but even lag very far behind the European average. We want to oppose this fact with our efforts in the coming years. The first step in this social action plan will be to build up an adequate base of key figures by the end of 2022. After that, we will be able to correctly evaluate and estimate the development on the basis of the measures taken.



Figure 10: “PAYMET GAP - EU VS. AUT“

³ Payment Gap → LINK <https://www.bundeskanzleramt.gv.at/agenda/frauen-und-gleichstellung/gleichstellung-am-arbeitsmarkt/einkommen-und-der-gender-pay-gap.html>

4.2.2 FIELD OF ACTION “INCREASING EQUAL OPPORTUNITIES”

The last measure we would like to highlight in the report on “Labor & Human Rights” is the action area “Increasing equal opportunities”. Equal opportunities in all matters and not only related to our headquarters, that is the goal of this measure of the management circle.

As an internationally operating company, PROLICHT GmbH has its headquarters in Neu Götzens in Tyrol, but has also built up an extensive global network of showrooms, branch offices and even production facilities all over the world over the years. This, also strategically planned expansion of PROLICHTS will continue in the future.

In order to place sustainable further development on a secure foundation internationally as well, the upper management has decided to derive measures to ensure balance and equality worldwide and beyond the company's borders. The focus here is on the family, i.e. PROLICHT GmbH.

Nevertheless, in the role of a role model, we do not want to and cannot take away the responsibility from those who are involved in our business processes.

In addition to internationally applicable laws, guidelines and regulations, which we naturally comply with at the respective nationally applicable level, PROLICHT will measure and adapt the working conditions of all international PROLICHT employees against the benchmark of the Prolicht headquarters.

Thus, the goal is that everything that applies or has been established at the headquarters must also apply to all our colleagues, but also to partners, customers and suppliers.

The following are the first measures to be taken in this direction:

- Workplace standardization Production Valencia - Our colleagues in Spain should also have the same conditions, the same protection and the same comfort as the colleagues in production at HQ. To this end, we have been permanently optimizing the production facility in Valencia since April 2021.
- Extension of supplier agreements to include CSR guidelines PROLICHTs
- Etc.

5. KEY FIGURES SOCIAL MANAGEMENT SYSTEM

The following chapter describes the actual and target situation of our social management system on the basis of key figures. We also discuss the effects of our individual measures, which are evaluated in terms of their achievement of objectives, among other things. We have used a small selection of indicators that we consider to be representative of the impact of our social management system..

5.1 “FELLOW HUMAN”

The measures of our social management program can be assigned to the sustainability dimensions “SOCIETY” and “PEOPLE”. The measures assigned to the sustainability dimension “SOCIETY” are exclusively long-term goals, the achievement of which will not be reflected in the results of the social management program until 2022. Thus, trends can also only be represented by key figures in future reports. The current report therefore concentrates on key figures from the second sustainability dimension “FELLOW HUMAN”.

5.1.1 KPIs – SPORTS ACTIVITIES & GOOD WORKING CONDITIONS

We want to evaluate the measures implemented in the area of “Employee Health” on the basis of the key performance indicator

- Total Injury Rate (TIR, accidents per 200.000 working hours)

evaluieren. Es zeigt sich, dass die Anzahl an Arbeitsunfällen aufgrund unserer gesetzten Maßnahmen im Beobachtungszeitraum zurückgegangen ist.

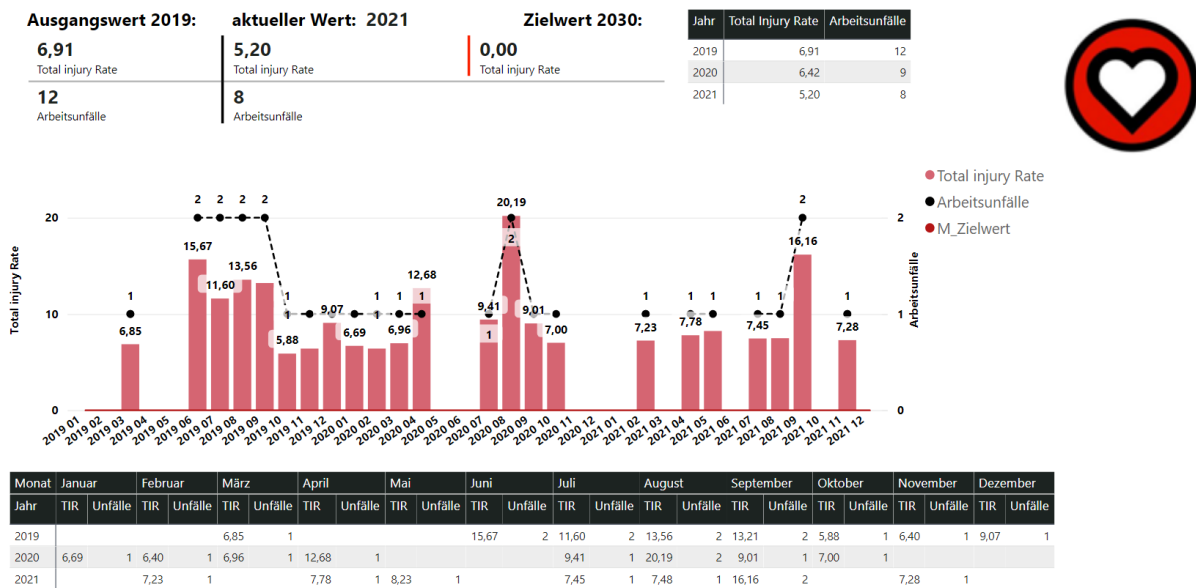


Figure 11: “DEVELOPMENT OF THE NUMBER OF WORK ACCIDENTS AT THE HQ”

Through employee sensitization and workplace design in the context of occupational safety, workplace accidents have been reduced to <= 1 accident per month.

5.1.2 KPIs – FURTHER & ADVANCED TRAINING OF EMPLOYEES I & II

Expenditure on external and internal training and development measures is shown in the following chart. Comparing the years 2019, 2020, 2021, it can be seen that the expenditure in 2020 has decreased significantly. The sharp decline in spending in the area of training & development, is due to the consequences of the pandemic. Short-time work, contact restrictions, but also home office, as a reaction to the virus, have led to the, in the graph significant kink in terms of spending on training & education.

In 2021, the situation and the way in which the pandemic was handled stabilized somewhat again and enabled more "normal" working. The graph shows that there was even an increase in spending on training and development measures compared to 2019.

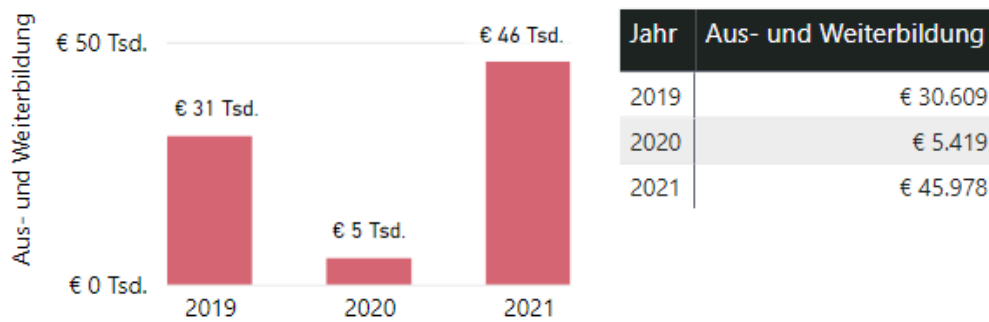


Figure 12: "DEVELOPMENT BUDGET FOR FURTHER & ADVANCED TRAINING"

Future reports and social management programs will refine this metric. The budgets for training and continuing education per employee hour are to be surveyed. Here, too, we want to demonstrate a sustainable increase in the budget.

5.1.3 KPIs - GENDER MAINSTREAMING @ PROLICHT I

The following key figure shows the development of the number of female to male employees at the headquarters over the last 3 years. PROLICHT is assigned to the production sector. Accordingly, the quota of women is manageable. The share of employed women at the headquarters fluctuates in the range of 25%.

Nevertheless, experience shows that the use of women should be promoted, especially in the assembly area. The work there is not physically demanding, but often requires motor dexterity. Thus, an increase in the number of women is also desirable in the area of manufacturing.

The target line in the chart below shows that senior management would like to raise the proportion of women in employment in the company to 35% by 2030. By the end of 2022, the medium-term target is to increase the proportion of women by 3% compared to 2019.

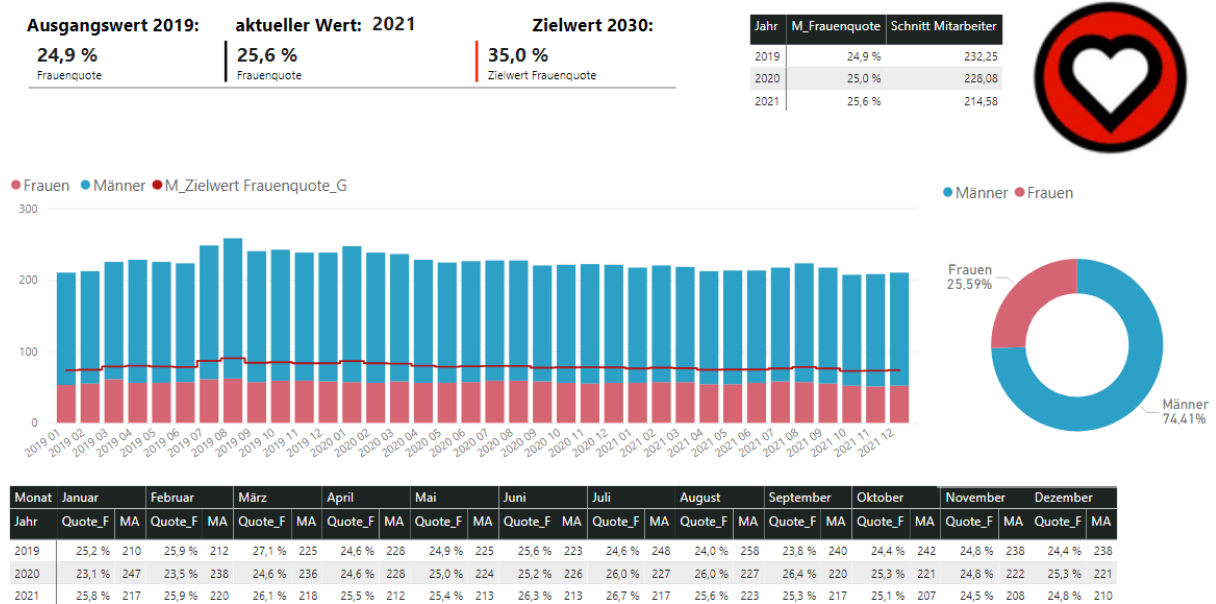


Figure 13: "DEVELOPMENT QUOTA OF FEMALE EMPLOYEES AT HQ"

5.1.4 KPIs – BUILDING LONG-LASTING EMPLOYEE RELATIONSHIPS

The employee is our most valuable asset. The longer the joint collaboration, the less often Prolicht has to compensate for knowledge losses due to colleagues leaving.

The key figure below reflects the results of the fields of action aimed at increasing the ratio of long-serving employees.

By the end of 2022, the target "Increase in long-serving employees by 3%" has been defined. This includes employees who have been continuously employed by PROLICHT for 5 years or more. Leased employees were not included in this evaluation).

The development of our employment relationships over 5 years can be seen in the following graph. The evaluation shows a positive trend, which is expected to increase to 60% by 2030. Various measures relating to employee development and employee satisfaction are intended to make a sustainable contribution to this.

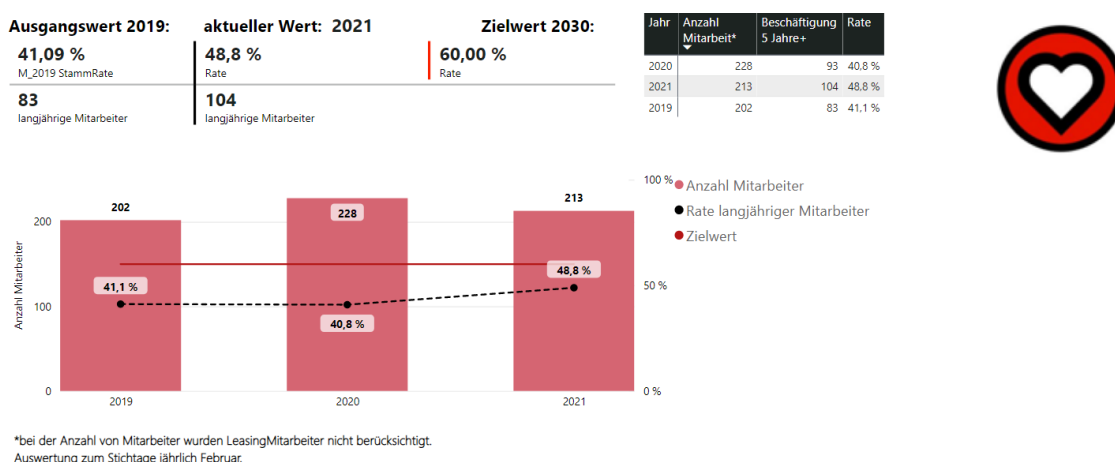


Figure 14: "DEVELOPMENT OF THE NUMBER OF LONG-TERM EMPLOYEES"

5.1.5 KPIs – FLUCTUATION

Very closely linked to the build-up of long-serving employees is the rate of general inflows and outflows. PROLICHT is therefore currently in the process of developing meaningful key figures on the subject of fluctuation. However, these figures are to be considered "sensitive data" in their current form, which cannot be shown here in this report in the way that is currently possible. In future reports, however, we also want to use "fluctuation" as such, in an anonymized presentation, as an indicator for the development of a sustainable employee base.

6. LEGAL REQUIREMENTS

The legal requirements for PROLICHT GmbH, for the properties in Neu-Götzens (headquarters), are compiled in a legal register.

This is updated regularly in order to be able to guarantee compliance with the environmental and human rights requirements for PROLICHT GmbH. In case of deviations, appropriate measures are initiated.

In the corporate division "Central Services" under the management of Manfred Waldauf (CFO), the legally relevant requirements for the properties in question can be requested from the legal register and viewed as required.

7. CONTACT PERSONS AT PROLICHT

Your contact persons for questions regarding the sustainability management system at PROLICHT are

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This sustainability declaration can be downloaded from the PROLICHT homepage at <https://prolicht.at/en/company/know-how/quality-and-environmental-standards/>

8. DECLARATION OF VALIDITY TÜV AUSTRIA

The preparation of an expert opinion on this report "LABORATORY & HUMAN RIGHTS REPORT PROLICHT" is planned in the course of the ISO recertification (ISO 9001 & ISO 14001) in July 2022 by TÜV Austria..