FACT SHEET

Zumtobel Group Sustainability Report

acdc THORN TRIDONIC ZUMTOBEL

Financial flows to stakeholders (in M. €)

Financial flows to stakeholders	2019/20	2018/19	2017/18	2016/17
Corporate revenues[1]		1,173.2	1,210.5	1,322.9
Operating expenses[2]		-723.1	-752.4	-777.7
Personnel expenses		-399.2	-413.6	-446.6
Payments to shareholders		0.0	-9.9	-8.6
Payments to providers of borrowed capital		-6.7	-6.7	-7.2
Payments to public bodies[3]		-9.0	-10.1	-9.1
Residual economic value		35.1	17.8	73.6

[1] Revenues and other operating income, interest income and payments received for the sale of assets.
[2] Cost of goods sold, selling expenses, administrative expenses and other operating expenses (excl. personnel expenses, depreciation and amortisation).
[3] Excluding deferred taxes.

Average training hours per employee

Average training hours per employee	2019/20	2018/19	2017/18	2016/17
Salaried employees		16.0	15.0	11.0
Wage employees		8.0	8.0	n/a
Total		**13.0**	**12.0**	**11.0**

Free-time option (for Austria only)

Number of employees, who have taken advantage of a free-time option	2019		2018		2017		2016	
	female	male	female	male	female	male	female	male
Tridonic GmbH & Co KG								
Wage employees			15	5	8	3	5	3
Salaried employees			14	43	7	17	3	9
Zumtobel Lighting GmbH								
Wage employees			11	14	6	8	6	18
Salaried employees			12	61	6	25	4	11
Zumtobel Group AG								
Salaried employees			7	8	5	9	2	2
ZG Lighting Austria GmbH								
Salaried employees			0	15	0	9	0	1
Total			**59**	**146**	**32**	**71**	**20**	**44**

Occupational safety

Occupational safety	2019/20	2018/19	2017/18	2016/17
Total recorded injuries lighting plants (TRI rate)		10.1	11.9	11.4
Total recorded injuries components plants (TRI rate)		2.7	1.2	3.9
Number of fatal accidents		0	0	0

Breakdown of employees

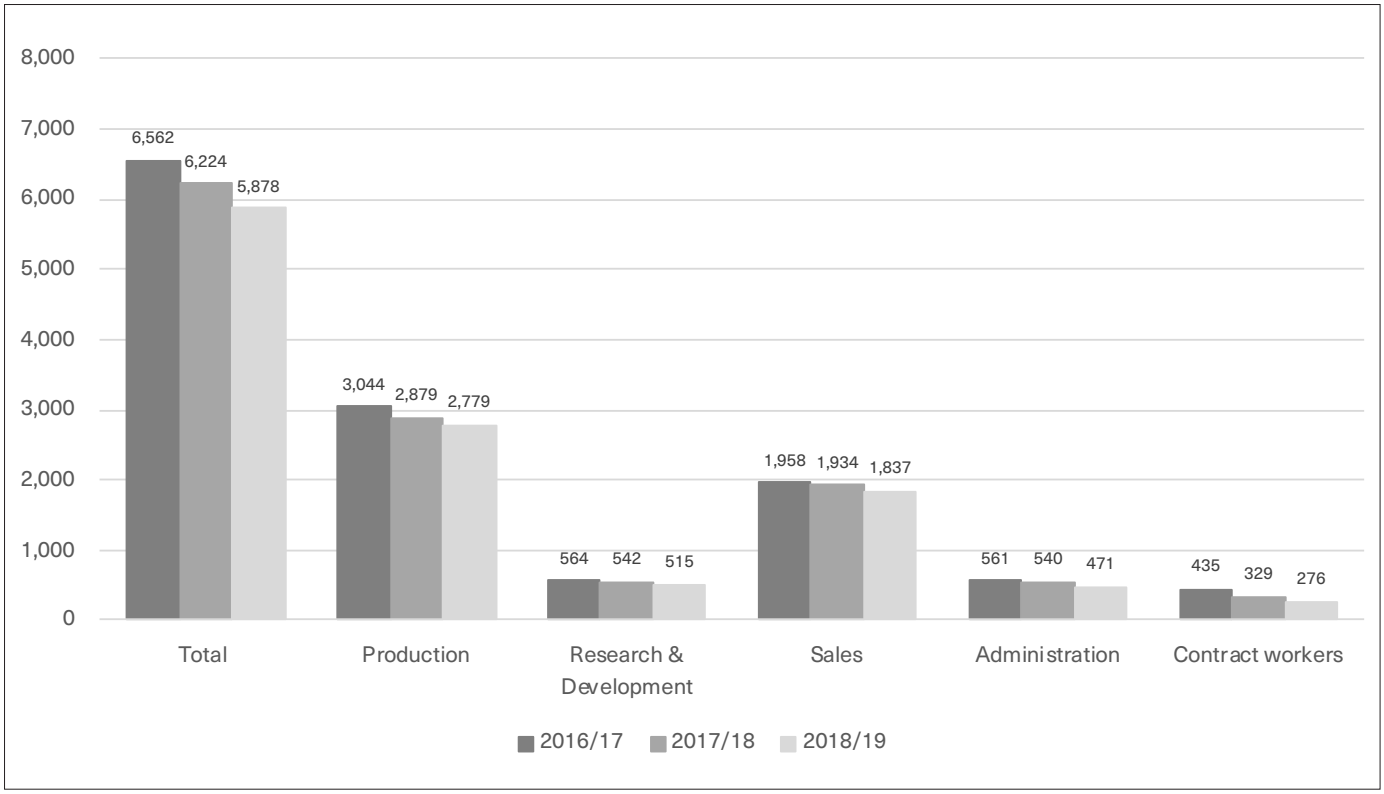
Breakdown of employees	Percentage in FY 2019/20 in %	Percentage in FY 2018/19 in %	Percentage in FY 2017/18 in %	Percentage in FY 2016/17 in %
Men		64.3	64.2	64.3
Women		35.7	35.8	35.7
Total		**100.0**	**100.0**	**100.0**
< 30 years		16.5	16.2	16.4
30-44 years		45.4	45.8	41.8
45-55 years		25.0	25.9	27.9
> 55 years		13.1	12.1	13.9
Total		**100.0**	**100.0**	**100.0**
Salaried employees		62.5	60.6	58.8
Wage employees		33.1	34.2	35.2
Contract workers		4.4	5.2	6.0
Total		**100.0**	**100.0**	**100.0**
Full-time		91.5	93.1	93.4
Part-time		8.5	6.9	6.6
Total		**100.0**	**100.0**	**100.0**

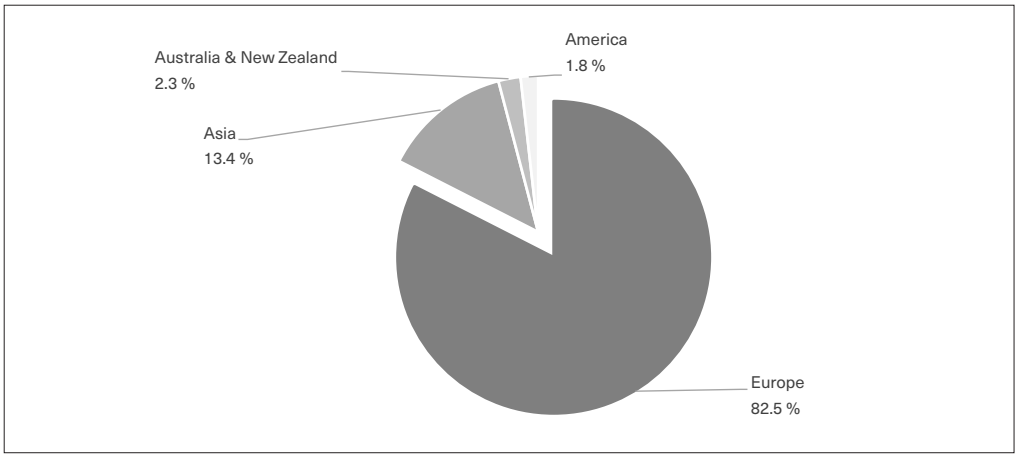
Production process energy consumption (in MWh)

Production process energy consumption	2019/20	2018/19	2017/18	2016/17
Process energy		**64,282**	**64,463**	**73,673**
Electricity		48,340	48,792	54,515
Gas		15,153	15,378	18,687
Local/district heating		673	293	291
Oil		116	0	180
Heating energy		**11,643**	**10,954**	**15,816**
Gas		7,658	7,496	13,715
Local/district heating		3,985	3,458	2,101
Total		**75,925**	**75,417**	**89,489**

Breakdown of employees by activity and region

Breakdown by activity	2019/20	2018/19	Difference to FY 2017/18 in %	2017/18	Difference to FY 2016/17 in %	2016/17
Production		2,779	-3.5	2,879	-5.4	3,044
Research & Development		515	-5.0	542	-3.9	564
Sales		1,837	-5.0	1,934	-1.2	1,958
Administration		471	-12.8	540	-3.7	561
Contract workers		276	-16.1	329	-24.4	435
Total		**5,878**	**-5.6**	**6,224**	**-5.2**	**6,562**
Breakdown by region		**2018/19 in %**		**2017/18 in %**		**2016/17 in %**
Europe		82.5		80.0		n/a
Asia		13.4		15.6		n/a
Australia & New Zealand		2.3		2.3		n/a
America		1.8		2.1		n/a





Certified locations

Certified locations	ISO 14001:2015	ISO 50001:2011	ISO 9001:2015	ISO 18001:2007
Headquarters in Dornbirn, AT	x	x	x	
Service & Solutions Dornbirn, AT			x	
Lighting plant in Dornbirn, AT	x	x	x	
Lighting plant in Lemgo, DE	x		x	
Lighting plant in Spennymoor, UK	x	x (ISO 50001:2018)	x	
Lighting plant in Niš, RS	x		x	
Lighting plant in Guangzhou, CN	x		x	x
Lighting plant in Sydney, AU			x	
Lighting plant in Barrowford, UK			x	
Lighting plant in Highland, US				
Lighting plant in Auckland, NZ				
Development location in Les Andelys, FR	x		x	
Components plant in Dornbirn, AT	x	x	x	
Components plant in Jennersdorf, AT	x	x	x	
Components plant in Niš, RS	x		x	
Components plant in Spennymoor, UK	x	x	x	
Components plant in Shenzhen, CN	x		x	
Total	**12**	**6**	**15**	**1**

Waste disposal in production (in t)

Waste disposal in production	2019/20	2018/19	2017/18	2016/17
Recyclable waste		5,614	6,171	7,582
Residual waste		884	1,043	1,403
Hazardous waste		381	411	394
Total		**6,879**	**7,625**	**9,379**

CO_2 emissiones in production (in t)

CO_2 emissiones in production	2019/20	2018/19	2017/18	2016/17
Oil CO_2 equivalent		32	0	47
Gas CO_2 equivalent		6,185	7,297	8,684
Electricity CO_2 equivalent		16,339	12,946	13,815
Local/district heat CO_2 equivalent		583	590	560
Total		**23,139**	**20,833**	**23,106**

Please see the Sustainability Report of the Zumtobel Group for additional information.

ZUMTOBEL Group