

An aerial photograph of a power transmission tower standing in a dense, lush green forest. The tower is a lattice structure made of metal, with several power lines extending from it. The forest is thick with trees, and the lighting suggests a bright, sunny day. The tower is positioned in the lower center of the frame, with the forest filling the rest of the image.

MANAGE ENERGY BETTER

Sustainability
Report 2021

Landis+Gyr

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Message from the CEO

Dear Stakeholders,

As a leading global provider of integrated energy management solutions with more than 125 years of experience, we are in a unique position to drive positive sustainable impact. Taking this responsibility very seriously, we continue to drive forward leading-edge innovation to identify and capture opportunities to work towards a greener tomorrow.

We are proud of the fact that our innovative and proven portfolio of software, services and intelligent sensor technology is a key driver to decarbonize the grid. In FY 2021, our installed Smart Metering base ensured the avoidance of over 9 million tons of CO₂ while the percentage of products shipped as part of our Eco-Portfolio remained stable at 74%.

At Landis+Gyr, our non-financial performance receives the same attention as our financial performance and thus, as a reflection of the strategic importance of our ESG initiatives, we have taken the decision to publish this Sustainability Report as part of our Annual Report.

To further drive measurable progress in Environmental, Social and Governance (ESG) areas, we have committed to the Science Based Target initiative and set ourselves the target to achieve carbon neutrality for scope 1 and 2 by 2030.

In addition, I am proud to share that we have established a COVID-19 fund for our employees and their dependants in India to alleviate the hardship they have experienced during the pandemic by providing financial assistance, vaccines and medical care. This fund consists of the 10% salary reductions the Executive Management Team and Board of Directors volunteered for six months during FY 2020. Further, we have created an employee donation fund in support of the Red Cross to alleviate the suffering of the Ukrainian people, while taking a

clear stance in support of democratic values. Employee donations to this fund will be matched up to 250,000 USD by Landis+Gyr, utilizing some of the funds remaining unused by our campaign in India.

Our Commitment

Expressing our deeply rooted commitment to our ESG targets, for financial year 2021, we have increased the weight of the ESG component in our short-term incentive to 20%, driving sustainable progress in support of the UN Sustainable Development Goals. These targets include environmental topics, such as the reduction of the company's and its product portfolio's carbon footprint, while increasing the benefits generated. In addition, the targets cover initiatives enhancing diversity, ESG-driven supplier management and governance topics, including employee training on compliance.

Sustainable Impact

Sustainability is part of our DNA, expressed in Sustainable Impact being one of our shared values. Holding ourselves to the highest standards, we continue to be fully committed to the principles defined in the UN Global Compact as the foundation of our efforts to establish a culture of integrity and to act responsibly – today and tomorrow. Our strategic vision is driven by the desire to provide unrivaled customer value as the leading partner for integrated energy and resource management solutions with sustainability at the heart of everything we do. Our comprehensive portfolio of products and services uniquely positions us to empower utilities, energy consumers and communities around the globe by helping them to reduce their CO₂ footprint and manage energy in a more informed and sustainable way. Through actionable insights, derived from data collected by our installed Smart Metering base and analyzed by powerful analytics software at the grid edge and in smart infrastructure ecosystems, Landis+Gyr continues to be a trusted partner for customers around the globe in driving sustainable impact together by reducing resource consumption.

Every day, our customers' ambitions to serve communities around the world with safe, reliable and clean energy, inspire us and we are proud to be a part of the global effort to decarbonize the grid.

With a holistic approach to ESG initiatives, I am proud of our achievements and convinced that we are driving the right priorities to continue to support sustainable resource management all over the world to build stronger communities and increase the quality of life for people around the globe.

Going forward, we will continue to shape and support utilities' and people's journeys to build a better tomorrow, where resources are used in an informed and sustainable way,

Lastly, I would like to take this opportunity to thank our customers and shareholders for their continued support and our employees for their unwavering dedication and passion to allow us to continue to manage energy better – together.

Yours sincerely,

Werner Lieberherr
Chief Executive Officer



At a Glance

Landis+Gyr creates a greener tomorrow through leading technology in Smart Metering, Grid Edge Intelligence and Smart Infrastructure. For more than 125 years, the Company has empowered customers and consumers to utilize resources in a more informed and sustainable way and reduce their carbon footprint.

Sustainability is part of Landis+Gyr’s DNA, expressed in Sustainable Impact being one of its company-wide shared values and representing 20% of the Company’s short-term incentive targets. Landis+Gyr is proud to be a part of the global effort to decarbonize the grid. Following last year’s announcement to become carbon neutral by 2030 for scope 1 and 2, Landis+Gyr has joined the Science Based Targets initiative.

The Company is proud of its achievements and convinced that it is driving the right priorities to continue to support sustainable resource management all over the world. Landis+Gyr continues to be fully committed to the principles defined in the UN Global Compact as the foundation of its efforts to establish a culture of integrity and to act responsibly – today and tomorrow.

With this Annual Report, Landis+Gyr provides an outlook on the material topics, ambitions and actions for the next ESG cycle, starting in the financial year 2022. At the same time, the Company publishes the achievements in its last financial year, as well as the overall ESG cycle from FY 2019–2021 which has now been concluded.



Reporting according to GRI core since 2020



Joined in January 2020



In 2021, top 5% of Sustainable Companies



ESG corporate rating “C” (top 30%) since 2018



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



Company grade of “B” since 2020



In 2022, ESG Risk Rating of 10.7 (Low Risk)



Recognized as one of 300 European Climate Leaders by FT-Statista

Carbon Neutral by 2030 (for scope 1 and 2)

Direct CO₂ emissions avoided

9.05 million tons

CO₂ emissions avoided through Landis+Gyr’s installed Smart Metering base in FY 2021*



* The savings are calculated using a proprietary model based on publicly available country-specific sources.

Direct CO₂ emissions from Landis+Gyr operations

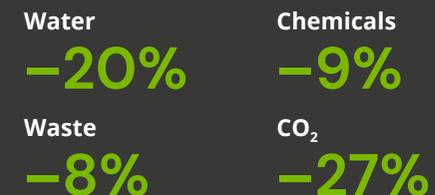
0.60 kg

CO₂ per USD 100 turnover*



* Turnover as reported in the Financial Report, covering recent acquisitions.

Reduction of Landis+Gyr resources in FY 2021 compared to FY 2020



Key Metrics ESG Cycle FY 2019–21

In FY 2021, Landis+Gyr's global Smart Metering base enabled the avoidance of 9 million tons of CO₂ emissions. At the same time, the percentage of products shipped as part of the Company's Eco-Portfolio remained stable at 74%. Furthermore, Landis+Gyr was able to increase its portion of renewable electricity by 30 percentage points and further reduce the amount of its CO₂ emissions (–0.37 kg) per 100 USD TO, water usage (–3.8 m³) per employee and proportion of waste to landfill (–0.11%). In addition, the Company reduced its lost time incidents frequency rate, increased the average hours of training for employees and the percentage of suppliers who signed Landis+Gyr's Supplier Code of Conduct and green procurement policy.

In the area of governance, Landis+Gyr updated its Anti-Bribery & Corruption Policy and ensured that 100% of the relevant employees have completed the anti-corruption training.

Explanation of the metrics:

- **Renewable electricity:** Percentage of electricity derived from renewable sources
- **CO₂e per 100 USD TO:** L+G CO₂e emission (scope 1+2) measured against 100 USD turnover
- **Waste to landfill:** Portion of waste that went to landfill
- **LTIFR:** Lost Time Incidents Frequency Rate – (LTIs x 1,000,000)/Exposure Hrs)
- **Average hours of training:** These hours are built up of training performed on LinkedIn Learning and Coursera (for the eligible workforce respectively)
- **Supplier engagement:** Portion of suppliers who signed Landis+Gyr's Supplier Code of Conduct and Green Procurement Policy
- **Fundamental governance documents:** Establish or develop fundamental governance documents such as Code of Conduct (CoC)
- **Anti-corruption training:** Portion of relevant employees who completed the anti-corruption training
- **CO₂ avoided through products:** Tons of CO₂ avoided through Landis+Gyr's global smart electricity meter base
- **EcoPortfolio shipments:** Percentage of products shipped as part of Landis+Gyr's EcoPortfolio (see more detail under Resource Efficiency)

*The arrow indicates whether the activity is moving into the desired direction.

DIMENSION	METRIC	BASIS FY 2019	STATUS FY 2020	ACHIEVEMENT FY 2021	DIRECTION*
Environmental 	– Renewable electricity	14%	34%	64%	↑
	– CO ₂ e per 100 USD TO	1.28 kg	0.97 kg	0.60 kg	↑
	– Water per employee	17.8 m ³	17.2 m ³	13.4 m³	↑
	– Waste to landfill	9.51%	7.14%	7.03%	↑
Social 	– LTIFR	0.88	0.70	0.74	→
	– Average hours of training	17 h	12.7 h	16.5 h	→
	– Supplier engagement	0%	73%	85%	↑
Governance 	– Fundamental governance documents	New Supplier CoC / GP	New CoC / ESG directive update	Anti-Bribery & Corruption Policy update	↑
	– Anti-corruption training completion	20.1%	41.6%	100%	↑
Portfolio Impact 	– CO ₂ avoided through products	8.0 m tons	8.5 m tons	9.05 m tons	↑
	– EcoPortfolio shipments	n/a	74%	74%	→

Outlook 2022–24

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Overview Outlook

Material Topic

Energy Efficiency and Climate Protection

Resource Efficiency

Strategic Responsible Sourcing

Occupational Health and Safety

Employee Engagement

Fair Labor Practices

Community Engagement

Product Social Impact

Security and Data Privacy

Business Integrity and Fair Taxes

SDGs



Long-term Ambition

Attain carbon neutrality in Landis+Gyr’s operations (Scope 1 & 2) by 2030 and enable grid decarbonization through its product offerings.

Aim for zero-waste, increased product recycling and higher utilization of sustainable materials through the application of circular economy principles.

Be recognized as an industry leader in responsible sourcing.

Nourish a global safety culture focused on improvement and involving everyone in the proactive identification, reporting and mitigation of OHS-related work hazards.

Be recognized as employer of choice, with a positive working environment in which employees are engaged and empowered in line with Landis+Gyr’s shared values.

Nurture, and sustain a culture of diversity, equity and inclusion within Landis+Gyr’s workplace to maximize its potential as business.

Act as a responsible corporate citizen, who leverages company resources to bring prosperity and enhance quality of life in the communities where it operates and beyond.

Deliver solutions which create which empower Landis+Gyr’s customers and consumers to achieve their financial and environmental targets.

Ensure security and privacy are central to Landis+Gyr’s current and future products, services and culture.

Maintain an undisputed reputation as a trusted and reliable partner, with the highest integrity standards, by customers and other stakeholders.

Materiality Assessment

The materiality assessment is fundamental to Landis+Gyr's ESG strategy. As a global energy management solutions leader, Landis+Gyr focuses on its resources and efforts related to the most strategic ESG areas and topics.

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.

The materiality assessment contributes to identify key topics, but it also sheds light on stakeholder perceptions and expectations regarding how these issues should be managed, including where potential risks and opportunities lie. Hence, the materiality assessment is the departure point from which the Company sets ESG ambitions, targets and roadmaps.

Landis+Gyr completed its first formal materiality assessment in FY 2018. 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. This process was conducted in line with the GRI Reporting Principles. To ensure the independence and objectivity of the process, the Company engaged an external consulting firm to carry out the assessment.

As a starting point for this analysis, Landis+Gyr relied on the materiality assessment conducted in FY 2018 which resulted in a list of 9 material topics. Additionally, in setting up the materiality assessment, the Company incorporated input from peer benchmarking,

globally-recognized sustainability standards and initiatives and a stock-taking exercise to ascertain the level of progress reached with regards to the various material ESG topics.

Identification of Relevant Stakeholders

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. Special attention was given to ensure the participants represented a balanced view of all stakeholder groups and geographic regions where Landis+Gyr is present.

Stakeholders were invited to participate in interviews and surveys. These focused on assessing their views on a list of pre-identified 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). Lastly, all stakeholder inputs were captured, analyzed and mapped onto a materiality matrix, which depicts all material topics according to relevance to Landis+Gyr and its stakeholders.

Customers

Landis+Gyr has served approximately 3,500 energy utilities around the world. They range from public to investor-owned and include multinational players as well as mid-sized and small municipalities. With the Company's recent move into EV charging technology, it also serves industry players beyond utilities such as the automotive or transportation industry. In the areas of communication technology, submetering, water, heat/cold and gas metering, Landis+Gyr serves real estate

companies and their service providers. (Note: As Landis+Gyr's business is B2B-focused, it hasn't captured the views of end-consumers.)

Approach

Landis+Gyr maintains regular exchange with customers through its own sales organization by attending trade fairs and conferences and via its own customer events and meetings. Ideas are discussed, concepts presented and jointly developed.

NGOs

NGOs represent interest groups and are an integral part of civil society. They exercise significant influence over governments and businesses as they shape policy-making and inform society's understanding on a range of issues. As such, they are important interlocutors for Landis+Gyr.

Approach

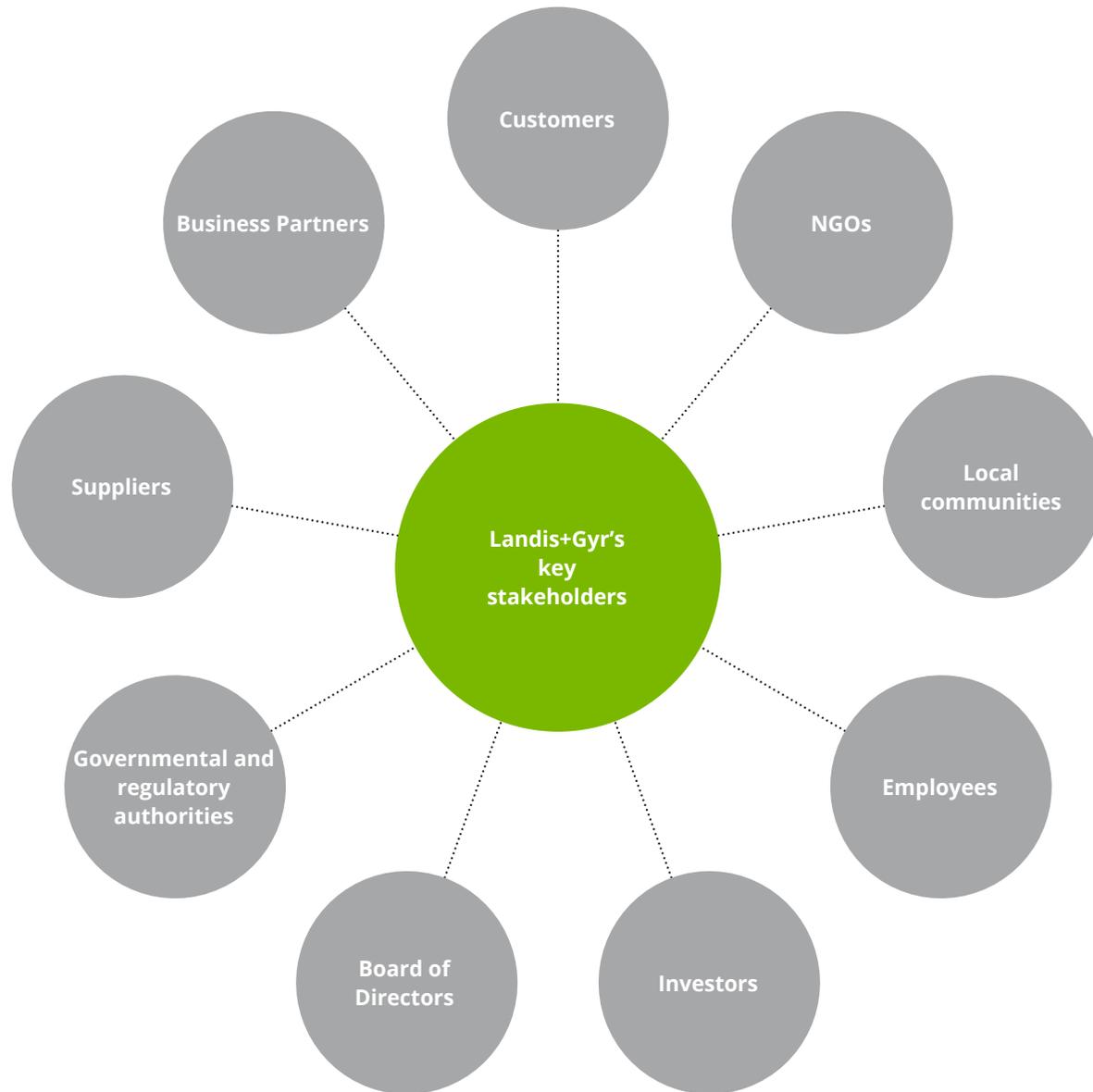
The Company primarily addresses NGOs via events, presentations and a transparent information policy that covers the information needs of consumers and their representatives.

Local Communities

With a presence in more than 30 countries, Landis+Gyr has a significant impact on local communities around the world. The Company strives to create a positive environment for its employees, neighbors and the communities it is part of.

Approach

Regular exchange with local stakeholders creates a solid relationship and forms a basis for inflow of potential stakeholder interests and concerns. This approach, together with an open information policy, helps to prevent and better manage any possible issues. In addition, the Company and its employees actively engage in community projects.



Employees

Employees are an integral part of the Company and are core to the Company's success. Landis+Gyr employs around 6,500 employees spread across the world. They are entrusted with a variety of tasks aimed at creating benefits to the Company's other stakeholders.

Approach

Landis+Gyr liaises on different levels and with different approaches with its employees. The CEO connects with all employees once a month via the so-called "Energized" calls. Employees have regular formal and informal exchanges with their superiors. Company information is circulated via regular newsletters and the intranet. Every two years, the Company conducts a 'Global Employee Engagement Survey' to capture employee views and define related actions based on the feedback received.

Investors

Investors not only provide financial resources to firms, but they also exercise some degree of control over firms. As awareness on ESG issues rises, investors want to see their capital being deployed in a way that generates returns while acting responsibly towards society and the environment. Furthermore, today's investors increasingly demand transparent ESG disclosures.

Approach

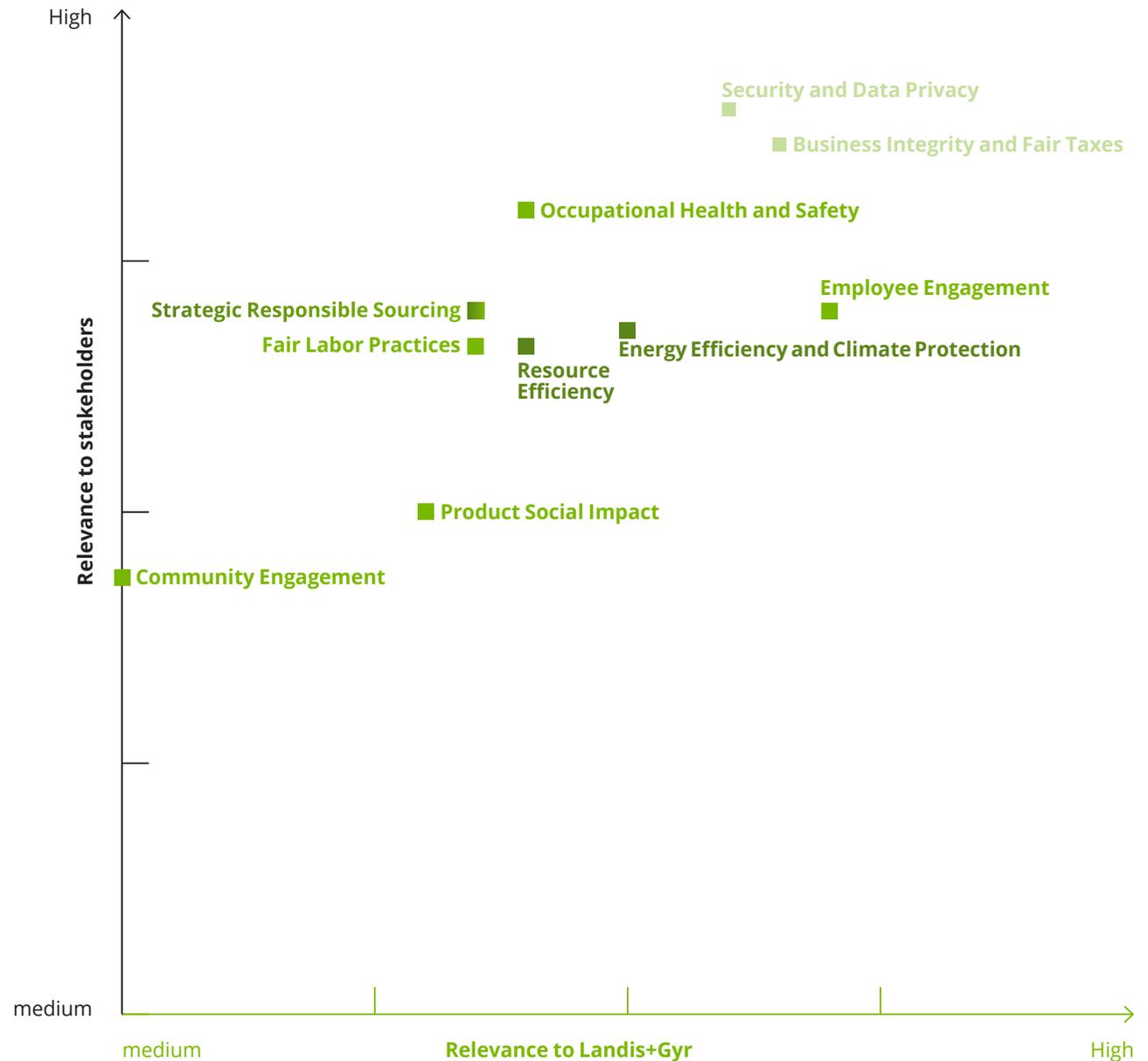
Landis+Gyr maintains a regular dialog with analysts, proxy advisers, institutional investors and shareholders. This happens via the Annual General Meeting, through the announcement of its half-year and full-year results, a Capital Markets Day, roadshows and the Company's participation in investor events. Geographically, the focus is on Switzerland, neighboring countries such as Germany and France, the UK and the USA.

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

- ‘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’.
- Given the Company’s limited impact on ‘Biodiversity’, this topic will be excluded from the Company’s focus areas for its next 3-year ESG cycle.

Landis+Gyr wants to focus its resources and efforts on the topics that are considered most strategic to its business and offer the greatest potential in terms of impact. 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 shown in the matrix.

Materiality matrix (Relevance: internal and external stakeholders)



- Environmental
- Social
- Governance

Ambitions, Targets and Roadmap

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 – together, in a changing world, for a greener tomorrow. The Company continues to demonstrate its enduring commitment to driving progress in support of the UN Sustainable Development Goals and has pledged to become carbon neutral by 2030 (for scope 1 and 2).

As a global leader and critical infrastructure provider, the Company applies a precautionary approach to environmental challenges and promotes greater environmental responsibility through dedicated initiatives as well as through its products and services. Landis+Gyr cares for its employees' health and well-being and promote equal opportunity and diversity in the workplace. Furthermore, Landis+Gyr applies the highest ethical standards of honesty, fairness and respect against corruption in all its forms, especially extortion and bribery.



Material Topic	Long-term ambition	Key KPI	Selected Actions
Energy Efficiency and Climate Protection	Attain carbon neutrality in company operations (Scope 1 & 2) by 2030 and enable grid decarbonization through Landis+Gyr's product offerings.	FY 22: % of renewable electricity used; FY 22 onwards: Carbon emission reduction targets in line with defined science-based targets	<ul style="list-style-type: none"> – Set science-based targets and execute decarbonization roadmap
Resource Efficiency	Aim for zero-waste, increased product recycling and higher utilization of sustainable materials through the application of circular economy principles.	% of units shipped, which are categorized as part of the Eco-Portfolio	<ul style="list-style-type: none"> – Implement product recycling/refurbishment scheme – Reduce packaging – Continue to reduce waste and water consumption
Strategic Responsible Sourcing	Be recognized as an industry leader in responsible sourcing.	% of spend of suppliers audited on ESG standards	<ul style="list-style-type: none"> – Collaborate with suppliers towards enhanced ESG performance – Conduct ESG supplier audits
Security and Data Privacy	Ensure security and privacy is core within Landis+Gyr's current and future products, services and culture.	Cybersecurity maturity level (based on NIST and BSIMM)	<ul style="list-style-type: none"> – Implement Secure Development Practices (SDLC) for all new released software and firmware products – Achieve ISO 27001 Information Security certification and SSAE18 SOC 2 across sites – Secure ISO 27701 Data Protection certification
Employee Engagement	Be recognized as employer of choice, with a positive working environment in which employees are engaged and empowered in line with Landis+Gyr's shared values.	# of hours of developmental learning	<ul style="list-style-type: none"> – Implement action plans resulting from global employee engagement survey – Develop employees and support a learning culture and a spirit of diversity & inclusion among the workforce
Business Integrity and Fair Taxes	Maintain an undisputed reputation as a trusted and reliable partner, with the highest integrity standards, by customers and other stakeholders.	Completion rate of compliance training sessions	<ul style="list-style-type: none"> – Continue to raise awareness about business integrity via mandatory compliance training sessions covering business ethics and conduct; bribery and corruption; anti-competitive practices and sexual harassment – Secure ISO 37001 Anti-bribery Management certification
Fair Labor Practices	Nurture and sustain a culture of diversity, equity and inclusion within Landis+Gyr's workplace to maximize its potential as business.	% of female employees in the global workforce	<ul style="list-style-type: none"> – Increase diversity representation at all levels through hiring, promoting, transferring and minimizing turnover – Prioritize diversity awareness through training and education
Product Social Impact	Deliver solutions which empower Landis+Gyr's customers and consumers to achieve their financial and environmental targets.	Product and features availability	<ul style="list-style-type: none"> – Deploy pre-payment platforms enabling consumer financial control over their budget and energy consumption – Deploy industry's first grid sensor to revolutionize consumer engagement from passive energy users to active managers of their energy consumption
Occupational Health and Safety	Nourish a global safety culture focused on improvement and involving everyone in the proactive identification, reporting and mitigation of OHS-related work hazards.	Reduce Loss Time Incident / LTI / LTR	<ul style="list-style-type: none"> – Raise awareness and promote OHS culture through training – Identify, prioritize, and develop L+G Corporate OHS standards – Improve suppliers' OHS management through best practice sharing
Community Engagement	Act as a responsible corporate citizen, who leverages company resources to bring prosperity and enhance quality of life in the communities where it operates and beyond.	# of hours volunteered by employees	<ul style="list-style-type: none"> – Implement global corporate volunteering platform – Develop framework for flagship community engagement programs

Reporting 2019–21

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Overview Reporting

Material Topic	SDGs	Achievements Cycle FY 2019–21
Energy Efficiency & Climate Protection		89%
Resource Efficiency		78%
Strategic Responsible Sourcing		100%
Occupational Health and Safety		100%
Employee Motivation		100%
Fair Labor Practices		100%
Community Engagement		75%
Security & Data Privacy		87%
Business Integrity		90%

■ Environmental
■ Social
■ Governance

Material Topic

Energy Efficiency and Climate Protection

Over-reliance on fossil fuels has taken a toll on the environment, leading to the rapid increase of greenhouse gas emissions, and exposing Landis+Gyr to the damaging consequences of climate change. The Company, its stakeholders, its value chain as well as its products and services are affected by climate change and depend on a more sustainable energy use in the future. For this reason, Landis+Gyr is committed to reducing its carbon footprint, both for operational direct emissions (GHG scopes 1 and 2) as well as upstream and downstream indirect emissions (GHG scope 3). Moreover, through its products and services, the Company supports customers and end-consumers in reducing their own carbon footprint.

As a sign of its strong commitment to climate action, the Company has announced it will become carbon neutral in its operations by 2030 for scope 1 and 2. To guide Landis+Gyr in this journey, the Company recently joined the 'Science-Based Targets initiative' and committed to set net-zero targets, both for the near- and long-term.

Ambition

Reduce Landis+Gyr's GHG emissions and quantify the Company's contribution to lower the carbon footprints of customers and end-consumers.

Activities

1) Energy audits

- Performed energy audits at Landis+Gyr's main production sites.
- Developed list with improvement measures per site and monitored implementation.

2) Renewable electricity

- Conducted an analysis of electricity supply by type by site.
- Assessed the potential for green electricity supply (incl. cost) for each site.
- Established targets per site.

- Signed green electricity supply contracts.
- Switched to green electricity at 10 additional sites, compared to beginning of FY 2019.
- Reached 64% of green electricity purchased in 15 sites by the end of FY 2021.

3) CO₂ savings enablement KPI

- Assessed potential metrics and selected the KPI describing best the CO₂ savings impact of Landis+Gyr's product portfolio.
- Calculated the impact of Landis+Gyr's smart portfolio on CO₂ savings based on public data and the quantity of Landis+Gyr's smart meter endpoints installed.
- Submitted metric and methodology for review by internal audit and external ESG consultant.

For efficiency, the following actions were centrally managed and reported under the topic 'Energy Efficiency & Climate Protection' for ESG cycle FY 2019-21. Nevertheless, these actions relate to the ESG program as a whole, not just to this specific topic.

4) ESG guidelines and policies

- Updated Landis+Gyr's strategy to embed ESG aspects.
- Developed and rolled out overarching ESG reporting guidelines and data capturing handbook.

5) Third-party assurance / data audits

- Created dedicated reporting handbooks in preparation for internal and external audits.
- Underwent internal audits for the sustainability reports of FY 2019 and FY 2020 in preparation for external audit of FY 2021 sustainability report.
- Sustainability Report FY 2021 audited by an external third party.

6) Communication with internal stakeholders

- Published an ESG update for internal stakeholders after each ESG Steering Committee meeting.
- Addressed and discussed ESG topics in the monthly CEO update to employees ("Energized" calls).



89%

of activities completed

Material Topic

Resource Efficiency

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. Landis+Gyr supports a transition into a circular economy model, where value once created from raw materials, components and resources is preserved at the highest level possible throughout the life of a product. This implies working to reconceive the full lifecycle of a product, from design and manufacturing through to use and maintenance, with the aim of optimizing resources, reducing the use of raw materials and recovering waste by recycling or reusing.

Ambition

Manage resources efficiently to enhance the environmental impact of Landis+Gyr's products.

Activities

1. Design of Eco-Portfolio metric

- Performed Life Cycle Assessments (LCAs) to better assess the environmental impacts of Landis+Gyr's products and developed an impact catalogue.
- Created a methodology and evaluation tool to assess the eco-friendliness degree of products, on the basis of 24 criteria across 3 dimensions (product impact, product lifetime and green design criteria).
- Defined targets based on the assessed baseline, with the aim of enhancing the impact of the products.
- Developed target is included in the set of ESG targets that are linked to the Company's Short-Term Incentive (STI) Plan.

2. Energy self-consumption

- Analyzed products to understand which building block/feature is responsible for which consumption.
- Categorized products according to their impact.
- Developed metrics to reduce the self-consumption.

3. Compliance with RoHS and REACH Directive

- Created 'Restriction of Hazardous Substances' (RoHS) and 'Registration, Evaluation, Authorization and Restriction of Chemicals' (REACH) tracking.
- Reached over 90% coverage (for electronic and electro mechanic components) globally. On an EMEA-level, the coverage is 100% for all types of components.
- Mandated RoHS and REACH compliance for company products globally (exceptions possible with senior management approval).

4. Recycled meters (focus on heat and gas meters).

- Heat meters are now compliant with the 'Waste from Electrical and Electronic Equipment' (WEEE) Directive.
- Ongoing negotiations with recycling companies to have all gas meters covered by a take-back scheme.
- Specified how recyclability (among other environmentally relevant prescriptions) shall be designed when developing new Landis+Gyr products as part of the Green Design Manual.

5. Green Design Manual

- Created a 'Green Design Manual' (GDM), rolled-out and completed trainings (included in the development process). GDM focuses on reducing the material used, utilizing more sustainable materials, designing for disassembly and recycling, managing self-consumption, among other areas.

6. Tracking of material usage

- Updated 'Product Lifestyle Management' (PLM) and 'Product Data Management' (PDM) systems to capture and track applied materials.

7. Inclusion of recycled materials in products

- Completed assessment of the current status of % of recycled content for main metal, plastic and packaging (cardboard, wood) materials.
- Included requirement to use recycled material in the Green Design Manual and the Green Procurement Requirements, which is an appendix of the Supplier Code of Conduct.



78%

of activities completed

Material Topic

Strategic Responsible Sourcing

Landis+Gyr's collaboration with its supply chain partners is critical to the success of the business. The Company strives to expand relationships with its suppliers in terms of sustainability targets and on the basis of shared values. Landis+Gyr considers its supply chain partners as an integral part of its ESG efforts, and therefore engages closely with them to share and align on its sustainability direction and principles. Hence it is crucial for Landis+Gyr to ensure suppliers' compliance with the Company's quality, environment, health and safety policies, as well as its Supplier Code of Conduct.

Ambition

Set foundations for strong ESG performance in the Company's supply chain.

Activities

1. Supplier Code of Conduct

- Reviewed and updated 'Supplier Code of Conduct'.

2. Green Procurement Requirements

- Issued 'Green Procurement Requirements' policy as an appendix of Supplier Code of Conduct.
- Distributed document and required suppliers to confirm adherence by signature.

3. Supplier Declaration of Conformity Certificate

- Set up process to collect a 'Supplier Declaration of Conformity Certificate', which requires suppliers to confirm that the supplied goods comply with environmental legislations.
- Established collaboration with a specialized third party to capture conformity certificates.
- Collected confirmation of adherence to Supplier Code of Conduct (including 'Green Procurement Requirements') from 85% of the relevant suppliers.

4. Cobalt reporting

- Set up process to capture cobalt used purchased and its origin and rolled it out with suppliers. Reporting is based on the 'Conflict Minerals Reporting Template' (CMRT) document issued by the 'Responsible Minerals Initiative'.
- In FY 2020, 29.1% of the suppliers have reported their cobalt use and sourcing. In FY 2021, cobalt reporting was included with other minerals such as mica in an 'Extended Minerals Reporting Template' (EMRT).

5. Conflict minerals

- Set up a process to capture the use and origin of conflict minerals and rolled it out with suppliers. Reporting is based on the 'Conflict Minerals Reporting Template' (CMRT) document issued by the 'Responsible Minerals Initiative'.
- In FY 2021, 43.3% of the suppliers have reported their conflict mineral use and sourcing.



100%

of activities completed

Material Topic

Occupational Health and Safety (OH&S)

This topic covers the impact of business activities on the physical and mental well-being of all employees. The right to a healthy and safe workplace is recognized as a human right. As such, Landis+Gyr has a duty of care towards its employees. Proper management of 'Occupational Health and Safety' (OH&S) contributes to improve employee well-being and build a positive safety culture, where everybody is aware of OH&S risks and feels responsible for their own health and safety and that of others. This has a positive impact on productivity, employee morale and reduces the risk of work-related injuries or illnesses. The latter can result in employee stress, reputational damage, loss of working days and additional expenditures for Landis+Gyr. Consequently, the occupational health and safety of employees a key factor for the success of Landis+Gyr.

Ambition

Strengthen the focus on OH&S to provide a safe and healthy work environment for everyone.

Activities

1) OH&S management system

- Achieved umbrella ISO 45001.
- Further harmonized regional processes and KPIs.
- Enhanced reporting knowledge sharing thanks to a strengthened network and information practice dashboard.

2) 'Near-miss' reporting

- Introduced 'near-miss' reporting process.
- Implemented reporting tool and process and provided related training.
- Monitored that 'near-misses' are being reported regularly (along with incidents) and adequate measures taken.

3) Travel safety

- Updated and implemented process and tool for travel approval and safety framework.

4) Employee and visitor safety

- Conducted 250 person-hours of meetings on implementing 6s (otherwise known as 5S + Safety).
- Performed audits at focus sites.

5) OH&S supplier awareness

- Placed additional OH&S requirements on suppliers through revised 'Supplier Code of Conduct'.
- Introduced new requirements into supplier audits.

6) Physical and mental stress assessment in office and shopfloor

- Introduced job observations process and created checklists to identify and reduce physical and mental stress in the work environment.
- Conducted ongoing training sessions to assure employees remain continually qualified to carry out the QEHS-related aspects of their jobs.
- Re-evaluated existing processes, checklists and global rules defined to monitor multiple QEHS aspects during sequential observation periods.



100%

of activities completed

Material Topic

Employee Motivation

Landis+Gyr believes that employee engagement sits at the very heart of its ability to deliver great customer service and achieve outstanding business results. Therefore, Landis+Gyr is firmly committed to an organizational culture where employees feel motivated and engaged.

Ambition

Drive higher employee engagement and strengthen people's alignment to the Company's values and purpose.

Activities

1) Global employee engagement survey and related actions

- Completed survey in 2019, with a participation rate of 88%. Repeated survey in 2021 with a participation rate of 84%.
- Implemented measures based on the findings of the 2019 survey. The findings of the 2021 survey are currently being analyzed and measures under discussion.

2) Global Performance Management Policy

- Introduced a new 'Global Performance Management Policy' which outlines clear responsibilities for managers and employees to ensure a fair and consistent conduct of the employee performance review process.

3) Global Learning & Development Policy

- Introduced a new 'Global Learning & Development Policy' to promote sustainable learning environment.

4) Global Talent Acquisition Policy

- Launched a new 'Global Talent Policy' in line with the new global recruitment tool.

5) Accreditation process for hiring managers

- Placed Global Accreditation for Hiring Managers process on hold due to other priorities. However, regions are sharing best practices with hiring managers to improve the interview process.

6) Unconscious bias training

- Training rolled out to white-collar employees (incl. management).

7) Global HR intranet page

- Launched an HR intranet page where global people policies can be accessed by all employees at the end of 2019.

8) Corporate onboarding program

- Developed set of corporate onboarding modules to complement existing onboarding programs. This includes an overview of the strategy and available key tools. Modules are automatically allocated to all new hires.

9) Employee motivation strategy

- Run several initiatives to support the Company's employee motivation strategy and internal talent development, such as learning campaigns for LinkedIn Learning and Coursera, definition of succession planning principles, format for career conversations, design of a first element of a leadership development curriculum (Transformational Leadership Program).

10) Global reward and career framework

- Developed and implemented a global job architecture framework with job families and job levels for individual contributors, experts and management roles. Starting with top and senior management, positions have been mapped to the job architecture. The job architecture is used to guide rewards policies and processes and provides a basis for strategic workforce planning and analytics.
- Launched competence model (in line with Company shared values) which describes development areas from beginner to expert level and serves as a guideline for external talent recruitment.

11) Global succession planning

- Cascaded down global succession planning into the management structure of the organization.
- Established a talent review process to identify 'high potentials' in the organization.



100%

of activities completed

Material Topic

Fair Labor Practices

Landis+Gyr's success is the result of the hard work and innovation of its employees around the globe. Landis+Gyr is committed to treating its employees with the respect they deserve, as well as 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 Labor 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. In Switzerland, Landis+Gyr performed the equal pay analysis in accordance with the requirements of the Swiss Federal Act on Gender Equality. The results of the analysis show that Landis+Gyr is fully compliant with Swiss equal pay standards.

Ambition

Promote and sustain fair labor practices within the Company and its supply chain.

Activities

1) Global policy on protection of minors and young people

- Added provisions regarding protection of minors and young people to 'Supplier Code of Conduct'.
- Added provisions regarding protection of minors and young people to new internal Code of Business Ethics and Conduct and rolled it out to the organization after securing Board approval. Employees were asked to acknowledge receipt and understanding of the Code.

2) Training on Code of Business Ethics and Conduct

- Launched new e-learning on this topic at a global level every year.

3) Human rights policy and due diligence process

- Completed, published and rolled out a revision of the internal 'Code of Business Ethics and Conduct', which is aligned with the principles stemming from the 'United Nations Guiding Principles on Business and Human Rights'.
- Completed, published and rolled out the 'Supplier Code of Conduct', which includes a direct reference to the Company's commitment to the United Nations Global Compact principles.
- Due diligence and audit process for suppliers has been adapted to reflect updates to 'Supplier Code of Conduct'.

4) Support and adherence to international and industry standards

- Modeled Landis+Gyr's new 'Code of Business Ethics and Conduct' and 'Supplier Code of Conduct' after the Code of Conduct template from the Responsible Business Alliance.
- Modeled Landis+Gyr's new 'Code of Business Ethics and Conduct' and 'Supplier Code of Conduct' after the Code of Conduct template from the Responsible Business Alliance.



100%

of activities completed

Material Topic

Community Engagement

With a local presence in around 30 countries and approximately 6,500 people employed, the Company has a significant impact on several local communities and depends on positive local relationships to support its business. As with all companies, Landis+Gyr depends on local resources such as infrastructure, workers, customers and suppliers. In the same way, communities benefit from the employment, taxes revenues and boost to the local economy enabled by firms. This mutual dependency means that businesses can only thrive if the communities around them also prosper, and vice versa. For this reason, Landis+Gyr views community engagement as essential to support the long-term success of its business.

Ambition

Establish a framework to deliver initiatives that support local communities.

Activities

1) Global concept, strategy and guidelines for community engagement

- Drafted and released community engagement directive describing focus areas for initiatives, roles and responsibilities, KPIs and reporting requirements.
- Rolled-out policy to the organization in 2020.

2) Collection and consolidation of community engagement activities at global scale

- Collected examples of various community engagement initiatives across sites. Currently assessing the best way to consolidate all initiatives under a global umbrella. Approach to be finalized in the next ESG cycle.
- Implemented regular community engagement reporting as part of the sustainability reporting.

3) Implementation of community engagement activities

- Faced reduced ability to implement community engagement initiatives during the pandemic due to imposed social distancing rules. Nevertheless, the Company continued to provide financial support to several local initiatives, including the set-up of a COVID-19 Employee Relief Fund in India at the beginning of FY 2021 and several donations made to local NGOs serving vulnerable populations in South Africa and Greece.
- The community engagement concept is under review. Initiatives have taken place on several sites, but the Company has fallen short of implementing one initiative in each site per year, as originally intended. The new ESG roadmap FY 2022–24 will present a revised approach to address community engagement.



75%

of activities completed

Material Topic

Security & Data Privacy

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. 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 reputational damage and significant financial losses for the Company. Therefore, Landis+Gyr is committed to taking the necessary measures to protect gathered data and to implement controls aimed at minimizing security risks. Landis+Gyr complies with data protection regulations in jurisdictions in which it and/or its customers operate and regularly monitors new legislation to ensure compliance.

Ambition

Enhance visibility concerning vulnerabilities and increase internal knowledge around cyberthreats.

Activities

- 1) Compliance with data privacy process and policies**
 - Collaborative action with the Business Integrity workstream related to activities "Certified Compliance and Ethics platform" and "Audit plan for Compliance related topics".
- 2) Security awareness and training**
 - Enhanced internal security training and delivered training to all employees.
 - Continued to utilize security testing (phishing exercises) with "just-in-time" training.
 - Distribute security awareness material (newsletters, posters, etc.) to raise awareness for the topic on an ongoing basis.

- 3) Vulnerability enhancement**

- Centralized product vulnerability management and monitoring.

- 4) Enhance network and workstation protection**

- Implemented new solution to better protect company workstations and servers.

- 5) Reinforce identity management**

- Implemented a new identity management solution to enhance employee access tracking.

- 6) Cloud security modeling**

- Developed an enhanced cloud security model to align with the Company's cloud direction.

- 7) Software Development Lifecycle (SDLC)**

- Established and staffed a Global Product Security program.
- Completed a 'Building Security in Maturity Model' (BSIMM) assessment on the current software and firmware development practices.



87%

of activities completed

Material Topic

Business Integrity

Landis+Gyr is committed to conducting its business in accordance with all applicable laws and regulations and in accordance with the highest standards of business conduct and ethics – and thus, with utmost integrity. Overall, Landis+Gyr's compliance management system is well established and constantly improving. Integrity is the compass that guides all of Landis+Gyr's operations and the fundamental principle in the Company's internal compliance policies and procedures. Landis+Gyr upholds the letter and spirit of the laws in all locations in which it operates and conducts transactions in full compliance with applicable laws and regulations. As outlined in all its revised Compliance Policies, Landis+Gyr takes a zero-

tolerance approach against all forms of corruption and bribery and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships. Employees, as well as others representing or acting on behalf of the company (i.e., intermediaries, resellers, agents, etc.), are expected and required to comply with all such principles and policies and to also conduct themselves with the highest level of ethics and integrity. These are the conditions under which Landis+Gyr competes as a company, delivers value to customers and acts as a responsible member of society. This behavior is also essential to protect the Company and its employees from reputational damage and exposure to other risks, while promoting a work environment founded on integrity and respect. It also enables its customers, many of whom are public institutions, to rest assured that Landis+Gyr is a reliable business partner conducting its business in compliance with the highest integrity standards.

Ambition

Strengthen already existing policies and controls and raise awareness to preserve a solid reputation in the industry.

Activities

1) Update of Code of Business Ethics and Conduct and other policies aimed at business integrity

- Revised, published, rolled out and trained employees on internal 'Code of Business Ethics and Conduct' and among others, the Anti-Corruption Policy, Group Approval Policy and Insider Dealing and Market Manipulation Policy committing Landis+Gyr and its employees as well as others representing or acting on behalf of the Company (i.e., intermediaries, resellers, agents, etc.) to conduct its business fairly, with the utmost integrity and in compliance with all applicable laws and regulations, based on a zero-tolerance approach to violations.

2) Establishment of ethics committee

- Established and started operations of the ethics committee, consisting of the CEO and CFO of the Group, the Group General Counsel, Group Chief Compliance Officer and Group Head of HR.
- Expanded committee membership to include Executive Vice Presidents for EMEA, Americas and Asia/Pacific.

3) Certified compliance and ethics platform

- Assessed approach and costs, and narrowed scope of this initiative with plan to be implemented and completed in the next ESG cycle (FY 2022–24).

4) Define new learning topics for the 'Code of Business Ethics and Conduct' training

- Developed and launched e-learning training in November 2019. The e-learning is updated annually to address new business integrity topics and business risks, and is reassigned to relevant employees within the organization. Completion is tracked and reported to top management.

5) Relunched and extended Whistleblower Program

- Introduced dedicated Ombudsman System to ensure alternative channel for reporting violations of Landis+Gyr's Code of Conduct.
- Relunched and promoted the internal and external Whistleblower System "Speak-Up" and introduced new investigations capabilities internally and together with globally leading law firms.

6) Launch monitoring program and audit plan for compliance-related topics

- Improved and rolled out process related to compliance monitoring of third parties, with a focus on agents, distributors and resellers. The process regarding due diligence of suppliers is currently under review and will also be improved and updated.
- Compliance program accessible for internal and third-party audits; with regards to internal audits, scope of compliance audits will broaden following the acquisition of a new audit management tool, which is currently underway.



90%

of activities completed

Statistics

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Water

Total Water Consumption FY 2021 (in m³)

Americas	27,699
EMEA	20,191
APAC	24,571
Total	72,461

Water Consumption by Source FY 2021 (in m³)

Total water consumption	72,461
Water consumption from public water supply system (municipal water)	45,557
Industrial water	0
Water from wells (groundwater)	23,482
Water other (e.g., rainwater)	3,422
Total waste water	62,275
Direct drain to public waters or ground	16,513
Water, to public sewage system (drain discharge)	45,762
Water Reuse/ Recycling	5,683
Amount of water reused	0
Amount of water recycled	5,683

Historic Water Consumption by Source (in m³)

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction
Total water consumption	104,962	115,325	102,876	90,528	72,461	20%
Water consumption from public water supply system (municipal water)	65,291	64,059	61,389	54,369	45,557	16%
Industrial water	45	38	56	121	0	100%
Water from own wells	34,384	44,298	37,249	33,966	23,482	31%
Rainwater	5,242	6,931	4,182	2,072	3,422	(65%)
Total waste water	90,152	97,535	85,210	78,428	62,275	21%
Water reused/ recycled	1,432	2,627	7,291	4,211	5,683	(35%)

Waste

Total Waste Generation FY 2021 (in t)

Total paper (recycled) generated [kg]	1,002
Total metal scrap generated [kg]	561
Total plastic waste generated [kg]	338
Total general waste generated [kg]	240
Total electrical and electronic waste generated [kg]	189
Total wood scrap generated [kg]	161
Total food leftover generated [kg]	108
Total other waste generated [kg]	74
Total sludge generated [kg]	51
Total hazardous waste generated [kg]	22
Total debris generated [kg]	4
Total oil waste generated [kg]	3
Total glass and ceramic waste generated [kg]	3
Total medical waste generated [kg]	0
Total mining waste generated [kg]	0
Total cinder generated [kg]	0
Total alkali waste generated [kg]	0
Total rubber waste generated [kg]	0
Total soot & dust generated [kg]	0
Total textile waste generated [kg]	0
Total acid waste generated [kg]	0
Total Waste	2,757

Historical Waste Generation per Region (in tons)

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction
Americas	1,189	1,192	1,549	1,208	1,177	3%
EMEA	2,542	2,669	2,139	1,493	1,326	11%
APAC	352	485	403	299	254	15%
Total	4,083	4,346	4,091	3,000	2,757	8%

Historical Treatment of Waste (in tons)

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction
Sold	1,464	1,471	1,351	1,301	1,442	(11%)
Incinerated	101	102	90	132	30	77%
Landfill*	403	510	389	216	194	10%
Recycled	2,128	2,268	2,265	1,357	1,108	18%

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

Chemicals

Use of Chemicals FY 2021 (in kg)

Acrylic acid 2-hydroxyethyl	0
3-Isocyanatomethyl-3,5,5-trimethylcyclohexyl isocyanate	0
Ethylbenzene	0
Xylene	0
Silver and its water-soluble compounds	0
1,2-Dichloroethane	0
Dichloromethane (methylene chloride)	260
Tetrachloroethylene	0
Tetrahydromethylphthalic anhydride	0
Toluene	0
Lead	0
Bis(2-ethylhexyl) phthalate	0
n-Hexane	256
Manganese and its compounds	0
Acetone	0
Isobutane	0
Isobutyl alcohol	0
Isopropanol	4,321
Ethyl alcohol	144
Ethylene glycol	0
N-methyl -2-pyrrolidone	0
Hydrogen chloride	0
Chlorine	604
N-butyl-acetate	0
Paraffinic hydrocarbon	0
Cyclohexane	0
Tetrahydrofuran	680
n-Butane	0
Propylene glycol monomethyl ether	0
Propylene glycol monomethyl ether acetate	0
Methyl Alcohol	0
Methyl isobutyl ketone	0
Methyl ethyl ketone	12
Methylcyclohexane	0
Sulfuric acid	0
Total in kg	6,277

Historical Use of Chemicals per Region (in tons)

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction
Americas	7.1	7.6	6.8	6	5.3	12%
EMEA	3.5	1.4	0.8	0.1	0.7	(613%)
APAC	1.3	1.7	1.7	0.8	0.3	67%
Total	11.9	10.7	9.3	6.9	6.3	9%

Carbon Footprint

CO₂e Emission FY 2021 (in tons)

	Scope 1	Scope 2	Scope 3*	Total
Americas	1,286	1,509	491	3,285
EMEA	861	1,546	277	2,684
APAC	99	3,500	118	3,718
Total	2,245	6,555	887	9,687

Historic CO₂e Emission Group (in tons)

	FY 2007	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction	Reduction since FY 2007
Scope 1	7,143	3,215	3,224	2,879	2,174	2,245	(3%)	69%
Scope 2	27,762	19,333	19,445	18,600	10,933	6,555	40%	76%
Scope 3*	5,521	5,541	4,665	3,410	191	887	(365%)	84%
Total	40,426	28,089	27,334	24,889	13,297	9,687	27%	76%

Historic Intensity Ratios (Scope 1 and 2)

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction
kg CO ₂ e per product	1	1.2	1.1	0.9	0.6	33%
t CO ₂ e per employee	3.8	4	3.7	2.6	1.8	32%
t CO ₂ e per 10 m ² floor area	1.3	1.3	1.2	0.7	0.6	10%
kg CO ₂ e per USD 100 turnover*	1.3	1.3	1.3	1.0	0.7	31%

* Turnover as reported in the financial report, covering recent acquisitions.

Historic CO₂e Emission per Region (in tons)

Americas	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction
Scope 1	1,628	1,712	1,497	1,238	1,286	(4%)
Scope 2	8,999	9,116	8,838	4,754	1,509	68%
Scope 3*	2,989	2,633	1,837	11	491	(4,183%)
Total	13,616	13,461	12,172	6,003	3,285	45%

EMEA	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction
Scope 1	1,345	1,256	1,117	839	861	(3%)
Scope 2	6,119	6,054	5,899	2,902	1,546	47%
Scope 3*	1,290	903	753	92	277	(201%)
Total	8,754	8,213	7,769	3,833	2,684	30%

APAC	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Reduction
Scope 1	243	257	265	97	99	(2%)
Scope 2	4,214	4,275	3,863	3,277	3,500	(7%)
Scope 3*	1,261	1,129	819	87	118	(36%)
Total	5,718	5,661	4,947	3,461	3,718	(7%)

* Scope 3 reported by Landis+Gyr consists of business air travel.

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General Disclosures

GRI Standard	GRI Indicator
102-1	<p>Name of the organization</p> <p>Landis+Gyr Group AG (referred to as Landis+Gyr)</p>
102-2	<p>a. Activities, brands, products, and services: A description of the organization's activities.</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. Having avoided more than 9 million tons of CO₂ in FY 2021 and committed to achieve carbon neutrality by 2030 for scope 1 and 2, Landis+Gyr manages energy better – since 1896. With sales of USD 1.5 billion in FY 2021, Landis+Gyr employs around 6,500 talented people across five continents.</p> <p>b. Activities, brands, products, and services: Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.</p> <p>Brands: Landis+Gyr; Gridstream; Gridstream Connect; INCH; OCEAN; TRUE</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</p> <p>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 charge point and energy management software, Smart Charging app and Flexibility management platform); 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 for being installed in the marketplace.</p>
102-3	<p>Location of headquarters</p> <p>Landis+Gyr AG, Alte Steinhäuserstrasse 18, 6330 Cham, Switzerland</p>
102-4	<p>Location of operations</p> <p>A detailed overview of Landis+Gyr's location of operations can be found in the chapter "Locations" at the end of this Sustainability Report. As per January 31st 2022 Landis+Gyr has closed the acquisition of the Turkish Smart Metering provider Luna Elektrik Elektronik Sanayi ve Ticaret A.Ş. ("Luna"), however, no data related to Luna has been integrated into this GRI report.</p>
102-5	<p>Ownership and legal form</p> <p>Landis+Gyr Group AG is a joint-stock Company listed on the SIX Swiss Exchange in Switzerland SIX (ISIN: CH0371153492, ticker symbol: LAND, valor number: 37115349)</p>
102-6	<p>Markets served</p> <p>i. Geographic locations where products and services are offered;</p> <p>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. L+G 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 and United Kingdom. Further EMEA markets (e.g., Middle East) are served via distributors and agents.</p> <p>ii. Sectors served;</p> <p>Landis+Gyr serves electric, gas and water utilities. Customers range from public to private entities, from for profit to non-profit, from investor-owned utilities to municipalities and cooperatives, serving from a few thousand endpoints to several millions. Additionally, the e-mobility sector is served by the portfolio added with the recent acquisitions of TrueEnergy and Etrek.</p> <p>iii. Types of customers and beneficiaries.</p> <p>Landis+Gyr is active in over 100 countries, with 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, Grid Edge Intelligence and Smart Infrastructure. Main customers include electricity, water and gas utilities, as well as other companies related to energy generation and distribution, e-mobility, Oil & Gas and automotive sectors. Landis+Gyr supports its customers in their journey to a smarter, cleaner and more reliable infrastructure, as well as a more efficient use of natural resources.</p>

GRI Standard	GRI Indicator
102-7	<p>Scale of the organization.</p> <p>Total number of employees: 5,500 (including Etrell but not Luna) or 6,445 (including both, Etrell and Luna)</p> <ul style="list-style-type: none"> – Total number of operations sites: Operations with more than 50 employees: 22 (Melbourne, Sydney, Zhuhai, Noida, Prague, Jyväskylä, Montluçon, Nuremberg, Corinth, Johannesburg, Cham, Peterborough, Manchester, Reynosa, Alpharetta, Kirkland, Lafayette, Lenexa, Overland, Pequot Lakes, Curitiba) – Net sales (for private sector organizations) or net revenues (for public sector organizations): USD 1,464 million (includes Etrell and Luna as per consolidation in the financial report) – for more detailed information, see the financial section of the report. – On March 31, 2022, the market capitalization (excluding treasury shares) of the Company's shares amounted to CHF 1,692,591,020 – Quantity of products or services provided: Around 20 million devices – More information to be found in the other parts of the Annual Report.
102-8	<p>a. Total number of employees by employment contract (permanent and temporary), by gender.</p> <p>Permanent Employees: Female 1,539; Male 3,478; Other/ Not declared 1 Temporary Employees: Female 359; Male 123; Other/ Not declared 0 Data includes Etrell (but not Luna) employees who joined the group during the business year</p> <p>b. Total number of employees by employment contract (permanent and temporary), by region.</p> <p>Permanent Employees: Americas 1,952; APAC 1,325; EMEA 1,741 Temporary Employees: Americas 2; APAC 100; EMEA 380 Data includes Etrell (but not Luna) employees who joined the group during the business year</p> <p>c. Total number of employees by employment type (full-time and part-time), by gender.</p> <p>Full Time Employees (>80%): Female 1,867; Male 3,579; Other/Not Declared 1 Part Time Employees (<=80%): Female 31; Male 22; Other/Not Declared 0 Data includes Etrell (but not Luna) employees who joined the group during the business year</p> <p>d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.</p> <p>While Landis+Gyr uses supplementary human resources in its activities where necessary on a temporary basis, it does not do so to the extent that a significant portion of the organization's activities are performed by workers who are not employees. In Greece and India there are time periods where temporary resources represent a significant amount of total human resources mainly in production and Research & Development (R&D).</p> <p>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).</p> <p>The total number of employees has increased during FY21 due to hiring as well as the integration of the acquired companies True Energy and Rhebo.</p> <p>f. An explanation of how the data have been compiled, including any assumptions made.</p> <p>The data have been compiled from a global people platform (based on SAP SuccessFactors) where all employee data are stored. Exception: % of employees covered by collective bargaining agreement was reported by the HR responsible of a country/region.</p>
102-9	<p>Supply chain</p> <p>A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.</p> <p>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).</p>

GRI Standard	GRI Indicator
102-10	<p>Significant changes to the organization and its supply chain.</p> <p>There have been no substantial changes in the structure and ownership of the Company.</p> <p>On February 26, 2021, the Company acquired all the issued and outstanding shares and voting interests of Rhebo GmbH ('Rhebo'), incorporated in Germany.</p> <p>On April 21, 2021, Landis+Gyr announced the acquisition of 100% of the shares of True Energy A/S ('True Energy'). True Energy is a software provider offering intelligent automatic power consumption software and services for electric vehicles charging infrastructure, home appliances and solar solutions. It is headquartered in Hørsholm, North Zealand, Denmark.</p> <p>At the end of July 2021, the Company announced the closing of the acquisition of 75% of the shares of Etrell d.o.o. ('Etrell'), a provider of interactive charging hardware and software solutions for electric vehicles, with headquarters in Grosuplje, Slovenia. The current management will continue to hold 25% in Etrell. Pursuant to the respective agreement, Landis+Gyr has the option to acquire the remaining 25% of the shares in Etrell in May 2024. At the end of January 2022, the Company announced the closing of the acquisition of the Turkish meter provider Luna Elektrik Elektronik Sanayi ve Ticaret A.Ş. ("Luna") with headquarters in Izmir.</p> <p>The pandemic has posed many challenges, but it also exemplified Landis+Gyr's operations, proving the efficiency of its business continuity procedures. All Landis+Gyr factories have been operational and in compliance with local governmental policies for staff well-being and protection, except in India where the lockdown led to a temporary closure of operations. The Company was able to successfully meet customers' demand, while managing all suppliers globally to ensure product delivery and minimum disruptions. In order to safeguard the Company's solid balance sheet throughout the pandemic, the Company carefully managed cash and liquidity. Landis+Gyr's overall global supplier footprint remains largely unchanged.</p>
102-11	<p>Whether and how the organization applies the Precautionary Principle or approach.</p> <p>Landis+Gyr applies the precautionary approach. In addition to reviewing and approving the Group's comprehensive annual risk assessment process, the Board and its committees are updated regularly by members of the Group Executive Management and Extended Executive Management on all key risks facing the Group, such as quality issues, the progress of major customer projects, the progress of R+D projects and other risk areas as they are identified.</p>
102-12	<p>A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.</p> <p>The Company supports several external initiatives and standards in line with its ESG commitments and strategic direction. These initiatives include:</p> <ul style="list-style-type: none"> – United Nations Global Compact (UNGC) – Global Reporting Initiative (GRI) – Ethics and Compliance Switzerland (ECS) – Science-Based Targets Initiative (SBTi) – UN Race to Zero campaign – Business Ambition for 1.5°C campaign
102-13	<p>A list of the main memberships of industry or other associations, and national or international advocacy organizations.</p> <p>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; ETSI (The European Telecommunications Standards Institute); Eurelectric; ESMIG; DLMS; USB Forum; Multipeak; Echonet Alliance; metering standard associations in several countries; BEAMA; Swissmem; IG exact; Electrosuisse; Verband Schweizerischer Elektrizitätsunternehmen (VSE); swissmig; Several Chambers of Commerce. Represented on international / national metering standards bodies (such as TC13, TC57, TC 47, SC77A (IEC), ANSI C12, EL-11, BIS).</p>
102-14	<p>A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.</p> <p>See Page 4 of this report.</p>
102-15	<p>A description of key impacts, risks, and opportunities.</p> <p>Key risks and their management is addressed in the chapter Risk Management, while opportunities are discussed as part of the Market Environment and Strategy & Business Model as part of the Performance Report.</p>
102-16	<p>A description of the organization's values, principles, standards, and norms of behavior.</p> <p>The binding compass for all principles, integrity standards and norms of behavior at Landis+Gyr is the Code of Business Ethics and Conduct – for the Board, the Executive Management team, or employees producing, installing or selling Landis+Gyr products.</p> <p>Mission: At Landis+Gyr, we create a greener tomorrow through leading smart metering, grid edge intelligence and smart infrastructure technology. As partners, we empower customers and consumers to utilize resources in a more informed and sustainable way. Together, we manage energy better.</p> <p>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)</p>

GRI Standard	GRI Indicator
102-18	<p>a. Governance structure of the organization, including committees of the highest governance body.</p> <p>The General Assembly, Board and Committees of the Board (Audit & Finance Committee, Remuneration Committee, Nomination, Governance & Sustainability Committee), Executive Management are described in the Corporate Governance Report. Please refer to the following information: Corporate Governance Report, Chapter 1, Chapter 3 and Chapter 4.</p> <p>b. Committees responsible for decision-making on economic, environmental, and social topics.</p> <p>The implementation of the activities agreed for the respective ESG cycle (currently FY 2019–21) is overseen by the ESG Steering Committee. General ESG decision making is with the Executive Management Team which also includes the CEO. The CSR Directive guides the implementation.</p>
102-20	<p>Executive-level responsibility for economic, environmental, and social topics.</p> <p>Sustainability is deeply rooted in Landis+Gyr's DNA. At the Board of Directors level, the 'Nomination, Governance & Sustainability Committee' engages with Management on sustainability matters including the review and approval of the Company's Sustainability Report, the setting and monitoring of ESG targets and goals, the evaluation of ESG risks and opportunities, etc. At the Management level, the implementation of the ESG targets is overseen by the ESG Steering Committee (consisting – with one exception – of managers reporting directly to the CEO)</p>
102-22	<p>Composition of the highest governance body and its committees</p> <p>Please refer to the following information: Corporate Governance Report, Chapter 3.</p>
102-23	<p>a. Whether the chair of the highest governance body is also an executive officer in the organization.</p> <p>This is not the case. Please refer to the following information: Corporate Governance Report, Chapter 3 and Chapter 4.</p> <p>b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.</p> <p>This is not the case.</p>
102-26	<p>Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.</p> <p>The 'Nomination, Governance & Sustainability Committee' (NGSC) of the Board of Directors (BoD) 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. Please refer to the following information: Corporate Governance Report, Chapter 3.</p>
102-29	<p>a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities including its role in the implementation of due diligence processes.</p> <p>The Board of Directors, the Company's highest governance body, is engaged via its 'Nomination, Governance & Sustainability Committee' (NGSC) in overseeing sustainability matters including the review and approval of the Company's Sustainability Report, the setting and monitoring of ESG targets and goals, the evaluation of ESG risks and opportunities, etc.</p> <p>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.</p> <p>Yes, 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 in its exchanges with its stakeholders. Identified stakeholders are: 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.</p>
102-31	<p>Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.</p> <p>Starting with FY 2022, the 'Nomination, Governance & Sustainability Committee' (NGSC) of the Board reviews ESG topics four times a year and subsequently informs the full Board, while the Board of Directors covers ESG topics once a year as a focus topic, and usually once a year within the course of the annual strategy workshop. In FY 2021, the NGSC and the RemCo have each dealt with ESG topics three times with reporting to the full Board. The Board has addressed ESG topics three times in FY 2021 and undertook a full ESG review in the course of the strategy workshop. While the ESG topics are on the agenda four times a year, fundamental discussions are held less frequently. Impacts, risks, and opportunities are assessed annually and the stakeholder-based (re-)assessment of the fundamental direction is taken up every three years with a new ESG cycle.</p>
102-32	<p>The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.</p> <p>The 'Nomination, Governance & Sustainability Committee' (NGSC) of the Board and subsequently the full Board reviews and approves the Sustainability Report.</p>

GRI Standard	GRI Indicator
102-35	<p>a. Remuneration policies for the highest governance body and senior executives.</p> <p>For details on remuneration policies, see the Remuneration Report of the Annual Report FY 2021.</p> <p>b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.</p> <p>The Short Term Incentive (STI) plan for FY 2021 included a portion of 20% dedicated to ESG targets. This applies to management and all employees eligible to the STI plan.</p>
102-40	<p>A list of stakeholder groups engaged by the organization.</p> <p>Customers, suppliers, employees, regulators/ associations and NGOs, local communities and shareholders/investors (represented by the BoD), business partners. An overview of stakeholder groups can be found in the materiality assessment in this report (page 9).</p>
102-41	<p>Percentage of total employees covered by collective bargaining agreements.</p> <p>41% of the Landis+Gyr employees are covered by a collective bargaining agreement. The number of employees covered by collective bargaining agreement is reported by the HR responsible of each country.</p>
102-42	<p>The basis for identifying and selecting stakeholders with whom to engage.</p> <p>Stakeholders are selected on the basis of their relevance to the Company, as well as the impact the Company and its activities has on them.</p>
102-43	<p>The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.</p> <p>Due to legal requirements and obligations of Landis+Gyr Group AG as a publicly listed Company, the stakeholder engagement is partly regulated and met within the ordinary course of business and shareholder dialog. While the exchange is continuous with some stakeholders (e.g., employees, suppliers, partners, customers), other stakeholder exchanges happen on an ad hoc basis (e.g., regulators, shareholders/investors) or are limited to certain events such as the set-up of a new 3-year ESG cycle (e.g., local communities, associations/NGOs). 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 topic and the respective relevance to them. More details about the new stakeholder based materiality assessment to be found on page 9–13 of this report.</p>
102-44	<p>Key topics and concerns that have been raised through stakeholder engagement.</p> <p>The topics and concerns raised during the stakeholder engagement exercise for the actual ESG cycle in 2018 have been described in the Sustainability Report FY 2019–20 on page 17 and 18. Process and targets for the upcoming ESG cycle (2022–24) can be found in the dedicated section of this report (page 7).</p>
102-45	<p>a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>Please refer to the following information: Corporate Governance Report, Chapter 1.</p> <p>b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p> <p>The Sustainability Report covers the same entities as the financial report with the exception of Luna and Etrell. These acquisitions took place during the reporting year, hence these entities will be included in future Sustainability Reports. Should a figure or a statement include those entities it will be mentioned explicitly.</p>

GRI Standard	GRI Indicator
102-46	<p>a. An explanation of the process for defining the report content and the topic Boundaries.</p> <p>The report content follows the logic of stakeholder relevance, which has been discussed in the different stakeholder exchanges and is reflected in Landis+Gyr's material topics. Stakeholders were asked about their views on Landis+Gyr's impact on a shortlist of ESG topics that had previously been defined by a group of internal and external experts as well as management. Such shortlist was derived from a longlist created following GRI materiality.</p> <p>MATERIALITY COMPLETENESS The report considers all significant impacts of Landis+Gyr along its value chain.</p> <p>STAKEHOLDER INCLUSIVENESS Stakeholder inclusiveness is ensured by considering feedback from stakeholder engagement.</p> <p>SUSTAINABILITY CONTEXT Sustainability context is provided in the answers of the different standards. Also of material nature are the principles of the UN Global Compact that Landis+Gyr has committed itself to. The topic boundaries are addressed in the management approach of the different material topics discussed (where the impacts occur and the organization is involved with the impacts (direct or indirect). For more information please also consult the FY 2019 Sustainability Report, where the topic is discussed in more detail. The ESG cycle FY 2019–21 has come to an end with the business year covered by this Sustainability Report. In the second half of the FY 2021 Landis+Gyr has performed once more a materiality assessment involving its most important stakeholders. This process and its outcome is discussed and reported in the first part of this report.</p> <p>b. An explanation of how the organization has implemented the Reporting Principles for defining report content.</p> <p>As defined in GRI 101, the creation of the report was based on principles of relevance (materiality), stakeholder inclusivity, sustainability context and completeness of the information. With regard to the quality of the information reported, the principles of balance, comparability, accuracy, timeliness, clarity and reliability have been applied.</p>
102-47	<p>A list of the material topics identified in the process for defining report content.</p> <p>Landis+Gyr used the GRI Materiality Principle to define the material topics as preparation of the current ESG cycle back in FY 2018–19. There have been no changes in the material topics compared to the ones reported in the last Sustainability Report. The analysis was performed as follows:</p> <ul style="list-style-type: none"> – Identification of relevant economic, social, environmental, and governance issues on which the Company has an relevant impact – Evaluation and ranking of the level of stakeholder concern regarding each issue (internal Materiality Workshop and external interviews) – Evaluation and ranking of the potential impact of each issue – Defined set of ambitions and action areas for relevant topics – Representation of the issues and their prioritization in the materiality matrix – Definition of a set of ambitions and action areas for each of the relevant topics – Elaboration of a roadmap and actions, deliverables, Key Performance Indicators, budgets and responsibilities <p>Topics defined as material are: Energy Efficiency and Climate Protection, Data Security and Privacy, Employee Motivation, Business Integrity. Further material topics with a defined action plan are: Community Engagement, Fair Labor Practices, Occupational Health & Safety, Resource Efficiency, Strategic Responsible Sourcing. During the last business year, the Company performed again a stakeholder based materiality assessment to define the material topics that the Company needs to tackle during the next ESG cycle (and beyond) (page 7)</p>
102-48	<p>The effect of any restatements of information given in previous reports, and the reasons for such restatements.</p> <p>If in individual cases, a new form of presentation, calculation method or optimized data collection has led to other results for the previous years, this is noted under the respective statements.</p>
102-49	<p>Significant changes from previous reporting periods in the list of material topics and topic Boundaries.</p> <p>There were no significant changes during the reporting period for topics identified as material. If, in individual cases, a new measuring method is used, this is noted under the respective statement. During FY 2021, Landis+Gyr acquired the Smart Metering Provider Luna Elektrik Elektronik Sanayi ve Ticaret A.Ş., Izmir, Turkey and EV-Charging manufacturer Etrek d.o.o., Grosuplje, Slovenia. No data related to Luna and Etrek has been integrated into this report. For a few indicators where data of the newly acquired companies have been included, this is explicitly stated. This is the third report following the GRI standards. Landis+Gyr published its first environmental impact report in 2011 and the first full Sustainability Report in 2017.</p>
102-50	<p>Reporting period for the information provided.</p> <p>01.04.2021–31.03.2022, throughout the report referred to as FY 2021 or FY 21.</p>

GRI Standard	GRI Indicator
102-51	<p data-bbox="280 193 2096 223">If applicable, the date of the most recent previous report.</p> <p data-bbox="280 223 2096 272">Landis+Gyr's last Sustainability Report was issued at the end of October 2021. Sustainability aspects have also been reported in the last Annual Report which was issued at the end of May 2021.</p>
102-52	<p data-bbox="280 272 2096 303">Reporting cycle.</p> <p data-bbox="280 303 2096 376">Landis+Gyr will report annually on the reporting period beginning of April to end of March. This is the third report of the three-year ESG cycle from FY 2019 to FY 2021. This Sustainability Report is the first that is being issued as part of the Company's Annual Report.</p>
102-53	<p data-bbox="280 376 2096 406">The contact point for questions regarding the report or its contents.</p> <p data-bbox="280 406 2096 520">Eva Borowski Senior Vice President Investor Relations & Corporate Communications Phone: +41 41 935 63 96 eva.borowski@landisgyr.com</p>
102-54	<p data-bbox="280 520 2096 550">The claim made by the organization, if it has prepared a report in accordance with the GRI Standards</p> <p data-bbox="280 550 2096 600">This report has been prepared in accordance with the GRI Standards: Core option.</p>
102-55	<p data-bbox="280 600 2096 630">GRI content index</p> <p data-bbox="280 630 2096 679">This is the GRI content index.</p>
102-56	<p data-bbox="280 679 2096 710">External assurance</p> <p data-bbox="280 710 2096 804">This report has been externally audited by DQS. The audit report can be found on page 72/73. Additionally, aspects of what is being reported have also been audited as part of the ISO certification audits. See Landis+Gyr sites with related ISO certificates on page 75/76.</p>

Management Approach

GRI Standard	Material Topic	GRI Indicator
103-1	Energy Efficiency and Climate Protection	<p data-bbox="600 316 1088 335">Explanation of the material topics and their boundary.</p> <hr/> <p data-bbox="600 371 1021 391">a. An explanation of why the topic is material</p> <p data-bbox="600 395 2069 507">Over-reliance on fossil fuels has taken a toll on the environment, leading to the rapid increase of greenhouse gas emissions, and exposing Landis+Gyr to the damaging consequences of climate change. The Company, its stakeholders, its value chain as well as its products and services are affected by climate change and depend on a more sustainable energy use in the future. For this reason, Landis+Gyr is committed to reducing its carbon footprint, both for operational direct emissions (GHG scopes 1 and 2) as well as upstream and downstream indirect emissions (GHG scope 3). Moreover, through its products and services, the Company supports customers and end-consumers in reducing their own carbon footprint.</p> <p data-bbox="600 512 2069 576">As a sign of its strong commitment to climate action, the Company has announced it will become carbon neutral in its operations by 2030 for scope 1 and 2. To guide Landis+Gyr in this journey, the Company recently joined the 'Science-Based Targets Initiative' and committed to set net-zero targets, both for the near- and long-term.</p> <p data-bbox="600 580 1256 600">b. The boundary for the material topic, which includes a description of:</p> <p data-bbox="600 604 853 624">i. where the impacts occur:</p> <p data-bbox="600 628 1106 647">Along the full value chain, both internally and externally.</p> <p data-bbox="600 652 1077 671">ii. the organization's involvement with the impacts:</p> <p data-bbox="600 676 801 695">Directly and indirectly</p> <p data-bbox="600 700 1106 719">c. Any specific limitation regarding the topic boundary</p> <p data-bbox="600 724 1379 743">At the moment, the Company's calculation of GHG Scope 3 is limited to business travel.</p> <p data-bbox="600 748 2069 847">The Company's supply chain represents an important part of the Company's carbon footprint. In recent years, the supply chain has become increasingly global and complex, driven by the fact that certain processes have been outsourced. To ensure that high ESG standards are also applied within the Company's supply chain, Landis+Gyr requires its suppliers to sign and comply with its Supplier Code of Conduct, including its 'Green Procurement Requirements'. This policy specifically requires suppliers to implement methods to improve energy efficiency and minimize energy consumption. The Company actively monitors suppliers' compliance with ESG standards through audits and other processes.</p>

GRI Standard	Material Topic	GRI Indicator
103-2	Energy Efficiency and Climate Protection	<p data-bbox="600 204 1077 226">The management approaches and their components</p> <hr/> <p data-bbox="600 260 1167 282">a. An explanation of how the organization manages the topic The topic is managed under the Company's ESG program, which defines an ambition, targets and specific action items to be implemented in relation to this topic. Energy use and associated CO₂ emissions are fundamental aspects of this topic. Hence, the Company establishes annual targets to drive improvements on these areas.</p> <p data-bbox="600 328 1160 351">b. A statement of the purpose of the management approach Landis+Gyr is committed to reducing its carbon footprint, both for operational direct emissions (GHG scopes 1 and 2) as well as upstream and downstream indirect emissions (GHG scope 3). Moreover, through its products and services, the Company supports customers and end-consumers in reducing their own carbon footprint.</p> <p data-bbox="600 397 1144 419">c. A description of the management approach components</p> <p data-bbox="600 419 696 442">i. Policies</p> <ul data-bbox="600 442 1301 533" style="list-style-type: none"> - Code of Business Ethics and Conduct - ESG Directive - Quality, Occupational Health & Safety and Environmental (QOHSE) Policy - Supplier Code of Conduct incl. the Green Procurement Requirements annex <p data-bbox="600 533 763 555">ii. Commitments Landis+Gyr is committed to reducing its GHG emissions by decreasing direct and indirect emissions and enabling the avoidance of emissions via its products and services. In line with this commitment, the Company has declared its ambition to become carbon neutral in its operations by 2030 for scope 1 and 2. To support this goal, every year Landis+Gyr sets carbon emission reduction targets in its 'Integrated Management System'. To take its commitment even further, the Company recently joined the 'Science-Based Targets Initiative' and committed to set net-zero targets, both for the near and long term.</p> <p data-bbox="600 647 792 670">iii. Goals and targets Measures that have been implemented as part of the 3-year program include:</p> <ul data-bbox="600 692 1487 762" style="list-style-type: none"> - Conduct energy management audits at major production sites - Increase utilization of renewable energy at various company sites - Establish a KPI to quantify total CO₂ savings generated by Landis+Gyr's most prominent products <p data-bbox="600 762 2040 807">Furthermore, as part of the Short-Term Incentive (STI) targets set in FY 2021, the Company has set the goal to increase portion of energy derived from renewable sources at group level. This is one of 11 ESG goals linked to the STI plan. The ESG component of the STI plan amounts to 20% of the total bonus.</p> <p data-bbox="600 807 779 829">iv. Responsibilities This material topic is managed by group-level ESG and Business Transformation (reports directly to the CEO), in close cooperation with regional and country-level operations.</p> <p data-bbox="600 877 719 900">v. Resources The ESG function drives the implementation of actions related to this topic and collects data at group-level on a quarterly basis. Furthermore, given the multi-disciplinary character of this topic, the ESG function collaborates with various other Group departments, including Quality, Product Management, Supply Chain and Procurement.</p> <p data-bbox="600 967 846 989">vi. Grievance mechanisms Landis+Gyr has a global 'Speak Up' process in place based on the Speak-Up Policy accessible across the organization and run by an independent third-party provider.</p> <p data-bbox="600 1011 1279 1034">vii. Specific actions, such as processes, projects, programs, and initiatives</p> <ul data-bbox="600 1034 2047 1174" style="list-style-type: none"> - Developed and tracked CO₂ savings enablement KPI for most prominent products - Increased the use of renewable electricity across more company sites - Issued new and updated guidelines and policies - Prepared for third-party assurance / data audits - Expanded actual and/ or developed an additional KPI to better communicate the positive contribution made by Landis+Gyr's products towards decarbonization - Performed energy audits on main Landis+Gyr production sites

GRI Standard	Material Topic	GRI Indicator
103-3	Energy Efficiency and Climate Protection	<p>Evaluation of the management approach</p> <hr/> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <p>i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years, the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p>ii. the results of the evaluation of the management approach: The evaluation of the management approach is described in the Company's previous Sustainability Report. Changes can be expected with the set-up of the new ESG cycle FY 2022–24.</p> <p>iii. related adjustments to the management approach: Needed adjustments are made over the course of a cycle, under the oversight of the ESG Steering Committee.</p>
103-1	Resource Efficiency	<p>Explanation of the material topics and their boundary</p> <hr/> <p>a. An explanation of why the topic is material Landis+Gyr recognizes that accessible natural resources are finite and being 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. Hence, Landis+Gyr supports a transition into a circular economy model, where value once created from raw materials, components and resources is preserved at the highest level possible throughout the life of a product. This implies working to reconceive the full lifecycle of a product, from design and manufacturing through to use and maintenance, with the aim of optimizing resources, reducing the use of raw materials and recovering waste by recycling or reusing.</p> <p>b. The boundary for the material topic, which includes a description of:</p> <p>i. where the impacts occur: Along the full value chain, both internally and externally.</p> <p>ii. the organization's involvement with the impacts: Landis+Gyr's products have a net positive impact on the environment. To amplify its impact, the Company is committed to ensuring that its production process is as sustainable as possible. Hence, Landis+Gyr is focusing on how to embed circular economy principles into its products. Amongst the initiatives being pursued, the Company is working towards increasing the use of recycled materials and parts in its products, reducing their weight and energy consumption per benefit generated and enhancing their recyclability.</p> <p>c. Any specific limitation regarding the topic boundary. Initially, activities are focused on large-volume products, specifically hardware.</p>

GRI Standard	Material Topic	GRI Indicator
103-2	Resource Efficiency	<p data-bbox="600 204 1077 223">The management approaches and their components</p> <p data-bbox="600 236 1167 255">a. An explanation of how the organization manages the topic Resource efficiency is a multi-stakeholder and multi-disciplinary activity. Impact can only be achieved through the collaboration of several functions. Internally, Product Management, Research & Development, Supply Chain Management and Quality Management work closely together to reduce waste, increase recyclability and recycling with the aim of closing the production loop and increasing resource efficiency. However, full impact can only be achieved in collaboration with suppliers and customers across the value chain to effectively cover the entire product life cycle.</p> <p data-bbox="600 352 1160 371">b. A statement of the purpose of the management approach Landis+Gyr's approach to 'Resource Efficiency' seeks to ensure its products have a positive impact through their lifecycle, from design through end-of-life.</p> <p data-bbox="600 395 1144 414">c. A description of the management approach components</p> <p data-bbox="600 422 689 442">i. Policies</p> <ul data-bbox="600 443 824 486" style="list-style-type: none"> – Green Design Manual – Eco-Portfolio initiative <p data-bbox="600 488 757 507">ii. Commitments Landis+Gyr is committed to using resources in an efficient and responsible manner, both with respect to its operations as well as the products and services delivered by the Company.</p> <p data-bbox="600 555 792 574">iii. Goals and targets</p> <ul data-bbox="600 576 1464 667" style="list-style-type: none"> – Set internal targets for electricity meter self-consumption that exceed international standards – Incorporate self-consumption targets into total cost of ownership optimization – Set year-on-year reduction goals for average materials usage – Improve recycling rates, especially for heat and gas meters <p data-bbox="600 671 779 691">iv. Responsibilities The topic is covered under the ESG roadmap FY 2019–21, which is overseen by the SVP Business Transformation who reports to the Group's CEO. Various functions are responsible for managing different aspects of this topic. For example, Operations are responsible for managing waste and water consumption at company facilities. Product Portfolio Management, Research & Development as well as Supply Chain collaborate closely in regards to eco-friendly design, recycling schemes, etc.</p> <p data-bbox="600 783 719 802">v. Resources Resources are provided by the different functions mentioned above. Additionally, the ESG office provides support by coordinating and monitoring the various workstreams under this topic.</p> <p data-bbox="600 850 846 869">vi. Grievance mechanisms Landis+Gyr has a global 'Speak Up' process in place based on the Speak-Up Policy accessible across the organization and run by an independent/neutral third-party provider.</p> <p data-bbox="600 895 1279 914">vii. Specific actions, such as processes, projects, programs, and initiatives This topic consists of 7 workstreams which address specific aspects of the topic, with actions ranging from short- to long-term. The impact is, due to its nature, global with emphasis on locations where Landis+Gyr's products are deployed in larger quantities</p> <ul data-bbox="600 916 1473 1145" style="list-style-type: none"> – Develop KPI focused on reducing the environmental impact of the Company's product portfolio – Reduce energy self-consumption in the Company's products – Drive increased compliance with RoHS and Reach requirements – Develop conditions for increased recycling of meters, especially for heat and gas – Develop and roll out a 'Green Design Manual' – Establish tracking system for conflict minerals – Establish tracking system for material used and set reduction targets – Increase use of recycled materials in Landis+Gyr's products
103-3	Resource Efficiency	<p data-bbox="600 1169 969 1189">Evaluation of the management approach</p> <p data-bbox="600 1201 1440 1220">a. An explanation of how the organization evaluates the management approach, including:</p> <p data-bbox="600 1222 1352 1241">i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p data-bbox="600 1267 1173 1286">ii. the results of the evaluation of the management approach: The evaluation of the management approach is described in the Company's previous Sustainability Report. Changes can be expected with the set-up of the new ESG cycle FY 2022–24.</p> <p data-bbox="600 1334 1106 1353">iii. related adjustments to the management approach: Needed adjustments are made over the course of a cycle, under the oversight of the ESG Steering Committee.</p>

GRI Standard	Material Topic	GRI Indicator
103-1	Strategic Responsible Sourcing	<p data-bbox="602 204 1081 223">Explanation of the material topics and their boundary</p> <p data-bbox="602 236 1021 255">a. An explanation of why the topic is material Landis+Gyr's collaboration with its supply chain partners is critical to the success of the business. Landis+Gyr strives to expand relationships with its suppliers in terms of sustainability targets and on the basis of shared values. The Company considers its supply chain partners as an integral part of its ESG efforts, and therefore engages closely with them to share and align on its sustainability direction and principles. Hence, it is crucial for Landis+Gyr to ensure suppliers' compliance with the Company's quality, environment, health and safety policies, as well as its Code of Business Ethics and Conduct.</p> <p data-bbox="602 352 1256 371">b. The boundary for the material topic, which includes a description of:</p> <p data-bbox="602 375 853 394">i. where the impacts occur: The impact is external to Landis+Gyr. It occurs wherever Landis+Gyr is sourcing parts for value creation.</p> <p data-bbox="602 419 1077 438">ii. the organization's involvement with the impacts: Landis+Gyr is aware of its responsibility not only for its own behavior but for the behavior of its suppliers, too. Hence, Landis+Gyr's impact is both direct and indirect. Landis+Gyr maintains a close relationship with its suppliers to ensure compliance with Landis+Gyr's Supplier Code of Conduct and Green Procurement Requirements.</p> <p data-bbox="602 488 1104 507">c. Any specific limitation regarding the topic boundary In a first phase, focus is placed on first tier suppliers representing 85% of Landis+Gyr purchasing volume. Nonetheless, special attention is also given to second tier suppliers in critical environments and potentially dealing with critical topics (risk-based approach under development).</p>
103-2	Strategic Responsible Sourcing	<p data-bbox="602 579 1075 598">The management approaches and their components</p> <p data-bbox="602 611 1167 630">a. An explanation of how the organization manages the topic Suppliers are an integral part of Landis+Gyr's supply chain. For this reason, Landis+Gyr requests its suppliers to support its ambitions with respect to the environment, the society (particularly human rights), as well as the enforcement of applicable laws and regulations. In order to fulfil this requirement, Landis+Gyr has developed a rigorous supplier qualification process. This includes declarations of compliance, self-assessment and third-party assessment and auditing. Supplier qualification and supplier annual audits (inclusive of ESG dimensions) are pivotal tools to ensure the effectiveness of the approach as well as compliance with the Company's policies.</p> <p data-bbox="602 746 1158 766">b. A statement of the purpose of the management approach Through its management approach, Landis+Gyr seeks to ensure that its values and principles are extended to parties involved in its supply chain.</p> <p data-bbox="602 791 1144 810">c. A description of the management approach components</p> <p data-bbox="602 813 689 833">i. Policies</p> <ul data-bbox="602 836 1294 884" style="list-style-type: none"> - Supplier Code of Conduct, including the Green Procurement Requirements - Supplier accreditation (auditing) <p data-bbox="602 887 757 906">ii. Commitments Landis+Gyr is committed to purchasing all materials and services from suppliers that meet its high ethical standards. The Company only works with suppliers that act according to the Group's environmental principles, including quality, occupational health and safety and environmental policies.</p> <p data-bbox="602 956 792 975">iii. Goals and targets</p> <ul data-bbox="602 978 2024 1042" style="list-style-type: none"> - Require suppliers to submit certificates confirming compliance with the Company's Supplier Code of Conduct (which includes child labor rules), as well as the Green Procurement Policy (which includes conflict mineral rules) in all regions. - Assess all new supplier against ESG criteria to increase the proportion of purchases from vendors who comply with Landis+Gyr's ESG standards. <p data-bbox="602 1045 777 1064">iv. Responsibilities The responsibility for this topic sits with the Global Procurement and Supply Chain function, supported by Global R&D.</p> <p data-bbox="602 1090 719 1109">v. Resources Audits (by Landis+Gyr's specialists); ESG supplier assessments (by Landis+Gyr's specialists); capturing of signed compliance with Supplier Code of Conduct and Green Procurement Policy (by Group Procurement)</p> <p data-bbox="602 1158 844 1177">vi. Grievance mechanisms Landis+Gyr has a global 'Speak Up' process in place based on the Speak-Up Policy accessible across the organization and run by an independent/neutral third-party provider. The details for making a complaint via the SpeakUp tool are available for external partners on the Landis+Gyr website.</p> <p data-bbox="602 1227 1279 1246">vii. Specific actions, such as processes, projects, programs, and initiatives This material topic has 5 activity streams, all of which have been completed:</p> <ul data-bbox="602 1249 1964 1409" style="list-style-type: none"> - Issue policy describing the Company's green procurement requirements - Collect supplier 'Declaration of Conformity' certificates, acknowledging supplier's adherence to the Company's Supplier Code of Conduct and Green Procurement Requirements. - Set up process to capture cobalt purchased and its origin. - Update Landis+Gyr's Supplier Code of Conduct. - Set up process to capture the use and origin of conflict minerals.

GRI Standard	Material Topic	GRI Indicator
103-3	Strategic Responsible Sourcing	<p data-bbox="600 201 969 223">Evaluation of the management approach</p> <p data-bbox="600 236 1440 258">a. An explanation of how the organization evaluates the management approach, including:</p> <p data-bbox="600 260 1352 282">i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p data-bbox="600 284 1171 306">ii. the results of the evaluation of the management approach: The evaluation of the management approach is described in the Company's previous Sustainability Report. Further improvements can be expected with the set-up of the new ESG Cycle.</p> <p data-bbox="600 308 2051 419">iii. related adjustments to the management approach: Needed adjustments are made over the course of a cycle, under the oversight of the ESG Steering Committee.</p>
103-1	Employee Motivation	<p data-bbox="600 440 1081 462">Explanation of the material topics and their boundary</p> <p data-bbox="600 475 1025 497">a. An explanation of why the topic is material. Employees who are engaged and motivated by their employers and jobs are more productive, more loyal and more innovative. Landis+Gyr believes that employee engagement sits at the very heart of its ability to deliver great customer service and achieve outstanding business results. Therefore, Landis+Gyr is firmly committed to an organizational culture where employees feel motivated and engaged.</p> <p data-bbox="600 499 1254 521">b. The boundary for the material topic, which includes a description of:</p> <p data-bbox="600 523 853 545">i. where the impacts occur: The impact occurs both internally and externally. Evidence of the impact is visible across the whole organization, especially on the interface with Landis+Gyr's customers (external) and also reflected on the quality of the organization's performance (internal).</p> <p data-bbox="600 547 1077 569">ii. the organization's involvement with the impacts: This topic is concerned with creating the conditions where Landis+Gyr's employees feel motivated and engaged. Employee needs change over time and there is an ongoing requirement for the Company to create sustainable and effective processes to address employee expectations. Since the topic is related to Landis+Gyr's employees, the Company is directly involved in managing the impact of this topic.</p> <p data-bbox="600 571 1108 593">c. Any specific limitation regarding the topic boundary. The topic is limited to Landis+Gyr employees.</p>

GRI Standard	Material Topic	GRI Indicator
103-2	Employee Motivation	<p data-bbox="600 204 1077 223">The management approaches and their components</p> <p data-bbox="600 236 1167 255">a. An explanation of how the organization manages the topic</p> <p data-bbox="600 258 2069 303">Employee engagement is a complex, multi-layered topic. To ensure resources are consistently focused across the organization, the Company has developed a range of initiatives to create the conditions for sustainable employee engagement.</p> <p data-bbox="600 306 2063 325">External research on the topic suggests there are some common ‘levers’ that organizations can pull in order to encourage employee engagement, these levers include:</p> <ul data-bbox="600 328 869 437" style="list-style-type: none"> – Supportive management – Positive work environment – Opportunities for growth – Trust in leadership – Meaningful work <p data-bbox="600 440 2069 529">Indicative examples of specific initiatives that Landis+Gyr focuses on include unlimited access to LinkedIn Learning, all employees having the possibility to raise their voice in the Company’s global engagement survey and involvement with the subsequent action planning process, a transformational leadership program to further equip Landis+Gyr’s leadership team to manage their teams’ success in L+G’s ongoing strategic transformation, the global succession planning process or the introduction of a competency toolkit to demonstrate and explain the desired behaviors and how they correlate back to the Company’s core values.</p> <p data-bbox="600 533 1160 552">b. A statement of the purpose of the management approach</p> <p data-bbox="600 555 2063 600">To create and sustain a working environment that allows Landis+Gyr’s employees to deliver to the best of their abilities – whether in relation to their current role or their future career progression within the organization.</p> <p data-bbox="600 603 1144 622">c. A description of the management approach components</p> <p data-bbox="600 625 689 644">i. Policies</p> <ul data-bbox="600 647 2040 734" style="list-style-type: none"> – Code of Business Ethics and Conduct – Policies covering learning & development, performance management as well as talent acquisition. – In compliance with specific employment law legislation, some locations have a local policy in place covering the above topics. In such cases the country-specific policy prevails. <p data-bbox="600 737 757 756">ii. Commitments</p> <p data-bbox="600 759 2056 804">Landis+Gyr is committed to offer 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.</p> <p data-bbox="600 807 792 826">iii. Goals and targets</p> <ul data-bbox="600 829 1704 900" style="list-style-type: none"> – Attract high performing employees who fit the Company culture, values and diversity targets – Develop the Company’s talents and support a learning culture and a spirit of diversity and inclusion among the workforce – Implement actions plans resulting from Global Employee Engagement Survey. <p data-bbox="600 903 779 922">iv. Responsibilities</p> <p data-bbox="600 925 2040 970">Employee engagement is a shared responsibility between the global HR Team and the Leadership team, and as applicable to all other material topics, is overseen by the ESG Steering Committee.</p> <p data-bbox="600 973 719 992">v. Resources</p> <p data-bbox="600 995 2002 1040">The resources required such as HR tools and processes (e.g., for the implementation of action plans resulting from the Global Employee Engagement survey) are managed by the respective budget holders.</p> <p data-bbox="600 1043 846 1062">vi. Grievance mechanisms</p> <p data-bbox="600 1066 2069 1085">Landis+Gyr has a global ‘Speak Up’ process in place based on the Speak-Up Policy accessible across the organization and run by an independent/neutral third-party provider.</p> <p data-bbox="600 1088 1279 1107">vii. Specific actions, such as processes, projects, programs, and initiatives</p> <ul data-bbox="600 1110 2056 1326" style="list-style-type: none"> – Every two years Landis+Gyr invites its employees, regardless of their role or location, to participate in its Global Employee Engagement Survey. – Within 6 weeks of the engagement survey taking place, a global CEO communication conveys the overarching survey results of the whole organization – Leaders are required to share the local survey results and to engage their teams in the creation and maintenance of an action plan that is aimed at improving levels of employee motivation and engagement across the organization – The action planning process is one of the key enablers for employee engagement by enabling leaders to work collaboratively with their teams to identify the barriers and blockers to engagement and the corrective actions (examples could include helping leaders to be more effective at providing timely recognition for a job well done or creating forums that encourage employees to participate in innovative ideas generation for new products and services) – A consistent global process is used to map succession planning across the organization – It is a strategic goal of Landis+Gyr that employees continuously invest their time in personal and professional development, update their knowledge and acquire new skills.

GRI Standard	Material Topic	GRI Indicator
103-3	Employee Motivation	<p>Evaluation of the management approach</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <p>i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p>ii. the results of the evaluation of the management approach: The Company is currently finalizing the roadmap that will guide its Employee Motivation efforts for the next 3-year ESG cycle from FY 2022 to FY 2024. As part of this process, it will set new targets and KPIs to measure progress.</p> <p>iii. related adjustments to the management approach: Needed adjustments are made over the course of a cycle, under the oversight of the ESG Steering Committee.</p>
103-1	Occupational Health and Safety	<p>Explanation of the material topics and their boundary</p> <p>a. An explanation of why the topic is material This topic covers the impact of business activities on the physical and mental well-being of all employees. The right to a healthy and safe workplace is recognized as a human right. As such, Landis+Gyr has a duty of care towards its employees. Proper management of 'Occupational Health and Safety' (OH&S) contributes to improve employee well-being and build a positive safety culture, where everybody is aware of OH&S risks and feels responsible for their own health and safety and that of others. This has a positive impact on productivity, employee morale and reduces the risk of work-related injuries or illnesses. The latter can result in employee stress, reputational damage, loss of working days and additional expenditures for Landis+Gyr. Consequently, the occupational health and safety of employees a key factor for the success of Landis+Gyr.</p> <p>b. The boundary for the material topic, which includes a description of:</p> <p>i. where the impacts occur: Occupational Health and Safety at work involves both the prevention of harm, and the promotion of occupational health and well-being of Landis+Gyr's employees (internal). Furthermore, this topic also impacts the Company's suppliers, who are required to comply with OH&S requirements listed in the Supplier Code of Conduct (external).</p> <p>ii. the organization's involvement with the impacts: Throughout its offices and operations, but also its supply chain and products, Landis+Gyr is exposed to occupational health, safety, and well-being issues across multiple areas of the organization. Landis+Gyr has an effective OH&S monitoring system in place that enables OH&S issues to be managed across all levels of the organization and monitored accordingly to proactively introduce control / corrective measures where required (direct).</p> <p>c. Any specific limitation regarding the topic boundary In addition to Landis+Gyr managing the occupational health and safety of their employees and associated activities, Landis+Gyr also extends the same internal OH&S requirements to its suppliers through its Supplier Code of Conduct. Furthermore, Landis+Gyr also complies with applicable safety requirements (external regulation and internal guidelines) in relation to the design of its products to ensure they can be safely used throughout their product life-cycle.</p>

GRI Standard	Material Topic	GRI Indicator
103-2	Occupational Health and Safety	<p data-bbox="600 204 1075 226">The management approaches and their components</p> <p data-bbox="600 236 1164 258">a. An explanation of how the organization manages the topic</p> <p data-bbox="600 260 2072 347">The occupational health and safety of all employees is a top priority at Landis+Gyr. The Company is committed to maintaining safe working environments that reduce the risks of accidents, injuries and illnesses. To maintain and strengthen a high standard of workplace occupational health and safety, Landis+Gyr provides employees with regular training and instructions to integrate job safety into all routine and non-routine working activities. Current OH&S practices have mostly been standardized across the group due to the requirements of ISO 45001 and national occupational health and safety legislation.</p> <p data-bbox="600 352 1160 375">b. A statement of the purpose of the management approach</p> <p data-bbox="600 376 2004 419">The Landis+Gyr management approach to occupational health and safety aims to proactively manage OH&S across all Landis+Gyr activities, through ongoing monitoring, analysis of OH&S data to drive continuous improvement.</p> <p data-bbox="600 421 1146 443">c. A description of the management approach components</p> <p data-bbox="600 445 689 467">i. Policies</p> <p data-bbox="600 469 2072 533">Every activity at Landis+Gyr is guided by the overarching L+G Code of Business Ethics and Conduct. Additionally, for OH&S, there is a group-wide L+G QOHSE (Quality, Occupational Health, Safety and Environment) policy in place. Other policies and guidelines are site-specific to cater for the differences in national laws and site operational activities. However, there are also a number of generic corporate OH&S standards available which cover key OH&S risk areas.</p> <p data-bbox="600 534 757 557">ii. Commitments</p> <p data-bbox="600 558 2004 580">The right to a healthy and safe workplace is recognized as a human right and ensuring the health and safety for all employees is a top priority for Landis+Gyr.</p> <p data-bbox="600 582 792 604">iii. Goals and targets</p> <p data-bbox="600 606 1736 628">Maintain and further improve and develop the current OH&S management system from a global and preventative perspective:</p> <ul data-bbox="600 630 1411 762" style="list-style-type: none"> - further harmonize regional OH&S processes and KPIs - improve cross-regional sharing (global OH&S network, OH&S global practice dashboard) - migration from ISO18001 to ISO45001 on all sites - common accident investigation process / tool - visitors and supplier safety (expand OH&S awareness to key suppliers) - stabilize and improve group-wide near-miss reporting <p data-bbox="600 764 779 786">iv. Responsibilities</p> <p data-bbox="600 788 2072 831">OH&S management is the responsibility of every employee. However, the site CEOs are accountable for ensuring that OH&S responsibilities are effectively cascaded to the 'Quality Manager' and the topic is managed as part of the integrated management system that focuses on the most salient topics.</p> <p data-bbox="600 833 721 855">v. Resources</p> <ul data-bbox="600 857 918 989" style="list-style-type: none"> - OH&S handbooks and guidelines - OH&S corporate standards - OH&S training sessions - OH&S reporting system - OH&S reporting dashboards - Internal and external audits. <p data-bbox="600 991 846 1013">vi. Grievance mechanisms</p> <p data-bbox="600 1015 2049 1058">Landis+Gyr has implemented a global 'Speak Up' process, based on the Speak-Up Policy accessible across the organization and managed through an independent third-party provider.</p> <p data-bbox="600 1059 1276 1082">vii. Specific actions, such as processes, projects, programs, and initiatives</p> <ul data-bbox="600 1083 1523 1241" style="list-style-type: none"> - Enhance and intensify Global OH&S audits program (incorporating any learnings from the pandemic) - Further strengthen the Company's OH&S management system - Establish 'near-miss' reporting - Enhance travel safety practices - Improve employee and visitor safety - Raise suppliers' OH&S awareness - Conduct physical and mental stress assessment in office and shopfloor

GRI Standard	Material Topic	GRI Indicator
103-3	Occupational Health and Safety	<p>Evaluation of the management approach</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <p>i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years the Company reassesses L+G's the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p>ii. the results of the evaluation of the management approach: The evaluation of the management approach is described in the Company's last Sustainability Report. Currently, the management approach is being reassessed as part of the set-up of the new ESG cycle FY 2022–24.</p> <p>iii. related adjustments to the management approach: Needed adjustments are made over the course of the ESG cycle under the oversight of the ESG Steering Committee.</p>
103-1	Fair Labor Practices	<p>Explanation of the material topics and their boundary</p> <p>a. An explanation of why the topic is material Landis+Gyr's success is the result of the hard work and innovation of its employees around the globe. 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 Labor Organization), also reflected in its Code of Business Ethics and Conduct. Landis+Gyr's commitment to fair labor practices is also a fundamental pillar of its supply chain operations.</p> <p>b. The boundary for the material topic, which includes a description of:</p> <p>i. where the impacts occur: Internally in its own operations and externally with its suppliers and partners.</p> <p>ii. the organization's involvement with the impacts: Direct in its own operations and indirect in its value chain.</p> <p>c. Any specific limitation regarding the topic boundary A striking limitation regarding this topic are the varying degrees of human rights protection entrenched in the local legislations of the territories in which Landis+Gyr operates. To overcome this limitation, Landis+Gyr has adopted global standards for fair labor standards in both its internal and external operations.</p>

GRI Standard	Material Topic	GRI Indicator
103-2	Fair Labor Practices	<p data-bbox="600 204 1077 226">The management approaches and their components</p> <p data-bbox="600 236 1167 258">a. An explanation of how the organization manages the topic</p> <p data-bbox="600 260 2069 531">Landis+Gyr's fair labor practices focus on the implementation of a set of internal guidelines and control measures within the entire organization and supply chain to ensure compliance with local laws and international standards. A central requirement is the warranty of equal employment opportunities without discrimination and harassment based on age, gender, religion, sexual orientation, or ethnic/social origin. Landis+Gyr's Code of Business Ethics and Conduct also covers employees' responsibilities to each other, such as respect for one another, and not engaging in discrimination or retaliation. All new employees must agree to fully comply with the Code and to participate in regular training sessions. In the event of non-compliance with the Code of Business Ethics and Conduct, Landis+Gyr cultivates a 'Speak-Up' culture. Globally, the Company has installed multiple channels for reporting suspected or known violations of the code, other internal policies, or the law. For this purpose, Landis+Gyr implemented a confidential 24-hour hotline for making such reports, as well as a web portal where employees can file a complaint. Finally, concerns can be reported through different channels in the organization, such as via e-mail to a manager, HR Business Partner, or Compliance Officer. Another avenue for filing a report is through the company's Ombudsperson, an external party dedicated for receiving and managing such complaints. For this purpose, a case management system has been rolled out to record and monitor complaints and their resolution. Regional Compliance Officers assist the Group Chief Compliance Officer and the Global Compliance Team with overseeing compliance with corporate standards and control measures both internally, and also across the Company's entire supply chain.</p> <p data-bbox="600 533 1160 555">b. A statement of the purpose of the management approach</p> <p data-bbox="600 557 2056 601">To uphold and follow the international standards described e.g., in UNGC Principles and the fair labor standards of the Responsible Business Alliance, which are an integrative part of Landis+Gyr's Code of Business Ethics and Conduct.</p> <p data-bbox="600 603 1144 625">c. A description of the management approach components</p> <p data-bbox="600 627 689 649">i. Policies</p> <ul data-bbox="600 651 2056 738" style="list-style-type: none"> <li data-bbox="600 651 2056 695">– Code of Business Ethics and Conduct: a global policy that outlines the responsibilities and expected professional behavior of Landis+Gyr and all its employees, including that Landis+Gyr's duty of, and commitment to, upholding and protecting the human rights of its employees. <li data-bbox="600 697 2056 738">– Supplier Code of Conduct: a global policy that governs the relationships between Landis+Gyr and its suppliers, and specifically outlines Landis+Gyr's expectation that its suppliers uphold and protect the human rights of all workers across their operation. <p data-bbox="600 740 757 762">ii. Commitments</p> <p data-bbox="600 764 2033 809">Landis+Gyr is committed to upholding and promoting fair labor practices in all locations and for all employees and along the value chain. Advanced fair labor practices – whether imposed by local statutory requirements or by internal standards where such statutes do not exist – are the norm at all Landis+Gyr sites.</p> <p data-bbox="600 810 792 833">iii. Goals and targets</p> <p data-bbox="600 834 2045 922">The goal is that, despite varying statutory requirements with regards to freedom of association, fair labor practices, protection of minors and young people, and other human rights issues, Landis+Gyr maintains the highest standard of human rights in all its global operations, both internal and external. To that end, Landis+Gyr has adopted global standards for fair labor standards in both its internal Code of Conduct, as well as in its Supplier Code of Conduct. These standards often require stakeholders to go beyond the letter of the local law.</p> <p data-bbox="600 924 779 946">iv. Responsibilities</p> <p data-bbox="600 948 1973 992">This topic is managed by the Group Chief Compliance Officer in collaboration with Global Head of Human Resources and the Global Head of Supply Chain Management and Operations. As applicable to all other ESG material topics, the implementation of targets is overseen by the ESG Steering Committee.</p> <p data-bbox="600 994 719 1016">v. Resources</p> <p data-bbox="600 1018 2074 1126">The topic of Fair Labor Practices is owned and managed by the Group Chief Compliance Officer. The Group CCO reports regularly to an Ethics Committee made up of the Group's CEO, CFO, General Counsel, and Head of HR, and Regional Executive Vice Presidents. The Group CCO is also supported by a Global Compliance Team, as well as by the Regional Compliance Officers. The Group CCO relies on cross-functional stakeholders to drive compliance across the organization. The Global Head of Human Resources and the Global Head of Supply Chain Management and Operations manage the monitoring of the Company's internal and external operations, respectively, with regards to this topic.</p> <p data-bbox="600 1128 846 1150">vi. Grievance mechanisms</p> <p data-bbox="600 1152 2069 1174">Landis+Gyr has a global 'Speak Up' process in place based on the Speak-Up Policy accessible across the organization and run by an independent/neutral third-party provider.</p> <p data-bbox="600 1176 1279 1198">vii. Specific actions, such as processes, projects, programs, and initiatives</p> <ul data-bbox="600 1200 2051 1334" style="list-style-type: none"> <li data-bbox="600 1200 1417 1222">– The implementation of a reporting framework and a human rights due diligence process. <li data-bbox="600 1224 2033 1268">– The periodic (yearly basis) roll-out of new learning content focused on ethics and integrity with alternating topics in focus for each launch, including principles regarding fair labor standards. <li data-bbox="600 1270 815 1292">– Due diligence checks. <li data-bbox="600 1294 2051 1334">– Landis+Gyr performed the equal pay analysis in accordance with the requirements of the Swiss Federal Act on Gender Equality. The results of the analysis show that Landis+Gyr is fully compliant with Swiss equal pay standards, which further demonstrates Landis+Gyr's commitment to fair pay.

GRI Standard	Material Topic	GRI Indicator
103-3	Fair Labor Practices	<p data-bbox="600 204 969 226">Evaluation of the management approach</p> <p data-bbox="600 236 1440 258">a. An explanation of how the organization evaluates the management approach, including:</p> <p data-bbox="600 260 1352 282">i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p data-bbox="600 284 1171 306">ii. the results of the evaluation of the management approach: The Company is currently finalizing the roadmap that will guide its Fair Labor Practices efforts for the next 3-year ESG cycle from FY22 to FY24. As part of this process, it will set new targets and KPIs to measure progress.</p> <p data-bbox="600 308 1581 330">iii. related adjustments to the management approach: Needed adjustments are made over the course of a cycle, under the oversight of the ESG Steering Committee.</p>
103-1	Community Engagement	<p data-bbox="600 443 1081 466">Explanation of the material topics and their boundary</p> <p data-bbox="600 475 1021 497">a. An explanation of why the topic is material With a local presence in around 30 countries and approximately 6,500 people employed, the Company has a significant impact on several local communities and depends on positive local relationships to support its business. As with all companies, Landis+Gyr depends on local resources such as infrastructure, workers, customers and suppliers. In the same way, communities benefit from the employment, taxes revenues and boost to the local economy enabled by firms. This mutual dependency means that businesses can only thrive if the communities around them also prosper, and vice versa. For this reason, Landis+Gyr views community engagement as essential to support the long-term success of its business.</p> <p data-bbox="600 499 1256 521">b. The boundary for the material topic, which includes a description of:</p> <p data-bbox="600 523 853 545">i. where the impacts occur: The impact is external and occurs in all locations where Landis+Gyr is active or has an impact via its products.</p> <p data-bbox="600 547 1077 569">ii. the organization's involvement with the impacts: Landis+Gyr's operations have a direct impact on local communities via local employment, local procurement of goods and services, use of local resources, use of local infrastructure, impact on the local environment, etc.</p> <p data-bbox="600 571 1106 593">c. Any specific limitation regarding the topic boundary Landis+Gyr focuses primarily on the geographic areas where the Company operates.</p>

GRI Standard	Material Topic	GRI Indicator
103-2	Community Engagement	<p data-bbox="600 204 1077 226">The management approaches and their components</p> <p data-bbox="600 236 1155 258">a. An explanation of how the organization manages the topic</p> <p data-bbox="600 260 1995 304">Landis+Gyr has defined an overarching framework, targets and KPIs on community engagement. Identification and implementation of community engagement activities fall under regional and local responsibility, whereas the definition of the framework and the monitoring of activities fall under global responsibility.</p> <p data-bbox="600 306 1149 328">b. A statement of the purpose of the management approach</p> <p data-bbox="600 330 1688 352">Landis+Gyr views its community engagement efforts as essential to fulfill its commitment as a responsible corporate citizen.</p> <p data-bbox="600 354 1133 376">c. A description of the management approach components</p> <p data-bbox="600 378 689 400">i. Policies</p> <p data-bbox="600 402 1957 424">– Community Engagement Directive, which describes the focus of the activities, governance, process, and reporting related to community engagement.</p> <p data-bbox="600 426 757 448">ii. Commitments</p> <p data-bbox="600 450 1986 494">Landis+Gyr strives to be a good corporate citizen and act as a force for good in the communities where it operates, thus creating a positive environment for its employees, neighbors, and other local stakeholders.</p> <p data-bbox="600 496 790 518">iii. Goals and targets</p> <p data-bbox="600 520 2047 584">Landis+Gyr's community engagement activities create value for the company, its employees and their families, local communities, and society. During the ESG cycle FY 2019–FY 2021 the emphasis was placed on establishing the foundations for these activities, e.g., defining goals and KPIs, identifying community engagement areas where the Company wants to take action.</p> <p data-bbox="600 585 775 608">iv. Responsibilities</p> <p data-bbox="600 609 2018 673">The responsibility for this topic sits with the ESG Office (Global Community Engagement Program Coordinator), which is supported by regional resources for the identification, implementation and reporting of initiatives. As applicable to all other ESG material topics, the implementation of community engagement targets is overseen by the ESG Steering Committee.</p> <p data-bbox="600 675 719 697">v. Resources</p> <p data-bbox="600 699 1659 721">In addition to the organizational resources assigned, the Company has a dedicated budget for initiatives under this topic.</p> <p data-bbox="600 722 842 745">vi. Grievance mechanisms</p> <p data-bbox="600 746 2018 791">Landis+Gyr has implemented a global 'Speak-Up' process, based on the Speak Up Policy accessible across the organization and managed through an independent third-party provider.</p> <p data-bbox="600 793 1263 815">vii. Specific actions, such as processes, projects, programs, and initiatives</p> <p data-bbox="600 817 2036 861">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 aimed at improving the quality of life of local communities.</p> <p data-bbox="600 863 2022 908">During FY 2021, the COVID-19 pandemic continued to have an adverse impact on community engagement activities given the imposed social distancing measures. Nevertheless, as per its tradition, the Company continued to support vulnerable groups in local communities, particularly children:</p> <ul data-bbox="600 909 2018 995" style="list-style-type: none"> <li data-bbox="600 909 2018 954">– In Greece, Landis+Gyr provided financial support and in-kind donations to 'Efthimeio Center of Corinth' and 'Child's Smile'. Through these organizations the Company supported the basic nutrition needs of children living under difficult conditions. <li data-bbox="600 956 2018 995">– In South Africa, the Company made financial donations to five different organizations including 'Khulisani Foundation' and 'Love Trust (Nokuphila)'. Both organizations support early childhood development through education, nutrition and social work support. <p data-bbox="600 997 2063 1106">Furthermore, as a gesture of solidarity with those affected by the COVID-19 pandemic, the members of the Board of Directors and Group Executive Management decided at the beginning of the financial year to take a voluntary 10% pay cut for a period of six months. This money was allocated to a relief fund, which provided financial assistance to support employees, and their dependent family members, in India, who were directly impacted by COVID-19. The Company-sponsored COVID-19 fund benefited approximately 650 employees. Two vaccination drives were set up in Noida and Kolkata and 10 oxygen concentrators were made available across locations. Employee families were supported in the event of a death.</p> <p data-bbox="600 1107 2069 1171">Following the start of the Russia-Ukraine war at the end of February 2021, Landis+Gyr launched a fundraising campaign aimed at supporting Red Cross efforts in Ukraine. To alleviate the suffering of those impacted by the war, the Company committed to match employee donations up to USD 250,000 for a total of USD 500,000 in donations. In March 2022, Landis+Gyr has taken the decision to cease all exports to Russia and Belarus until further notice.</p>

GRI Standard	Material Topic	GRI Indicator
103-3	Community Engagement	<p data-bbox="600 204 969 226">Evaluation of the management approach</p> <p data-bbox="600 236 1440 258">a. An explanation of how the organization evaluates the management approach, including:</p> <p data-bbox="600 260 1352 282">i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years, the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p data-bbox="600 284 1171 306">ii. the results of the evaluation of the management approach: The Company is currently finalizing the roadmap that will guide its Community Engagement efforts for the next 3-year ESG cycle from FY 2022–24. As part of this process, it will set new targets and KPIs to measure progress.</p> <p data-bbox="600 308 2029 419">iii. related adjustments to the management approach: Needed adjustments are made over the course of a cycle, under the oversight of the ESG Steering Committee.</p>
103-1	Data Security and Privacy	<p data-bbox="600 443 1081 466">Explanation of the material topics and their boundary</p> <p data-bbox="600 475 1021 497">a. An explanation of why the topic is material 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. 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 reputational damage, significant financial losses and for the Company. Therefore, Landis+Gyr is committed to taking the necessary measures to protect gathered data and to implement controls aimed at minimizing security risks.</p> <p data-bbox="600 499 1256 521">b. The boundary for the material topic, which includes a description of:</p> <p data-bbox="600 523 853 545">i. where the impacts occur: Landis+Gyr is exposed to the risks of data security and privacy through its operations (internal) and also through its products, solutions and services (external).</p> <p data-bbox="600 547 1077 569">ii. the organization's involvement with the impacts. Landis+Gyr is involved with the impacts both directly and indirectly.</p> <p data-bbox="600 571 1104 593">c. Any specific limitation regarding the topic boundary The natural boundary of Landis+Gyr's influencing sphere with Data Security and Privacy is with the use phase of products and solutions where, depending on the business model, several parties are involved in keeping the infrastructure and the data secure and private.</p>

GRI Standard	Material Topic	GRI Indicator
103-2	Data Security and Privacy	<p data-bbox="600 204 1077 226">The management approaches and their components</p> <p data-bbox="600 236 1167 258">a. An explanation of how the organization manages the topic</p> <p data-bbox="600 260 2074 347">The topic is vast and is managed by many parties in the organization. It starts with the Compliance and Data Privacy function, which sets the boundaries and oversees implementation. In a next step, the Cyber and Information Security department delivers a secure environment with gradations to adhere to the different security and compliance requirements. Product Management, Engineering, Production and Supply Chain ensure data security and privacy policies are implemented in Landis+Gyr's products and solutions. Documents are stored according to the established process and kept safe for the period required by applicable laws.</p> <p data-bbox="600 352 1160 375">b. A statement of the purpose of the management approach</p> <p data-bbox="600 376 2000 421">Landis+Gyr takes every precaution in the design and production of its products. With its management approach, the Company ensures that the data used or generated by its products and solutions is protected and its privacy is kept.</p> <p data-bbox="600 422 1144 445">c. A description of the management approach components</p> <p data-bbox="600 446 689 469">i. Policies</p> <ul data-bbox="600 470 2022 509" style="list-style-type: none"> – 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 GDPR and other privacy regulations. <p data-bbox="600 510 1032 533">Several Landis+Gyr sites are ISO 27001 certified</p> <p data-bbox="600 534 757 557">ii. Commitments</p> <p data-bbox="600 558 2051 603">Landis+Gyr continues to further enhance and mature its data security and privacy program to manage the increasing regulatory requirements as well as the rising volume of cyber security threats.</p> <p data-bbox="600 604 792 627">iii. Goals and targets</p> <ul data-bbox="600 628 1783 715" style="list-style-type: none"> – Globalize and enhance the Company's security compliance framework and formalize the Company's security intelligence function. – Continue to develop the Company's global security awareness and training program. – Enhance and extend the Company's Secure Development Lifecycle program across all development and manufacturing areas. – Further enhance products and solutions to continue to meet customer and regulatory privacy and security requirements. <p data-bbox="600 716 775 738">iv. Responsibilities</p> <p data-bbox="600 740 2067 785">This topic is managed by the Company's Chief Information Security Officer, in collaboration with the Global Chief Compliance and Data Protection Officer. As with all other ESG material topics, the implementation of the agreed activities for this topic is overseen by the ESG Steering Committee.</p> <p data-bbox="600 786 719 809">v. Resources</p> <p data-bbox="600 810 2040 855">Apart from the organization members assigned to this topic, every member of the organization is responsible for keeping the Company's data as well as the data handled by Landis+Gyr's products secure. A considerable amount of investment goes into Data Security and Privacy across multiple departments.</p> <p data-bbox="600 857 846 879">vi. Grievance mechanisms</p> <p data-bbox="600 880 2063 925">Landis+Gyr has a global 'Speak Up' process in place based on the Speak-Up Policy accessible across the organization and run by an independent/neutral third-party provider.</p> <p data-bbox="600 927 1279 949">vii. Specific actions, such as processes, projects, programs, and initiatives</p> <p data-bbox="600 951 2047 995">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 rising data security and privacy demand. Key workstreams include:</p> <ul data-bbox="600 997 1077 1152" style="list-style-type: none"> – Compliance with data privacy process and policies – Security awareness and training – Vulnerability management – Network and workstation protection – Identity management – Cloud security – Software Development Lifecycle (SDLC)

GRI Standard	Material Topic	GRI Indicator
103-3	Data Security and Privacy	<p>Evaluation of the management approach</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <p>i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years, the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p>ii. the results of the evaluation of the management approach: The Company is currently finalizing the roadmap that will guide its Data Security and Privacy efforts for the next 3-year ESG cycle from FY 2022 to FY 2024. As part of this process, it will set new targets and KPIs to measure progress.</p> <p>iii. related adjustments to the management approach: Needed adjustments are made over the course of a cycle, under the oversight of the ESG Steering Committee.</p>
103-1	Business Integrity	<p>Explanation of the material topics and their boundary</p> <p>a. An explanation of why the topic is material 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.</p> <p>b. The boundary for the material topic, which includes a description of:</p> <p>i. where the impacts occur: The impacts occur in every location where Landis+Gyr operates (internally and externally).</p> <p>ii. the organization's involvement with the impacts: Landis+Gyr is present in approximately 30 countries, all of which have different legal requirements and expectations. The Company is therefore exposed to a variety of risks such as bribery, corruption, fraud, and anti-competitive behavior. The impact is both direct and indirect.</p> <p>c. Any specific limitation regarding the topic boundary This topic covers Landis+Gyr Group and its subsidiary companies, including all its employees and other agents, contractors, or intermediaries.</p>

GRI Standard	Material Topic	GRI Indicator
103-2	Business Integrity	<p data-bbox="600 204 1075 226">The management approaches and their components</p> <p data-bbox="600 236 1164 258">a. An explanation of how the organization manages the topic</p> <p data-bbox="600 261 2072 347">As a market and technology leader in the field of intelligent energy management, Landis+Gyr is committed to upholding the highest ethical standards. Landis+Gyr's integrity standards are described in the Company's Code of Business Ethics and Conduct which expressly prohibits corruption, violations of fair competition, and human rights infringements. Landis+Gyr takes a zero-tolerance approach against all forms of corruption and bribery, and is committed to acting professionally, fairly and with integrity in all business dealings and relationships.</p> <p data-bbox="600 351 2072 418">Consequently, the Company has implemented a compliance governance structure with responsible compliance managers at group level, as well as in the regions and individual countries, all of whom ensure that all compliance policies and processes are implemented at all levels of the organization. These individuals also advise internal stakeholders regarding compliance topics.</p> <p data-bbox="600 421 2072 507">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.</p> <p data-bbox="600 510 2072 596">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, the Company offers specialized training sessions on the most relevant compliance risks. Training sessions focused on anti-corruption, competition law, data privacy, and other relevant compliance risks are completed annually by employees who interface directly with customers, agents, distributors, vendors, and competitors, as well as anyone who is a direct manager (regardless of their role).</p> <p data-bbox="600 600 2072 686">Globally, the Company has installed appropriate channels for reporting suspected or known violations of the code, 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 Ombudperson. For this purpose, a case management system has been rolled out to record and monitor complaints and their resolution.</p> <p data-bbox="600 689 1160 711">b. A statement of the purpose of the management approach</p> <p data-bbox="600 715 2072 801">At Landis+Gyr, acting ethically and in accordance with the values laid out in the Code of Business Ethics and Conduct is everyone's responsibility. Landis+Gyr's Chief Compliance Officer manages all compliance-related matters, ensures that global policies are properly implemented, and that training is periodically developed, launched, and completed. The role of the Regional Compliance Officers is to help ensure that the compliance program is implemented locally. All these activities are undertaken for the ultimate purpose of upholding the highest ethical standards at Landis+Gyr.</p> <p data-bbox="600 804 1146 826">c. A description of the management approach components</p> <p data-bbox="600 829 689 852">i. Policies</p> <ul data-bbox="600 855 2038 963" style="list-style-type: none"> - Code of Business Ethics and Conduct: a global policy that outlines the responsibilities and expected professional behavior of Landis+Gyr and all its employees. - Supplier Code of Conduct: a global policy that governs the relationships between Landis+Gyr and its suppliers. - Anti-Corruption Policy: a global policy that offers a deep dive into the topic of corruption and other associated prohibited practices. - Unfair Competition and Antitrust Policy: a global policy that offers a deep dive into the topic of antitrust and all associated prohibited practices. - Speak-Up System Process & Policy: a global policy that provides guidance on how to make a complaint of a known or suspected violation of laws or policies. <p data-bbox="600 967 757 989">ii. Commitments</p> <p data-bbox="600 992 2038 1031">Landis+Gyr is committed to upholding the highest ethical standards. Landis+Gyr's stringent integrity standards are described in the Company's Code of Business Ethics and Conduct, which expressly prohibits corruption, violations of fair competition, and human rights infringements.</p> <p data-bbox="600 1034 792 1056">iii. Goals and targets</p> <p data-bbox="600 1059 2027 1098">Landis+Gyr requires its staff and related third parties to uphold its values of business ethics and business integrity, as stated in the Code of Business Ethics and Conduct and related policies.</p> <p data-bbox="600 1101 779 1123">iv. Responsibilities</p> <p data-bbox="600 1126 2072 1149">This topic is managed by the Group Chief Compliance Officer. As with all other ESG material topics, progress on this topic is overseen by the ESG Steering Committee.</p> <p data-bbox="600 1152 721 1174">v. Resources</p> <p data-bbox="600 1177 2049 1264">The topic of Business Integrity is owned and managed by the Group Chief Compliance Officer (CCO). The Group CCO reports regularly to an Ethics Committee that consists of the Group's CEO, CFO, General Counsel, Head of HR and Regional Executive Vice Presidents. The Group CCO is also supported by a Global Compliance Paralegal, as well as by local members of the Legal & Compliance team, as appropriate. In addition to these organizational resources, Landis+Gyr has a global training program in place, and operations are audited.</p> <p data-bbox="600 1267 846 1289">vi. Grievance mechanisms</p> <p data-bbox="600 1292 2038 1331">Landis+Gyr has a global 'Speak Up' process in place which is based on the Speak-Up Policy accessible across the organization and run by an independent/neutral third-party provider.</p> <p data-bbox="600 1334 1281 1356">vii. Specific actions, such as processes, projects, programs, and initiatives</p> <p data-bbox="600 1359 1196 1382">Some activities that support this material topic are, among others:</p> <ul data-bbox="600 1385 2049 1468" style="list-style-type: none"> - The periodic (yearly basis) roll-out of new learning content for the Code of Business Ethics and Conduct (face-to-face sessions and e-learning), Anti-Competition (e-learning), and Anti-Bribery (e-learning). Ethics and integrity are the central themes of the learning content - Bi-annual Ethics and Compliance Newsletters shared with the global organization - Due diligence checks for business partners.

GRI Standard	Material Topic	GRI Indicator
103-3	Business Integrity	<p data-bbox="600 204 969 226">Evaluation of the management approach</p> <p data-bbox="600 236 1440 258">a. An explanation of how the organization evaluates the management approach, including:</p> <p data-bbox="600 260 1352 282">i. the mechanisms for evaluating the effectiveness of the management approach: Every 3 years, the Company reassesses the ESG direction and evaluates whether material topics are being adequately addressed.</p> <p data-bbox="600 284 1171 306">ii. the results of the evaluation of the management approach: The Company is currently finalizing the roadmap that will guide its Business Integrity efforts for the next 3-year ESG cycle from FY 2022 to FY24. As part of this process, it will set new targets and KPIs to measure progress.</p> <p data-bbox="600 308 2007 371">iii. related adjustments to the management approach: Needed adjustments are made over the course of a cycle, under the oversight of the ESG Steering Committee.</p>

Economic Disclosures

GRI Standard	Material Topic	GRI Indicator
205-2	Business Integrity	<p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>As of the creation of this report, Landis+Gyr's operating governance body members – the extended Executive Management Team – consisted of 12 members, distributed geographically as follows: 3 in the Americas, 1 in APAC, and 8 in EMEA. All of them are informed and updated regularly on Landis+Gyr's Code of Business Ethics and Conduct, which also covers the topic of corruption.</p>
	Business Integrity	<p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</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 on the content of the Code of 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 and statistics please consult the employee tables.</p>
	Business Integrity	<p>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</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. 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 to Landis+Gyr's customers during the tender phase. With regards to suppliers, the same is communicated to them through the Landis+Gyr Supplier Code of Conduct, which was recently updated. Suppliers are required to confirm adherence.</p>
	Business Integrity	<p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>As of the creation of this report, Landis+Gyr's operating governance body members – the Extended Executive Management Team – consisted of 12 members, distributed geographically as follows: 3 in the Americas, 1 in APAC, and 8 in EMEA. Of these, all members (100%) completed a Landis+Gyr Code of Business Ethics and Conduct e-learning session, which focuses on a variety of compliance risks, including corruption. This completion occurred either (1) during the Code of Business Ethics and Conduct e-learning Campaign, which launched on November 1, 2021 and ended on November 30, 2021, or (2) upon joining Landis+Gyr (for those who joined the Company after November 30, 2021). Lastly, all members (100%) completed a Preventing Bribery and Corruption e-learning session. This is a yearly requirement, and thus, all members will be (re)trained on this topic in the fall of 2022.</p>
	Business Integrity	<p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p> <p>As of February 11th 2022, Landis+Gyr employed a total of 5,323 employees, distributed geographically as follows: 1,885 in the Americas, 1,380 in Asia Pacific, and 2,058 in EMEA. 3,471 or 99.97% of Landis+Gyr's white collar employees active as of February 8, 2022 completed the e-learning session for the Landis+Gyr Code of Business Ethics and Conduct during a campaign which was launched on November 1, 2021. The remaining employees were either an exception to the launch population (i.e., blue-collar workers). New employees are required to complete the same e-learning session within 7 days of joining Landis+Gyr. Course completion, 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. No live training was conducted due to the COVID-19 pandemic. Lastly, 2,567 or 100% 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 January 17, 2022 completed the Preventing Bribery and Corruption e-learning session during the campaign which was launched on September 1, 2021.</p>

Environmental Disclosures

GRI Standard	Material Topic	GRI Indicator
301-1	Resource Efficiency	<p>Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:</p> <p>i. non-renewable materials used; ii. renewable materials used.</p> <p>Non-renewable: Plastics 9,210 tons ; Metal 6,752 tons; Printed Circuit Boards and electromechanical parts: 3,986 tons. Renewable: cardboard and wood used for packaging 4,317 tons Data source: Procurement data; PCBA and electromechanical data is estimated to be 20% of total non-renewable weight. Renewable packaging data to customers is as taken from material purchase records. A portion of the total amount reported is estimated based on product volumes. Quantities for the month of March are extrapolated.</p>
302-1	Energy Efficiency and Climate Protection	<p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>Landis+Gyr Group consumed 14,958,434 MJ town gas and 19,569,008* MJ diesel and gasoline during the reporting period. Last year, the Company consumed 14,449,450.39 MJ in town gas and 15,608,578 MJ in diesel and gasoline. This represents an increase of 25%* in diesel and gasoline and 3.5% in town gas. * Consumption reported in distance included additionally into this year reporting. (Calculation performed same as last year would have resulted in an increase of 17% instead of 25%)</p>
	Energy Efficiency and Climate Protection	<p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>None.</p>
	Energy Efficiency and Climate Protection	<p>c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption.</p> <p>The total electricity consumption in the national grid mix was 6,961.99 MWh down from 12,883.45 MWh last year, which represents a reduction of 54%. The consumption based on renewable sources was 12,168.35 MWh up from 6,566 MWh in the last year, which represents an increase of 85%. Total electricity consumption went down 2% to 19,130 MWh from 19,449 MWh in the previous year. District heating (steam) amounted to 1,944 MWh, which represents a reduction of 0.3% compared to the previous year.</p>
	Energy Efficiency and Climate Protection	<p>d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold.</p> <p>None.</p>
	Energy Efficiency and Climate Protection	<p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>FY 2021: Electricity consumption 68,869,226 MJ; Steam (district heating) 6,997,273 MJ; Diesel and Gasoline 19,569,008* MJ; Town Gas 14,958,434 MJ = Total 110,393,943 MJ (l Diesel converted in MJ with 38 and Gasoline with 34) FY 2020: Electricity consumption 70,016,243 MJ; Steam (district heating) 7,015,694 MJ; Diesel and Gasoline 15,608,578* MJ; Town Gas 14,449,450 MJ = Total 107,089,965 MJ (*l Diesel converted in MJ with 30 and Gasoline with 35) From FY 2020 to 2021, the total energy consumption increased by 3.1%. However in last year's report the portion of vehicles that report in 'distance covered' instead of 'fuel consumed' was not included.</p>
	Energy Efficiency and Climate Protection	<p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Information was captured via the Company's ESG reporting tool: web-based SpheraCloud Corporate Sustainability Software (formerly SoFi) at all Landis+Gyr sites.</p>
	Energy Efficiency and Climate Protection	<p>g. Source of the conversion factors used.</p> <p>IPCC (2007), ELCD (2007) and GaBi 4 database</p>

GRI Standard	Material Topic	GRI Indicator
302-3	Energy Efficiency and Climate Protection	<p>a. Energy intensity ratio for the organization.</p> <p>In FY 2021, the total energy intensity ratio for the organization was 7,541 (kJ per 100 USD TO) compared to 7,892* in the previous year which represents a reduction of 4.5%.</p>
	Energy Efficiency and Climate Protection	<p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>This number is calculated in KJ per 100 USD turnover whereby the turnover in the reporting year was 1,464 mUSD (total TO in FY 2020 = 1,357 mUSD)</p>
	Energy Efficiency and Climate Protection	<p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>All; relevant are: electricity, fuel, heating, steam.</p>
	Energy Efficiency and Climate Protection	<p>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</p> <p>Based on Scope 1 and 2 (inside the organization)</p>
302-4	Energy Efficiency and Climate Protection	<p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>The energy consumption increased by 3,303,978 MJ. (This is explained by the addition of 'vehicle energy consumption' into the total energy calculation this year. The increase of fuel consumption was driven by the relaxation of certain pandemic restrictions.) Landis+Gyr has implemented the learnings gained in the energy audits previously performed in the most important production sites. Examples of measures taken are: employee awareness training, HVAC controls have been automated and adjusted to maximize energy efficiency, turn off or unplug idle electronic devices when not used, continued replacement of illumination with LEDs and lighting generally reduced, better route planning leading to reduced fuel use, more detailed energy consumption measurement in production processes. The pandemic and its resulting home office regulations continued to impact the Company's energy consumption across Landis+Gyr's sites.</p>
	Energy Efficiency and Climate Protection	<p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all</p> <p>All; as included in the calculation of Scope 1 and 2 (electricity, fuels, heating, steam).</p>
	Energy Efficiency and Climate Protection	<p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>Calculation of reduction is year-over-year. The main reason for choosing this approach is consistency over time.</p>
	Energy Efficiency and Climate Protection	<p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Information has been captured via the Company's ESG reporting tool: web-based SpheraCloud Corporate Sustainability Software (formerly SoFi) at all Landis+Gyr sites.</p>
305-1	Energy Efficiency and Climate Protection	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.</p> <p>Total scope 1 emission: 2,245 tons CO₂e. Detailed information on all CO₂e emissions can be found on the sheet "CO₂ emissions" in this report.</p>
	Energy Efficiency and Climate Protection	<p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>All (relevant: CO₂, CH₄, N₂O).</p>
	Energy Efficiency and Climate Protection	<p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>None.</p>

GRI Standard	Material Topic	GRI Indicator
	Energy Efficiency and Climate Protection	d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. Company targets to reduce CO ₂ emissions have been set year-over-year since 2007, which was the first year Landis+Gyr calculated its GHG emissions. In 2007, the scope 1 emission was 7,143 tons CO ₂ e. The change since then is of -69%. and +3% compared to the previous year. See additional information on the 'CO ₂ e emissions' section of this report.
	Energy Efficiency and Climate Protection	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. Intergovernmental Panel on Climate Change (IPCC) 2007, European reference Life Cycle Database (ELCD) (2007) and Global Warming Potential (GWP) rates: CO ₂ = 1; CH ₄ = 25; N ₂ O = 298;
	Energy Efficiency and Climate Protection	f. Consolidation approach for emissions; whether equity share, financial control, or operational control. Operational control.
	Energy Efficiency and Climate Protection	g. Standards, methodologies, assumptions, and/or calculation tools used. GHG Protocol Corporate Accounting and Reporting Standard; and Reporting tool: web-based SpheraCloud Corporate Sustainability software (formerly SoFi).
	305-2	Energy Efficiency and Climate Protection
	Energy Efficiency and Climate Protection	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. Data is purely captured using the location-based approach, with the exception of green energy purchases which are set to zero CO ₂ emissions.
	Energy Efficiency and Climate Protection	c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. All (relevant: CO ₂ , CH ₄ , N ₂ O).
	Energy Efficiency and Climate Protection	d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. Company targets to reduce CO ₂ emissions have been set year-over-year since 2007, which was the first year Landis+Gyr calculated its GHG emissions. In 2007, the scope 2 emission was 27,762 tons CO ₂ e. The reduction since then is of 76% and 40% compared to the previous year. See additional information on the 'CO ₂ e emission' section in this report. The pandemic and its resulting home office regulations continued to impact the Company's electricity consumption across Landis+Gyr's offices. However, also the increased use of renewable energy (double % compared to the previous year) has contributed to the improvement shown.
	Energy Efficiency and Climate Protection	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. GaBi 4 Database (2006), IPCC (2007); GWP rates: CO ₂ = 1; CH ₄ = 25; N ₂ O = 298;

GRI Standard	Material Topic	GRI Indicator
	Energy Efficiency and Climate Protection	f. Consolidation approach for emissions; whether equity share, financial control, or operational control. Operational control.
	Energy Efficiency and Climate Protection	g. Standards, methodologies, assumptions, and/or calculation tools used. GHG Protocol Corporate Accounting and Reporting Standard; and Reporting tool: web-based SpheraCloud Corporate Sustainability software (formerly SoFi).
305-3	Energy Efficiency and Climate Protection	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. Total scope 3 emission: 887 tons CO ₂ e. This figure only includes business flights. Detailed information on all CO ₂ e emission is available on the 'CO ₂ emissions' section of this report.
	Energy Efficiency and Climate Protection	b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. IPCC (2007), ELCD (2007); and GWP rates: CO ₂ = 1; CH ₄ = 25; N ₂ O = 298;
	Energy Efficiency and Climate Protection	c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. None.
	Energy Efficiency and Climate Protection	d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. Scope 3 inventory only covers business flights.
	Energy Efficiency and Climate Protection	e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. Company targets to reduce CO ₂ emissions have been set year-over-year since 2007, which was the first year Landis+Gyr calculated its GHG emissions. In 2007, the scope 3 emission was 5,521 tons CO ₂ e. The reduction since then is of 84% and an increase of 365 % compared to the previous year. Please see additional information on the CO ₂ e emission sheet in this report. While in the previous year business trips hardly took place due to the pandemic, in FY 2021, the business trips activity has resumed partly.
	Energy Efficiency and Climate Protection	f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. GaBi 4 Database (2006), IPCC (2007); GWP rates: CO ₂ = 1; CH ₄ = 25; N ₂ O = 298;
	Energy Efficiency and Climate Protection	g. 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)

GRI Standard	Material Topic	GRI Indicator
305-4	Energy Efficiency and Climate Protection	a. GHG emissions intensity ratio for the organization. 0.6 kg CO ₂ e per 100 USD turnover. For additional statistics, see also 'CO ₂ emission' section of this report.
	Energy Efficiency and Climate Protection	b. Organization-specific metric (the denominator) chosen to calculate the ratio. Revenue (turnover).
	Energy Efficiency and Climate Protection	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). Scope 1 and 2.
	Energy Efficiency and Climate Protection	d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. When reporting on GHG emissions targets, the reporting organization shall explain whether offsets were used to meet the targets, including the type, amount, criteria or scheme of which the offsets are part. All (relevant CO ₂ , CH ₄ , N ₂ O). Offsets have not been used.
305-5	Energy Efficiency and Climate Protection	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent. GHG emissions (scope 1-3) have been reduced by 3,611 t to 9,687 t from 13,297 t in the previous year. Landis+Gyr has increased the portion of renewable power purchased from 30% in FY 2020 to over 60% in FY 2021. Additionally, energy saving initiatives continue to be implemented with special focus on the largest sites. The pandemic and its resulting home office regulations continued to impact the Company's electricity consumption across Landis+Gyr's offices. Landis+Gyr did not use any offsets. For detailed data please visit the CO ₂ emission sheet in this report.
	Energy Efficiency and Climate Protection	b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. All (relevant CO ₂ , CH ₄ , N ₂ O).
	Energy Efficiency and Climate Protection	c. Base year or baseline, including the rationale for choosing it. 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 76 % since the first measurement in 2007. The Company has committed to carbon neutrality by 2030 for scope 1 and 2 and has embarked in the process to set science-based targets for carbon reduction according to the SBTi.
	Energy Efficiency and Climate Protection	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). Reductions have been achieved on scope 2, while scope 1 and scope 3 experienced increases.
	Energy Efficiency and Climate Protection	e. Standards, methodologies, assumptions, and/or calculation tools used. GHG Protocol Corporate Accounting and Reporting Standard; and Reporting tool: web-based SpheraCloud Corporate Sustainability software (formerly SoFi).
305-7	Energy Efficiency and Climate Protection	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations. Methane (CH ₄): 1.18 t No other emissions occurred.
	Energy Efficiency and Climate Protection	b. Source of the emission factors used. GWP CH ₄ = 25

GRI Standard	Material Topic	GRI Indicator
	Energy Efficiency and Climate Protection	c. Standards, methodologies, assumptions, and/or calculation tools used. GHG Protocol Corporate Accounting and Reporting Standard; and Reporting tool: web-based SpheraCloud Corporate Sustainability software (formerly SoFi)
303-1 (2018)	Management approach	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff). Landis+Gyr uses water in its office buildings and production facilities. The activities using water in the office buildings are: water withdraw for drinking purpose, for cooking (e.g., where a canteen is in place), in the restrooms and for cleaning. In production facilities, water is used for cleaning and cooling in addition to the activities mentioned for office facilities. 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.
303-1 (2018)	Management approach	b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. Landis+Gyr has been measuring and managing its water usage for about ten years. All sites under Landis+Gyr control measure their water use and report it regularly in the Sustainability data collection tool SoFi (by Sphera). Landis+Gyr defines water consumption reduction targets every year. For the first time a water reduction target has been included as part of the targets related to the Short Term Incentive (STI) plan to which a large portion of employees are eligible.
303-1 (2018)	Management approach	c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts Generally speaking, Landis+Gyr does not consume water in a volume that would be impactful to its stakeholders. Water management follows the path of relevance and impact. Sites with higher water consumption are monitored more closely.
303-1 (2018)	Management approach	d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress. Goalsetting has several dimensions, the global company-wide approach, whereby top down goals are set for the Company. Global goals are then split/cascaded to regions and sites in a collaborative process considering local requirements (regulatory, stakeholder and company own).
303-2 (2018)	Management approach	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered. Landis+Gyr's sites follow the respective local regulation regarding water use and discharge. The vast majority of sites discharges water via the public sewage system. Some sites have their own water treatment facilities onsite such as Curitiba, which treats rainwater and waste water for further use (e.g., irrigation). The Reynosa site, for example, uses the condensed water of the air conditioning system for plant watering. i) n/a ii) n/a iii) n/a iv) Local regulation is followed
303-5 (2018)	Additional Information	a. Total water consumption from all areas in megaliters. 72.46 megaliters down from 90.528 megaliters in the previous year, which represents a reduction of 20%.
	Additional Information	b. Total water consumption from all areas with water stress in megaliters. Corinth (GR): 9.7 megaliters; Melbourne/ Laverton (AUS): 1.6 megaliters; Nurnberg (DE): 0.7 megaliters; Reynosa (MX): 8 megaliters; Kosmodal: 1.8 megaliters – in total 21.7 megaliters. Regions with water stress have been defined as per WRI's Aqueduct Water Risk Atlas.
	Additional Information	c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. 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.

GRI Standard	Material Topic	GRI Indicator
	Additional Information	d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.
		The data has been registered by the local sites and is captured in Landis+Gyr's ESG reporting tool. Most data is available (measured or as per water invoice of the supplier), however, for few smaller sites where data is included in tenant fees data has been estimated.
306-1 (2020)	Additional Information	a. For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.
		Landis+Gyr generates waste through its activities in its office or production sites, with the largest portion of waste being generated in the production sites. Landis+Gyr is aware of the impact caused by waste and works on two fronts to reduce it. First, the Company is reducing the portion of waste that goes to landfill with ongoing segregation of material that can be recycled. Second, the Company takes various measures (such as packaging reduction or returnable containers) to reduce the total waste volume.
306-2 (2020)	Additional Information	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.
		Example of measures: reuse of scrap material; reuse of packing material (e.g., multiple-use pallets), refeeding leftover material back into the production process to the extent possible. Landis+Gyr is using recycled material wherever it is technically possible (this is a requirement in Landis+Gyr's Green Design Manual). Landis+Gyr has Service&Repair procedures in place to keep products operational for a longer period of time. Landis+Gyr keeps large parts of its waste in the life cycle by recycling or selling it to third parties.
	Additional Information	b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.
		Landis+Gyr uses only official (e.g., municipal) parties for waste management, or professional waste handlers, who provide waste reports including segregation details of waste collected and percentage of recycling rates.
	Additional Information	c. The processes used to collect and monitor waste-related data
		Waste data is captured in combination with all other environmental data with the aid of Landis+Gyr's ESG data capturing tool SoFi.
306-3 (2020)	Additional Information	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
		Total waste generated: 2,757 t. For details, see waste section in this report.
	Additional Information	b. Contextual information necessary to understand the data and how the data has been compiled.
		Waste data has been captured on all Landis+Gyr sites via the Company's ESG data capturing tool SoFi. Evidence is submitted with the data entry.
306-4 (2020)	Additional Information	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.
		1,442 t of the total waste was sold, hence not disposed. Additionally 1,008 t of total waste was recycled. For details refer to table "Waste" in this report.
	Additional Information	b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.
		Total hazardous waste diverted from disposal was 21.95 t and handled as follows: – Recycled waste: 18.44 t – Sold waste: 0.68 t – Incinerated waste: 2.72 t – Landfilled waste: 0.14 t

GRI Standard	Material Topic	GRI Indicator
	Additional Information	c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.
		Non-hazardous waste diverted from disposal was 2,531 t and handled as follows: – Recycled waste: 1,090 t – Sold waste: 1,441 t
	Additional Information	d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite.
		The total amount of waste diverted from disposal went offsite.
	Additional Information	e. Contextual information necessary to understand the data and how the data has been compiled.
		Waste data have been captured on all Landis+Gyr sites via the Company's ESG data capturing tool SoFi. The system requires data collectors to upload evidence to substantiate data entered.
306-5 (2020)	Additional Information	a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.
		Waste to disposal: 229 t Definition: Waste sent to disposal equals 'Total Waste' less 'Sold Waste' less 'Recycled Waste'. For details refer to table "Waste" of this report.
	Additional Information	b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.
		2.72 t was incinerated, 0.14 t was sent to landfill.
	Additional Information	c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.
		The total amount of non-hazardous waste directed to disposal was 221 t and handled as follows: – Incinerated waste: 28 t – Landfilled waste: 194 t
	Additional Information	d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. onsite; ii. offsite.
		The total amount of waste directed to disposal went offsite.
	Additional Information	e. Contextual information necessary to understand the data and how the data has been compiled.
		The waste data has been captured on all Landis+Gyr sites via the Company's ESG data capturing tool SoFi. The system requires data collectors to upload evidence to substantiate data entered.

GRI Standard	Material Topic	GRI Indicator
308-1	Strategic Responsible Sourcing	<p>Percentage of new suppliers that were screened using environmental criteria.</p> <p>89% of new suppliers have been screened for environmental and social impact (scope limited to Direct Materials, and suppliers with spend above 10k USD) Landis+Gyr's Code of Conduct and Green Procurement Requirements were reviewed and reissued (Revision 3). The documents were sent to 250 suppliers. To date, 204 of these suppliers, representing 85% of the Company's spend on direct materials, have signed the Green Procurement Policy. 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 Policy). Furthermore, Conflict Minerals (CMRT) as well as Extended Minerals Reporting Template (EMRT) monitoring system is in place.</p>
308-2	Strategic Responsible Sourcing	<p>a. Number of suppliers assessed for environmental impacts.</p> <p>204 suppliers either signed the Landis+Gyr's Supplier Code of Conduct as well as the Green Procurement Requirements or had their own Code of Conduct approved by Landis+Gyr as acceptable and equivalent.</p> <p>Furthermore, 89% of new suppliers were screened for environmental and social impact (scope limited to Direct Materials, and suppliers with spend above 10k USD).</p>
	Strategic Responsible Sourcing	<p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>Landis+Gyr has not identified any suppliers with significant actual or potential negative environmental impacts. Over the next 3 years, the Company is committed to performing ESG audits of the top 90% of spend (Direct Material suppliers) as well as the top 15 "potential risk" suppliers. Accordingly, an assessment framework is being developed to identify and prioritize "potential risk" suppliers.</p>
	Strategic Responsible Sourcing	<p>c. Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>No significant actual and potential negative environmental impacts have been identified in the supply chain.</p>
	Strategic Responsible Sourcing	<p>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>None.</p>
	Strategic Responsible Sourcing	<p>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p> <p>None.</p>

Social Disclosures

GRI Standard	Material Topic	GRI Indicator
403-1	OH&S	<p>a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</p> <p>Landis+Gyr has an Occupational, Health and Safety Management System certified to ISO 45001, a dedicated QOEHs policy which addresses both local requirements (e.g., national legislation, standards or codes of practice), as well as the requirements of the ISO 45001 standard across the global organization. Legal requirements include, but are not limited to injury reporting, chemical reporting for emergency responders, job-specific / work activity risk assessments, personal protective equipment requirements and OHS training.</p> <p>ISO 45001 certified sites are: Americas: Alpharetta, Indianapolis, Overland, Roseville, Lafayette, Reynosa, Curitiba EMEA: Cham, Montlucon, Corinth, Manchester, Peterborough, Austria, Slovenia, Belgium, Czech Republic, Netherlands, Spain, Italy, Poland, Kosmosdal (ZA), Nurnberg and Finland APAC: Noida, Joka, Zhuhai, Melbourne, Sydney, Brisbane, Perth, New Zealand.</p>
	OH&S	<p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p> <p>All Landis+Gyr employees (including remote workers), contractors and visitors are covered by the scope of the Landis+Gyr Occupational Health and Safety (OHS) management system.</p>
403-2	OH&S	<p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p> <p>As required by 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).</p> <p>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 re-assessed after implementation of risk mitigation measures for continual improvement.</p> <p>The quality of this process is assessed in the management review as well as through internal and external audits. Regular training on these aspects is provided to all individuals (as required).</p> <p>Results of these assessments are shared on a weekly/monthly/yearly basis with specific stakeholders (as required).</p>
	OH&S	<p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>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, via 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.</p>

GRI Standard	Material Topic	GRI Indicator
	OH&S	<p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p> <p>Landis+Gyr's Code of Business Ethics and Conduct addresses and engages employees not to carry out any work under unsafe conditions and to report such situations through the near misses reporting process. The Company's Quality, Occupational Health and Safety and Environment (QEHS) 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.</p>
	OH&S	<p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p> <p>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.</p>
403-3	OH&S	<p>A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.</p> <p>The OH&S function is a part of the quality team. The OHS & functional representative performs the activity of hazard identification and risk assessment across all levels of the organization to identify potential risks/hazards related to workplace, health, safety of people. Hazard identification is done through GEMBA walks, facility safety audits, housekeeping audits and interactions with employees. Analysis of all hazards/risks is done 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 email, phone or MS team to report any kind of hazard at the workplace.</p>
403-5	OH&S	<p>A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p> <p>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. All employees receive Occupational Health & 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.</p>
403-7	OH&S	<p>A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.</p> <p>Landis+Gyr is committed to preventing or mitigating negative OH&S impacts and L+G QEHS Policy defines that all OH&S hazards are appropriately risk assessed, OH&S issues reported to management and near miss data collected and reported monthly at all sites. In accordance with ISO 45001, risk assessments are performed at all sites to identify such negative hazards and implement corrective actions to mitigate any occupational health/safety impacts.</p>
403-8	OH&S	<p>a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.</p> <p>All Landis+Gyr employees, contractors, external workers and visitors are covered by its OH&S requirements in alignment with ISO 45001. For exact numbers please consult the numbers reported under GRI 102-8.</p>
	OH&S	<p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>None.</p>
	OH&S	<p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p> <p>None necessary.</p>

GRI Standard	Material Topic	GRI Indicator
403-9	OH&S	<p>a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.</p> <p>During the current reporting period, there have been no fatalities due to work-related injuries. Accidents are classified in the 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 8* Lost Time Incidents at a Lost Time Incident Frequency Rate of 0.74. (LTIs x 1,000,000)/Exposure Hours. The number of exposure hours in the reporting period was 10,793,460. 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.</p> <p>*The recorded Lost Time Incidents were classified as follows: 1 = Contact with electricity 1 = Contact with sharp object 1 = Manual handling: Lifting and handling 1 = Manual Handling: Pushing and pulling 1 = Other 1 = Slip, trip, fall, same level 1 = Struck by falling object 1 = Struck by moving vehicle</p>
	OH&S	<p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of high-consequence work-related injuries (excluding fatalities); iv. The number and rate of recordable work-related injuries; v. The main types of work-related injury; v. The number of hours worked.</p> <p>No differentiation. Details are provided under 403-9 a.</p>
	OH&S	<p>c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p> <p>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 and Safety and Business Continuity. Employees, as part of their daily activities, and managers, when carrying out job observations and PM reviews, 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 of Minor (up to one day absence), Lost Time (more than one day absence). Cases are described in 403-9 a.</p>
	OH&S	<p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>The Company has put in place a Near Miss reporting system.</p>
	OH&S	<p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>The rates are based on 1,000,000 hours worked.</p>
	OH&S	<p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>No workers have been excluded from this disclosure.</p>
	OH&S	<p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p> <p>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 is made available to all sites in order to ensure standardized OH&S reporting is achieved.</p>

GRI Standard	Material Topic	GRI Indicator
404-1	Employee Motivation	<p>Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.</p> <p>16.5 hours average per employee in total Male: 16.8 hours; Female: 15.6 hours; Other / Not Declared 7 hours Full Time: 16.7 hours; Part Time: 8.1 hours Data also includes Etrell (White collars employees)</p>
404-2	Employee Motivation	<p>a. Type and scope of programs implemented and assistance provided 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, which supports the Company's ESG targets, 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.</p> <p>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, to lead and manage change, to achieve and sustain competitive advantages, and to inspire change through transformational coaching.</p>
	Employee Motivation	<p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</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	Employee Motivation	<p>Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p> <p>Male: 73%; Female: 41% Full Time: 62%; Part Time: 53%</p>
405-1	Fair Labor Practice	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30–50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>Board of Directors: Male 75%; Female 25% Group Executive Management: Male 75%, Female 25% Board of Directors members are in the age group over 50 years old. The age split of the Group Executive Management: is as follows: 25% between 30–50 years and 75% older than 50 years</p>
	Fair Labor Practice	<p>b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30–50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>Identify as male: 65%; Identify as Female: 35%; Other/Not Declared: 0% Under 30 years: 16%; 30–50 years: 58%; over 50 years: 26%</p>
408-1	Fair Labor Practice	<p>a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work.</p> <p>89% of new direct material suppliers have been screened against a list of ESG criteria including risk for child labor. Legacy Tier 1 Suppliers who made up 85% of company spend, as well as critical suppliers in Tier 2, were also screened using the third-party due diligence tool and during the reporting year were subject to ongoing monitoring. According to the due diligence process and following review by Compliance and Procurement, no suppliers in these target groups were considered to have significant risk for instances of child labor or young workers exposed to hazardous work.</p>
	Fair Labor Practice	<p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>According to the due diligence process and following review by Compliance and Procurement, no suppliers in these target groups were considered to have significant risk for instances of child labor or young workers exposed to hazardous work.</p>

GRI Standard	Material Topic	GRI Indicator
	Fair Labor Practice	<p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p> <p>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 required to comply with the Supplier Code of Conduct, and are subject to due diligence screenings and audits, covering several topics including child labor. https://www.landisgyr.com/webfoo/wp-content/uploads/2020/09/LandisGyr-Supplier-Code-of-Conduct-Green-Procurement-Annex.pdf https://www.landisgyr.eu/webfoo/wp-content/uploads/2020/06/LandisGyr-Green-Procurement-Requirements.pdf</p>
413-1	Local Communities	<p>Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes.</p> <p>Percentage of operations with implemented local community engagement, impact assessments, and/or development programs: 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).</p> <ul style="list-style-type: none"> – Social impact assessments: Landis+Gyr places strong emphasis on gender diversity. For the ESG cycle FY 2019–2021, the Company aimed at hiring more female employees. For the next ESG cycle, the Company will continue to advance gender diversity in the workplace by increasing the share of female employees in its global 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 regionally. – 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. <p>During FF 2021, the COVID-19 pandemic continued to have an adverse impact on community engagement activities given the imposed social distancing measures. Nevertheless, as per its tradition, the Company continued to support vulnerable groups, particularly children. In Greece, for example, Landis+Gyr provided financial support and in-kind donations to 'Efthimeio Center of Corinth' and 'Child's Smile'. Through these organizations the Company supported the basic nutrition needs of children living under difficult conditions. In South Africa, the Company made financial donations to five different organizations including 'Khulisani Foundation' and 'Love Trust (Nokuphila)'. Both organizations support early childhood development through education, nutrition and social work support.</p> <p>Furthermore, as a gesture of solidarity with those affected by the COVID-19 pandemic, the members of the Board of Directors and Group Executive Management decided at the beginning of the financial year to take a voluntary 10% pay cut for a period of six months. This money was allocated to a relief fund, which provided financial assistance to support Landis+Gyr employees in India, and dependent family members, who were directly impacted by COVID-19. In FY 2021, the company-sponsored COVID-19 fund benefitted approximately 650 employees in India. Two vaccination drives were set up in Noida and Kolkata and 10 oxygen concentrators were made available across locations. Employee families were supported in the event of a death.</p> <ul style="list-style-type: none"> – Stakeholder engagement plans: Sites like 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 use the generic grievance process. – Other comment: In South Africa, Landis+Gyr is implementing a supplier development plan, with a focus on developing the capacity of local suppliers. At several Landis+Gyr sites, regular or ad hoc support is provided for specific activities that benefit the local community.
418-1	Data Security and Privacy	<p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <p>i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies.</p> <p>None</p>
	Data Security and Privacy	<p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>None</p>
	Data Security and Privacy	<p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p> <p>No leaks, thefts or losses of customer data were experienced during the reporting period.</p>



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 2021-2022, which is published as a dedicated chapter of the Landis+Gyr Annual Report 2021-2022. The engagement took place in March and April 2022 and was concluded on April 22, 2022.

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 2021 to March 2022. 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-specific assessments. In addition to the headquarters in Cham, Switzerland, the following sites have been assessed by DQS in 2022 as part of the assurance engagement:

- Landis+Gyr, 30000 Mill Creek Avenue, Suite 100, Alpharetta, GA 30022, USA
- Landis+Gyr, J.K Millennium Centre, 7th Floor, 46 D Jawaharlal Nehru Road, Kolkata – 700071, West Bengal, India
- Landis+Gyr, No. 12 Pingdong 3rd, Nanping Industry Community, Zuhai City, Guangdong, 519060, China
- Landis+Gyr, 2 Slate Avenue, N1 Business Park, Old Johannesburg Road, Kosmodal, Ext 7 Centurion, South Africa

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.

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.dqs-cfs.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.



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, indicating both realized and unrealized goals.



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 2021-2022 Annual Report are materially misstated.

The Landis+Gyr Annual Report 2021-2022 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 26, 2022
Frankfurt, Germany

Guido Eggers
CEO, DQS CFS



AA1000
Licensed Assurance Provider
000-169

Annexes

Annex A – Short Term Incentive Plan Results 2021-2022



Locations

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Landis+Gyr Worldwide

Global Headquarter

Cham (CH) ✓ 🛡️ 🌿 » 📄 🔍

EMEA

Regional HQ

Cham (CH) ✓ 🛡️ 🌿 » 📄 🔍

R&D Centers

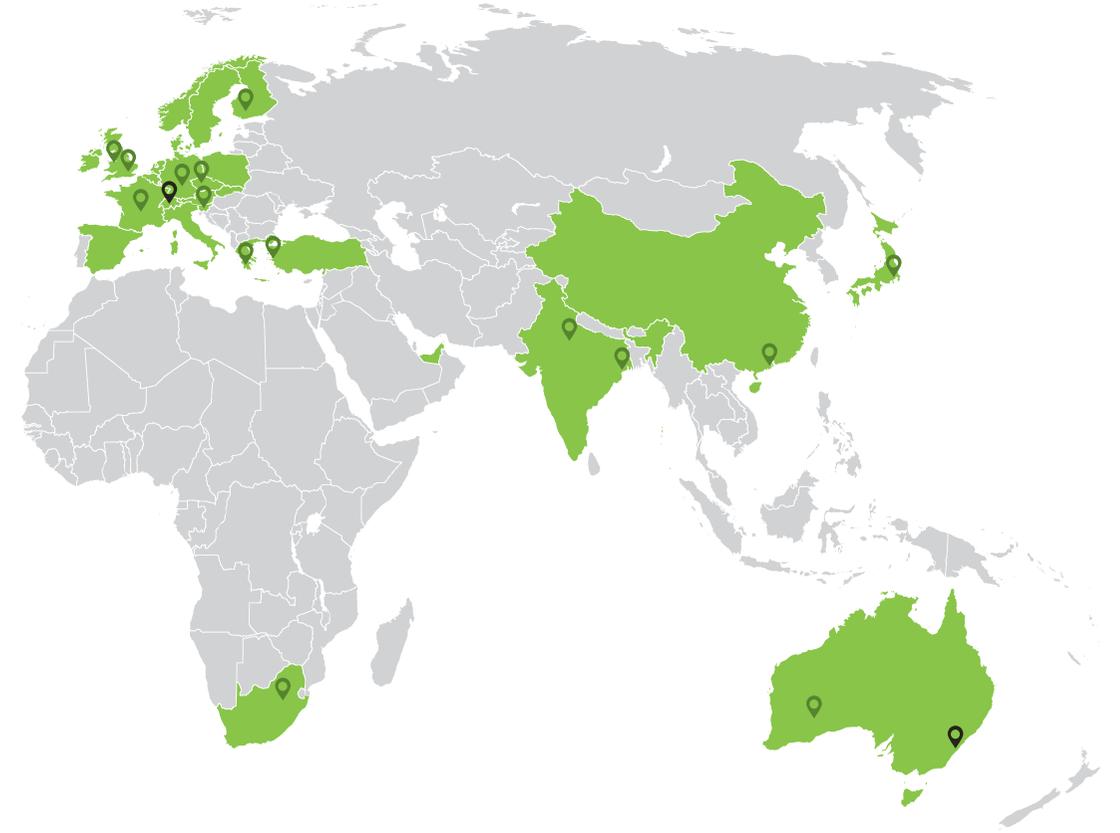
- Cham (CH) ✓ 🛡️ 🌿 » 📄 🔍
- Gauteng (RSA) ✓ 🛡️ 🌿 » 🔍
- Grosuplje (SLO) ✓ 🛡️ 🌿 » 📄 🔍
- Izmir (TUR) ✓ 🛡️ 🌿 » 📄 🔍
- Kangas (FIN) ✓ 🛡️ 🌿 » 📄 🔍 ⚙️
- Manchester (GBR) ✓ 🛡️ 🌿 » 📄 🔍
- Montluçon (FRA) ✓ 🛡️ 🌿 » 📄 🔍
- Northfields (GBR) ✓ 🛡️ 🌿 » 📄 🔍
- Nuremberg (GER) ✓ 🛡️ 🌿 » 🔍
- Prague (CZE) ✓ 🛡️ 🌿 » 📄 🔍

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) ✓ 🛡️ 🌿 » 📄 🔍
- 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)

● 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) ✓ 🛡️ 🌿 🔄 ⓘ

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) ✓ 🛡️ 🌿 🔄 🔍

Fortaleza (BRA) ✓ 🛡️ 🌿 🔄 🔍

Manufacturing

Curitiba (BRA) ✓ 🛡️ 🌿 🔄 🔍

Sales Offices and Service Centers

Curitiba (BRA) ✓ 🛡️ 🌿 🔄 🔍

Duque de Caxias (BRA) ✓ 🛡️ 🌿 🔄 🔍



- ✓ 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)

■ Regional HQ
■ R&D Centers and Manufacturing

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