

Helvar

SUSTAINABILITY REPORT 2025

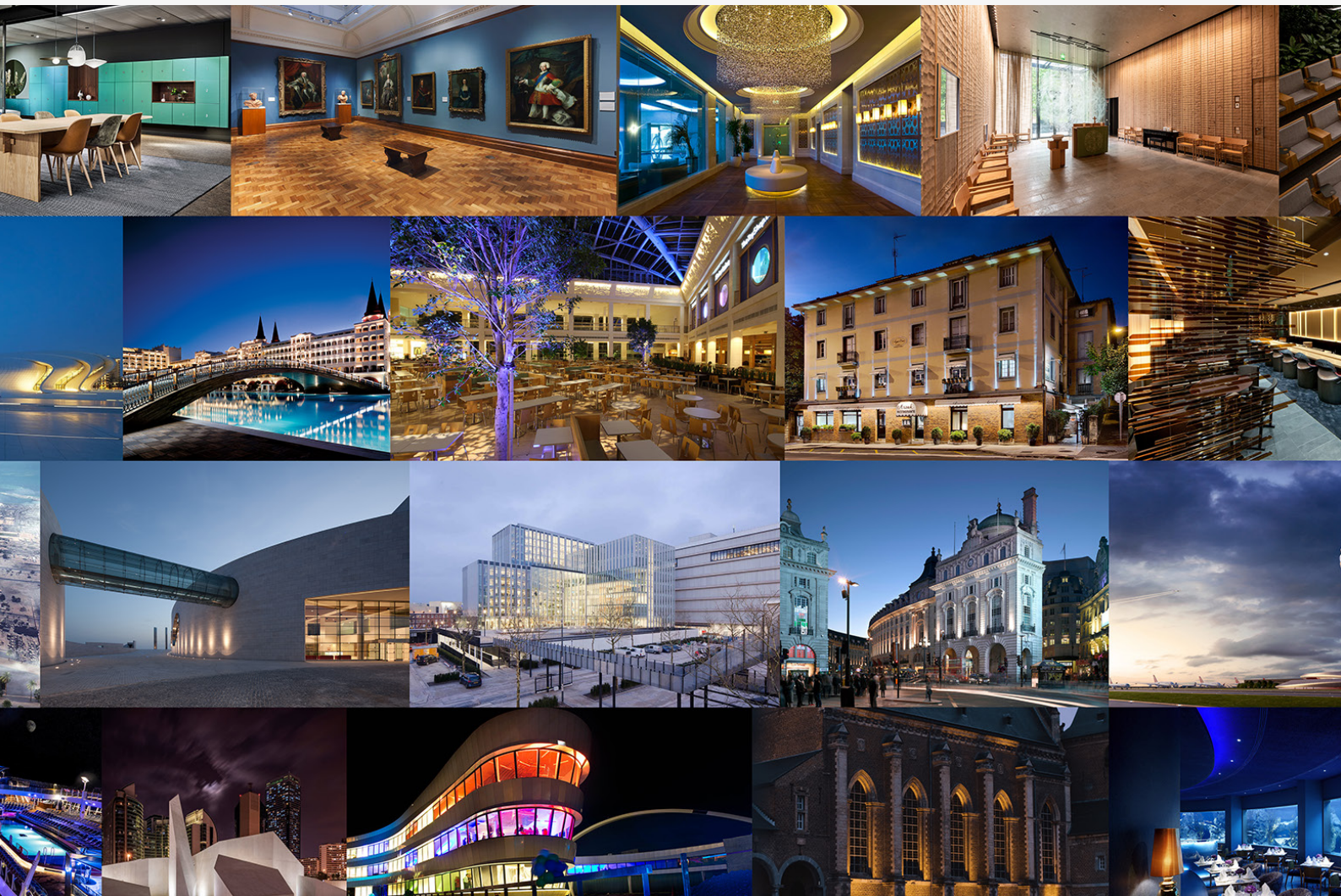
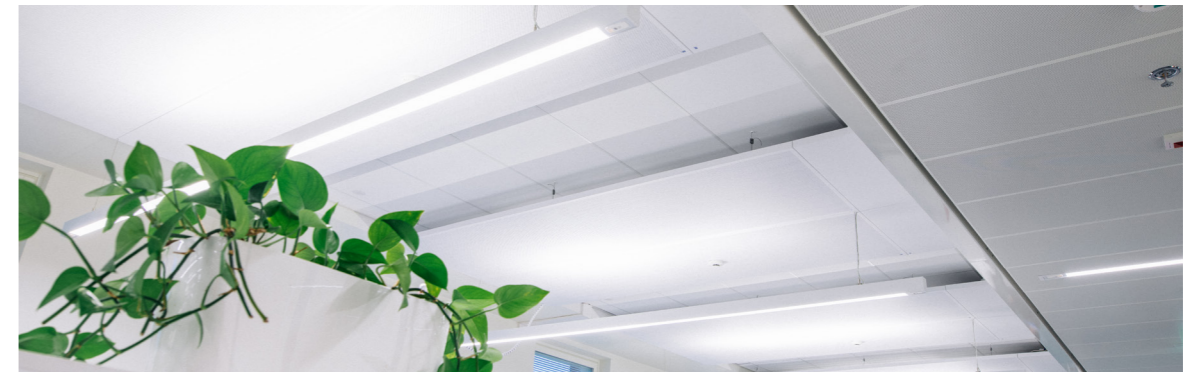


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A word from Helvar’s CEO

It is my privilege to present Helvar’s latest sustainability report—an important milestone in our mission to create Brighter Spaces and to advance healthier, smarter, and greener environments. Over the past year, we have strengthened our focus on intelligent lighting control, digital services, and sensing technologies, following the demerger of Helvar Components.

Our renewed organisational structure, the launch of innovations such as the 945 Application Controller, and the establishment of Helvar Poland through the acquisition of our long-standing partner’s lighting control operations all support our long-term growth and agility. Even in a challenging construction market, opportunities remain strong as the Energy Performance of Buildings Directive accelerates the shift toward net-zero buildings and drives demand for renovation.

Environmental sensing continues to grow in importance, enabling healthier indoor environments and more energy-efficient buildings through data-driven insights. This report highlights our commitment to reducing the footprint of our own operations while expanding the carbon handprint of our solutions.

Looking ahead, we will continue investing in technologies that enhance wellbeing, support smarter buildings, and accelerate the transition to a low-carbon future. Together with our teams, partners, and customers, we are shaping indoor spaces that improve people’s lives and contribute to a more sustainable world.



Kim Långström

General information

This is Helvar's consolidated sustainability report, which follows the VSME basic and comprehensive reporting modules. Certain social data points have been omitted due to business sensitivity. Helvar is family-owned business operating in the lighting control and smart lighting industry, headquartered in Espoo, Finland. Helvar has subsidiaries in United Kingdom, Poland, and Sweden.

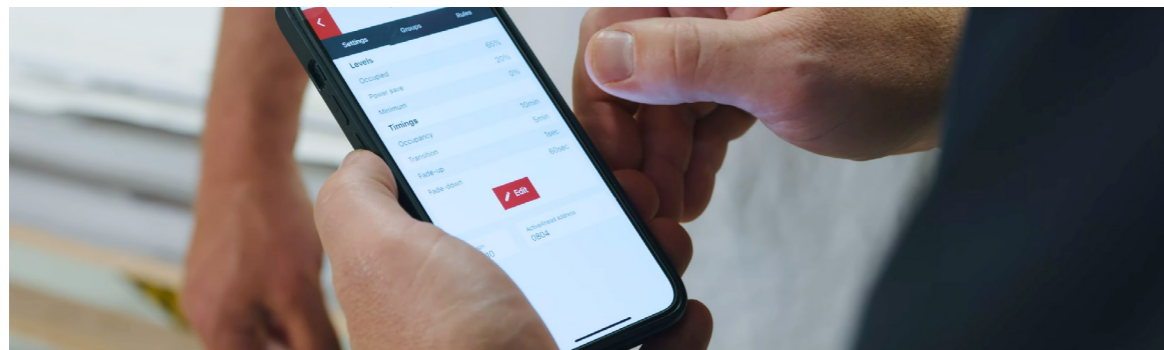
NACE sector classification code	C 27.90, C27.40
Size of the balance sheet (€)	22,174,751
Turnover (€)	40,398,623
Number of full-time employees	179

Table 1: Helvar in numbers

Business model and sustainability

Helvar specializes in intelligent and energy-efficient lighting control solutions for smart buildings and spaces, with a strategic emphasis on energy savings, environmental performance and wellbeing of the occupants. Helvar solutions are commonly used in education, offices, healthcare, hospitality and industrial sector buildings. The portfolio includes:

- DALI-2 lighting control products (wired lighting systems)
- Wireless lighting control solutions
- Hybrid systems that combine wireless and wired technologies
- Sensors and nodes for occupancy, daylight and environmental data
- Control panels, gateways, and software apps for configuration and operation
- Accessories such as dimmers and input units
- Services and insights



Helvar is fundamentally a business-to-business (B2B) supplier targeting building projects through contractors and systems integrators, channel partners and certified distributors, luminaire manufacturers who integrate Helvar solutions, and facility managers, real-estate developers and design professionals. Helvar's solutions are used in over 80 countries via a network of more than 90 certified partners and local support teams.

Helvar's business model is built around a strong partner-centric ecosystem. The company works closely with a global network of certified partners who play a key role in sales, system design, installation, local marketing, and ongoing technical support. To enable high-quality project delivery, Helvar provides its partners with comprehensive technical training, marketing materials, and project support. Selected partners may also act as regional competence centres, supporting market development and strengthening Helvar's local presence.

Helvar's solutions are primarily delivered to building owners and facility managers, typically through system integrators and resellers. Its core customer base consists of large organisations, property developers, and commercial building operators seeking advanced lighting control solutions that enhance energy efficiency, occupant wellbeing, and smart building performance.

Helvar's key suppliers are its Electronic Manufacturing Service (EMS) partners, who have been carefully selected to achieve high quality, safety and environmental performance.



Sustainability policies and initiatives

Helvar integrates sustainability into its core strategy. The sustainability strategy focuses on climate change, upcoming building requirements, and the circular economy. A central strategic objective is to increase Helvar’s handprint—that is, the amount of energy saved and carbon emissions avoided through the use of its products.

Additional targets include limiting Scope 1 and 2 carbon emissions in line with a 1.5°C global warming pathway, and maintaining a stable ratio between the company’s carbon handprint and carbon footprint, even as electricity grids become less carbon-intensive. Helvar’s newest target is to ensure that all new product releases contain some level of recycled material.

Everyday actions are guided by the Helvar Code of Conduct, which outlines the expectations and rules for all employees, including commitments to social and environmental responsibility and ethical business practices. Helvar also has an environmental policy that further addresses its key environmental priorities.

On the social and governance side, Helvar promotes regular training and reminders on ethical conduct, alongside initiatives that support employee wellbeing and professional development. Employees receive one weekly “Empower hour” for learning, sports, or community work, and each Christmas they are granted an additional paid Wellbeing Day to recharge. Workplace development and equal treatment are emphasized, and a strong learning culture is supported through personal development plans and team-based learning.

Environment

Helvar’s total energy consumption in 2025 was 264.770 MWh. The percentage of renewable energy was 3%. In 2025, 13 cars out of 22 were fully electric, and two were hybrid.

	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity	0	161	161
Fuels	9	230	239
Total	9	391	400

Table 2: Energy consumption at Helvar

In 2025, Helvar’s total greenhouse gas emissions decreased by 1% compared to 2024. The company’s primary target is to reduce its Scope 1 and 2 emissions by 45% by 2030, using 2022 as the baseline, a milestone successfully met in 2024. Today, Helvar’s market-based Scope 1 and 2 emissions are 70 tonnes of CO₂e, which remains comfortably below the target level of 80 tonnes of CO₂e.

Emission category	2025 (t CO ₂ e)	2024 (t CO ₂ e)	Change
Scope 1 – Fuels	42	43	- 2%
Scope 2 – Energy and heating, location-based	16	20	- 20%
Scope 2 – Energy and heating, market-based	30	38	- 21%
Scope 3 – Purchased goods and services	1505	1276	18%
Scope 3 – Fuel, indirect	7	7	0%
Scope 3 – Transportation and logistics	91	81	0%
Scope 3 – Waste	< 1	0.03	0%
Scope 3 – Business travel	172	251	- 31%
Scope 3 – Use of sold products	17 291	22 407	- 23%
Scope 3 – End-of-life of sold products	53	50	6%
Scope 4 – Avoided emissions from the use of sold products	159 174	173 420	- 8%
Total, market based	24 019	24 173	- 1%

Table 3: Greenhouse gas emissions at Helvar

The Scope 4 avoided emissions (carbon handprint) are generated by Helvar’s sensors, which are used to control lighting, and the calculation is based on the sensors sold during the year. The carbon handprint is six times bigger than the carbon footprint, meaning that Helvar’s business is operating on a climate positive ground.

Helvar faces relatively few climate-related risks and several significant opportunities. The most important opportunities are closely aligned with Helvar’s core business: improving energy efficiency and reducing CO₂ emissions. As a provider of lighting control solutions, Helvar operates directly in the energy-saving sector, and tightening energy-efficiency requirements continue to support and expand its business.

The main climate-related risks include the possibility that widespread adoption of renewable electricity could reduce the relevance of energy-efficiency solutions, as well as supply-chain risks arising from the physical impacts of climate change in key regions where electronic components are manufactured. These risks are expected to materialize over the medium to long term, and their potential impact has been assessed quantitatively.

Helvar has already taken steps to mitigate these risks, including diversifying its value chain and maintaining safety stocks to strengthen supply-chain resilience.

Circular economy and material use

Helvar applies several circular economy principles in its operations and product design, with a particular focus on long product lifetimes, reconfigurable and reusable solutions, and the use of circular materials. The company is currently exploring various sustainable and circular material options for its products and has set a strategic goal to incorporate recycled plastics into all new product lines.

Helvar's main resources, as measured in the annual mass flow, include lighting control products manufactured by subcontractors, electronic components, plastic casings, and packaging materials. The total weight of products and materials used during the reporting period—reflecting resources purchased in 2025—is shown in the table below. These calculations are based on purchasing data, assigned product and component weights, and packaging materials, covering approximately 90% of total purchasing value. The recycled content is estimated using average recycling statistics for packaging materials.

Helvar generates only limited amounts of waste, as production is outsourced to EMS partners. The waste reported here consists primarily of typical office and warehouse waste.

Annual mass-flow of relevant materials used	42 845 kilograms
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Social

Helvar considers its people to be a key strategic asset and a fundamental driver of its long-term success. The new strategic objective is to foster a purpose-led, inclusive culture where wellbeing and leadership excellence drive sustainable performance and growth. To measure our success, Helvar is targeting an eNPS (Employee Net Promoter Score) of over 50 and a leadership effectiveness score exceeding 4.3/5.

The company believes that highly skilled, motivated and engaged employees are essential to delivering intelligent, people-centric lighting solutions and creating value for customers and partners.

Helvar promotes a supportive and inclusive working environment that encourages continuous learning, collaboration and professional development. Employees are supported throughout their careers through training, knowledge sharing and opportunities for growth, reflecting the company's commitment to long-term competence development and internal capability building.

Employees	Full-time equivalents (FTE)
Number of employees	179
Temporary workers	2
Permanent workers	177
Women employed	34
Men employed	145
Employees in Finland	78
Employees in UK	66
Employees in Poland	12
Employees in Sweden/Scandinavia	20
Employees in other countries	3
Health and safety	Count
Recordable work-related accidents	0
Fatalities	0

Table 4: Helvar employees



Human rights and working rights

In its Code of Conduct, Helvar commits to upholding the human and labor rights of all employees, ensuring fair and equal treatment, protecting the health and safety of staff and contract personnel, and minimizing adverse working conditions. Furthermore, Helvar recognizes and respects the employees' right to freedom of association.

Helvar's Code of Conduct strictly prohibits forced labor, child labor, human trafficking, and discrimination, adhering to the standards established by the Responsible Business Alliance (RBA). Helvar reports no confirmed incidents regarding these violations within its own workforce. Furthermore, Helvar is not aware of any such incidents involving workers across its value chain, customers, or end-users. To ensure ongoing compliance and safety, a whistle-blowing system is available for all employees.

Business conduct and governance

Helvar is committed to zero tolerance for bribery and corruption, as well as to fair competition, ethical conduct and honouring contracts. Chapter 3.6 of the Code of Conduct addresses bribery and corruption, while chapter 3.7. focuses on ensuring fair business and chapter 3.8. conflicts of interest. Internal policies exist to guide central financial processes. Helvar's suppliers are required to commit to the Code.

The highest governance body at Helvar is the Board of Directors, which is composed of three independent, professional board members and two members of the owner-family. There are 6 full members with a gender ratio of women and men being 1:5 respectively. Other participants in board meetings are the CEO, CFO, and a board observer. The board is responsible for developing targets for sustainable development and approving related strategies and policies. This process is scheduled around the annual timing of the strategy process.

There were no convictions for corruption or bribery in 2025, nor fines incurred for the violation of anti-corruption and anti-bribery law.



Explore sustainability and intelligent lighting control
www.helvar.com/sustainability

