astro

Creating sustainable impact

Sustainability report 2025

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Company timeline

Since 1997, we have shared our passion for British lighting design and a vision to create products with distinctive quality.

Underpinned by a meticulous attention to detail, each design balances high-performance with our commitment to sustainable, timeless design.

1997 – Astro Lighting founded

1998 – UK office opens

1999 – Manufacturing in China commences and Astro become industry leaders in quality bathroom lighting

2002 – Astro enter European market

2005 – Transition into project & hospitality market

2011 – Trimless downlight launches and becomes Astro's first patented design

2014 – Astro enter North America

2015 – Awarded the Queen's Award for International Trade

2016 – New, purpose-built HQ opens in Harlow, UK; Astro enter APAC market

2017 – China office opens; Italy office opens

2018 – Awarded second Queen's Award for International Trade

2019 – US office opens in New Jersey; Astro's sustainability programme launches

2020 – Solar panels installed early 2020; EV chargers installed

2022 – 3PL warehouse opens in Germany; GHG data collected; Awarded EcoVadis Bronze Medal (score 48/100)

2023 – Astro enter German market

2024 – Quickbase™ solution launches and becomes patented; Dedicated ESG committee formed, People - Planet – Product

2025 – Launch of Downlight PRO range; Started TM65.2, achieved EcoVadis Bronze (65/100); Achieved CDP Climate B

2022
48/100, 46th percentile, bronze medal

2025
65/100, 79th percentile, bronze medal

2022
CDP Climate C

2025
CDP Climate B

Product portfolio

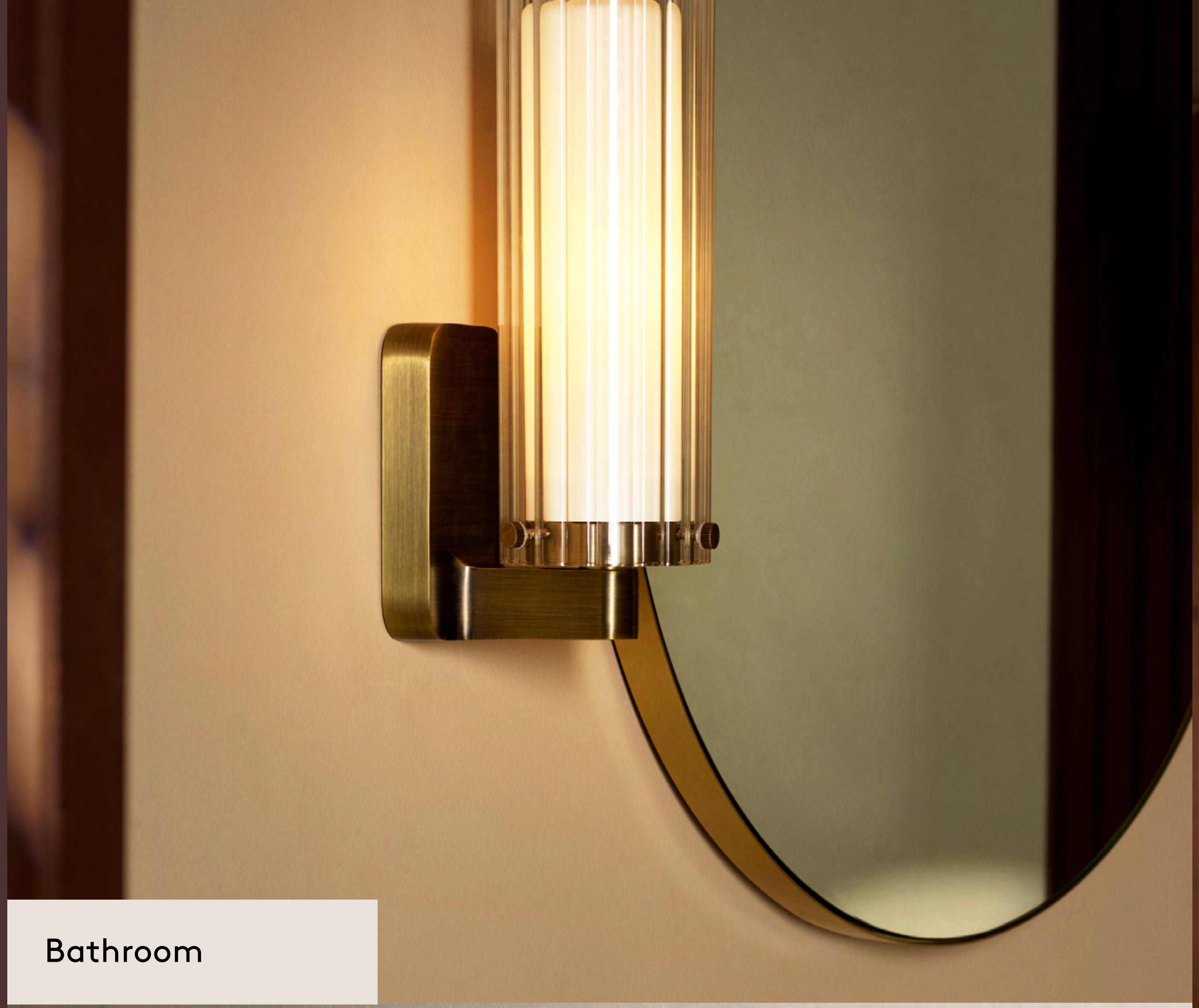
Designed in-house under the guidance of Riley Sanders, our expertly engineered portfolio spans Bathroom, Interior, and Exterior lighting. From luxury hotels to sophisticated commercial spaces, our designs can be seen in distinguished hospitality and living environments around the globe.

Whether it's reading lights, wall lights, table lamps, or pendants, every piece is designed with an unwavering commitment to quality and purpose.

> **"Our design approach focuses on precision, delivering a refined aesthetic that captures the true essence of an idea through form, materials, and finishes that truly complement the lighting effect."**

Riley Sanders
Head of Design

View our products >

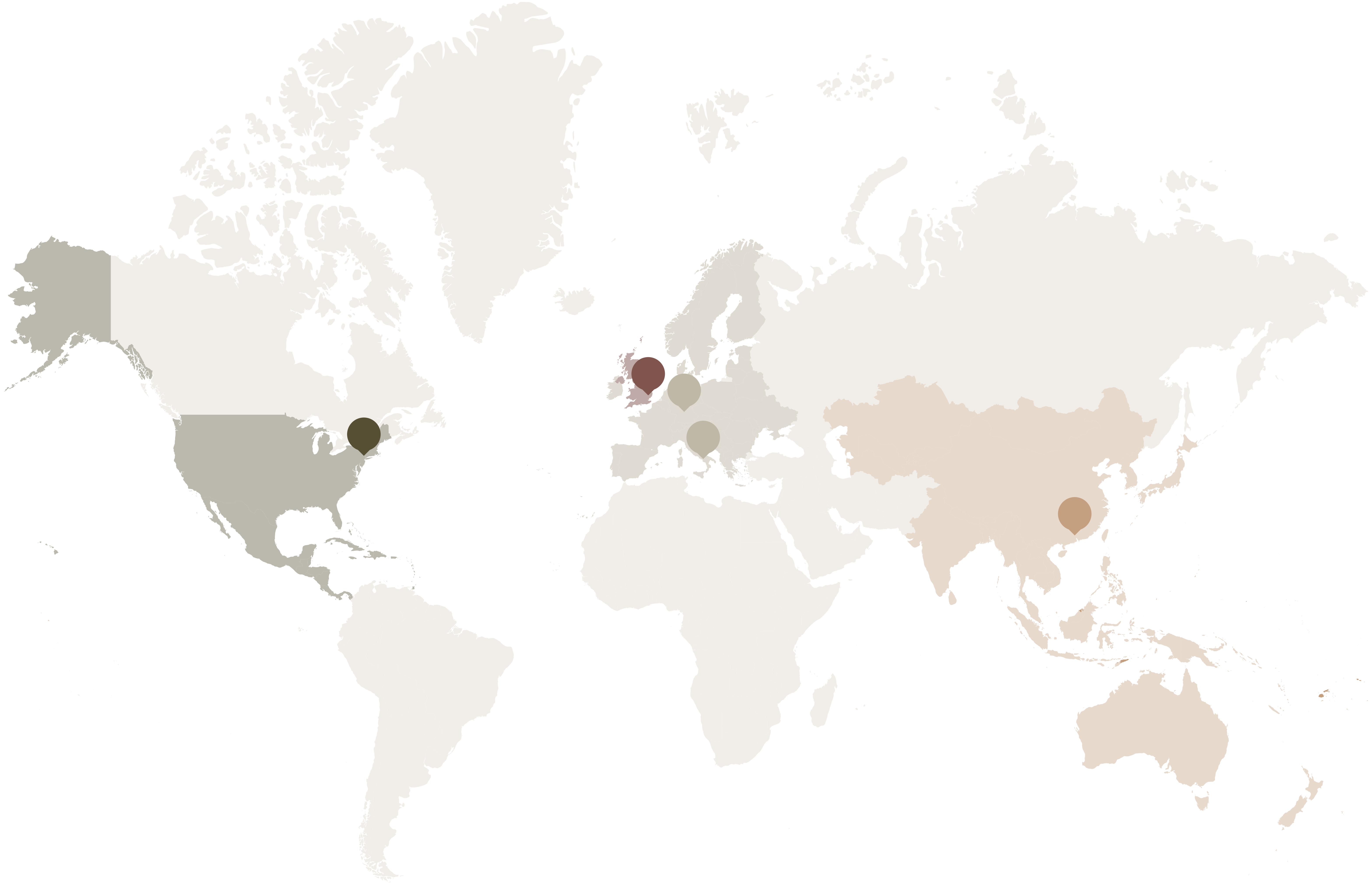


Bathroom

Exterior

Interior

Global workforce

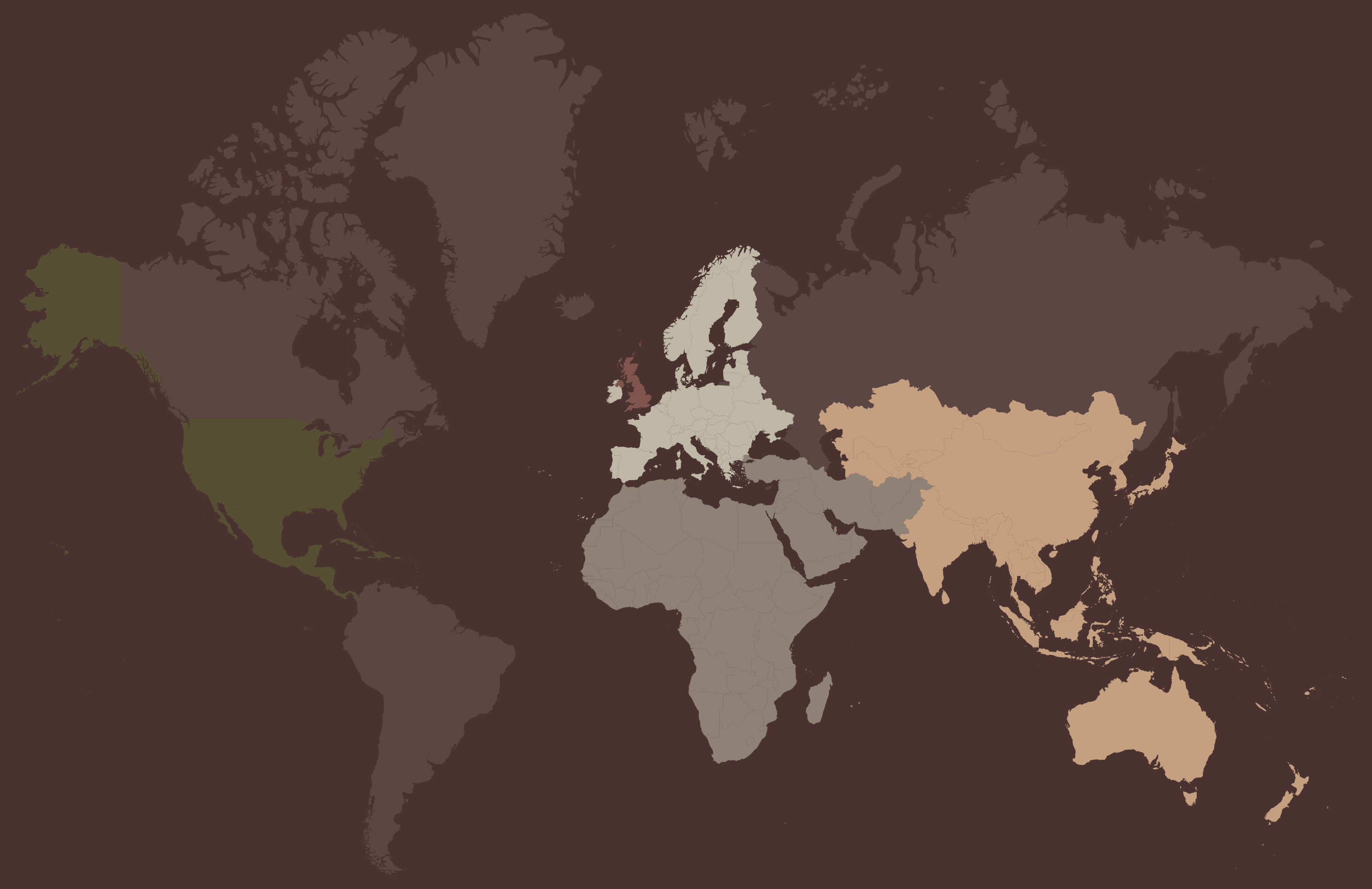


EU	USA	APAC	UK
5	11	15	95

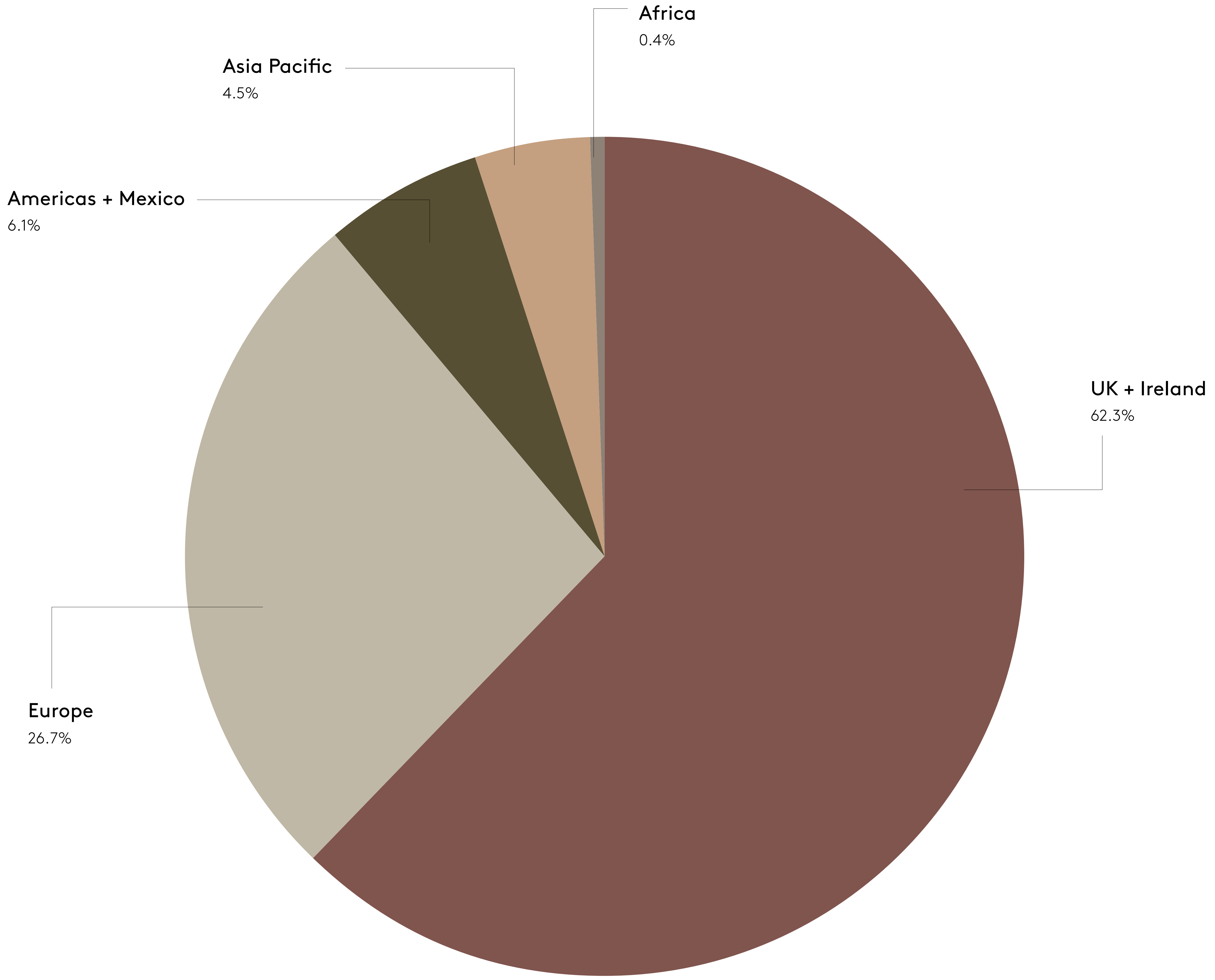
We operate with a structured and strategic presence across multiple regions, ensuring efficient collaboration and support for our global partners. Reflective of our balanced distribution of talent, with key hubs in the UK, Europe, North America, and Asia, our headcount across these regions is tailored to meet local market demands while maintaining seamless integration with our headquarters.

This approach enables us to drive innovation, enhance customer relationships, and uphold the high standards that define who we are.

Worldwide sales impact

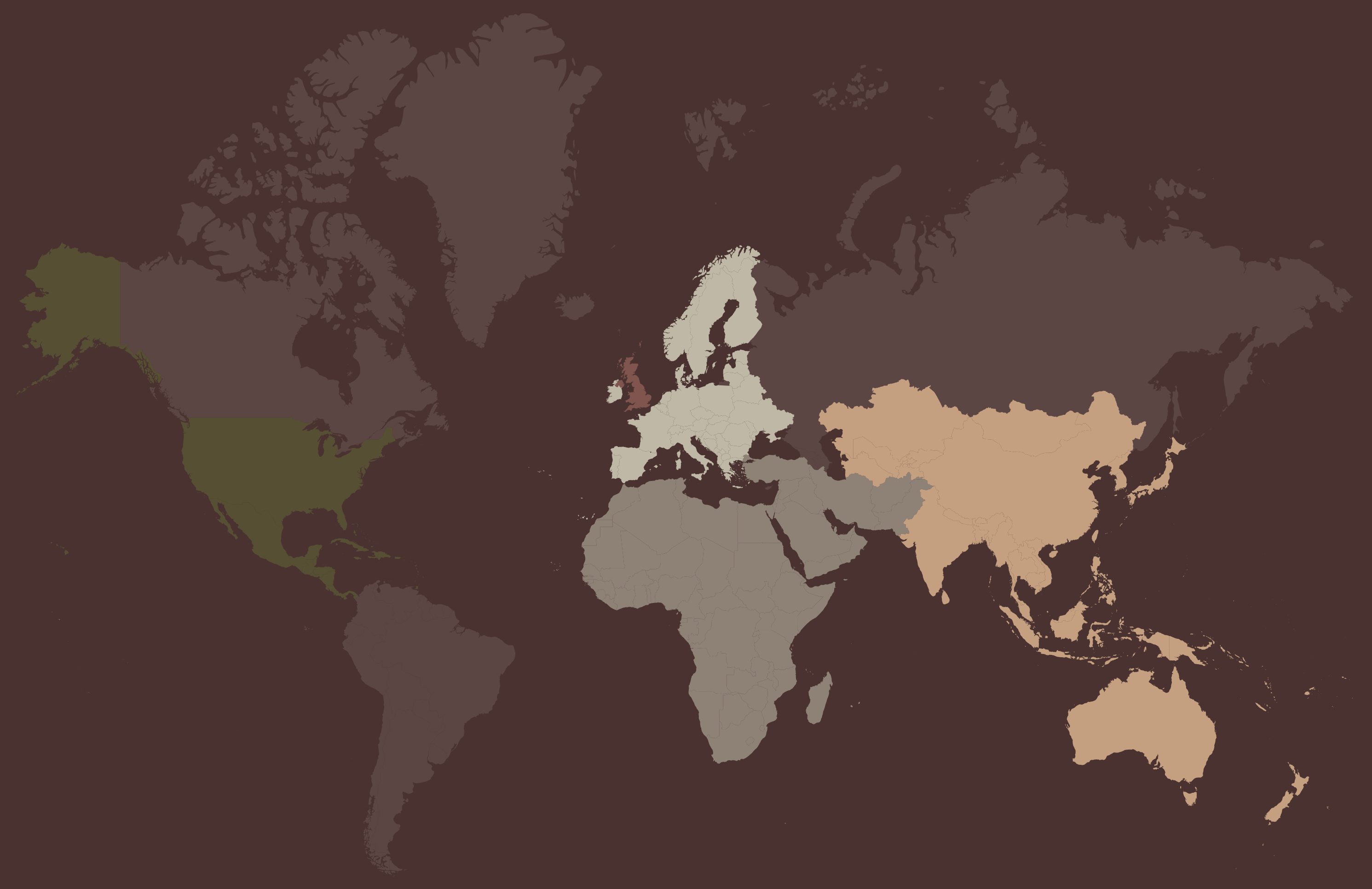


Our sales approach is centered on targeted growth, fostering strategic partnerships, and upholding responsible business practices. By understanding local markets and leveraging global reach, we create tailored solutions that meet the evolving needs of our customers. This commitment drives long-term, sustainable success and strengthens our position as a trusted leader across diverse sectors.



**Summary of 2025 sales by region.*

Economic performance



Mindfully controlling costs and streamlining processes, we maintain a sustainable financial structure that supports our long-term growth. Our approach focuses on maximising value, reducing waste, and reinvesting into key areas that drive innovation and future-proof our business.

Direct value generated, distributed + retained £ in thousands	2024	2025
Direct economic value generated	37,611	36,535
Direct economic value distributed	33,429	32,853
Operating costs	23,857	22,735
Employee wages + benefits	8,303	8,224
Payments to providers of capital	-7	333
Payments to the government	1,266	1,554
Community investment	10	8
Economic value retained	4,182	3,682

*GRI Disclosure 201.1

ESG Mission

Building a verified future

"Over the past year, we have continued to strengthen our ESG approach, embedding greater rigour, transparency, and accountability across our business. What began as a commitment to responsible design and operations is evolving into a more mature, data-driven sustainability strategy that supports long-term resilience and growth.

A key focus in 2025 has been enhancing the depth and accuracy of our greenhouse gas (GHG) inventory. By expanding our emissions categories, we have developed a more comprehensive understanding of our environmental impact across operations and the value chain. This has been reinforced through independent third-party verification of our GHG data in line with ISO 14064 by Carbonology®, providing confidence in the integrity of our reporting and strengthening our foundation for future carbon reduction initiatives.

We are also proud to have achieved a 'B' score from CDP, reflecting our progress in climate disclosure and environmental management. Alongside this, we have improved our EcoVadis rating and are now focused on achieving Silver status by 2026, demonstrating our commitment to continuous improvement and benchmarking against global best practices.

As a design-led business, our responsibility extends beyond measurement and reporting. We continue to prioritise the development of high-quality, long-lasting lighting solutions that support a more circular economy — from responsible material selection to energy efficiency and product longevity. At the same time, we are working closely with our partners and suppliers to drive greater transparency and shared progress across our supply chain.

Transparency remains central to our approach. By aligning with recognised frameworks such as GRI and strengthening our disclosures, we aim to provide clear, consistent, and decision-useful information to our stakeholders.

While we are encouraged by the progress made, we recognise there is more to do. Our focus remains on turning insight into action — reducing emissions, improving resource efficiency, and embedding sustainability into every stage of our business. Through collaboration, innovation, and accountability, we will continue to drive meaningful change and deliver sustainable value for our stakeholders"

Rob Jarvis
ESG Lead — Astro Lighting

"Our focus remains on turning insight into action — reducing emissions, improving resource efficiency, and embedding sustainability into every stage of our business."

The ESG pillars

We've engineered our ESG approach around three core pillars: **People**, **Planet**, and **Product** — each designed with precision and purpose.

Every pillar is governed by a focused policy, outlining clear commitments and measurable targets.

Senior leaders from across the business form specialised committees for each pillar. Their role? To oversee implementation, track progress with rigour, and ensure we continually innovate and improve.

People

Equity, diversity & inclusion
Employee well-being & safety
Community engagement
Supply chain human rights
Stakeholder management

Product

Life cycle analysis
Product efficiencies
Waste reduction
Repair, Reuse, Recycle
End of life management

Planet

Verified carbon footprint monitoring
Sustainable resource use
Waste management
Sustainable supply chain
Environmental compliance

Our guiding principles

Increase transparency by public reporting on our progress using the GRI system

Reduce greenhouse gas (GHG) emissions from our operations and suppliers by using carbon reduction plans and targets

Be innovative - design and produce energy efficient products with a long life by adopting circular loops

Promote good governance practices to create value for our stakeholders and accountability for leadership

Continually develop best practice for Equity, Diversity and Inclusion

Protect the well-being of our employees and customers by maintaining industry safety standards

Engage with our local communities and chosen charities to provide support and opportunities to make a real difference

Embrace responsible sourcing strategies to ensure our suppliers follow ethical and environmental best practices

Support and follow our ESG policies to deliver impactful improvements, delivering real value to our stakeholders

Contributing towards

12 SDG’s

The United Nations Sustainable Development Goals (UNSDGs) provide a global framework for addressing the world’s most pressing challenges, from climate action to social equity. For Astro, embracing the UNSDGs is not just about corporate responsibility — it’s a strategic imperative.

Aligning with these goals enhances resilience, drives innovation, and fosters long-term growth by meeting stakeholder expectations and regulatory requirements. By integrating sustainability into operations, we are creating positive environmental and social impact while securing a competitive edge in an evolving global market.

UNSDG alignment

3 GOOD HEALTH AND WELL-BEING

3.4 Mental Health First Aiders
3.4 Employee Assistance Program (EAP)
3.5 Support for Streets 2 Homes charity
3.8 Health plan for employees
3.9 Ethical audits on our supply chain

4 QUALITY EDUCATION

4.4/4.7 Learning Management System
4.7 Train all staffs in sustainability
4.7 Mentor young people through colleges/school workshops

5 GENDER EQUALITY

5.1 Introduce EDI metrics
5.5 Train staffs for matters on Gender Equality
5.9 Review & update policies as necessary

7 AFFORDABLE AND CLEAN ENERGY

7.1 Support for SolarAid charity.
7.2 Renewable electricity
7.2 Renewable gas
7.3 Design efficient products
7.3 Carbon reduction planning

8 DECENT WORK AND ECONOMIC GROWTH

8.1 Revenue growth due to sustainability performance
8.4 Conduct Life Cycle Analysis
8.5 Annual employee surveys
8.7/8.8 Conduct Ethical audits on our supply chain

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.4 Install PV panels on the roof of HQ
9.4 Consider battery storage for PV
9.4 80% fleet to be electric/hybrid
9.4 Increase charging stations HQ

10 REDUCED INEQUALITIES

10.3 Conduct employee survey
10.3 Adopt EDI metrics
10.4 Review and adopt best practices
10.4 Equal access to health care

11 SUSTAINABLE CITIES AND COMMUNITIES

11.6 Measure the carbon footprint of our operation

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12.1 ESG strategy
12.2 Increase recycled content in our products
12.2 Increase FSC use in packaging to 80%
12.4 Use reputable waste management providers
12.5 Increase “Right First Time” to reduce reworks
12.5 Reduce packaging volumes
12.6 Produce annual sustainability report

13 CLIMATE ACTION

13.2 ESG policy introduction
13.3 Conduct training for ESG

15 LIFE ON LAND

15.2 Increase FSC use in packaging to 80%

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16.5 Code of Conduct for Partners and Suppliers
16.6 Sustainability Report
16.7 Ethics report, Governance
16.10 Transparency

We prioritise strong, transparent relationships to drive environmental, social, and economic progress. We carefully identify and engage with diverse stakeholders across our value chain, ensuring effective collaboration.

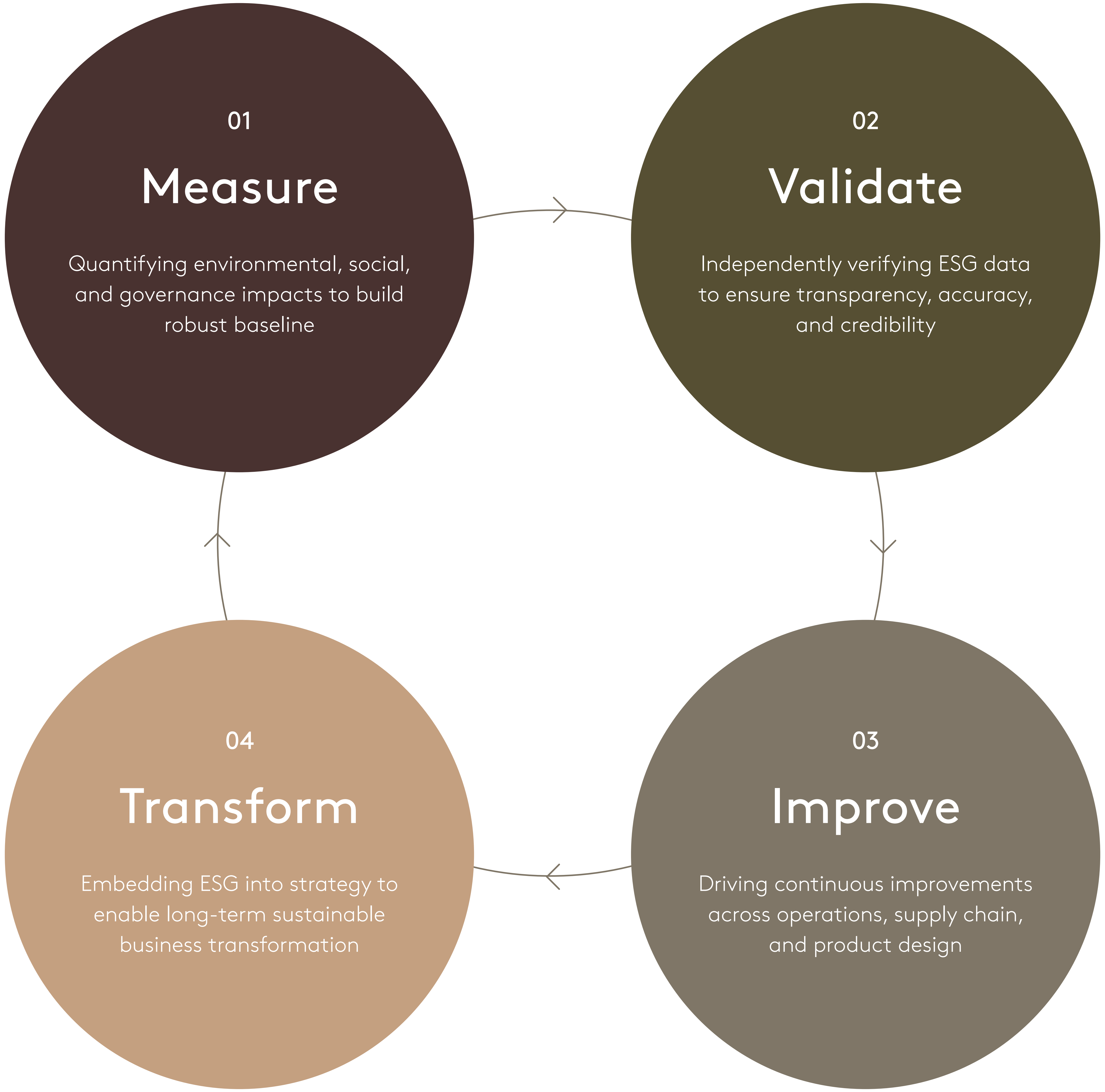
Routes of engagement

Customers	Employees	Shareholders	Government	Community	Suppliers
Customer services	Employee engagement survey	Annual meeting	Compliance to regulation	Community activities	Supplier ethical audits
Satisfaction surveys	Company newsletter	Shareholder board meetings	Influence through industry association	Charitable activities	Supplier agreements
Global customer conference	Town hall meetings	Required disclosures		Employee volunteering	Scorecard feedback
Industry events & exhibitions	Training + development (LMS)	Periodic filing with HMRC		Donation drives	Trade shows
Focus groups	Face-to-face team meetings	Industry conference			Meetings
Digital communication channels	Recognition				
Self service capability	Health benefits				
Tools and educational resources	Social committee				

Strategy in action

Our ESG strategy is underpinned by a structured approach to measure, validate, improve, and transform our impact. In 2025, we strengthened our focus on expanding our greenhouse gas (GHG) inventory to better capture emissions across our operations and value chain, providing a more comprehensive and accurate baseline. This has been reinforced through independent third-party verification in line with ISO 14064, enhancing the credibility and transparency of our data. We continue to improve our disclosures through CDP, reflecting our progress in environmental management while supporting our ambition to align with Science Based Targets initiative (SBTi) methodologies. By combining robust data, external validation, and continuous improvement, we are building a clear pathway to decarbonisation and embedding ESG into long-term strategic decision-making.

Our sustainability targets are rooted in bold business strategies that reflect our vision for the future of our people and the planet.



People

Our commitment

We are committed to conducting business with integrity, fairness, and respect, ensuring ethical practices across our operations and supply chain. We uphold human and labour rights, foster a safe and inclusive workplace, and provide opportunities for growth and well-being. This includes third party ethical audits throughout our supply chain to ensure human and labour rights are upheld in all operations, and beyond our operations, we support local communities through charitable initiatives and volunteering. We are committed to transparency and accountability, including through environmental and social reporting frameworks such as CDP and EcoVadis.

Key milestones

0.0%

Product recalls due to safety concerns

(Zero claims received)

0%

Injury rate IOSH

£19k

Charitable funding to non-profits

90%

Of our supply chain subject to **ethical audits**

8.4/10

Average supplier ethical audit score

2025

First social responsibility report

UNSDG applicability

Advancing our social responsibility

In 2025, we introduced a dedicated Social Responsibility Report to strengthen our focus on the "People" pillar of our ESG strategy and provide greater transparency on the social impacts of our business. As our sustainability approach continues to mature, we recognise that our responsibilities extend beyond environmental performance to include the wellbeing of our employees, the integrity of our supply chain, and the positive contribution we make to wider society. This report enables us to more clearly articulate our commitments, track progress, and identify areas for improvement across key social topics such as employee engagement, diversity and inclusion, ethical sourcing, and community impact.
By formalising our approach, we aim to ensure that social responsibility is embedded across our operations and partnerships, supporting a more resilient, inclusive, and responsible business.

Best practices for ethical operations

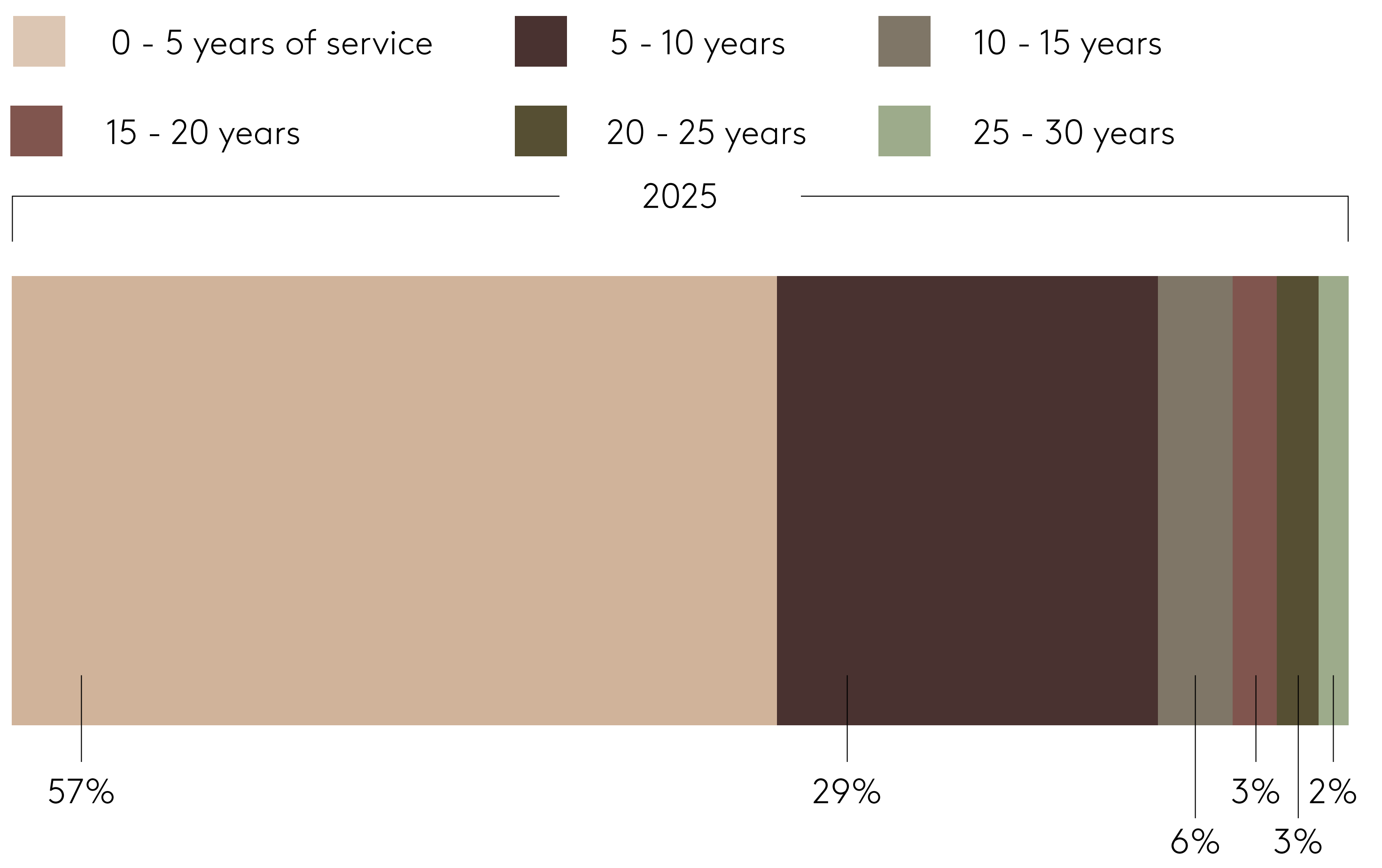
✓ Code of ethics	Establish a code of ethics to guide business conduct effectively.
✓ Training programs	Implement regular training programs on ethical behavior and compliance.
✓ Transparency policies	Maintain transparency in all communications and business practices
✓ Stakeholder engagement	Engage stakeholders in decision-making to promote inclusivity and trust.
✓ Reporting mechanisms	Provide secure reporting mechanisms for ethical concerns and whistleblowing.
✓ Performance evaluation	Incorporate ethical behavior into performance evaluations for employees.
✓ Sustainability goals	Set clear sustainability goals to address environmental and societal impact.

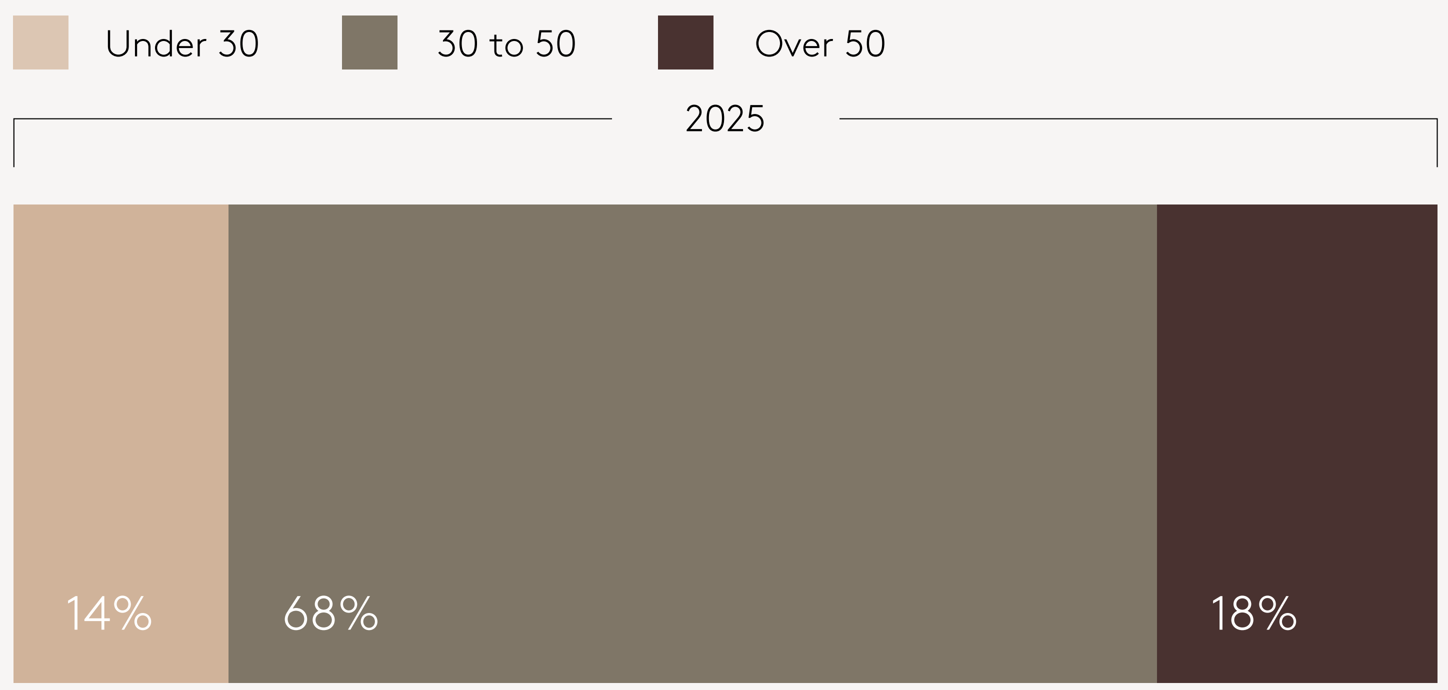
Empowering diversity

Gender equality and age diversity are essential to fostering an inclusive, dynamic, and high-performing workplace. Providing equal opportunities for all not only promotes fairness but also drives innovation and sustainable growth. Valuing employees at every stage of their careers enhances collaboration, knowledge-sharing, and fresh perspectives. By embracing diversity in all its forms, we strengthen our decision-making, enrich our culture, and build a team that is ready to shape the future.

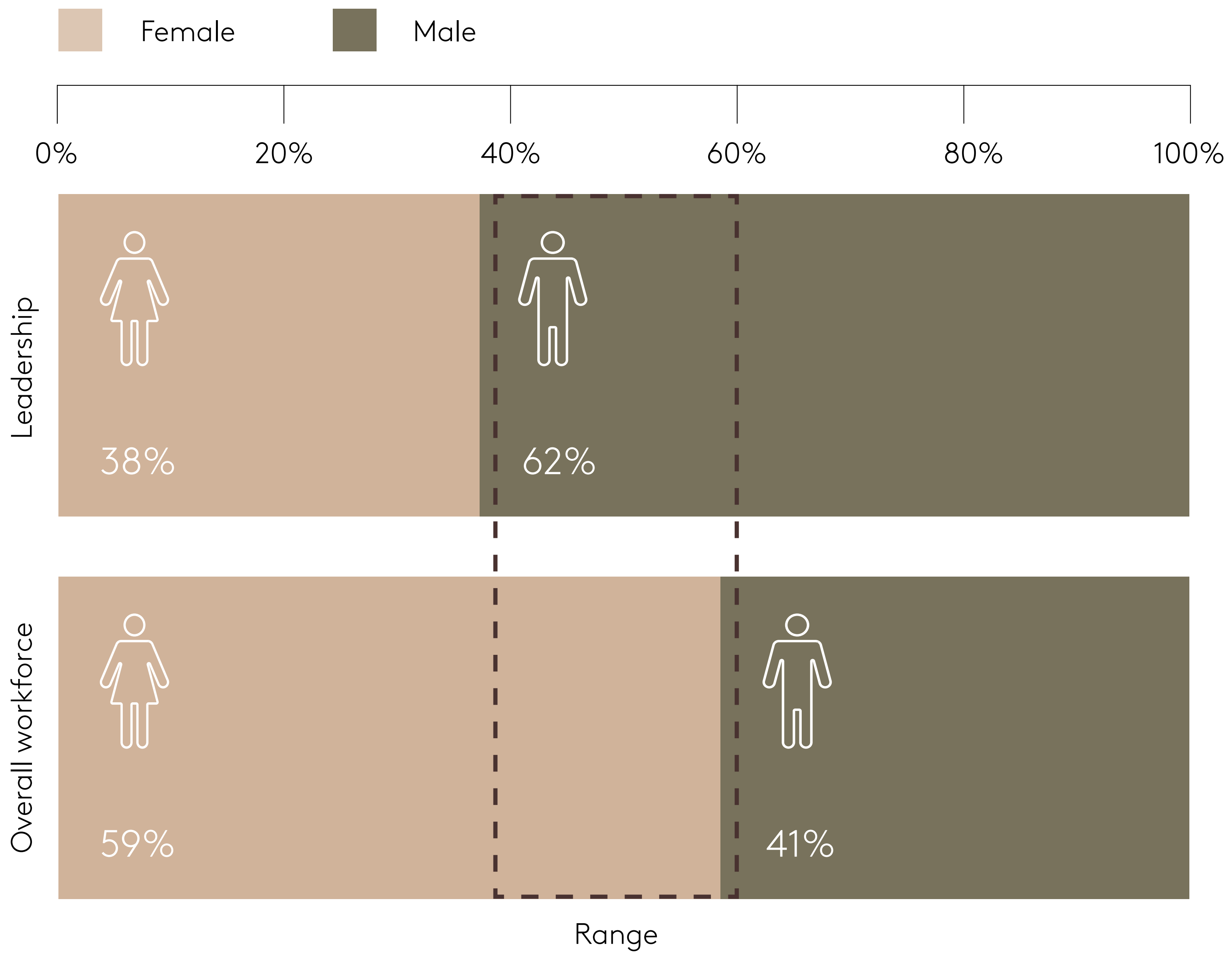
Target 2026

Introduce a full EDI dashboard following the relevant GRI disclosures to identify opportunities to improve our performance, whether this is through training opportunities or to ensure we continue to identify unconscious bias to provide fair and equal opportunities for all current and future astro employees.

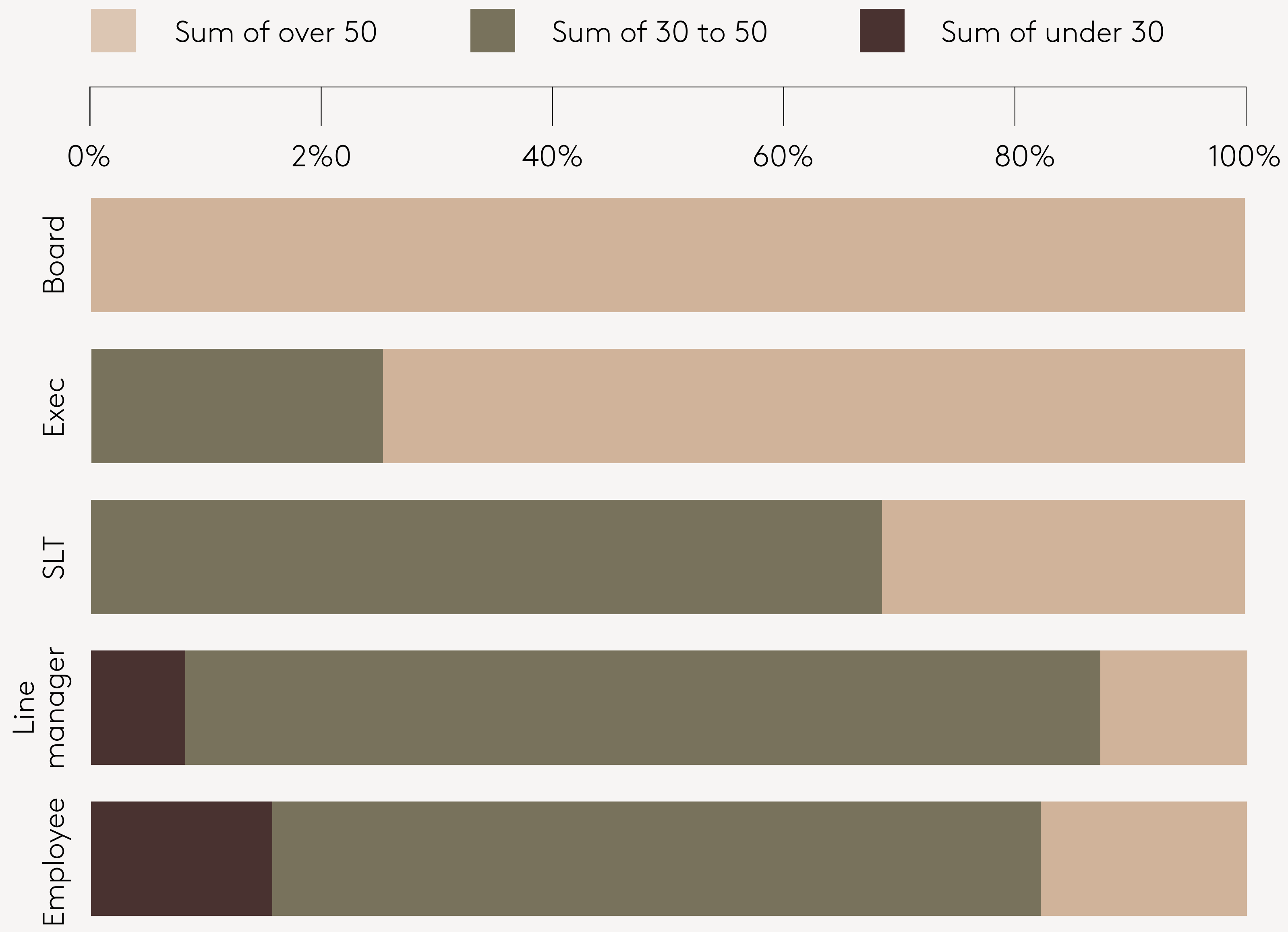




Gender representation 2025



Global workforce age distribution by employee level 2025



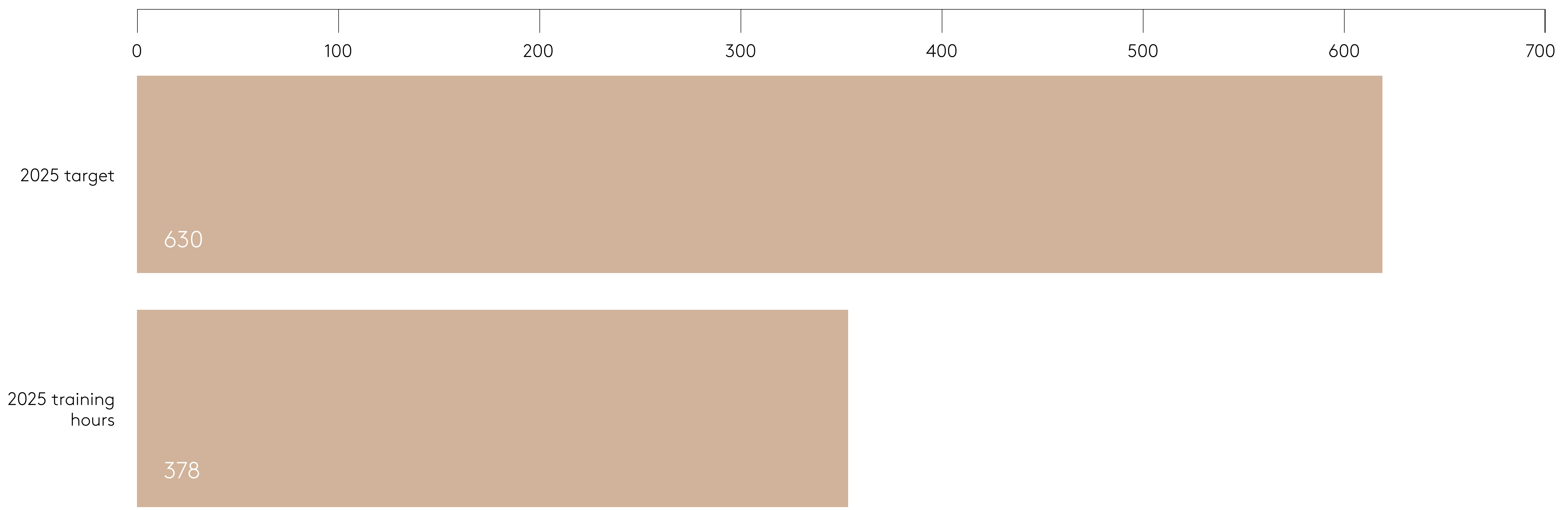
Building capability

During the reporting period, a total of 378 hours of employee training were delivered against a target of 630 hours. While this represents progress in developing employee skills and capabilities, it also highlights an opportunity to improve the capture and reporting of training activity. In particular, the current HR system does not fully record training delivered by third-party providers, and enhancements in this area will be explored to ensure a more complete and accurate representation of total training undertaken.

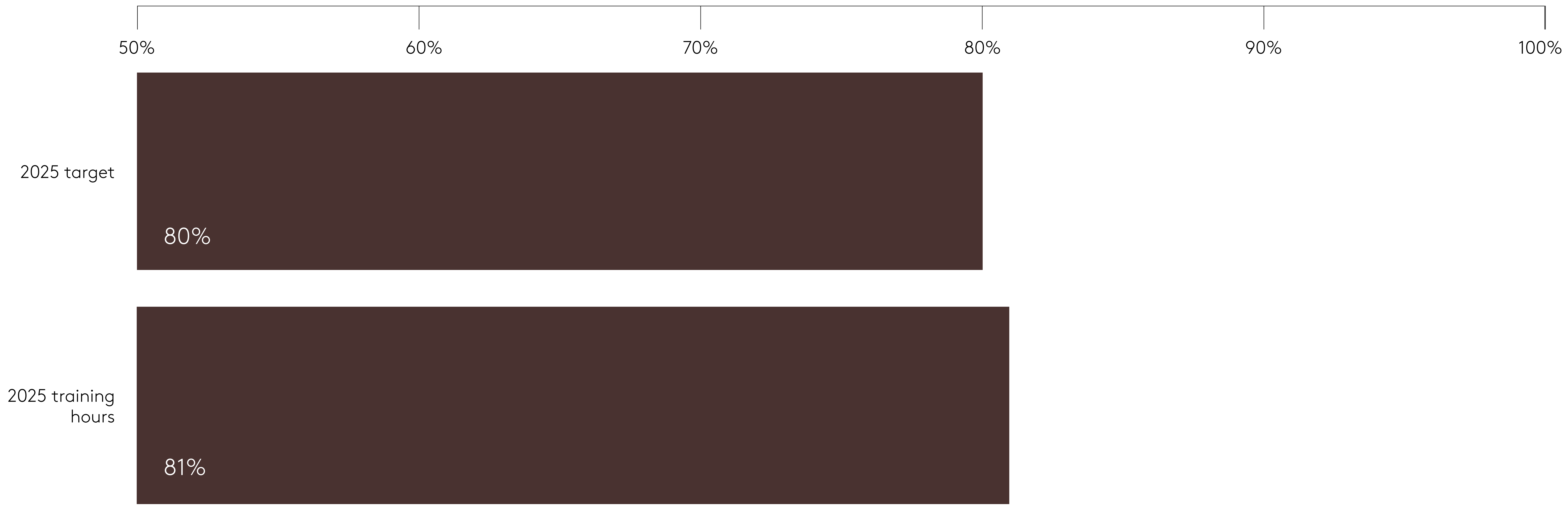
Mandatory training completion reached 81%, exceeding the target of 80% for the year. This reflects a strong level of compliance across the organisation and effective engagement with required learning programmes. Building on this performance, Astro will increase its target for mandatory training completion to 90% in 2026, reinforcing its commitment to employee development and compliance.

2025 objective	2025 result	2026 target
Achieve 5hrs training per employee	3hrs	5hrs
80% employee participation in training	81%	90%

Group training hours



Training participation



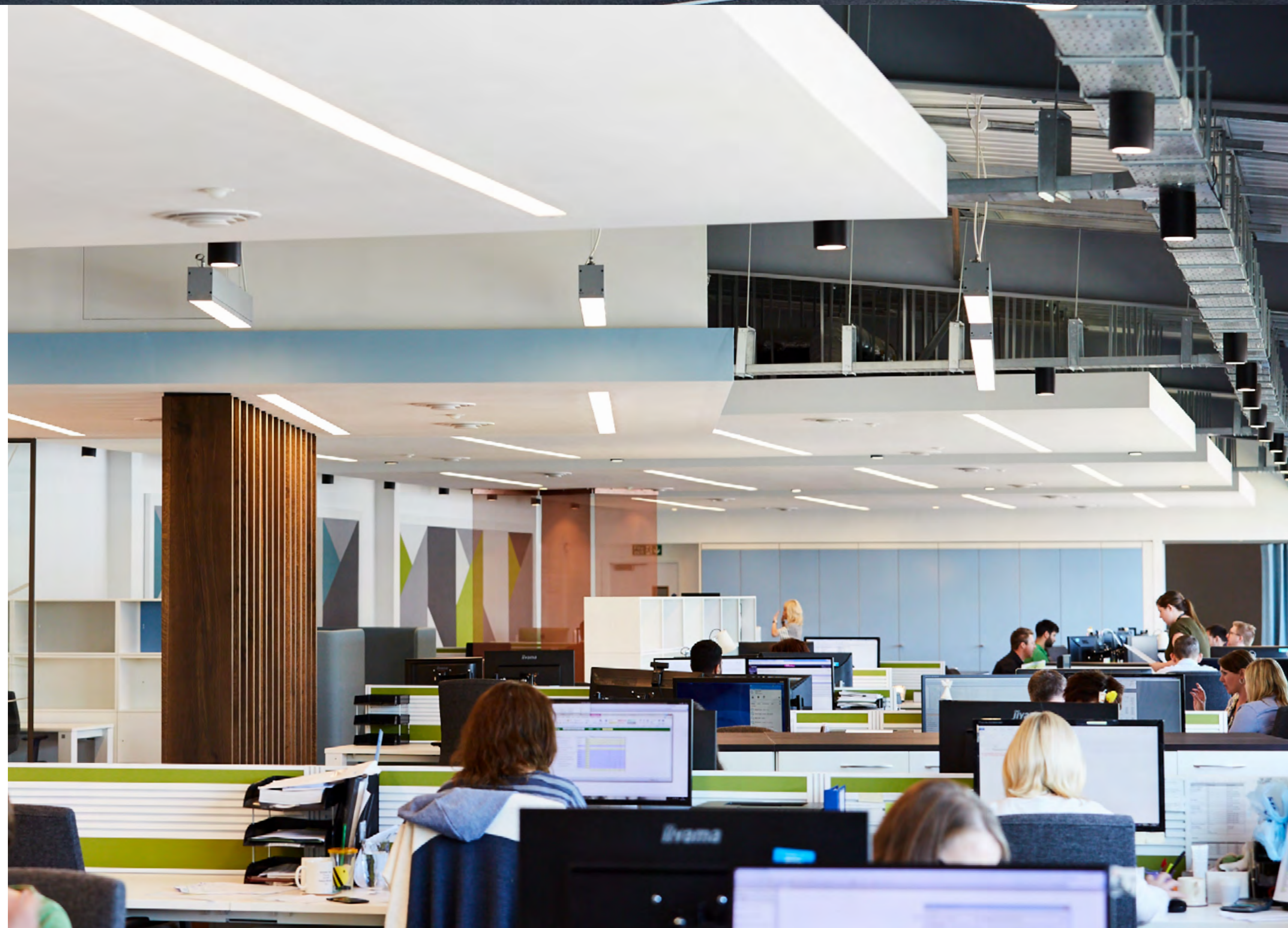
A culture of health + safety

The well-being of our people is non-negotiable. From ensuring the safety and quality of our working environment to recognising where colleagues may need support. Embedded in our everyday practices, we foster a culture where safety in all forms is prioritised through established protocols, ongoing training, and openness.

Health & Safety	UOM	2024	2025
Total number of hours worked	Hrs.	228312	225705
Hours worked/employee	n.	1810	1823
Rate of recordable work-related injuries	n.	0	0
Total number of recordable work-related injuries	n.	0	0

**GRI Disclosure 403-9*

**Number of Reportable Injuries in the period / Total hours worked (by all employees) during the period) x 200,000.*



Responsible partners

Ethical integrity is fundamental in our supplier evaluations. We prioritise partners who share our commitment to responsible practices and align with our core values and long-term vision.

To ensure impartiality, we partner with a reputable 3rd party audit service provider to engage and audit our top 6 suppliers. Combined they represent 90% of Astro's production activity.

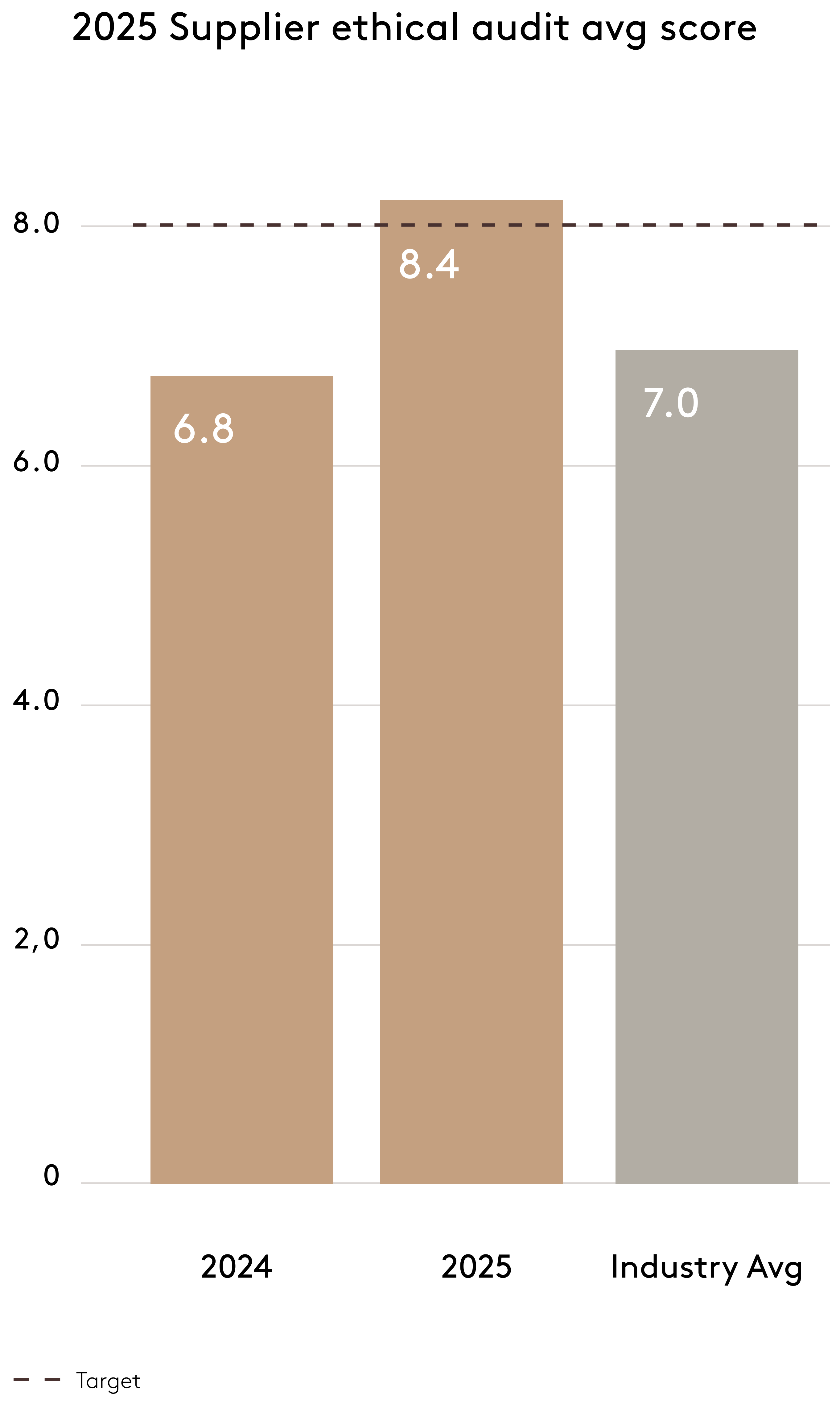
We continued to make progress through 2025 resolving opportunities identified during our last review in 2024.

The results of the audits in 2025 demonstrate the commitment by our suppliers to ensure they align with our high ethical and environmental standards, reinforcing our commitment to responsible sourcing and sustainability.

Audit Scope

- Health Safety, hygiene
- Environmental management
- No Child Labour
- Fair working hours, wages and benefits
- Labour practices

Objective	2025 result	2026 target
Increase ethical supplier audit score	8.4/10	8.8/10
Increase supplier participation	Top 6	Top 7

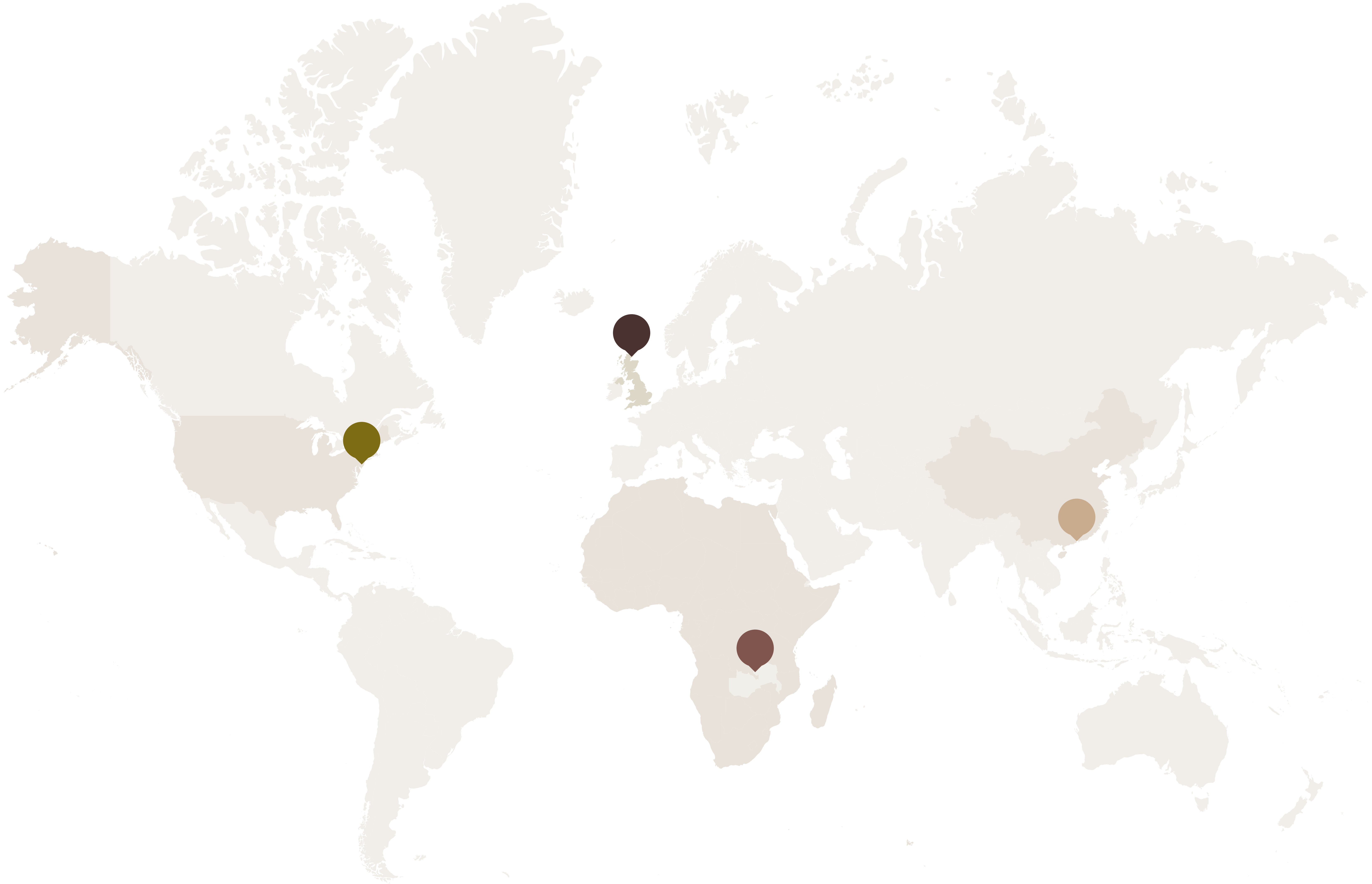


Supporting people + communities

Our charitable efforts are driven by a commitment to support and uplift the communities that contribute to our success, fostering positive change and creating lasting value for those around us.

Astro Lighting is committed to donating £20,000 annually to our charity partners, but we know that support goes beyond just financial contributions. Our teams actively engage with local communities, dedicating their time and skills through volunteering days, making a tangible impact in areas where we can create meaningful change.

UK	Streets 2 Homes
Africa	Solar Aid
USA	RockAway Wishes
China	Nanhai Charity Association



Shining a light on homelessness

Streets2Homes

We are proud to support Streets2Homes, a Harlow-based charity dedicated to preventing homelessness and addressing its root causes.

Their mission helps clients break free from homelessness and rebuild their lives. Our support goes beyond financial contributions; we also offer our employees the opportunity to volunteer their time and skills, making a direct impact on the lives of the most vulnerable in our community.

Visit the Streets2Homes website >

238+	people supported
222+	outreach visits
214+	home visits
72+	homeless cases prevented

SolarAid

Light for all

We are proud to support SolarAid - Africa

Nearly one billion people worldwide lack access to electricity, relying on dangerous sources like candles and kerosene lamps.

We believe everyone should have access to safe, reliable light and through our partnership with SolarAid, we are working to raise awareness of this global energy crisis and provide portable solar lamps to those in need.

In 2025 we supported via £10,000 of donations (5k+5k match funded)

This enabled production of over **650 solar lights**, benefiting **3,544 people**, including 2,516 previously using harmful light sources.

This initiative will save $84.1k annually, **enhancing safety for 2,956 people**, and **allow 619 children to study after dark**.

Visit the SolarAid website ›

Charity fundraising

In 2025, our charity fundraising efforts included taking on **Tough Mudder**, where participants tackled challenging obstacles while raising sponsorship and awareness for our cause. The event strengthened team spirit and, thanks to generous supporters, helped us exceed our fundraising goals.

We also supported **Operation Christmas Child** by packing and donating gift-filled shoeboxes for children in need. Through community donations and fundraising activities, we covered shipping costs and expanded our impact, bringing hope to families around the world.

Internal employee engagement

"It is great that Astro has a committee of people who meet up once a month to plan social events. It's particularly important to keep this element of the company going with the introduction of remote working in recent years. We make effort to work with the community around us in Harlow, hosting craft sessions with local artists and pub quizzes in breweries down the road.

We make use of the space at HQ, running PT sessions in the warehouse, pottery sessions in the canteen and summer parties in the car park. We also arrange charitable events such as our seasonal bake-offs which are always a treat that whilst only a few do the baking, everyone enjoys a bite. These events give more chance for people across departments to interact, improving the social fabric of the company"

Bradley Williams
Product Designer — Astro Lighting

Planet

Our commitment

We are committed to reducing our environmental impact by measuring and reducing Scope 1, 2, and 3 GHG emissions, using third party verification processes to ensure accurate baseline and annual data to enable carbon reduction planning and monitoring. Through reducing the embodied carbon of our products, improving energy efficiency and improving efficiency of upstream shipping, we are working to reduce our Scope 3 emissions. At our locations we are also working with employees to improve energy and water efficiency as well as reduce waste impacts and contribute to biodiversity in the local areas.

Key milestones

97%

Pass rate in production improved from 94% in 2024, reducing waste

B

Improved CDP score from C in 2022

Reduce waste by using carboard lattice for packer filler

100%

Renewable sourced energy for HQ

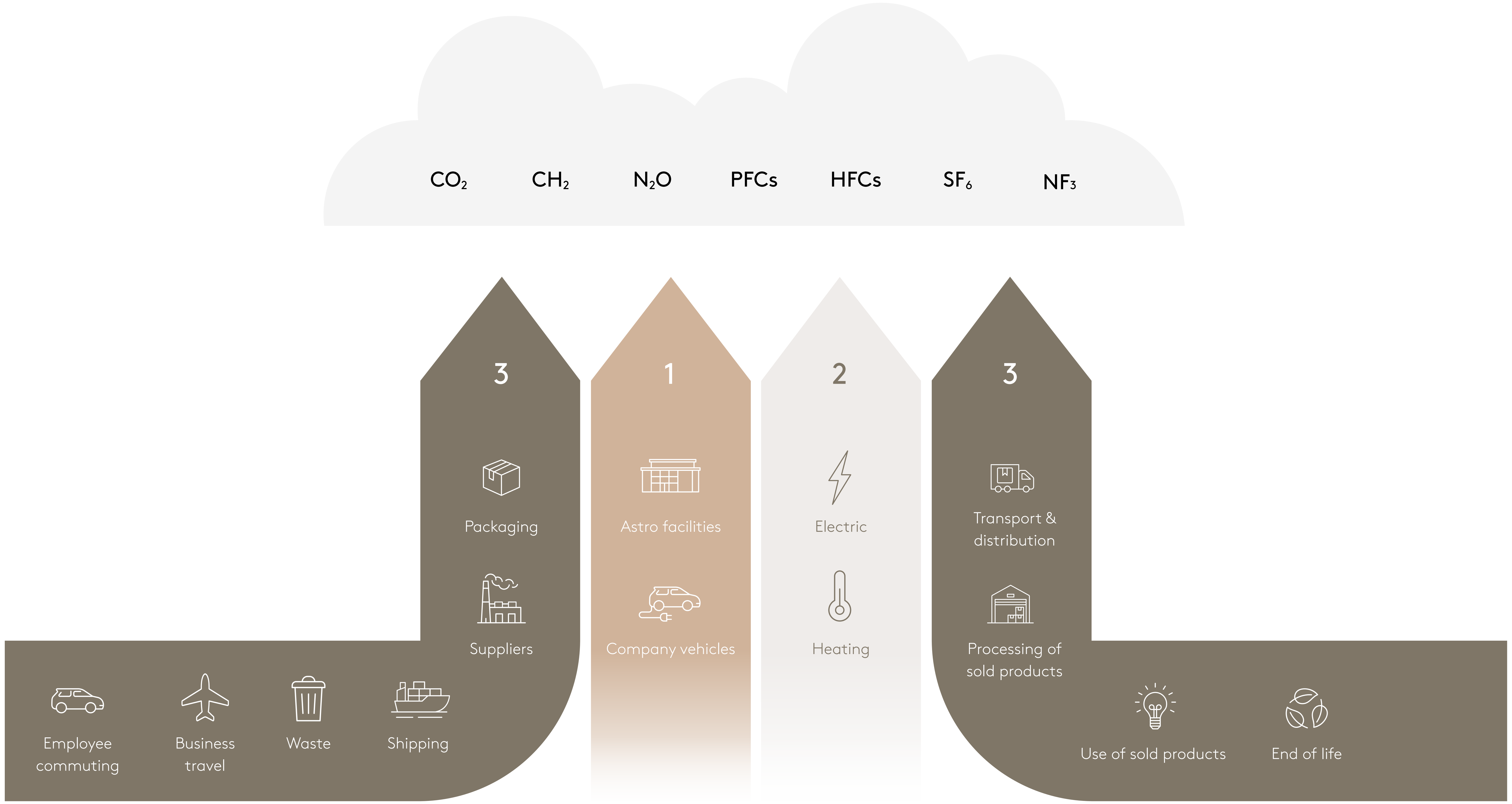
2024

GHG inventory baseline year set

3rd party verified to ISO 14064

UNSDG applicability

Greenhouse gas protocol



We assess our environmental impact through the ISO 14064 standard, ensuring a clear evaluation of our Greenhouse Gas emissions. Our approach includes standardised measurement and reporting of emissions, enabling us to quantify our carbon footprint.

The data collected empowers our Planet Pillar team to shape effective policies, implement targeted reduction actions, and continuously track progress. It also informs the Product Pillar, guiding sustainable design decisions and product development.

S1
Scope 1

Direct

Onsite PV electricity
Gas consumed
Fleet
Fugitive

S2
Scope 2

In**direct**

Purchased electricity

S3
Scope 3

In**direct**

Product manufacture
Shipping from supplier
Distribution
Primary packaging waste
Employee commute
Business travel

Our journey for a net zero future

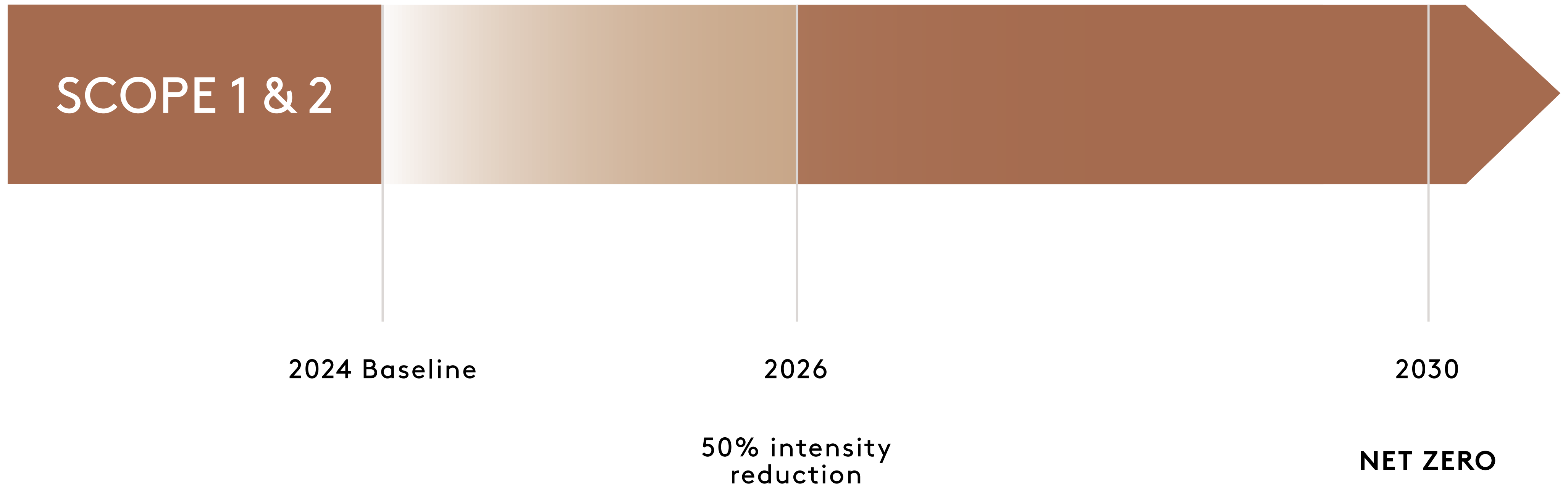
Astro has committed to achieving net zero greenhouse gas emissions across its value chain by 2045. This target is aligned with the ambition of the Science Based Targets initiative (SBTi) to limit global temperature rise to 1.5°C above pre-industrial levels.

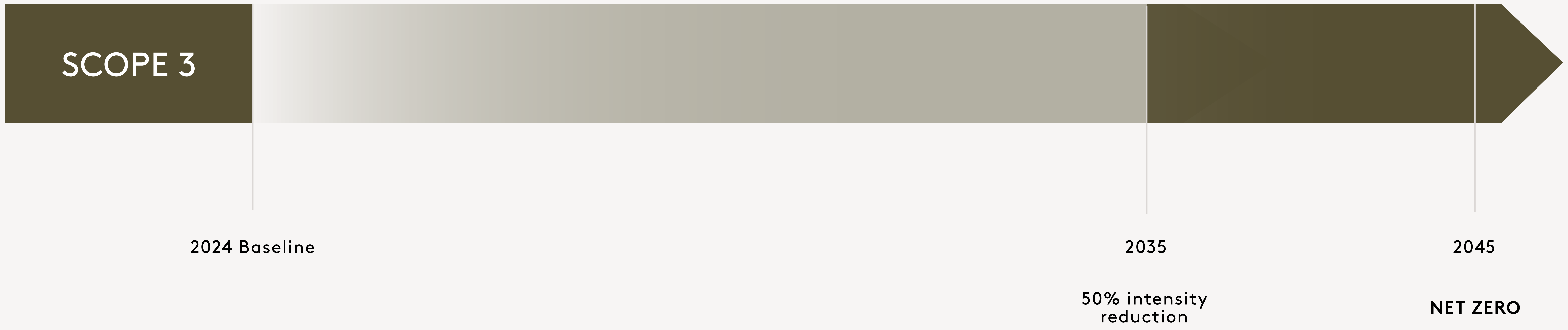
In line with SBTi guidance, Astro is prioritising absolute emissions reductions across Scope 1, Scope 2 and relevant Scope 3 categories. This includes improving energy efficiency, transitioning to renewable energy sources, and working collaboratively with suppliers to reduce value chain emissions. Interim reduction targets will be established to ensure progress is measurable and aligned with a science-based decarbonisation pathway.

Residual emissions that cannot be eliminated through reduction measures will be addressed through neutralisation approaches, in line with SBTi net zero principles, ensuring that any use of carbon removals is limited and applied only after all feasible reduction opportunities have been implemented.

This commitment reflects a structured and science-aligned approach to decarbonisation, embedding climate action into operational decision-making and long-term business strategy.

- ✓ Commitments to zero for scope 1 and 2 by 2030
- ✓ 50% reduction by 2035
- ✓ Committed to collecting inventory data annually and 3rd party verification
- ✓ Residual emissions for S1/2 offset plans in 2026





**Intensity is calculated through emissions by revenue generated*

Verified and transparent

Carbonology and 3rd party GHG verification 2024.
Baseline year set. 2025 inventory verified plan.

Astro Lighting is proud to confirm that its greenhouse gas (GHG) emissions have been independently verified in accordance with ISO 14064 standards by Carbonology®.

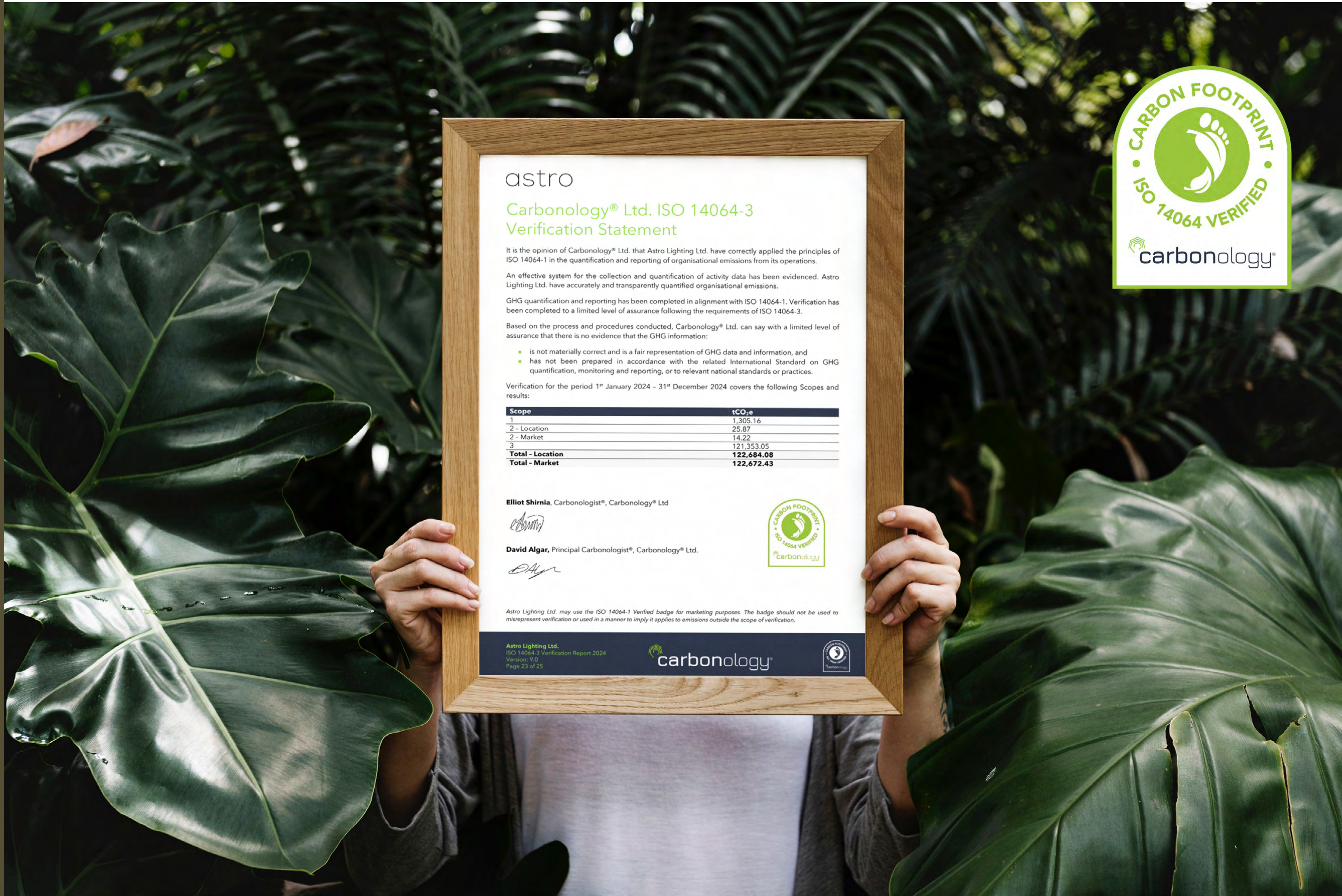
ISO 14064 is an internationally recognised standard that provides a robust framework for quantifying, monitoring, reporting, and verifying greenhouse gas emissions. Achieving verification under this standard demonstrates Astro Lighting's commitment to transparency, accuracy, and accountability in its environmental reporting.

The independent verification conducted by Carbonology® provides assurance that our reported emissions data is reliable, complete, and aligned with best practices. This process strengthens stakeholder confidence and supports our ongoing efforts to measure and reduce our environmental impact.

By embedding ISO 14064 principles into our sustainability strategy, Astro Lighting continues to:

- ✓ Improve the quality and consistency of carbon data management
- ✓ Identify opportunities for emissions reduction across operations
- ✓ Support science-based climate action and long-term decarbonisation goals

This milestone represents an important step in our journey toward a lower-carbon future and reinforces our commitment to responsible business practices.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Carbonology® Ltd. ISO 14064-3 Verification Statement

It is the opinion of Carbonology® Ltd. that Astro Lighting Ltd. have correctly applied the principles of ISO 14064-1 in the quantification and reporting of organisational emissions from its operations.

An effective system for the collection and quantification of activity data has been evidenced. Astro Lighting Ltd. have accurately and transparently quantified organisational emissions.

GHG quantification and reporting has been completed in alignment with ISO 14064-1. Verification has been completed to a limited level of assurance following the requirements of ISO 14064-3.

Based on the process and procedures conducted, Carbonology® Ltd. can say with a limited level of assurance that there is no evidence that the GHG information:

- is not materially correct and is a fair representation of GHG data and information, and
- has not been prepared in accordance with the related International Standard on GHG quantification, monitoring and reporting, or to relevant national standards or practices.

Verification for the period 1st January 2024 - 31st December 2024 covers the following Scopes and results:

Scope	tCO_2e
1	1,305.16
2 - Location	25.87
2 - Market	14.22
3	121,353.05
Total - Location	**122,684.08**
Total - Market	**122,672.43**

Elliot Shirnia, Carbonologist®, Carbonology® Ltd

David Algar, Principal Carbonologist®, Carbonology® Ltd.

Astro Lighting Ltd. may use the ISO 14064-1 Verified badge for marketing purposes. The badge should not be used to misrepresent verification or used in a manner to imply it applies to emissions outside the scope of verification.

Astro Lighting Ltd.
ISO 14064-3 Verification Report 2024
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carbonology

Understanding our carbon impact

Two pie charts have been included to illustrate the organisation's emissions profile, with Scope 1 and Scope 2 emissions presented on a combined basis, and Scope 3 emissions shown separately to reflect their differing sources.

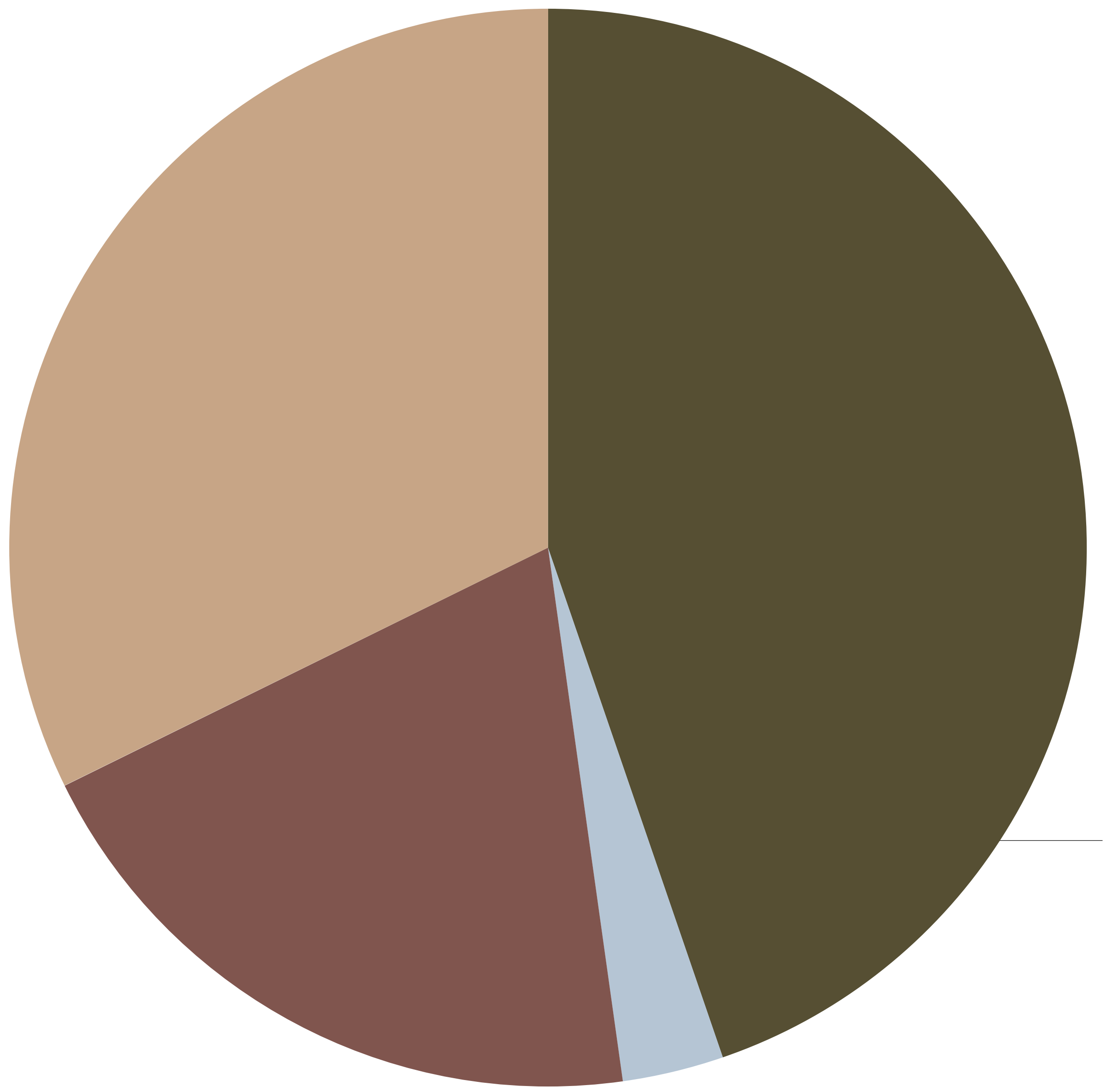
Within Scope 1 and 2, gas combustion accounted for 46% of emissions, while purchased electricity represented 52%. The organisation's headquarters currently operates on 100% renewable energy tariffs for both gas and electricity. However, this is not yet achievable across all regions, with operations in the United States and China still reliant on non-renewable energy sources. As a result, the strategy focuses on reducing energy consumption where possible and transitioning to renewable tariffs in these regions as they become available.

Scope 3 emissions are primarily driven by purchased goods and services, which account for 48.5% of the total and are currently calculated using a spend-based methodology. To improve accuracy, the organisation plans to collect primary emissions data from key suppliers over 2026 and 2027, enabling a shift towards more robust, supplier-specific calculations.

Additionally, the methodology for calculating emissions from the use of sold products was updated in 2025. In 2024, calculations assumed all sold products included light sources. In contrast, the 2025 approach more accurately reflects the product portfolio by accounting only for products with integrated light sources and light sources sold separately. This change improves the precision of reported emissions but reduces direct comparability with the previous reporting year.

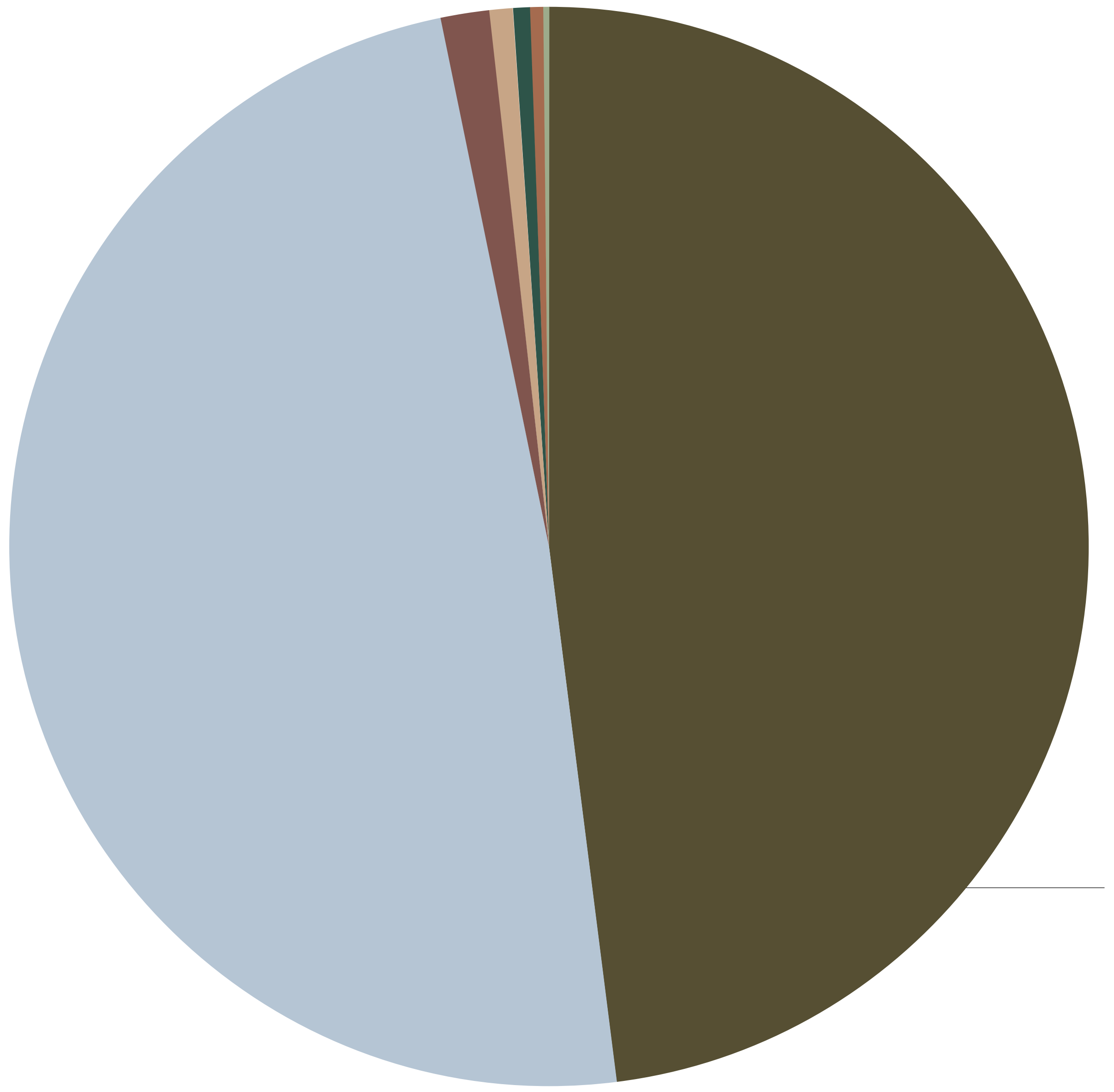
Objective/target	2025 result	2026 target
Scope 1 & 2 net zero 2030	68.8 T	55 T CO2e
Scope 3 50% reduction by 2035	19503.9 T CO2e	17553 T CO2e

Scope 1 & 2	CO2e (T)	% of scope
Stationary combustion	31.50	45.78%
Mobile combustion	1.70	2.47%
Fugitive emissions	0.00	0.00%
Purchased electricity - market based	14.66	21.31%
Purchased electricity - location based	20.95	30.44%
	68.80	**100.00%**



2025
Group GHG scope 1 & 2 CO2e
(T)

Scope 3	CO2e (T)	% of scope
Purchased good and services	9,460.03	48.50%
Use of sold products	9,428.00	48.34%
Upstream transportation & distribution	283.21	1.45%
Business travel	135.08	0.69%
Employee commuting & homeworking	103.01	0.53%
Downstream transportation & distribution	85.00	0.44%
Capital goods	7.54	0.04%
Upstream leased assets	1.00	0.01%
Energy & fuel related activity	0.87	0.00%
Water treatment	0.09	0.00%
Water supply	0.07	0.00%
Waste generated in operations	0.05	0.00%
	19,503.94	100.00%



2025
Group GHG scope 3 CO2e
(T)

Scopes 1 & 2 emissions

At Astro's headquarters, on-site renewable electricity generation from photovoltaic (PV) panels increased by 19.7% in 2025 compared to the previous reporting year. This improvement was supported by the implementation of routine panel cleaning to maintain operational efficiency, which has now been established as a standard maintenance practice.

Despite the increase in on-site generation, overall electricity consumption at headquarters also increased during the reporting period. This is primarily attributed to higher demand from heating, ventilation and air conditioning (HVAC) systems. As a result, optimisation of HVAC usage for both heating and cooling has been identified as a key opportunity for energy reduction and will be a focus area for 2026.

Purchased renewable electricity remained broadly consistent with 2024 levels, indicating stability in externally sourced energy consumption. However, the use of biogas increased by 53% in 2025, contributing to a change in the overall energy mix.
In line with Astro's commitment to continual improvement in energy performance, a refreshed energy use policy will be developed and implemented in 2026 to support more efficient energy management practices and drive reductions in consumption.

Objective/target	2025 result	2026 target
Reduce gas use	55460 KWh	40000 KWh
Reduce purchased electric use	49861.1 KWh	45000 KWh

Energy & emissions impact

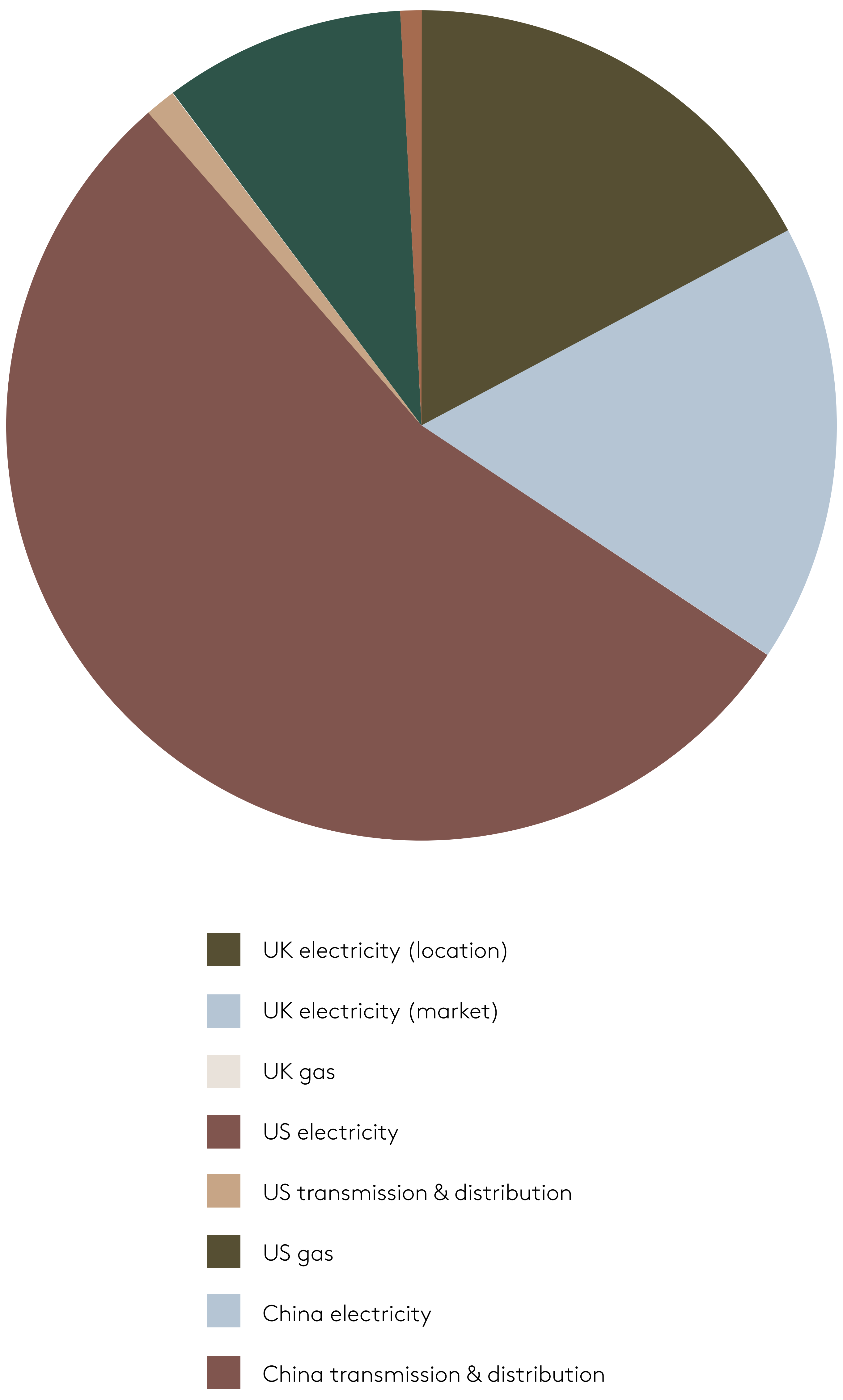
Astro's UK operations are supplied with 100% renewable energy for both electricity and gas, resulting in a low contribution to Scope 1 and Scope 2 greenhouse gas emissions within this operational boundary. This reflects the use of lower-emission energy sources where available and supports the organisation's approach to reducing operational emissions.

In contrast, Scope 1 emissions from natural gas consumption in the United States represent 56% of total Scope 1 and Scope 2 emissions and are therefore identified as a significant emissions source. This is primarily due to the continued reliance on fossil fuel-based energy within this region.

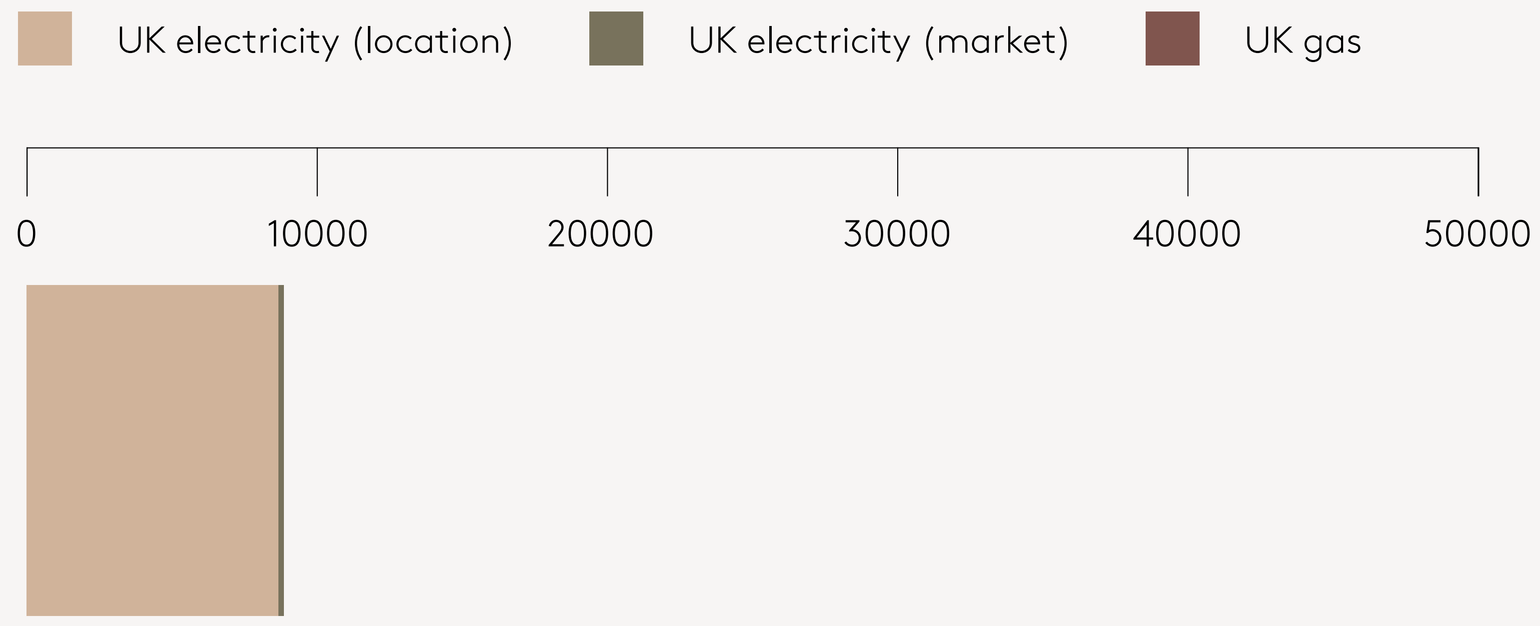
In accordance with ISO 14064-1 principles of relevance and completeness, this emissions source has been identified as a priority for reduction. Astro will focus on reducing natural gas consumption through energy efficiency measures and operational improvements, while also assessing opportunities to transition to renewable energy tariffs where these become available and appropriate. This will form a key component of emissions reduction activities for 2026 and 2027.

Objective/target	2025 result	2026 target
Reduce US gas consumption	31483.7 KgCO2e	30000 KgCO2e
Move to renewable tariff for US gas	-	100% renewable

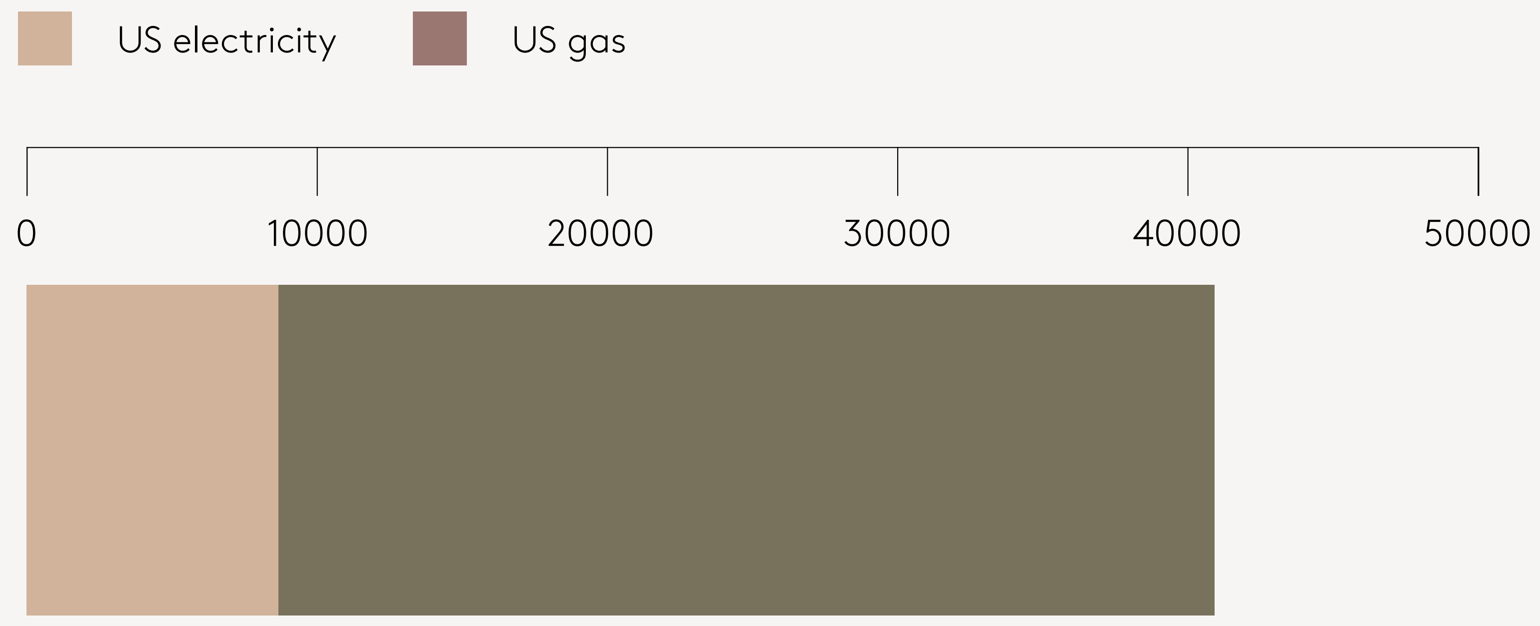
Group energy impact KgCO2e



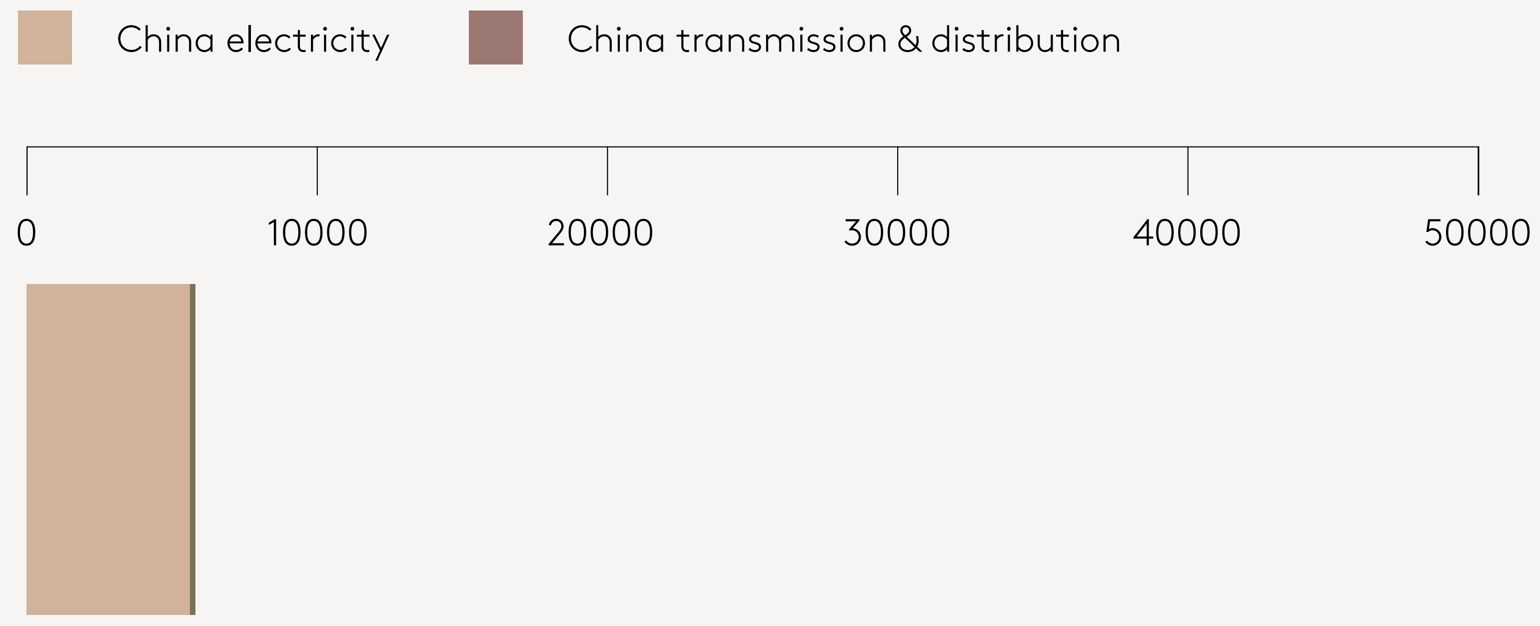
UK energy impact KgCO2e



USA energy impact KgCO2e



China energy impact KgCO2e



Purchased goods & services

Working towards 50% reduction in scope 3 emissions by 2035

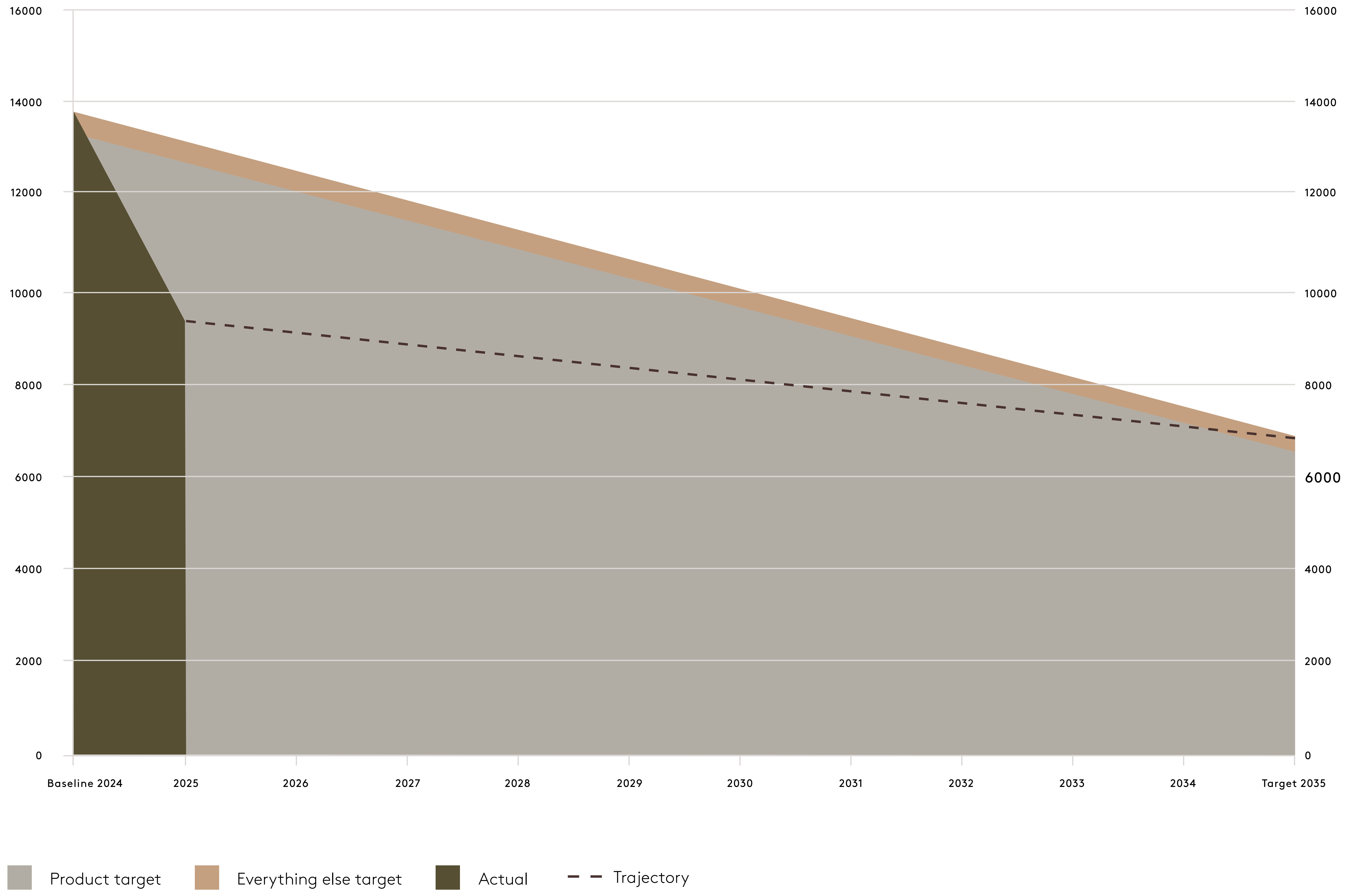
Scope 3 = 99% of our emissions

Net zero means reducing all emissions as far as possible aiming for 90% reduction eventually, followed by offsetting the last unavoidable 10%.

This graph shows our current emissions from our purchasing activity (primarily from our products) and the reductions we need to continue to make.

Objective/target	2025 result	2026 target
Reduce emissions for PG&S to 13700 T CO2e	9460 T CO2e	8987 T CO2e

GHG purchased goods and serviced emissions

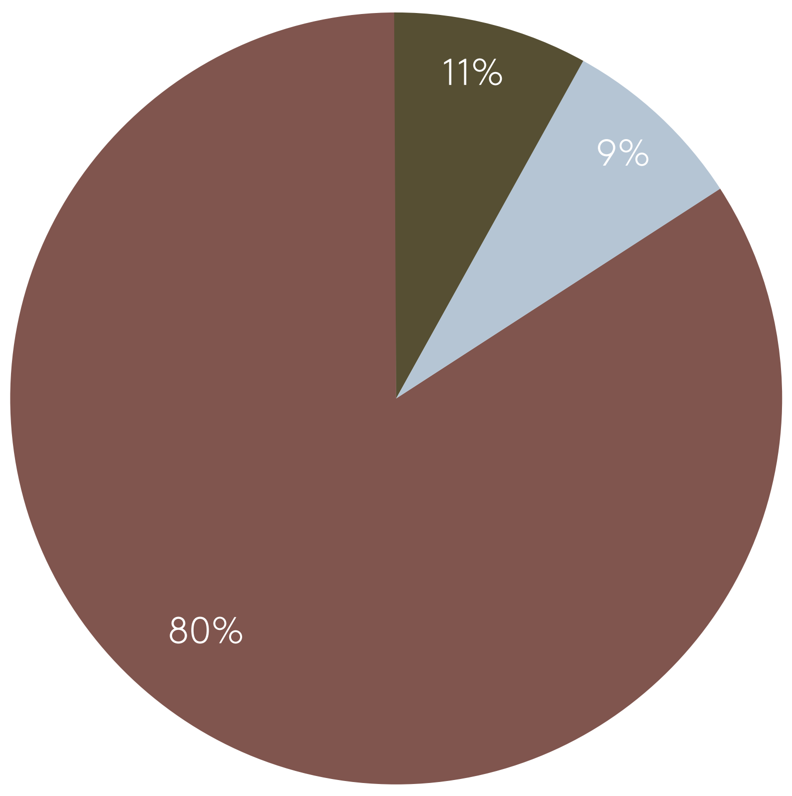


Scope 3 – Greener travel

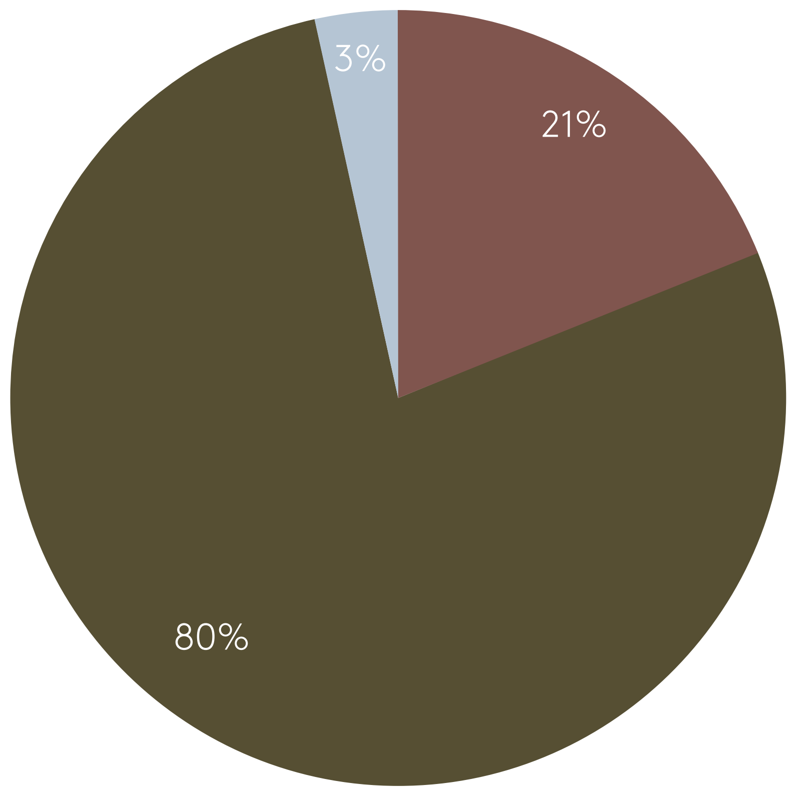
Employee travel is a significant contributor to our environmental impact, yet it's an essential part of our operations. We're actively working to reduce travel-related emissions by promoting remote collaboration, encouraging the use of public transport and low-emission vehicles, and optimising our travel policies to support our climate goals. Our ongoing initiatives are focused on creating a sustainable approach to employee mobility that balances both environmental responsibility and business needs.

Objective/target	2025 result	2026 target
Business travel <240000 CO2e (kg)	162516 KgCO2e	<150000 KgCO2e

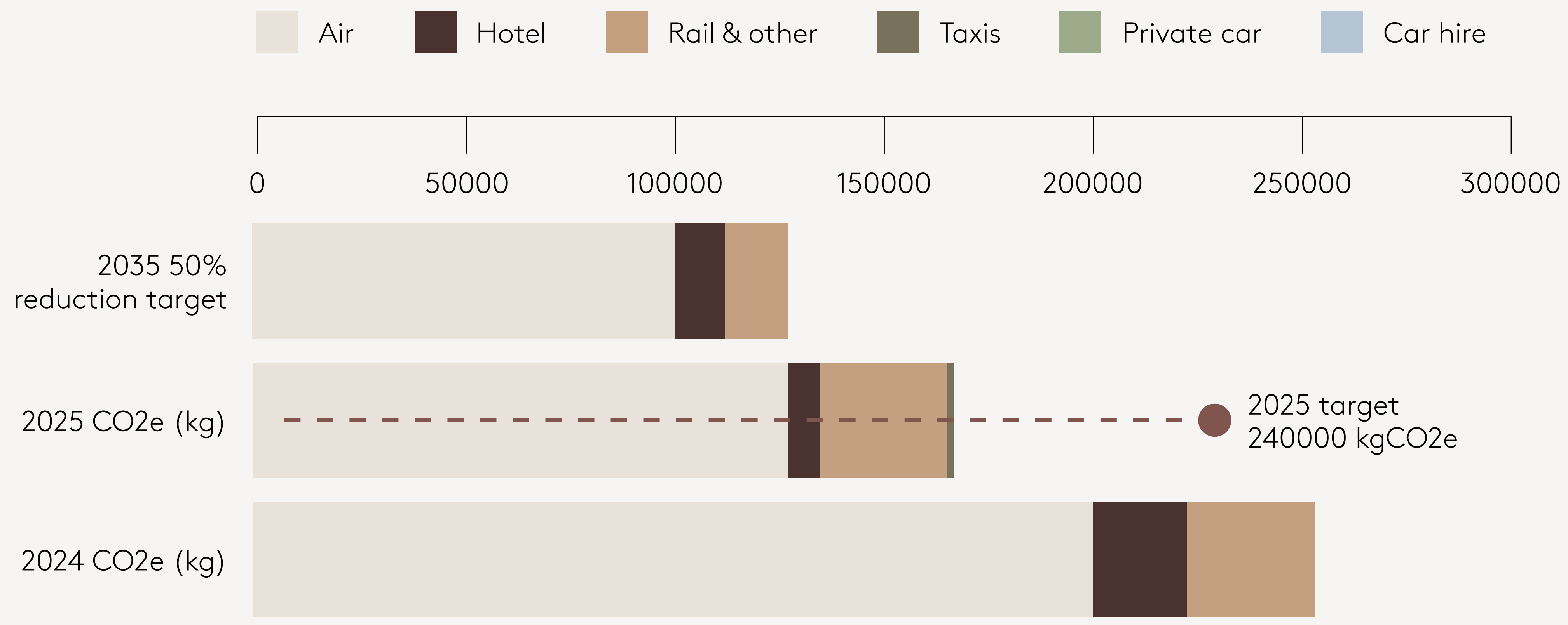
% flights by class 2025



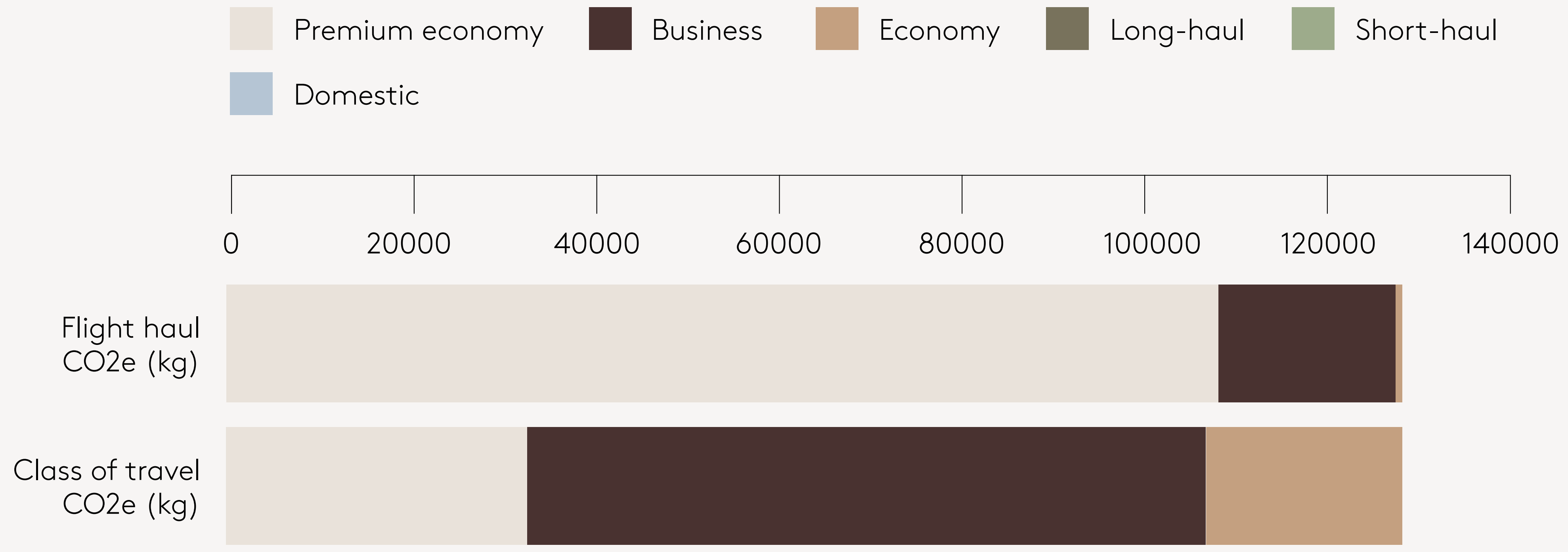
% flights by haul 2025



Business travel



2025 carbon impact - flights

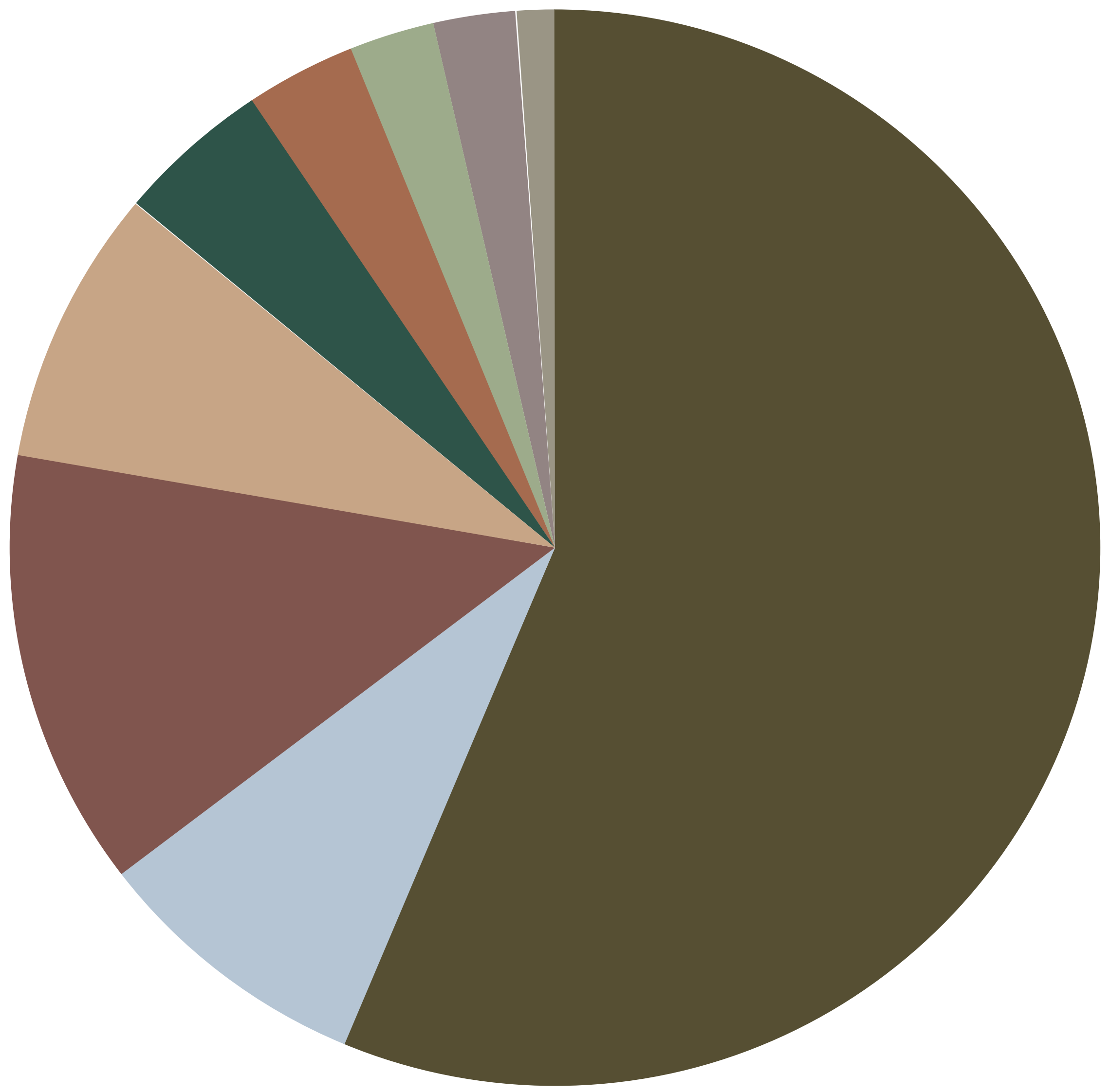


Commuting

Employee commuting remains a significant contributor to our overall emissions, with 55% of employees currently commuting in petrol vehicles, accounting for 71% of total $kgCO_2e$ emissions associated with commuting. Recognising this impact, we have taken steps to support a transition to lower-carbon travel. In 2025, we updated our company car policy to prioritise electric and hybrid vehicles, encouraging more sustainable choices among employees. To support this shift, we installed 10 electric vehicle charging points at our headquarters, improving accessibility for those transitioning to electric transport. Alongside this, we continue to promote our Cycle to Work scheme, supporting active and low-carbon commuting options. Looking ahead, we are exploring additional initiatives, including lift-sharing programmes planned for 2026, to further reduce emissions and encourage more sustainable commuting behaviours across our workforce.

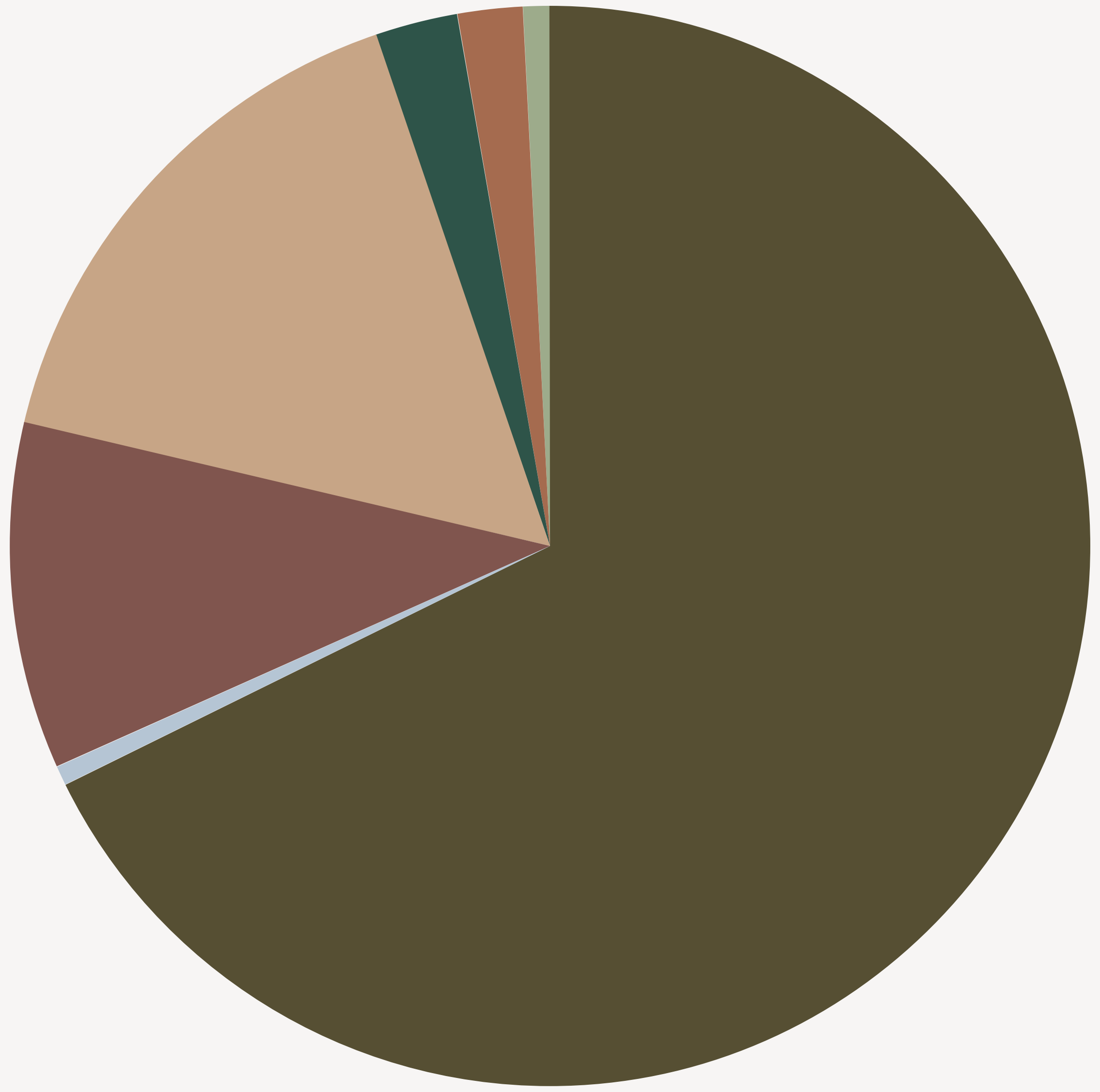
Objective/target	2025 result	2026 target
Introduce car sharing initiative	6%	10%

Count mode of transport



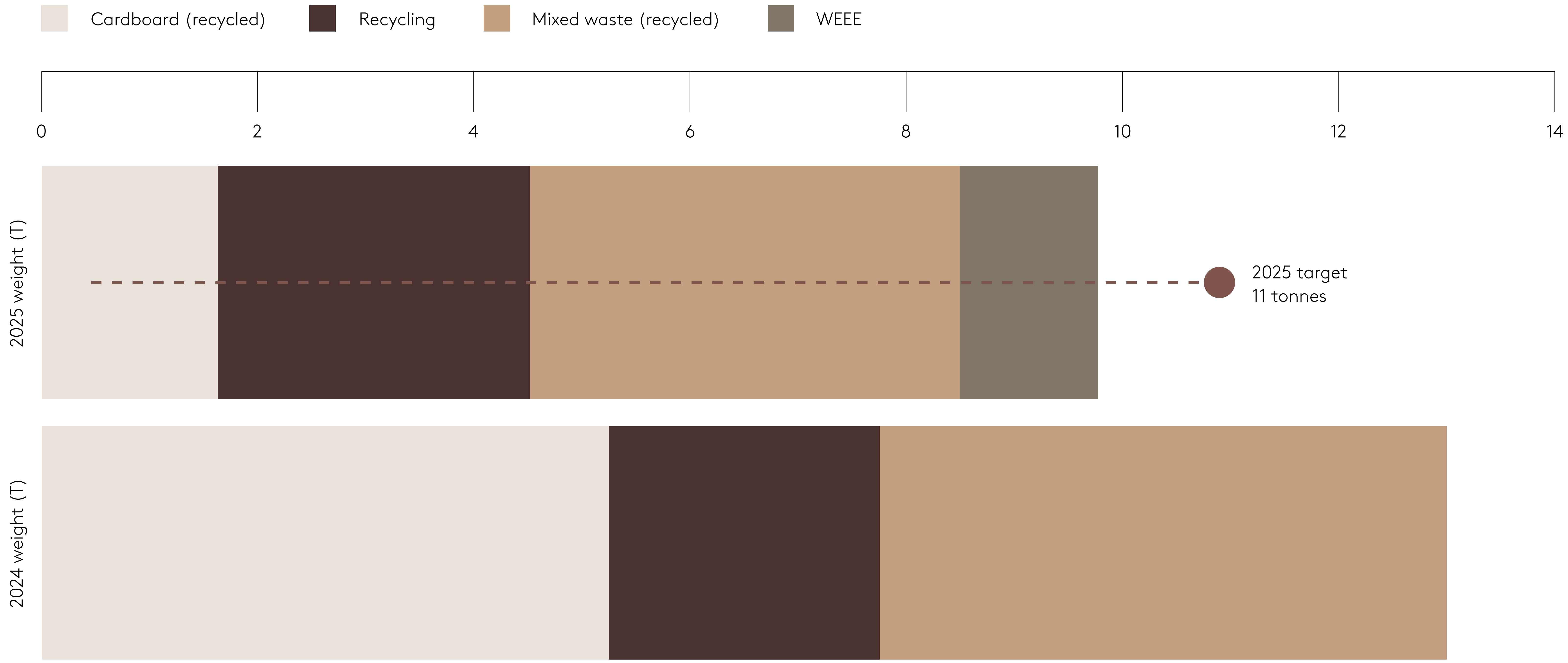
	Count mode of transport	%
Car - petrol	53	55%
Car - hybrid	10	10%
Car - electric	12	13%
Car - diesel	9	9%
Train	5	5%
Bus	3	3%
Motorbike - petrol	2	2%
Walking	2	2%
Bike	1	1%

Commuting impact CO2e (kg)



	Sum of CO2e (kg)	%
Car - petrol	42586.8	71%
Car - hybrid	246.9	0%
Car - electric	5872.9	10%
Car - diesel	8923.7	15%
Train	902.6	2%
Bus	900.9	1%
Motorbike - petrol	362.9	1%
Walking	0.0	0%
Bike	0.0	0%
Grand total	59796.65074	

Rethinking waste



In 2025, we focused on targeted initiatives to reduce the amount of waste generated across our operations, supporting both resource efficiency and emissions reduction. A key development was the introduction of a lattice shred machine, enabling us to repurpose waste cardboard into packaging filler material. This not only reduces waste sent for disposal but also decreases the need for additional packing materials. We also transitioned to plastic bags made from 100% recycled content, ensuring they are fully recyclable and further supporting a circular approach to materials. As a result of these initiatives, we exceeded our 2025 waste target of 11 tonnes, achieving 9.7 tonnes, and remain on track to deliver our longer-term goal of a 50% reduction in Scope 3 greenhouse gas emissions by 2035.

Objective/target	2025 result	2026 target
11T total waste from operations	9.77T	8.5T

Product

Our commitment

We are committed to reducing Scope 3 GHG emissions by evaluating the embodied carbon of both new and legacy products. Sustainability is central to our approach — we design our luminaires to be dismantlable and repairable, extending their lifespan and reducing waste. Our LED products deliver high efficiency, while retrofit designs maximise light output with minimal energy use. By adopting low-carbon manufacturing processes and optimising production efficiency, we minimise environmental impact. We are committed to upholding the highest safety and compliance standards, ensuring our products meet the Low Voltage Directive while contributing to a more sustainable future.

Key milestones

18.5%
Product subject to **TM65**

59.9%
Products that are **dimmable**

99.8%
of product packaging that is **100% recyclable**

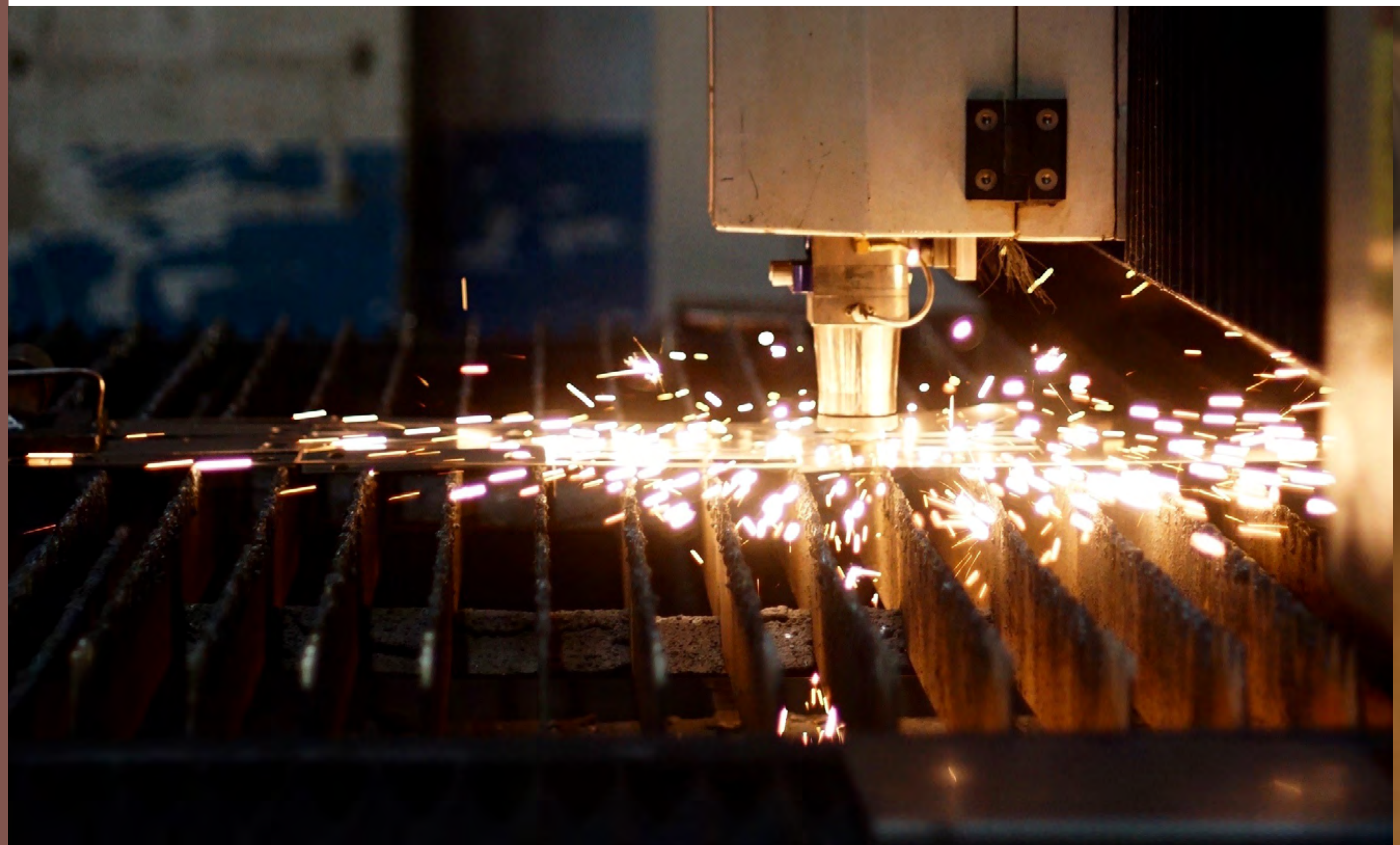
90%
of our 2024 NPI professional range are **dismantlable to enable repair**

69.1%
of packaging made from **100% recycled materials**

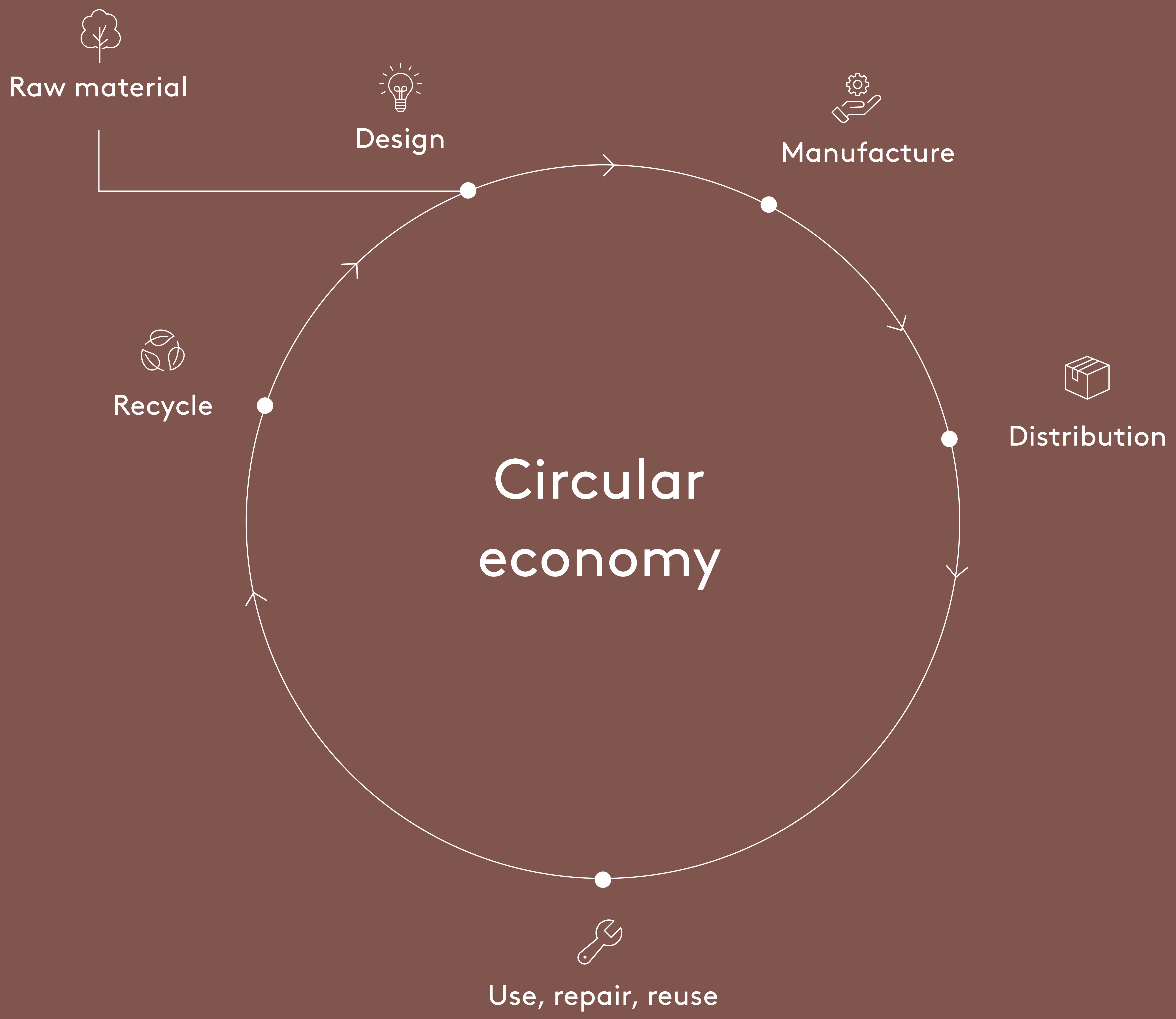
66.9%
Luminaire packaging now using **FSC certified materials**

UNSDG applicability

- 7 AFFORDABLE AND CLEAN ENERGY
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 15 LIFE ON LAND



Product lifecycle



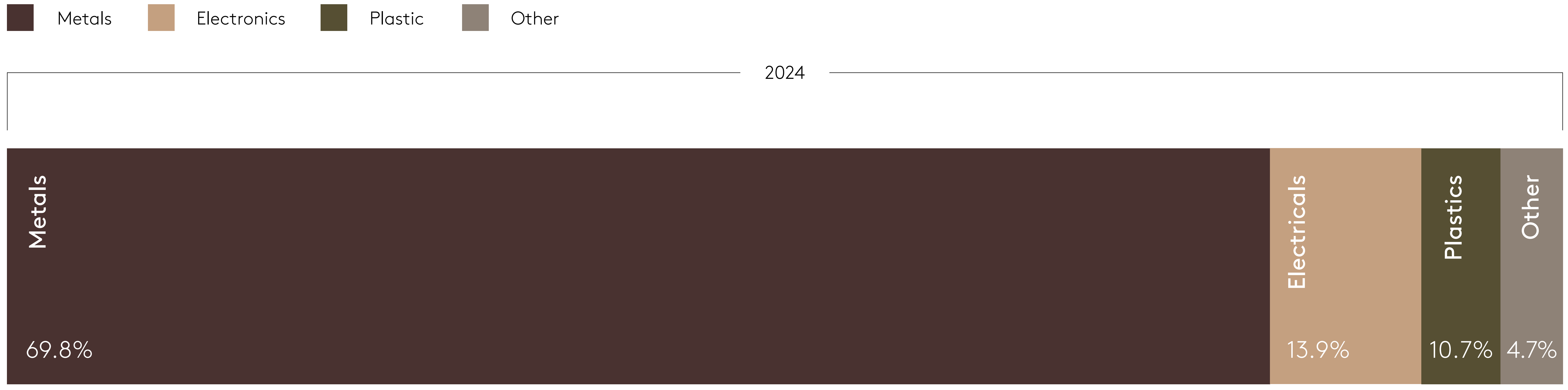
Understanding the impact of our products on the environment is a critical first step in making intelligent design decisions.

We use CIBSE TM65.2 to accurately assess the embodied carbon of our products, ensuring a comprehensive understanding of their environmental impact. As detailed lifecycle data is often unavailable from manufacturers, TM65.2 provides a standardised methodology to estimate embodied carbon in lighting. By adopting this framework, we enhance transparency, make informed sustainability focussed design decisions, and align with industry best practices to reduce our carbon footprint.

By choosing low-carbon manufacturing processes, minimising packaging, designing for easy repair to extend product lifespan, and ensuring full recyclability, we actively reduce our environmental impact.

Material consumption

*GRI Disclosure 301-1



We are mindful of the materials used in our products, which include a combination of plastics, metals, and electronic components, each with varying environmental impacts and recyclability. Metals such as zinc, aluminium, and steel are highly recyclable, with minimal quality loss when re-purposed, making them a sustainable choice for our designs. While plastics offer benefits of being lightweight and durable, they present challenges in recycling due to material degradation and mixed compositions. We focus on using recyclable or biodegradable plastics to minimise their environmental impact. Electronic components, like circuit boards and LEDs, require specialised recycling processes to safely recover valuable materials and prevent hazardous waste.

By designing our lighting products with easy disassembly and recyclability in mind, we aim to reduce landfill waste and support a circular economy, contributing to a more sustainable future.

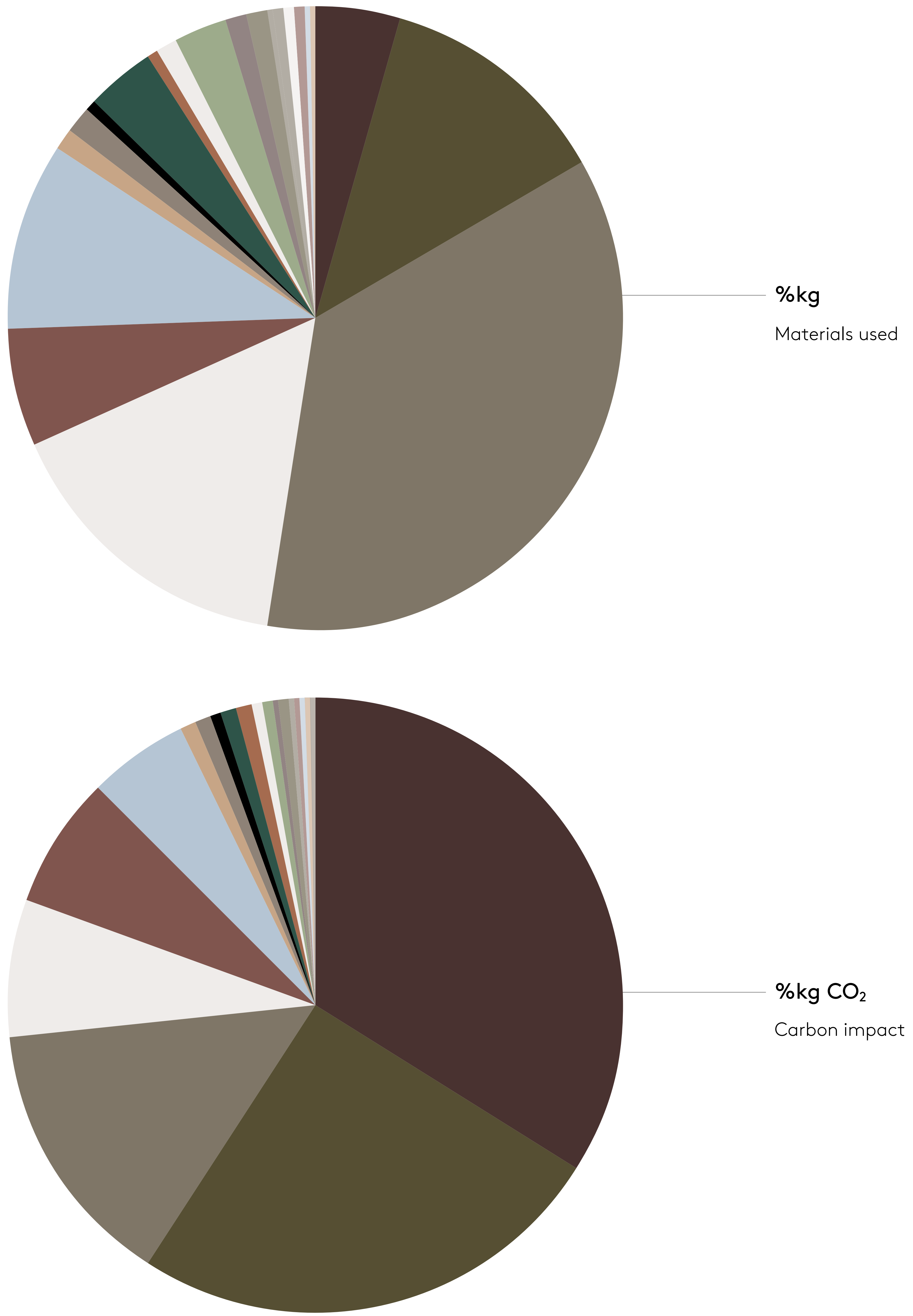
Material carbon footprint

The production and processing of metals, plastics, and electronic components contribute significantly to greenhouse gas (GHG) emissions, making material selection a key focus for sustainability.

By carefully selecting low-carbon, recycled, and sustainably sourced materials, we can minimise emissions, enhance product efficiency, and support a more circular and environmentally responsible supply chain.

Objective/target	2025 result	2026 target
Introduce recycled content into products	0	10%

Material	%kg	%kg CO_2
Electronics	4.69%	34.16%
Aluminium	11.98%	25.07%
Mild steel	36.07%	14.19%
Zamak	15.66%	7.21%
PC	6.23%	7.07%
Borosilicate Glass	9.69%	5.09%
Brass	1.14%	0.84%
Stainless Steel	1.37%	0.83%
PA/Nylon	0.65%	0.77%
Soda-lime Glass	3.47%	0.76%
Copper	0.57%	0.76%
PMMA/Acrylic	1.04%	0.58%
Iron	2.93%	0.49%
Silicone Rubber	1.11%	0.47%
PVC	0.93%	0.43%
Neodymium	0.08%	0.32%
Polycotton	0.31%	0.31%
PE	0.47%	0.18%
Duplex Glass	0.77%	0.17%
Porcelain	0.54%	0.13%
ABS	0.18%	0.10%
PP	0.06%	0.04%
PBT	0.02%	0.01%
Ceramic	0.05%	0.01%



GRI Disclosure 301-1

Product impact

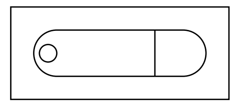
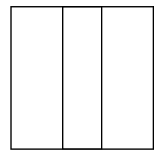
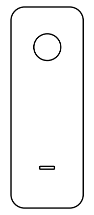
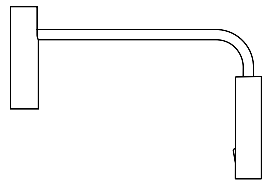
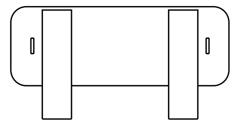
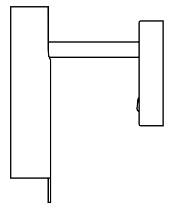
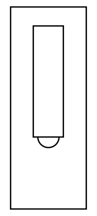
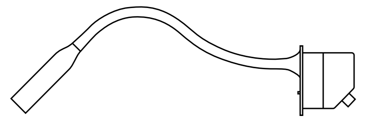
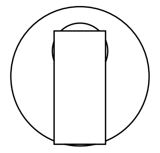
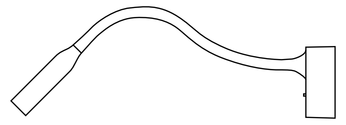
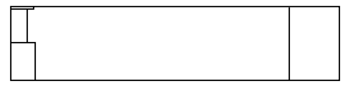
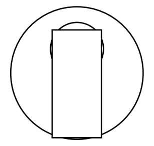
We are working towards integrating embodied carbon assessments into our product development process using the TM65.2 methodology, ensuring that all new products are evaluated for their carbon impact from the outset. This enables us to make more informed design decisions, reduce emissions at the source, and provide greater transparency to our customers on the environmental performance of our products.

Recognising that not all legacy products currently have this data available, we also offer TM65.2 assessments upon request, supporting our customers with the information they need to meet their own sustainability goals and reporting requirements.

By embedding this capability across both new and existing products, we are strengthening our commitment to data-driven design, continuous improvement, and collaboration with our customers on reducing whole-life carbon impacts

Objective/target	2025 result	2026 target
Increase TM65 embodied carbon assessment	18.5% SKU	25% SKU

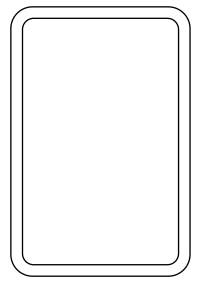
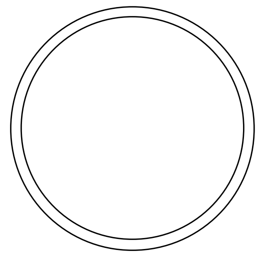
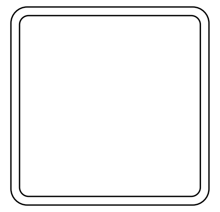
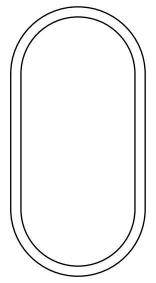
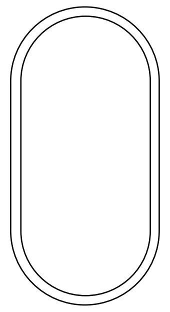
Reading lights

	Digit II	9.0 kgCO_2		Enna Recessed Square	11.5 kgCO_2
	Enna Surface USB	19.0 gCO_2		Enna Swing	11.9 kgCO_2
	Enna Twin	14.7 gCO_2		Leda Wall	7.5 kgCO_2
	Fuse 3	13.2 kgCO_2		Leda Swing	7.5 kgCO_2
	Lucca Recessed	10.5 kgCO_2		Micro Recess Switched	4.0 kgCO_2
	Lucca Surface	12.4 kgCO_2		Tosca	21.4 kgCO_2
	Micro Recess Unswitched	3.0 kgCO_2		**Reading light average:**	**12.2 kgCO_2**

Product impact

As we continue to innovate, we are committed to assessing each new product and striving to minimise its environmental footprint. We will continue to drive down the impact of our products wherever possible, ensuring sustainability remains at the forefront

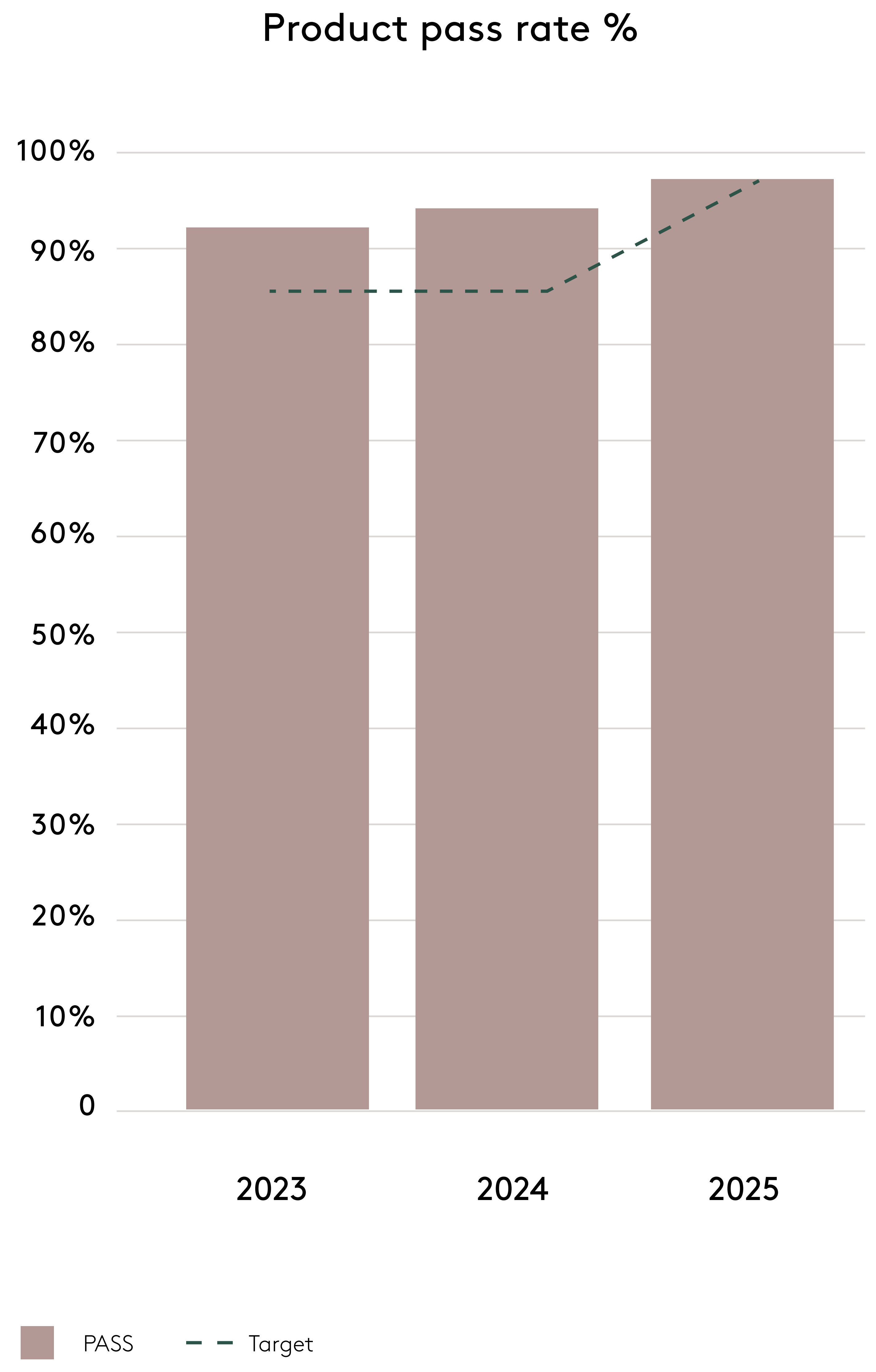
Illuminated mirrors

	Varenna Rectangle 610	75.2 kgCO_2
	Varenna Round 915	82.1 kgCO_2
	Varenna Square 915	98.2 kgCO_2
	Varenna Stadium 535	67.0 kgCO_2
	Varenna Stadium 610	84.1 kgCO_2
	Illuminated mirror average:	**81.8 kgCO_2**

Right first time

Our approach to Right First Time (RFT) production ensures that products are manufactured correctly from the outset, minimising errors and the need for remedial actions. By prioritising precision and quality control, RFT reduces material waste, energy consumption, and resource inefficiencies, leading to enhanced operational efficiency and cost-effectiveness. This commitment not only improves production outcomes but also contributes to our sustainability goals by lowering the environmental impact of our manufacturing processes.

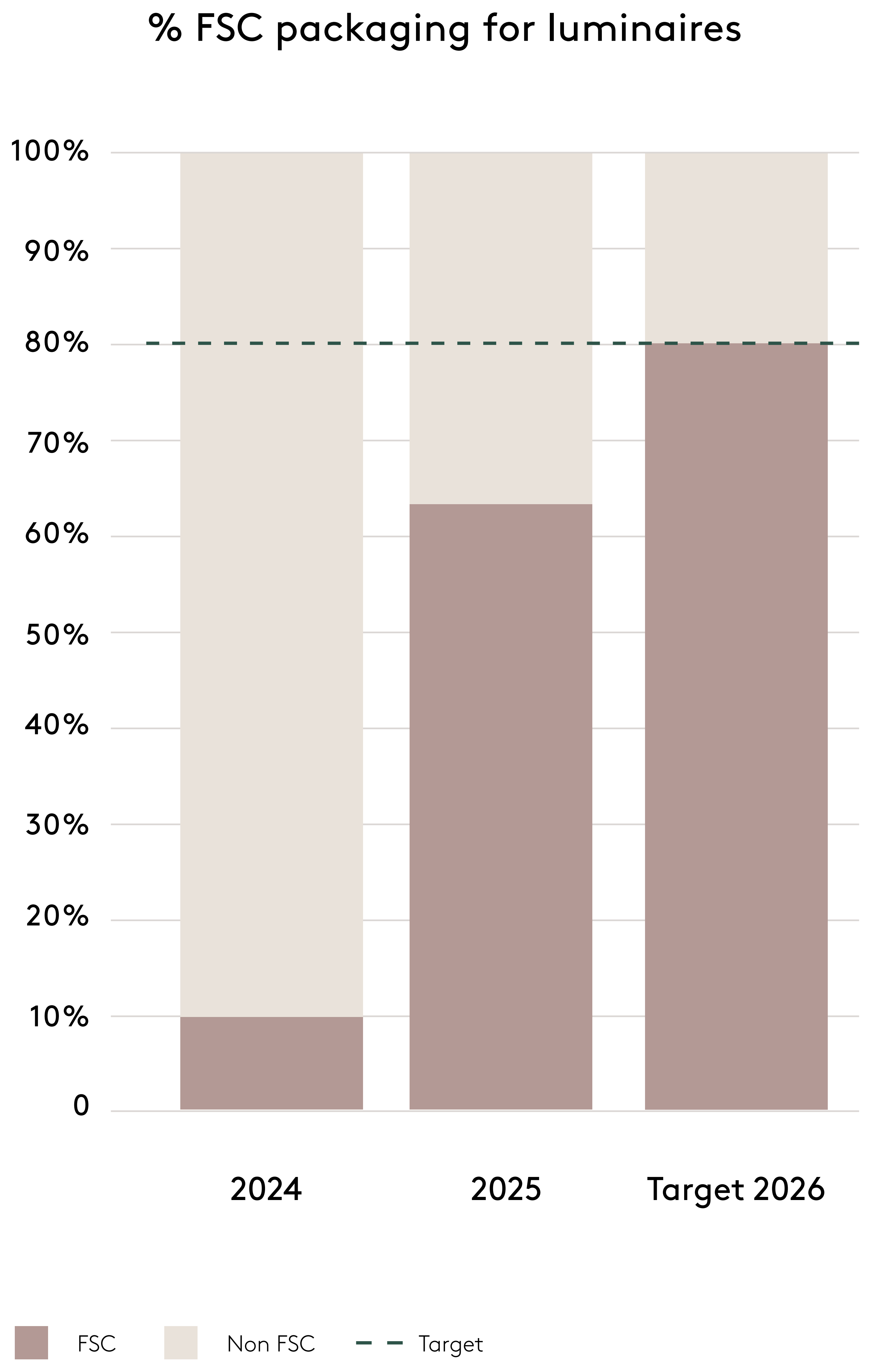
Objective/target	2025 result	2026 target
>97% pass rate for product inspection	97%	97%
Customer acceptance rate 99.7%	99.7%	99.7%



Packaging solutions

As part of our commitment to responsible sourcing and reducing the environmental impact of our products, we have begun transitioning our packaging materials to FSC®-certified sources, with a target of achieving 80% FSC-certified packaging by 2026. In 2025, we reached 66.9%, demonstrating strong progress and putting us on track to meet our target. This decision reflects our focus on ensuring that the materials we use are sourced from responsibly managed forests that protect biodiversity, support ecosystems, and respect the rights of workers and local communities. By increasing the proportion of certified materials in our packaging, we are improving traceability within our supply chain, reducing deforestation risk, and aligning with recognised global standards. This transition forms part of our broader ambition to embed sustainability across the full lifecycle of our products, from design through to delivery.

Objective/target	2025 result	2026 target
Move to FSC materials for packaging 80%	66.9%	80%



Roadmap

What’s next?

2026

Make UN Global Compact CoP

Verified 2025 GHG inventory.

Introduce Carbon Reduction planning process. 85% of LED products to have replaceable LED/Drivers

Audit 90% of our global supply chain against recognised ESG standards.

Expand on EDI metrics

Make full use of Learning Management System Invite 3rd party audit for Astro on Sustainability.

Achieve 80% FSC packaging

Set SBTi targets and assess

2027

Zero to landfill for recyclable materials Adopt GRI for disclosures

Top selling families assessed for embodied carbon

95% SKU’s capable of being recycled

90% of SKU’s dismantlable 75% of SKU’s can be repaired

“We’re not simply talking about sustainability – we want to redefine what responsibility looks like, leading by example and constantly refining our approach to make a real, lasting impact on both the industry and the planet.”

If you have any queries,
please get in touch.

Enquiries: sustainability@astrolighting.com
astrolighting.com

astro