



2021

SUSTAINABILITY REPORT

OUR SUSTAINABILITY STRATEGY AND ACHIEVED GOALS | 2021 UP TO 2030



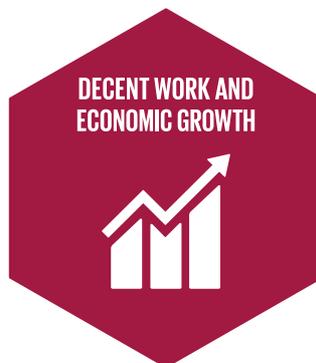
THAL'S MISSION

We strive to be one of the world's leaders in innovative thermal management and LED solutions in the most economically, technically, sustainable and socially responsible manner.

THAL'S VISION

In an ever faster changing technological world, we will take the lead to make a significant contribution in the advanced developments in the field of thermal management and lighting solutions without compromising our standards and values. That is why all our solutions will have a balanced added value without losing sight of the well-being of people and the planet.

THAL'S GOALS





THAL'S TARGETS

- ⊗ Increase global percentage of renewable energy.
- ⊗ Double the improvement in energy efficiency.



Mission: Ensuring access to affordable, reliable and modern energy services, to substantially increase the renewable energy mix worldwide and to generally improve energy efficiency.

THAL'S GOALS

It's Thal's goal to make a transition to 100% green energy use, and to contribute to the 'affordable and clean energy' mission of the Sustainable Development Goals. Thal invested in solar energy in order to produce enough energy for our own consumption. To further reduce our carbon footprint we have transferred our complete automotive fleet to e-drive and invested in lower energy climate control systems in our offices by means (heat recovery). And off course we use energy reducing LED lighting systems.



The solar panel installation on the rooftop of Thal's office building.



THAL'S TARGETS

- ⊗ Sustainable economic growth.
- ⊗ Diversify, innovate and upgrade for economic productivity.
- ⊗ Full employment and decent work with equal pay.
- ⊗ Promote youth employment, education and training.

THAL'S GOALS

As a growing privately owned tech company in the EU, our objective is to scale up and achieve growth. While focussing on innovation and development we continuously improve our products and services with advancing technology. The increase of our economic productivity is achieved by innovation together with our biggest asset; our people. With full and productive employment and decent work for all women and men, including younger people and persons with disabilities. We also strive for equal pay for work of equal value.





THAL'S TARGETS

- ⊗ Upgrade all industries and infrastructures for sustainability.
- ⊗ Enhance research and upgrade industrial technologies.

Inclusive and sustainable industrialization, together with innovation and infrastructure, can unleash dynamic and competitive economic forces that generate employment and income. They play a key role in introducing and promoting new technologies, facilitating international trade and enabling the efficient use of resources.



THAL'S GOALS

Thal will contribute in the ambition to upgrade infrastructures and retrofit industries to make them more sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.

We will enhance scientific research, upgrade the technological capabilities of our industrial sectors and thereby encourage innovation and substantially contribute by research and development.



THAL'S TARGETS

- ⊗ Reduce income inequalities.
- ⊗ Promote universal social, economic and political inclusion.
- ⊗ Ensure equal opportunities and end discrimination.



Reducing inequalities and ensuring no one is left behind are integral to achieving the sustainable development goals.

THAL'S GOALS

Empower and promote the social, economic inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status in the daily Thal workplace and be vigilant to concur this goal in our supply chain. Internally, Thal contributes to this goal through extensive internal processes and strict enforcement. Third parties and all direct or indirect partners within the supply chain are subject to investigation and must guarantee these goals with contractual agreements. This includes (but is not limited to): UL, REACH, RoHS.





THAL'S TARGETS

- ⊗ Affordable and sustainable transport systems.
- ⊗ Inclusive and sustainable urbanization.
- ⊗ Reduce the environmental impact of cities.
- ⊗ Provide access to safe and inclusive green and public spaces.

THAL'S GOALS

Thal will contribute to the development of sustainable cities and communities by means of innovation and Research and Development of Smart City technology and city infrastructures technology regarding safety and street lighting systems, public transportation systems and related solutions and/or products.



Thal's solutions will contribute to the general sustainable goal to ensuring access for all to adequate, safe and affordable housing and basic services and provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations.



RESPONSIBLE
CONSUMPTION
AND PRODUCTION



THAL'S TARGETS

- ⊗ Sustainable management and use of natural resources.
- ⊗ Responsible management of chemicals and waste.
- ⊗ Substantially reduce waste generation.
- ⊗ Encourage companies to adopt sustainable practices and sustainability reporting.

It's in businesses' interest to find new solutions that enable sustainable consumption and production patterns. A better understanding of environmental and social impacts of products and services is needed, both of product life cycles and how these are affected by use within lifestyles. Innovation and design solutions can both enable and inspire individuals to lead more sustainable lifestyles, reducing impacts and improving well-being.

THAL'S GOALS

It's Thal's goal to incorporate sustainable management and efficient use of natural resources, take responsibility and innovate in design solutions to inspire individuals to more sustainable lifestyles and to boost awareness of our roll and place in product life cycles. To achieve this goal Thal will also effectuate the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with national and international frameworks,

and significantly reduce their release to air, water and soil in order to minimize adverse impacts on human health and the environment. This will be done by adopting sustainable practices, enforcing contractual agreements and integrating sustainability information into our reporting cycle. Thal will always strive to substantially reduce waste generation through prevention, reduction, recycling and reuse.