



TOGETHER FOR TOMORROW

LINDY CONNECTS TECHNOLOGY & RESPONSIBILITY

FOUR FAMILIES ONE COMMITMENT

Since 1932, Lindy has been driven by innovation, responsibility, and connection. What began as a vision has evolved into a global family business — now led by the Lindenberg, Casey, Chen, and Jamieson families — united in creating sustainable connections.

Sustainability has always been part of who we are. Long before it became a global priority, we focused on building strong, lasting relationships based on trust, respect, and shared success.



Managing Directors: from left to right: Sheau Chen, Peter Lindenberg, Darren Casey, Tony Jamieson

These values continue to guide how we care for our people, partners, and planet. Looking ahead, we remain true to our roots: acting responsibly, improving continuously, and creating a positive impact for generations to come.

CONNECTION PERFECTION

LINDY AT A GLANCE



**GLOBAL AV & IT
CONNECTIVITY
EXPERT**

Innovative solutions for modern technology



FOUNDED 1932

over 90 years of
connectivity expertise



Reliable, high-quality
connections –
today & in the future



QUALITY



15
Subsidiaries

90+
COUNTRIES



PORTFOLIO



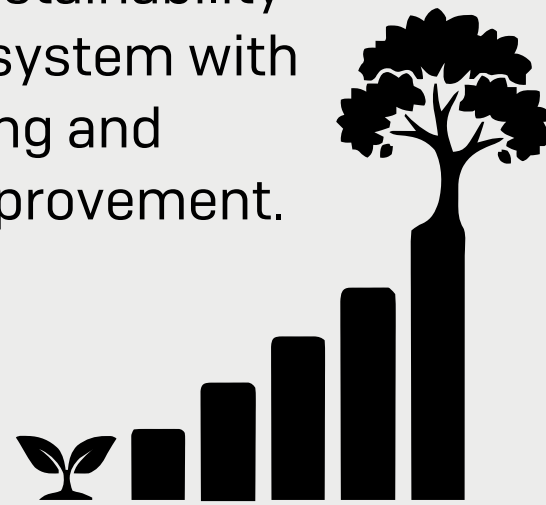
Connecting
Sharing
Converting
Extending

SUSTAINABILITY STRATEGY

FOCUS TOPICS 2024-2030

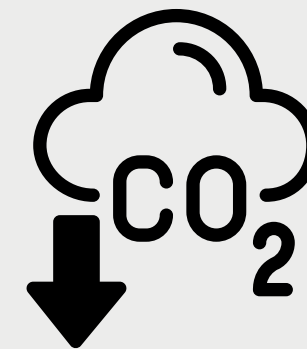
Systematic Integration of Sustainability

Building a structured, measurable sustainability management system with regular reporting and continuous improvement.



Reducing Lindy's Environmental Footprint

Implementing an environmental management system to monitor emissions and drive resource-efficient operations.



Responsible Supply Chain & Products

Ensuring sustainable, compliant supply chains and developing circular, durable, eco-friendly products and packaging.



WORKING TOGETHER FOR A BETTER FUTURE!



Through our sustainability commitments, we actively contribute to the UN Sustainable Development Goals:

8 DECENT WORK AND
ECONOMIC GROWTH

A white icon on a maroon background showing a bar chart with three bars of increasing height and an upward-pointing arrow.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

A white icon on an orange background showing a circular arrow forming a continuous loop.

13 CLIMATE
ACTION

A white icon on a green background showing a stylized eye with a globe of the Earth as the pupil.

17 PARTNERSHIPS
FOR THE GOALS

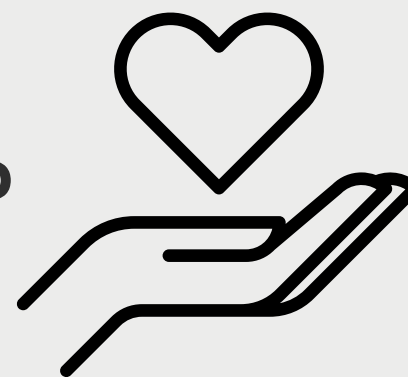
A white icon on a dark blue background showing five interlocking circles arranged in a cross pattern.

CORPORATE GOVERNANCE RESPONSIBLE BUSINESS

We believe true success means acting responsibly – for people, for society, and for a sustainable tomorrow.

Our Values

INTEGRITY
CARE
OWNERSHIP



[Read more](#)



- UN Human Rights Charter
- ILO Core Labour Standards
- OECD Guidelines
- UN Global Compact Principles

Standards we follow

Code of Conduct

Our commitment to

**Corporate
Social
Responsibility**



[Read more](#)



EcoVadis Recognition
Lindy-Elektronik GmbH

Score: **73**
Percentile: **90**
Medal: **Silver**

[Read more](#)



PRODUCT RESPONSIBILITY

SECURE &
SUSTAINABLE

We combine innovation, quality & sustainability to deliver durable, resource-efficient and safe solutions.

PRODUCT SAFETY

- ✓ **GPSR** General Product Safety
- ✓ **EMC** Electromagnetic Compatibility
- ✓ **LVD** Low Voltage Safety
- ✓ **RED** Radio & Telecommunications Equipment

MATERIAL SAFETY

- ✓ **RoHS** Restriction of Hazardous Substances
- ✓ **REACH** Chemical Registration & Safety
- ✓ **POP** Persistent Organic Pollutants
- ✓ **CP65** California Proposition 65
- ✓ **TSCA** Toxic Substances Control Act

[Read more](#)

SUSTAINABLE PRODUCTS



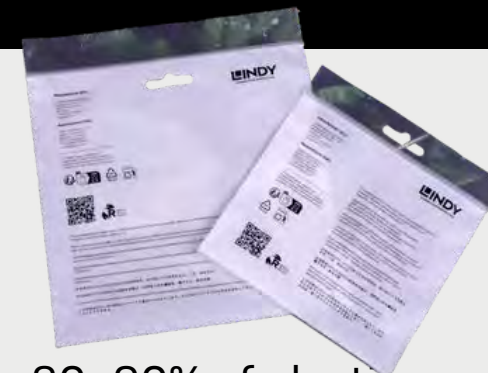
Introduction of cables and headphones made from **GRS-certified recycled plastics and copper**

SUSTAINABLE PACKAGING

60% of our packaging is recyclable, biodegradable, or reusable.

Full conversion by 2026.

[Read more](#)



80–90% of plastic packaging uses 100% recycled materials.



FUTURE-READY

Preparing for EU sustainability and circular economy initiatives.

Ecodesign (ESPR)
Packaging (PPWR)
Product Passport (DPP)

ETHICAL SOURCING RESPONSIBLE SUPPLY CHAINS

We build transparent, trusted partnerships to advance human rights and environmental respect throughout our supply chain.



SUPPLIER CODE OF CONDUCT

Our suppliers are committed to:

- **No forced or child labour**
- **Fair wages & safe working conditions**
- **Responsible partnerships**



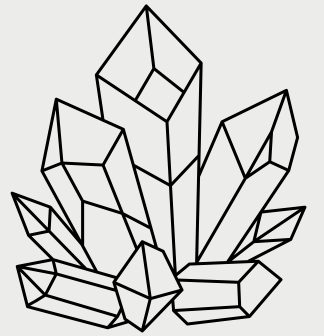
ETHICAL SUPPLY CHAIN

No reports of human rights violations in our Supply chain

Whistleblowing-Report 2024

RESPONSIBLE MINERALS

We follow the **RESPONSIBLE MINERALS INITIATIVE (RMI)** and use the CMRT and EMRT to trace the origin of key materials.



[Read more](#)



CONTINUOUS SUPPLIER IMPROVEMENT

- Risk assessments and evaluations
- Audits, training and supplier support

Gradual implementation of enhanced practices through 2028

HEADQUARTER GERMANY

SUSTAINABLE INFRASTRUCTURE

We operate our german headquarter responsibly — combining sustainability, social care, and renewable energy.

ECOSYSTEM & BIODIVERSITY

1,700 m² of meadows and shrubs with insect-friendly flowering plants support local biodiversity.



GREENHOUSE GAS EMISSIONS

Emissions resulting from company vehicles, gas and purchased electricity.

Scope 1:
104.52 CO₂e

Scope 2:
21.82 CO₂e



ELECTRICITY CONSUMPTION & SELF-SUFFICIENCY

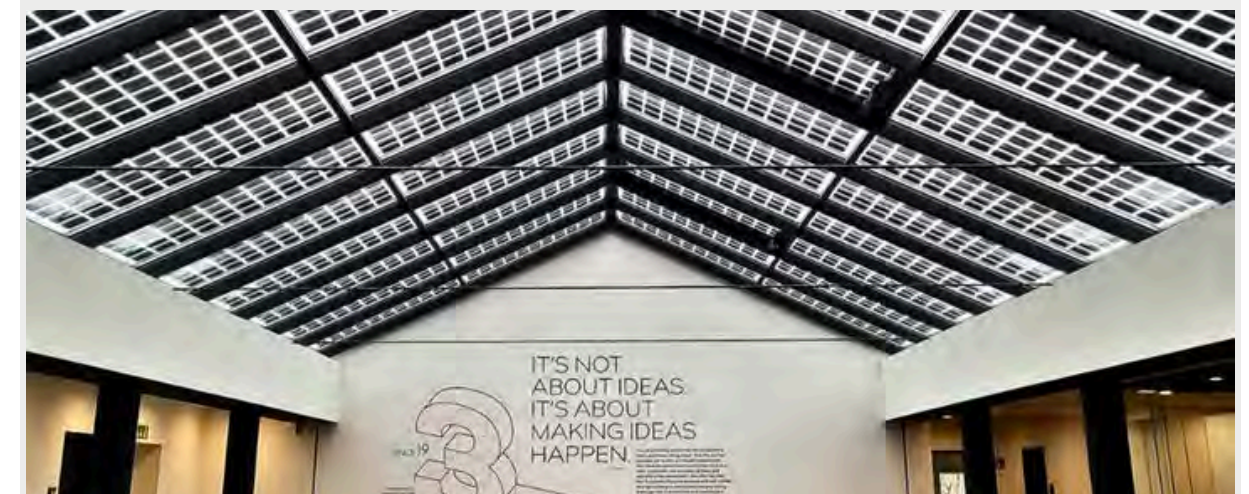
Total consumption:	94,768.50 kWh
Own generation:	72,792 kWh
Used on-site:	44,604.5 kWh
Fed into grid:	28,187.5 kWh
Purchased from grid:	50,164 kWh

47%

Self-sufficiency rate

38.7%

Feed-in rate

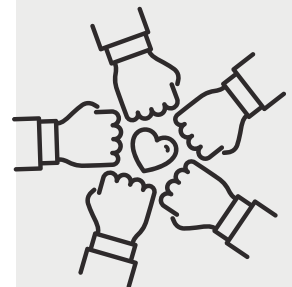


Nearly half of our electricity needs are covered by our own renewable generation from a combined heat and power plant (CHP) and a photovoltaic system (PV system).

PEOPLE & CULTURE WORKING AT LINDY

We cultivate a culture of openness and personal responsibility, where everyone is encouraged to grow, contribute their strengths, and drive progress — and where long-term commitment and shared success are celebrated.

OUR GLOBAL TEAM



209 employees worldwide
91% permanent contracts
40% women

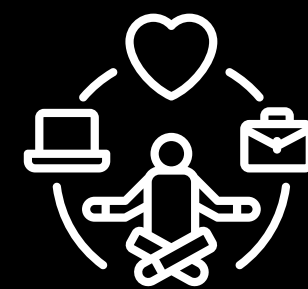
HUMAN RIGHTS & FAIR WORK



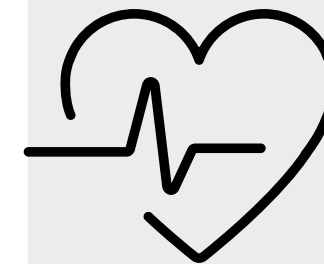
We ensure fair, ethical, and safe working conditions in line with ILO Labour Standards.

WORK-LIFE BALANCE

We go beyond international standards for working hours and rest periods.



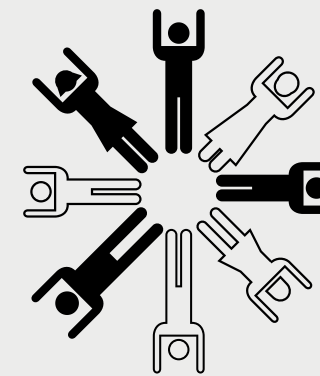
HEALTH & SAFETY



A safe, healthy, and supportive workplace is our priority.

⚠️ 3 reportable work accidents in 2024 – each one a reminder of the importance of safety and care.

DIVERSITY & EQUAL OPPORTUNITIES



We embrace diversity and equal opportunities in a fair inclusive workplace.

Discrimination has no place at Lindy — every individual counts.



SOCIAL ENGAGEMENT

LINDY FOUNDATION

Since
2011

We believe social commitment is part of who we are. Since 2011, the Lindy Foundation has supported local and international charitable projects, reflecting our dedication to giving back.



AREAS OF SUPPORT

- Youth and elderly care
- Education and culture
- Development aid
- Animal welfare
- Assistance for people in need

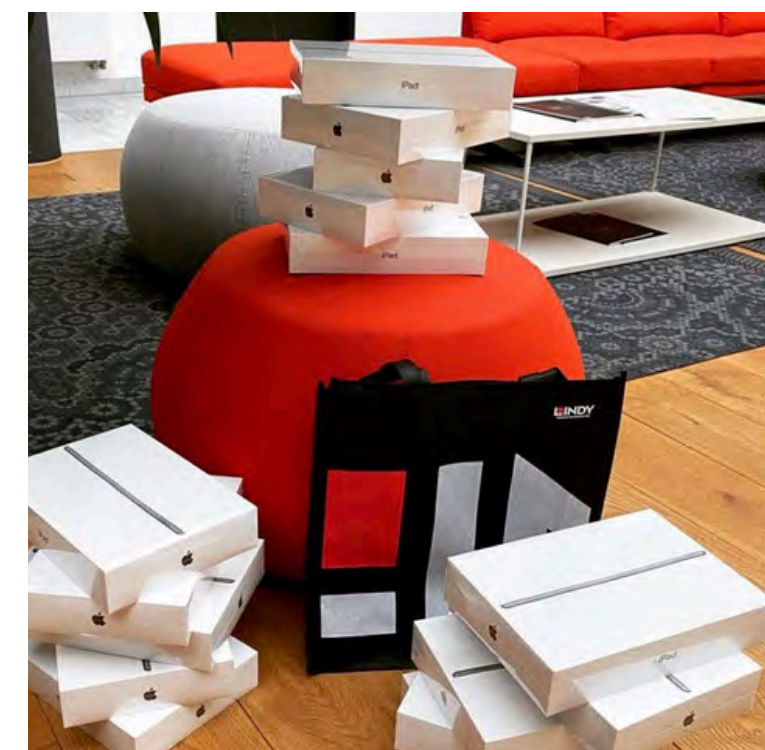


[Read more](#)



FUNDING

- The foundation receives 6% of the Lindy-Elektronik GmbH's distributions, which form the main part of its assets
- Additional funding comes from direct donations



HUGE

**THANK
YOU!**



Thank you for taking the time to learn more about our sustainability efforts.

Together, we are shaping a responsible future – scan the QR code or click the [link](#) to discover more, or contact our Sustainability Team: Sustainability@lindy.com

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