



Press Release

July 23, 2024

Signify publishes 2023 Diversity, Equity, and Inclusion Report

- Signify continues to prioritize and deliver on gender pay equity, achieved in 2021
- Share of women in leadership positions has increased from 17% to 29% since 2019
- Early career talent has grown from 2% to 10% since 2019
- DE&I plays a key role in innovation, highlighted by L-prize win in 2023

Eindhoven, the Netherlands – [Signify](#) (Euronext: LIGHT), the world leader in lighting, has published its 2023 Diversity, Equity, and Inclusion (DE&I) report, demonstrating the company's commitment to developing a diverse workforce and inclusive and equitable environment.

Having achieved gender pay equity in 2021, Signify continues to focus its efforts through upskilling managers on equitable practices and partnering with Syndio to prevent pay inequity. In addition, it continues to focus on exceeding living wage standards worldwide.

The company has made strong progress on its target to double the proportion of women in leadership positions from 17% in 2019 to 34% by 2025, reaching a share of 29% in 2023. Against its priority to develop generational diversity, early career talent at Signify has also increased from 2% in 2019 to 10% in 2023.

DE&I is credited for its role in driving innovation, as Signify won the U.S. Department of Energy's [L-Prize](#) competition for the second time in 2023, scoring highly for inclusive design, with judges commending Signify's work in embedding a DE&I focus throughout its supply chain.

"Our people define Signify's strength, and we are absolutely committed to building a diverse, equitable, and inclusive organization where everyone can thrive. Diversity, equity, and inclusion are embedded in our strategy and the actions we take, from inclusive hiring practices to development paths that lift the brightest talent, are fundamental to our progress and future success. Every step forward – whether for pay equity, living wages, or equitable access to care – makes Signify stronger, more innovative, and more resilient," said Signify CEO Eric Rondolat.

More examples of Signify's DE&I initiatives and progress can be found throughout the [report](#).

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About Signify

[Signify](#) (Euronext: LIGHT) is the world leader in lighting for professionals, consumers and the Internet of Things. Our [Philips](#) products, [Interact](#) systems and data-enabled services deliver business value and transform life in homes, buildings and public spaces. In 2023, we had sales of EUR 6.7 billion, approximately 32,000 employees and a presence in over 70 countries. We unlock the extraordinary potential of light for brighter lives and a better world. We have been in the [Dow Jones Sustainability World Index](#) since our IPO for seven consecutive years and have achieved the [EcoVadis](#) Platinum rating for four consecutive years, placing Signify in the [top one percent](#) of companies assessed. News from Signify can be found in the [Newsroom](#), on [X](#), [LinkedIn](#) and [Instagram](#). Information for investors is located on the [Investor Relations](#) page.