



Sustainability report
2024



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Dear readers,

“Together for tomorrow” – this is the guiding principle that shapes our path to a sustainable future at Lightnet. We firmly believe that sustainability begins at the core of our corporate strategy. In the first part of this report, we explain this approach and how we consistently implement it in all areas of our business. Get to know our sustainability team, which drives forward measures that have a tangible impact. One visible result is our successful certification according to ISO 14001, which brings our environmental management in line with internationally recognized standards. To make our activities and goals easier to understand, this report is aligned with the international GRI (Global Reporting Initiative) standards.

In the second part of the report, we showcase our product diversity and the consistent further development of our products: new wood surfaces combine technical precision with natural aesthetics. We focus on durable, energy-efficient, and demountable luminaires with a clear focus on circular economy.

In the third part, we report on specific sustainability measures we are implementing – from reducing energy and water consumption to low-carbon aluminum, plastic-free packaging, and waste prevention. We also present inspiring partnerships, such as the one with the environmental organization One Earth – One Ocean (oeoo). We had the opportunity to meet their team in person in Kiel in the summer of 2024 and gained exciting insights into the unique concept of “maritime waste collection,” which removes plastic and other pollutants from

waters worldwide. Our UK team is also committed to nature conservation – as part of a collaboration with the Scottish Wildlife Trust, colleagues actively helped to renature moorland landscapes for greater biodiversity and climate protection in early 2025.

Finally, we provide an insight into our multinational team, which is helping to shape the transition to greater sustainability worldwide – with creativity, openness, and a strong sense of responsibility.

We thank you for your interest and support, and invite you to join us in taking action for tomorrow.

Warm regards,

Axel Tiebel



Photo: Felix von der Osten



Photo by Roland Lossline on unsplash.com



Lightnet in figures

GRI
2-1 Organisational details



2001	603	12
Founding year	Employees	Nationalities

7	20.000
Locations	Square meters production area

Main sales market	Sold in
Germany	> 50 countries

14	100%
Product families	Inhouse production

Certified quality



Together for tomorrow

Lightnet designs and produces professional architectural lighting to improve people’s everyday lives, inspire them and enhance their well-being. More than 600 employees at seven locations worldwide are united by the goal of inspiring their customers. We value sustainability and the conservation of resources and use our own LED technology. We produce all our products ourselves without exception and have a comprehensive in-house manufacturing depth, which enables us to produce almost all components for our luminaires – from raw PCBs and optical components to the surface finish and final assembly. Together with our employees, customers and partners, we are working in all areas to shape a better and more sustainable future and make a positive contribution for future generations – together for tomorrow.



← Our sustainability team is passionately committed to environmentally friendly solutions and sustainable concepts

The three pillars of our sustainability strategy

Our goal is to create a future worth living for our children and future generations to come by using and preserving natural resources wisely. The three pillars of our business strategy reflect our core values and our ambition to develop innovative and sustainable lighting solutions and to act together for tomorrow.







Redefining light
Innovation is at the heart of our business. At Lightnet, we believe that continuous innovation is the key to meeting tomorrow’s challenges.

Sustainable actions
Environmental protection is not just an obligation for us, but a central mission. We see it as our mission to preserve and protect the nature of our planet.

Live responsibility
We believe that true sustainability can only be achieved if all parties – companies, employees, customers and partners – work together.

Redefining light



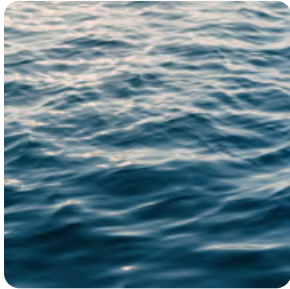
Our research and development department works tirelessly to develop groundbreaking technologies and designs that not only meet current requirements but also anticipate future needs. We aim to create lighting solutions that enhance everyday life, combining efficiency with sustainability to ensure lasting value. Each new product stands as a testament to our commitment to progress and responsibility.

Sustainability through innovation

We strive to maximise the efficiency of our products and minimise their environmental impact through innovative approaches and creative solutions. This is how we create lighting solutions that are both functional and sustainable. The following 16 cornerstones for sustainability are an integral part of our business philosophy.



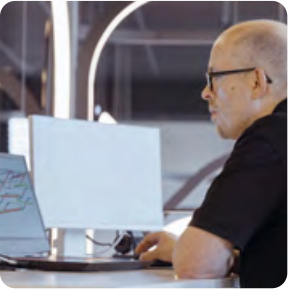
100%
in-house production



100% water-purified LED circuit
board production



100%
natural electricity



100% intelligent on-demand
production



Low CO₂ aluminium



Natural materials



Green steel



0% plastic in packaging



100% Human
Centric Lighting



Eco Design



Energy efficiency of
at least 120 lm/w



Recyclable PMMA
diffusers



Availability guarantee
for spare parts



Polycarbonate for
opal diffusers



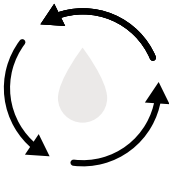
Short transport distances from
our suppliers to us



Careful selection of suppliers

100% in-house production

High-tech manufacturing with a high level of vertical integration
We produce all of our products ourselves, without exception, and have a comprehensive in-house manufacturing depth that allows us to produce almost all components for our luminaires – from raw circuit boards and optical components to surface finishing and final assembly. This is how we ensure that not only each component, but also the entire manufacturing process, meets our requirements for maximum sustainable production. With this in mind, we continuously examine and optimise our production. This approach is not necessarily the most convenient, but from our point of view it is one of the best when it comes to sustainable entrepreneurship.



100% water-purified LED circuit board production

We operate a water treatment plant that enables resources to be recovered and reused in a closed cycle during production. Our production plant in Kety is equipped with recovery and recycling systems that recycle the wastewater from production and then feed it back into the manufacturing process. The installation of water meters at all Lightnet sites enables us to continuously monitor water consumption and take appropriate corrective action in the event of deviations.



Photo by Igor Lepilin on unsplash.com

100% natural electricity

We obtain 100% of the electrical energy we need for our luminaire production from renewable sources.

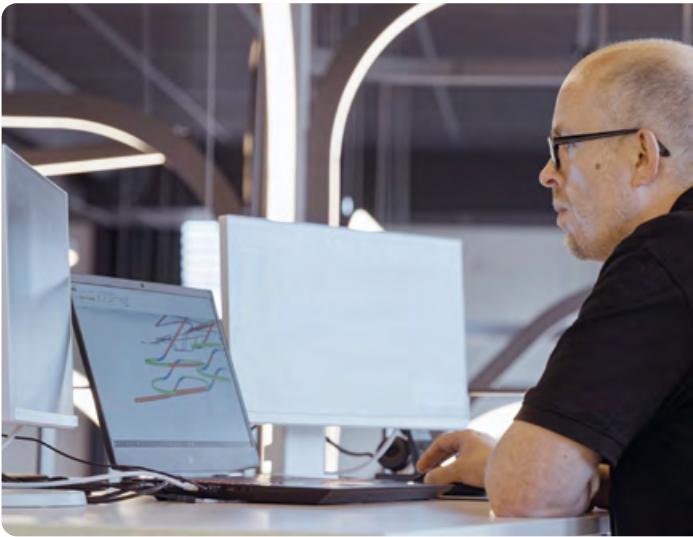
Green Steel

Our steel sheets (up to 1.5 mm thick) are manufactured using a high proportion of scrap and 100 per cent renewable electricity.



100% intelligent on-demand production

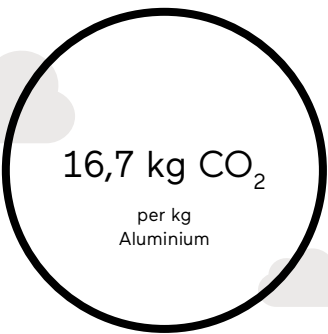
Traditional warehousing of finished products and assemblies not only ties up capital and thus entrepreneurial flexibility – above all, it is not sustainable. Finally, stockpiling, in addition to energy consumption, is automatically associated with inaccurate demand planning or unnecessary (excess) inventories. This is why we have maximised the degree of order-related flexibility to such an extent that we only produce when the order is placed. The ordered product is then fully produced in the shortest possible time, including the electronics. Our approach based on the principles of Industry 4.0 ensures that our employees are perfectly networked with the relevant machines, devices and sensors. This intelligent networking allows us to realise customised solutions efficiently and sustainably. This makes every Lightnet luminaire unique – just like the building it showcases.



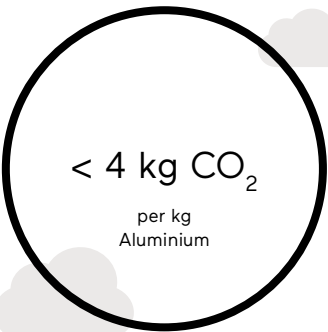
Low-CO₂ aluminium

Aluminium is 100% recyclable, but its production is very energy-intensive. It is therefore important that it is produced using renewable energy sources and recycled after use. When selecting our suppliers, we pay attention to the use of climate-friendly raw materials and renewable energies. As a result of this and the continuous improvement of our internal processes and procedures, the manufacturers we select are able to offer aluminium that is produced with the lowest possible emissions and thus demonstrably leaves a much smaller ecological footprint than the market average.

Global average:



Lightnet:

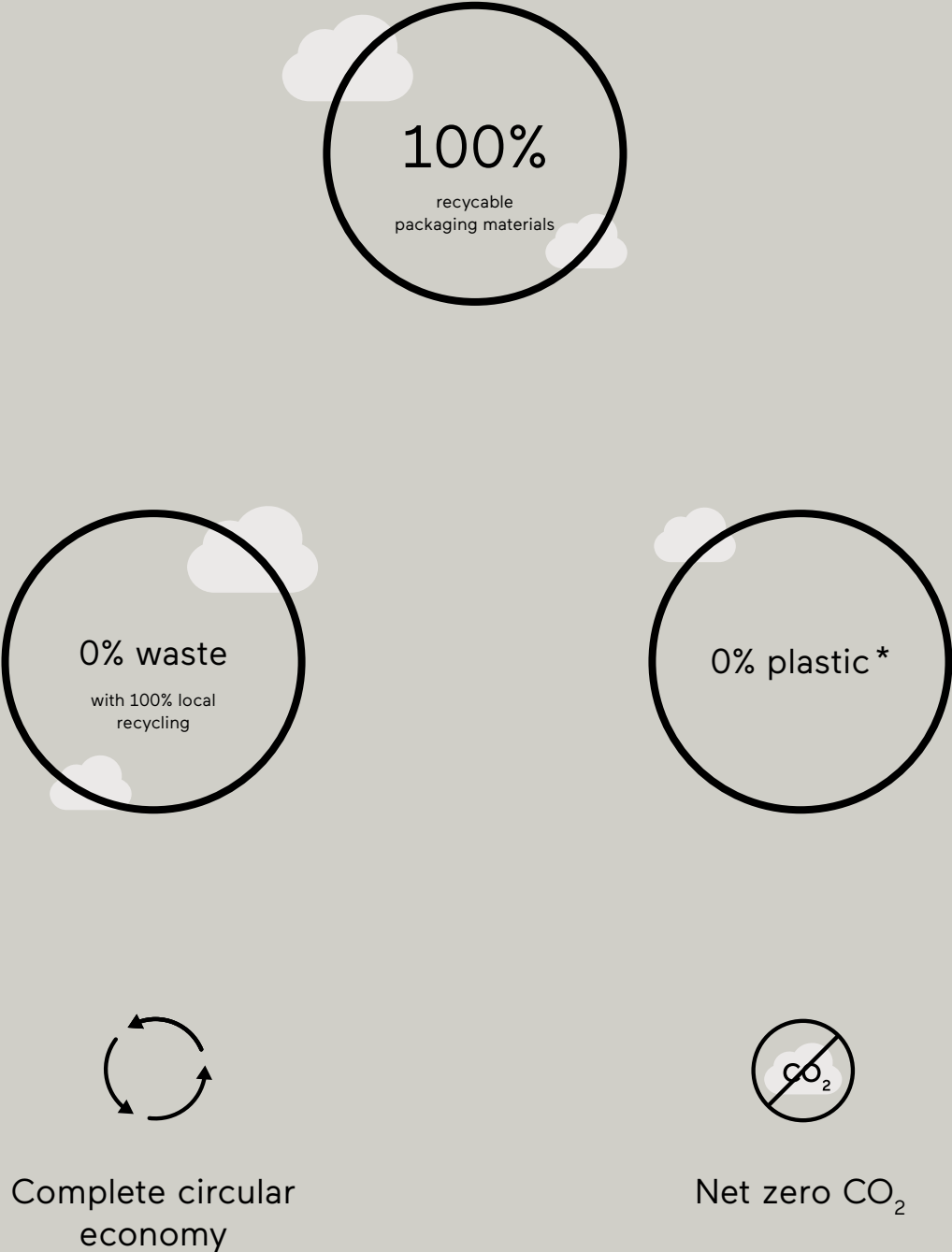


Sustainable materials

For our sound absorbers, we mainly use natural wool from sustainable sources because wool naturally has excellent properties for a pleasant room and working climate and, unlike plastic foam, is 100% biodegradable. Our acoustic modules are made from Swiss and South German pure new sheep's wool. The surface is made of high-quality loden, while the back and core consist of wool layers of different densities, fibre orientation and fibre fineness. The manufacturer from whom we source the wool works according to the zero-waste approach, which begins with the collection of the wool, where all wool is accepted from the sheep farmers. Even the leftovers are swept up and later pressed into organic fertiliser pellets. Scraps of wool from fleece production are fed directly back into the production process.



Since 2022:



Plastic-free packaging

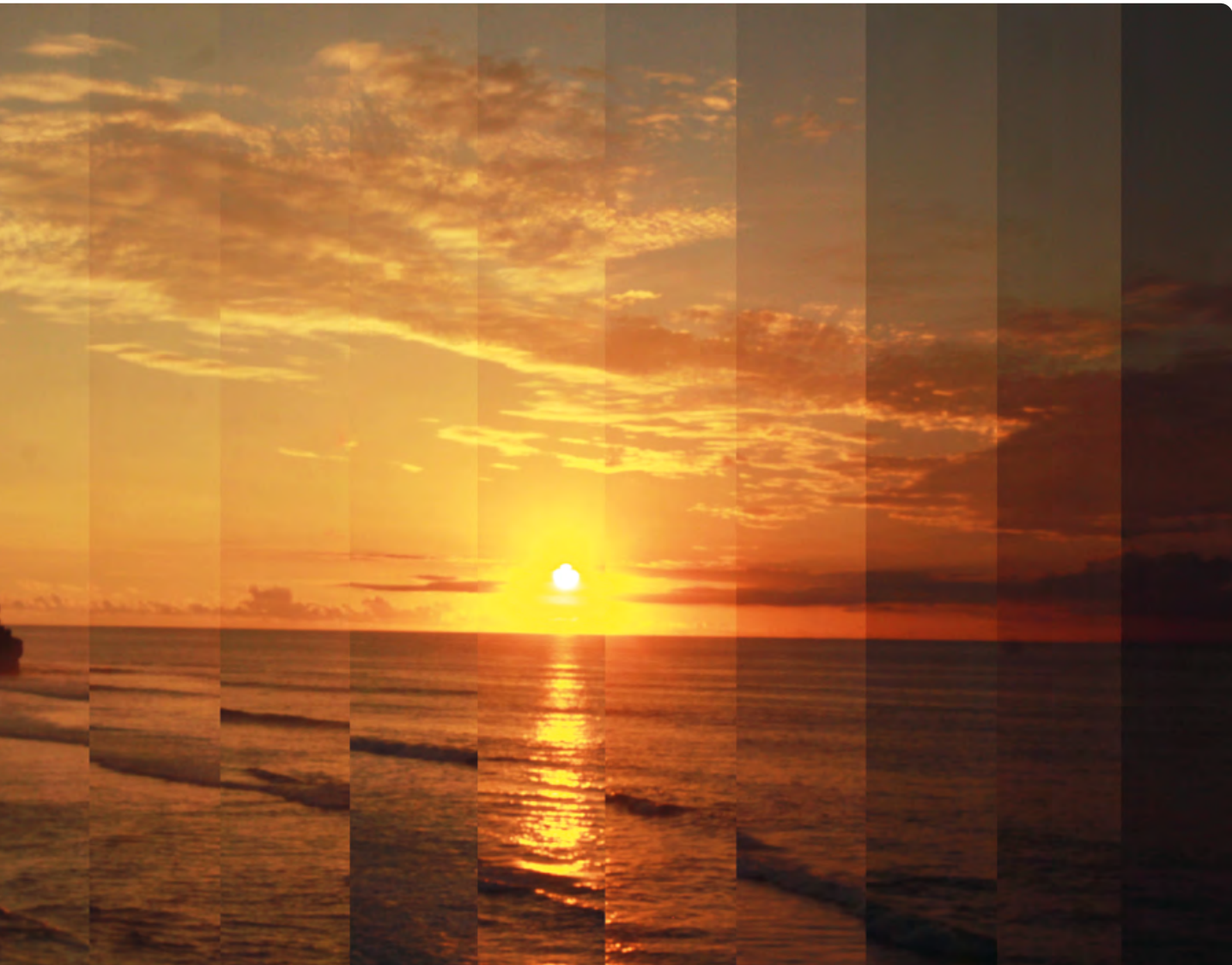
Packaging protects our products from external influences and helps to ensure that they reach our customers undamaged. We produce our packaging ourselves and on demand – every piece of waste is processed directly into pulp. And this is used to create new packaging parts. 0% waste with 100% local recycling. Our packaging is made entirely of cardboard, with no polystyrene inserts or plastic wrapping*. In 2023 and 2024, we produced 100% of the recyclable packaging materials at our production sites ourselves. Thanks to our in-house production, we can also perfectly customise the packaging to our products and thus avoid unnecessary waste.

*Only the finished pallet prepared for dispatch to the customer is wrapped with recycled polypropylene tape and recycled stretch film of certified origin. Paper substitutes for stretch film and paper fastening straps do not meet our safety requirements and are not weatherproof - we have tested all solutions available on the market. We keep an eye on new developments in the packaging market and look for even better materials.

100% Human Centric Lighting

Human Centric Lighting (HCL) is a lighting technology that aims to improve people’s well-being and performance by adapting the light spectrum to the natural circadian rhythm. By taking into account light intensity, colour temperature and mood throughout the day, HCL can increase concentration, regulate sleep-wake cycles and promote general well-being. This innovative technology ensures an optimal lighting environment in offices, educational and healthcare facilities.

Lightnet relies on this pioneering technology not only to create efficient and aesthetically pleasing luminaires, but also to make a positive contribution to the daily lives of our customers. We can optionally equip our entire collection with full-spectrum LEDs, tunable white control and intelligent sensors. Because only the right light at the right time in the required quantity is sustainable for us.



Sustainable design

Eco-design is a key aspect of our product development. Our products can be dismantled into their individual components, making them easier to maintain and repair, and allowing materials to be reused and recycled. We focus on sustainable and timeless designs that meet both functional and aesthetic requirements. Every element is carefully selected to minimise the environmental footprint and extend the lifespan of the products. The modular design of our products also makes it possible to adapt an existing product to changing needs and technologies over time. With this approach, we help to create responsible, innovative and durable solutions that fulfil the requirements of sustainability.

In addition, our products comply with the latest eco-design regulations, ensuring that energy efficiency, material selection, and recyclability meet the highest environmental standards. By integrating these guidelines into our development process, we contribute to reducing resource consumption and environmental impact while maintaining outstanding product quality.

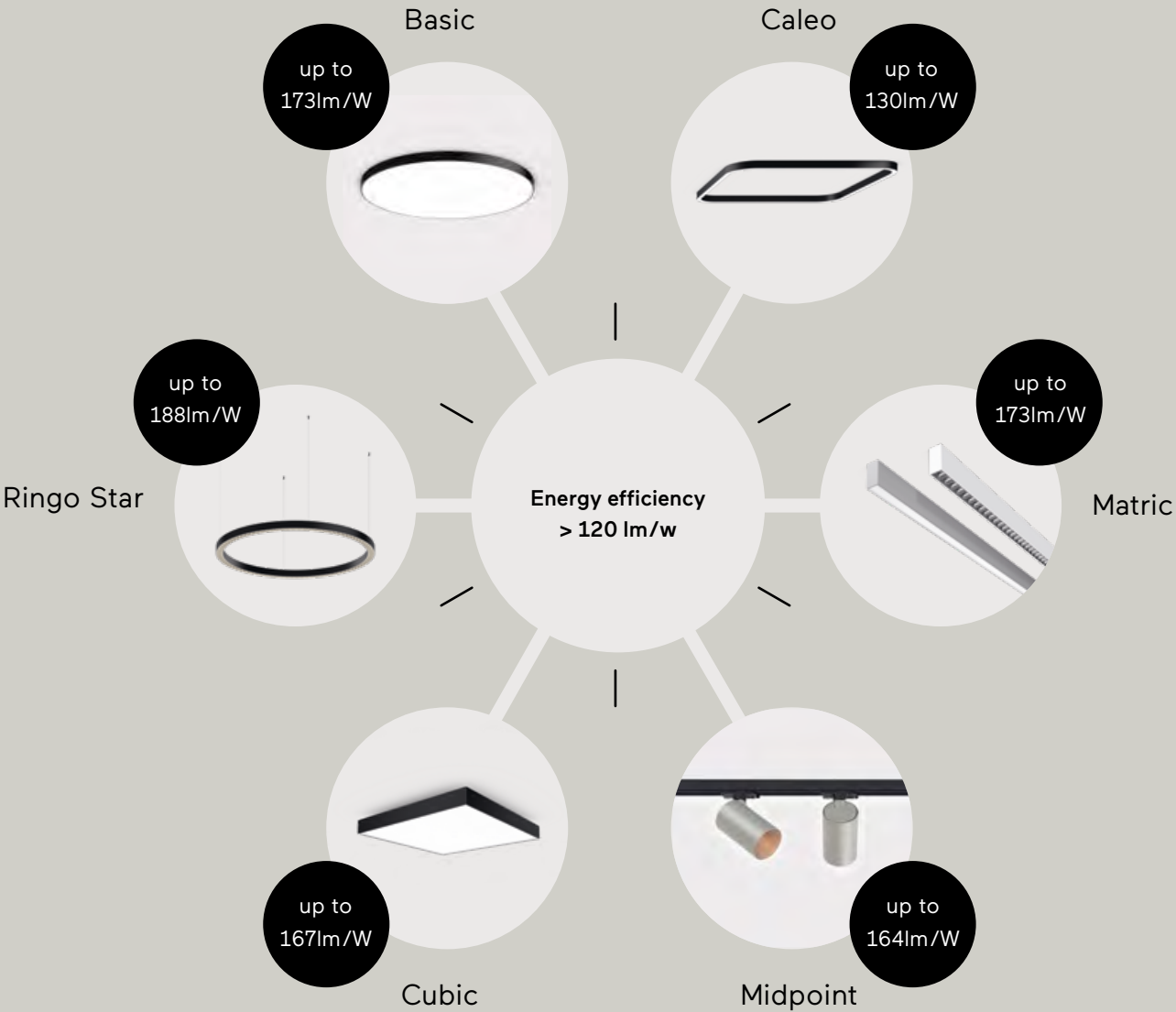


Energy efficiency redefined

Our luminaires impress with their outstanding energy efficiency and a light output of at least 120 lm/W (from catalogue 2025). This high level of efficiency means that we achieve impressive brightness with less energy, which is both environmentally friendly and cost-saving. Thanks to the latest LED technology and well-thought-out design, our luminaires not only provide optimal illumination, but also actively contribute to reducing energy consumption. The use of high-quality materials and innovative manufacturing techniques ensures a long service life and minimises maintenance.



Luminaires with top performance



After-sales guarantee for spare parts

At Lightnet, we focus on quality, durability and sustainable solutions. That's why we offer all our customers a comprehensive after-sales guarantee: all our luminaires are still available ten years after purchase. Spare parts can even be reordered up to 15 years after purchase. As we produce 100% of our lights ourselves, we can ensure that all our luminaires are available for the long term - not just selected models. With this guarantee, we want to ensure that our products can be used reliably for many years and can be easily extended or repaired if necessary.

Recyclable PMMA diffusers

Our diffusers for indirect light consist of recyclable PMMA (poly-methyl methacrylate), a high-quality material that not only offers excellent light-diffusing properties but is also environmentally friendly. PMMA is known for its transparency and brilliance, optimising the quality of light and creating soft, even illumination. The use of recyclable PMMA in our diffusers actively contributes to reducing waste and promoting a sustainable circular economy. Since PMMA is 100% recyclable, our diffusers can be disposed of and recycled in an environmentally friendly way at the end of their service life. This minimises the environmental footprint and supports our mission to use resources responsibly.

↓ 15 years on spare parts,
10 years on luminaires



Photo by Gomi on unsplash.com



Photo by Annie Gavin on unsplash.com

Polycarbonate for opal diffusers

For our polycarbonate opal diffusers, we use polycarbonate that is made from 59% pine oil, a waste product of the timber industry, and is certified according to the ISCC mass balancing principle.



Photo by John Townner on unsplash.com

Short transport routes

In order to protect our environment and minimise our CO₂ footprint, we at Lightnet pay particular attention to short transport routes from our material suppliers to our factory. A particularly good example of this is our aluminium supplier, which is only 4.3 kilometres away from our plant. These short transport routes help us to significantly reduce the amount of energy required for transport and reduce emissions. In addition to the direct impact on the environment, the proximity to our suppliers also promotes close cooperation, which enables us to react quickly to changes in production or design and to keep the quality of our products consistently high.

Careful selection of suppliers

At Lightnet, we focus on responsible and sustainable supplier selection. Our decision to work with a supplier is based not only on product quality and performance, but also on strict criteria that take into account environmental, social and ethical standards. We carefully select our suppliers by ensuring that they share the same values that are important to us: Sustainability, resource conservation and responsibility towards people and the environment. We make sure that the materials supplied to us come from sustainable sources and that production takes place under environmentally friendly conditions. In addition, we maintain long-term partnerships with our suppliers that are based on transparency and trust. We work closely with them to achieve continuous improvements in production and supply processes. This enables us to ensure the quality of our products and reduce our environmental footprint at the same time.



Photo by Daiga Ellaby on unsplash.com

Meet our sustainability team

The sustainability team at Lightnet is passionately committed to environmentally friendly solutions and sustainable concepts. The team members provide insights into their work, their motivation and personal backgrounds – and show what drives them to actively shape a sustainable future.



↑ Patrycja and Wojciech

Patrycja, Wojciech & Paulina

Sustainability manager

Patrycja (pictured on the left) has a deep-rooted passion for nature conservation, which led her to study environmental protection in Krakow. As a key member of Lightnet’s sustainability team, she is committed to developing renewable solutions and sustainable practices that continuously improve our operations. One of her main focus areas is the development of innovative approaches to environmental and climate protection. Patrycja firmly believes that Lightnet’s strategy plays a pivotal role in fostering positive change. Her responsibilities include gathering crucial data to support informed decision-making and raising sustainability aware-

ness among employees through comprehensive training programs.

Wojciech has been actively engaged in environmental protection since 2010, dedicating his free time to nature conservation. His passion lies in studying wildlife, particularly birds and large predators. He collaborates with the Polish Society for the Protection of Birds (OTOP), preparing ornithological reports and monitoring species such as lynx, wolves, and bears in the Beskid Mały region of the Western Carpathians. Wojciech joined Lightnet’s sustainability team in March 2023, but his associa-

‘Our primary goal is to raise awareness of sustainability’

tion with the company dates back to 2013 when he worked in production. His extensive experience and knowledge contribute significantly to Lightnet’s environmental initiatives.

Paulina (picture on the right) has been working as a sustainability specialist at Lightnet since June 2023. Like Patrycja, she studied environmental protection and renewable energy sources at the AGH University of Science and Technology in Krakow. Before joining Lightnet, she gained professional experience in companies specializing in packaging recycling, waste electrical and electronic equipment, batteries, and accumulators. She also worked as a technical consultant for a heat pump manufacturing company. At Lightnet, Paulina’s mission, together with her colleagues, is to implement a strategy that balances economic, social, and environmental objectives. She strives to minimize the plant’s ecological footprint while supporting its economic growth. Her vision aligns with Lightnet’s commitment to becoming a truly green company, benefiting both the business and the environment.

Through the expertise and dedication of our sustainability team, Lightnet is continually advancing its commitment to environmental responsibility. By integrating sustainable solutions into our processes, we contribute to a greener future while ensuring long-term success for the company and our planet.

The sustainability team plays a key role at Lightnet. It is responsible for

- legal obligations in the area of environmental law (decisions, permits)
- reports (BDO waste, KOBIZE emissions, CBAM export, CO₂ footprint)
- the participation in the selection and search for sustainable materials in collaboration with the design department
- obtaining environmental certificates for products: EPD, TM66, TM65
- implementing environmental standards currently ISO 14001
- waste management in the company
- creating the annual sustainability report

‘Personally, I am motivated by the conviction that sustainable development is the key to the future of our planet. Working to produce environmentally

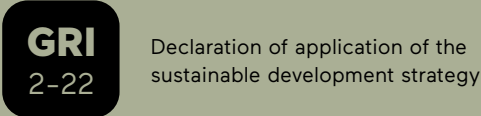
friendly lighting allows me to combine creativity with responsibility. I enjoy introducing sustainable and innovative solutions that reduce energy consumption and minimise waste. It is also inspiring to see how our activities contribute to a better future for generations to come. I want to be part of the change that promotes the responsible use of resources and the protection of our planet.”
Wojciech

‘Our task is to implement a strategy that combines economic, social and ecological goals’

↓ Paulina and Wojciech



Statement on sustainable development strategy



Lightnet regards sustainability as a fundamental value and one of the key pillars of its management strategy. Our business decisions are based on efforts to minimize our environmental impact and implement green solutions. An example of our commitment is the use of renewable energy – we have installed photovoltaic systems at two of our plants that allow us to draw energy from the sun, contributing to reduced CO₂ emissions and more efficient resource management.

In the past year, we have focused on diligently monitoring our environmental impact. At the product level, we obtained Environmental Product Declarations (EPDs) for our luminaires, and at the organization-wide level, we conducted a Carbon Footprint analysis. These results confirmed that our long-standing efforts to create energy-efficient lighting solutions are having a significant, positive impact on sustainability.

The implementation of the ISO 50001 standard further highlighted the importance of effective energy management, demonstrating that our continuous improvement of manufacturing processes contributes to minimizing our environmental impact and supports our sustainability goals.

The ISO 14001 certification – a globally recognized standard for effective environmental management systems – marks a significant step in our commitment to sustainability and responsible resource management across all areas of our production and operations.

By implementing ISO 14001, we’re intensifying our efforts to minimize environmental impact, improve energy and material efficiency, and continuously reduce our ecological footprint.

We are continuing our sustainability efforts, striving to make our lighting solutions even greener at every stage of the value chain. Our Sustainability Report, developed in accordance with the GRI standard, provides a holistic view of our corporate responsibility and the initiatives undertaken.

The document provides a detailed overview of the environmental measures implemented – from production and logistics to sales and office operations. It also takes into account the involvement of our subsidiaries, demonstrating our comprehensive approach to sustainability and ethical business practices.

We understand that sustainability is not only about reducing emissions, but also about caring for people and their well-being. That's why we consider the human factor, constantly working to improve working conditions and promote equal opportunities. We strive for a sustainable future by engaging in all areas of our business – both at our production facilities and offices.

Our goal is to achieve climate neutrality of our facilities by 2040, while taking care of social and environmental aspects. We believe that a responsible approach means not only reducing our carbon footprint, but also creating a fair and safe working environment. By implementing more efficient production methods, using green energy sources, improving employment conditions and promoting equality, we want to actively contribute to building a better world for all.

This is what we stand for, the Lightnet sustainability team

If you have any questions, please send us an e-mail to: ecology@lightnet.eu

↓ Wojciech



↓ Patrycja



↓ Paulina



ISO-certified processes in terms of energy, quality and the environment



Photo by Daniel J. Schwarz on unsplash.com



Key insights into our ISO certifications

ISO 50001: Energy Management System

- An effective energy management system has been implemented, reducing consumption and improving energy efficiency.
- We focus on the continuous improvement of energy efficiency and usage.
- Measures to reduce energy costs and consumption have been successfully implemented.
- Our overall environmental performance has been sustainably improved through the implementation of energy management processes.
- Our sustainability efforts in energy management have been significantly strengthened.

ISO 9001: Quality Management System

- A quality management system has been established to ensure that products and services consistently meet customer requirements.
- Continuous improvement, customer satisfaction, and compliance with legal requirements are embedded in our system.
- Customer satisfaction has been increased through a significant improvement in product quality.
- A structured approach to continuously improving internal processes is being implemented.

ISO 14001: Environmental Management System

- An environmental management system has been implemented to help manage our environmental impact and ensure sustainability across all areas.
- Measures to reduce environmental impact and comply with environmental regulations have been successfully introduced.
- Our initiatives to reduce waste and minimize environmental impact are already showing positive results.
- Our sustainability practices have been continuously improved.
- We ensure high levels of environmental responsibility and compliance.

At Lightnet, sustainability is more than a promise – it is embedded in our DNA. As a leading manufacturer of architectural lighting, we recognize our responsibility to create products that meet the highest quality standards while minimizing environmental impact and optimizing energy efficiency. Our approach integrates innovation, compliance with international standards, and a commitment to continuous improvement across all levels of our organization.

Quality: Precision and Reliability

Delivering high-quality luminaires requires meticulous craftsmanship, technological excellence, and an unwavering focus on customer satisfaction. We adhere to ISO 9001:2015, ensuring structured processes that enhance efficiency, reduce errors, and guarantee superior performance. Our dedication to quality is reflected in:

- Comprehensive Order Execution – From concept to delivery, we ensure precision and reliability in every step.
- Continuous Process Optimization – We invest in advanced production methods and refine workflows to enhance efficiency.
- Strong Supplier Collaboration – High standards in sourcing and production maintain product excellence.
- Rigorous After-Sales Support – Ensuring the longevity and optimal function of our luminaires.

Environmental Responsibility: Designing for a Sustainable Future

Our commitment to sustainability aligns with ISO 14001:2015, guiding us in reducing environmental impact at every stage of production. From material selection to manufacturing processes, we integrate eco-conscious practices to promote a circular economy. Key initiatives include:

- Energy-Efficient Luminaires – Developing high-performance lighting solutions that reduce energy consumption.
- Life Cycle Assessments (LCA) – Evaluating environmental impacts to improve product sustainability.
- EPD Certification – Ensuring transparency in environmental performance through verified Environmental Product Declarations.

- Sustainable Resource Management – Optimizing material usage, increasing recycled content, and minimizing waste.
- Proactive Emission Reduction – Lowering CO₂ emissions through renewable energy investments and efficient logistics.

Energy Efficiency: Smart Technologies for a Greener Tomorrow

As part of our strategic sustainability goals, we implement ISO 50001:2018-certified energy management practices to enhance efficiency, reduce consumption, and support clean energy initiatives. Our efforts focus on:

- Renewable Energy Utilization – Incorporating photovoltaic panels and other renewable sources into our operations.
- Energy-Efficient Technologies – Investing in next-generation solutions that optimize performance while minimizing consumption.
- Smart Infrastructure Management – Enhancing operational efficiency to reduce environmental impact.
- Employee Awareness and Engagement – Fostering a culture of energy consciousness across all levels of the company.

At Lightnet, sustainability is an evolving journey – one that combines quality, environmental care, and energy efficiency to shape a brighter, more responsible future.

Photo by Daniel Burka on unsplash.com



Our products

In the development of our luminaires, we are guided and inspired by the forms of architecture and nature. Geometric shapes such as lines, dots, rectangles and circles, which are found in architecture and nature, can be found in our collection, as well as the organic shapes.



Basic



Beam me up



Caleo



Code Zero



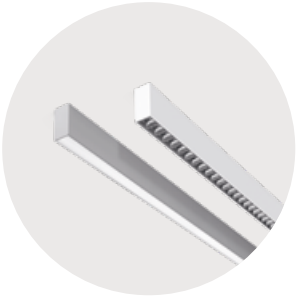
Cubic



Liquid Line



Lucille



Matric



Midpin



Midpoint



Ringo Star



Serenity



Vision

Natural elegance – our new wooden surfaces

The Matric luminaire family has been given a warm and natural dimension with four new wooden surfaces. These exclusive surfaces combine the technical precision of Lightnet with the timeless beauty of wood and open up new design possibilities for architectural lighting concepts.

The new wood surfaces make Matric the perfect symbiosis of technical performance and natural aesthetics. They blend harmoniously into a wide variety of room concepts.

The innovation lies in the combination of a high-precision, technical lighting solution and authentic, natural materials. The wood finishes are available both as a decorative film and as a real wood veneer with a high-quality, tangible materiality.

Key data:

- Real wood veneer instead of artificial imitations – natural feel and authentic grain.
- Perfect integration into architectural concepts – enables a harmonious connection between light and interior design.
- Diverse design options – from Scandinavian lightness (Pale Oak) to luxurious depth (Midnight Ebony).

Sustainability in focus – wood as a renewable material, combined with energy-efficient LED technology.

With these wooden surfaces, Lightnet is setting a new standard in architectural lighting: the fusion of technical excellence and natural aesthetics – for lighting solutions that not only illuminate rooms, but also create atmospheres.



Pale Oak



Amber Oak

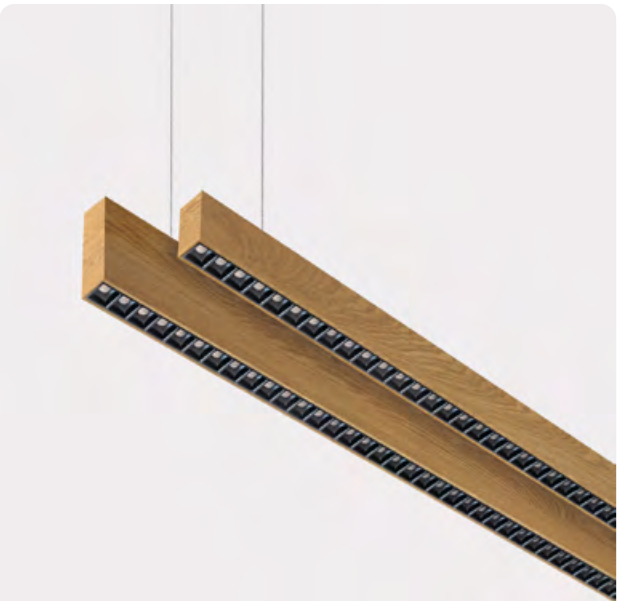


Dark Walnut



Midnight Ebony

↓ Matric GQ in Amber Oak



In addition, the wooden surfaces are also available on request for Liquid Line, Basic and Cubic.

↑ Matric GQ in Amber Oak



Pale Oak



Amber Oak



Dark Walnut



Midnight Ebony

Pale Oak – gentle naturalness

Pale Oak, with its light, fine grain, radiates lightness and restraint. The soft beige tones emphasise minimalist room concepts and create a harmonious, friendly atmosphere.

Amber Oak – warm radiance

Amber Oak inspires with its warm honey and caramel tones. The natural wood structure gives rooms a cosy depth and brings organic elegance to modern architecture.

Midnight Ebony – Expressive depth

Midnight Ebony stands for powerful contrasts and refined exclusivity. The deep dark surface with a subtle grain sets striking accents and highlights purist or avant-garde designs.

Dark Walnut – timeless sophistication

Dark Walnut impresses with its elegant, deep brown colour and characterful grain. This surface combines classic elegance with modern sophistication and is the perfect choice for sophisticated lighting solutions.

Basic

... but not ordinary



The Basic family in the shape of a circle guarantees maximum freedom in planning thanks to its particularly wide range of products. "Basic" because the luminaire represents a basic shape, the eternal circle. It has proven itself on the market for more than 15 years and we are constantly developing it further.

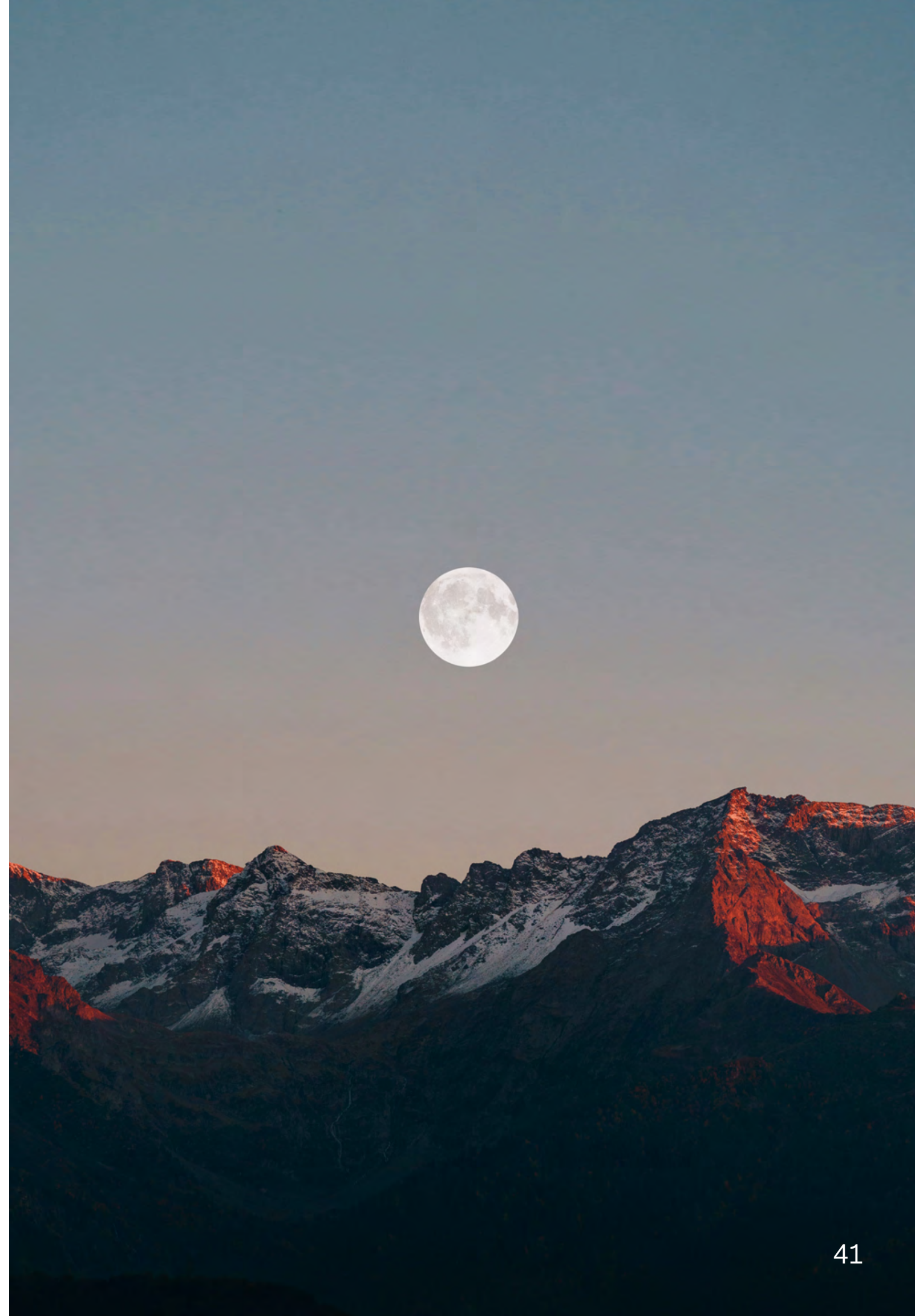




Photo: Mabalux AG

↑ Praxis Baldi, Basel, Switzerland | Basic A5, P6



Photo: Erich Spahn

↑ Eisen Fischer Nördlingen, Germany | Matric, Basic

Basic

↓ IT Company, Dublin, Ireland | Basic



Photo: Donal Murphy

↓ Visana, Bern, Switzerland | Basic A3



Photo: Mabalux AG

Beam Me Up

The archetype



The focus of the Beam Me Up design is on the conical luminaire body, which creates a cosy ambience as the traditional archetype of a luminaire. The guiding idea behind the development of this product family was to combine the historically anchored archetype with state-of-the-art lighting technology in order to meet the demands of contemporary architecture.

Photo by Ivana Cajina on unsplash.com



Photo: Martha Friedel

↑ BV Waldholz, Fulda, Germany | Beam Me Up



Photo: Mabalux AG

↑ Visana, Bern, Switzerland | Beam Me Up

Beam Me Up

→ White and Case, ICD Brookfield Place, Dubai, UAE | Beam me up



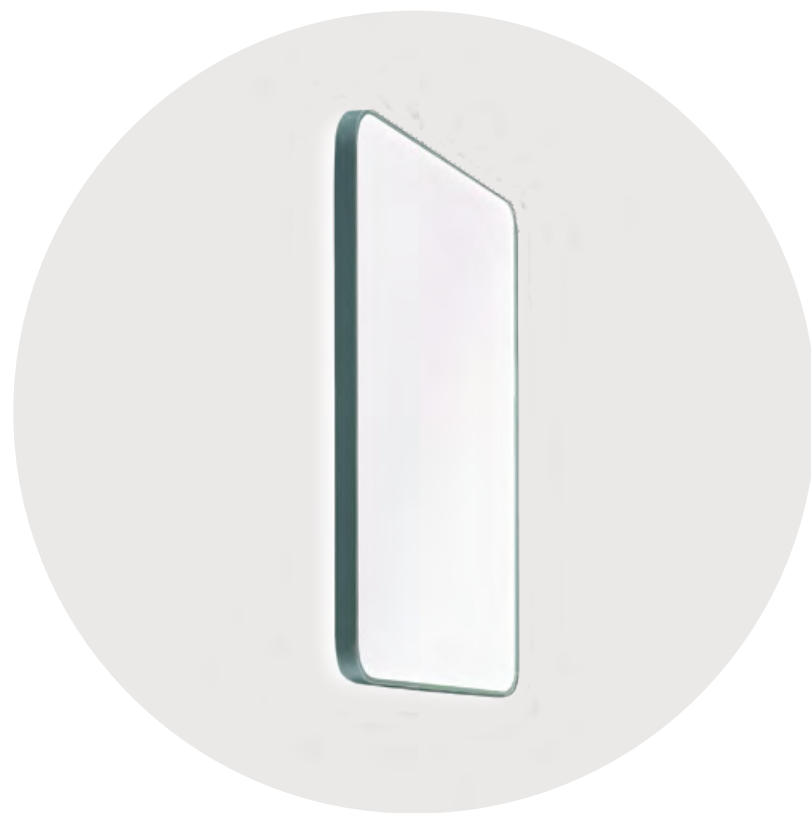
→ Carcasse Studio Berlin, Germany | Beam Me Up S4



Photo: Peter Margis

Caleo Evolution

Gentle curves



Caleo Evolution combines straight lines with soft contours. The soft design combined with the minimised height of just 25 mm gives the luminaire a floating effect. The finely stepped edge can be painted in a different colour on request, creating unobtrusive, decorative accents. The light and elegant form conceals highly efficient lighting technology with up to 130lm/W. Caleo can be equipped with both opal and microprismatic optics with UGR<19 glare control. With a comprehensive programme of free-standing, pendant, surface-mounted and recessed luminaires, Caleo Evolution is a consistent lighting tool for modern office landscapes.





Photo: Damian Werner

↑ Office Schneider, Fulda, Germany | Caleo PX Inverse



↑ light + building 2024, Frankfurt, Germany | Caleo

Caleo Evolution

↓ BV Waldholz, Fulda, Germany | Caleo Inverse GX



Photo: Martha Friedel

Code Zero

One shape, zero compromises



The ellipse has an outstanding significance both in mythology and in the history of architecture. Code Zero takes this original shape and creates a professional, modern lighting tool from it. Behind the simplicity of the shape lies a sophisticated high-tech bending process that enables different sizes.



→ BAMF Nürnberg,
Germany | Code Zero G3

Photo: Alexander Schwarz



Photo: Holger Meckbach

↑ Ziegler_Plößberg
Germany | Code Zero P3

Code Zero

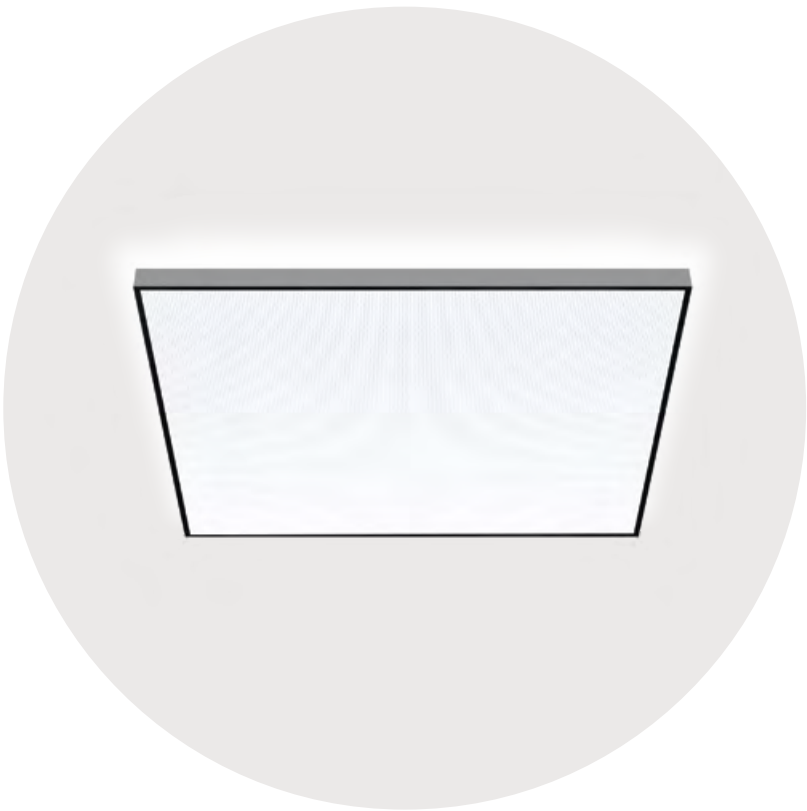
↓ UGC Plaisir, Paris,
France | Code Zero G3



Photo: Daniel Moulinet

Cubic

The art of minimalism



Cubic is one of the oldest Lightnet product families. It stands for the timeless cubic structures of architecture that outlast all trends for aesthetic and functional reasons. When designing this classic product, we were guided by the core idea of a cubic form that is as minimalist and uncompromising as possible.





Photo: HGEsch

↑ Microsoft, Cologne, Germany | Cubic P6

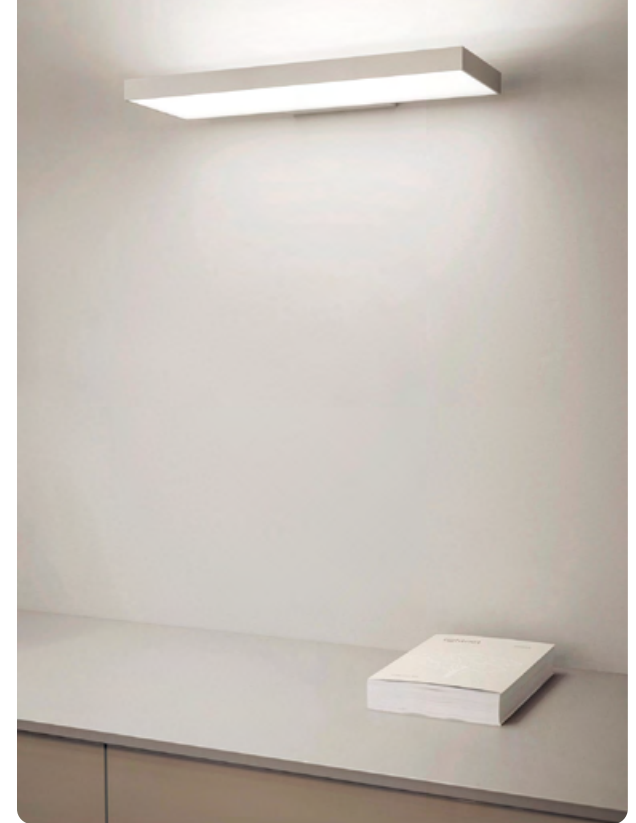


Photo: Felix von der Osten

↑ Lightnet_office_Cologne, Germany | Cubic

Cubic

↓ Visana, Bern, Switzerland | Cubic M4



Photo: Mabalux AG

↓ Sky Park, Bratislava, Slovakia | Cubic F5



Photo: kudiniphotography.com



Liquid Line

Unlimited freedom



Inspired by the organic, flowing forms of nature, our Liquid Line adapts perfectly to the shapes of the architecture and forms a coherent unit with the building. Thanks to its in-house production, its flexibility is unique on the market, enabling smooth transitions and blending with the rooms - for a unique architectural experience.



Photo: Sami Saastamoinen

↑ Deloitte, Helsinki, *Finland* | Liquid Line G3



Photo: Joachim Grothus

↑ Danfoss, Offenbach, *Germany* | Liquid Line

Liquid Line



Photo: Sami Saastamoinen

→ Deloitte, Helsinki, *Finland* |
Liquid Line G3



Photo: Krisztian Bodis

↓ Vodafone, Budapest, *Hungary* | Liquid Line G3

Lucille

Soft in shape, powerful in expression



Lucille directs the light exactly where it is needed. The luminaire head can be positioned flexibly and precisely and offers a wide operating radius of up to one metre. The high-quality, delicate form with precision joints made of aluminium has no visible cables, wires or cords. The timeless and clear design conceals efficient lighting technology with a luminous flux of 1000lm. Lucille can be dimmed via a touch field on the luminaire head. A large number of adaptations are available for various mounting options on tables and walls.





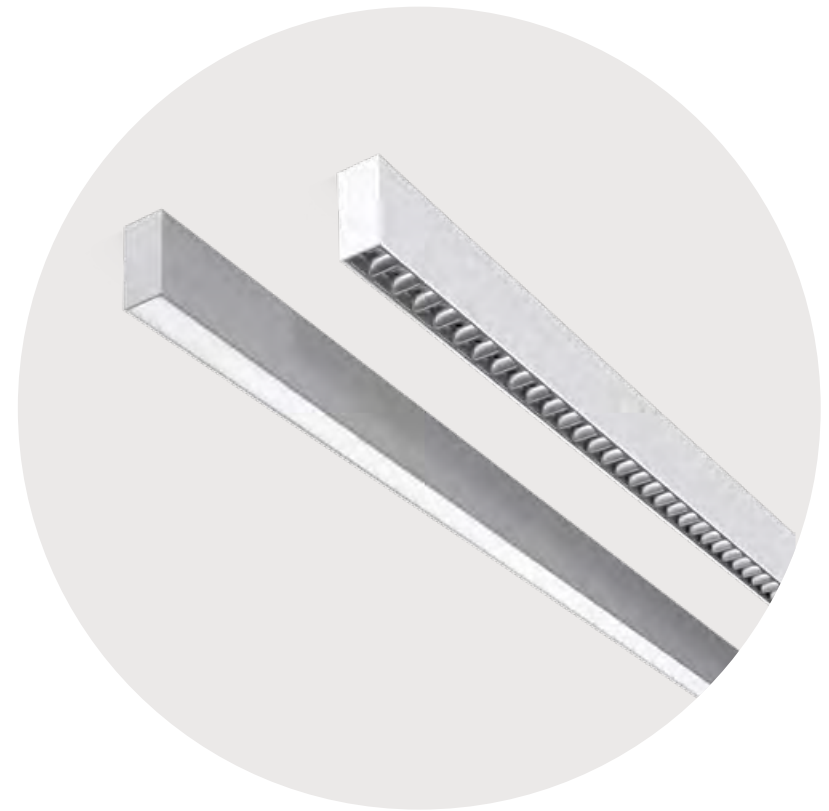
↑ KMT, Hamm, Germany, Lucille

Lucille



Matric

Perfect to the millimetre



Matric is the most variable light line system which, in addition to a comprehensive standard range, can always be manufactured to the millimetre according to specifications. Based on four light channel widths (system 25mm, 40mm, 55mm and 81mm), it offers a variety of different profile cross-sections for installation on walls and on and in concrete, plasterboard and modular ceilings.



Photos: Damian Werner

↑ Schneider Engineering GmbH, Fulda, Germany
Matric AX

↓ Infinity Office, Australia | Matric



Photo: Leithal Designs, light planning: LPA



↑ Centre Culturel Schouweiler, Luxembourg |
Matric FX

Matric



Midpoint

Selective lighting accents



Midpoint is an architectural LED spotlight system that impresses with its purist, geometric design and high-quality workmanship. Whether for track or as a recessed, surface-mounted or pendant spotlight or as a wallwasher – Midpoint is a flexible lighting tool and opens up a wide range of planning options.



↑ Centre Culturel Pontebier, Schouweiler, *Luxemburg* | Midpoint P8



Photo: Donal Murphy

↑ Service Now, Dublin, *Ireland* | Midpoint

Midpoint

↓ Restaurant Parsberg, *Germany* | Midpoint P7 + B7



↓ Restaurant Parsberg, *Germany* | Midpoint B7





Ringo Star

Brilliant all round



We have been producing our Ringo Star product series since 2010, making it a classic. Over the years, the series has been constantly expanded and optimised and now offers a comprehensive product system for the entire property. Three ring widths (40mm, 60mm and 100mm system) and diameters from 600mm to 8m allow maximum planning freedom. Compact, high-intensity versions are also available in diameters of 200mm, 270mm and 370mm.



↑ Conceptstore, Balingen, Germany |
Ringo Star

Photo: Jens Pfisterer

Ringo Star



Photo: Shoot the land, Firmin Dintat

↑ Marché de Royan, Royan, France |
Ringo Star

↓ Rathaus, Delbrück, Germany |
Ringo Star



Serenity

Enjoy the silence



The name Serenity stands for peace and serenity – values that can be felt in every fibre of our Serenity lighting family. Developed by textile designer Aleksandra Gaca, the 3D acoustic fabric impresses with its technical sophistication and visual elegance. With over 90% sound absorption, Serenity creates a pleasant acoustic atmosphere and is ideal for offices, conference rooms or restaurants. The precision lenses integrated into the fabric structure provide glare-free lighting with a UGR < 19. Serenity is available in three geometric shapes and four colour variants – both as a lighting element and as a pure acoustic element.





↑ light + building 2024, Frankfurt, Germany | Serenity

Serenity

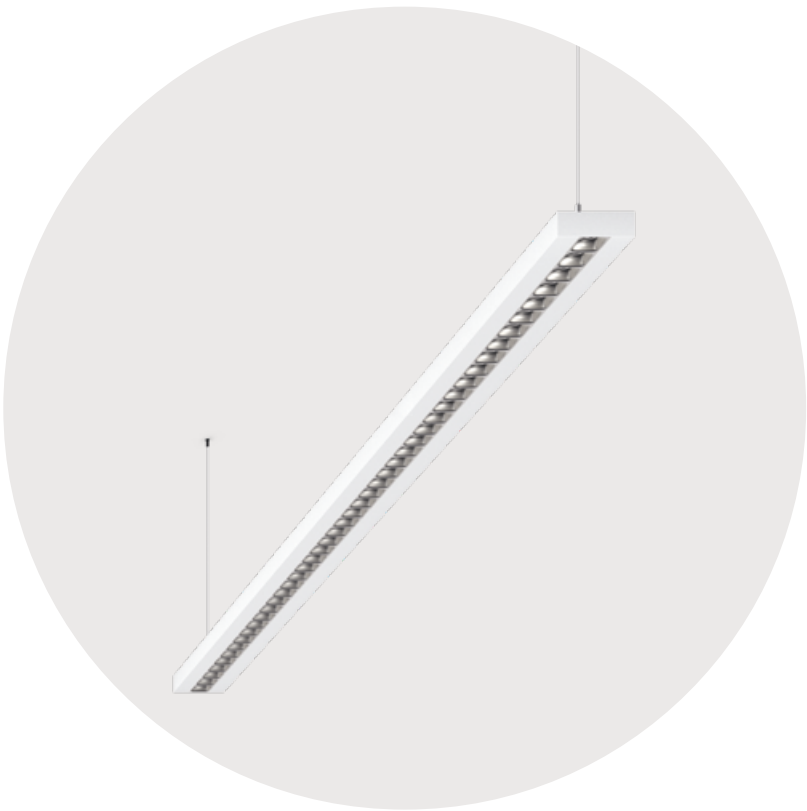


Photo: Sarah Strohecker

↑ Budapester Salon, Berlin, Germany | Serenity

Vision

The new generation



The completely revised fourth generation of the Vision system luminaire impresses with its innovative lens-reflector optics, minimised housing dimensions and comprehensive planning options. The directional light of the lens reflector optics combines high visual comfort thanks to the best possible glare control without annoying multiple shadows, wide illumination and maximum efficiency of up to 145lm/W. Microprismatic and opal optics as well as wall washers are also available.





Photo by Mike Smith on unsplash.com

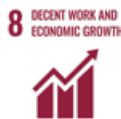
Our goals for sustainable development

Lightnet has a strong understanding of its responsibility to the environment, employees and all stakeholders. We believe that real change starts from within and can only happen in an organizational culture that fosters transformation, supported by the active involvement of top management.

Contributing to the achievement of Sustainable Development Goals, Lightnet actively supports the development and dissemination of environmentally friendly technologies. For many decades, the company has consistently improved lighting concepts with an emphasis on minimizing energy consumption. Aiming to reduce its environmental impact, Lightnet pays special attention to the selection of materials and technologies from the design stage. The company is committed to initiatives that promote greater environmental responsibility and supports a sustainable approach to environmental challenges.

The Sustainable Development Goals (SDGs), also known as the global goals, were adopted by the United Nations in 2015 as a universal call to action to protect the planet and ensure that all people live in peace and prosperity by 2030.

Since 2015, the SDGs have served as guidelines for how states, companies and people can contribute to reducing negative developments such as climate change, excessive consumption, environmental pollution, poverty and inequality in the world.



We have identified the following SDGs as those to which we can make the most significant contribution.

- **4 Quality Education**
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all
- We support **SDG 7** "Affordable and clean energy" by developing affordable and energy-efficient LED lighting solutions that reduce energy consumption.
- **7.2** Significantly increase the share of renewable energies in the global energy mix by 2030.
- **8.5** By 2030, full and productive employment and decent work for all, including young people and people with disabilities, and equal pay for work of equal value.
- **12.2** Achieve sustainable management and efficient use of natural resources by 2030.
- **12.5** By 2030, significantly reduce waste generation through prevention, reduction, recycling and reuse.
- We support **SDG 13** through the development of low-carbon LED lighting solutions and the ongoing commitment to reduce greenhouse gas (GHG) emissions in our operations.
- **13.2** Integration of climate change measures into national policies, strategies and planning.

With our partnerships with One Earth One Ocean and Scottish Wildlife Trust we support the following SDGs:



- **14 Life below water**
14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.
- **15. Life on Land**
15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.
15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.



Photo by Gabriel Lamza on unsplash.com

Our sustainability strategy

In 2022, we successfully completed our first materiality analysis. This analysis identified the topics that remain a central focus of our sustainability strategy.



Employee health and safety: We attach great importance to the well-being of our employees and are committed to ensuring safe and healthy working conditions.



Business ethics: Ethics and integrity are fundamental values for us. We strive to act responsibly and transparently and to ensure that our business practices meet the highest ethical standards.



Transparent communication: In order to achieve our goals and further expand our business, close collaboration with our stakeholders is of crucial importance. We are committed to acting with integrity in all our actions. Transparency and honesty towards our stakeholders are at the centre of this.



Climate policy: We recognise the importance of climate change and are actively committed to protecting the environment. Our climate policy aims to reduce greenhouse gas emissions and minimise our ecological footprint.



Circular economy: We are committed to a sustainable and resource-conserving economy. By promoting the circular economy, we reduce waste, utilise resources efficiently and recycle raw materials.



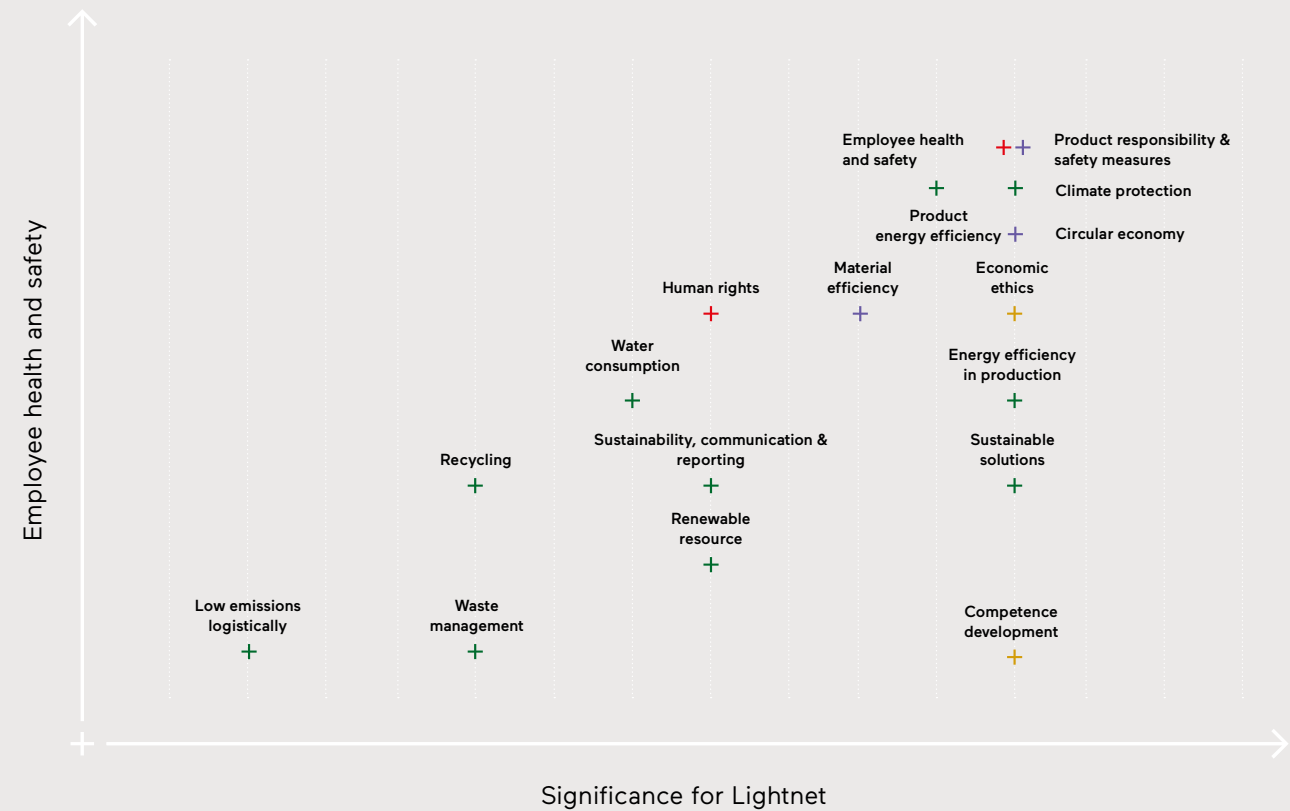
Energy efficiency of products: We emphasise the development and manufacture of energy-efficient products. Our aim is to minimise energy consumption and offer environmentally friendly solutions.

These identified topics form the guideline for our sustainability strategy as we continue to work on harmonising our corporate goals with a sustainable future.

Sustainable actions: Our path to net zero emissions



Materiality analysis: The topics relevant to us
in terms of sustainability



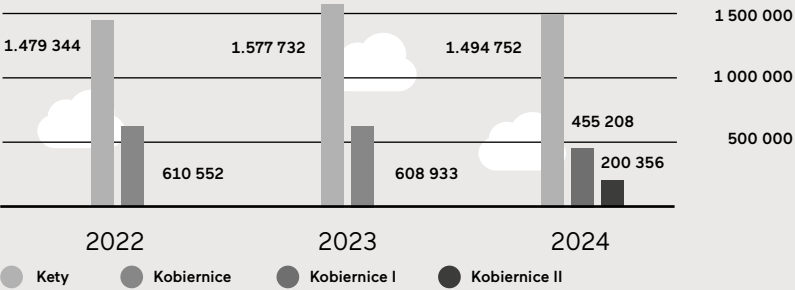
- + Identity, ethics and value creation
- + Products and services
- + Social responsibility
- + Responsibility for the environment

Our energy-saving measures in 2024



In addition to material consumption, Lightnet also monitors its energy consumption and the associated greenhouse gas emissions, which are mainly caused by heating and cooling. To manufacture our products, our production facilities in Kety and Kobiernice (Poland) are supplied with 100% renewable energy from photovoltaic systems and wind power.

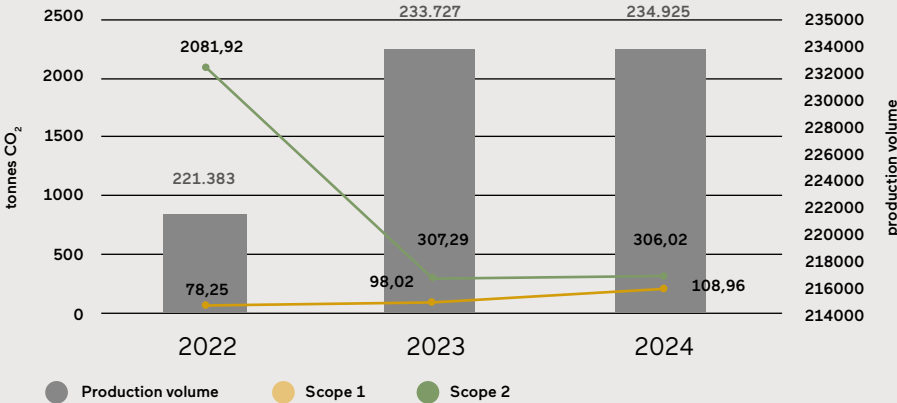
Energy consumption [kWh] at our production sites



7740 GJ - the total energy consumption of our production sites in 2024

For us as a lighting manufacturer, the efficient use of energy and the resulting energy savings are of central importance. We are constantly reviewing where we can source energy and were able to significantly reduce our energy consumption in 2024 despite an increase in production by sourcing renewable energy emissions.

Development of production volume*** and CO₂ emissions [tonnes CO₂e]



*** The unit of the production volume is in pieces
(Matric and Liquid Line have been converted from meters to number of pieces).

Since the beginning of 2023,
100%
of our energy consumption
has come from
renewable sources





Reduction of the
Scope 1* and **2****
Greenhouse gas emissions



Net zero emissions
across our entire
value chain

**30% reduction in the
Scope 3*** emissions**



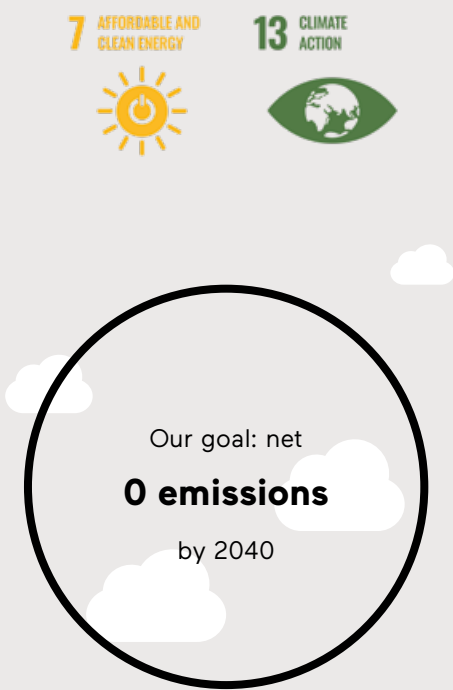
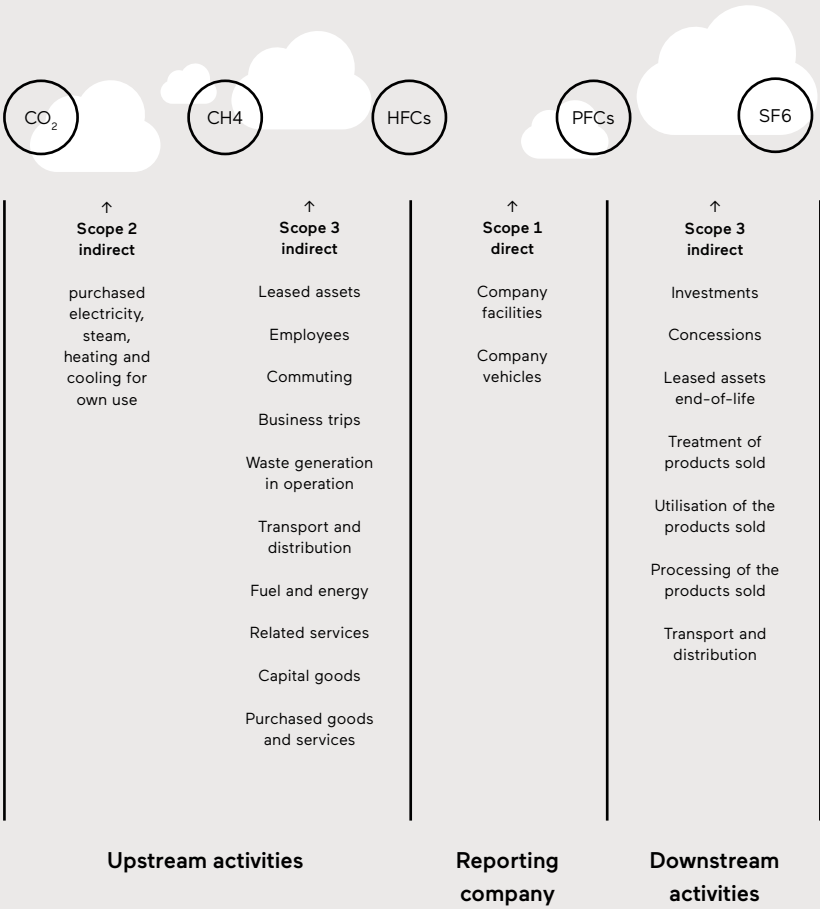
* Scope 1 includes all direct greenhouse gas emissions, such as primary energy sources consumed directly on company premises such as natural gas, heating oil, petrol or diesel.
** Scope 2 includes indirect greenhouse gas emissions resulting from the generation of procured energy such as electricity or district heating.

*** Scope 3 includes other indirect greenhouse gas emissions that are primarily associated with the company's activities. CO₂ emissions in Scope 3 include, for example, the consumption of energy in leased assets (e.g. properties, vehicles), the purchase of goods and services, waste disposal, water and wastewater, business travel and employee commuting.

Reduce emissions

Our business model is based on environmental sustainability. All of our activities and all of our revenue are closely linked to measures that generate sustainable benefits for the environment.

We are focussing on various areas in order to achieve our goal of net zero emissions by 2040. This includes in particular the reduction of Scope 1* and Scope 2** emissions.

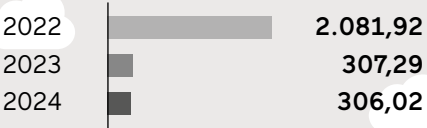


The focus of the reduction is on energy consumption and greenhouse gas emissions resulting from our own processes. Greenhouse gas emissions are accounted for in accordance with the requirements of the globally recognised Greenhouse Gas (GHG) Protocol.

The scope of greenhouse gas emissions relates to the processes within our company boundaries (Scope 1* and 2**). The emission factors are provided by the energy providers as far as possible. If emission factors were not directly available, we used standardised emission factors.

The energy consumption activity data is recorded and converted into kilograms of CO₂ equivalents (CO₂ e).

Reduction of Scope 2** emissions



Scope 1*, 2**, 3*** emissions

GHC Emission	2022	2023	2024
Greenhouse gas emissions – Scope 1 (direct) tonnes of CO ₂ equivalent	78,25	98,02	108,96
- Stationary combustion	58,25	67,91	73,93
- Mobile combustion	20,00	30,10	35,03
Greenhouse gas emissions – Scope 2 tonnes of CO ₂ equivalent	2.081,92	307,29	306,02
- Location based heat and steam	224,50	0	0
- Market based heat and steam	1857,42	307,29	306,02
Greenhouse gas emissions – Scope 3 tonnes of CO ₂ equivalent			204.444,00
- Purchased goods			6.726,05
- Capital goods			2.466,95
- Waste generated in operations			59,35
- Business travel			90,01
- Employee commuting			172,89
- Downstream transportation and distribution			486,83
- Use of sold products			194.442,00

Lightnet carefully monitors both direct and indirect greenhouse gas emissions along the entire value chain. This monitoring forms the basis for assessing the business impact and prioritising actions to reduce the company's carbon footprint.

Total GHG emissions in tonnes of CO₂ equivalent204.859,10

Development of GHG emissions according to Scope 1* and Scope 2** compared to 2023+ 2,33% since production volume has increased

* Scope 1 includes all direct greenhouse gas emissions, such as primary energy sources consumed directly on company premises such as natural gas, heating oil, petrol or diesel.
** Scope 2 includes indirect greenhouse gas emissions resulting from the generation of procured energy such as electricity or district heating.

*** Scope 3 includes other indirect greenhouse gas emissions that are primarily associated with the company's activities. CO₂ emissions in Scope 3 include, for example, the consumption of energy in leased assets (e.g. properties, vehicles), the purchase of goods and services, waste disposal, water and wastewater, business travel and employee commuting.

CO₂-reduced aluminium

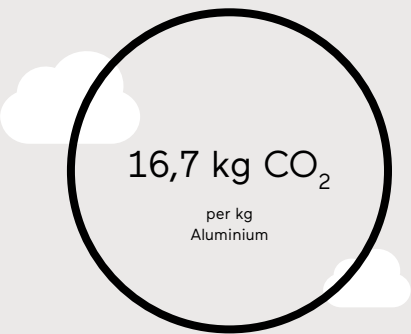
When sourcing aluminium, we rely on manufacturers who not only guarantee short transport routes to our plant, but also ensure sustainable production.

Aluminium is 100% recyclable, but is very energy-intensive to produce. It is therefore important that it is produced using renewable energy sources and recycled after use. When selecting our suppliers, we pay attention to the use of climate-friendly raw materials and renewable energies. As a result of this and the continuous improvement of internal processes and procedures, the manufacturers we select can offer aluminium that is produced with the lowest possible emissions and therefore demonstrably leaves a much smaller ecological footprint than the market average.

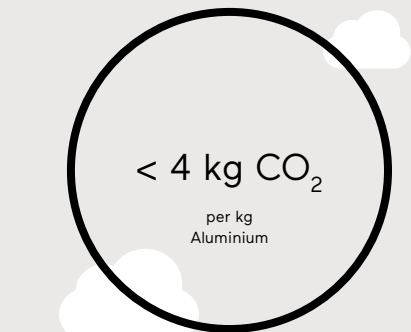
On average, 16.7 kg of CO₂ are emitted per kg of aluminium worldwide. The production of the aluminium purchased from Lightnet produces an average of less than 4 kg of CO₂ per kg of aluminium. Our aluminium suppliers focus on reducing the consumption of materials, water and energy as well as minimising waste and hazardous substances. They take a holistic approach to the product life cycle in order to reduce the environmental impact through an efficient aluminium waste recycling process. Our aluminium suppliers not only use their own waste, but also process more than 50% of existing aluminium, including completely used products, to produce new aluminium. The resulting waste is in turn used to produce new aluminium profiles – a flexible cycle. In addition, the transport routes to our plant are short.

The regular modernisation of the machinery and the implementation of measures in accordance with the principle of continuous improvement of the environmental management system in accordance with ISO 9001:2015 enable our suppliers to ensure full compliance with current legislation and to adapt quickly to new requirements.

Global average:



Lightnet:



Good to know:

Aluminium is infinitely recyclable
Few materials are as easy to recycle as aluminium. It requires only 5% of the energy needed to produce the original primary metal to recycle it. In fact, 75% of the aluminium ever produced is still in use.

Recycled aluminium is no different from new aluminium
Aluminium is a durable material. This means that it can be recycled several times without decomposing and its basic properties remain unchanged.

Effective waste management

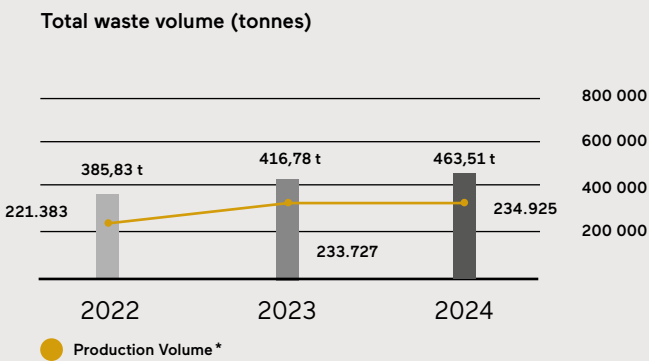


We contribute to promoting the circular economy by recycling and reusing materials, increasing energy efficiency and reducing the amount of waste in our value chain.

We are constantly striving to find new approaches to reduce our consumption of materials and packaging and to optimise the recycling of waste. During the assembly process in our production facility, we collect waste, separate it according to its composition and prepare it for recycling. The disposal and recycling of this waste is handled by an external company.

Lightnet also implements targeted measures to prevent the generation of waste and reduce the amount of waste. This is achieved by training our employees in waste management, rationalising the management of materials and raw materials and monitoring the quantity and type of waste produced. Specific projects focus on separating different types of waste, optimising waste streams and training our employees to avoid mixing recyclable and non-recyclable materials and thus minimise valuable waste.

To further minimise our environmental impact in connection with packaging, we have been using 100% plastic-free cardboard packaging since 2021. In making this switch, we also take into account the aspect of resource scarcity and favour recycled paper produced in our production facility wherever possible. The significant reduction in the amount of waste to be recycled is due to the use of waste paper.



We sort and reuse our cardboard waste directly for pallet production instead of sending it out for external recycling, which is why the recycled-waste rate is at its current level.

* The unit of the production volume is in pieces (Matric and Liquid Line have been converted from meters to number of pieces).

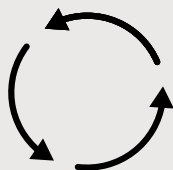
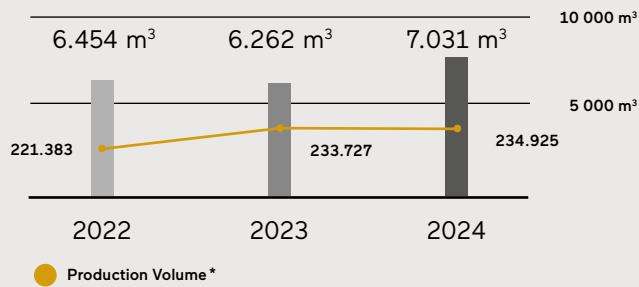
Water purification



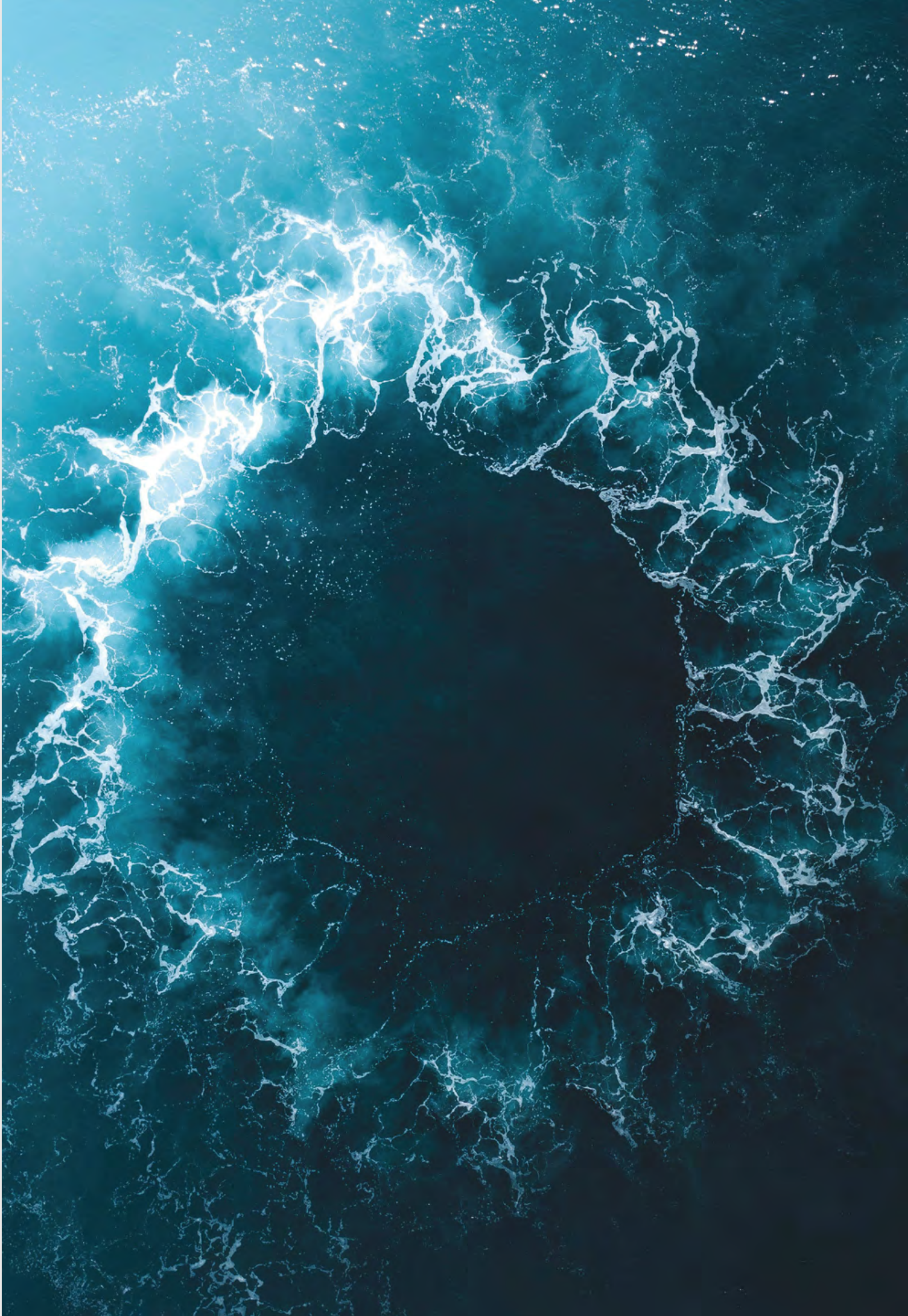
Lightnet operates a water treatment system that enables the recovery and reuse of resources during production in a closed cycle.

Lightnet's production facility in Kety is equipped with wastewater recovery and reuse systems that recycle the wastewater from production and then feed it back into the manufacturing process. The installation of water meters at all Lightnet sites enables us to continuously monitor water consumption and take appropriate corrective action in the event of deviations. The increase in water consumption from 2023 to 2024 is due to the increase in production leds.

Lightnet water consumption at the production sites



* The unit of the production volume is in pieces (Matric and Liquid Line have been converted from meters to number of pieces).





↑ The Lightnet UK team volunteering at Cander Moss, Scotland together with the Scottish Wildlife Trust.



Strong partners for our mission

At Lightnet, we place a high value on sustainability in every business decision we make. And our commitment goes further than that: we support organisations that are passionate about sustainability.

On 6 March 2025, Lightnet UK helped clear Cander Moss of birch trees that were drying out the Scottish peatland.

Peatlands cover only about three percent of the Earth's land surface but store approximately 600 billion tonnes of carbon – twice as much as all the world's forests combined. This enormous storage capacity makes them invaluable allies in the fight against climate change.

However, many peatlands have been degraded due to drainage and agricultural use, reducing their ability to store carbon. Protecting and restoring these ecosystems is therefore crucial for climate

protection. These unique landscapes are not only breathtakingly beautiful but also essential for biodiversity and water quality. That's why our Lightnet UK team rolled up their sleeves for a Volunteer Day at Cander Moss, a precious peatland, 10 meters deep, located about 30 minutes from Glasgow. In partnership with the Scottish Wildlife Trust, the UK team removed birch trees that were drying out the moor, helping to restore this fragile ecosystem.

In 2025, Lightnet is supporting the Scottish Wildlife Trust with donations, helping to protect and restore Scotland's peatlands. Our UK team wanted to go a step further and make a personal contribution to this important cause – actively taking part in the restoration efforts on-site. With over 80% of Scotland's peatlands in a degraded state, restoration efforts like these are crucial. We're proud to support the Scottish Wildlife Trust in protecting these vital habitats for the future.



↑ Birch trees, which extract water from the moor, were removed.

Endangered beauty and key to climate protection

Scotland's landscapes are breathtakingly beautiful. Majestic mountains, sparkling lochs and sweeping coastlines are joined by the rugged, unspoilt charm of the country's moors. Covering more than 20 per cent of the country, they are often underestimated. As well as providing a valuable habitat for rare plants such as peat moss and animals such as the Eurasian curlew and golden plover, they play a key role in climate change mitigation and water quality.

Intact peatlands store huge amounts of carbon – around 1,600 million tonnes in Scotland alone. This is equivalent to around three times the annual CO₂ emissions of the whole of the UK. They therefore play a vital role in sequestering greenhouse gases and slowing climate change. At the same time, they act like natural sponges, absorbing water, filtering pollutants and helping to improve the quality of drinking water.

This makes it all the more important to protect and restore these valuable habitats. Since 2025, we have therefore been supporting the Scottish Wildlife Trust, Scotland's leading nature conservation organisation, in achieving precisely this goal.

Our partnership focuses on two peatland sites: Cander Moss, about 30 minutes from Glasgow, and Bankhead Moss, about an hour from Edinburgh.

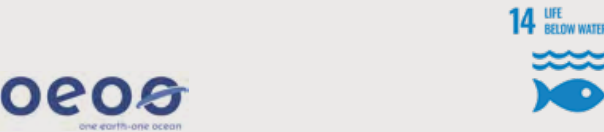
A big thank you to Chris and Sarah from the Scottish Wildlife Trust who guided us through the day and from whom we were able to learn a lot about the peatland.



Freeing the oceans from plastic

Our partnership with One Earth One Ocean
Since 2024, Lightnet Germany has been supporting the One Earth One Ocean association and the "SeeKuh" cleaning ship, which removes ghost nets from the Baltic Sea.

Ghost nets – lost or abandoned fishing nets – make up an estimated 10% of the world's plastic waste in the oceans. These nets are made of durable materials such as nylon or polyethylene, which do not decompose for years. Not only do they pose a significant threat to marine mammals, fish, seabirds and shellfish, they also break down into microplastics over time, releasing harmful substances such as plasticisers and waterproofing agents.



↓ Team Lightnet Cologne on a sailing boat tour through the Kiel Fjord.



Insight into the work of oeoo
In the summer of 2024, we had the opportunity to visit One Earth One Ocean during Kiel Week in Kiel, Germany. On board the 'SeeKuh', we gained exciting insights into maritime waste management and the challenges of dealing with microplastics. This visit made a deep impression on us, gave us food for thought and provided valuable inspiration. We therefore look forward to continuing to support oeoo in 2025.

A big "Thank You" goes to Günter Bonin, Dr Rüdiger Stöhr and the entire One Earth One Ocean team for their tireless efforts and inspiring partnership.

Find out more on: www.lightnet-group.com/en/together-for-tomorrow

Cycling for a greener future

Sustainability also means fostering an environmentally conscious culture within our company. That's why we offer initiatives like JobRad, allowing employees in Cologne to lease e-bikes and bicycles at a tax advantage, promoting both green mobility and a healthy lifestyle.

Lightnet enables its employees in Cologne to lease e-bikes and bicycles through JobRad, benefiting from attractive tax advantages. This initiative allows our team to enjoy a healthy, sustainable, and cost-effective mobility solution. By choosing a JobRad, employees can commute in an environmentally friendly way while reducing their carbon footprint. At the same time, they benefit from financial savings compared to a conventional purchase. With this offer, we support an active lifestyle and contribute to a greener future.



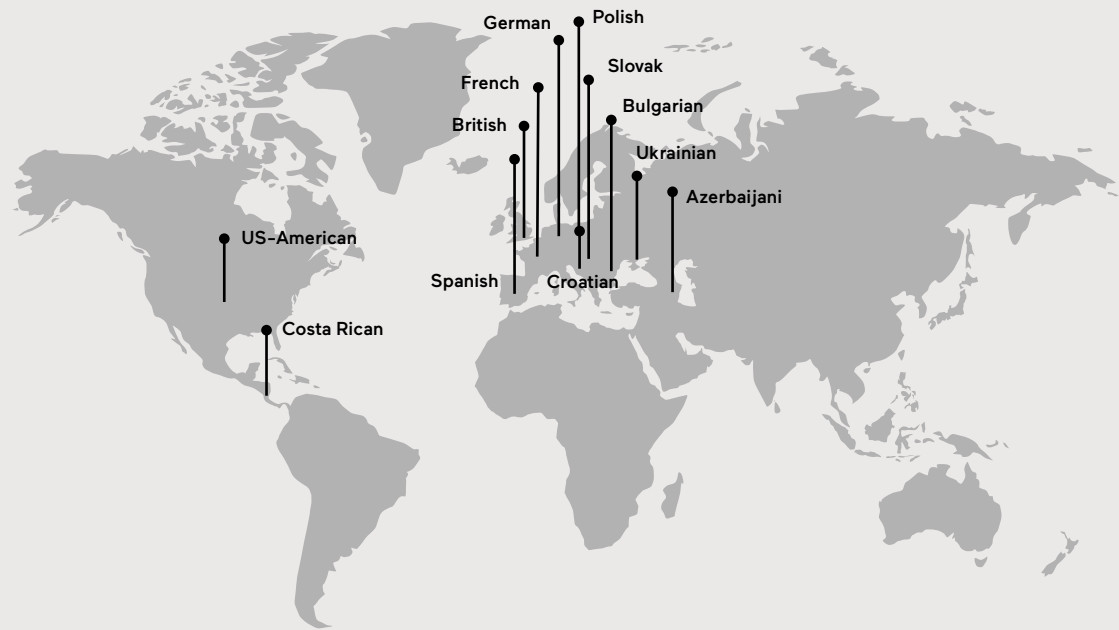
↑ Eco-friendly on the go: Stefanie from Lightnet Cologne rides her e-bike to work every day, accompanied by her dog Bobby.

Diversity inclusion & equality

12

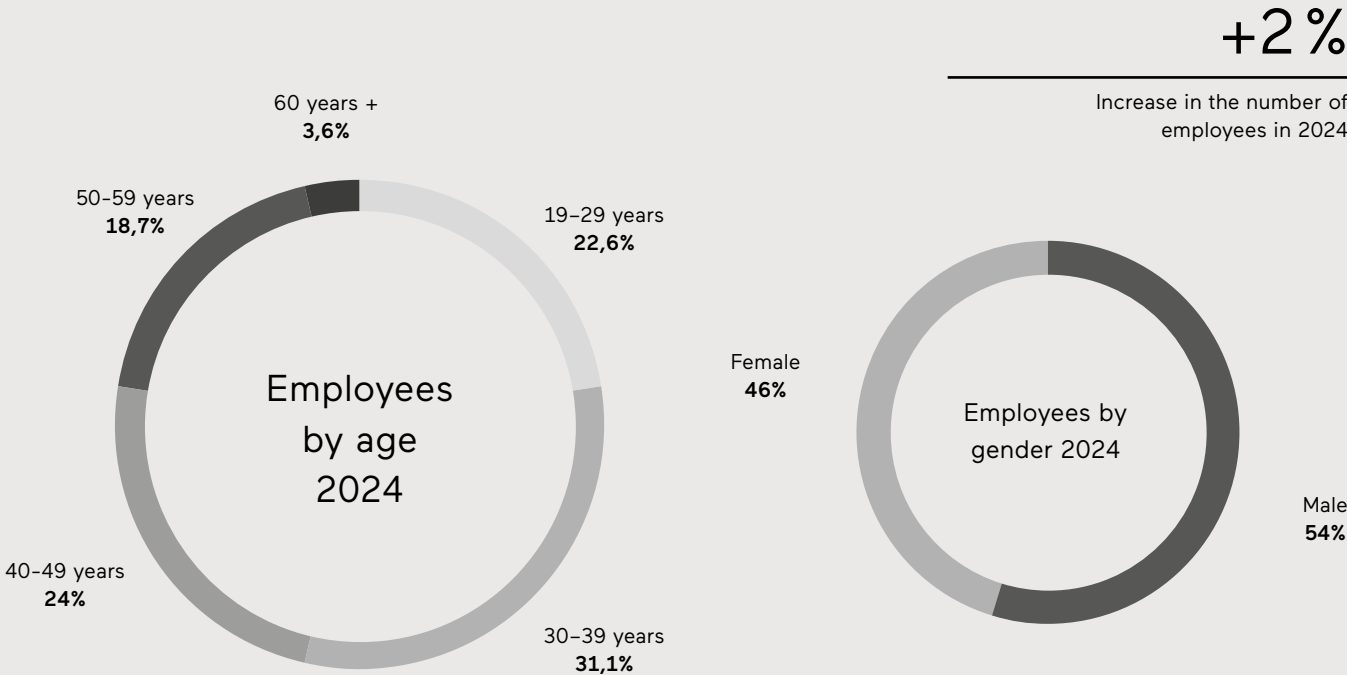
Nationalities

Equal pay for equal
performance



12 nationalities. One team.

Different perspectives are the basis for success. We rely on multiculturalism and a team from over 12 nations. Because we know: Creativity needs diversity. That's why we promote inclusion, respect every individual regardless of origin or gender and pay equal pay for equal performance.



Equal opportunities for all

Equal treatment of all employees, regardless of their age, gender, origin or other personal characteristics, forms the basis for equal opportunities.

In 2024, Lightnet had a total of 603 employees, an increase compared to the previous year (591). The continuous growth in recent years, the high number of permanent contracts with 74,3% and the comparatively low fluctuation rate are evidence of Lightnet's ongoing commitment to the well-being of its employees.

All employees	2022	2023	2024
Lightnet GmbH Germany – Köln	40	43	44
Lightnet Poland – Kety	124	155	124
Lightnet Poland – Kobiernice	359	382	366
Lightnet Poland – Kobiernice II	–	–	60
Lightnet UK	4	4	2
Lightnet France	1	1	2
Lightnet USA	2	5	4
Lightnet Mexico	1	1	1
Total	531	591	603



All employees Location	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Lightnet GmbH Germany – Köln	22	19	27	16	25	19
Lightnet Poland – Kety	56	68	71	84	56	68
Lightnet Poland – Kobiernice	203	156	210	172	192	174
Lightnet Poland – Kobiernice II	–	–	–	–	47	13
Lightnet UK	3	1	4	–	2	–
Lightnet France	1	–	1	–	2	–
Lightnet USA	1	1	3	2	1	3
Lightnet Mexico	1	–	1	–	1	–
Total	286	245	317	274	326	277



Non permanent workers

In our organization, we engage various groups of workers, including individuals who are not formal employees but provide services under civil law contracts. This includes independent contractors, freelancers, temporary workers, and those employed through temporary employment agencies.

As of December 31, 2024, 69 workers of our workforce consists of non-permanent workers. Most of these individuals are engaged in projects requiring specific technical skills as well as tasks related to short-term operational needs.

We ensure that all our collaborators, regardless of their employment status, have access to safety training and are treated fairly in terms of compensation. We have also implemented policies that ensure these workers have access to the necessary resources to perform their tasks, such as essential tools and technical support. Furthermore, we ensure that the working conditions for these individuals comply with applicable labor laws and regulations regarding temporary employment. We regularly monitor their employment status to ensure we meet legal requirements and treat them equitably, in line with permanent employees.

Health, safety, wellbeing of our employees

The health, safety and wellbeing of our employees is of paramount importance to Lightnet. The Lightnet workforce is at the centre of strategies aimed at creating an inspiring, inclusive and motivating work environment.

We believe that all accidents are preventable and that with the right culture, training and tools, we can achieve an injury-free workplace. Our positive health and safety record helps to build trust in our organisation while demonstrating that we are fulfilling one of our most important responsibilities to our employees and their families.

Lightnet has a zero incident philosophy in 2024. We are working systematically and targeted to ensure that our employees have a safe workplace and feel protected.



Programs for upgrading employee skills and transition assistance programs

We invest in the development of our employees in their respective roles by providing opportunities to participate in courses, training sessions, workshops, and conferences related to their specific areas of expertise.

Incidents of discrimination and corrective actions taken

Attractive workplace is a key part of our strategy. We truly believe that engaged employees deliver better results. Feeling welcome, safe and respected at work is the right of every employee. Our company upholds a strong commitment to fostering a diverse and inclusive work environment. We do not tolerate any form of discrimination based on gender, age, disability, sexual orientation, race, nationality, ethnic origin, religion, or belief. We strive to ensure that all individuals are treated with dignity and respect, and we actively promote equality of opportunity for all employees, regardless of their personal characteristics.



Training for personal and professional development

In 2024, Lightnet conducted a total of 1975 hours of training for its employees, which corresponds to an average of 3,6 hours per employee.

As in the previous year, Lightnet has committed to providing appropriate training for all employees in the coming years, regardless of their employee category or contract type. Employee training is an integral part of any successful company. Further training has a positive effect on employee satisfaction, performance and loyalty to the company. By providing our employees with comprehensive training, we enable them to realise their full potential, which makes our organisation more competitive.

+41 h

Training hours in 2024

Training hours	2022	2023	2024
Total number	1.767	1.934,25	1.975,5
perceived by women	553,5	487,75	617,5
perceived by men	1.213,5	1.446,5	1.358
Hours per male employee	4,7	4,9	4,6
Hours per female employee	2,5	2,0	2,4
Hours per employee	3,7	3,3	3,6



Corporate governance & outlook

In accordance with GRI 2-14, our highest governance body ensures that sustainability is fully integrated into our business strategy and reporting. Senior management actively monitors sustainability initiatives, aligns them with corporate objectives and ensures transparency, accountability and progress tracking. We pursue strategies that support production and business development, guided by ethical practices and a culture of mutual respect. We measure our success not only by the magnitude of our achievements, but also by the responsibility with which we realise them. To maintain the highest standard of performance, we utilise sustainable solutions. The management team is actively involved in providing the resources required for the smooth running of the company.

Lightnet's management team is committed to the implementation of the SDGs, in particular the protection of international human rights in its field of activity. The company takes concrete measures to ensure that these are respected and complied with at every stage of the company's operations.

Every year, as part of our ISO 9001/14001/50001 certification, we carry out comprehensive analyses of economic, social and environmental impacts and identify the associated risks and opportunities.

Our management systems allow us to assess workplace risks in detail using a risk matrix, and to effectively monitor and minimize environmental risks by implementing appropriate control measures. This enables us to reduce the potential impact of our operations on the environment.

Sustainability governance and responsibility at lightnet

Lightnet is committed to compliance with ethical and moral principles. Values such as integrity, respect, tolerance, discretion, reliability, trust are our fundamentals. We respect personal and human rights and the rejection of child and forced labor.

Compliance with all national and international laws and regulations is a top priority at Lightnet. The overall strategic direction for Lightnet's work in the area of sustainability is determined by the Executive Board. Ultimate responsibility for sustainability issues lies with the Group's management. Corporate governance is based on ensuring that all parts of the Group comply with the laws and regulations of each country, such as competition rules, environmental laws, labour laws and collective agreements that affect our operations. Lightnet respects international human rights conventions, which serve as a guide for all our own activities. Child labour or work performed under labour or labour performed under coercion or threat of violence will not be tolerated under any circumstances. In all contexts, there is zero tolerance for all cases of bribery and corruption. Lightnet also upholds our corporate principles such as occupational safety and environmental protection through the conscious use of resources and the continuous improvement of product efficiency.

GRI
2-27

GRI
2-29

Approach to stakeholder engagement

Lightnet maintains an open, transparent and interest-oriented dialogue with all parties involved. As an international group of companies, we operate in a complex ecosystem of stakeholders with different communication needs. We recognise the challenges posed by language and cultural barriers and actively work to overcome these to ensure effective communication at all levels. This approach enables us to take advantage of growth opportunities while minimising risks for Lightnet and its stakeholders. Making responsible decisions, especially in the context of sustainable development, requires a multi-dimensional approach and open dialogue. We believe that these elements are essential for long-term success and sustainability. We maintain an open and dynamic dialogue with our stakeholders – customers, suppliers, employees and applicants – using a variety of tools and communication channels. Working closely with our customers enables us to better understand their needs and expectations, while strong partnerships with suppliers, research centres and universities promote the development of innovative, sustainable solutions.

Modern digital technologies allow us to engage stakeholders quickly and efficiently on a large scale, regardless of distance. However, nothing replaces the value of face-to-face meetings and events that build authentic relationships and provide a deeper understanding of our products and our corporate philosophy. In practice, the best results are achieved by combining different forms of communication. For example, presenting products via digital channels is convenient, but the quality, functionality and design of the products can only really be experienced in face-to-face meetings, at trade fairs or during customer visits.

At Lightnet, we believe that sustainability is not a destination, but a continuous journey. We sincerely thank our employees, customers, and partners for their trust, commitment, and collaboration. Together with you, we are shaping a brighter, greener future – together for tomorrow.

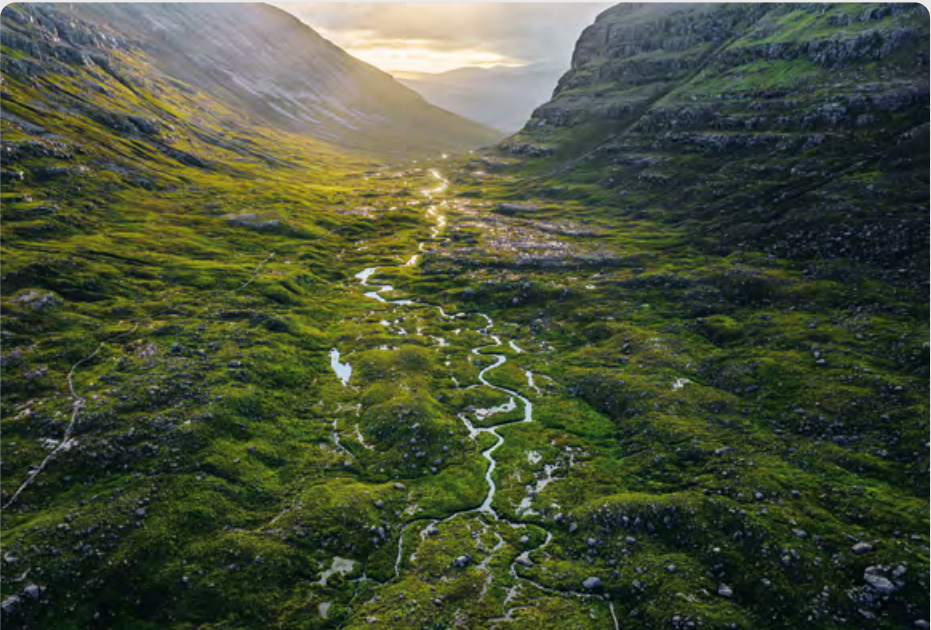


Photo by Joshua Earl on unsplash.com

GRI Content Index

This report covers the period from January 1, 2024, to December 31, 2024, presenting key aspects of our sustainability performance during this time. The report is published annually. To ensure transparency, comparability, and accuracy, it was important to us to refer to an established framework of standards. For this reason, this sustainability report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The following table lists the relevant GRI indicators and refers to the respective sections of this report where these topics are addressed.

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Further details on our sustainability strategy and goals can be found in the relevant sections of this report.
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