

An aerial photograph of a vast, dense forest. The trees are mostly coniferous, with some showing signs of autumn, displaying yellow and orange hues. The sunlight is bright and warm, creating a strong lens flare effect in the upper right corner and casting a golden glow over the entire scene. The perspective is from directly above, looking down into the canopy.

lightnet

Sustainability report
2025



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Dear readers,

“Together for tomorrow” – guided by this core principle, we at Lightnet are consistently shaping our path towards responsible and forward-looking corporate development.

We are convinced that acting responsibly is not an afterthought, but an integral part of our corporate strategy. In the first part of this report, we explain our approach and demonstrate how it shapes our actions across all areas of the business. We also introduce our sustainability team, which develops and implements measures designed to achieve measurable results.

To ensure transparency and comparability in the classification of our activities and targets, this report is based on the international GRI Standards (Global Reporting Initiative).

The second part focuses on our product range and the continuous development of our portfolio. With innovative product families such as Microcell, we are expanding our range with solutions that combine high lighting performance with architectural precision: excellent glare control, high efficiency of up to 160 lm/W, minimised profile heights, uniform wall illumination and reduced shadow formation.

The comprehensive range extends from linear to compact formats and offers a variety of optics as well as seamless soft-edge variants. The focus is on durable, highly efficient and dismantlable luminaires that take aspects of the circular economy into account and are designed to use resources as efficiently as possible.

In the third part, we report on specific measures that we are implementing throughout our value

chain – from reducing energy and water consumption and using aluminium with a reduced carbon footprint to plastic-free packaging and the consistent reduction of waste.

We also present inspiring partnerships, including the collaboration between Lightnet France and the organisation Boomforest. As part of this partnership, Lightnet France supports the planting of so-called ‘mini-forests’ in Paris. During a joint visit with Boomforest founder Damien, the team explored two of these mini-forests and experienced their impact on the urban environment first-hand.

Finally, we provide an insight into our multinational team, which is helping to shape the continued development of our company and responsible solutions worldwide – with creativity, openness and a strong sense of responsibility.

We thank you for your interest and support and invite you to continue on this journey with us – for tomorrow.



Photo: Felix von der Osten



Boomforest is a non-profit organisation that creates participatory urban mini-forests in Paris and Lyon using the Miyawaki method. This Japanese approach enables particularly dense, site-specific and biodiverse planting, allowing self-sustaining, near-natural forest ecosystems to develop within just a few decades. As a pioneer of the method in France, Boomforest has already created around 30 mini-forests, helping to make cities greener, more resilient and more liveable. Each planting project is carried out together with local residents. People of all ages plant the trees themselves, creating spaces for both community involvement and environmental action.

Lightnet France supports Boomforest in its mission. www.boomforest.org/nous-soutenir

boomforest.org



Lightnet in figures

GRI
2-1 Organisational details



2001	653	12
Founding year	Employees	Nationalities

7	20.000
Locations	Square meters production area

Main sales market	Sold in
Germany	> 50 countries

15	100%
Product families	Inhouse production

Certified quality



Together for tomorrow

Lightnet specialises in the aesthetic integration of light and architecture – with LED technology developed in-house, a deeply rooted awareness of resources and a high level of vertical integration. We manufacture almost every component of our luminaires ourselves, down to the smallest detail. Across seven locations worldwide, our 653 colleagues contribute their commitment and ideas to shaping Lightnet anew every day. Together with our employees, customers and partners, we continuously work to use resources more consciously, further develop our processes and take responsibility for the way we do business. Together for tomorrow.



← Our sustainability team is passionately committed to developing environmentally responsible solutions.

The Three Pillars of Our Sustainability Strategy

Our goal is to use resources responsibly and continuously reduce the environmental impact of our business activities. The three pillars of our business strategy reflect our core values and our commitment to continuously developing our lighting solutions while combining innovation, environmental protection and social responsibility.



Rethinking Light
Innovation is at the heart of our company. At Lightnet, we believe that continuous innovation is key to addressing the challenges of tomorrow.

Conserving resources
Environmental protection is a key priority for us. That is why we are working to use resources in our products and processes more responsibly and to continuously improve our environmental performance.

Taking Responsibility
We see responsibility as a shared commitment. That is why we work with partners who are dedicated to protecting the natural environment.

Rethinking Light



Our Research and Development department works continuously to develop new technologies and designs that not only meet current requirements but also anticipate future needs.

Innovation with Responsibility

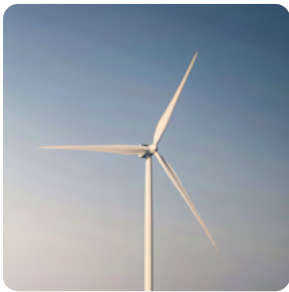
Through innovative approaches and creative solutions, we work to improve the efficiency of our products while specifically reducing their use of resources and energy. The following 16 key principles show the specific areas in which we are taking action.



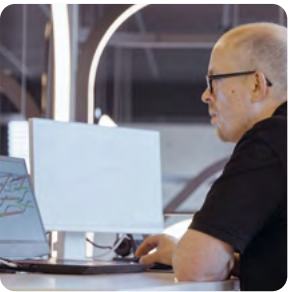
100%
in-house production



100% water-purified LED circuit
board production



100%
natural electricity



100% intelligent on-demand
production



Low CO₂ aluminium



Natural materials



Steel produced using
renewable energy



0% plastic in packaging



100% Human
Centric Lighting



Modular 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



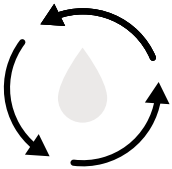
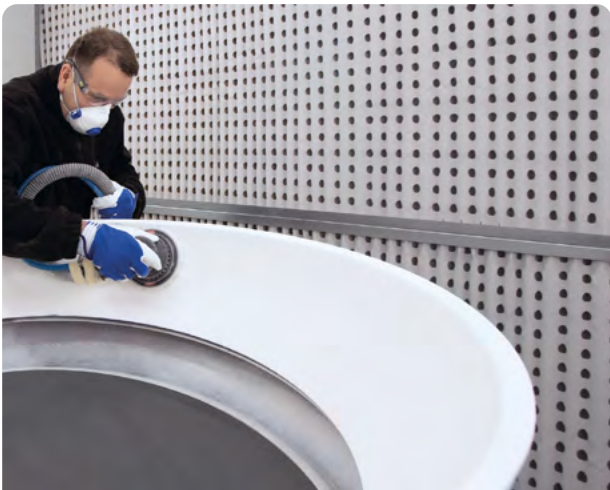
Careful selection of suppliers

100% In-house Production

High-Tech Manufacturing with a High Level of Vertical Integration

We manufacture all our products ourselves and have a high level of in-house vertical integration. This enables us to produce almost every component of our luminaires ourselves – from unpopulated PCBs and optical components to surface finishing and final assembly.

This high level of vertical integration gives us close control over quality, processes and the materials used throughout production. At the same time, we continuously analyse and optimise our production processes to use resources more efficiently, further develop our processes and gradually reduce our environmental impact. This approach requires high standards on our part and continuous investment in our manufacturing capabilities. We consider it an important part of responsible and forward-looking corporate development.



LED PCB Production Using Purified Water

We operate a water treatment system that enables resources used in production to be recovered and reused in a closed loop. Our production facility in Kety is equipped with recovery and recycling systems that treat wastewater from production and return it to the manufacturing process.

Water meters installed at all Lightnet locations enable us to continuously monitor water consumption and take appropriate corrective action in the event of deviations.



Photo by Igor Lepilin on unsplash.com

100% Renewable Electricity

All electricity used in the production of our luminaires comes from renewable sources.

Steel produced using renewable energy

Our sheet steel (up to 1.5 mm thick) is manufactured using a high proportion of recycled scrap and 100% renewable electricity.

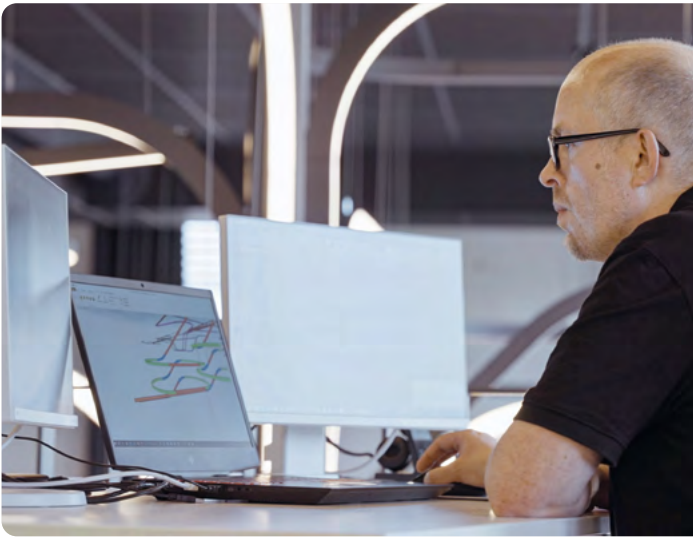


100% Intelligent On-Demand Production

Traditional stockholding of materials and components not only ties up capital and limits business flexibility – it also requires resources and energy. That is why we have maximised the flexibility of our order-based production processes to the point where production only begins once an order is placed.

The ordered product is then manufactured in full within a short period of time, including its electronic components. Our approach, based on the principles of Industry 4.0, ensures that our employees are closely connected with the relevant machines, equipment and sensors.

This intelligent network enables us to produce customised solutions efficiently. As a result, every Lightnet luminaire is unique – just like the architecture it is designed to illuminate.

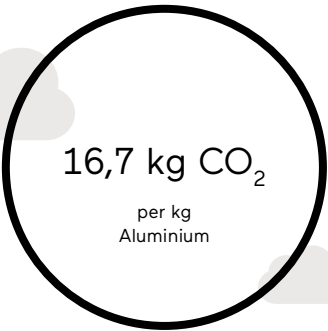


Low-carbon aluminium

Aluminium is 100% recyclable, but its production is highly energy-intensive. It is therefore important that it is produced using renewable energy sources and recycled after use.

When selecting our suppliers, we pay particular attention to the use of low-carbon primary materials and renewable energy. Combined with the continuous improvement of internal processes and operations, this enables our selected manufacturers to offer aluminium produced with the lowest possible emissions and with a demonstrably much lower environmental footprint than the market average.

Global average:



Lightnet:

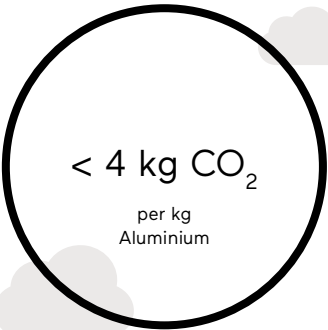


Photo by Patrick Pankalla on unsplash.com



Photo by Jorgen Haland on unsplash.com



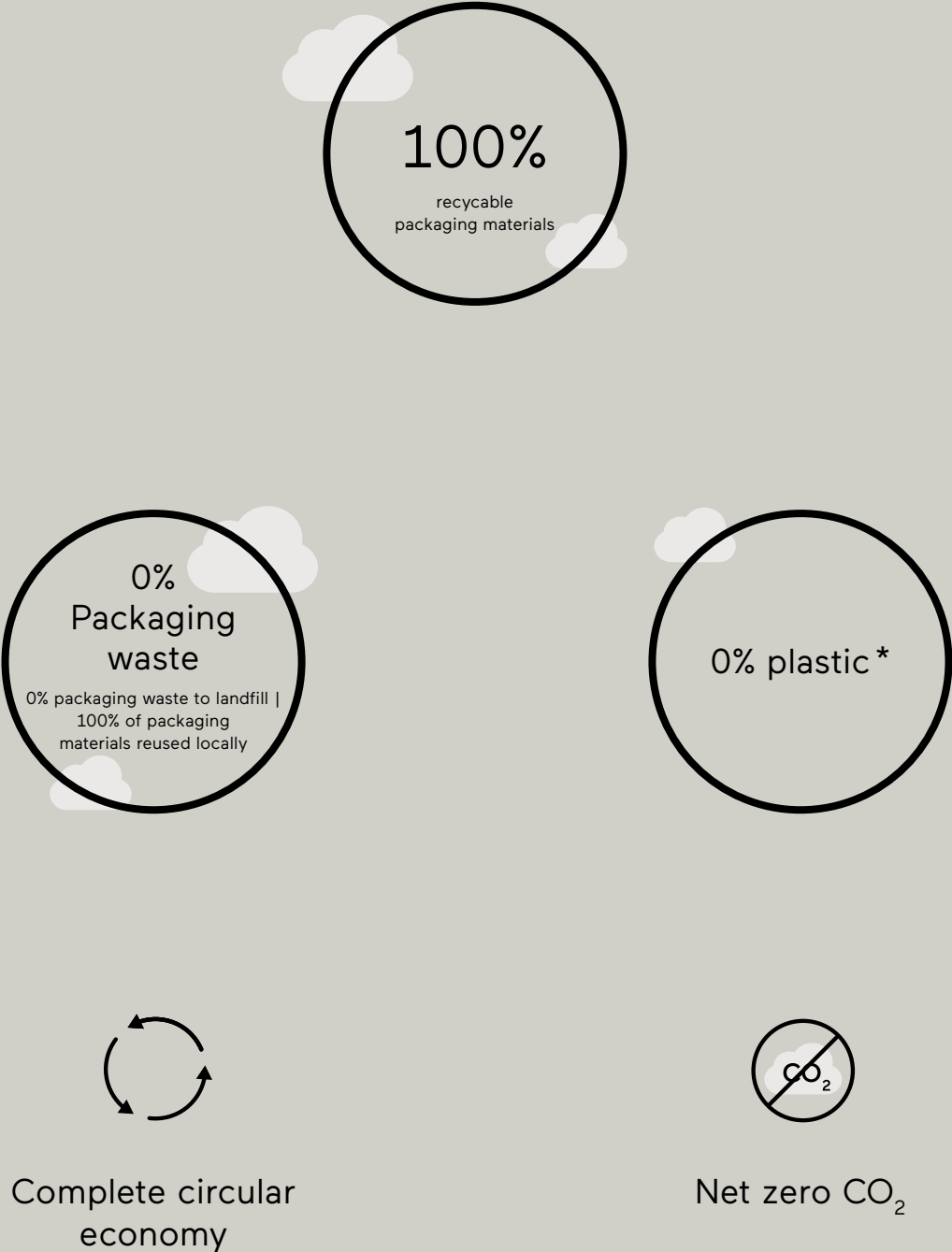
Natural materials

For our sound absorbers, we primarily use locally sourced natural wool, as wool naturally offers excellent properties for creating a comfortable indoor and working environment.

Compared with conventional synthetic foams, wool, as a natural fibre, offers distinctive material properties and can biodegrade at the end of its life cycle. Our acoustic modules are made from sheep’s wool sourced from Switzerland and southern Germany. The surface is made of high-quality loden, while the backing and core consist of several layers of wool with different densities, fibre orientations and fibre fineness. This creates high-performance acoustic solutions made from natural materials.

The manufacturer from whom we source the wool follows a resource-conscious approach throughout the entire value chain – from collecting the raw wool to processing it. Wherever possible, unused wool is put to further use: for example, remnants from non-woven production are returned to the manufacturing process.

Since 2022:



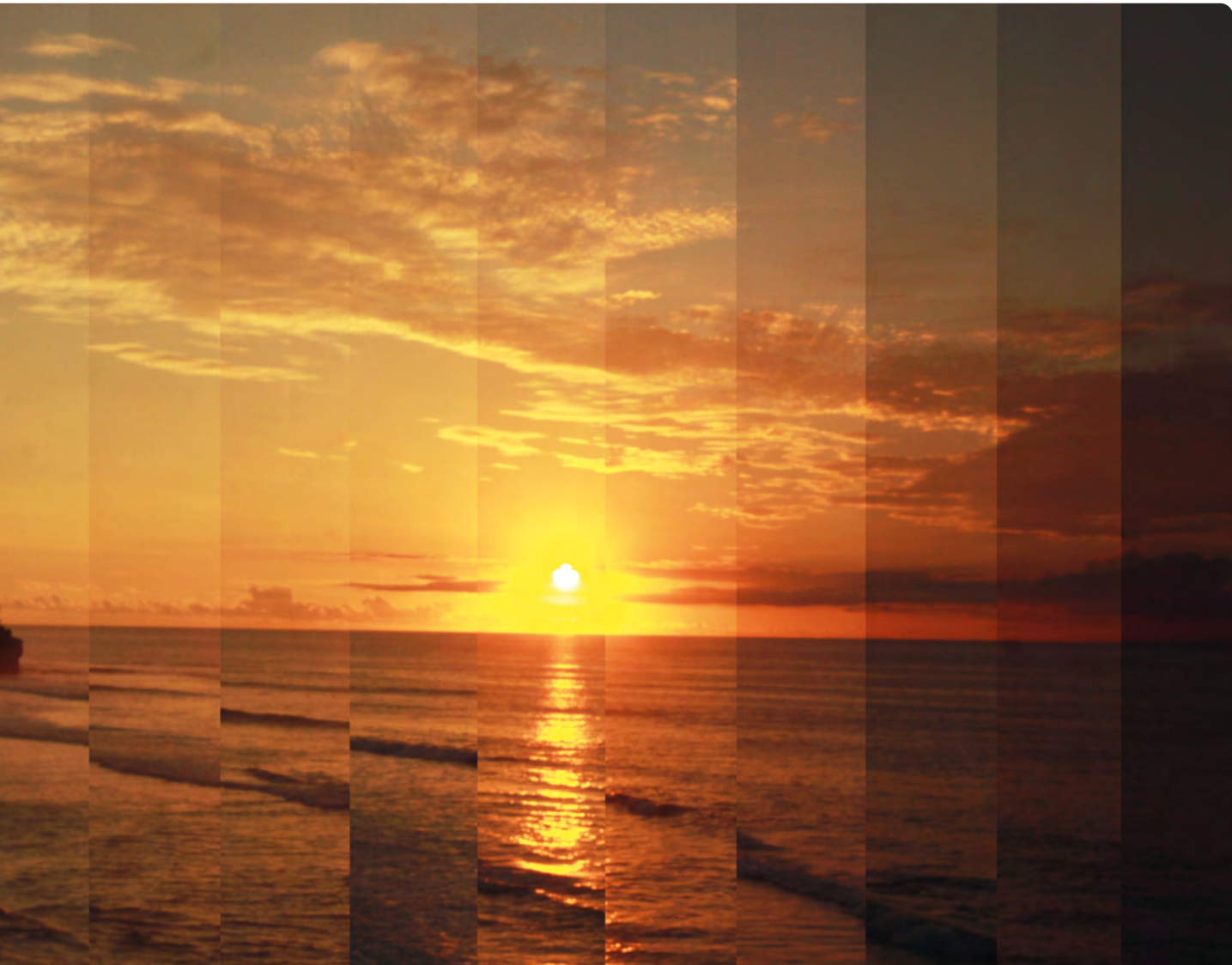
Plastic-free packaging

The packaging protects our products from external factors and helps ensure they reach our customers undamaged. We produce our own packaging as and when required – every scrap is processed directly into pulp. And this pulp is then used to make new packaging components. 0% of our packaging waste goes to landfill, with 100% recycled locally. Our packaging is made entirely of cardboard, with no polystyrene inserts and no plastic film*. Since 2023, we have been manufacturing 100 per cent of our recyclable packaging materials in-house at our production facilities.

* Only the pallet prepared for shipment to the customer is wrapped with recycled polypropylene strapping and recycled stretch film from certified sources. Paper-based alternatives to stretch film and paper strapping do not meet our safety requirements and are not weather-resistant. We have tested all solutions currently available on the market. We continue to monitor developments in the packaging industry and look for even better materials.

100% Human Centric Lighting

Human Centric Lighting (HCL) is a lighting technology designed to support people’s well-being and performance by adapting the light spectrum to the natural rhythm of the day. By taking into account light intensity, colour temperature and atmosphere throughout the day, HCL can help improve concentration, regulate the sleep–wake cycle and promote overall well-being. This innovative technology creates an optimal lighting environment in offices, educational facilities and healthcare settings.



Design for longevity

Modular design is an integral part of our product development. Our products are designed so that they can be disassembled into their individual components. This facilitates maintenance and repair and supports the targeted recovery of individual materials for recycling.

We focus on timeless designs and carefully considered constructions that combine functional, aesthetic and technical requirements. Every element is carefully selected to extend the service life of our products and support the responsible use of resources.

The modular design allows products to be adapted to changing requirements and extends the useful life of our solutions. With this approach, we develop durable products designed with reparability, flexibility and the responsible use of materials in mind.



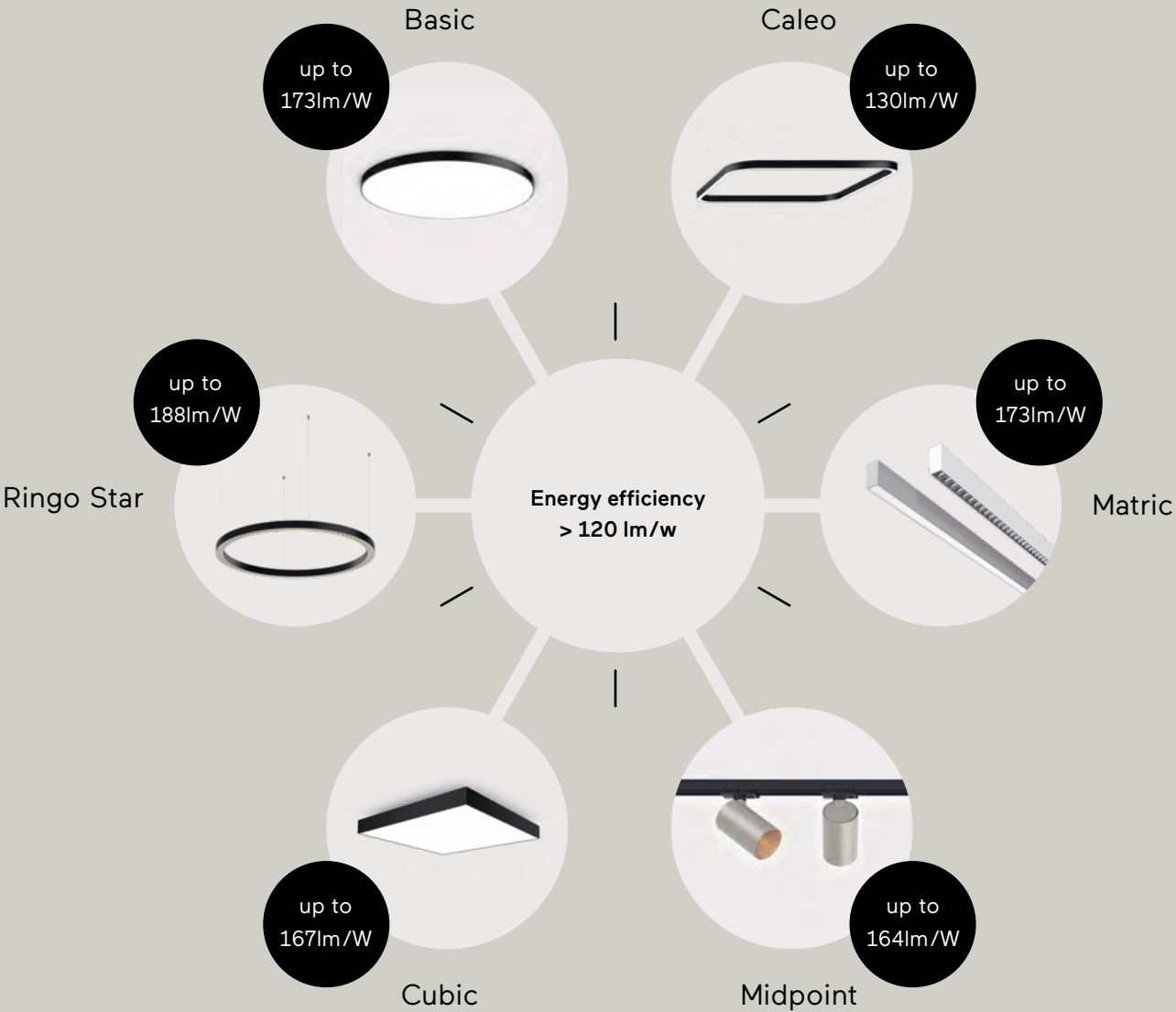
Energy efficiency redefined

Our luminaires offer outstanding energy efficiency, with a luminous efficacy of at least 120 lm/W (from the 2025 catalogue onwards). This high level of efficiency means that we can achieve high light output with lower energy consumption, helping to reduce both energy use and operating costs.

Thanks to advanced LED technology and carefully considered design, our luminaires provide effective illumination while helping to reduce energy consumption. The use of high-quality materials and advanced manufacturing techniques also contributes to a long service life and reduced maintenance requirements.



High-performance luminaires



Guaranteed availability of spare parts

At Lightnet, we focus on quality, longevity and sustainable solutions. That is why we offer all our customers a comprehensive availability guarantee: all our luminaires remain available for ten years after purchase, while spare parts can be reordered for up to 15 years.

As we manufacture 100% of our products ourselves, we can ensure the long-term availability of all our luminaires, not just selected models. With this guarantee, we aim to ensure that our products can be used reliably for many years and can be easily extended or repaired when required.

Recyclable PMMA for high-quality light distribution

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 for spare parts,
10 years for luminaires



Photo by Gomi on unsplash.com



Photo by Annie Gavin on unsplash.com

Opal polycarbonate diffusers

For our opal polycarbonate diffusers, we use polycarbonate made from 59% pine oil, a by-product of the timber industry, and certified according to the ISCC mass balance approach.



Photo by John Townner on unsplash.com

Short transport distances

At Lightnet, we also consider geographical proximity when selecting our suppliers in order to keep transport routes as efficient as possible. One example is our aluminium supplier, located just 4.3 km from our production facility.

Short transport distances enable close collaboration with our partners and support efficient logistics processes. At the same time, they can help reduce transport-related resource use and emissions.

Proximity to our suppliers also facilitates direct communication and flexible coordination of production and development processes. This helps us maintain quality and work together to continuously improve our processes.

Careful supplier selection

At Lightnet, we place great importance on the responsible selection of our suppliers. In addition to quality, reliability and performance, we also consider environmental, social and ethical aspects when choosing our partners.

We select our partners carefully and ensure that they share our requirements for responsible business practices and the considered use of resources. Among other factors, we look at the origin and properties of the materials used as well as our suppliers’ manufacturing processes.

We also maintain long-term partnerships based on transparency, trust and continuous dialogue. Together with our suppliers, we work to further develop processes, ensure quality and identify opportunities for improvement throughout the supply chain.



Photo by Daiga Ellaby on unsplash.com

Our team for greater sustainability

Lightnet’s sustainability team is passionate about developing more environmentally responsible solutions. The team members share insights into their work, their motivation and personal backgrounds – and what drives them to actively help shape a more sustainable future.



↑ Patrycja and Wojciech

Patrycja, Wojciech & Paulina

Sustainability Manager at Lightnet

Patrycja (pictured left) has a deep-rooted passion for nature conservation, which led her to study environmental protection in Kraków. 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 areas of focus is developing innovative approaches to environmental and climate protection. Patrycja believes that Lightnet’s strategy plays a central role in driving positive change. Her responsibilities include collecting key data to support informed decision-making and raising awareness of sustainability.

Wojciech has been actively involved in environmental protection since 2010 and dedicates his free time to nature conservation. His passion lies in studying wildlife, particularly birds and large carnivores. He works with the Polish Society for the Protection of Birds (OTOP), prepares ornithological reports and monitors species such as lynx, wolves and bears in the Beskid Mały region of the Western Carpathians.

Wojciech has been a member of Lightnet’s sustainability team since March 2023. Prior to this, he had worked in production at Lightnet since 2013.

“Our top priority is to raise awareness of sustainability.”

His extensive experience and knowledge make an important contribution to Lightnet’s environmental initiatives.

Paulina (pictured 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 Kraków. Before joining Lightnet, she gained professional experience with companies specialising in packaging recycling, waste electrical and electronic equipment, batteries and accumulators. She also worked as a technical consultant for a heat pump manufacturer.

At Lightnet, Paulina’s role is to work with her colleagues to implement a strategy that balances economic, social and environmental objectives. She is committed to minimising the environmental footprint of the production facility while supporting its economic growth. Her vision aligns with Lightnet’s commitment to becoming a truly green company, benefiting both the company and the environment.

Through the expertise and dedication of its sustainability team, Lightnet continues to advance its commitment to environmental protection. By integrating sustainable solutions into our processes, we contribute to a greener future while helping to secure the long-term success of both our company and our planet.

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

- Legal obligations relating to environmental legislation (decisions, permits)
- Reporting (BDO waste reporting, KOBIZE emissions reporting, CBAM exports, carbon footprint)
- Selecting sustainable materials in collaboration with the design department
- Obtaining environmental certifications and assessments for products: EPD, TM66, TM65
- Implementing environmental standards
- Waste management within the company
- Preparing the annual sustainability report

“Our task is to implement a strategy that brings together economic, social and environmental objectives.”

↓ Paulina and Wojciech



Sustainability as Part of Our Corporate Strategy



Declaration of application of the sustainable development strategy

Lightnet considers responsible business practices to be a fundamental part of its corporate strategy. Our decisions are guided by the responsible use of resources, the continuous development of our processes and the integration of environmental considerations into our business activities.

One example of our commitment is the use of renewable energy. We have installed photovoltaic systems at two of our production facilities. These support our own supply of renewable energy and help reduce the use of fossil energy sources.

Over the past year, we have continued to analyse and systematically assess our environmental impact. At product level, we have prepared Environmental Product Declarations (EPDs) for our luminaires. At company level, we have conducted a carbon footprint analysis to gain a better understanding of our emissions and identify further measures based on the findings.

The introduction of the ISO 50001 standard underlines the importance of structured energy management at Lightnet. By continuously optimising our production processes, we are working to use energy more efficiently and reduce our environmental impact. ISO 14001 certification supports us in systematically integrating environmental considerations into our operational processes.

Throughout our value chain, we continuously work on developing our products and processes – from material selection and production through to the use of our lighting solutions. Our sustainability report, prepared in accordance with the GRI Standards, provides a transparent overview of our activities, objectives and progress.

We understand responsibility as extending beyond environmental considerations. Social aspects such as safe working conditions, equal opportunities and the continuous development of our employees are also essential elements of our approach.

Our goal is to achieve climate neutrality across our own operations by 2040, while giving equal consideration to environmental and social aspects. Through more efficient production methods, the expansion of renewable energy, the continued improvement of working conditions and the promotion of equality, we are continuously working towards responsible corporate development.

If you have any questions, please feel free to email us at: ecology@lightnet.eu

↓ Wojciech



↓ Patrycja



↓ Paulina



Our Management Systems for Quality, Energy and the Environment



Photo by Daniel J. Schwarz on unsplash.com



Key insights into our ISO certifications

ISO 50001: Energy Management System

Our energy management system in accordance with ISO 50001 helps us systematically record, assess and continuously optimise our energy consumption. Through structured processes, we identify potential savings and develop measures to use energy more efficiently in our operations.

ISO 9001: Quality Management System

Our quality management system in accordance with ISO 9001 provides the foundation for the continuous development of our processes and products. It helps us meet quality requirements, optimise processes and ensure long-term customer satisfaction.

ISO 14001: Environmental Management System

Our environmental management system in accordance with ISO 14001 enables us to systematically integrate environmental considerations into our operational processes. We record and assess relevant environmental impacts, define improvement measures and continuously work to further develop our processes.

Compliance with legal requirements, the responsible use of resources and the continuous improvement of our processes are key elements of our management systems.

At Lightnet, we combine high-quality architectural lighting with the responsible use of resources. As a manufacturer of lighting solutions, we continuously work to further develop our products, processes and operations – with the aim of ensuring quality, using energy efficiently and systematically taking environmental considerations into account. Our approach is based on innovation, clearly defined quality standards and internationally recognised management systems. These help us create transparent processes, identify opportunities for improvement and continuously enhance our performance.

Quality: Precision and Reliability

The development and manufacture of high-quality luminaires require precise processes, technical expertise and a consistent focus on our customers' requirements. Our quality management system in accordance with ISO 9001:2015 provides the foundation for structured processes and continuous improvement. Our commitment to quality is reflected in:

- Consistent order processing: From planning through to delivery, clearly defined processes ensure transparency and reliability.
- Continuous process optimisation: We continuously develop and improve our production processes and methods.
- Collaboration with suppliers: We work closely with our partners to ensure quality and reliable processes throughout the supply chain.
- Service and support: We continue to support our customers after delivery and throughout the long-term use of our products.

Responsibility for the Environment and Resources

Our environmental management system in accordance with ISO 14001:2015 helps us systematically integrate environmental considerations into our operational processes and continuously improve our approach. We consider different areas throughout our value chain – from material selection and manufacturing to product development. Our activities include:

- Efficient lighting solutions: Developing high-performance luminaires with high light quality and optimised energy efficiency.
- Life cycle assessment: Using Life Cycle Assessments (LCAs) to better evaluate the environmental impacts of products and identify opportunities for improvement.
- Environmental Product Declarations (EPDs): Providing transparent information on the environmental performance of selected products.
- Responsible use of materials: Optimising material use and considering recycling opportunities.
- Reducing emissions: Implementing measures to improve energy efficiency and increase the use of renewable energy.

Energy Efficiency: Systematic Energy Management

With our energy management system in accordance with ISO 50001:2018, we record and evaluate energy consumption and develop measures to use energy more efficiently. Our key areas of focus include:

- Use of renewable energy: Operating photovoltaic systems at selected locations.
- Efficient technologies: Developing and using solutions that deliver high lighting performance with optimised energy consumption.
- Optimisation of operational processes: Analysing and improving processes to use energy more efficiently and purposefully.

Through these measures, we create a foundation for the continuous development of our products and processes – with a focus on quality, efficiency and responsible business practices.

LENSCAPE

One design – endless possibilities

Inspired by the precision of modern lens technology and the efficiency of intelligent light control, our new Lenscape luminaire range follows a clear principle: maximum impact with minimum effort. The name Lenscape combines 'lens' and 'landscape' and represents a new perspective on light. At the heart of the luminaire range is the innovative Microcell optics, whose precise geometric structure ensures maximum glare control, excellent light quality and maximum efficiency.

→ The distinctive **Microcell optical system** forms the basis of the entire range and creates a consistent design language for a wide variety of applications: from linear lighting solutions and spotlights to downlights and integration into acoustic systems.

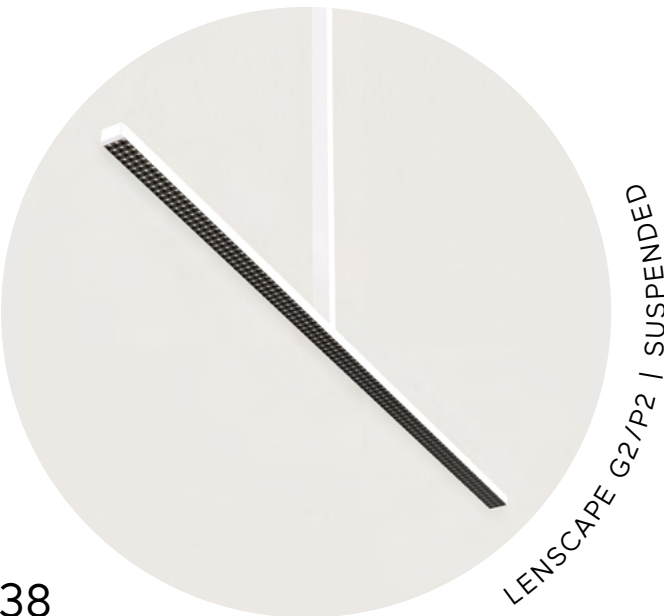
Light is increasingly becoming an integral part of architecture. The challenge: maximum light output with minimum volume and reduced use of materials. With Lenscape, Lightnet presents a new generation of compact luminaires that follow this principle: less material, more possibilities.

With its extremely slim dimensions, Lenscape virtually blends into the architecture: the direct-beam version is just 17 mm high, direct-indirect solutions measure 26 mm, and even with an integrated converter, the visible profile remains exceptionally compact at 46 mm. Three precisely tuned optics enable a wide range of lighting applications:

- **55° Wide Beam** for uniform, comfortable illumination
- **30° Narrow Beam** for targeted accent lighting
- **Power Wall Washer** for the effective illumination of vertical surfaces.

With up to **160 lm/W**, Lenscape combines maximum efficiency with reduced material usage. The flexible family adapts to a wide variety of spatial concepts and supports modern working environments through its easy integration into acoustic solutions.

Lenscape – Inspired by precision. Designed for the architecture of tomorrow.



LENSCAPE G2/P2 | SUSPENDED

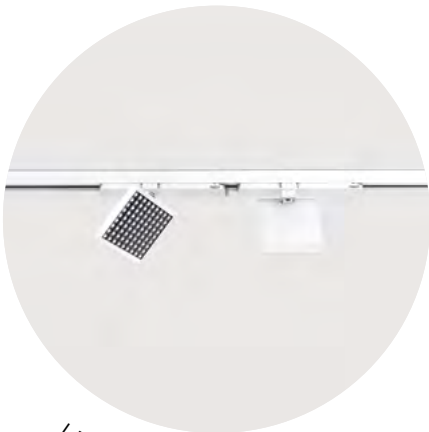


LENSCAPE A3 SYSTEM

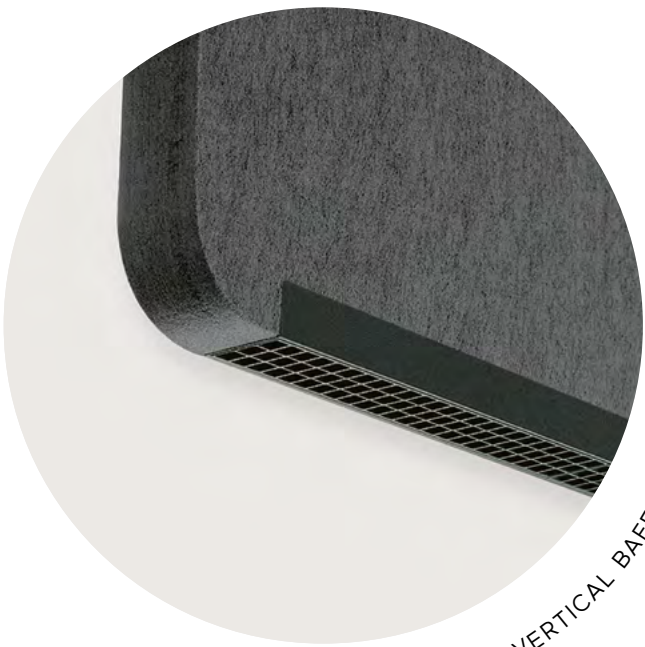
Less material.
Less bulk.
More performance.



LENSCAPE S2 | FREE STANDING



LENSCAPE C6 | TRACK



LENSCAPE VERTICAL BAFFLE

→ **17 mm** Ultra-slim profile for the direct-beam version / **26 mm** Direct/indirect luminaires and floor lamps with a slim 26-mm profile / **46 mm** With integrated converter / Up to **160 lm/W** Maximum efficiency with high light quality / 3 optics: **55° wide beam** · **30° narrow beam** · **Power Wall Washer** / Intelligent miniaturisation and optimised production processes ensure significantly lower material consumption and a particularly sustainable product design. / **Soft Edge & Sharp Edge design** / Two design variants for maximum architectural freedom

LIQUID

BAFFLES

We made the straight line flow

With Liquid Baffles, Lightnet has reinterpreted a classic architectural element: their unique malleability gives rise to organic, flowing structures that combine acoustics, light and interior design, perfectly harmonising with the Liquid Line.

→ The first truly fluid baffle system.

Baffles have been an established design element in architecture for decades. Liquid Baffles reimagine this linear design language.

Thanks to their unique ability to bend both horizontally and vertically, Liquid Baffles open up a new dimension in spatial design: organic curves, fluid geometries and individual forms that integrate harmoniously into modern architecture or can be deliberately staged as a sculptural statement. Combining them with Liquid Line enables a consistent design language: both systems follow the same radii and can be combined to create harmonious lighting and acoustic installations. This results in spaces where function and aesthetics merge.

Liquid Baffles transform ceilings from functional surfaces into three-dimensional design elements.

A new design language for architecture

- Horizontal + vertical flexibility
- Unique bendability along two axes for individual, three-dimensional shapes.

Liquid Geometry

- Organic curves and flowing structures
- New possibilities for a dynamic, architectural design language.



Perfect Match

- Same radii as Liquid Line
- Seamless integration of lighting and acoustics within a consistent design concept



Architectural Freedom

- From functional elements to sculptural spaces
- Design freedom for bespoke spatial concepts and extraordinary architecture

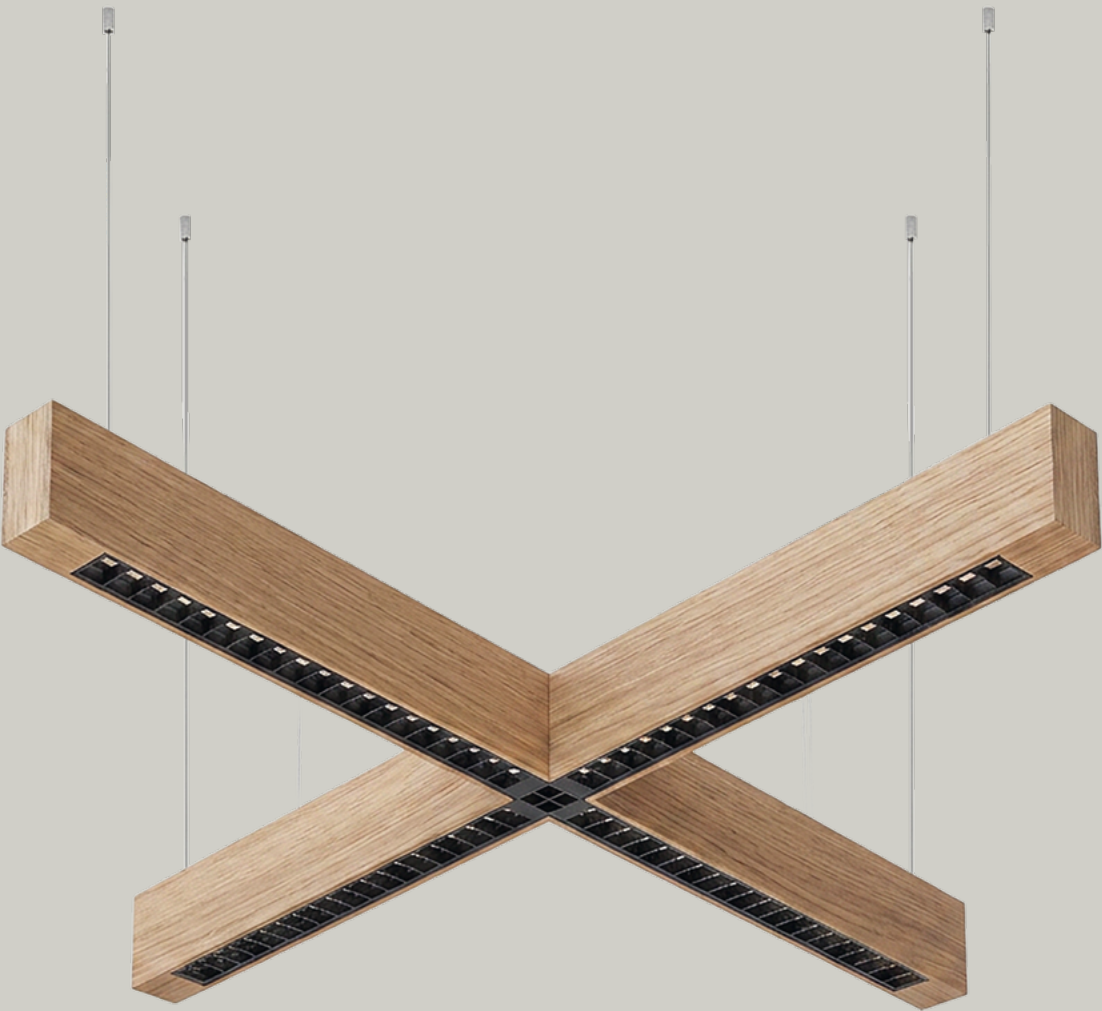
Organic curves,
flowing structures



Planning geometric light lines intuitively with Lightnet UX



With UX, Lightnet introduces the next generation of digital product configuration. The new configurator combines technical precision with an intuitive user experience, making the planning of complex lighting solutions faster, easier and more transparent. Geometric lines of light with rounded or square corners can be configured, visualised and adapted to the specific requirements of each project. At the same time, UX provides essential planning data, including 2D DWG exports, lighting specifications and other project-relevant information for seamless integration into the planning process. From the initial concept to the final configuration, UX supports architects, lighting designers and planners with intelligent features, intuitive navigation and a seamless digital workflow.



www.lightnet-group.com/en/configurator

Your turn!



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



Landscape



Liquid Line



Liquid Line Baffles



Lucille



Matric



Midpin



Midpoint



Ringo Star



Serenity



Vision

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

↑ Praxisarchitekten KSSG, Rohrschach, Switzerland | Basic X5



Photo: Donal Murphy

↑ Verizon 1 Bishop's Quay, Limerick, Ireland | Basic A1

Basic

↓ TÜV, Berlin, Germany | Basic P5



Photo: Marvin Schwienheer

↓ General Mills HQ, Minneapolis, USA | Basic G5





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: Peter Margis

↑ d-fine, Berlin, Germany | Beam Me Up S4



↑ Peloton, Bentonville, USA | Beam me up

Beam Me Up



Photo: Peter Margis

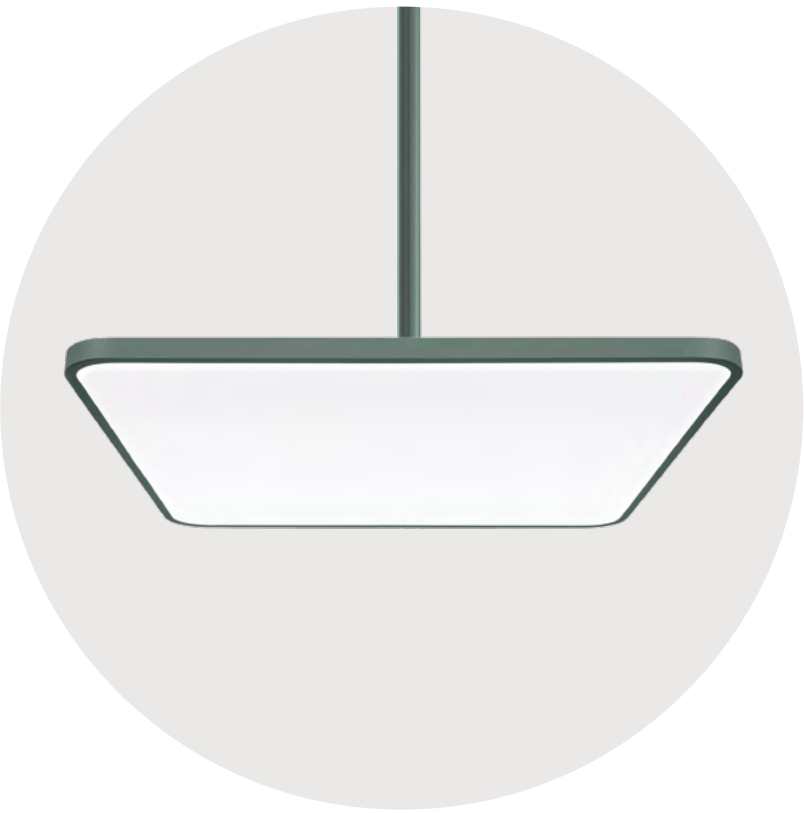
→ ↑ d-fine, Berlin, Germany | Beam Me Up S4

→ Peloton, Bentonville, USA | Beam me up



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.

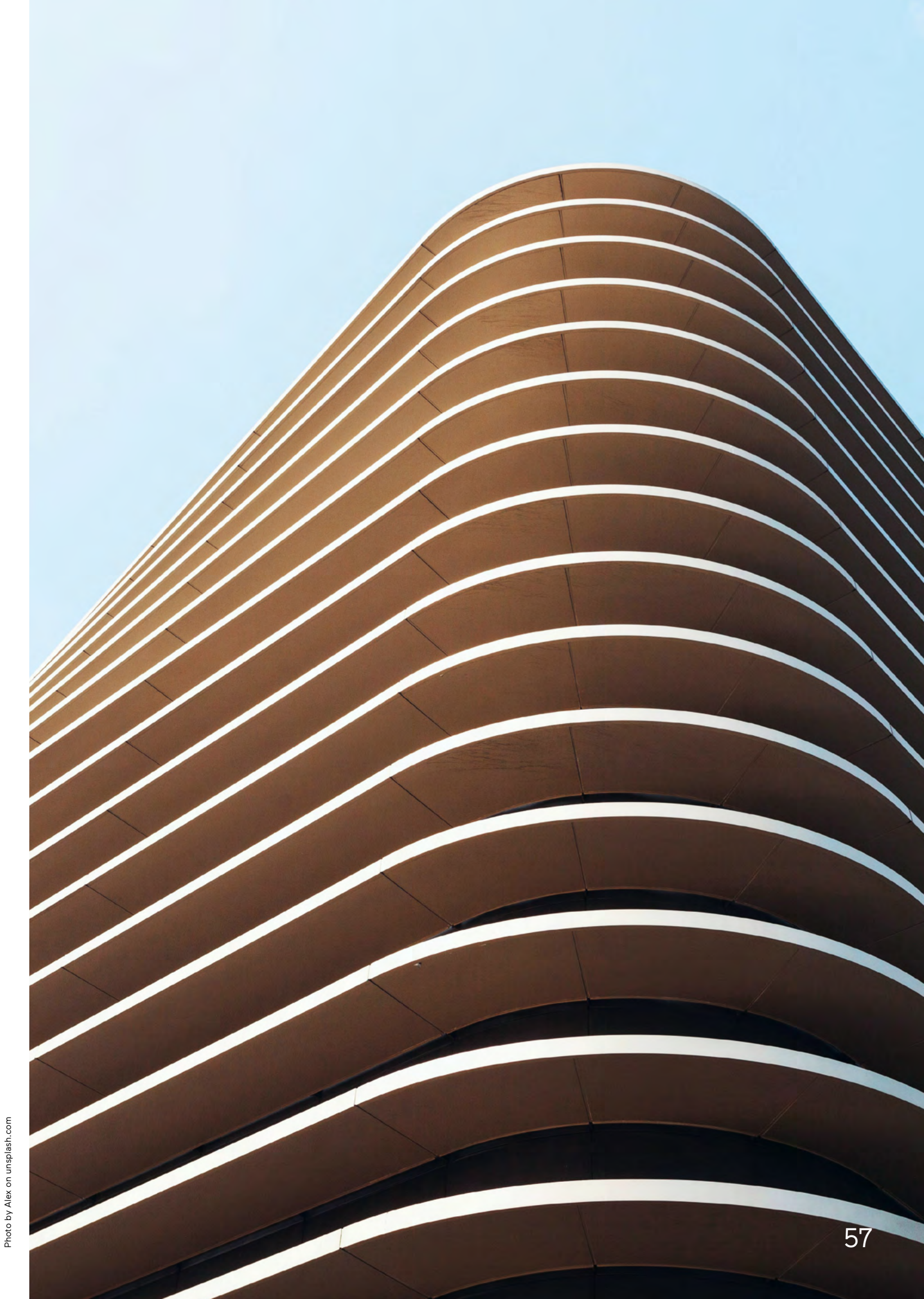


Photo by Alex on unsplash.com



Photo: Johannes Ruppel

↑ 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.

Photo by Rüdiger Claesmannedatistplash.com



→ BAMF Nürnberg,
Germany | Code Zero G3



↑ Ziegler_Plößberg
Germany | Code Zero P3

Code Zero

↓ UGC Plaisir, Paris,
France | Code Zero G3



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: kudivani photography

↑ Sky Park, Bratislava, Slovakia | Cubic



Photo: Pixel Collective

↑ Infinity Office, Southport, Australia | Cubic W4

Cubic

↓ Microsoft, Cologne, Germany | Cubic P6



Photo: H&Esch



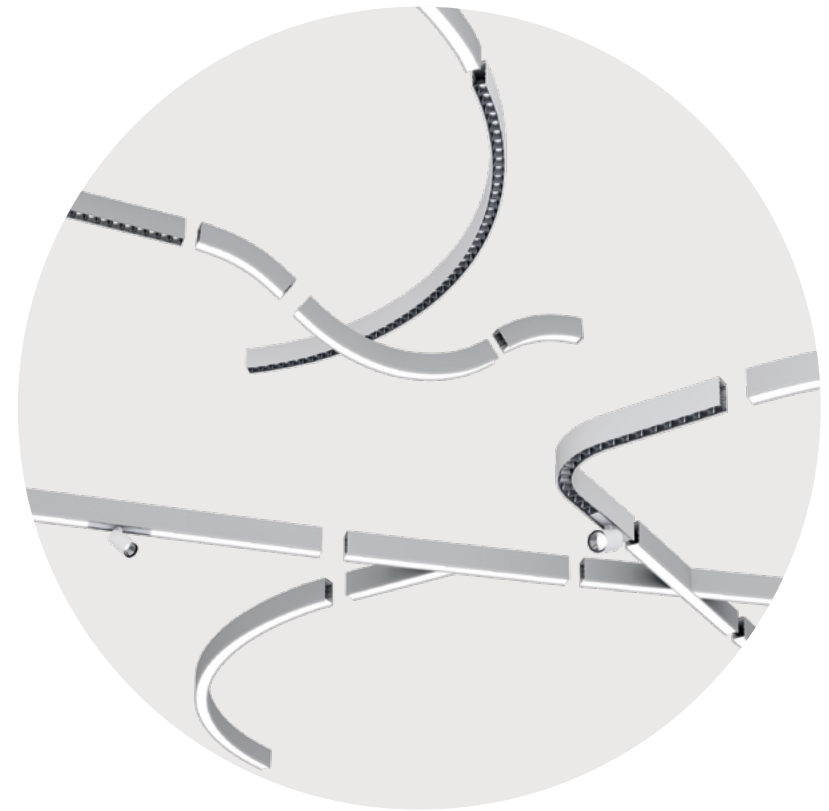
Photo: Pixel Collective

↓ Infinity Office, Southport, Australia | Cubic W4



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.



↑ Airline, Chicago, USA | Liquid Line P3



Photo: Michael Lipman Photography

↑ Performance Trust, Chicago, USA | Liquid Line G3

Liquid Line

↓ The Sidings, Dublin, Ireland | Liquid Line G3



Photo: Enda Cavanagh



Photo: Rawan Mohsen

→ Onyx, New York, USA | 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.

Photo by Anthony Rae on unsplash.com





Photo: Karsten Krocke

↑ Am Postbahnhof, Berlin, Germany, Lucille T1

Lucille

← Academy at the Humboldt Forum, Berlin, Germany | Grand 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: Marvin Schwenheer

↑ TÜV, Berlin, Germany | Matric AX

Matric

↓TÜV, Berlin, Germany | Matric AX



Photo: Marvin Schwenheer



Photo: Pixel Collective

↑ Infinity Office, Southport, Australia |
Matric Déco G9



Photo: Donal Murphy

↑ Verizon 1 Bishop's Quay, Limerick, Ireland |
Matric RX



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.



Photo: Holger Meckbach

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

Midpoint

↓ Service Now, Dublin, *Ireland* | Midpoint



Photo: Donal Murphy

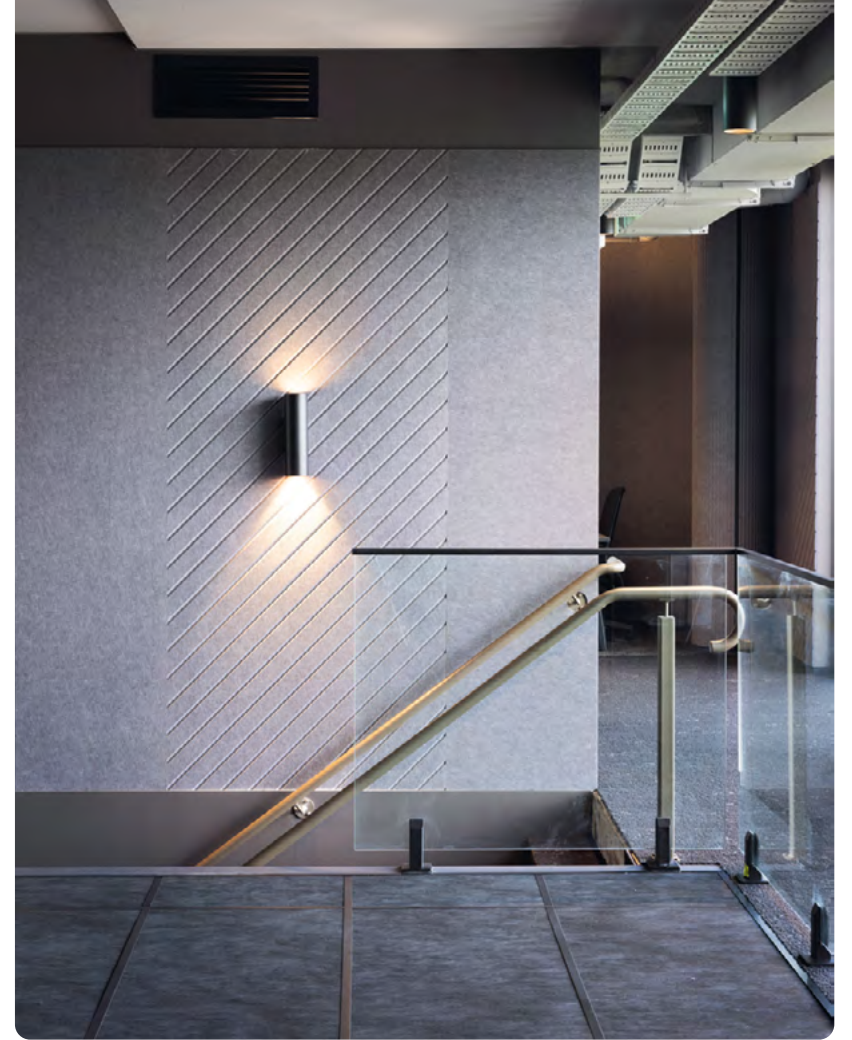


Photo: Pixel Collective

↑ Infinity Office, Southport, *Australia* | Midpoint W7

↓ Restaurant Parsberg, *Germany* | Midpoint B7



Photo: Holger Meckbach



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.



Photo: Marvin Schwienheer

↑ SPIE, Düsseldorf, Germany | Ringo Star PX



Photo: Marvin Schwienheer

↑ Henry Lambertz Store, Aachen, Germany | Ringo Star GX

Ringo Star

↓ Conceptstore, Balingen, Germany | Ringo Star



Photo: Jens Pfisterer



Photo: Donal Murphy

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

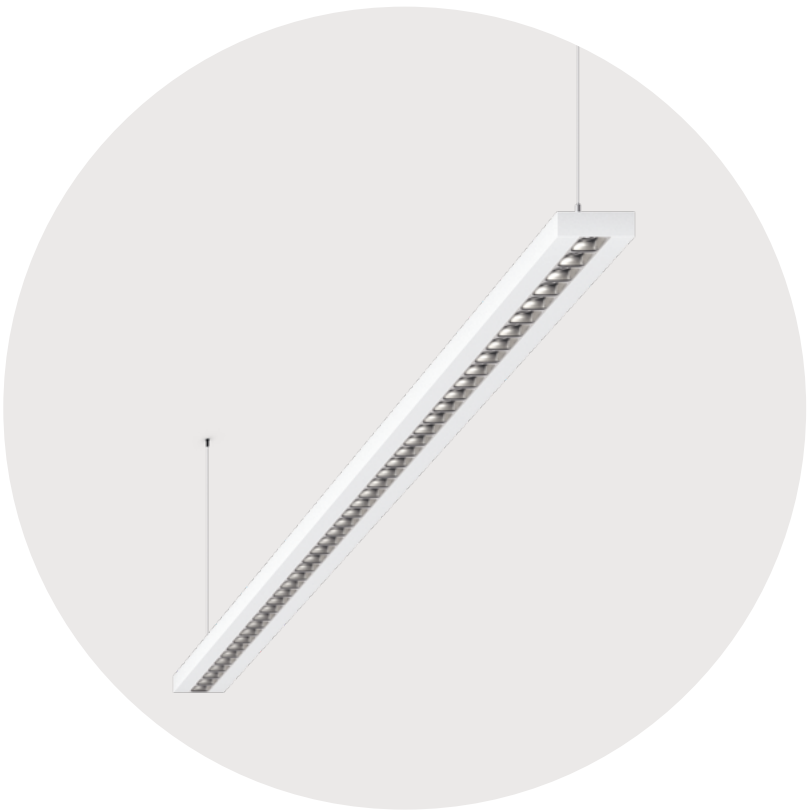


Photo: Sarah Strohecker

↑ 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 Noah Buscher on unsplash.com

Our Goals for Responsible Development

Lightnet recognises its responsibility towards the environment, its employees and its stakeholders. We believe that long-term change is driven by a corporate culture that promotes continuous improvement and responsible business practices.

Our activities are guided by the United Nations Sustainable Development Goals (SDGs). We focus in particular on areas where we can make an impact through our products and processes – for example, through energy-efficient lighting solutions, the responsible use of resources and the continuous optimisation of our manufacturing processes.

For many decades, we have been developing lighting solutions with the aim of combining high-quality light with efficient energy use. As early as the product development stage, we consider aspects such as material selection, longevity and technical efficiency.

The Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015 and provide a global framework for the sustainable development of society, the economy and the environment. They illustrate how different stakeholders – including companies – can contribute to addressing challenges such as climate change, resource consumption and social inequalities.

Lightnet uses these goals as a framework for further developing its own measures and continuously advancing the responsible use of resources and its responsibility towards people and the environment.



Our Contributions to the Sustainable Development Goals (SDGs)

We have identified the following United Nations Sustainable Development Goals (SDGs) as areas in which Lightnet can make a relevant contribution through its products, processes and partnerships.

→ SDG 4 – Quality Education

We support the development of knowledge and skills by promoting the exchange of expertise and the continuous professional development of our employees.

4.4: Promoting relevant technical and vocational skills for employment and personal development.

4.a: Supporting safe, inclusive and appropriate learning environments.

→ SDG 7 – Affordable and Clean Energy

By developing energy-efficient LED lighting solutions, we support the responsible use of energy and help optimise the energy requirements of lighting systems.

7.2: Increasing the share of renewable energy in the global energy mix.

→ SDG 8 – Decent Work and Economic Growth

We are committed to fair working conditions, safe workplaces and the continuous development of our employees.

8.5: Promoting productive employment and decent work for all.

→ SDG 12 – Responsible Consumption and Production

We consider aspects such as resource efficiency, longevity and material selection when developing our products and designing our processes.

12.2: Promoting the efficient use of natural resources.

12.5: Preventing and reducing waste through appropriate processes, recycling and reuse.

→ SDG 13 – Climate Action

Through energy-efficient lighting solutions, the optimisation of our processes and measures to improve our energy efficiency, we support climate action within our sphere of influence..

13.2: Integrating climate action into strategies and planning.

Supporting **SDG 14** and **SDG 15** through Partnerships

Through our partnerships with organisations such as One Earth One Ocean, Boomforest, Wohlleben's Forest Academy and the Scottish Wildlife Trust, we support projects that protect ecosystems and promote the responsible management of natural habitats.

→ SDG 14 – Life Below Water

Supporting initiatives to reduce marine pollution and protect marine ecosystems.

→ SDG 15 – Life on Land

Supporting projects aimed at the conservation, restoration and sustainable use of terrestrial ecosystems, as well as forest conservation and reforestation initiatives.

Source: Link SDG UN

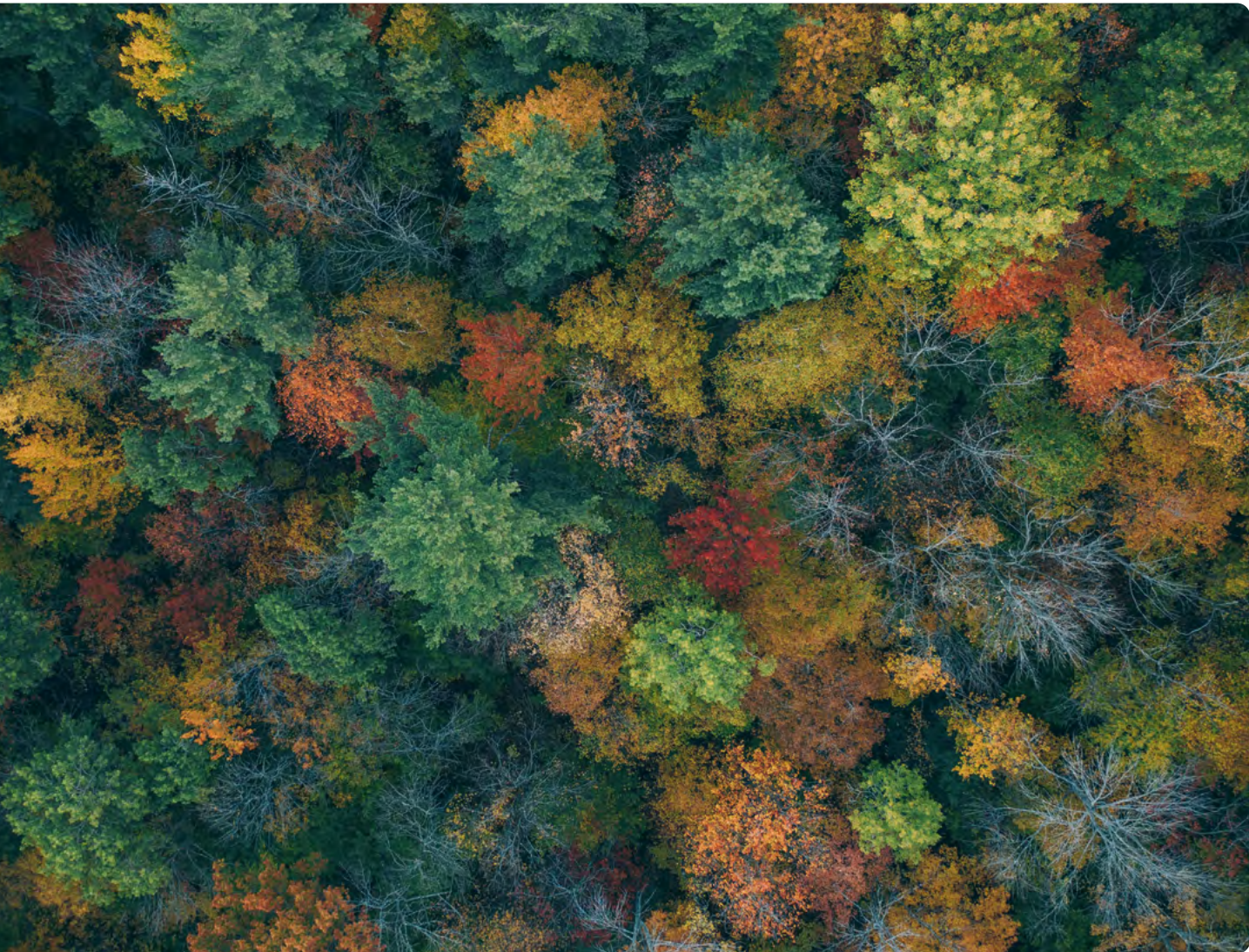


Photo by MArtin Sanchez on unsplash.com

Our Sustainability Strategy

In 2022, we conducted our first materiality assessment. This identified the topics that are particularly important to Lightnet and our stakeholders and that continue to form the basis of our sustainability strategy.



Employee Health and Safety:
The well-being of our employees is an important part of our corporate culture. We are committed to providing safe working conditions and continuously work to integrate health and safety considerations into our work processes.



Business Ethics:
Responsible and ethical conduct forms the basis of our business relationships. We value transparent processes, fair collaboration and compliance with relevant legal and internal requirements.



Transparent Communication:
Open dialogue with our stakeholders is an important part of our corporate development. We are committed to clear and transparent communication and to building relationships based on trust with our partners, customers and employees.



Climate Action and Energy:
We consider the responsible use of energy and resources to be an important area of action. Through measures to improve energy efficiency, the use of renewable energy and the analysis of our emissions, we continuously work to further develop our processes.



Resource Conservation and Circular Approaches:
We explore ways to use materials efficiently, reduce waste and consider the recyclability of materials. Resource conservation is taken into account from the product development stage through to our production processes.



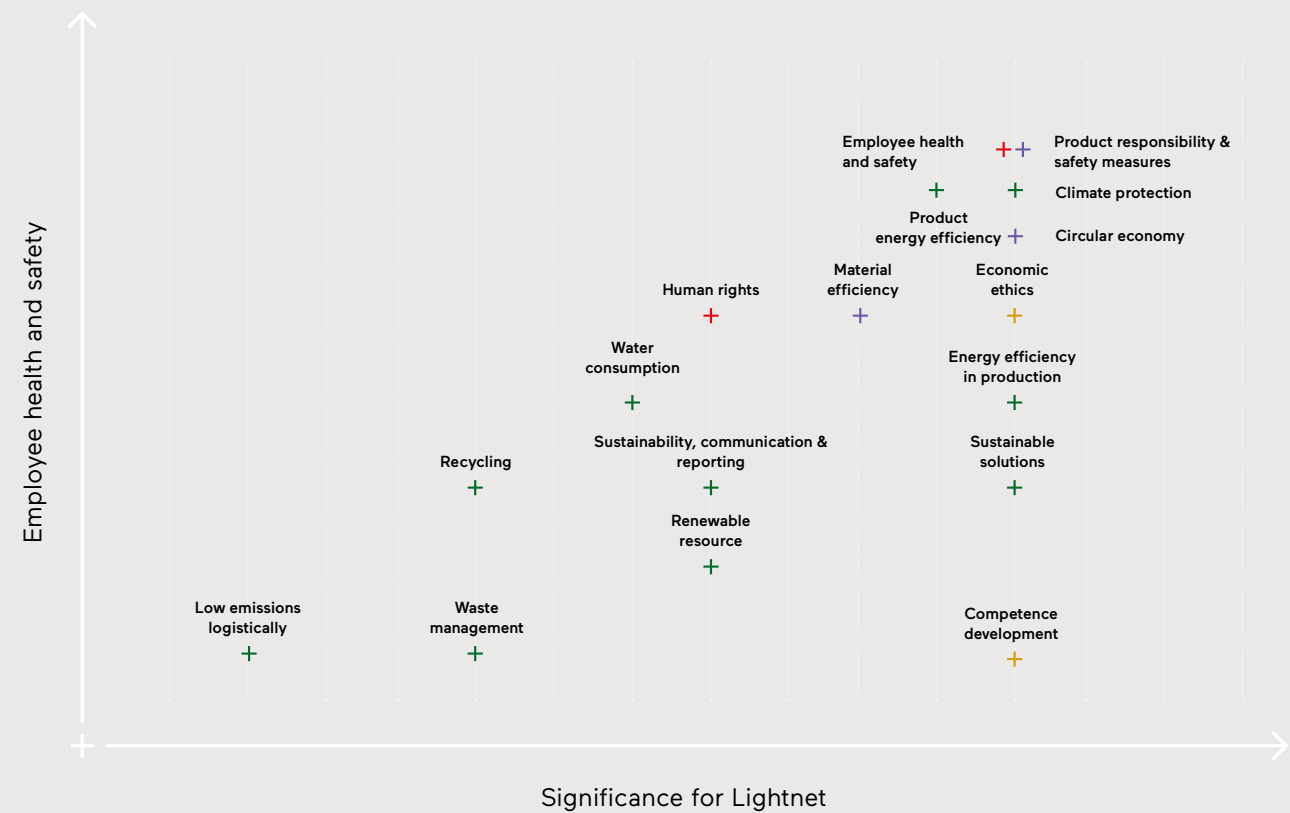
Energy Efficiency of Our Products:
The development of energy-efficient lighting solutions is a key element of our product approach. Through innovative technologies and optimised lighting solutions, we support our customers in using lighting efficiently.

These material topics provide the framework for our sustainability strategy. They help us continuously develop our business while integrating environmental, social and economic considerations into our decision-making.

Our Path to Net-Zero Emissions



Materiality Assessment: The Sustainability Topics Relevant to Us



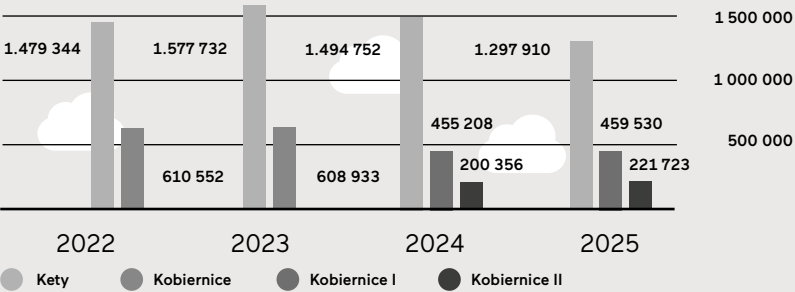
- + Identity, ethics and value creation
- + Products and services
- + Social responsibility
- + Responsibility for the environment

Our energy-saving measures in 2025



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. For the manufacture of our products, our production facilities in Kety and Kobiernice, Poland, are supplied with 100% renewable electricity from photovoltaic systems and wind power.

Energy consumption [kWh] at our production sites



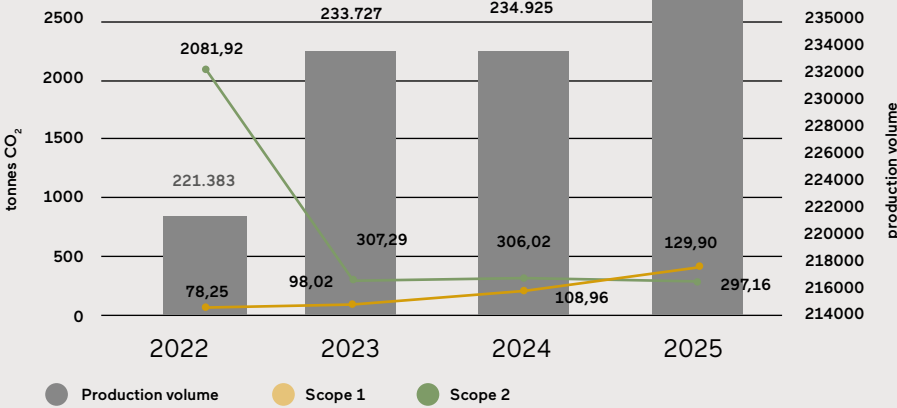
7125 GJ - Despite the increase in production, total energy consumption was reduced from 7,740 GJ in 2024 to 7,125 GJ in 2025. This result is primarily attributable to improved energy efficiency, optimised energy management at our production facilities and the increased use of photovoltaic energy.

As a lighting manufacturer, the efficient use of energy and the resulting energy savings are of central importance to us. We continuously review our energy sources and, despite increased production, were able to proportionally reduce our energy consumption in 2025 through the use of renewable energy.

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



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).

-80,23%

Compared with the 2022 baseline year, total **Scope 1*** and **Scope 2**** emissions were reduced by 80.23%.



Reduction in **Scope 1*** and **Scope 2**** Greenhouse Gas Emissions



30% Reduction in **Scope 3***** Emissions



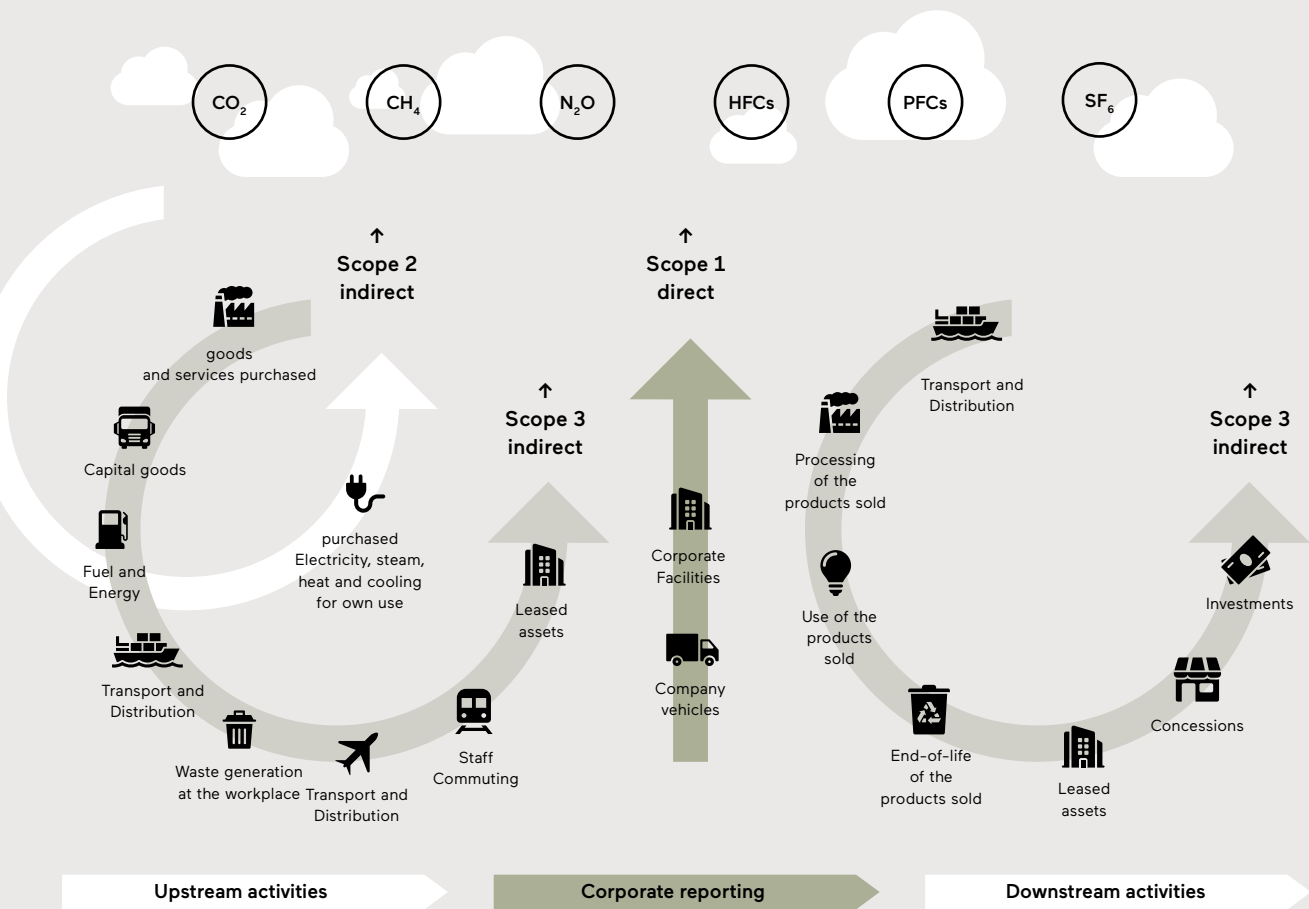
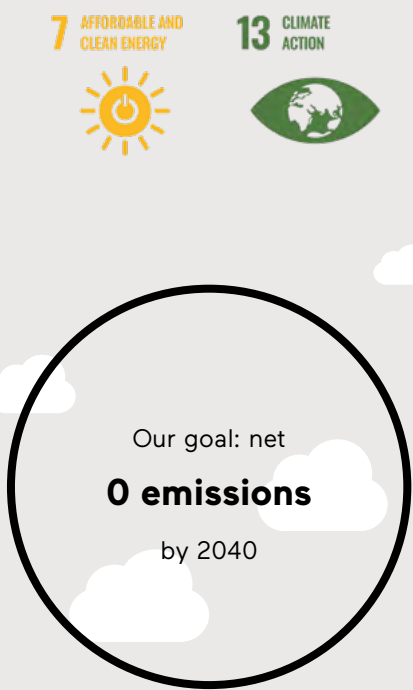
Net zero emissions Across Our Entire Value Chain

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

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

Reducing Emissions

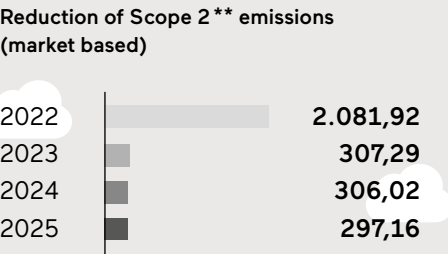
Our business model is focused on environmental sustainability. All our activities and revenues are closely linked to measures that deliver sustainable benefits for the environment. We focus on various areas to achieve our goal of net-zero emissions by 2040. This includes, in particular, reducing Scope 1* and Scope 2** emissions.



Compared with the 2022 baseline year, total Scope 1* and Scope 2** emissions were reduced by 80.23%. This reduction is primarily attributable to a significant decrease in Scope 2 emissions, demonstrating the effectiveness of our energy-related measures.

At the same time, this progress is partly offset by an increase in Scope 1* emissions, highlighting the need for further optimisation of our direct emissions. Scope 1* emissions increased by 39.77% compared with the baseline year, primarily due to a larger vehicle fleet and increased transport between our sites.

Scope 2** emissions decreased by 85.72% compared with the 2022 baseline year and by 2.89% compared with the previous year.



Scope 1*, 2** and 3*** Emissions

GHG Emission	2022	2023	2024	2025
Greenhouse Gas Emissions – Scope 1 (Direct), tonnes CO₂ equivalent	78,25	98,02	108,96	129,90
- Stationary combustion	58,25	67,91	73,93	64,59
- Mobile combustion	20,00	30,10	35,03	65,31
Greenhouse gas emissions – Scope 2 tonnes of CO₂ equivalent (market based)	2.081,92	307,29	306,02	297,16
- Location based heat and steam	224,50	0	0	0
- Market based heat and steam	2081,92	307,29	306,02	297,16
Greenhouse gas emissions – Scope 3 tonnes of CO₂ equivalent				51.924,98
- Purchased goods				7.567,73
- Capital goods				4.581,02
- Waste generated in operations				62,18
- Business travel				35,73
- Employee commuting				157,31
- Downstream transportation and distribution				423,23
- Use of sold products				38,843.00

Lightnet carefully monitors both direct and indirect greenhouse gas emissions across the entire value chain. This monitoring provides the basis for assessing the impact of our business activities and setting priorities for measures to reduce the company's carbon footprint.

Total GHG emissions in tonnes of CO₂ equivalent	52.352,08
Development of Scope 1* and Scope 2** Greenhouse Gas Emissions Compared with 2024	+2,91%

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

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

Low-carbon aluminium

When sourcing aluminium, we consider not only material quality and availability, but also factors such as origin, manufacturing processes and transport distances.

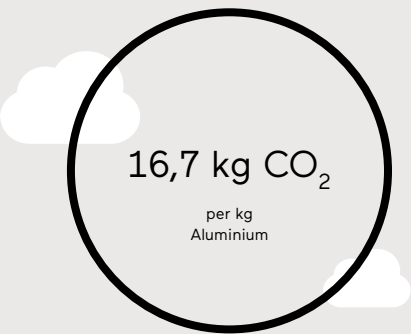
Aluminium is a fully recyclable material, but its production requires a significant amount of energy. The use of renewable energy and recycled materials therefore plays an important role in aluminium production.

Our aluminium suppliers use primary materials with a reduced carbon footprint and renewable energy in their production processes. The aluminium used by Lightnet has an average carbon footprint of less than 4 kg CO₂ per kg of aluminium. By comparison, the global average is approximately 16.7 kg CO₂ per kg of aluminium.

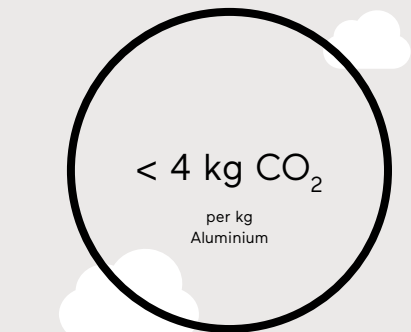
In addition to material selection, our suppliers continuously work to further develop their production processes and use materials, water and energy more efficiently. Recycling processes are also taken into account: more than 50% of the material used to produce new aluminium comes from existing aluminium. Production offcuts are collected and reused to manufacture new aluminium profiles.

Short transport distances to our production facility also contribute to efficient supply processes. Through the regular modernisation of production equipment and the application of structured management processes, our suppliers continuously work to improve their operations and ensure compliance with applicable requirements.

Global average:



Lightnet:



Aluminium – a Durable and Recyclable Material

Aluminium is a durable material that, thanks to its material properties, can be recycled multiple times without losing its fundamental characteristics. This allows the material to remain in circulation over many cycles of use.

Recycling aluminium requires significantly less energy than producing primary aluminium. Studies by the International Aluminium Institute show that recycled aluminium requires around 95% less energy than producing new aluminium from primary raw materials.

The long service life and high recyclability of aluminium mean that a large proportion of the aluminium produced worldwide remains in use. According to the International Aluminium Institute, around 75% of all aluminium ever produced is still in use today.

These properties make aluminium a versatile material for durable, long-lasting product solutions.



Effective Waste Management



At Lightnet, we place great importance on the responsible use of materials and the management of waste throughout our production processes. We continuously work to further develop our use of materials and packaging solutions, while efficiently recording and separating waste streams.

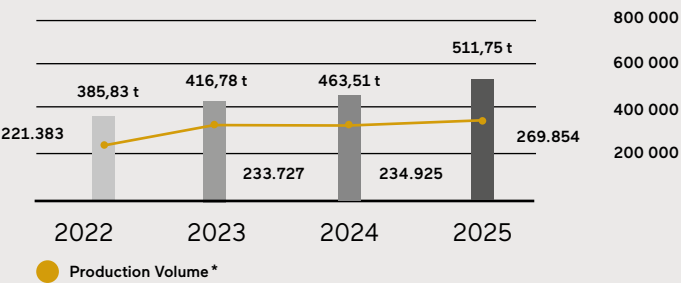
During the assembly process at our production facility, waste generated is collected, separated by material type and prepared for further processing. Disposal and recycling are carried out by specialised external partners.

We also implement measures to further improve waste separation and prevent waste wherever possible. These include training in waste management, structured management of materials and raw materials, and the regular recording and analysis of waste volumes. By optimising individual waste streams, we support the more effective recovery of recyclable materials.

We also consider material selection and resource use in our packaging. Since 2021, we have used 100% plastic-free cardboard packaging. Wherever possible, we use recycled paper and consider the recyclability of the materials used as early as the packaging design stage.

Through these measures, we continuously develop our processes and create the basis for the responsible management of materials and waste.

Total Waste Generated (tonnes)



Total amount of waste sent for recycling



We sort and recycle our cardboard waste directly for in-house pallet production, meaning that only a small proportion is sent for external recycling.

* The unit used for production volume is the number of units produced (Matric and Liquid Line have been converted from metres to units).

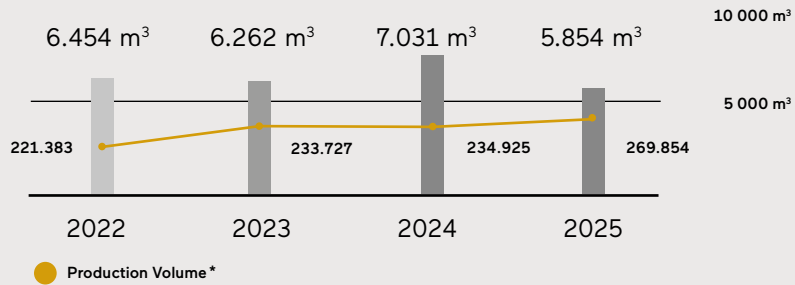
Resource Conservation in Production



The responsible use of water is an important part of our production processes. At our Kety site, we use a water treatment system that enables process wastewater to be treated and reused.

The system allows treated water to be reused in the manufacturing process, helping to reduce the use of fresh water in certain production steps. To ensure transparent monitoring of water consumption, our sites are equipped with water meters. This enables us to continuously monitor consumption, analyse trends and assess appropriate measures in the event of deviations.

These measures provide the basis for the responsible use of water as a resource and the continuous development of our production processes.



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

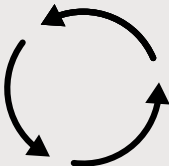


Photo by Austin Kehmeier on unsplash.com

Photo by Naja Bertolt Jensen on unsplash.com

There is no Ocean B



Take action!





↑ In Colombes near Paris, an area that was unsealed and planted just three months ago already shows how quickly a previously completely sealed site can be transformed.

There, they were able to see how the mini-forests are developing and exchange views on the importance of urban greening for biodiversity and urban development.

In Colombes near Paris, an area that was unsealed and subsequently planted just three months ago already shows how a previously completely sealed site can be transformed.

The partnership between Lightnet and Boomforest brings together social commitment, scientifically supported approaches and community action with the aim of supporting urban greening projects.

boomforest.org

Together for Greener Cities

As part of its social commitment, Lightnet France supports Boomforest, a non-profit initiative in France that works with local communities to create greener urban spaces. Through its projects in the metropolitan areas of Paris and Lyon, the organisation is committed to creating new green spaces and supporting urban ecosystems.

A key element of Boomforest’s approach is the Miyawaki method, named after Japanese botanist Akira Miyawaki. Developed in the 1970s, this planting technique is based on natural forest development processes. It involves the dense planting of native species, high plant diversity and the use of vegetation adapted to local conditions.

As one of the organisations applying this method in France, Boomforest has already created numerous Miyawaki mini-forests. The projects aim to promote biodiversity, create additional green

spaces and contribute to adapting urban areas to changing climatic conditions.

Boomforest also sees reforestation as a community process. Its planting activities bring together local residents, volunteers, schools, local initiatives, scientists and institutions. In this way, new places for people to meet are created, along with opportunities for collective engagement.

Each planting project follows a long-term approach – from analysing suitable sites and selecting plant species to maintenance and scientific monitoring. Boomforest also shares its knowledge through guides, videos and training programmes to support further projects.

As part of the partnership, Boomforest co-founder Damien and Thomas, Managing Director of Lightnet France, visited two planting sites in Paris.

↓ Near Porte Maillot in Paris, Damien from Boomforest shows Thomas from Lightnet France how a mini-forest planted four years ago has developed.





When Light Takes Root

How Lightnet supports Wohlleben's Forest Academy in protecting the primeval forest of tomorrow.

For Lightnet, sustainability means not only continuing to develop processes and products, but also sharpening our awareness of the relationship between people, nature and technology. That is why the company supports a forest conservation project initiated by Wohlleben's Forest Academy, which is committed to the long-term preservation of valuable woodland: 650 square metres of natural forest are protected for fifty years. No forestry. No intervention. Just time, tranquillity and natural development.

"For a long time, we thought that species were competing with one another. Everyone against everyone. But that isn't true. They are collaborative ecosystems. And the same should apply to us humans."

Peter Wohlleben

Lightnet invited its employees to experience this idea for themselves. Following an inspiring talk by Peter Wohlleben, the group headed into the forest

together – among moss, ferns and centuries-old beech trees. Leaving behind technical lumen values and colour rendering indices, attention shifted to the subtle nuances of natural light filtering through clouds and the forest canopy. Light that no one has designed. Light that changes when a branch moves. Light that reflects the rhythm of nature.

It is a different perspective. And an important one. In the interview with the bestselling author that followed, this impression was summed up in a single sentence:

"Fireflies are true masters of efficiency and have been producing light with almost no heat loss for thousands of years."

For a lighting manufacturer, a statement like this is a humbling reminder. Nature demonstrates principles that can also inspire technological development: efficiency, adaptability and the interplay of many different elements.

Wohlleben is particularly interested in this interplay: "For a long time, we thought that species were competing with one another. Everyone against everyone. But that isn't true. They are collaborative ecosystems. And the same should apply to us humans. Where social cohesion and a willingness to cooperate are lacking, societies fall apart."

This idea inspires Lightnet. It can also be found in products that explore natural forms and the effects of light – such as Liquid Line, which has been used to create a tree of light at Lightnet's headquarters in Cologne.

The partnership with Wohlleben's Forest Academy is part of Lightnet's commitment to creating opportunities to experience nature and encouraging dialogue about the responsible use of resources.

In this way, a connection emerges between light, architecture and nature. Wohlleben welcomes this. Because nature, he says, is fundamentally a cooperative system.

"Luminaires influence social interaction, create atmosphere, and promote communication and well-being. They are part of this cooperative system."

Peter Wohlleben

↓ Peter Wohlleben and the Lightnet Cologne team on a hike together in the Eifel region.



Lightnet x Wohlleben

50 Jahre  **650 qm²**

50 years of protection for 650 m² of primeval forest.



An extra square metre for every metre of Liquid Line ordered between 1 October and 31 December 2026. Partnership with Wohlleben's Forest Academy.

Become a Forest Guardian:



wohllebens-waldakademie.de

A project recognized by the United Nations

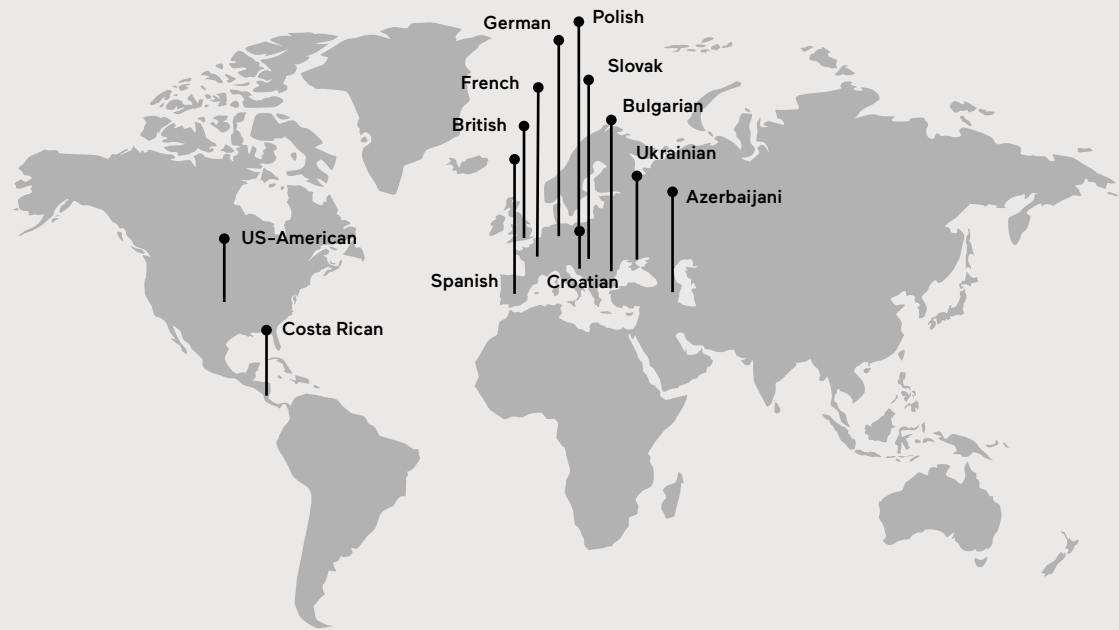


Diversity inclusion & equality

12

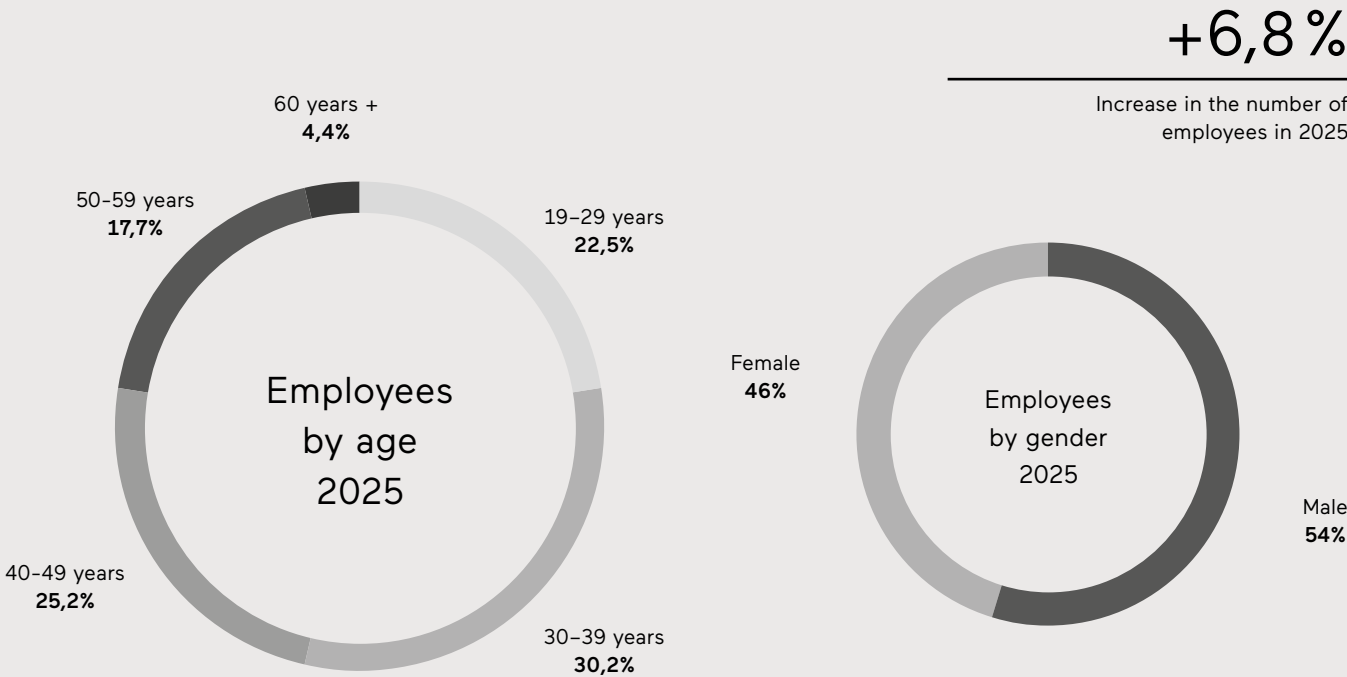
Nationalities

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 2025, Lightnet had a total of 653 employees, an increase compared to the previous year (603). 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	2025
Lightnet GmbH Germany – Köln	40	43	44	48
Lightnet Poland – Kety	124	155	124	143
Lightnet Poland – Kobiernice	359	382	366	389
Lightnet Poland – Kobiernice II	–	–	60	64
Lightnet UK	4	4	2	1
Lightnet France	1	1	2	3
Lightnet USA	2	5	4	4
Lightnet Mexico	1	1	1	1
Total	531	591	603	653



All employees Location	2022		2023		2024		2025	
	Male	Female	Male	Female	Male	Female	Male	Female
Lightnet GmbH Germany – Köln	22	19	27	16	25	19	27	21
Lightnet Poland – Kety	56	68	71	84	56	68	62	81
Lightnet Poland – Kobiernice	203	156	210	172	192	174	214	175
Lightnet Poland – Kobiernice II	–	–	–	–	47	13	42	22
Lightnet UK	3	1	4	–	2	–	1	–
Lightnet France	1	–	1	–	2	–	3	–
Lightnet USA	1	1	3	2	1	3	1	3
Lightnet Mexico	1	–	1	–	1	–	1	–
Total	286	245	317	274	326	277	351	302



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, 2025, 97 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 2025. 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 2025, Lightnet conducted a total of 1103 hours of training for its employees, which corresponds to an average of 1,7 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.

Training hours	2022	2023	2024	2025
Total number	1.767	1.934,25	1.975,5	1.103,0
perceived by women	553,5	487,75	617,5	406,0
perceived by men	1.213,5	1.446,5	1.358	697,0
Hours per male employee	4,7	4,9	4,6	2,0
Hours per female employee	2,5	2,0	2,4	1,3
Hours per employee	3,7	3,3	3,6	1,7

The decrease in training hours compared with the previous year is mainly due to the phasing out of the English language training programme for staff. As this programme accounted for a significant proportion of the total training hours, its discontinuation has had a corresponding impact on the overall number of training hours. Regardless of this, the company continues to ensure that all staff have access to the training they need to carry out their duties safely and successfully. At the same time, we continually encourage the expansion of knowledge and the personal and professional development of our staff.

Corporate governance & outlook

At Lightnet, sustainability is an integral part of our strategic direction and is embedded in our business processes. In accordance with GRI 2-14, the highest governing body is responsible for ensuring that sustainability issues are taken into account in the corporate strategy and reporting.

The management team oversees the development and implementation of relevant measures, defines strategic objectives and provides the necessary resources for their implementation. In doing so, we are guided by the principles of responsible corporate governance, transparency and continuous improvement.

As part of our ISO 9001, ISO 14001 and ISO 50001 certifications, we regularly review the economic, social and environmental aspects of our business activities. In this process, we analyse relevant risks and opportunities and derive measures for the further development of our processes.

Our management systems help us to systematically assess risks and implement appropriate measures to improve working conditions, environmental management and energy efficiency.

Sustainability Governance and Responsibility at Lightnet

Lightnet is committed to acting responsibly and with integrity. Values such as respect, trust, reliability, tolerance and transparency form the basis of our collaboration.

Compliance with applicable national and international laws and regulations is our top priority. This includes, amongst other things, regulations relating to the environment, health and safety at work, labour law and fair business relationships. We adhere to international human rights standards and expect these to be upheld both within our own operations and in our business relationships. Child labour and forced labour are not tolerated. We also pursue a zero-tolerance approach towards bribery and corruption. By continuously developing our processes, using resources responsibly and improving our products, we support our objectives in the areas of quality, the environment and energy efficiency.

GRI
2-27

GRI
2-29

Approach to stakeholder engagement

An open and transparent dialogue with our stakeholders is an important part of our corporate development. As an internationally active company, we collaborate with various stakeholder groups, including customers, suppliers, employees, job applicants and partners from research and development. We use various communication channels to better understand our stakeholders’ requirements, expectations and perspectives and to incorporate them into our decisions. Collaboration with customers and partners helps us to further develop solutions and identify new requirements at an early stage.

Digital technologies enable efficient communication across different locations. At the same time, face-to-face meetings – for example, at trade fairs, during customer visits or at events – remain a key part of our communication, as they facilitate direct discussion of products, applications and shared goals. We view sustainability as an ongoing development process. Together with our employees, customers and partners, we are working to further develop our processes and solutions in a responsible manner.



GRI Content Index

This report covers the period from January 1, 2025, to December 31, 2025, 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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