



Sustainability Report 2025

There's more to *light*
than meets the *eye*.

DELTA **LIGHT**

Every lighting solution comes with a responsibility. A responsibility to foster comfort and well-being, but also to save energy, to last more than one lifetime, and to use materials thoughtfully.

And all of that without any compromise on classic traits like aesthetics and functionality, quite the contrary.

With Deltalight, you can have it all.

We're turning responsible choices into better lighting solutions for your projects.



01. INTRO

02. DELTALIGHT, NICE TO MEET YOU

- 01.A About this report
- 01.B Message from our CEOs
- 01.C Key sustainability milestones

- 02.A Why the right lighting matters
- 02.B Who we are and who we serve
- 02.C How we complete architectural visions
- 02.D Where we leave our mark

03. OUR SUSTAINABILITY PROGRESS

- 03.A Our sustainability approach
- 03.B Dimming our climate impact
- 03.C Illuminating wisely
- 03.D Lighting up lives
- 03.E Wiring for tomorrow

04. OUTRO

- 04.A Glossary
- 04.B VSME index

01. INTRO

Name of the reporting organisation

Delta Light NV

Location

Headquarters at Muizelstraat 2, 8560 Wevelgem, Belgium

Reporting period

Start: 1 September 2024
End: 31 August 2025

Legal form & NACE sector classification

Public limited company (PLC)
NACE C - 27.40 Manufacture of lighting equipment

Currency of the monetary values in the report

EUR

Reporting scope

This report has been prepared on a consolidated basis for Deltalight, with the exclusion of the North America and India. Due to a lack of data maturity in those areas, we couldn't truthfully include them in this report. We do, however, plan to integrate North America and India in future reports.

The Deltalight entities included in this report: Belgium, the Netherlands, France, Germany, the UK, Italy, Spain, Colombia, China, and Hong Kong – totaling a headcount of 408 employees.

Reporting standard

In preparing this report, we have followed both the Basic and Comprehensive Modules of the Voluntary Standards for Small and Medium Enterprises (VSME, Option B). The report is also strongly inspired by the principles of the CSRD, such as the inclusion of a double materiality assessment. For reasons of confidentiality, we do not disclose our turnover.

Contact

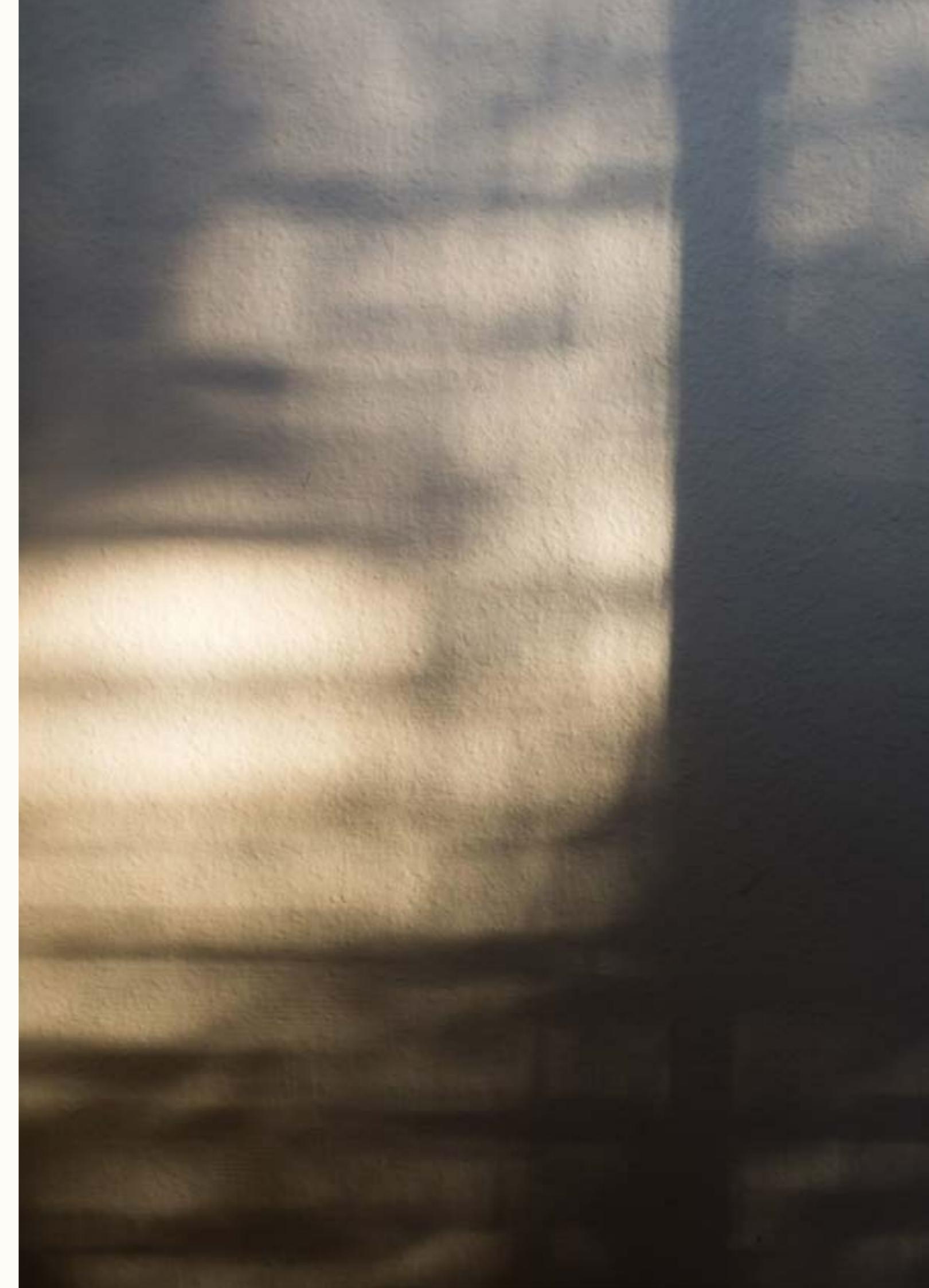
For questions regarding this report, please contact Sarah Depoortere (Sustainability Manager) via our contact page.

Realisation

Storyline, copywriting & design:
in collaboration with com&co



All specialised words and abbreviations are explained in [our Glossary](#).



There's more to light *than meets the eye.*

Message from *our* CEOs

Dear architects, partners,
and all those who share our journey,

Our parents,
Paul and Katrien Ameloot,
started Deltalight with a particular vision on lighting.
For them, lighting wasn't merely an aesthetic element
or functional piece of equipment.
Instead, they believed that the right lighting solution
had the power to truly elevate a space.

This vision runs in our blood and still defines Deltalight today.
It's how we complete your architectural dreams.
Together, we create moments that linger
long after the lights go out.

*Light changes a house into a home.
Light transforms offices into a source of inspiration.
Light makes commercial spaces come to life.
Light turns hotel stays into stories.
Light invites exploration, even at night.*

In other words, light doesn't just reveal the world around us;
it shapes the way we experience our surroundings.

Opportunity in every ray

In our first public sustainability report, we want to show you that our vision on lighting goes hand in hand with a responsible way of doing business. Also in that sense, there's more to light than meets the eye.

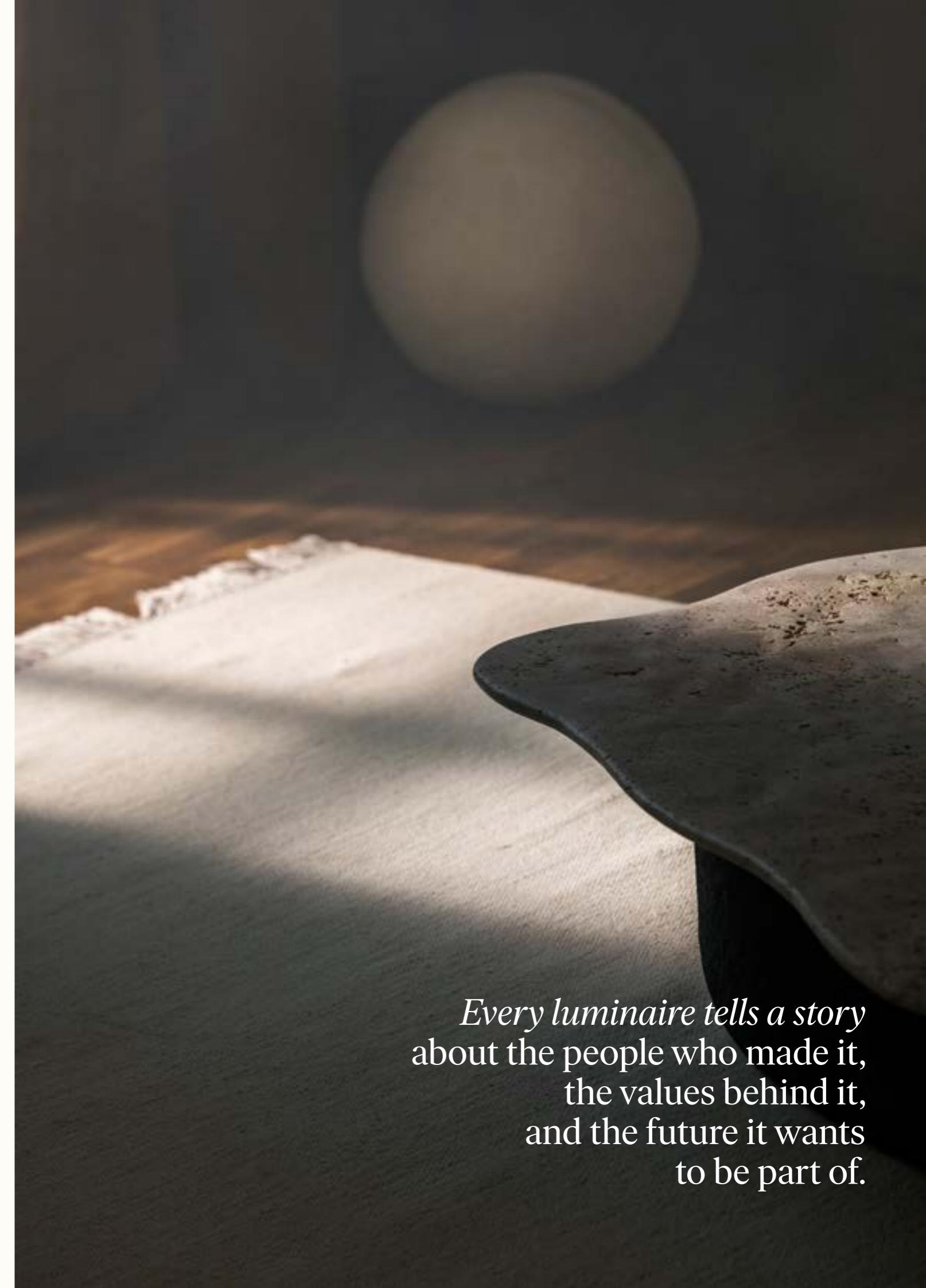
We elevate residential and commercial spaces while bringing comfort to people's lives and caring for the world around them. And by 'we', we mean everyone in our network, from our customers to our long-standing suppliers. Our entire network is built around the idea of creating light that makes a positive difference.

Whether we're talking about energy efficiency, material use, mental well-being, or any other ESG topic, Deltalight makes choices for the long run. It's what we've been doing for nearly 40 years as a family business – with numerous premium projects across the globe to show for it.

In short, we see every project as an opportunity to show the world that sustainable choices can lead to lighting solutions that last longer, perform better, and look ever more stunning.

Enjoy reading.
Kind regards,

Jan and Peter Ameloot
CEOs of Deltalight Group



*Every luminaire tells a story
about the people who made it,
the values behind it,
and the future it wants
to be part of.*

Key Sustainability Milestones

Environmental Milestones

42% CO₂ reduction



Compared to 2021
(Scopes 1 &2)

100% renewable energy
at owned sites



Half of it from our
own solar panels

63% of our active portfolio
comes with eco-packaging



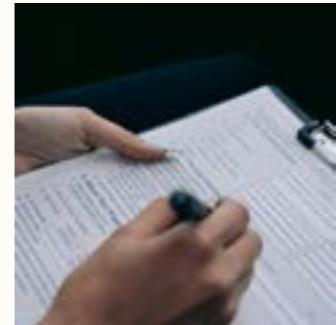
Mainly by moving from
plastics to other materials

32% of our active
portfolio is backed by
EPDs (21%) or LCAs (11%)



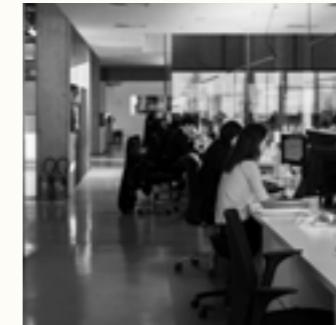
Our focus is on measurable,
comparable, and credible
progress

NPS score (32) reflects
satisfied customers



Monthly surveys allow us to
keep our finger on the pulse

86% retention rate



Supported by our
Grow and Glow Programme

121 visually impaired
people helped



Through our partnership
with Light for the World

90% purchases



Made from suppliers who
signed our Code of Conduct

Social Milestones

Key Sustainability Milestones

Governance Milestones

ISO 14001
Certification



Active participant of
the UN Global Compact

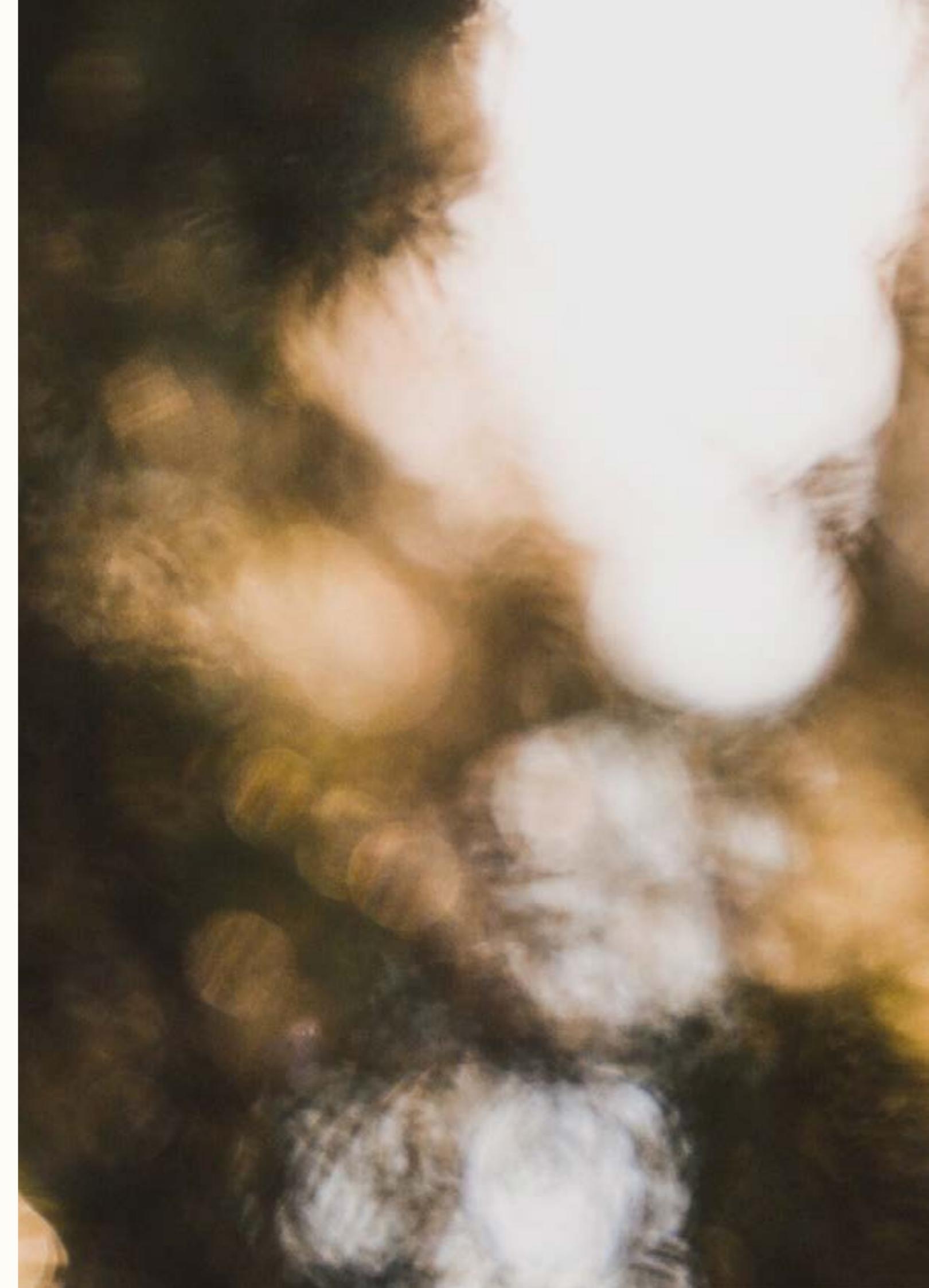


Demonstrates a
structured environmental
management framework
aimed at continuously
improving how we monitor,
control, and reduce our
environmental impacts

[Go to certification](#)



Placing us in
the top 15% of rated
companies worldwide



02. DELTALIGHT, *NICE TO MEET YOU.*



- 02.A Why the right lighting matters
- 02.B Who we are and who we serve
- 02.C How we complete architectural visions
- 02.D Where we leave our mark

Why the *right* lighting matters.

We spend 90% of our time indoors

Source [NHAPS Survey](#)

The right lighting solution, combining natural and artificial light, does so much more than simply illuminate a space. It brings comfort. Well-designed lighting supports focus, mood, and cognitive performance – whether at work, school, home, or elsewhere.

55% of office workers would like better lighting in their workplace

Source [Repro-light Survey, 2019](#)

The right lighting, characterised by appropriate illuminance levels, colour temperature, and glare control, can positively impact mood, concentration, and performance – leading to increased overall job satisfaction and employee well-being.

Electricity for lighting equals 15% of global power consumption

Source [UNFCCC](#)

Replacing all the world's inefficient lighting with energy efficient alternatives would cut the global share of electricity used for lighting by 50% and lead to a 5% reduction in total global electricity consumption.



Why the *right* lighting matters.

More than 80% of the world's population lives under light-polluted skies

Source [Darksky](#)

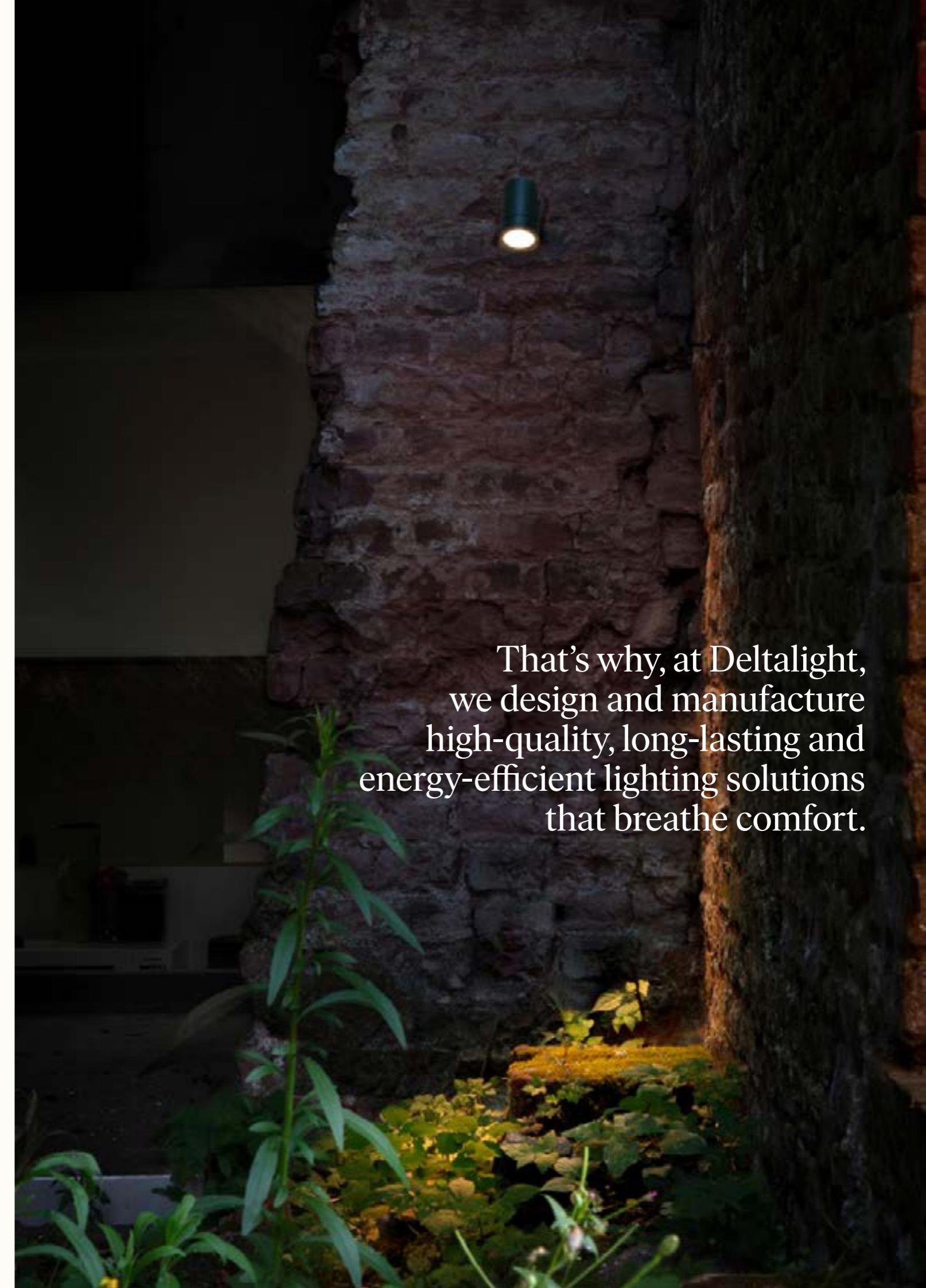
This is problematic because artificial light at night can negatively affect human health, increasing risks for obesity, depression, sleep disorders, and more. Moreover, light pollution harms wildlife and our ecosystems.

Dozens of raw materials go into LED lamps

Source [Cleaner Engineering & Technology](#)

With so many valuable materials – from metals and plastics to rare earth elements – playing a role in lighting, the industry has a unique opportunity to lead the way in smarter, more resource-efficient design and production.

That's why, at Deltalight, we design and manufacture high-quality, long-lasting and energy-efficient lighting solutions that breathe comfort.

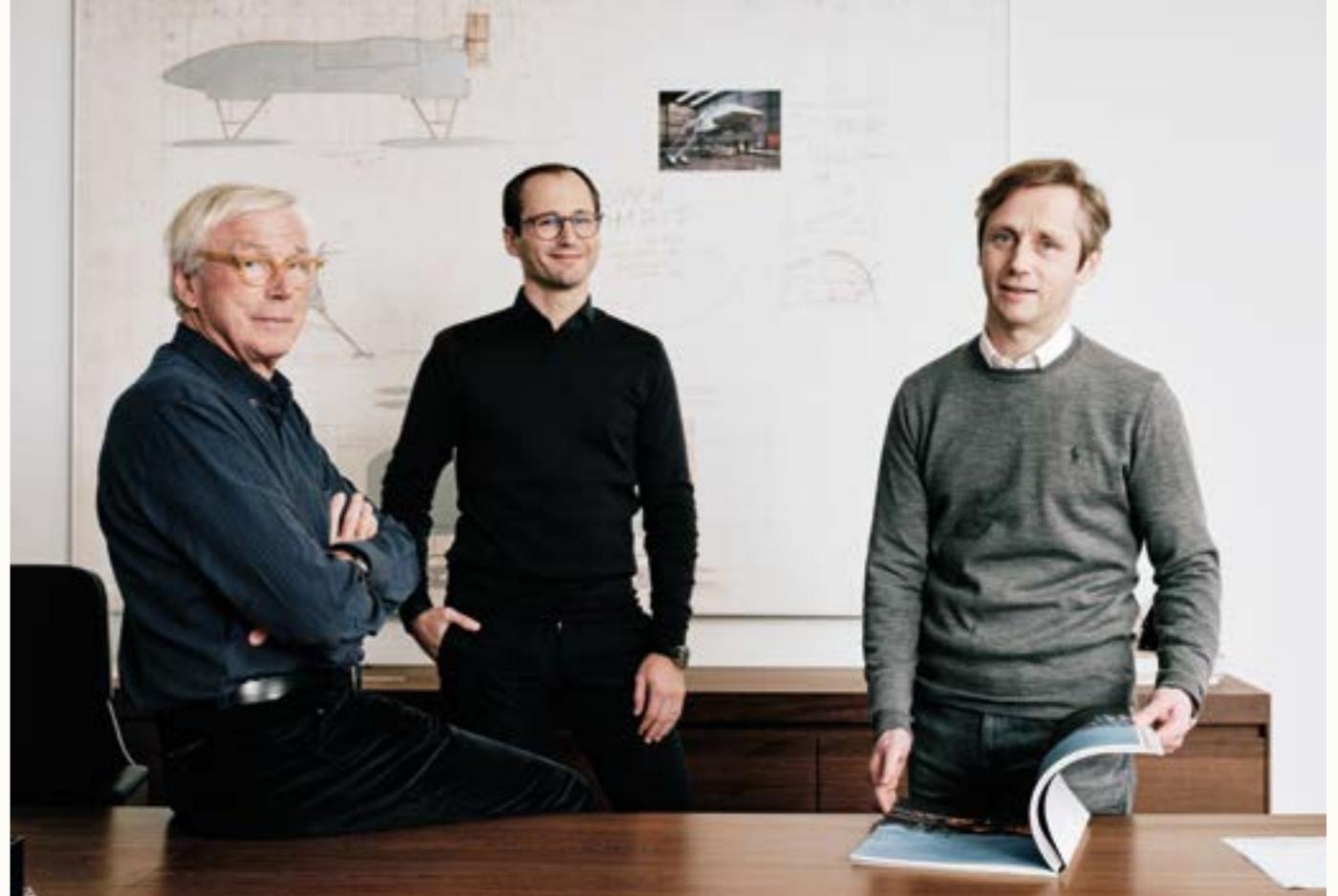


Who are we and who we serve.

A growing *family business...*

Lighting isn't just our business – it's part of our family DNA. For over 35 years, founders Paul and Katrien Ameloot have poured their heart and soul into building the company, guided by a belief that lighting should not only illuminate spaces, but also shape how people feel within them. Today, that same passion burns bright in the next generation. With their sons Jan and Peter at the helm, the Ameloot family continues to push boundaries.

But the Deltalight story goes far beyond one family. It's written every day by the hundreds of colleagues who design, engineer, and build our products with the greatest care. It's fueled by our customers, whose creativity inspires us to keep evolving. And it's strengthened by our partners, who work closely alongside us to shape the lighting of tomorrow.



Who are we and who we serve.

From one *spark* to the next

1974

Paul Ameloot opens his hi-fi store Stereo House in Roeselare, Belgium. The rise of disco culture sparks a growing demand for nightclub lighting. Gradually, the focus shifts from sound to light.

1993

Deltalight's founder Paul Ameloot created the original Delta Matrix frame system. Initially produced in steel, it quickly evolved into lighter, recyclable aluminium, reducing weight and transport impact. This innovation outperformed traditional slot-profile systems and later shaped the beMatrix concept, reinforcing our commitment to sustainable, efficient design.

1989

The start of Deltalight. The team develops its first lighting fixture: Phantom. The business grows rapidly and is soon active in over 50 countries.

2006

The House of Light arises in Wevelgem, Belgium. Deltalight's new HQ includes offices, a production department, a spacious showroom, testing and certification laboratories, and a training centre.

2015

Opening of our fully automated high-rise warehouse facility, resulting in a lower environmental footprint and more efficient logistics.

Today

Deltalight continues to expand its portfolio of high-quality, long-lasting and energy-efficient lighting solutions that bring comfort to people's lives. At the same time, we rethink our existing product families to align with our sustainability vision.

2018

Strategic acquisitions, such as AQForm, lead to the establishment of Deltalight Group. A few years later, also American Lambert Lighting Group will follow. Alongside the Deltalight brand, the group expands its portfolio with LEDsGO.

Who are we and who we serve.

Elevating every space.

RESIDENTIAL



OFFICE



LANDSCAPE



RETAIL



PUBLIC SPACES



HOSPITALITY



How we complete *architectural visions.*



With the future in mind.

“Because the impact of lighting products and procurement on our environment is too significant to ignore, a focused team was launched to lead and materialize our sustainability journey three years ago. By embedding sustainability into every department, we aim to make responsible choices the foundation of how we design, source, and develop the lighting solutions of tomorrow.”

Frederik Lips, Strategic Buyer

With unexpected details.

“Details don’t seek attention – they make a design both contemporary and timeless, subtly creating a sense of wonder that elevates a product beyond the ordinary. In many ways, details turn longevity into a quiet form of sustainability.”

Maarten Demunster, Art Director



With quality in our minds and hands.

“Quality isn’t something you can capture in a number. It’s an attitude – a sense of care and dedication that results in outcomes you can truly feel and experience. And it’s the skillful hands of our colleagues, noticeable in every product they create. That combination of minds and hands, which I call craftsmanship, defines us.”

Koen Dequae, Quality Manager

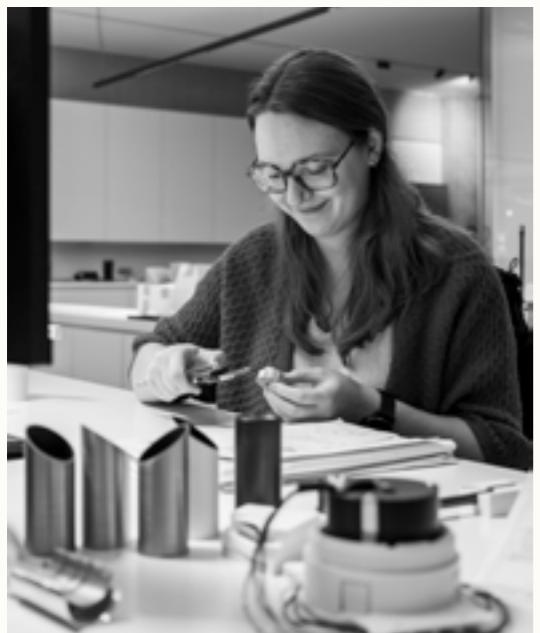
How we complete *architectural visions.*



With innovation, design and technology.

“Our designers and engineers are always looking for ways to implement sustainability in their designs. What I like about Deltalight is that we create long-lasting fixtures with current and future generations in mind.”

Leonie Beernaert, Junior Product Developer



With comfort as the silent architect of well-being.

“There is no standard recipe for the proper illumination of a space. It's about finding the right balance between quantity and quality, contrast and uniformity, flexibility and sustainability. All these aspects must come together to create a sense of comfort, supporting every activity that takes place within the space. When light feels right, it shapes how we see, feel, and live, becoming the silent architect of well-being.”

Giuseppe Lacobino, LAD Director



With a holistic approach to sustainable design and lasting impact

“Enabling our customers to create truly sustainable buildings and lighting solutions starts with us. At Deltalight, every member of our team plays a role in making responsible choices - across product and lighting design, material selection and sourcing, logistics, facility management, and the daily wellbeing of our people.”

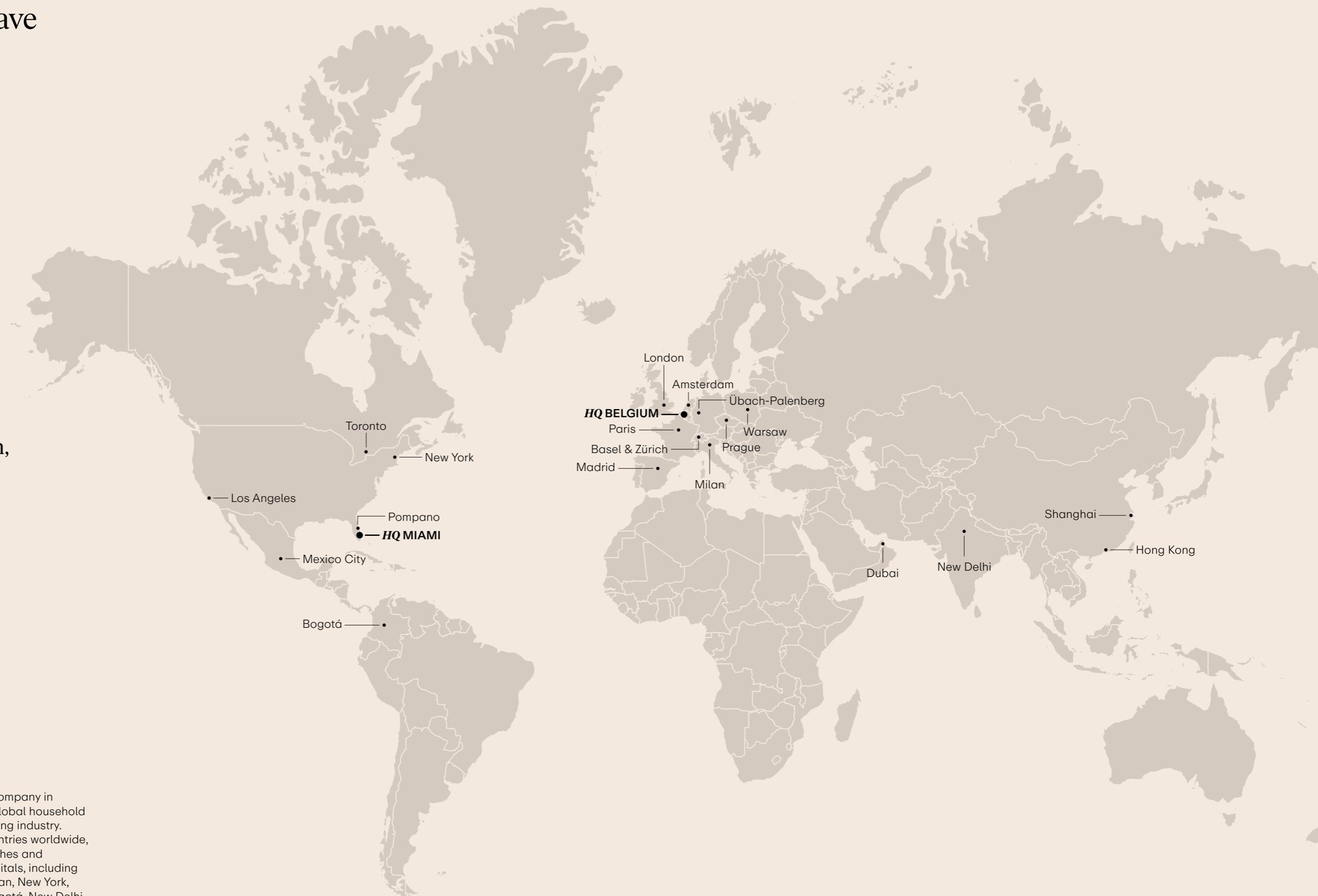
Sustainability is not always the easiest path, nor the most obvious one. Yet we are convinced - and increasingly supported by clear evidence - that creating a healthier, more sustainable living environment also creates long-term economic value. That is why we see sustainability not as an add-on, but as an essential part of our mission. We are committed to delivering sustainable benefits without compromise – to our customers, our stakeholders, and the world around us.”

Paul Matthijs, CEO

Where we leave
our mark.

Rooted in Belgium,
global presence.

What started as just a small company in Roeselare, Belgium, is now a global household name in the architectural lighting industry. Deltalight operates in 120 countries worldwide, with a strong network of branches and partnerships in key design capitals, including Paris, London, Amsterdam, Milan, New York, Miami, Los Angeles, Dubai, Bogotá, New Delhi and Shanghai.



03.

OUR SUSTAINABILITY PROGRESS



- 03.A Our sustainability approach
- 03.B Dimming our climate impact
- 03.C Illuminating wisely
- 03.D Lighting up lives
- 03.E Wiring for tomorrow

Our Sustainability Approach

How it started.

TRANSPARENCY BY CHOICE

To create a more sustainable world, it is important that consumers, partners, governments, and others can easily compare organisations in terms of sustainability performance. The European Corporate Sustainability Reporting Directive (CSRD) enables such reliable and transparent comparison. It does so by requiring all companies within its scope to publish annual sustainability reports that meet strict standards.

Although CSRD does not formally apply to Deltalight, we fully embrace its spirit. That's why we choose to report voluntarily as part of our commitment to openness and responsible growth. The goal is to give you a clear view of Deltalight's environmental, social, and governance performance, so that you can make informed choices about your next project.^(*)

(*) Under the new Omnibus amendments, companies like Deltalight fall outside the mandatory CSRD scope due to updated size and listing thresholds.



By providing you with clear ESG information, we empower you to make choices that align with your own goals and values.

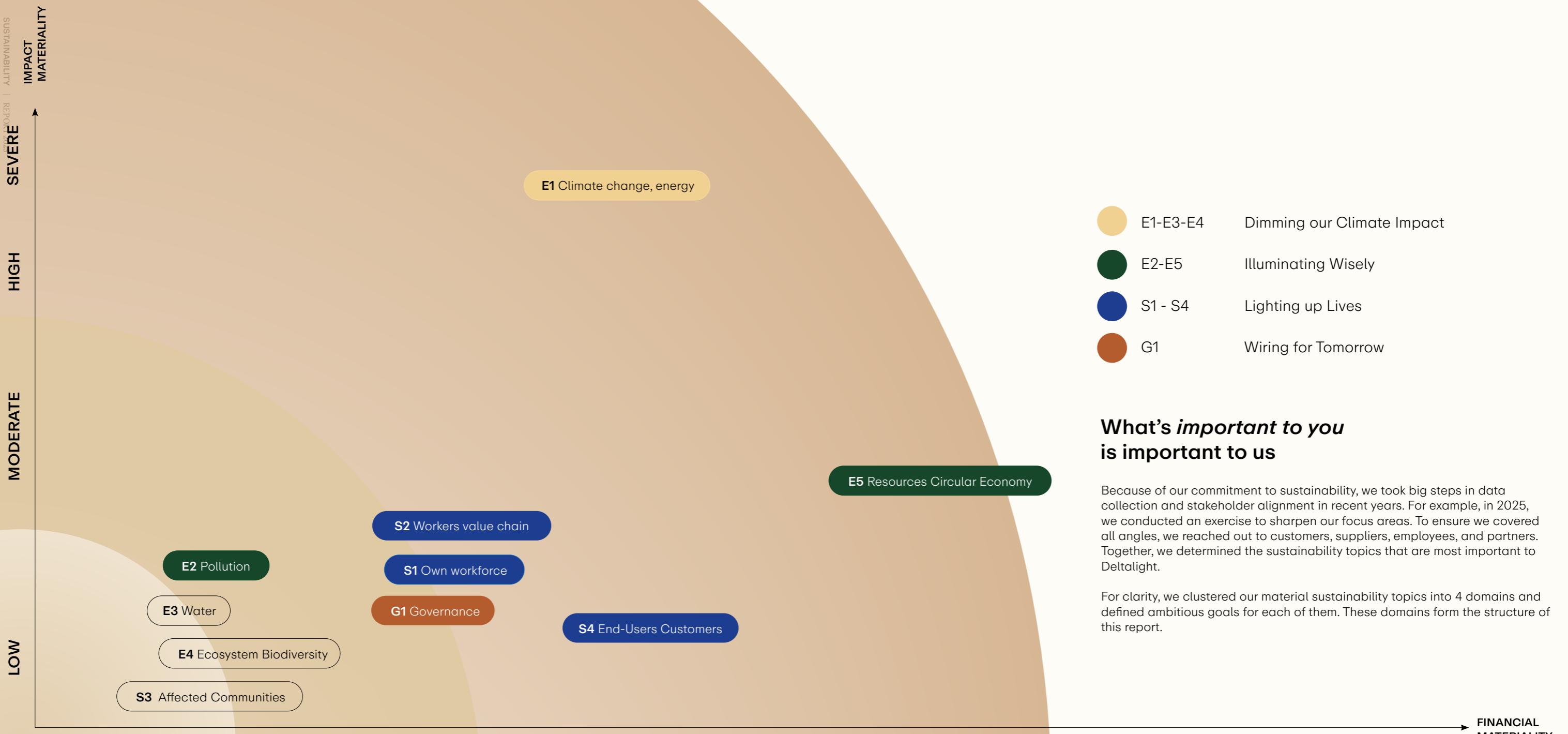


“Meaningful ESG progress starts with a solid strategy. In 2025, we conducted our second double materiality assessment, which helped to finetune our focus, confirm what works, and align even more closely with our stakeholders’ expectations. Now, we’re better equipped to contribute to a sustainable future.”

Sarah Depoortere, Sustainability Manager



How it materialised.



Our Sustainability Approach

How it turned into a daily reality: 4 key focus domains.

Our sustainability strategy is embedded in everyday decisions, measured consistently, and promoted throughout our entire value chain. That way, it has become a natural part of our daily work rather than just a long-term aspiration. And, more importantly, it's turning responsible choices into better lighting solutions.

1 Dimming our Climate Impact *Net zero by 2050.*

GOAL

Net zero by 2050.

Because the next generations deserve a healthy planet.



SDG 13
Climate Action



SDG 12
Responsible
Consumption and
Production



Deltalight is playing its part by aiming for carbon neutrality in 2050 or earlier. Our back-casting strategy involves our entire carbon footprint (i.e. Scope 1, 2 and 3) and contains both short-term and long-term targets – in accordance with the Corporate Net-Zero Standard of the Science Based Targets initiative.

2 Illuminating wisely *Making the circular choice the easy choice.*

GOAL

Making the circular choice the easy choice.

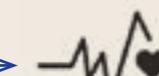


Deltalight wants to accelerate the transition to a fully circular economy by making the circular choice the easy choice for your lighting projects. This means that we focus on all major aspects of a circular economy: from smarter use of resources and longer lifespans all the way to full transparency on the environmental performance of products.

3 Lighting up lives *Bringing comfort and well-being to people through light and care.*

GOAL

Bringing comfort and well-being to people through light and care.



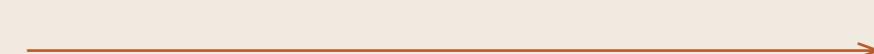
SDG 3
Good Health
and Well-being

Deltalight takes this to heart and contributes to overall health. We promote mental and physical health among our employees through safe and ergonomic workplaces, as well as other initiatives. Meanwhile, we bring comfort to people's lives through thoughtful lighting solutions and invest in health-oriented community projects.

4 Wiring for tomorrow *Count on lasting, measurable impact*

GOAL

Lasting, measurable impact.



Wiring for Tomorrow represents the systems and governance that make sustainable progress possible. Although no single SDG is directly linked to this domain, strong leadership, transparent reporting and continuous improvement enable us to contribute meaningfully to all other SDGs.

1

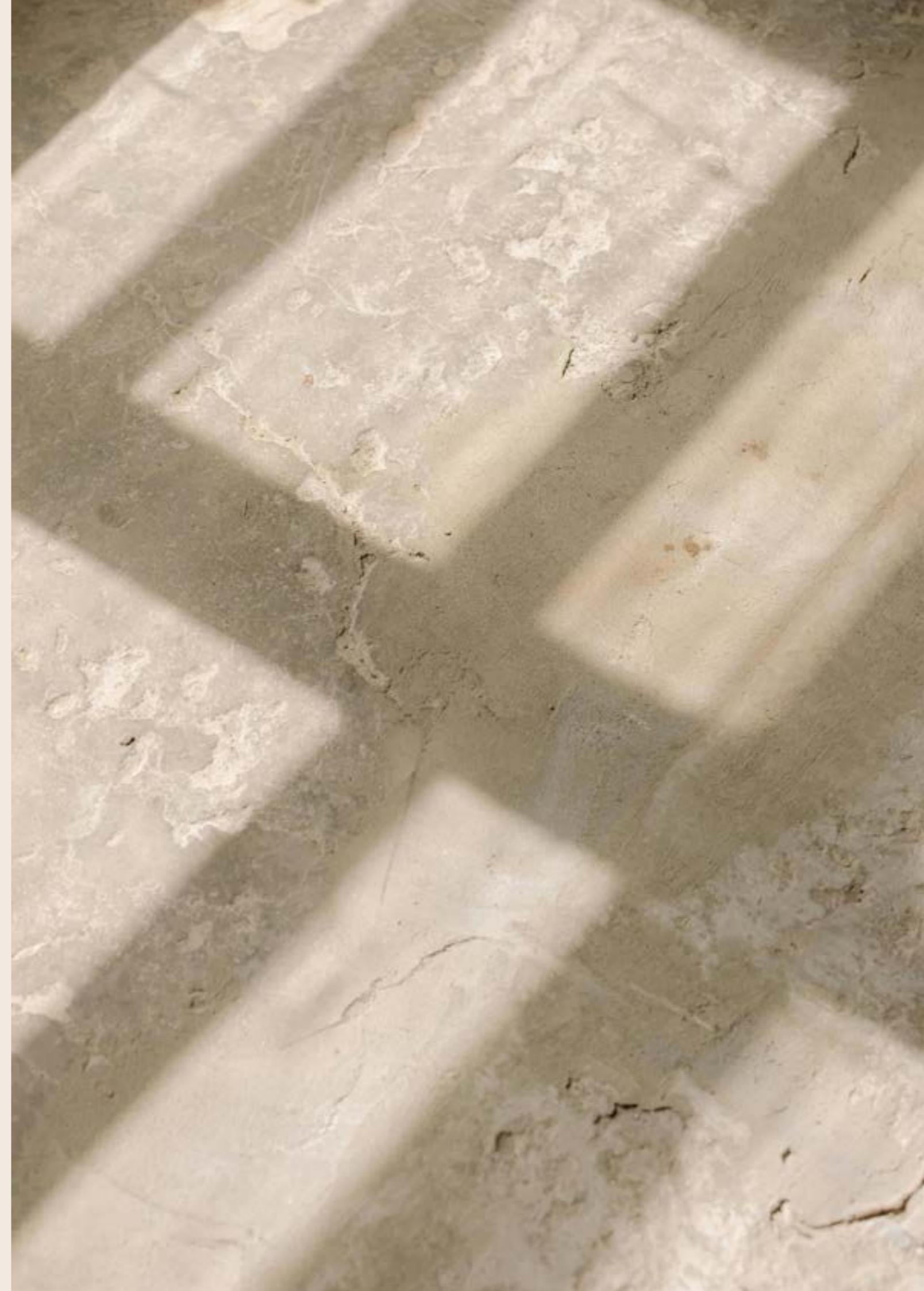
Dimming our Climate Impact *Net zero by 2050.*

Why it matters?

More and more commercial and residential projects are embracing resilient, low-carbon, and energy-efficient designs – giving Deltalight the opportunity to lead in sustainable lighting solutions.

By dimming our climate impact, we directly contribute to a healthier planet, while creating products that resonate with environmentally aware architects and project owners. Our thorough approach also helps them to achieve green building certifications like LEED or BREEAM, and respond to rising expectations from their customers, among other things.

As such, we're positioning Deltalight at the forefront of a market that increasingly values energy efficiency, top quality, circular choices, and – more general – our natural environment.



Dimming our Climate Impact

Net zero by 2050.

What do we focus on?

Deltalight is determined to do what's necessary to help limit global warming in accordance with the Paris Agreement.

First, by minimising our own carbon footprint. This includes eliminating waste from production, switching to renewable energy sources, electrifying our entire fleet, improving water efficiency, and rethinking the way we transport goods.

Second, by offering resource-efficient, smart lighting solutions that deliver more light for less energy, thus empowering architects to design low-carbon projects.

This two-way decarbonisation approach allows us to set ambitious carbon reduction targets for both the short and long term.

Targets for 2030

Scope 1 & 2

A 50% reduction of absolute emissions (compared to 2022) to help achieve the 1.5°C global warming scenario

Targets for 2050

Carbon neutrality

Scope 3

A 25% reduction of emissions (compared to 2022) – both absolute and intensity targets – to help achieve the well-below 2°C global warming scenario

Carbon neutrality

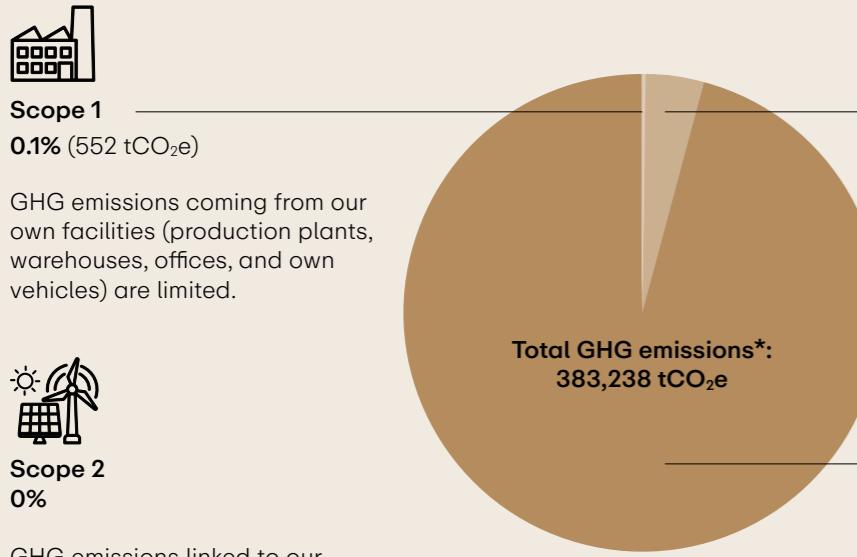
For a detailed simulation within all Scopes (including methodology), you can request our Climate Impact Report 2025, which provides a complete inventory of our GHG emissions since 2021.

Dimming our Climate Impact

Net zero by 2050.

Where do we stand?

OUR CARBON FOOTPRINT IN 2025



*Our carbon footprint is calculated in accordance with the GHG Protocol Corporate Standard. Wherever possible, primary data has been used, supplemented by secondary data and standard emission factors where needed.

- Scope 1**
0.1% (552 tCO₂e)
GHG emissions coming from our own facilities (production plants, warehouses, offices, and own vehicles) are limited.
- Scope 2**
0%
GHG emissions linked to our purchased electricity is reported as zero, because we strictly consume certified renewable energy.
- Scope 3 upstream**
4.1% (15,849 tCO₂e)
GHG emissions related to the actions before our operations are mainly due to purchased goods and services (cat. 1), such as aluminium.
- Scope 3 downstream**
95.7% (366,837 tCO₂e)
GHG emissions that occur after our luminaires leave our facilities can almost be fully attributed to the use of sold products (cat. 11).

Over **95%** of our carbon footprint is linked to the energy use of our luminaires during their planned lifetime, which we continuously try to extend for circularity reasons. That's why we've made energy efficiency a spearhead of our decarbonisation plan.

Reporting approach for leased sales offices

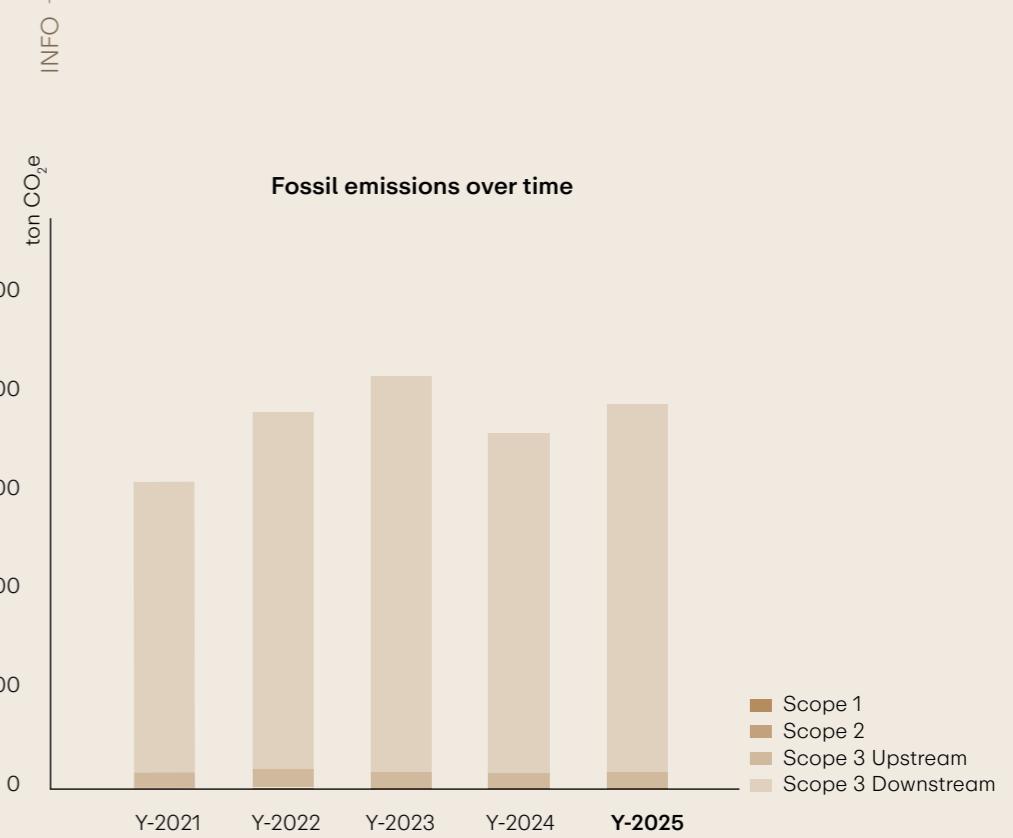
To support like-for-like comparisons with previous reporting years and because we have limited control over leased sites, we always disclose our carbon footprint without our sales offices. However, we disclose the combined carbon footprint of our leased sales offices in France, the Netherlands, Italy, the United Kingdom, Germany and Colombia [in the Annex of this report](#).

Progress since 2021

The graph below shows our total carbon footprint in absolute emissions. At first glance, it appears to increase over time. This rise is mainly linked to the energy our luminaires consume during their lifetime, which is the largest contributor to our footprint (Scope 3 downstream).

Here's the paradox: to support a more sustainable economy, we design products that last longer. Longer lifetimes, however, also mean more hours of use. As a result, total lifetime emissions can increase even when our luminaires become more energy-efficient year after year.

This is why absolute emissions do not give a complete picture of our real progress. To better assess our climate impact, we introduce an intensity-based approach, which we explain in a closer look at Scope 3.



1

Dimming our Climate Impact

Net zero by 2050.

Where do we stand?



A CLOSER LOOK AT THE DIRECT EMISSIONS FROM OUR OPERATIONS (SCOPE 1)

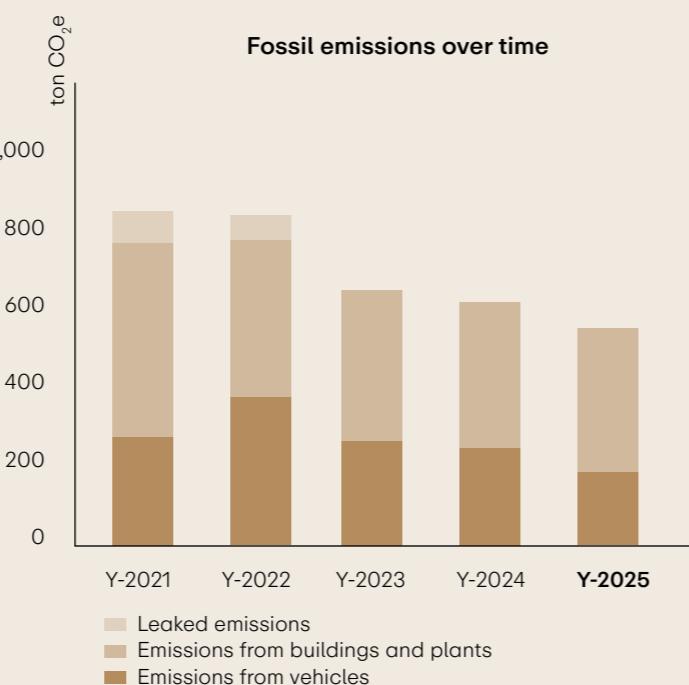
Since 2021 there is a significant reduction in the emissions we directly control, with a decrease by 42%. This reduction is the result of improvements we can actively influence like:

Heating systems

Optimisations of our heating installations, which already led to a direct reduction in fuel-related emissions at our facilities.

Company cars

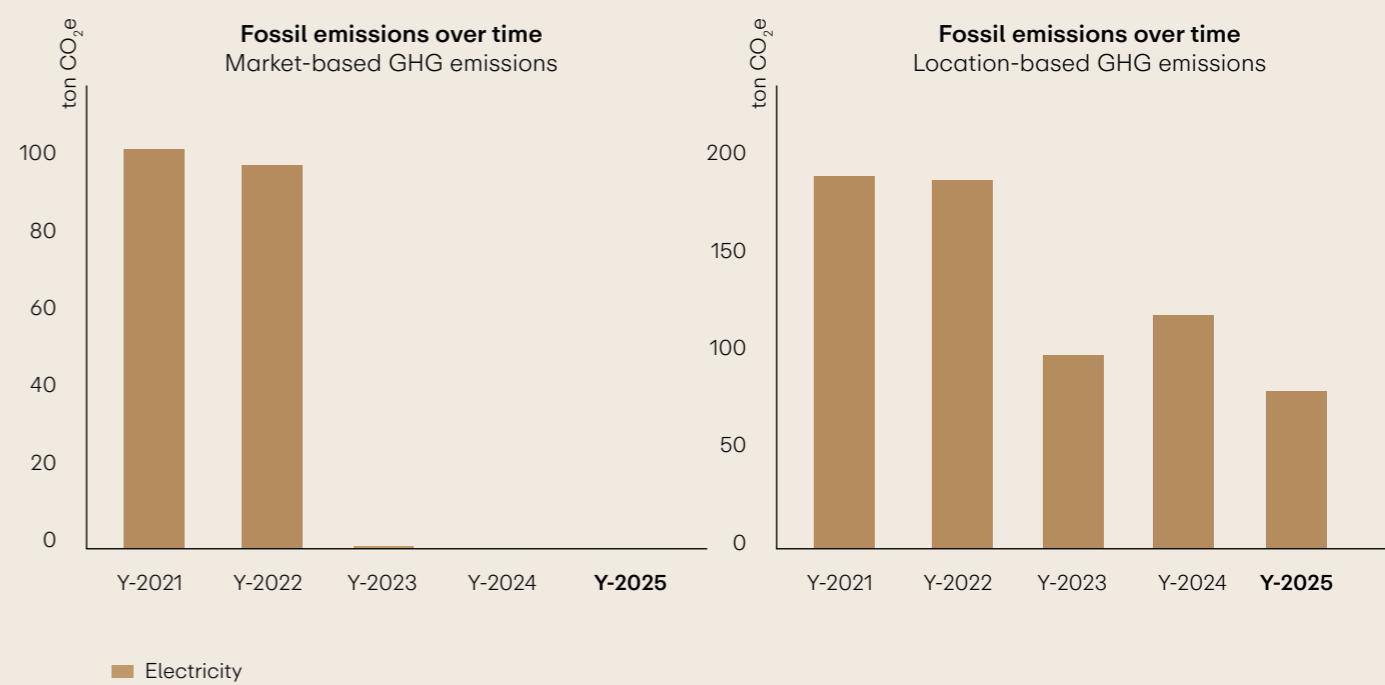
The electrification of our fleet is still in its early stages, but our new car policy will accelerate the transition and significantly lower our fleet emissions in the years ahead.



A CLOSER LOOK AT THE INDIRECT EMISSIONS FROM PURCHASED ENERGY (SCOPE 2)

We report zero Scope 2 emissions, as all purchased electricity for our facilities comes from certified renewable sources. Even when we look at our consumption through location-based emissions (total electricity consumption) we still see a significant reduction of 57.6% since 2021 in electricity use. This shows that our progress is not only contractual, we genuinely consume less energy.electricity use.

Our key decarbonisation actions are expanding our own solar energy and improving energy efficiency at our facilities. This year, we took full ownership of our on-site solar park, and LED relighting in our warehouse and offices further reduced our electricity use.



Dimming our Climate Impact

Net zero by 2050.

Where do we stand?

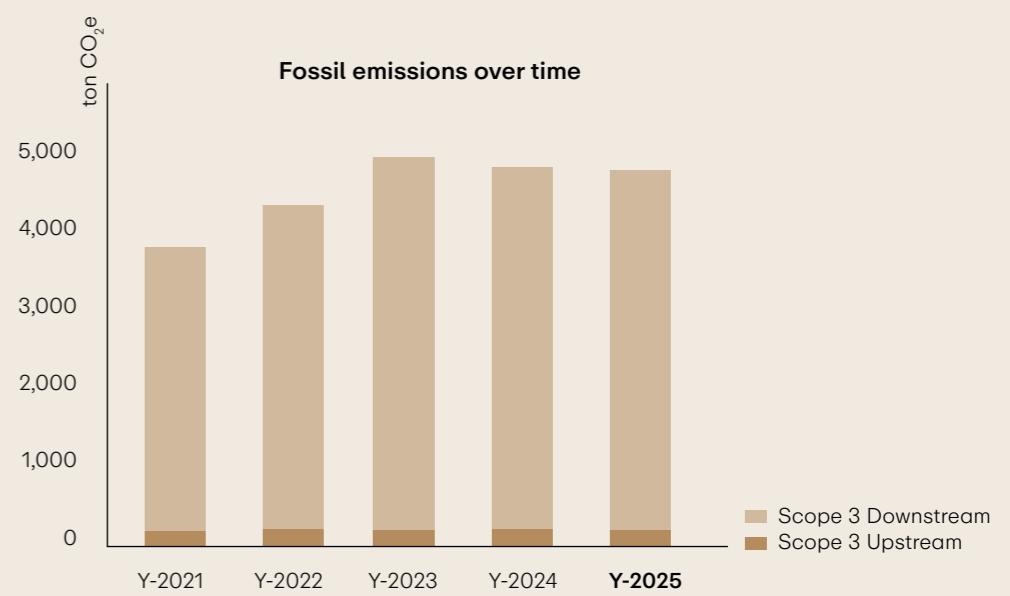
A CLOSER LOOK AT ALL OTHER INDIRECT EMISSIONS IN OUR VALUE CHAIN (SCOPE 3)

Most of the GHG emissions in our value chain come from the energy our luminaires consume throughout their lifetime — just like any other electric or electronic product. This makes the use phase, when our luminaires are installed and operating, by far the largest source of CO₂ emissions.

By looking at carbon Intensity targets help us normalize emissions per unit of use, this gives a more accurate representation of our progress. They let us measure the carbon performance of the service we deliver, rather than the total emissions driven by customer use patterns or longer product lifespans.

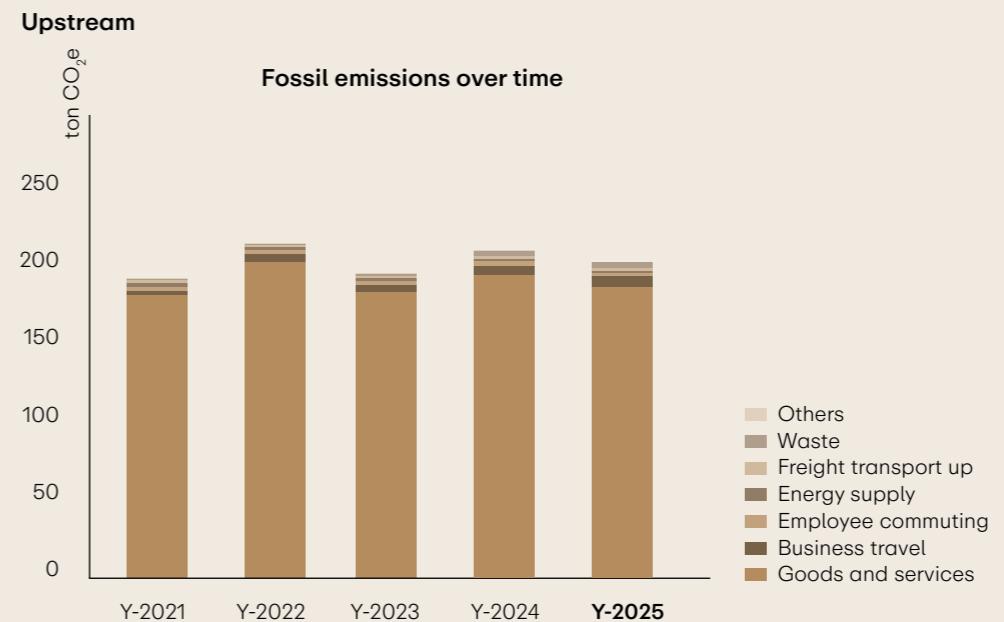
OUR GHG INTENSITY IN 2025

Carbon intensity over time in relation to total revenue (ton CO₂e / €1,000,000 sales)



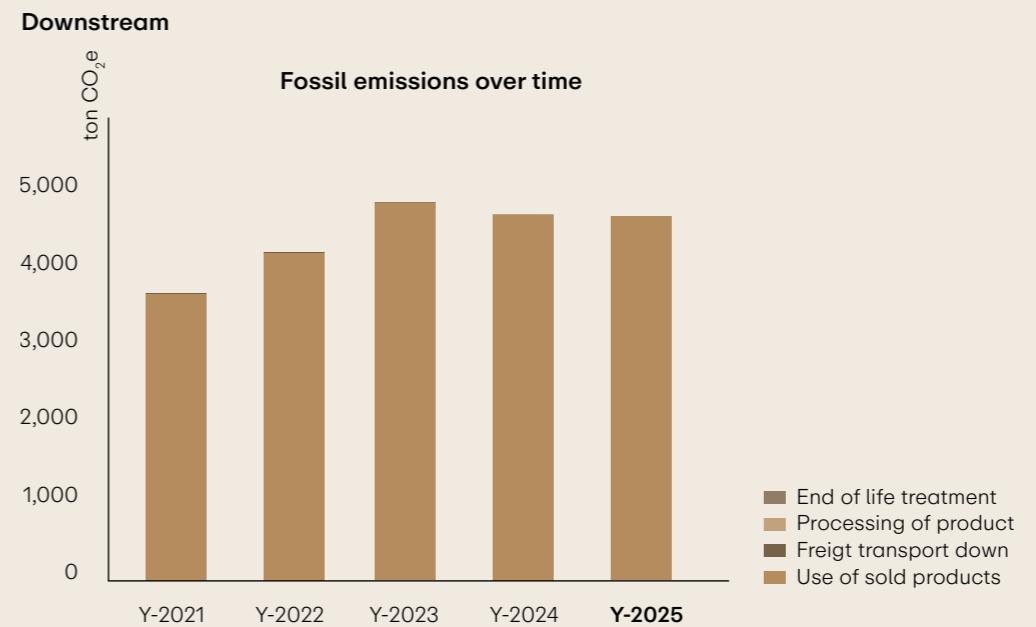
1 Dimming our Climate Impact

Net zero by 2050.



- ✓ less material per luminaire
- ✓ more recycled content in aluminium
- ✓ low-carbon primary aluminium
- ✓ drivers with lower embodied carbon
- ✓ low-carbon steel that contains more recycled content

Where do we stand?



- ✓ optimising light efficiency (lumen/W) and power density (lumen/m²/100lux)
- ✓ leveraging the best available LED technology
- ✓ low-carbon primary aluminium
- ✓ using the best available driver technology
- ✓ incorporating light management systems (e.g. sensors and dimming)

In the coming year, we will expand our carbon-intensity tracking to metrics that reflect emissions per unit of light delivered, offering an even more accurate view of our progress. While visual comfort is essential to the way we design light, we are committed to ensuring efficiency gains. Our R&D teams work daily to combine both: developing advanced optics, high-efficiency LEDs and smarter drivers that reduce energy use while maintaining the visual comfort our customers rely on.

HOW WE WILL DECARBONIZE OUR VALUE CHAIN

Our key decarbonisation levers for Scope 3 are directly linked to the main drivers of GHG emissions. For our upstream activities, that's the embodied carbon of purchased aluminium, drivers, steel, glass, etc. used to create our luminaires. For our downstream activities, it's all about the energy consumption during the use phase.

Dimming our Climate Impact

Net zero by 2050.

Our actions at company level

ELIMINATE WASTE FROM OUR OPERATIONS

Our waste management focuses on purchased goods as well as our own products.

✓ Purchased goods

We asked our suppliers to reduce plastic packaging and switch to cardboard. To process the increased amount of cardboard, we recently invested in a shredder. This shredder turns waste cardboard into void fill for our own packaging.

✓ Our luminaires

We always go for a first-time-right approach. That means we rely on state-of-the-art techniques, including the extensive use of 3D printing, early-stage Failure Mode and Effects Analyses (FMEA), goniophotometer measurements, and an in-house, third-party recognised testing lab. The aluminium scrap that's unavoidable is sent back to our suppliers so that it can be treated and reused as recycled content.

Thanks to our efforts, we deal with relatively limited waste – none of which is hazardous. Moreover, all waste is collected in dedicated containers and treated by trustworthy waste management partners. In Belgium, our main partner is [Vanheede Environment Group](#).

SWITCH TO RENEWABLE ENERGY SOURCES

A large chunk of the greenhouse gases that blanket the Earth and trap the sun's heat are generated by burning fossil fuels. That means energy is at the heart of the climate challenge. And, consequently, it is also key to the solution.

Fortunately, renewable energy sources are available in abundance, so we fully switched to green energy for all the buildings we own a while ago. Good to know: about half of the energy we use is generated by solar panels on our facilities. In 2025, we also purchased our first battery (capacity: 860 kWh) to keep the energy flowing when sunlight is limited.

That said, not all our international sales offices have made the switch yet. That's because we lease those spaces and don't have control over their energy supply. But even then, we plan to sit down with our landlords to go over the options and push for green solutions.

ELECTRIFY OUR FLEET

As part of our commitment to reduce carbon emissions, we are steadily transitioning our company vehicles to electric models. Every new company car is now an electric vehicle. In 2025, 33% of our fleet was already electrified, with plans to reach 80% by 2027. Charging infrastructure has been expanded across our sites to support this shift, making sustainable mobility the new standard for our operations.



TRANSPORT GOODS CONSCIOUSLY

We are making transport more sustainable by optimising logistics and packaging. By aiming for fuller loads and redesigning our packaging to improve stackability (from tubes to triangular cartons), we managed to reduce the number of shipments required, lower fuel consumption, and minimise our overall carbon footprint.

1

Dimming our Climate Impact *Net zero by 2050.*

Our actions at product level

Every fixture comes with a carbon footprint. Fortunately, there's a lot of that footprint we can affect. For the sake of clarity, we discuss all product-related policies and actions in our next sustainability domain, from responsible material use to long-lasting designs.



Interior design WeWantMore
Photography Frederik Vercruyse

2

Illuminating wisely *Making the circular choice the easy choice.*

Why it matters?

Resource scarcity, waste issues, regulatory pressure, high energy costs, environmental concerns ... Reasons abound to create a new generation of high-quality, circular and energy-efficient lighting fixtures.

We see 'Illuminating Wisely' as the ideal way of distinguishing Deltalight in the market. By making conscious choices at every stage – from long-lasting designs to end-of-life solutions – we help architects and other customers to minimise the environmental impact of their projects while maximising performance and style. That makes us a trustworthy partner for future-fit lighting designs.

In short, we consider this domain the key driver of our sustainability strategy. It's how we make the biggest positive impact.



Illuminating wisely Making the circular choice the easy choice.

What do we focus on?

DESIGN FOR LONGER LIFESPANS

By using long-lasting materials, high-quality LED modules, efficient drivers, and optimised thermal management, we minimise degradation and ensure stable performance over many years.

Besides designing our luminaires to last in terms of durability and quality, we also ensure they stay aesthetically relevant.

ENCOURAGE REPAIRING RATHER THAN REPLACING

We prioritise products that allow for the independent replacement of critical components (e.g. the LED module and driver), without compromising safety or performance. By keeping such critical components available for up to 15 years, we ensure that luminaires can be restored to full performance whenever needed.

INCREASE THE OVERALL EFFICACY OF ALL LUMINAIRES

To accelerate this shift across our portfolio, we focus on three innovation tracks:

A

Smarter new product design: we engineer every new product platform to outperform today's efficiency levels.

B

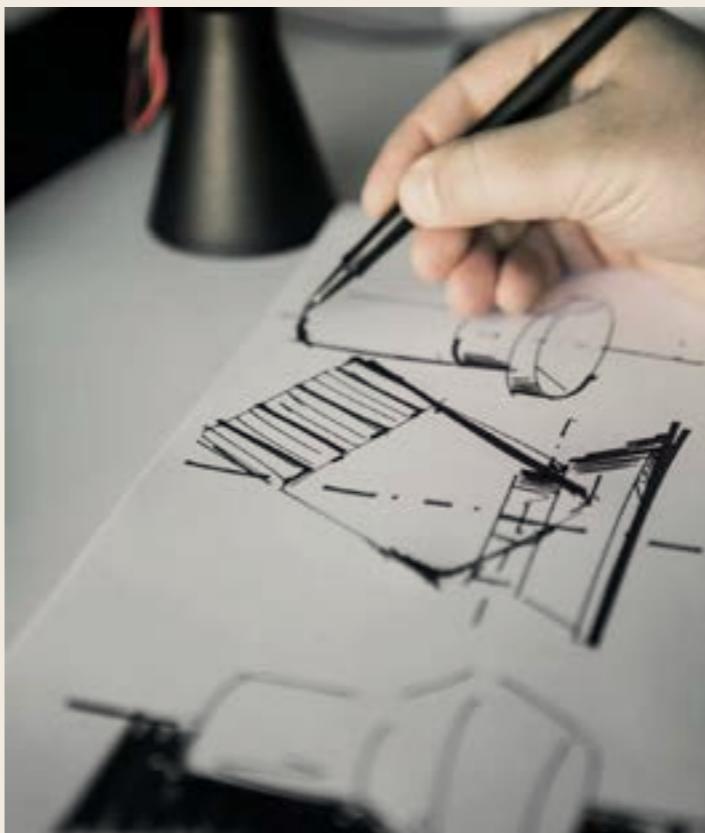
Upgrading existing families: we continuously improve the efficiency of our functional and commercial lighting ranges by integrating better optics, drivers, and LED engines.

C

Next-generation LED technology: we continuously adopt new technologies to push efficiency, light quality, and durability even further.

+90%

of a luminaire's carbon footprint comes from the energy it consumes to illuminate spaces, which is why energy efficiency is our top priority.



REDUCE VIRGIN MATERIALS IN PRODUCT AND PACKAGING

Increase the use of recycled aluminium* in our products with 30% by 2027 (compared to 2025).

*With recycled aluminium, we mean aluminium compositions derived from post-consumer or pre-consumer scrap.

Increase products with eco-packaging* to 80% of our active portfolio by 2027.

*With eco-packaging, we mean packaging that minimizes environmental impact across its life cycle, designed according to principles of resource efficiency and recyclability.

USE HUMAN-MADE LIGHT MINDFULLY

The most energy-efficient and eco-conscious light is the one you don't need to switch on. On top of that, natural light also comes with significant sensory and emotional benefits. So, at Deltalight, we aim to prioritise lighting designs that respect and enhance the presence of natural light.

Illuminating wisely Making the circular choice the easy choice.

Where do we stand?

In 2024, we developed a Circular Compass, which is now fully integrated into our process for New Product Introductions. This detailed guidance for eco-design enables us to evaluate every new product for material use, repairability, and energy efficiency – ensuring our customers receive lighting solutions that are more durable, easier to maintain and repair, and more energy-efficient throughout their lifetime.

Think of it as an internal scorecard that we use to constantly challenge ourselves to create light fittings that are built to endure, not to be replaced. Of course, without compromising on aesthetics or functionality.



In this sustainability domain, we dive deeper into each of the aspects of our **Circular Compass**.

OUR ACTIONS TO DESIGN FOR LONGER LIFESPANS

The most sustainable product is the one that doesn't need to be replaced. Because designing lighting that lasts – both technically and aesthetically – is one of the most effective ways to reduce our environmental impact, we want to master every aspect: from choosing the right raw materials all the way to disassembly, replaceability of parts, repairability, and recyclability of components.

Up until today, our main focus has been the selection of high-quality materials and long-lasting designs. Aluminium plays a crucial role in this, as it is a highly durable material, especially when properly designed and treated. The result are lighting fixtures that last for decades, even in demanding environments.

Keeping aluminium waste in the loop

Since aluminium can be recycled infinitely without losing its intrinsic properties, we return all aluminium production scrap to our suppliers for treatment. That way, it can re-enter our production cycle. For perspective, in 2025, we helped recycle 26,504 kg of aluminium scrap into new material cycles.

INFO

OUR ACTIONS TO ENCOURAGE REPAIRING

To keep our fixtures into play at top performance for as long as possible, we'll increasingly focus on repairability in the coming years. This includes the ease of disassembly, software updates, and the availability of essential spare parts for up to 15 years. Besides that, we also want to strengthen the connection with end-users to offer more sustainable end-of-life solutions.



Nebbia: repairing made easy

Nebbia's high-quality design has been refined to a limited number of components, allowing for easy assembly and disassembly. No special tools or adhesives are required, yet it is fully IP65 certified, ensuring durability in line with our other outdoor luminaires.

CASE

Illuminating wisely Making the circular choice the easy choice.

Where do we stand?

OUR ACTIONS TO INCREASE THE OVERALL EFFICACY OF LUMINAIRES

As over 90% of a luminaire's footprint comes from the energy it consumes to illuminate spaces, the case for energy-efficient luminaires is self-evident. Needless to say, it has been on top of our agenda for many years.

Pioneering with new LED technology

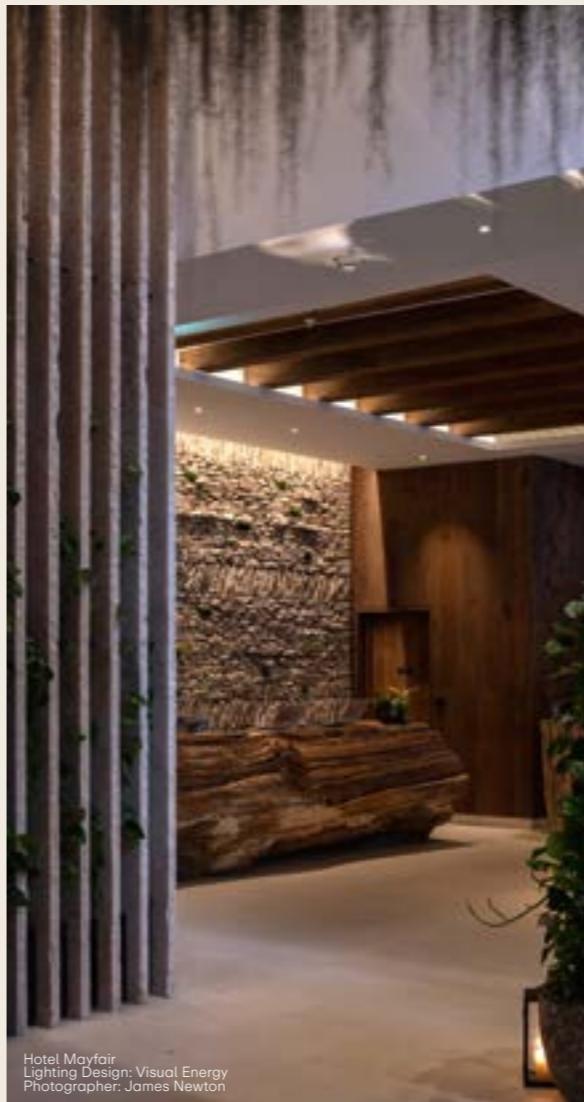
It's fair to say that LED technology revolutionised the lighting industry. A major breakthrough came in the 1990s with the development of high-brightness blue LEDs, which enabled white light for general illumination. Since then, LEDs have gradually entered our everyday spaces – from homes to workplaces. And today, they are the go-to choice for architects, offering energy-efficient, long-lasting, and versatile lighting solutions.

The challenge: no two LEDs are the same. To illustrate, LEDs sometimes vary in light output and colour temperature, even if they are produced in the same batch. But thanks to our vast experience – our first LED collection dates back to 2000 (!) – we know exactly how to provide consistent top quality. For example, with high-efficiency LED COBs, which achieve optimal lighting performance with minimal power consumption.

Mission accomplished:

new golden standard for sustainable hospitality

For the 1 Hotel Mayfair in London, which opened in 2023, Deltalight designed an award-winning lighting system that complements the hotel's elegant design and its use of natural materials. Remarkable is that the hotel uses 50% less energy than a standard five-star UK hotel. For instance, each of the 108 bedrooms is lit with less than 4.9w per square metre, using fittings that are up to 80% recyclable.



CASE



In 2025, we integrated [our En-suite](#) in the new Radisson Collection The National Hotel in Brussels to reach a Lighting Power Density of 4.15 W/m². Next to energy-efficiency, En-suite also has the well-being of hotel guests in mind: reduced glare technology (UGR<16) offers total comfort.

Illuminating wisely Making the circular choice the easy choice.

Where do we stand?

Integrating smart features

Traditional lighting relies on manual switching – it's either on or off. Smart lighting, by contrast, adapts intelligently. Using voice control, presence and daylight sensors, and dimming technology, our solutions provide light only when needed, and always in just the right amount. This saves energy without compromising comfort.

70%

Up to 70% energy savings in offices.
Incorporating sensors and connectivity into office lighting can significantly lower energy consumption.

Enhancing the output of existing products

Improving existing products often makes more sense than creating new ones from scratch. It allows us to build on proven designs, extend product lifecycles, and significantly reduce the need for new materials and production processes – all while delivering better performance and energy efficiency. In this way, innovation becomes a tool for preservation as much as for progress.

CASE



The high-efficiency version of [Deep Ringo](#):
30% carbon reduction during the use phase

High Efficiency Range: long-standing designs meet today's energy standards

Through the [High Efficiency Range](#), Deltalight is retrofitting existing luminaires to achieve an output of over 100 lumens per watt, thus significantly improving energy efficiency. By enhancing the performance of existing product families instead of developing entirely new ones, we also extend product lifecycles, reduce material use, and support a more circular approach to lighting innovation.

OUR ACTIONS TO REDUCE VIRGIN MATERIALS IN PRODUCT AND PACKAGING

To bring a maximum of light with a minimum of (new) materials, we focus on resource reduction and more recycled content.

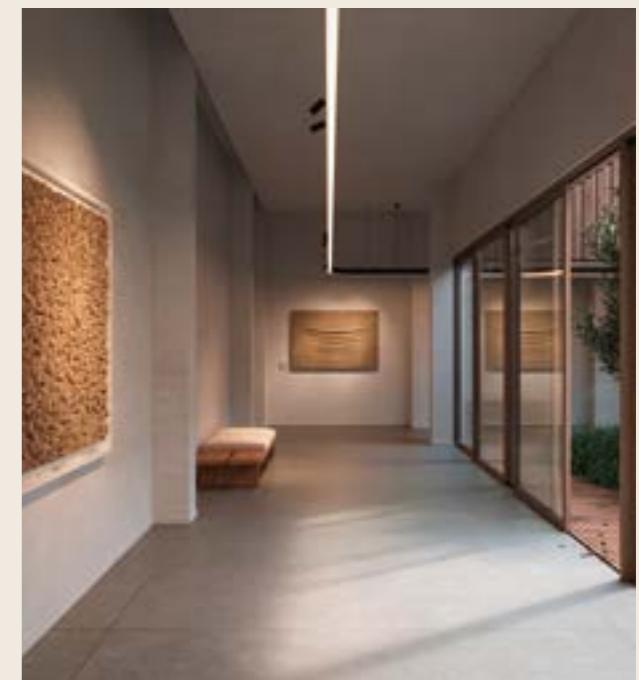
75% recycled content in aluminium profiles

For aluminium, the main material in our lighting profiles, progress has been significant. To illustrate, all aluminium profiles sold in 2025 contained an average of about 75 % recycled aluminium content (i.e. post-consumer and/or pre-consumer scrap, measured by weight).

Aluminium is a particularly valuable material for circularity: it can be recycled infinitely without losing its intrinsic properties, such as strength, conductivity, or appearance. Recycling aluminium also requires up to 95% less energy compared to producing primary aluminium from raw materials (source: [International Aluminium Institute](#)). That's why we collaborate closely with our suppliers to keep on increasing the share of post-consumer scrap in our material inflows.

In other words, our customers get the premium quality and durability they're used to, while supporting circular practices.

CASE



Omniliner:
pushing the boundaries to lower environmental impact

✓ **Reduced material needs:** compared to our previous, similar profile systems, Omniliner's design achieves up to 24% aluminium reduction (kg/m) without compromising structural integrity or functionality.

✓ **Recycled materials:** the lighting system's profile is made from 100% recycled aluminium.

✓ **Adaptability:** Omniliner features interchangeable modules that allow for easy upgrades and repairs, extending its useful life.

✓ **Thoughtful use of light:** presence and daylight sensors ensure light is used only when and where it's needed.

✓ **Maximum visual comfort:** through enhanced reduced-glare optics (UGR <16)

Illuminating wisely Making the circular choice the easy choice.



CASE

WAREHOUSE MINING FOR AWARD-WINNING NEW CIRCULARITY HUB

On the outskirts of Bussum in the Netherlands, we helped revitalize a former military complex that had stood empty for thirty years. Project initiators Lucas Mol and Sanne Oomen, together with architect Thomas Rau, transformed the site into a true circularity hub, while respecting its heritage. Today, the building houses hotel rooms, a café-restaurant, offices, flexible workspaces, conference facilities, and a school for transition.

Through our B-Corp certified partner Brink Licht, Deltalight provided lighting solutions using warehouse mining: the creative reuse of existing, unused materials, including older-generation light fixtures. In this approach, new production and virgin resources are entirely avoided.

The project, De Groene Afslag, won the German Design Award 2025 for Excellent Architecture, demonstrating that creativity, collaboration, and courage can transform not just buildings, but entire systems.

Rethinking our packaging: less and more sustainable materials

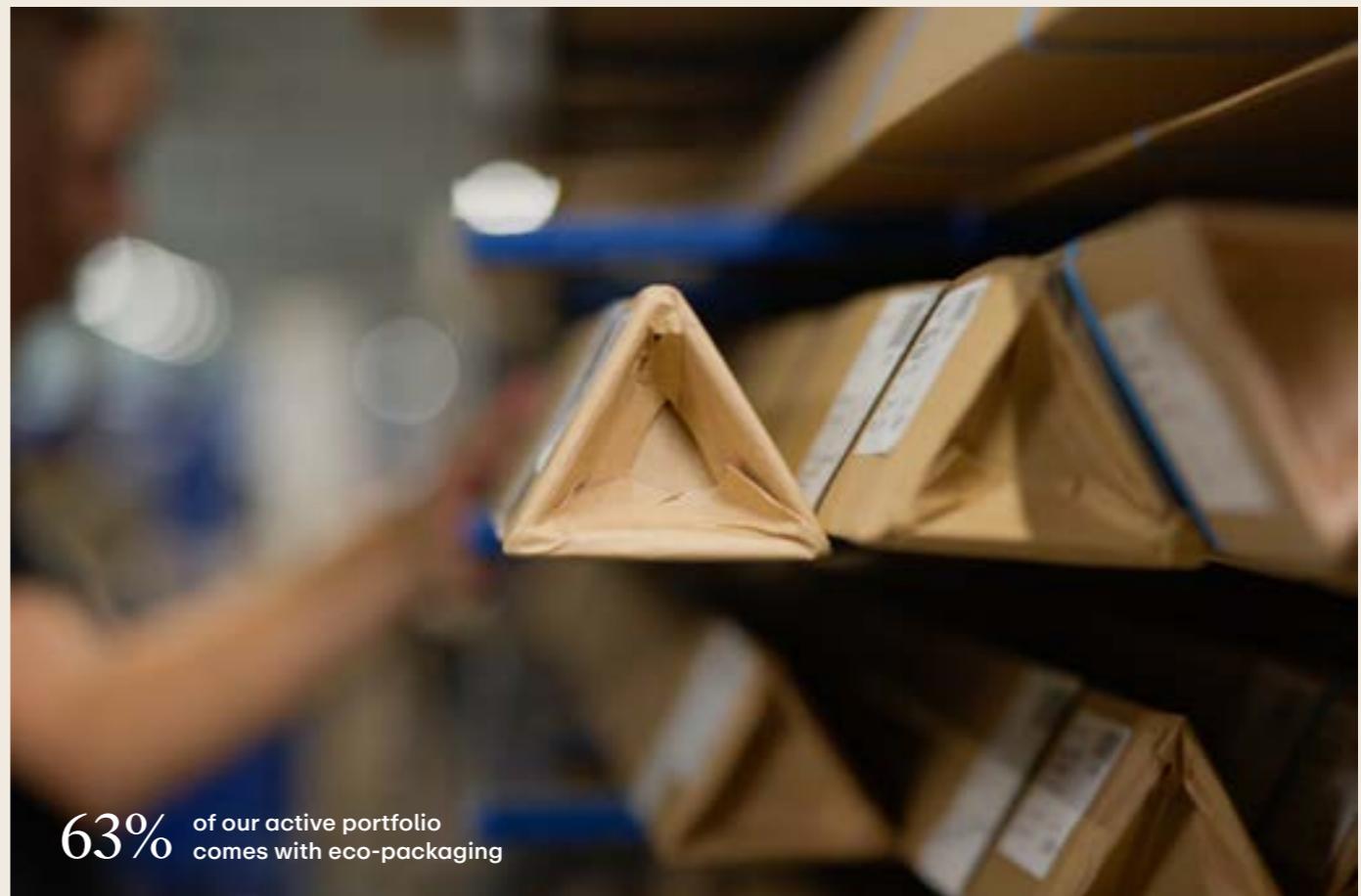
As part of our commitment to reduce our environmental impact, we moved away from virgin plastics in favour of recyclable cardboard-based packaging solutions.

Our new packaging is made from single-stream recycled materials, including

- ✓ **recycled cardboard**
- ✓ **recycled paper**
- ✓ **recyclable paper-based adhesive tape**

Where we can't completely eliminate plastics, we always choose an option that consists of recycled plastics and make sure it can be recycled in traditional waste streams. As a result of these combined efforts, we have reduced the amount of plastic in our packaging materials by 87% compared to 2022.

As always, we also have our customers in mind. To make recycling easier for them, almost all our packaging can now be sorted in regular waste streams – resulting in less waste and less hassle.



63% of our active portfolio
comes with eco-packaging

Illuminating wisely Making the circular choice the easy choice.

Where do we stand?

OUR ACTIONS TO USE HUMAN-MADE LIGHT MINDFULLY

Natural light is one of the most essential elements in architecture. Therefore, we engineer our lighting solutions to complement natural light, not overpower it. Dimmable fittings, tunable white temperatures, and sensors that adapt to ambient conditions are all ways of ensuring that lights work in harmony with their environment. Moreover, only illuminating when necessary reduces energy consumption and extends service life.

On top of that, mindful human-made light also refers to the comfort it brings to the people – from the ones who incorporate our lighting solutions in their designs, to the ones who install our luminaires, to the ones who end up enjoying our light every day. That comfort – our brand promise – is further elaborated in [Lighting Up Lives](#).

CASE

Polesano Bollard: outdoor lighting with people and nature at heart

✓ Use less energy

The Polesano Bollard enables spacing of up to 10 metres without compromising the visibility of people walking by. The result: energy consumption goes down because less luminaires are required.

✓ Reduce light pollution

Thanks to its high-quality optics, the Polesano Bollard comes with the highest BUG rating. That means there's no backlight or uplight causing skyglow.

✓ Save virgin materials

Performance, appearance, and quality are guaranteed by a material mix that consists of 75% recycled aluminium.

✓ Enhance visual comfort for people

Glare – light emitted in directions that can cause discomfort or reduce visibility for people – is reduced to an absolute minimum.

✓ Protect nocturnal wildlife

Because the low-power LEDs emit a spectrum starting from 560nm, they avoid blue light and minimise disruption to the vision of amphibians, birds, insects and mammals.



3

Lighting up lives

Bringing comfort and well-being to people through light and care.

Why it matters?

The right lighting can truly define a space and bring comfort to the people in it. Making good use of that lighting power is what Deltalight is all about. Every fixture we create is meant to bring comfort to the way people see, feel, and connect within a space.

But there's more. Behind every beam of light is a team of designers, engineers, and craftspeople who care deeply about improving daily experiences – making workplaces more inspiring, homes more comforting, and communities more vibrant. The starting point: a skilled, engaged, and dedicated workforce. That's when the magic happens.

Last but not least, our collaborative spirit is something we like to extend to the ones around us. We can only thrive through lasting partnerships and fruitful collaborations with our suppliers and partners, and by being an engaged community member.



L'Officine

3

Lighting up lives

Bringing comfort and well-being to people through light and care.

What do we focus on?

ATTRACT, DEVELOP AND RETAIN THE RIGHT TALENT

Our goal is to create an environment where every single employee has the right resources, clarity, and support to succeed.

KEEP OUR PEOPLE SAFE AND SOUND

We strive to establish a workplace where everyone can work safely and confidently, supported by clear policies, training, and proactive risk management.

BRING COMFORT AND CONNECTION THROUGH LIGHT

Through glare control, noise control, and ventilation, we aim to create lighting solutions that excel in bringing comfort and inspiring connections.

BRING COMFORT THROUGH EFFORTLESS SERVICE

We strive to make every interaction with our customers simple, smooth, and truly enjoyable, so that they can focus on what matters most.

LIFT UP COMMUNITIES

By supporting initiatives that are close to our heart, such as eyesight and mental well-being, we want to make a meaningful impact for people outside of our ecosystem.

LOOK OUT FOR ALL WORKERS

With a complex supply chain stretching across several continents, many workers are directly or indirectly involved in creating our luminaires. We do our utmost to ensure everyone gets treated with respect to human rights – as a minimum – and benefits from a rewarding, inclusive, and healthy working environment – as a goal.



Lighting up lives

Bringing comfort and well-being to people through light and care.

Where do we stand?

Our workforce in numbers



408

Employees (headcount)

Overall gender balance



220

(54%) Men



188

(46%) Women



OUR ACTIONS TO ATTRACT, DEVELOP AND RETAIN THE RIGHT TALENT

Welcome to the Deltalight Academy

✓ Leaders who connect

Investing in leadership development is key to our success. By training current and future leaders, we strengthen collaboration across teams and empower managers to create an environment where people feel supported to perform at their very best.

For example, based on the Insights Discovery framework, leaders grow in self-awareness and essential people skills. These are essential to communicate effectively, give and receive feedback, take and give ownership, and delegate with trust.

✓ Colleagues who care

In 2025, we launched The Deltalight Academy. This dedicated learning platform offers employees the opportunity to become better at their jobs. By blending classroom sessions, digital modules, and hands-on experiences, we create an integrated learning journey to: bring new colleagues up to speed in no time empower employees at all levels to think along with our customers form a global network of Deltalight brand ambassador

Grow and Glow: putting every individual front and centre

Most companies focus on putting the right people in the right place at the right time. While this textbook approach makes perfect sense from a business point of view, it often falls short in enabling people to perform at their full potential. So, we do things differently at Deltalight.

We put every single individual front and centre, from the production floor to sales management. Their questions drive our talent management ...

How can I contribute to the success of Deltalight? What do others expect of me? What is my talent and how can I develop it? What alternate tasks suit me? How can I share my knowledge and feedback?

Thanks to this culture of collaboration and excellence, we succeed in maintaining a retention rate of 86%. But there's no room for complacency. We keep on working towards 90% with new initiatives.

Turnover rate.

14%
Our low turnover reflects a culture where people love what they do. And that pride shows in every project we deliver.

A culture designed by people who care

Our company culture has been the centre of attention recently:

2024 – definition of our company values: No Nonsense, Ownership, Connection, and Drive. These values reflect who we are and how we want to work together

2025 – translation of our values into concrete behavioural guidelines, making them tangible and actionable in daily interactions.

Next up – roll-out of a company-wide culture programme to bring our values to life, including workshops, internal communication, and leadership dialogues.

Our goal is to ensure that all colleagues – from Belgium to the U.S. – recognise themselves in our shared values and contribute to a culture where ownership, passion, and collaboration drive everything we do.

Lighting up lives

Bringing comfort and well-being to people through light and care.

Where do we stand?

OUR ACTIONS TO KEEP OUR PEOPLE SAFE AND SOUND

Strong safety indicators: the result of close teamwork

Manufacturing lighting solutions involves precision work with electrical components, machinery, and materials – which makes a safe working environment essential.

In the coming years, we want to strengthen our proactive safety culture, in which everyone takes ownership of both their own and others' safety. This ambition includes more attention for predictive and proactive KPIs. For example, we want employees to talk to each other about unsafe situations and near-misses, and to report those cases. A new online reporting platform for employee observations makes this possible.

Health & safety in numbers*



*Our Health & Safety figures reflect our performance in the calendar year 2024, which differs from the reporting period (1 September 2024 – 31 August 2025).

OUR ACTIONS TO BRING COMFORT AND CONNECTION THROUGH LIGHT

Light has a profound influence on our well-being and comfort, both physically and emotionally. For example, the right lighting supports our natural circadian rhythms. Bright, dynamic light can boost energy, focus, and productivity during the day, while softer, warmer tones promote relaxation and calm at other times. Quality lighting also enhances visual comfort by reducing glare and eye strain.

That said, there is no standard recipe for the proper illumination of a space. The correct lighting for any project will be a balance between several aspects, such as light quantity, light quality, contrast, comfort, and adaptability. And we can deliver the perfect balance.

3 comfort boosters

✓ Glare control

By creating products with proper shielding and low glare ratings, we reduce the visual discomfort caused by excessive contrast or poor light distribution.

✓ Noise control

Integrating light fittings with acoustic elements offers an effective and innovative solution to meet both lighting and noise control needs, enhancing overall comfort and livability.

✓ Ventilation

When integrated intelligently into light fittings, ventilation openings in ceilings are no longer necessary. This offers new possibilities for architects to improve indoor air quality.

Did you know that our products undergo rigorous testing?

Our in-house ISO 17025-certified laboratory validates quality, safety, reliability, performance and worldwide regulatory compliance by testing every luminaire type under the strictest international standards. This enables us to control the entire verification process, from thermal behaviour and photometric accuracy to electrical safety and long-term reliability, ensuring that all our products meet the expectations of designers, installers and end users.

The impartiality and reliability of our testing activities are guaranteed by our trusted certifying partners, SGS-CEBEC and Intertek, and by our BELAC accreditation. With ENEC, CB, CE and cETLus certifications, among many others, we can boast worldwide coverage.

This gives you peace of mind, as every Deltalight product is validated to the highest international standards, ensuring consistent quality and safe performance in any project, anywhere in the world.

Lighting up lives

Bringing comfort and well-being to people through light and care.

Where do we stand?

OUR ACTIONS TO MASTER EFFORTLESS SERVICE

Comfort is about more than product performance; it also depends on reliable support for our partners and customers. We deliver this through:

- ✓ Technical guidance, documentation and clear communication, helping professionals work efficiently and with confidence.
- ✓ Improved after-sales service, with increasingly streamlined processes, faster responses and better coordination.
- ✓ Digital tools that support professionals, such as configurators, BIM-files and accessible product data.

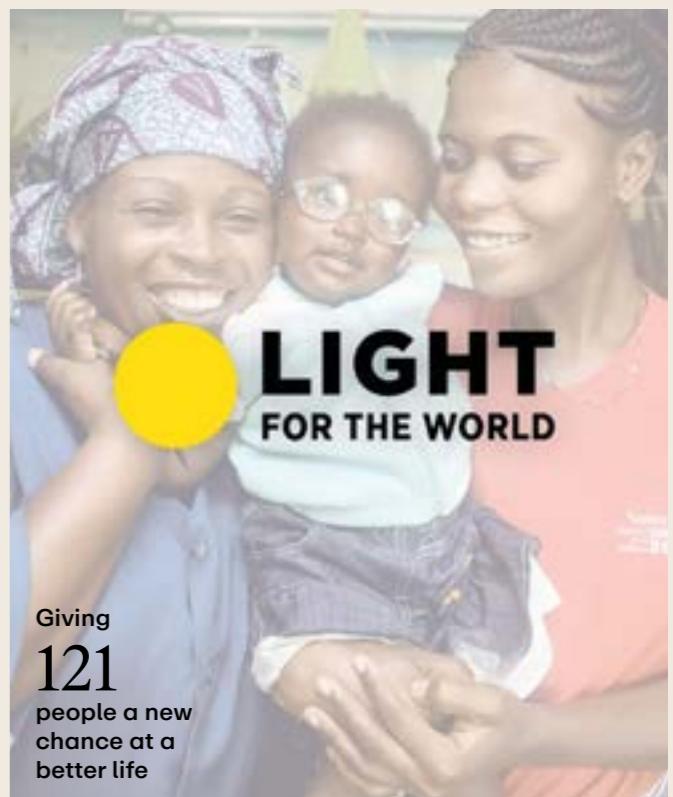
“Deltalight is a reference brand when it comes to quality, design, and professionalism.”

An anonymous customer in our NPS survey

OUR ACTIONS TO LIFT UP COMMUNITIES

Supporting the fight against preventable blindness
Deltalight is an eye care ambassador of Light for the World, an NGO committed to accessible eye care and inclusive education in Rwanda, Congo and Tanzania.

Light, whether natural or human-made, provides comfort. A feeling of ease for the eye and for yourself. At Deltalight, everything revolves around this idea. Yet, not everybody enjoys optimal vision. And for many of them, accessible eye care remains out of reach. We want to play our part, because we know restoring sight can significantly improve someone's overall well-being.



3

Lighting up lives

Bringing comfort and well-being to people through light and care.

Where do we stand?

OUR ACTIONS TO LOOK OUT FOR ALL WORKERS

Code of Conduct sets the standard

Our Code of Conduct helps ensure fair and safe working conditions across our value chain by setting clear, enforceable expectations for ethical behaviour and labour standards. It defines how everyone involved should treat their employees, covering areas such as health and safety, fair wages, working hours, freedom of association, and non-discrimination.

By requiring suppliers to align with these principles, we can identify risks early on and drive continuous improvement for the benefit of all.

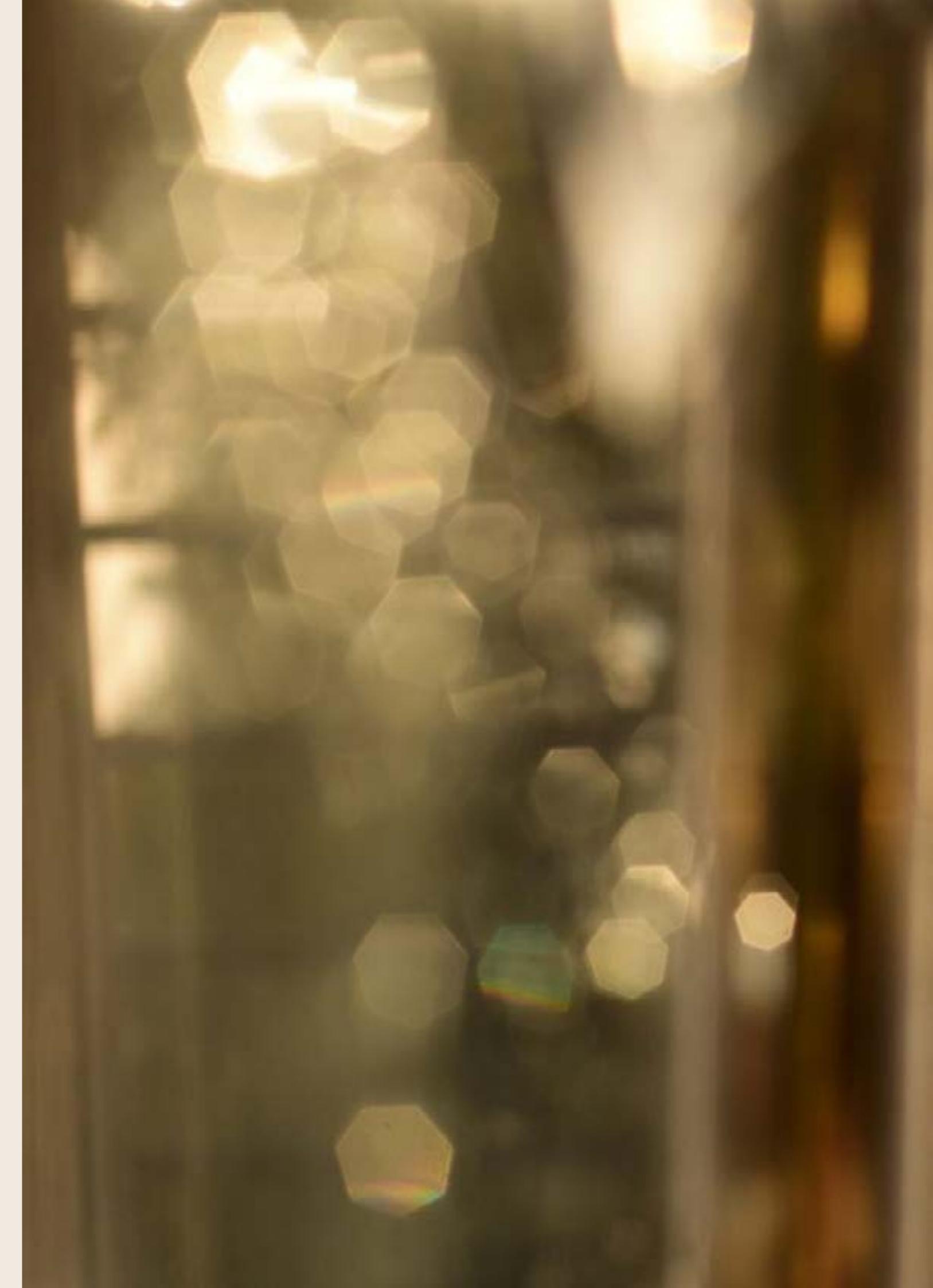
90%

of purchases

are made through suppliers who have signed our Code of Conduct, thus meeting our standards for fair working conditions.

Zero human rights incidents

Deltalight recorded no confirmed incidents within its own workforce related to child labour, forced labour, human trafficking, discrimination or other human rights violations. We are also not aware of any confirmed incidents involving workers in our value chain, affected communities, consumers or end-users.



4

Wiring for tomorrow *Count on lasting, measurable impact*

Why it matters

Governance is the backbone of ESG. It makes the “E” (Environment) and “S” (Social) credible and effective by ensuring that every commitment is paired with measurable results.

Strong governance is what allows our partners and customers to count on us – every day, everywhere. It safeguards the quality and safety of our solutions, ensures transparent collaboration, and reinforces the long-term relationships that define the Deltalight experience.



Wiring for tomorrow

Count on lasting, measurable impact

Why it matters

COMMUNICATE TRANSPARENTLY AND VERIFIABLY

Our customers want to know what they're buying, but also who they're buying from. Our goal is to fully live up those expectations. By openly sharing information about our practices – and backing it up with verified data and certifications – we want our customers to feel respected, informed, and empowered to make responsible choices.

- ✓ Expand Lifecycle Assessments (LCAs) and Environmental Product Declarations (EPDs)
- ✓ Secure annual ISO14001 certification
- ✓ Improve our EcoVadis score
- ✓ Publish an annual Sustainability report

ENSURE ETHICAL AND SECURE BUSINESS CONDUCT

Our customers deserve a stellar experience and complete peace of mind. Based on a series of policies in accordance with the highest standards, we aim to provide exactly that. We want people to know that their choices support fair, safe, and sustainable practices.

- ✓ Expand our policies on business conduct to ensure consistent decision-making
- ✓ Align our data security with the Network & Information Security Directive (NIS2)

INFO

ALIGN WITH GLOBAL AND SUPPLIER COMMITMENTS

To make meaningful progress, we want to get everyone in our network on board and adhere to international best practices on responsible business conduct.

- ✓ Leverage the UN Global Compact to better commit to, assess, define, implement, measure and communicate our sustainability strategy
- ✓ Collaborate closely with suppliers to improve their social and environmental impact
- ✓ Get 100% of our strategic* suppliers to sign our Code of Business Conduct

*Strategic suppliers are suppliers that make part of our top 80 spending.

Wiring for tomorrow

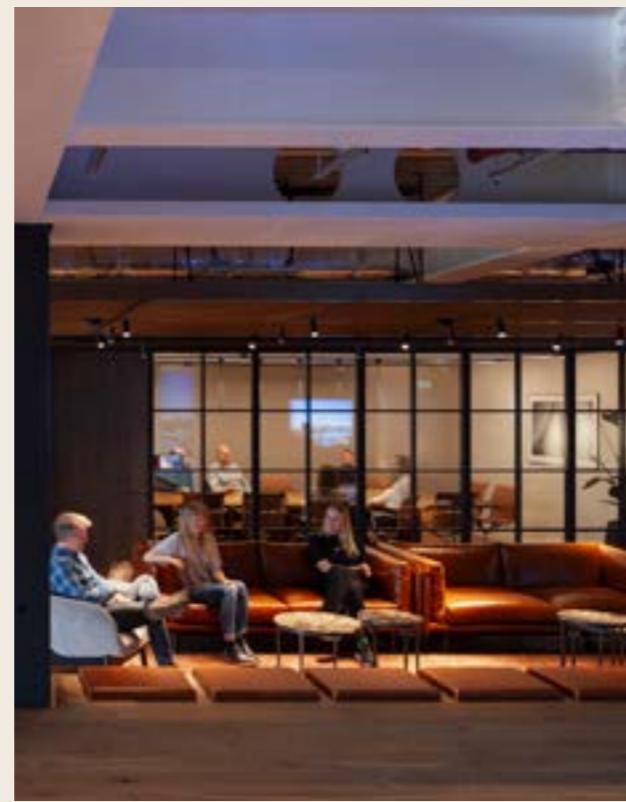
Count on lasting, measurable impact

Where do we stand?

OUR ACTIONS TO COMMUNICATE TRANSPARENTLY AND VERIFIABLY

32% of active products come with Environmental declarations

We've come a long way since we first participated in the Green Light Alliance to help determine the LCA benchmark for luminaires. Today, a remarkable 21% of our key product families already come with an EPD in accordance with the international standard EN 15804+A2, 11% comes with LCA. And we have plenty more in the pipeline. A gamechanger was the introduction of specialised software to conduct LCAs and generate EPDs at scale.



New: ISO 14001 certification

Our first certification for this internationally renowned standard proves that Deltalight systematically works to reduce waste, improve energy efficiency, and minimize environmental impact across its operations. And all of that without compromising on quality, innovation, or design.

For us, this certification is not a final goal, but a starting point for continuous progress. Each year, we will assess and refine our environmental management system.



Silver EcoVadis medal

Since 2019, Deltalight has undergone annual evaluations by EcoVadis to measure progress in environmental performance, labour and human rights, ethics, and sustainable procurement. These are all critical factors for our customers with regard to responsible supply chains and it can strengthen their own ESG credentials.

Our latest score resulted in a silver medal, placing us in the top 15% of rated companies worldwide. Next up: gold.



Wiring for tomorrow

Count on lasting, measurable impact

Where do we stand?

OUR ACTIONS TO ENSURE ETHICAL AND SECURE BUSINESS CONDUCT

In 2025, we launched our Environmental & Sustainability Policy, detailing our four key sustainability domains, their goals, and the actions needed to achieve those goals. It also includes roles and responsibilities, as well as a year-round communication strategy to ensure consistency and enhance understanding of our ESG strategy.

Other policies cover child labour, forced labour, discrimination, accident prevention, secure employment, working time, fair remuneration, social dialogue, freedom of association, collective bargaining, and work-life balance.

This multi-policy approach reinforces a culture of integrity, making it easier to prevent misconduct and respond effectively if issues arise. You can rely on Deltalight not just for top quality lighting solutions, but for a consistent, principled approach that aligns with your own values and risk management expectations.

0

Convictions for the violation of anti-corruption and anti-bribery laws

OUR ACTIONS TO ALIGN WITH GLOBAL AND SUPPLIER COMMITMENTS

Annual ESG assessment for suppliers

Every year, we ask our suppliers to submit a standardised online ESG assessment. This enables us to make informed decisions about partnerships in our supply chain, while it encourages continuous improvement.

A proud member of the UN Global Compact

Launched in 2000, the UN Global Compact is the largest corporate sustainability initiative in the world, with more than 20,000 companies in 160 countries taking action to create the world we all want.

Deltalight joined in August 2024 and has enjoyed access to a network of like-minded businesses, tools, and best practices to drive meaningful change across four core areas (human rights, labour, environment, and anti-corruption) ever since.

Annex

Glossary

Building Research Establishment Environmental Assessment Method (BREEAM): a widely used certification method assessing the sustainability performance and environmental impact of buildings and infrastructure projects.

Blacklight-Uplight-Glare rating (BUG): a lighting classification system evaluating exterior luminaires based on backlight, uplight, and glare to reduce light pollution.

Carbon intensity: a measure of how much carbon dioxide is emitted per unit of energy generated or economic output produced.

Corporate Sustainability Reporting Directive (CSRD): EU legislation requiring companies to report standardized, detailed information on environmental, social, and governance performance.

Double materiality assessment: an approach evaluating both a company's impacts on society and the environment and how sustainability issues affect the company.

Embodied carbon: the total carbon emissions associated with the extraction, production, transportation, and installation of building materials.

End-of-life solutions: Strategies for managing products after their use phase, such as recycling, repurposing, or responsible disposal.

Environmental Product Declaration (EPD): a verified document summarizing a product's environmental impacts across its life cycle, based on standardized methodology.

Greenhouse gas (GHG) emissions: gases released into the atmosphere—such as CO₂ and methane—that trap heat and contribute to climate change.

GHG Protocol: the globally recognized standard for measuring, managing, and reporting greenhouse gas emissions across different scopes.

Glare: visual discomfort or reduced visibility caused by excessive or uncontrolled brightness from natural or artificial light.

Lifecycle Assessment (LCA): a comprehensive method for evaluating a product's environmental impacts from raw material extraction to disposal or recycling.

Leadership in Energy and Environmental Design (LEED): a globally recognized green building certification system evaluating sustainable design, construction, and operation practices.

Light efficacy: a measure of lighting efficiency, indicating how much visible light is produced per unit of energy consumed.

Lighting Power Density: the amount of electrical power used by lighting per square meter of space, reflecting energy efficiency.

Net Promoter Score (NPS): a metric assessing customer satisfaction by measuring how likely customers are to recommend a company or product.

Network & Information Security Directive (NIS2): EU legislation improving cybersecurity requirements and resilience for essential services and digital infrastructure.

Scope 1 of carbon footprint: direct greenhouse gas emissions from sources a company owns or controls, such as fuel combustion.

Scope 2 of carbon footprint: indirect greenhouse gas emissions from purchased electricity, steam, heating, or cooling used by the company.

Scope 3 of carbon footprint: all other indirect emissions across a company's value chain, including suppliers, transportation, and product use.

Sustainable Development Goal (SDG): a set of 17 global goals defined by the United Nations to promote sustainable development and social progress.

United Nations (UN) Global Compact: a voluntary initiative encouraging companies to align operations with principles on human rights, labor, environment, and anti-corruption.

Annex

VSME index

VSME B1: BASIS FOR PREPARATION

Relevant certifications	EcoVadis (silver), ISO 14001, ISO 9001
All other B1 disclosure requirements are mentioned in About this report .	

VSME B2: PRACTICES, POLICIES AND FUTURE INITIATIVES FOR

TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

VSME C2: DESCRIPTION OF PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

Carbon footprint monitoring (Scopes 1, 2 & 3), energy-efficiency improvements, renewable energy integration, product efficiency upgrades

Policies	Do you have sustainable practices, policies, or future initiatives?	If yes: brief description along with relevant action	Publicly available?	Target?	If yes: brief description of target(s)	Highest senior level accountable
Climate change	YES	Monitoring of all GHG Scopes, energy-efficiency improvements, renewable energy integration, product efficiency upgrades	NO	YES	Targets in 'Dimming our climate impact'	Board of Directors
Pollution	YES	Waste reduction controls	NO	YES	Zero waste to landfill	Board of Directors
Water and marine resources	YES	Water usage monitoring	NO	NO	-	Board of Directors
Biodiversity and ecosystems	NO	-	-	NO	-	-
Circular economy	YES	Recycled material usage, design-for-disassembly & repairability principles, product efficiency improvements, EPD rollout	NO	YES	Increase recycled content, expand EPD coverage, eco-design	Board of Directors
Own workforce	YES	Safe working conditions, training & development, equal opportunities, well-being support, labour rights protection	NO	NO	-	Board of Directors
Workers in the value chain	YES	Safe working conditions, human and labour rights protection, health and safety	NO	NO	-	Board of Directors
Affected communities	NO	-	-	NO	-	-
Consumers and end-users	YES	Product safety, product information, user instructions, repair services, responsible marketing	NO	YES	Product safety targets	Board of Directors
Business conduct	YES	Anti-bribery and corruption, ethics & compliance framework, whistleblowing procedures, anti-discrimination commitments	NO	YES	Zero corruption and bribery cases	Board of Directors

VSME B3: ENERGY AND GREENHOUSE GAS EMISSIONS

	Renewable (Mwh)	Non-renewable (Mwh)	Total (Mwh)
Electricity (as reflected in utility billings)	1,352	18	1,370
Fuels	0	2,754	2,754
Total	1,352	2,773	4,125

Progress compared to 2024

Total electricity and fuels: renewable +126 Mwh
 Total electricity and fuels: non-renewable - 81 Mwh
 Total electricity and fuels +44 Mwh

Energy mix for our leased sites

	Renewable (Mwh)	Non-renewable (Mwh)	Total (Mwh)
Electricity (as reflected in utility billings)	0	174	174
Fuels	0	786	786
Total	0	960	960

VSME B3: ENERGY AND GREENHOUSE GAS EMISSIONS

	2025	Unit
Carbon footprint Deltalight		
Total Scope 1 & 2	552	ton CO2e
Scope 1	552	ton CO2e
Scope 2 (market-based)	0	ton CO2e
Scope 2 (location-based)	78	ton CO2e
Total Scope 1, 2 & 3	383,238	ton CO2e
Scope 3	382,686	ton CO2e
Scope 3 upstream	15,849	ton CO2e
Scope 3 downstream	366,837	ton CO2e
Carbon footprint leased sales offices		
Scope 1	147	ton CO2e
Scope 3 upstream	1,204	ton CO2e

VSME C3: GHG REDUCTION TARGETS AND CLIMATE TRANSITION

You can find a description of our near-term and long-term decarbonisation targets in the [chapter 'Dimming our climate impact'](#). More detailed information is disclosed in our Climate Report 2025 – available upon request.

VSME B4: POLLUTION OF AIR, WATER AND SOIL

No significant emissions of pollutants to report on.

VSME B5: BIODIVERSITY

Biodiversity is considered non-material, as our operations do not indicate significant impacts and our production site in Belgium is not situated in a biodiversity-sensitive area.

VSME B6: WATER

Only our powder coating facility uses water, more specifically for surface treatment. The resulting wastewater (equalling 96.46m³) is collected and processed by [Renewi](#), a recognised waste-to-product company. All other water used on-site is dedicated to sanitary purposes and fire protection systems.

Because our Belgian facility is located in [a water area with high stress](#), we carefully map all water flows and take efficiency measures. For example, we minimise the need for water withdrawal by collecting rain and storm water, which we reuse in our facilities when possible.

	Water withdrawal	Water consumption
All sites*	1,705 m ³	2,749 m ³
Sites in areas with water stress	1,195 m ³	2,239 m ³

*Data for Italy not available

VSME B8: WORKFORCE – GENERAL CHARACTERISTICS

Employees	408 (headcount)
Type of contract	
Permanent	396 (97%)
Temporary	12 (3%)
Gender overall	
Male	220 (54%)
Female	188 (46%)
Country of employment	
Belgium	300
Germany	33
The UK	17
Colombia	15
Italy	14
France	11
The Netherlands	9
Spain	7
China	2
Turnover rate	14%
Gender in management	33% female-to-male ratio

VSME B9: WORKFORCE – HEALTH AND SAFETY

Number of fatalities for employees and external colleagues	0
Recordable work-related accidents for employees	5
Rate of recordable work-related accidents for employees	1.23

VSME B10: WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

Pay equal or above minimum wage	100%
Gender pay gap	15.1%
At Deltalight, equal pay for equal work is a core principle. Our analysis shows that pay differences between men and women in equivalent roles are negligible. The overall unadjusted pay gap is largely due to a higher proportion of men in senior and executive positions. We are committed to improving gender balance across all levels and will continue to work proactively toward this goal.	
Employees covered by collective bargaining agreements	300 (73.5%)
Training hours	Data incomplete (to be reported in 2026)

VSME B11: CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

Number of confirmed incidents	0
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VSME C1: BUSINESS MODEL AND SUSTAINABILITY-RELATED INITIATIVES

You can find a brief description of our business model in the chapter [‘Deltalight, nice to meet you’](#).

VSME C9: GENDER DIVERSITY IN THE GOVERNANCE BODY

Gender balance in board of directors

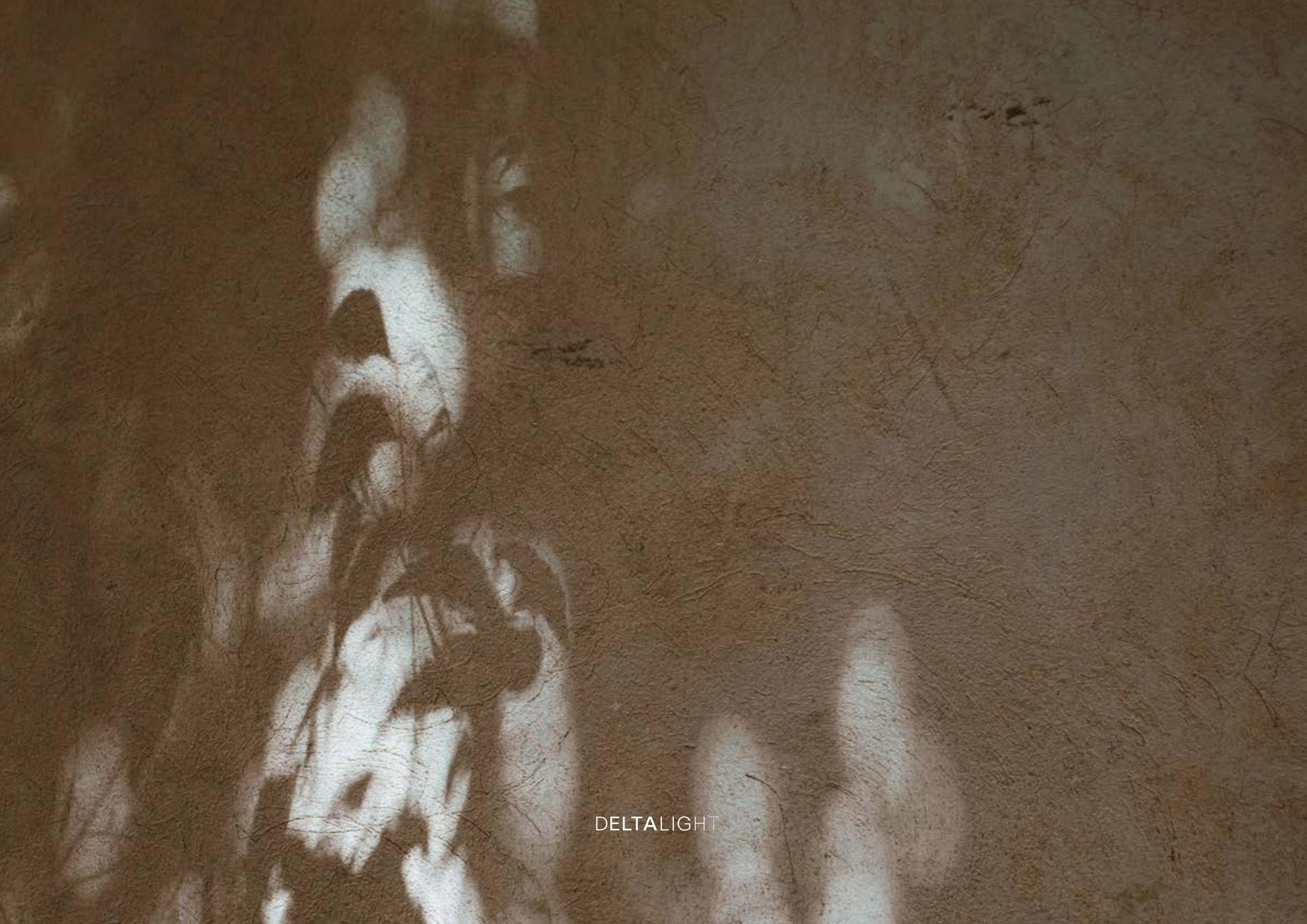
Men	3
Women	0

Our Board of Directors consists of Jan and Peter Ameloot, the company owners, as well as our CEO Paul Matthijs

VSME C6: ADDITIONAL OWN WORKFORCE INFORMATION – HUMAN RIGHTS POLICIES AND PROCESSES

VSME C7: SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS

Do you have a complaints-handling mechanism for your own workforce?	YES					
		Child Labour	Forced labour	Human trafficking	Discrimination	Other
Do you have a code of conduct or human rights policy for your own workforce, covering ...?	YES	YES	NO	YES	Secure employment	Work time
Do you have confirmed incidents in own workforce related to ...?	NO	NO	NO	NO	NO	NO
Do you have confirmed incidents involving workers in the value chain, affected communities or consumers and end-users?	NO	NO	NO	NO	NO	NO



DELTA **LIGHT**