

LIGHTCORP

2025 Corporate Social Responsibility Report



A people-first approach to
sustainable progress

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About us



Company Profile

LightCorp delivers power, lighting, and workspace accessories that bring office environments to life. With a standard 10-day lead time on our made-to-order products, and deep expertise in power and lighting, we make it simple for dealers and designers to deliver spaces that perform as beautifully as they look.

Key Recognitions

- [MillerKnoll Gold Supplier 2025](#)
- [Steelcase Premier Supplier 2025, 2024, 2023, 2019, 2015](#)
- Small Business Certified by the Small Business Association of Michigan

About the Company

LightCorp designs and manufactures human centric lighting and power solutions that make work better—for individuals, teams, and entire organizations. Our products support today's evolving workstyles with smart functionality, refined aesthetics, and modular designs built to adapt to changing environments.

Since 1986, our culture of entrepreneurial thinking and craftsmanship has shaped everything we do. What began as a single custom product request has grown into nearly four decades of innovative problem solving for our OEM and dealer partners. We remain committed to responsive design, precise engineering, and a people first philosophy embedded in our brand identity.

Our 100,000 sq. ft. headquarters and factory in Grand Haven, Michigan integrates product development, engineering, metal and electrical fabrication, finishing, and assembly—giving us total control from concept to completion. To support our global footprint, we also maintain procurement representation in Asia and India. This hybrid model ensures speed, quality, and reliable delivery for the partners who depend on us.

Our Purpose

LightCorp exists to help people thrive. From the individuals who use our products to the associates who build them to the communities we call home, we design and operate with human well-being at the center.



Where We Call Home

Grand Haven, Michigan

Factory Site Area

100,000 sq. ft.

Our manufacturing facility brings together product development, metal and electrical fabrication, finishing, and assembly under one roof.

Key Capabilities

- Hand assembly
- Metal forming including; shears, turrets, press brakes, stamping, and roll forming
- Injection molding
- Powder coating
- Kitting

Supply Chain Offices

- Shanghai & Tianjin, China
- Seoul, South Korea
- Tokyo, Japan
- New Delhi, Hyderabad, & Pune, India

01



From our President

To our partners, customers, and community,

As I look back on 2025, I'm reminded once again that LightCorp's greatest strength has always been its people. Every product we design, every partnership we build, and every improvement we make begins with a simple belief: when people thrive, everything else follows.

This past year, our team once again showed what true dedication looks like. With decades of experience collectively under our roof, our associates continue to bring skill, care, and pride to every step of our work. Their commitment to safety, well being, and craftsmanship is the foundation that keeps LightCorp moving forward.

This year, we also took meaningful steps to further care for our people and our planet. From expanding onsite wellness and preventive care to reducing waste and improving energy efficiency

across our campus, we continued building a healthier workplace and a more responsible manufacturing footprint. These actions may be small on their own, but together they create lasting impact.

What inspires me most is how our team shows up for the community we're part of. Whether supporting veterans, contributing to cancer survivorship programs, or lending a hand to local organizations, our associates embody a spirit of service that has guided LightCorp since the beginning.

As we look ahead, we remain committed to designing products that improve the places people work, while staying true to the values that have defined us since 1986. I'm grateful for our dedicated team, our trusted partners, and the community that surrounds us. Thank you for being part of this journey.



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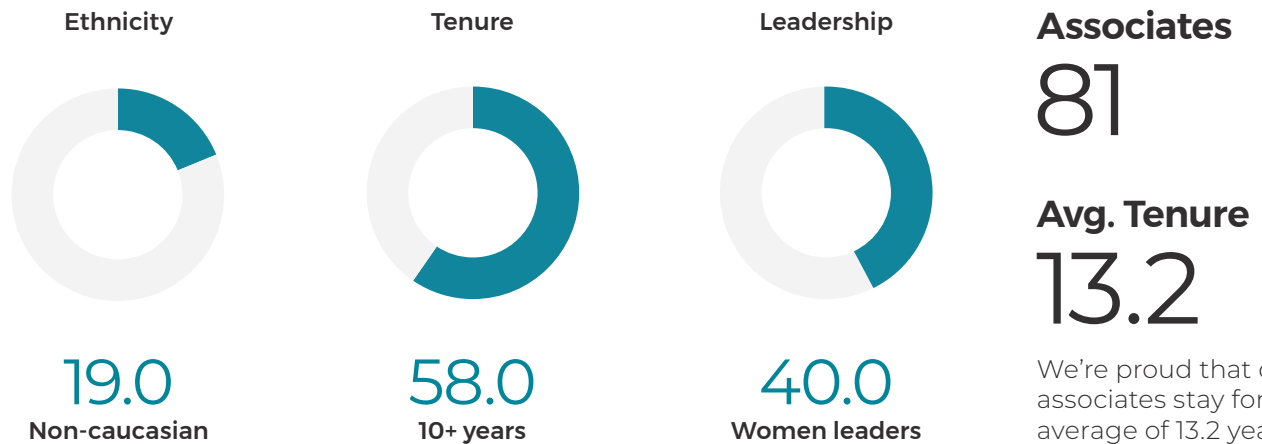
Marc Langeland,
LightCorp President



02



Our People



Our people are at the heart of every LightCorp product and partnership. We strive to create a workplace where associates feel respected, supported, safe, and genuinely valued. That commitment shows up in the policies we maintain, the benefits we offer, and the kind of culture we work to protect every day.

A Place to Build a Career

In 2025, LightCorp’s team included 81 associates, with an average tenure of 13.2 years—an exceptional indicator of satisfaction, loyalty, and pride in our shared work. More than half of our team—58%—has been with us for 10 years or more.

We’re proud of the number of people who have chosen to build long careers here. In many ways, that kind of tenure says a lot about a company. It reflects stability, trust, shared pride, and the kind of relationships that take time to build.

We never take that for granted.

Equal Opportunity & Respect

We are committed to maintaining a workplace where people are treated fairly, respectfully, and with dignity.

LightCorp is an Equal Opportunity Employer (EOE) and provides equal opportunity regardless of race, color, religion, age, gender, sexual orientation, national origin, disability, marital status, veteran status, military status, or any other legally protected classification.

Just as important, we believe everyone deserves to feel welcome, respected, and able to contribute fully to the work we do together.

Our commitment to equitable representation is reflected in our leadership structure. As we continue strengthening an inclusive leadership pipeline, we’re proud of the fact that women hold 40% of our leadership roles.

A Workplace Built on TRUST

Trust is more than a value at LightCorp—it's part of our everyday culture. The core values that we live and work by include:

- Transparency
- Reliability
- Unforgettable-ness
- Selflessness
- Thinking like owners

Our core values intentionally form the acronym TRUST, reflecting the kind of environment we want to create. We believe people do their best work when they're trusted to make good decisions, encouraged to ask questions, and empowered to speak up when something could be better.

That mindset shapes not only how we work internally, but also how we show up for our customers, suppliers, and partners. We aim to do business in a way that reflects honesty, accountability, and respect.

Supporting the Whole Person

Work is only one part of life, and we believe people are best supported when employers recognize that.

That's why LightCorp remains committed to offering benefits and wellness resources that support physical, mental, and financial well-being. Our benefits package is designed to help associates take care of themselves and their families, both inside and outside of work.

The HealthBar Onsite Clinic, introduced in 2025, enhances access to preventive and routine care—including physicals, lab work, cold/flu testing, medication management, and more—for team members and insured family members at no cost.

Our nationally recognized wellness program includes 24-hour access to our fitness facility, wellness coaching, quarterly incentives, and free counseling support when needed. In 2025, associates earned \$17,816 in wellness incentives through the program.

We also contribute 3% of associate wages into a safe harbor 401(k) plan and match up to an additional 3% for participating employees.

Growth and Development

We want LightCorp to be a place where people can continue learning and growing.

To support that, we provide annual educational reimbursement for coursework related to an associate's current role through accredited institutions. We also offer access to an on-site success coach who helps associates strengthen skills, navigate barriers, and prepare for future opportunities.

In 2025, associates participated in a range of learning opportunities including leadership development, HR training,



Pictured right: LightCorp was proud to host four interns during the summer of 2025

technical certifications, and cross functional workshops.

These investments reflect something we believe strongly: when people grow, the business grows too.

Listening and Recognizing

A healthy workplace depends on listening, and we work to create opportunities for feedback throughout the year.

We deploy the eNPS survey model twice annually to better understand associate satisfaction and identify areas where we can improve the employee experience.

Recognition matters at LightCorp. Our SPARK program highlights individual contributions that directly support our goals in revenue growth, financial stewardship, and people-centered leadership. Those recognitions are shared during quarterly all-hands meetings and are eligible for a randomly drawn cash prize.

We also continue to celebrate reliability and commitment through quarterly and annual attendance recognition. In 2025, 32% of eligible associates achieved perfect annual attendance.

Safety, Every Day

Nothing is more important than making sure our associates can do their jobs safely and return home the same way.

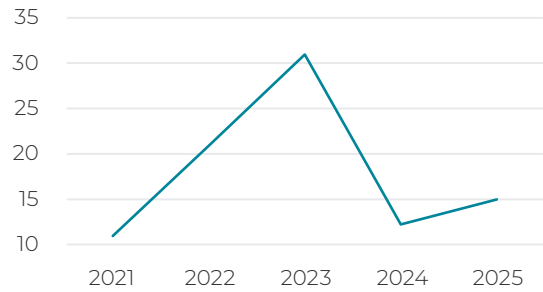
LightCorp maintains a proactive safety management system built around awareness, prevention, training, and continuous improvement. Our safety model includes early intervention, required PPE, and on-site physical therapy through i'Move to address aches and pains before they become injuries.

Although 2025 brought higher-than-typical recordable incidents, we are addressing this proactively through enhanced training in 2026.

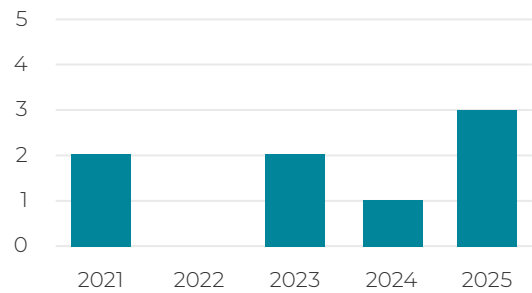
We also maintain trained response teams on all shifts to assist in the event of medical emergencies or chemical spills—because being prepared matters just as much as being careful.

Pictured right: Morning stretches are an example of our proactive stance on safety

eNPS Scoring



Recordable Injuries



03



Sustainable Products

Responsible Material Practices

94%

Of our product line is made with materials that can be fully recycled

We design with intention—considering environmental and lifecycle impacts from the very beginning. Whenever possible, our engineering teams choose recyclable materials such as aluminum, steel, plastic, cork, felt, and wood to reduce waste and extend product life.

We're equally committed to sourcing responsibly. That means working closely with our suppliers to avoid Red List ingredients whenever we can and reducing the presence of chemicals of concern across our materials and finishes.

As part of this commitment, we are actively evaluating PFAS—long-lasting “forever chemicals” commonly found in commercial and industrial products. With the U.S. Environmental Protection Agency and several states advancing new PFAS regulations, LightCorp is gathering detailed information from our supply chain to identify any PFAS used in our components and ensure we meet evolving requirements.

Durable, Efficient Performance

LightCorp products are built to perform—and built to last. Our LED lighting solutions are designed with energy efficiency in mind, helping reduce electrical consumption while delivering bright, consistent illumination. LEDs naturally offer a long service life and contain no mercury, making them a responsible choice for modern workplaces.

Every LightCorp lighting and power product undergoes rigorous review and testing through OSHA Nationally Recognized Testing Laboratories (NRTL), including UL and Intertek. These evaluations, paired with ongoing quarterly inspections, allow us to confidently mark our products to UL and Canadian Standards Association (CSA) safety standards, carrying the cULus or cETLus listing marks.



Continuous Product Advancement

At LightCorp, progress is part of the process. We consistently refine the products we manufacture to ensure they meet the evolving needs of modern workspaces while maintaining the durability, quality, and ease of use our customers expect. Our teams actively look for opportunities to improve recyclability, streamline manufacturing, reduce labor and material waste, and enhance performance or energy efficiency.

A key driver of this work is our Value Add/Value Engineering (VA/VE) process, which helps us identify smarter material options, simplify production steps, and optimize components throughout a product's lifecycle. Because we design and build our products in North America, we can test ideas quickly and implement improvements with precision.

Our goal remains simple: create products that perform better, last longer, and support the people who rely on them every day.

04

Operating Responsibly

11/0

years in a row, we've passed our ISO-9001 audits with zero non-conformances

Quality as a Discipline

Responsibility also shows up in the less visible parts of the business—in how we run our facility, manage our resources, and look for better ways to do things.

LightCorp has maintained an ISO 9001 Certified Quality Management System since 1996.

That system helps us consistently meet customer and regulatory requirements while reinforcing strong processes, reliable outcomes, and continuous improvement across our operations. It also plays an important role in helping reduce scrap, rework, and inefficiencies.

Smarter Packaging

We believe packaging should be thoughtful, not excessive.

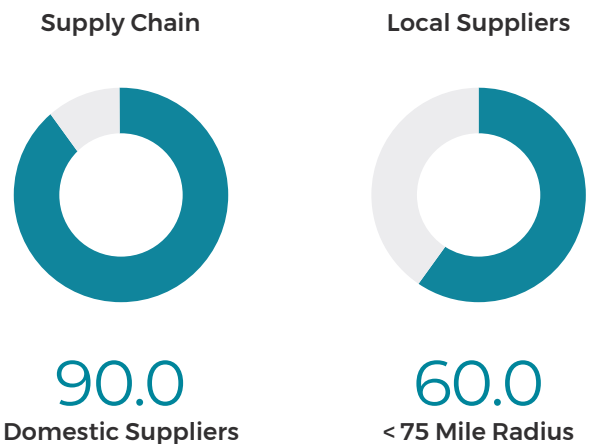
That's why packaging and shipping needs are considered early in product development. By making intentional design and construction choices, we can often reduce the amount of packaging required to protect products in transit.

In recent years, we have eliminated foam in many applications and transitioned to 100% post-consumer corrugated cardboard and crinkle paper wherever possible. These decisions reflect our belief that even secondary materials—like packaging—deserve careful consideration.

Sustainable Supply Chain

We care not only about what we make, but also where it comes from.

Approximately 90% of our supply chain is sourced within the United States, with 60% located within 75 miles of our Grand Haven factory. We work to partner with suppliers who share our commitment to safe, ethical, and responsible manufacturing practices and take care to ensure sourced materials come from conflict-free designated regions.



In many cases, sourcing closer to home also helps reduce transportation demands and supports local and regional economic resilience. For materials and components sourced overseas, we also work to consolidate deliveries and purchase full container loads whenever possible to help optimize freight efficiency and reduce unnecessary trips across the ocean.

We also encourage thoughtful shipping and material handling practices throughout our supply chain. Wherever possible, we ask suppliers to use corrugated and returnable containers, along with recyclable skids or pallets made from natural materials, helping reduce waste before materials even arrive at our facility.

Air, Water, and Waste

A lot of responsible manufacturing comes down to consistency and discipline.

At LightCorp, we continue to monitor air quality within our facility to ensure compliance with all applicable OSHA and EPA requirements. We also meet or exceed applicable regulations related to air emissions, storm water, and hazardous waste disposal.

During the summer months, we also remain mindful of how certain activities can affect local air quality. On Ozone Action Days, we make a point to limit or reschedule processes that may contribute more heavily to air pollution whenever practical.

Our powder coating line continues to benefit from zirconium-based pre-treatment, an alternative to traditional iron phosphate systems that uses reverse osmosis to remove impurities and significantly reduce water usage. This process allows water to be reused multiple times, operates at lower temperatures, and results in wastewater that can be safely discharged into the sewer system.

Throughout our manufacturing operations, we also use environmentally friendlier coolants and lubricants where possible as part of our broader effort to make practical, lower-impact process decisions.

Within our facility, clearly labeled receptacles support recycling and waste separation at

the point of use. We also rely on gauges and jigs throughout production to help improve consistency, reduce scrap, and support better quality outcomes. Through our recycling partnership with Beacon Recycling, we diverted over 65 tons (268 cu. yds.) of material from local landfills in 2025.

We also continue to hold Red Tag sales, giving associates an affordable way to bring home production samples, scratch-and-dent units, and cosmetically imperfect but functionally safe products. In addition to extending product life, these events also help support employee social programming.

Energy Use and Facility Improvements

As a company that manufactures products with energy performance in mind, we believe it's important to apply that same thinking to our own operations.

Over time, we have upgraded lighting throughout our campus to dimmable LED fixtures equipped with occupancy sensors, helping reduce unnecessary energy use while maintaining strong visibility for quality and safety.

We also continue to look for practical ways to improve heating and cooling efficiency, including leveraging heat generated from our paint line ovens during colder months to help warm our large facility.

Our paint line uses

25%

Less water than traditional pre-treatment processes

Recycling diverted

268

cu. yds. of waste from local landfills

Outside the building, we try to be just as thoughtful. Our landscaping includes green space that supports biodiversity and helps maintain a more natural environment around our facility. During the winter months, we also use eco-friendlier ice melting pellets as part of our effort to make more responsible choices in the day-to-day upkeep of our campus.

A Meaningful Investment in Efficiency

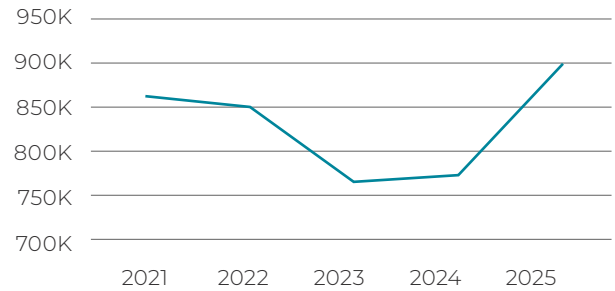
One of the most significant operational improvements made this year was the replacement of our facility roof.

Completed with the support of a grant from the U.S. Department of Energy (DOE), this project was more than a building upgrade. It was an investment in the long-term performance of our facility and a meaningful step toward improving energy efficiency in a very practical way.

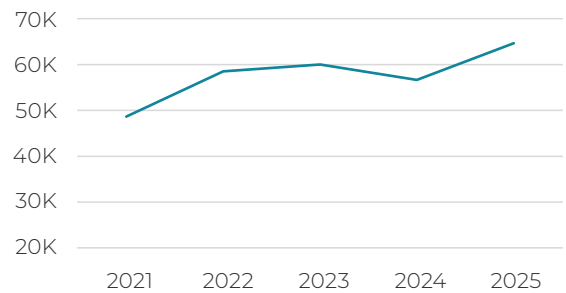
Since the project was completed, we've seen a measurable improvement in heating and cooling performance, helping us better regulate indoor temperatures and reduce strain on our HVAC systems. It's a good example of how smart facility improvements can make a real difference over time.

We also maintain natural gas-powered backup generators to support business continuity during outages, helping us protect both operations and safety when unexpected interruptions occur.

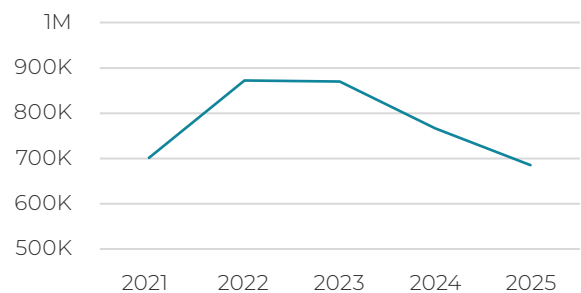
Energy Consumption (kWh)



Gas Consumption (CCF)



Water Consumption (gal.)



Recycling Composition

Material	Weight (lbs.)
Production Scrap	61,900
Sheet Iron	2,411
Aluminum	5,828
Cardboard	50,804
Mixed Paper/Plastic	6,252
Packaging/Banding	2,338
Miscellaneous	4,817
Copper	6,712
Electronics	5,041
Surplus Coatings	13,315

We recycled over

65

tons of mixed materials

05

Industry & Community Partnerships

Industry Engagement

We actively participate with the following organizations that help shape best practices across the contract furniture industry and contribute to the well-being of our associates.

- LightCorp works proactively to strengthen our safety performance by regularly welcoming the Michigan Occupational Safety and Health Administration (MIOSHA) on-site to help keep safety visible and top of mind.
- The Business and Institutional Furniture Manufacturers Association (BIFMA) continues to play an important role in advancing standards for product quality, safety, and sustainability, and we're proud to stay engaged with organizations that help move our industry forward. Our president, Marc

Langeland also serves as a BIFMA Board Member

- LEED, developed by the U.S. Green Building Council, continues to influence how commercial spaces are designed and evaluated. Our lighting products may contribute to LEED certification points in qualifying applications.
- The Lakeshore Employer Resource Network (LERN) also remains a valuable partner, helping connect associates with supportive services and development resources that contribute to long-term success.
- We're a new, proud member of the Small Business Association of Michigan in 2025, and became officially certified with small business status.



164

hours of community service were volunteered by our associates



Volunteer Opportunities

- Love in Action in Grand Haven
- The People Center in Spring Lake
- American Legion Goodfellows
- Operation United Landscaping and Home Repair Day
- Muskegon Family Care Fitness Facility
- Live Strong Cancer Survivors @ Muskegon YMCA - Seaway Run
- Norton Shores Fire Department training ARFF live burn
- Feeding America food bank
- Working local elections
- Chaperoning school field trips & church camps
- Grand Valley State University athletic programs

Community Impact

We have long believed that if you want to make a difference, you start close to home.

Since our earliest years, we have proudly supported the United Way of Greater Ottawa County and the Toys for Tots program every year. Those causes continue to mean a great deal to us because they we can impact our closest neighbors in our local communities.

Giving back is not something we view as separate from the business. It's part of how we live out our values—especially selflessness—and part of how we honor the legacy of our founder, Gary Verplank.

This year, we introduced a new way to approach volunteerism and charitable giving by inviting our associates to help determine where we should focus the majority of our efforts. Rather than trying to spread every initiative evenly across many causes, we wanted to identify a primary focus area—or areas—that our team felt especially connected to. The result was a tie between veteran-related causes and cancer survivorship programs.

Because of that, many of our organized volunteer and charitable efforts this year were directed toward those causes. At the same time, associates were still free to use their eight paid volunteer hours in support of causes that matter personally to them. That balance felt important to us: more focused as a company, while still leaving room for personal passion and service.

We remain proud of the many ways our associates and company continue to support the people and organizations working to strengthen our community.

Pictured left: LightCorp volunteers placed flags at Sunrise Memorial Gardens to honor veterans on Memorial Day. Pictured above: The LightCorp volunteer team cleared out and reset a former exercise space for cancer survivors at the Muskegon YMCA. Pictured on back cover: It's a team effort on our annual grounds cleanup day.

Looking Forward

Responsibility at LightCorp isn't defined by one project, one initiative, or one department. It's reflected in the choices we make every day—how we support our people, how we improve our operations, how we design and manufacture our products, and how we invest in the community around us. As we look ahead, we remain committed to making practical, meaningful progress in the places where we can have the greatest impact—and to continuing our work in a way that helps people thrive.

