

BRIGHT

greenly

Corporate Sustainability Report 2025



General Disclosures

General Company Information



BR!GHT Products AS is a Norwegian company specialising in developing portable solar-powered lamps and energy solutions for humanitarian aid and emergency preparedness.

Core Identity & Mission

- **Mission:** To enhance safety, resilience, and wellbeing by providing world-class solar solutions that ensure reliable access to sustainable light and energy, whenever and wherever it is needed.
- **Strategic Focus:** Delivering durable, repairable portable solar energy solutions for humanitarian and emergency contexts, optimised for long-term cost, reliability, and impact.
- **Sustainability Commitment:** At BR!GHT, sustainability is built into every solar lamp, from design to repair and recycling. We lead with purpose, embedding sustainability into every process, product, and decision. By doing what's right for both people and the planet, we ensure our solutions bring lasting value to the communities that need them most

Key Business Metrics

- **Nace Sector:** 27.40 Manufacture of electric lighting equipment
- **Primary Operation:** Norway
- **Significant Assets:** Main office in Norway (leased), Manufacturing (outsourced) in China
- **Sustainability Certifications:** ISO 140001:2015

General basis for preparation of sustainability statements

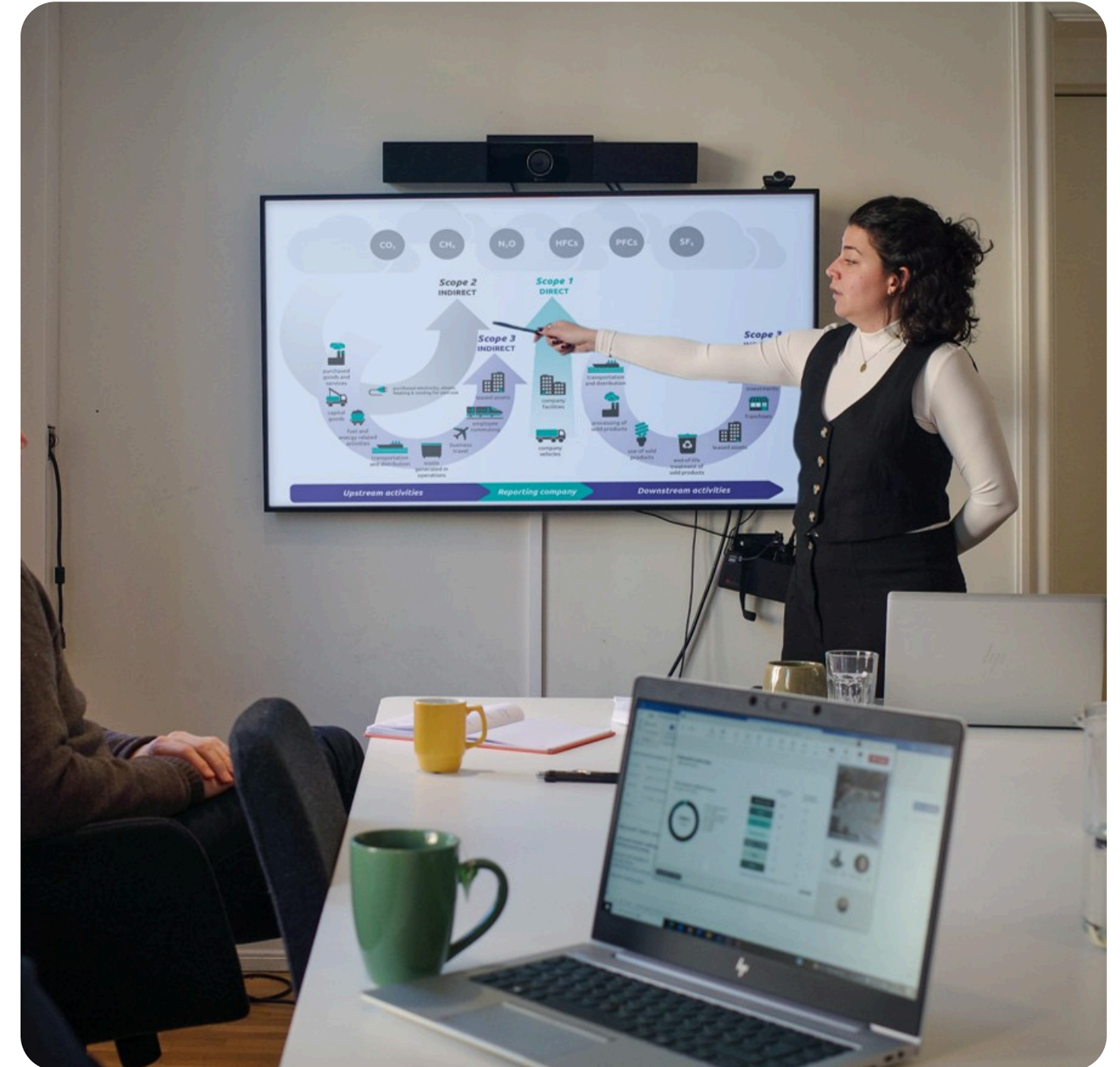
This sustainability report utilizes VSME data points to detail BRIGHT Products' Environmental, Social, and Governance (ESG) practices based on 2025 data.

The company has not excluded any classified or sensitive information from this statement, as no such information was deemed necessary for inclusion.

The report covers the entire company, which operates from a single location (BRIGHT's office) in Norway.

BRIGHT is reporting under the framework of the basic module and the comprehensive social and governance modules (C5-C9).

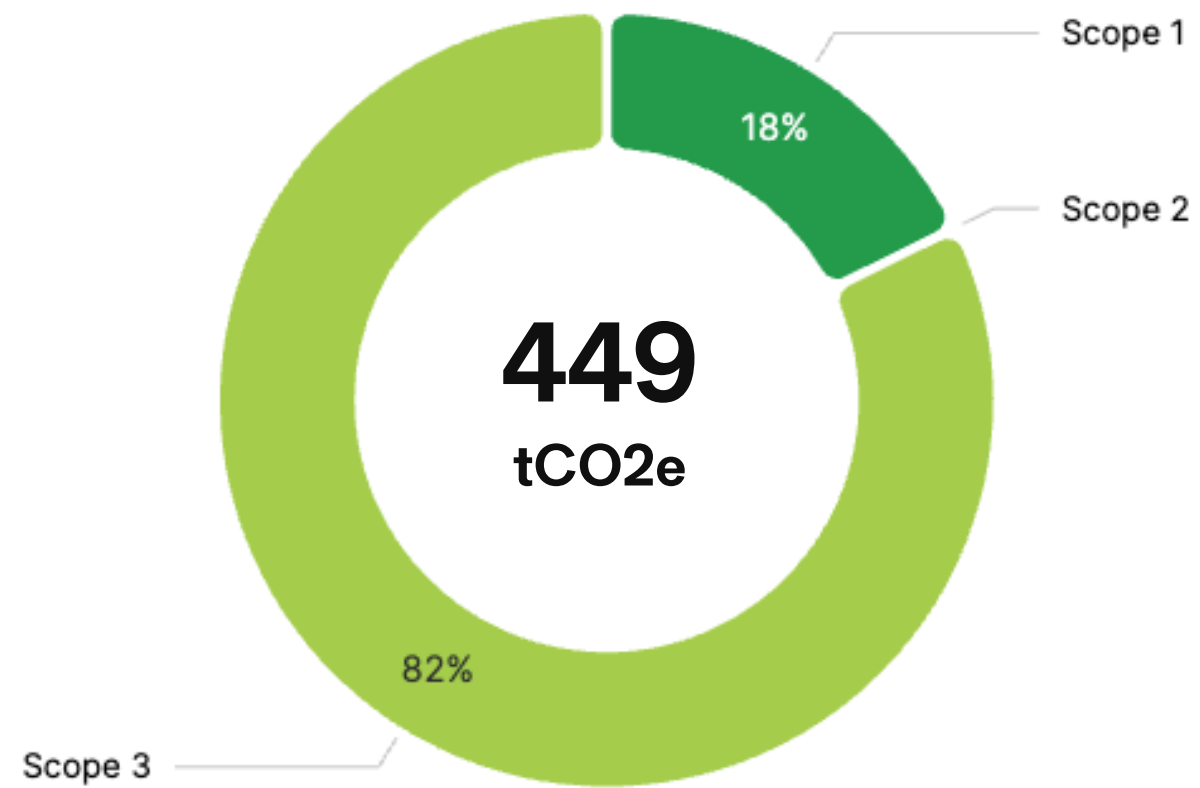
Data collection and validation were executed by Lorena Muñoz Carmona, BRIGHT's Head of Humanitarian Partnerships.



Climate Change & Energy

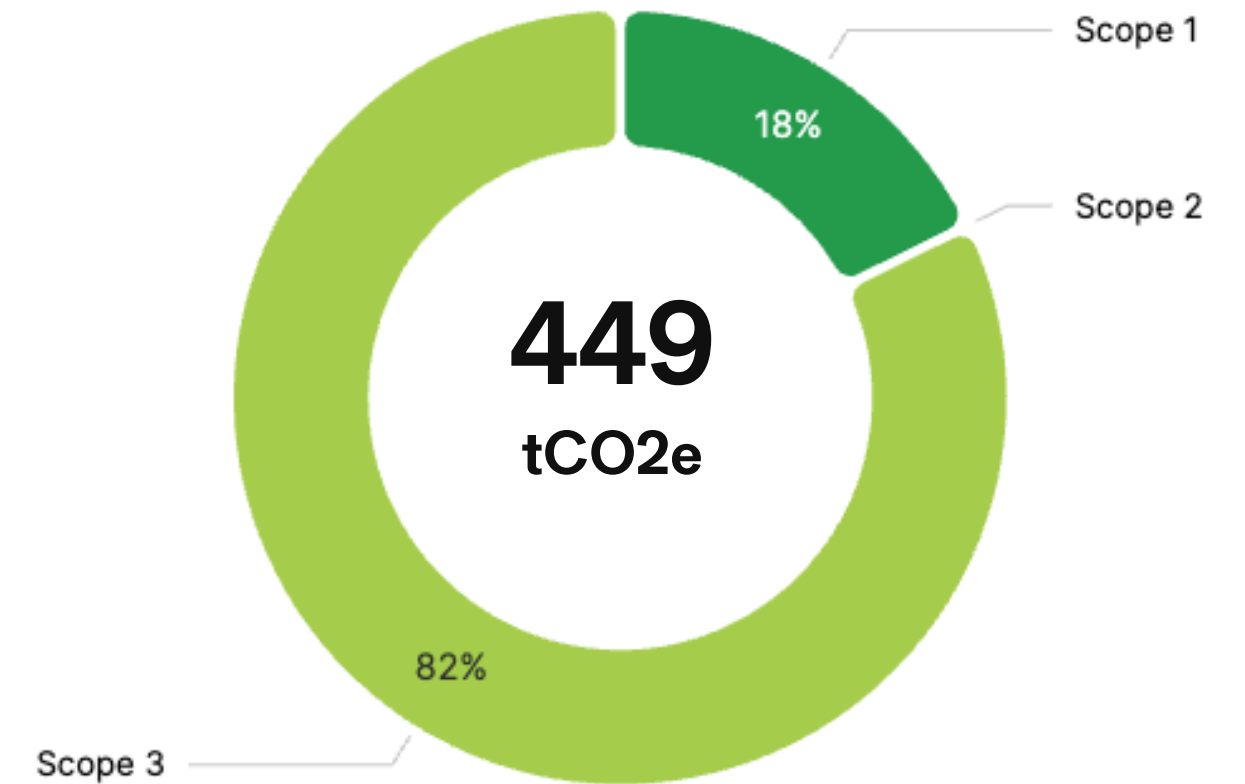
GHG Emissions Metrics

Total emissions by scope (Location based)



Emissions per net revenue Location based = 14.5 tCO₂ / unit of value

Total emissions by scope (Market based)

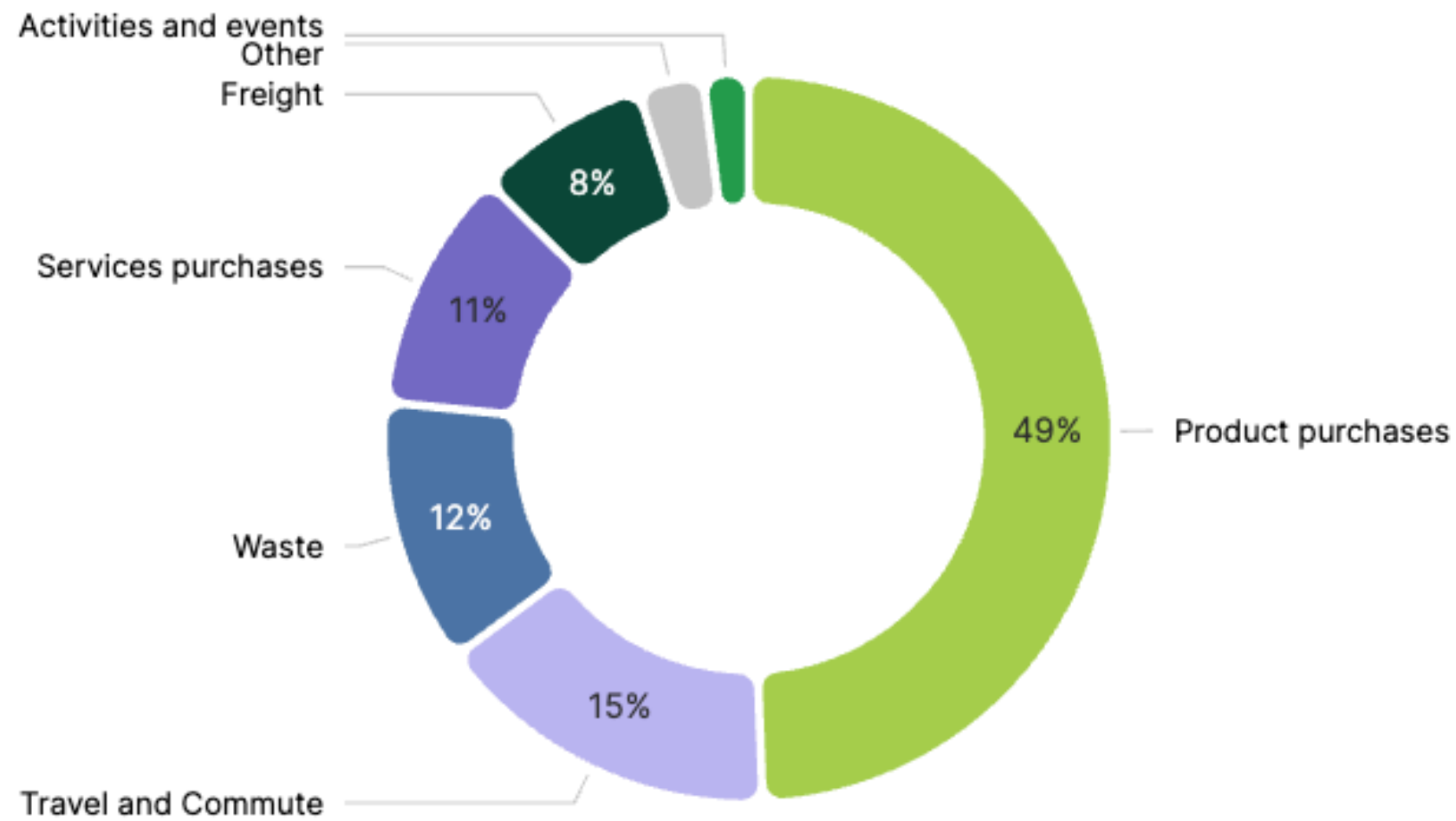


Emissions per net revenue Market based = 14.5 tCO₂ / unit of value

GHG Emissions Metrics

Total GHG emissions per value chain category:

449 tCO₂e



Company activities	GHG emissions (tCO ₂ e)
Product Purchases	222
Travel & Commute	69
Waste & end of Life	53
Services purchases	48
Freight	35

Energy Metrics

Fuel consumption by sources (MWh):

0 kWh

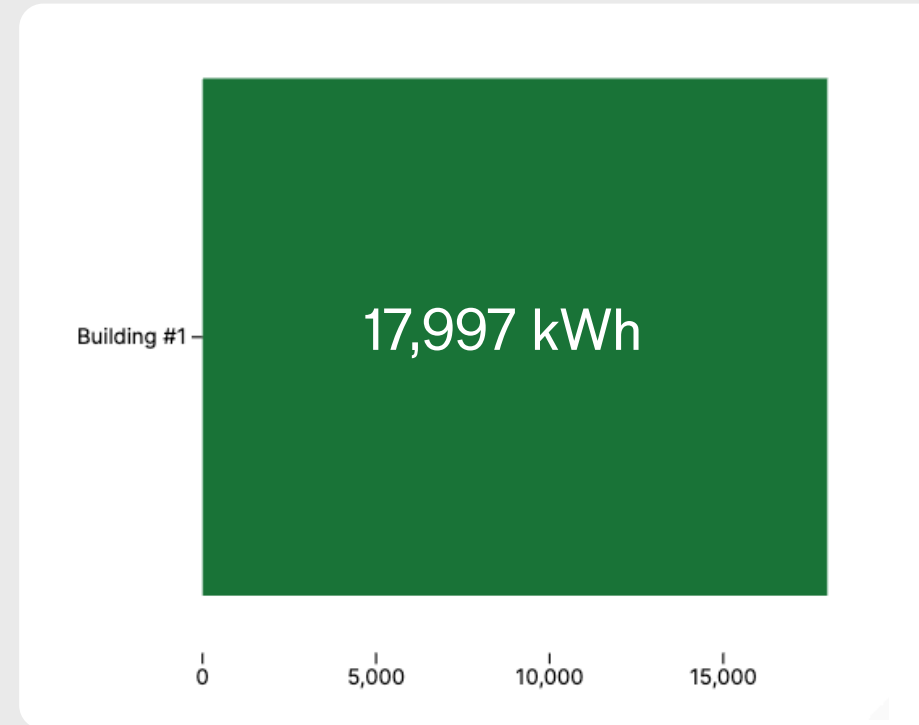
Total fuel consumption:

0 kWh

Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources (own operations):

0 kWh

Total electricity consumption related to own operations per building:



Percentage of renewable electricity

94%

Renewable electricity Consumption

16,971 kWh

Consumption of self-generated renewable energy (own operations):

540,000 kWh

The rooftop solar power plan on BR!GHT's manufacturing partner's factory is producing about 540,000kWh in 2025. This means all the electricity consumption in the factory comes from solar energy.

Resources, Pollution & circular economy

Resources Inflows

Description of material resource inflows

- Raw materials: metals, minerals, fossil materials, electronics
- Property, plant and equipment: rented office in Oslo, manufacturing facility belongs to our manufacturing partner, tools and moulds owned by BRIGHT.
- Biological Materials: Wood pallets, carton

Methodologies and assumptions used to calculate data on resource inflows:

Inbound weight as collected in the GHG module from Greenly

Overall total weight of products and technical and biological materials used during the reporting period:

35,500 kg

Overview of actions - Resources use & circular economy

Circular Product Design Framework

BR!GHT applies circular design principles across its product portfolio, prioritising durability, repairability, and recyclability to reduce resource use, extend product lifetimes, and minimise waste generation. Circular design considerations are integrated into product development, material selection, and product updates, informed by LCAs.

Repair Program & Product Lifetime Extension

BR!GHT operates and supports a Repair Program in humanitarian and low-resource contexts to extend the lifetime of solar products, reduce waste, and improve access to affordable energy services. The program focuses on enabling repair rather than replacement by providing spare parts, tools, training, and technical guidance to humanitarian partners and local repair actors.

Safe and Circular by Design

BR!GHT applies a safe-by-design and circular material strategy across its product portfolio to protect users, communities, and the environment while improving resource efficiency and recyclability. This includes the use of simple, transparent material compositions, avoidance of hazardous substances, and the use of 100% post-consumer recycled (PCR) plastic casings in its highest-selling products.

Life Cycle Assessments (LCAs) & Methodology Upgrade

BR!GHT uses (LCAs) as a key tool to understand and reduce resource use and environmental impacts across product lifecycles. Following the identification of methodological limitations in a previous LCA provider's approach, the company has upgraded its LCA methodology and provider and is systematically re-assessing its product portfolio. Updated LCAs for key products are complemented by publicly available Environmental Product Declarations (EPDs).

Quantitative & qualitative Information - Resources use & circular economy

Circular Product Design Framework

1. Circular design principles are fully embedded in current product development.
2. Products are designed to be repairable, recyclable, and robust for use in humanitarian and off-grid contexts.
3. Design choices include ease to assembly and disassembly, modular components, use of common tools, and reduction of components (parts)

Repair Program & Product Lifetime Extension

1. Repair Program implemented in 2 humanitarian settings (Bidibidi refugee settlement and Cox's Bazar).
2. 80+ local technicians have been trained and provided with tools and spare parts.
3. Repairs are actively extending product lifetimes and reducing the need for new product distribution.

Safe and Circular by Design

- Highest-selling product lines use 100% post-consumer recycled (PCR) plastic casings made from polypropylene (PP) without additives, coatings, or adhesives, minimizing chemical risks.
- Electronic components comply with RoHS, and all applicable safety standards, with regularly updated certificates. Batteries meet safety standards (e.g., EN IEC 62133-2).
- These choices reduce user risks and simplify repair, reuse, and recycling.

Life Cycle Assessments (LCAs) & Methodology Upgrade

LCAs have been conducted for all products. A decision was made to change LCA provider due to identified methodological gaps in earlier assessments. Updated LCAs have been completed for SunBell and all SOL models. EPDs for these products are publicly available, increasing transparency and credibility. Updating of remaining product LCAs using the new provider is in the pipeline.

Waste & Circularity

Total waste generated:

7,038 kg

Composition of waste:

Hazardous waste generated: 1,373 kg (19.5%)

Other: 5,665 kg (81%)

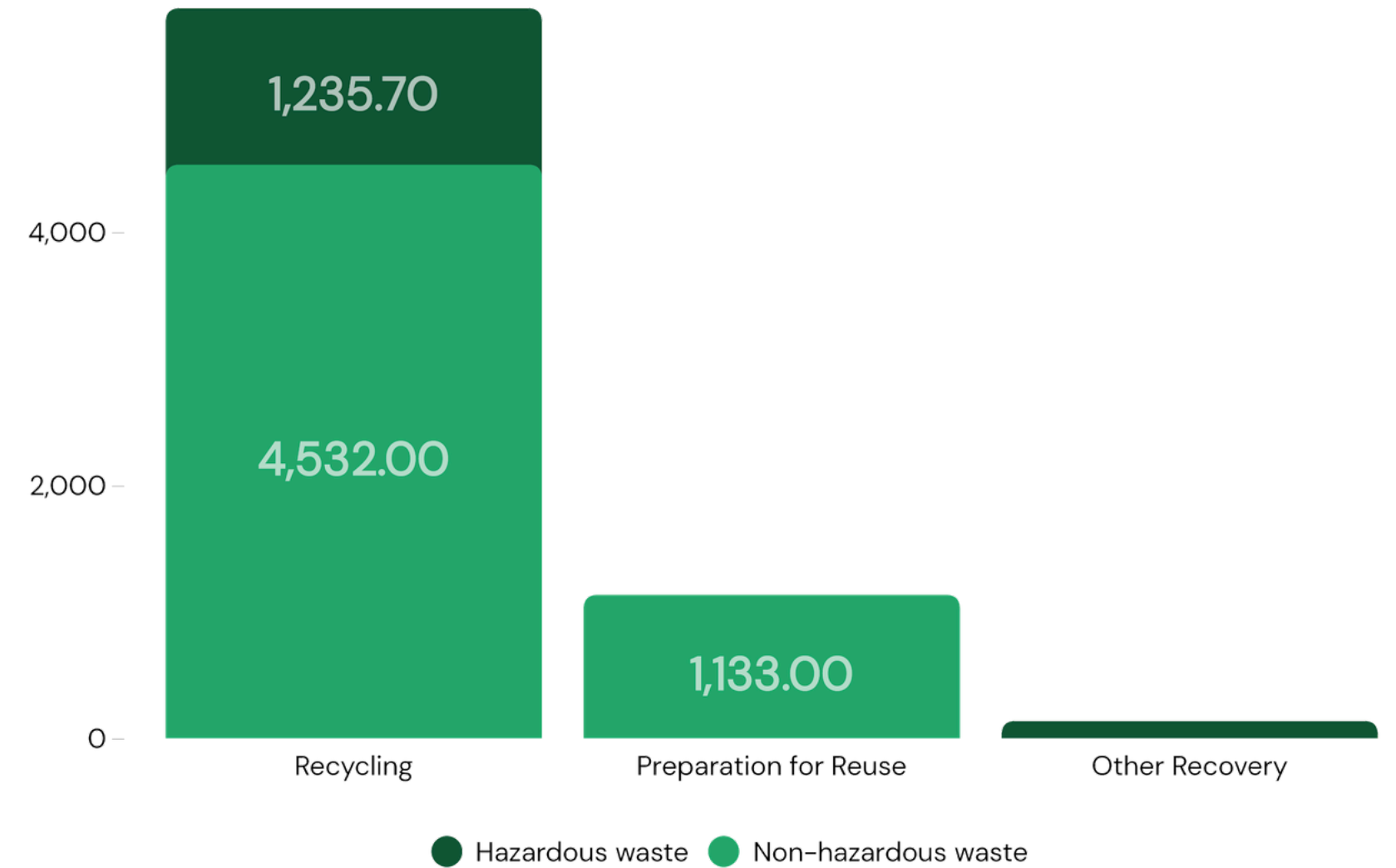
Methodologies and assumptions used to calculate data on waste generated:

Hazardous waste generated: Battery, PCB board, PV chemical containers.

Information provided by BRIGHT's manufacturing partner.

There is no information on waste generation for our offices. This module is also skipped on our GHG assessment due to the small size of our office and low number of employees (with some working full-time remotely).

Waste diverted from disposal by category:



Metrics about Pollutants & Substances

Total amount of pollutants released into soil: 0

Total amount of pollutants released into water: 0

Total amount of pollutants released into air: 0

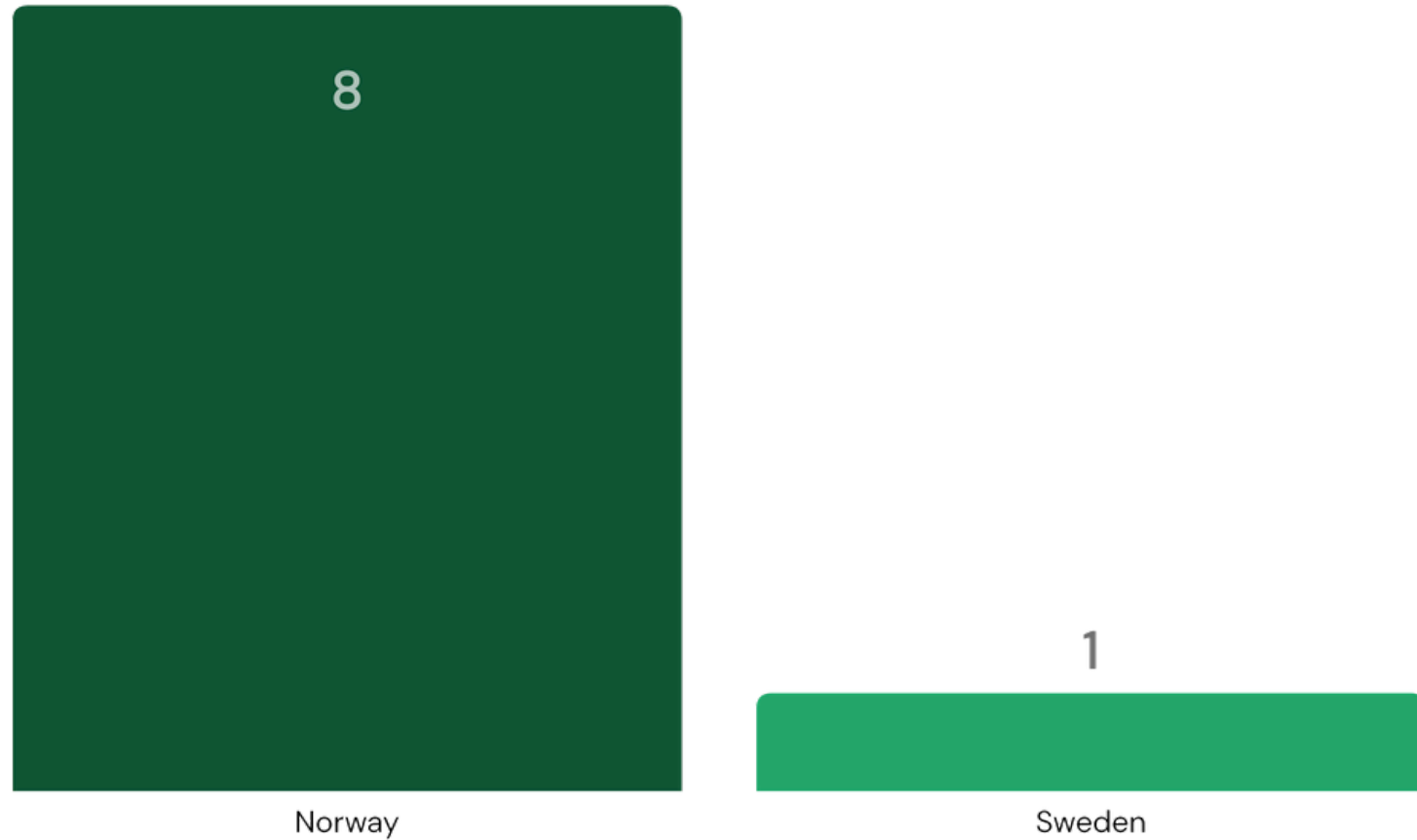
Details on the pollutants released

- No pollutants as specified in the European Pollutant Release and Transfer Register are emitted to the soil.
- No pollutants as specified in the European Pollutant Release and Transfer Register are emitted to water
- No pollutants as specified in the European Pollutant Release and Transfer Register are emitted to the air, excluding GHG gasses

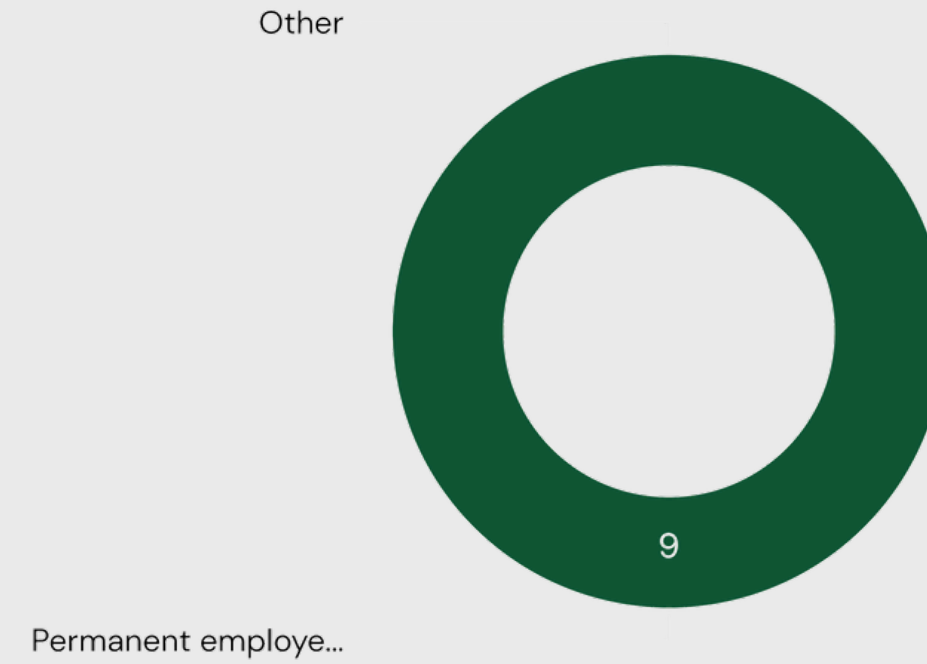
Own Workforce

Workforce profile

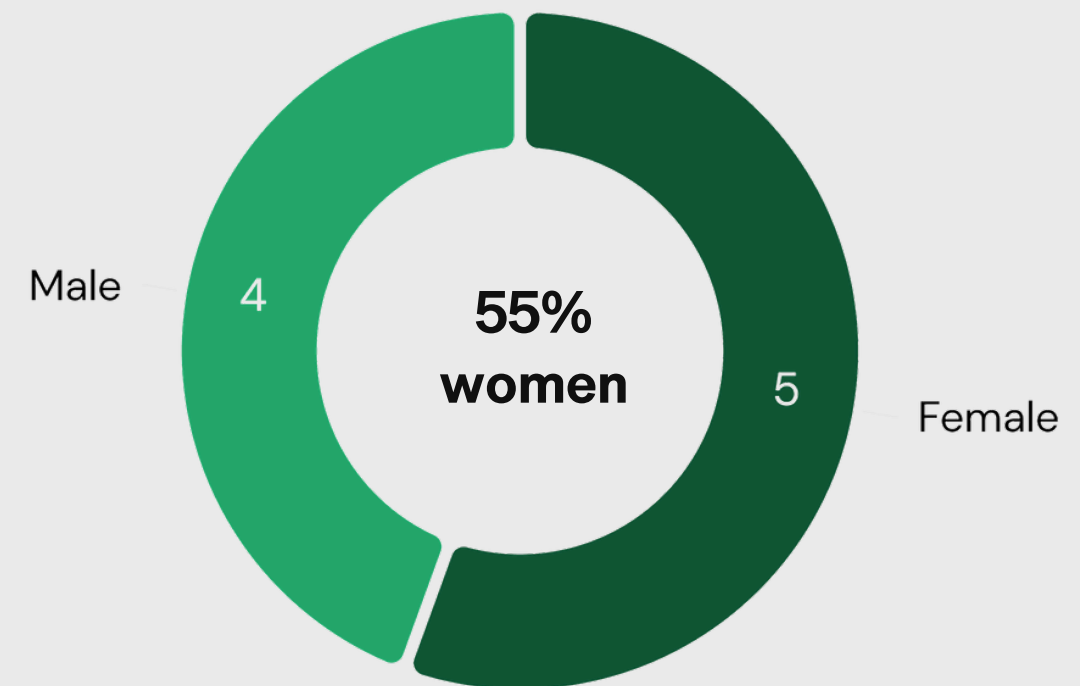
Total number of employees (head count) by country



Total number of employees (head count) by contract type :



Total number of employees (head count) by gender:



Benefits & Compensation

Gender pay gap: -10%

The company analysed the gender pay gap using mean and median gross pay differences. Key findings include:

1. A gender pay gap for management cannot be calculated as these positions were exclusively held by women.
2. In non-management roles, men earned 9% (mean) and 12% (median) more than women, influenced by role distribution and seniority in the small employee group.
3. Overall (excluding the CEO), women earned 10% (mean) and 4% (median) more than men. This overall gap is driven by the female-led management structure, not higher pay for women in comparable roles.

Due to the small workforce, figures are sensitive to individual salaries. The company found no systemic unequal pay for equal work based on gender; pay is determined by role, responsibilities, experience, and performance. The overall pay gap reflects the female-led management structure.

Gender distribution at top management level :



Overview of actions - Own workforce

Quarterly Performance & Development Reviews

BR!GHT conducts quarterly individual performance and development reviews for all employees. These structured one-to-one discussions focus on role clarity, workload, performance feedback, alignment with team and company objectives (OKRs), and individual development needs.

Inclusive & Fair Employment Practices

BR!GHT applies inclusive and fair employment practices across the employee lifecycle, including recruitment, remuneration, performance management, and career development. These practices aim to ensure equal opportunity, prevent discrimination, and promote fair treatment of all employees, in line with applicable Norwegian labour laws and the company's DEI Policy and Code of Conduct.

Employee Wellbeing & Work-life Balance

The company promotes employee wellbeing and work-life balance through flexible working arrangements, trust-based management, and regular dialogue on workload and wellbeing.

Action tracking - Own workforce

Quarterly Performance & Development Reviews

Effectiveness is tracked through: Participation rate in quarterly reviews. Qualitative feedback from employees and managers. Follow-up on agreed objectives and development actions. Identification and resolution of flagged issues (e.g. workload, role clarity). Given the company's size, monitoring is primarily qualitative and dialogue-based.

Inclusive & Fair Employment Practices

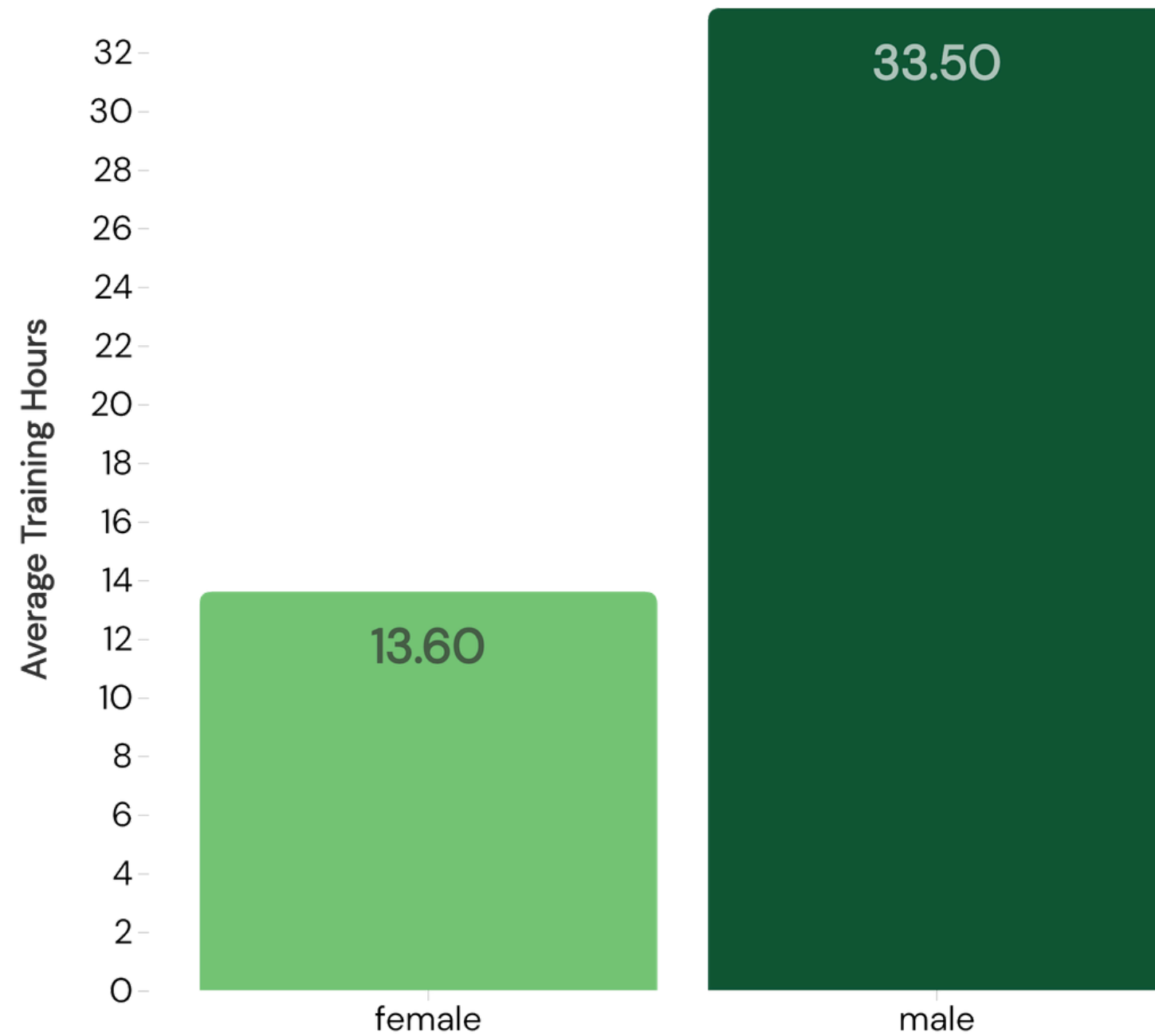
Effectiveness is monitored through: Review of recruitment and promotion decisions. Pay structure reviews and gender pay gap analysis. Employee feedback through regular performance and development reviews. Absence of discrimination-related grievances. Given BR!GHT's size, monitoring is primarily qualitative, supported by periodic quantitative checks where relevant.

Employee Wellbeing & Work-life Balance

Effectiveness is assessed primarily through: Regular dialogue in quarterly performance. Employees can request formal reviews or official follow-ups at any time. Informal check-ins between employees and managers. Monitoring of workload distribution and working patterns. Absence of recurring wellbeing-related concerns or grievances. Given the BR!GHT's size, monitoring is qualitative and dialogue-based, rather than metric-driven.

Career Development & Training

Training and skills development indicators per gender



Issues & incidents reporting

Type of incident	Number of incident
Fatalities or employee fatalities caused by work-related injuries, illness	0
Work related accidents or illness among employees	0
Employee work days lost due to work-related injuries, illnesses and fatalities	0
Severe human rights incidents on own workforce, affected communities, consumers and end-users	0

Worker complaint reporting channels

Due to BR!GHT's small size, employee concerns and needs are addressed through direct, regular dialogue, including quarterly reviews and ongoing communication with leadership. Employees can raise work-related, wellbeing, or ethical concerns directly with their line manager, any senior manager, the CEO, or the Chairman of the Board. Employees also select a Health and Safety representative (verneombud) who oversees the work environment, and to whom employees can direct concerns. BR!GHT is obligated to investigate all reports, and anonymity is an option where legally permitted. The Code of Conduct and Human Rights Policy guide raising concerns and protect employees from retaliation. There were no restrictions on employees' ability to raise concerns during the reporting period.

Consumers & End Users

Consumers & end users



Policies related to consumers and end-users

Code of conduct:

The Code of Conduct sets the basis for BR!GHT's work with sustainability and ethics throughout our value chain. It provides a clear set of values and principles to be upheld and safeguarded by the company and used systematically in strategic processes. The Code of Conduct sets expectations for responsible business conduct towards customers and end-users.

GDPR Policy:

1. Objectives: Protecting personal data and the privacy rights of individuals. Ensuring full compliance with the EU General Data Protection Regulation (GDPR) and other applicable data protection laws. Implementing appropriate technical and organisational measures for data security. Ensuring transparency about how personal data is processed and about data subjects' rights.
2. Risks and opportunities
3. Monitoring

Consumers & end users



Product Safety & Quality Assurance Testing: BR!GHT implements structured safety and quality testing for all products, including electrical safety, battery stability, durability tests (drop, heat, dust), and continuous product improvement based on real-world conditions. In addition, BR!GHT is ISO 9001:2015 certified.

Maintenance and safe disposal information: BR!GHT provides publicly available, easy-to-understand instructions for product use, maintenance, troubleshooting, and safe disposal, ensuring users can use products safely and sustainably. Page (includes maintenance & disposal) : <https://bright-products.com/repair/>

Consumer Data Protection & GDPR Compliance: BR!GHT ensures that all consumer and end-user personal data is handled securely, lawfully, and transparently through a GDPR Compliance Framework, including a Data Protection Officer (DPO), clear privacy information, data minimisation, secure processing, and rights management procedures.

Conclusion

Building a Sustainable Future

This report marks an important milestone in BR!GHT Products' sustainability journey. By measuring its environmental impact and identifying areas for improvement, the company has taken meaningful steps toward more responsible operations.

Looking ahead, BR!GHT Products will continue implementing targeted initiatives to reduce emissions, improve resource efficiency, and strengthen collaboration with partners throughout its value chain.

Through ongoing measurement, transparency, and innovation, the company aims to contribute to global climate goals while delivering long-term value for its stakeholders.

Supported by Greenly's carbon accounting expertise, BR!GHT Products remains committed to turning insights into concrete climate action.



greenly