d.light Recognized Among Top 3 Great Places to Work® in Nigeria for 2025

Lagos, Nigeria – November 1, 2025 – *d.light, a global leader in delivering affordable and sustainable energy solutions, is proud to announce that it has been recognized among the top three medium-sized companies at the 2025 Great Place to Work® Awards.* The announcement was made at a ceremony held on October 31 in Lagos, where d.light secured 3rd place in the Medium-Sized Company Category (100–499 employees). This recognition is especially significant as it marks the company's very first year of *Great Place to Work*® certification, underscoring d.light's strong commitment to building a thriving, people-first culture.

This recognition reflects d.light's deep-rooted commitment to fostering a workplace culture that values empathy, inclusion, and purpose. Anchored in the company's cultural framework, d.light value system *i.HOPE*—which stands for **Innovation, Honesty, Optimism, Passion, and Empathy**—continues to build an environment where people feel inspired to do their best work. From inclusive hiring practices and learning opportunities to recognition platforms and employee wellness initiatives, the organization prioritizes the holistic well-being and growth of its teams. The 2025 Great Place to Work® recognition affirms that d.light's people-first approach is not just a philosophy, but a daily practice embedded in every aspect of its operations.

These cultural practices directly contribute to employee well-being by fostering a sense of belonging, purpose, and growth. In turn, this drives stronger collaboration, higher engagement, and long-term retention—outcomes that are crucial to achieving d.light's mission of delivering high-impact, sustainable solutions across global communities.

This recognition speaks to the kind of leadership that makes people feel seen and supported—leaders who are building a culture where people can truly thrive. It also reinforces d.light's continued focus on creating a workplace where values are lived every day, and where each team member plays a part in driving meaningful, long-term impact. In particular, the leadership of **Valentine Okwara**, Managing Director, Nigeria, has been instrumental in championing a culture rooted in trust, inclusivity, and high performance. His human-centered leadership style and dedication to creating a positive employee experience have played a key role in this recognition. The company also acknowledges the strategic contributions of **Elson Mushi**, Global Director of People and Culture, whose stewardship of d.light's global people-first agenda has laid the foundation for sustainable, values-driven growth across all markets.

> **"At d.light, our people-first culture isn't just a value—it's a daily commitment that guides how we lead, listen, and grow together,"** said **Elson Mushi**, Global Director of People and Culture. *"Being recognized as a Great Place to Work® in our very first year of certification is a reflection of the inclusive and empowering environment we strive to create every day. As we continue to expand our footprint, we remain dedicated to ensuring every employee feels supported, inspired, and proud to be part of our journey."*

As d.light celebrates this recognition, the focus remains firmly on what lies ahead. This milestone reflects the strength of its internal culture and company's larger vision—to transform 1

billion lives with sustainable products. By continuing to invest in its people and nurturing a workplace grounded in purpose, innovation, and collaboration, d.light is building a future where both employees and the communities they serve can thrive. With this recognition, d.light reaffirms its belief that when people thrive, purpose thrives. As the company looks ahead, it remains committed to creating a workplace where talent is nurtured, ideas are celebrated, and every team member plays a role in shaping a more sustainable and inclusive world.

About d.light: Founded in 2007 at Stanford in California, d.light is a global leader in making transformative products available and affordable to low-income families. d.light has sold 40 million products, including solar lanterns, solar home systems, TVs, radios, and smartphones, impacting the lives of over 200 million people. Our vision is to transform the lives of one billion people with sustainable products.
For further information, visit: https://www.dlight.com
Follow us at twitter.com/dlightdesign,https://www.facebook.com/dlightdesigninc and https://www.linkedin.com/company/dlightdesign.

About *Great Place to Work®:* Great Place to Work® is the global authority on workplace culture, employee experience, and leadership behaviors proven to deliver market-leading performance, innovation, and growth. For over 30 years, the organization has surveyed millions of employees worldwide, using their feedback to recognize companies that create high-trust, high-performance workplaces.

The Great Place to Work® Certification™ is the most definitive “employer-of-choice” recognition that companies aspire to achieve. It is the only recognition based entirely on what employees report about their workplace experience—specifically, how consistently they experience a culture of trust, respect, and fairness.

For more information, visit: www.greatplacetowork.com