

SUSTAINABILITY REPORT

ATS DISPLAY SP. Z O.O.

ATS | DESIGN
DEVELOPMENT
PRODUCTION
PLACEMENT

Wiązowna, June 3, 2025

Introduction

The year 2024 marked a period of recovery, transformation, and bold, forward-looking vision for ATS Display. Following the official lifting of the epidemic emergency status in Poland in July 2023, many companies faced the need to redefine their operating models, from an economic standpoint and a social and environmental perspective. This year underscored the importance of resilience, flexibility, and a sustainable approach to doing business.

For ATS Display, this period catalyzed to acceleration of progress in ESG-related areas—from investments in the modernization of our headquarters and machinery park, through the development of our ethical policies, to strengthening responsible relationships across the entire value chain. At the same time, we were confronted with new external challenges. The ongoing armed conflict in Ukraine, which continued to significantly affect the stability of the Central and Eastern European region in 2024, led to substantial logistical disruptions, cost pressures on raw materials, and increased operational uncertainty. In this context, it became essential to manage risk in real time and develop more resilient and transparent models of supplier collaboration.

This report provides a comprehensive overview of ATS Display's sustainability activities in 2024. It includes quantitative and qualitative data documenting our progress in implementing the ESG strategy. The report has been prepared following the international Global Reporting Initiative (GRI) standards, ensuring transparency, comparability, and alignment with best practices.

We recognize that the path to sustainable development does not end with the publication of this report. It is a continuous process of improvement—building an organizational culture rooted in responsibility, dialogue, and long-term values.

Chapter I. CORPORATE GOVERNANCE AND ETHICS

1.1 Ethical policies and structures

ATS Display continues to foster a transparent organizational culture based on integrity, accountability, and legal compliance. In 2024, we updated the ATS Display Code of Ethics, which was distributed to all employees and discussed during internal meetings. This document clearly defines standards of conduct in business integrity, stakeholder relations, human rights, equality, and environmental responsibility.

We also revised the ATS Display Anti-Corruption Policy, providing more detailed guidance on matters such as the acceptance and offering of gifts, avoidance of conflicts of interest, and prevention of unethical or dishonest practices. The purpose of this policy is to mitigate corruption risks in both internal operations and external partnerships.

1.2 Whistleblowing Procedures and Protection of Whistleblowers

In September 2024, ATS Display implemented and published the Internal Whistleblowing and Whistleblower Protection Procedure, which outlines transparent principles for reporting potential violations and ensures the protection of individuals who submit reports in good faith. Reporting channels include a dedicated email address, anonymous complaint boxes located in the company's staff areas, and a telephone hotline. All reports are directed to designated Irregularity Coordinators.

These Coordinators are responsible for analyzing reports, conducting investigations, and ensuring that whistleblowers are safeguarded against retaliation. ATS Display guarantees full confidentiality of both the whistleblower's identity and the content of the report. Cases are reviewed objectively, and if corrective measures are required, they are implemented accordingly. This procedure was introduced to all employees during organizational meetings and is publicly available on the company's website, as it applies to all stakeholders.

0

reported violations of the Code of Ethics in 2024.

0

reported violations of the Anti-Corruption Policy in 2024.

0

reported incidents in the internal whistleblowing and legal violation reporting system in 2024.



100%

of employees trained on the Code of Ethics in 2024.

100%

of employees trained on the Anti-Corruption Policy in 2024.

100%

of employees trained on the Whistleblower Protection Procedure in 2024.

1.3 Personal Data Protection

ATS Display places particular emphasis on the protection of personal data belonging to its employees, clients, business partners, and other stakeholders. The company complies with applicable national regulations and the EU General Data Protection Regulation (GDPR) – Regulation (EU) 2016/679 – by implementing procedures and mechanisms that ensure the security of processed information.

In 2024, we continued work on updating our records of processing activities. ATS Display has appointed a Personal Data Protection Inspector who oversees regulatory compliance and serves as a point of contact for data subjects.

Implemented technical and organizational measures include:

- Restricted data access based on role authorizations
- Encryption and IT system safeguards
- Physical access controls to data processing areas
- Regular security reviews and contingency procedures

At the beginning of 2024, we updated our publicly available documentation – **the Privacy Policy** and **the Cookie Policy** on our website www.atsdisplay.com. These updates aimed to align content with current regulations and enhance transparency for website users regarding data processing purposes, legal bases, and tracking technologies used.

ATS Display considers privacy and information security core elements of responsible management and operational transparency.

0 reported violations of the Personal Data Protection Policy in 2024.

Chapter II. OUR EMPLOYEES

The team at ATS Display is the foundation of our organization. Together, we cultivate a work environment rooted in mutual respect, engagement, and growth. Our efforts in HR policy, occupational safety and health, education, and equality are embedded within a broader framework of social responsibility and our long-term ESG strategy.

2.1 Employment

In 2024, we continued to steadily expand our workforce while maintaining high standards of working conditions. All employees are hired under employment contracts, ensuring transparent relationships and full social security coverage. The organization operates an annual Employee Evaluation System (SOP), which enables a two-way assessment of competencies and engagement, setting development goals, and planning individual career paths. Thanks to SOP, the company benefits from a consistent tool for talent management and training needs, while employees receive constructive feedback and support in their professional growth.

Table 1. Employment at ATS Display

	2022	2023	2024
Number of employees	82	84	82
Employee turnover	11%	15,5%	23,1%
Employees employed under employment contracts	100%	100%	100%
Average annual working hours per employee	1585	1546	1672

* time actually worked in the calendar year (excluding holidays and sick leave), divided by the average number of employees

100% of employees covered by the evaluation and development planning process

7,7 years Average length of service at ATS Display

2.2 Occupational Health & Safety and education

The safety and development of our employees remain top priorities. In 2024, no workplace accidents were recorded. We regularly conduct occupational risk assessments, implement preventive measures, and organize mandatory health and safety training. When it comes to skills development, we support both office and production staff, ranging from on-the-job training to the enhancement of soft skills and managerial competencies.

Table 2. Occupational Health & Safety and education at ATS Display

	2022	2023	2024
Number of workplace accidents	0	1	0
Number of lost workdays due to work-related injuries, fatalities or ill health	0	12	0
Employees covered by occupational health and safety training	100%	100%	100%
Employees covered by occupational health examinations	100%	100%	100%

11,5 h/year Average number of training hours per employee

942,5 hours Total training time for ATS Display Sp. z o.o. employees in 2024 amounted

At ATS Display, we view the development of our employees' competencies as a long-term investment in the future of the company. In addition to subject-specific training—both internal and external—we provide our teams with opportunities to attend international industry events, which serve as sources of inspiration and up-to-date knowledge on design trends.

In 2024, our design team had the opportunity to take part in two prestigious events:

- **Salone del Mobile** (April 16–21, 2024, Milan) – the world's largest furniture and design fair, which in its 62nd edition brought together nearly 2,000 exhibitors from 35 countries. This event provided a platform for discovering the latest trends in interior design, sustainable development, and technological innovation in the furniture sector. Our designers drew inspiration from exhibitions such as “Interiors by David Lynch. A Thinking Room” and took part in conversations about the future of design as part of the “Drafting Futures” program.
- **Design District** (May 29–31, 2024, Rotterdam) – a renowned interior design trade fair held in the historic Van Nelle Fabriek. This event focused on showcasing innovative solutions in sustainable design, the use of recycled materials, and the integration of functionality with aesthetics. Our designers explored pioneering furniture concepts, lighting systems, and acoustic spatial solutions, broadening their creative perspective.

Participation in these events allowed our employees not only to gain current insights into global trends but also to establish valuable industry connections and experience cutting-edge solutions firsthand, which can be translated into future company projects.



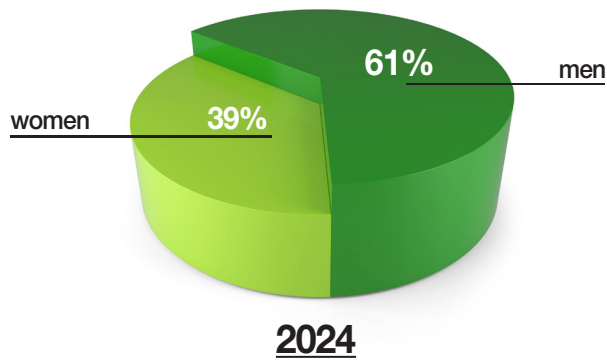
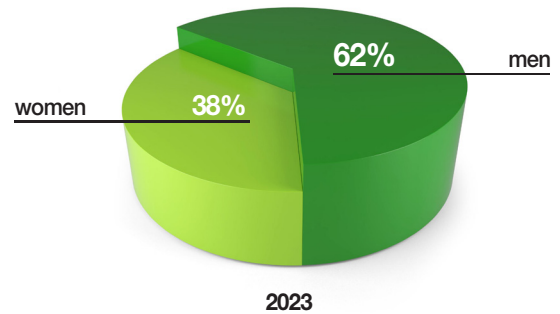
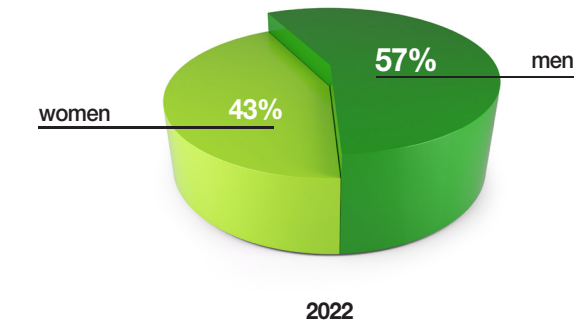
2.3 Equality and inclusion

Equality and diversity in employment are not only matters of social justice, but also key drivers of business success. By creating a work environment that promotes equal opportunities and embraces diversity, companies can leverage a wide range of perspectives, skills, and experiences brought by their employees. This leads to greater innovation, creativity, and effectiveness in problem-solving. Equality and diversity not only reflect core social values—they also represent a strategic investment in the long-term success of the organization.

0 reported cases of discrimination or harassment in the workplace

100% of employees trained in equal treatment and anti-discrimination measures

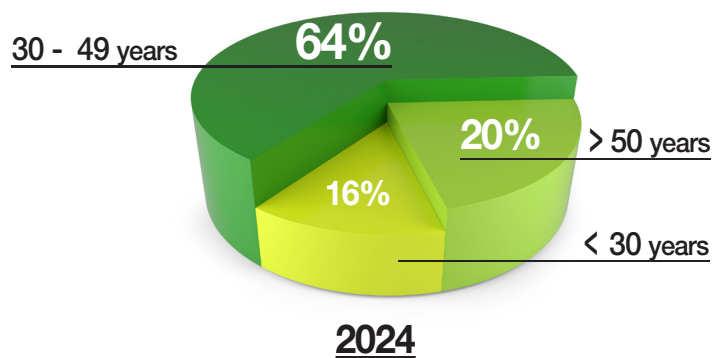
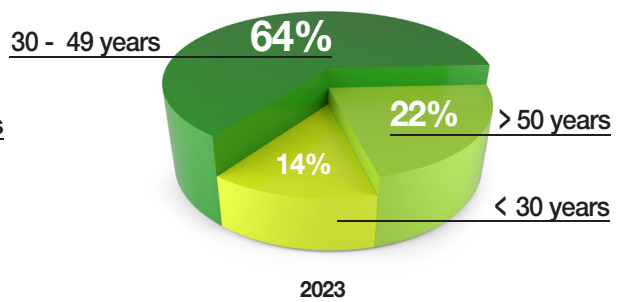
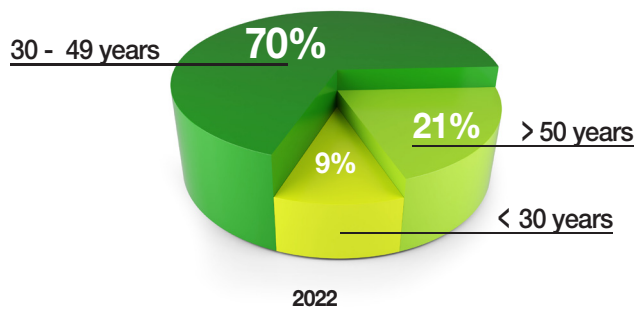
Gender



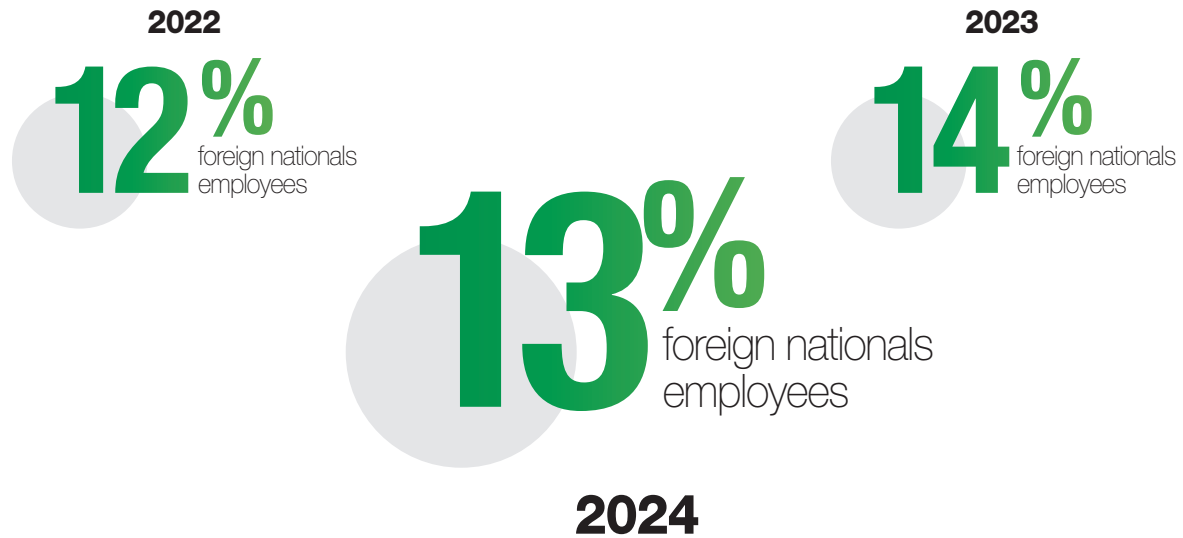
43% of our management staff are **women**

5 percentage points more than in 2022 and 2023

Age



2.4 Employee nationality



Chapter III. SUSTAINABLE SUPPLY CHAIN

ATS Display develops supplier relationships based on the principles of transparency, accountability, and compliance with environmental and ethical standards.

56% of suppliers have already signed the Code of Conduct or confirmed that their own standards align with ours – the implementation process is ongoing.

We maintain the FSC® (Forest Stewardship Council®) certification, which confirms that our wood-based procurement processes comply with international standards for responsible forest management. Our license number: FSC-C177133. The most recent surveillance audit once again confirmed full compliance, with no non-conformities identified.

0 non-conformities during the FSC CoC surveillance audit in 2024

100% of employees in the Operations and Sales Departments completed FSC training on the sustainable supply chain of wood and wood-based materials

70% of our wood and wood-based material suppliers are FSC certified

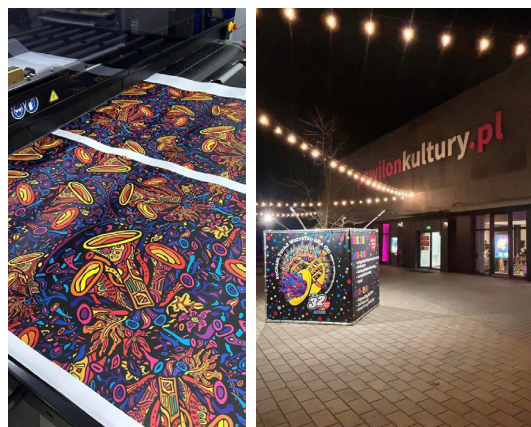
approx 75% of purchased paper packaging materials are FSC certified

In 2024, we also initiated preparatory work for the implementation of the EU Deforestation Regulation (EUDR), which will impact the way we source and document the origin of certain raw materials, such as wood and paper. ATS Display is committed to achieving full compliance with EUDR requirements by the end of 2025 at the latest, ensuring both operational and documentary alignment with the regulation in terms of the origin and legality of covered materials.

Chapter IV. SOCIAL ENGAGEMENT

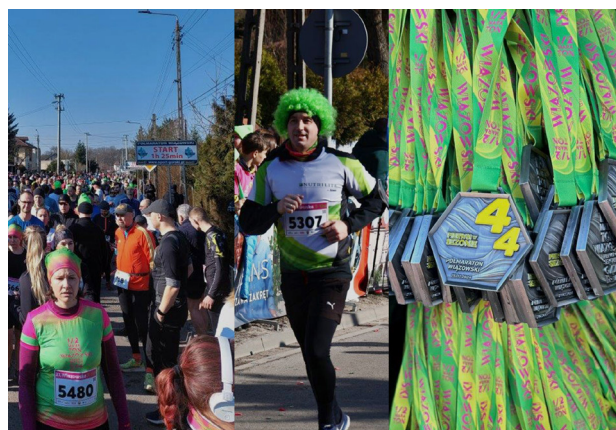
4.1 WOŚP 2024

We have supported the Great Orchestra of Christmas Charity (WOŚP) for as long as we can remember—including our local branch in Wiązowna—and 2024 was no exception. The banners and heart-shaped graphics printed by ATS Display were proudly featured on stage during the 32nd WOŚP Grand Finale, held on January 28, 2024, at the Cultural Pavilion of the Municipal Cultural Center (GOK) in Wiązowna.



4.2 44th Wiązowna Half Marathon

ATS Display actively supports local social and cultural initiatives, particularly those that promote healthy lifestyles, intergenerational integration, and community development. In 2024, we had the honor of serving as a Supporting Partner of the 44th Wiązowna Half Marathon, which took place on February 25, 2024. This annual sporting event brings together running enthusiasts from across Poland—both seasoned athletes and first-time amateurs. The half marathon is more than just a race; it is a space for building social bonds, overcoming personal limits, and sharing powerful collective experiences. We are proud to have contributed to the organization of an event that inspires, connects, and promotes values that resonate deeply with our company.



4.3 „Senior+” Day Care Center

Once again, we supported meaningful initiatives held at the „Senior+” Day Care Center in Wola Karczewska. This year, our team contributed to the graphic design and visual identity of the event titled „Folk Inspirations – The Wandering Gallery of Artefacts”, which took place on May 25, 2024. Throughout the event, visitors had the opportunity to admire artworks created by the seniors from the „Senior+” Day

Care Center, a photo exhibition documenting their daily life, as well as competition entries prepared by students from Wincenty Witos Primary School in Glinianka.



4.4 Support for flood victims

In September 2024, the ATS Display community once again demonstrated that values such as solidarity, empathy, and a readiness to help are deeply embedded in our culture. In response to the devastating floods that affected residents of southern Poland, we organized an internal donation drive to collect essential items—for both people and animals. Thanks to the heartfelt engagement of our employees, we gathered food, hygiene products, clothing, blankets, bottled water, and pet food. The collected items were delivered on September 20, 2024, to the donation point at the Szkoła Podstawowa im. 1 Pułku Szwoleżerów Józefa Piłsudskiego in Malcanów, from where they were distributed to those most in need. We are proud of our team—for showing that meaningful support begins with action. This initiative proves that even in times of crisis, a local community can respond with compassion and real impact.



4.5 The Noble Parcel 2024

In line with our annual tradition, ATS Display once again took part in the nationwide charitable initiative “Szlachetna Paczka” (Noble Parcel). Thanks to the generosity and dedication of our employees, we successfully gathered a complete set of essential gifts for a selected family. These donations were delivered during the “Weekend of Miracles” (December 14–15, 2024) to the local collection center at the Karczew Centre for Culture and Sport. This



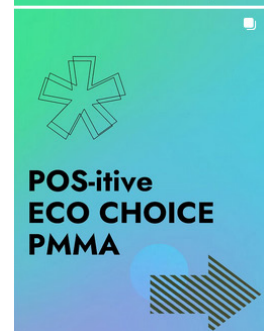
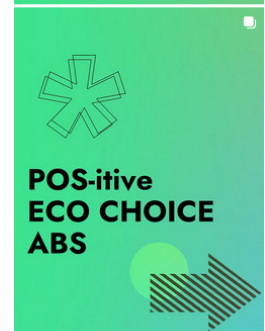
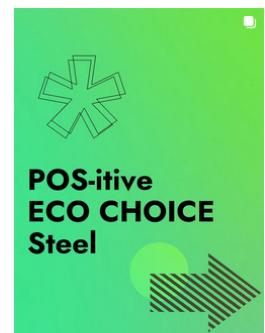
remarkable initiative, which connects those in need with donors in a spirit of solidarity and dignity, is not only an opportunity to offer tangible support—it also serves as a powerful source of motivation for continued social engagement. We extend our heartfelt thanks to all ATS Display team members who contributed to this year’s edition—your support truly makes a difference.

4.6 Mission: Education in the service of the climate

At ATS Display, we believe that meaningful progress toward sustainable development requires not only operational action, but also raising awareness, both within the organization and among our business partners. That is why one of the key pillars of our social engagement is climate and environmental education, directed at the company’s stakeholders.

W lipcu 2024 roku rozpoczęliśmy publikację autorskiego cyklu informacyjno-edukacyjnego „POS-itive Eco Choice” w naszych social mediach, w którym dzielimy się wiedzą na temat wpływu materiałów POS na środowisko, zasad odpowiedzialnego projektowania, możliwości recyklingu oraz optymalnych wyborów surowcowych. Cykl kierowany jest do naszych klientów, dostawców jak również naszych pracowników – wszystkich osób zaangażowanych w tworzenie i wybór materiałów wspierających sprzedaż.

In July 2024, we launched our original informational and educational series titled „POS-itive Eco Choice” across our social media channels. In this initiative, we share knowledge about the environmental impact of POS materials, principles of responsible design, recycling opportunities, and optimal material choices. The series is aimed at our clients, suppliers, and employees—all those involved in the creation and selection of point-of-sale materials. Through this initiative, we promote greater awareness and more sustainable decision-making across the entire POS value chain.



Chapter V. ENVIRONMENTAL REPORT

Environmental protection is one of the key pillars of ATS Display’s sustainability strategy. Our goal is to minimize the impact of our operations on the climate, natural resources, and biodiversity, while maintaining high standards in production and logistics processes. We strive to ensure that our activities comply not only with applicable regulations, but also with industry best practices and international standards, including the Global Reporting Initiative (GRI) guidelines.

In this chapter, we present data, actions, and outcomes across the areas most relevant to our environmental impact: energy consumption, greenhouse gas emissions, water management, waste management, and raw material usage. We are committed to taking tangible steps toward minimizing our carbon footprint, using resources efficiently, and promoting a circular economy approach.

We believe that systematic monitoring and transparent reporting of environmental impact is not only a responsibility, but also an opportunity—to build a conscious, responsible, and forward-looking organization equipped to meet global climate challenges.

5.1 Water consumption

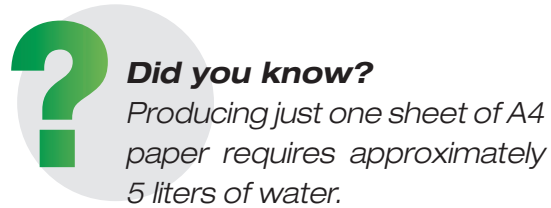
In 2024, we continued our efforts to manage water resources responsibly, with a particular focus on reducing consumption in day-to-day operations. We monitor water usage, implement practical efficiency improvements and process optimizations, and conduct employee awareness initiatives. Our approach is guided by the principles of resource efficiency and stewardship, in line with the objectives outlined in our Water Management Policy.

Table 3. Total potable water consumption.

Potable water consumption (m3)	Potable water consumption (m3)	Potable water consumption (m3)
2022	2023	2024
450	485	648

100% of potable water consumed was recycled through the water supply network

In 2024, we continued to use digital assembly instructions for our products through our proprietary application, ATS Assemble QR. This solution not only enhances communication with our clients, but most importantly, helps reduce paper and water consumption, contributing to more sustainable production and delivery processes.



147815 liters of water were saved thanks to the digitization of instructions.

5.2 Water recycled or reused in 2024

Water used at the facility for both production and domestic purposes comes entirely from the municipal water supply system. Total water consumption from the municipal network in 2024 amounted to 648 m³, of which:

- Approximately 40 m³ of water was used to clean the roof surface of the production hall and the photovoltaic installation. This maintenance aimed to increase the system's efficiency and ensure proper ventilation in the space between the roof and the panels, supporting the safe operation of the installation. The water used for this purpose was clean, and after application, it was naturally absorbed into the soil.
- Approximately 600 m³ of water was discharged into the sewage system and 100% was treated and recycled as domestic wastewater;
- Approximately 8 m³ of water was transferred for recovery by a specialized company as rinse water used in production processes. The primary use of water in production takes place within a closed-loop system of powder coating washers, with a total capacity of 6,500 liters (including the retention tank). Water is reused in this cycle until it loses its cleaning properties, which typically occurs after 6 to 12 months of operation

during surface preparation for powder coating. Once the cleaning properties are exhausted, the water is subjected to 100% recovery through a D-9 process (precision filtration), allowing it to be reintroduced into industrial use—whether for production processes, machine cooling, or as process water.

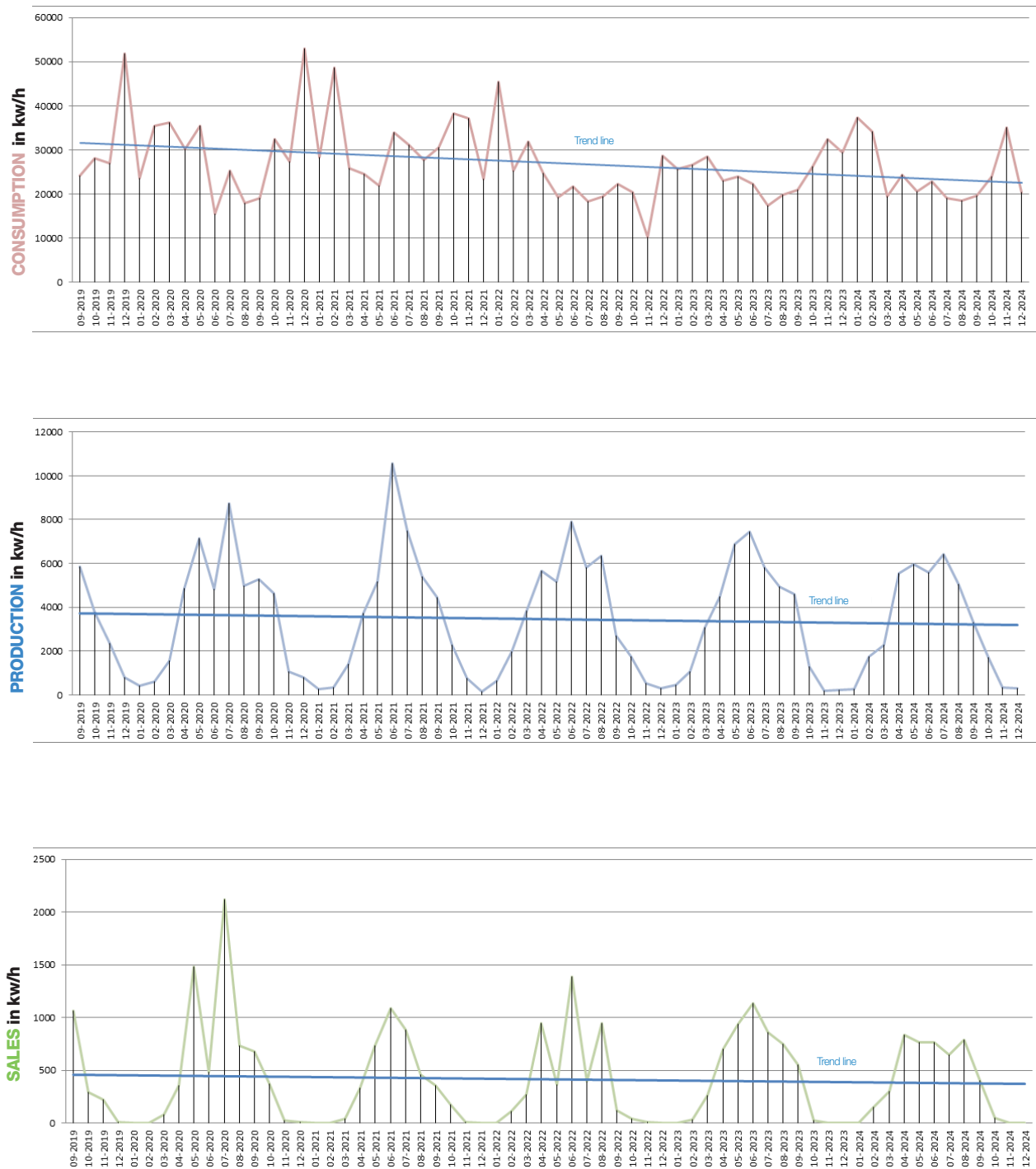
94% of water consumed was recycled or recovered

5.3 Electricity production and consumption

Energy management is a key aspect of our environmental impact. In 2024, ATS Display carried out a series of infrastructure upgrades in the production area of its facility. These included the replacement of the roof skylight strip with a new system featuring thermal and moisture insulation (mineral wool, sheet metal, and integrated sealing), as well as the modernization of lighting in the metalworking area—replacing traditional bulbs with energy-efficient LED sources. These efforts aim not only to reduce electricity consumption and minimize heat loss, but also to improve working conditions by providing better lighting at workstations and enhancing overall employee comfort. At the same time, we continued to utilize energy from our in-house photovoltaic installation, steadily increasing the share of renewable energy sources in the company's energy mix.

Table 4. Electricity consumption, generation and sale from photovoltaic installation

Billing period	Total consumption from the grid (kWh)	Total production (kWh)	Total sales (kWh)
2022	283000	42640	4594
2023	294757	40437	5262
2024	298338	38582	4694



5.4 Greenhouse gas (GHG) emissions

In 2024, ATS Display expanded the scope of its environmental impact monitoring by initiating the systematic calculation of Scope 3 greenhouse gas (GHG) emissions, following the Greenhouse Gas Protocol guidelines.

In addition to tracking direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2), the analysis now also includes indirect value chain emissions (Scope 3)—such as those generated during raw material sourcing, transportation, product end-of-life, and business travel.

Including these data enables us to gain a more comprehensive understanding of the full carbon footprint of our operations and to set more accurate emission reduction targets for the coming years. This marks another important step toward full environmental transparency and responsible climate impact management.

Table 5. CO₂ emissions in 2022, 2023 and 2024

			CO ² emissions in 2022 r. (tCO2eq)	CO ² emissions in 2023 r. (tCO2eq)	CO ² emissions in 2024 r. (tCO2eq)
Heating fuel	Scope 1		72,72	90,89	85,4374
Company vehicles			22,21	22,74	18,5825
Electricity purchased from the grid	Scope 2		233,17	223,87	188,0126
Indirect emissions from the supply chain – up to the point of finished product manufacturing (UPSTREAM)	Scope 3	Purchased goods and services	-	-	1420,7644
		Capital goods	-	-	187,0616
		Other fuel- and energy-related activities	-	-	81,2501
		Transportation and distribution	-	-	157,2128
		Waste generated in operations	-	-	14,0031
		Business travel	-	-	2,8820
		Employee commuting	-	-	72,2381
		Leased assets	-	-	N/A
		TOTAL	-	-	1935,4120
Indirect emissions from the supply chain – post-consumer stage of the finished product (DOWNSTREAM)		Transportation and distribution	-	-	118,9566
		Processing of sold products	-	-	N/A
		Use of sold products	-	-	3052,4741
		End-of-life treatment of sold products	-	-	122,0143
		Leased assets	-	-	N/A
		Franchises	-	-	N/A
		Investments	-	-	N/A
		TOTAL	-	-	3293,4450
TOTAL EMISSIONS				337,50	328,1

Our photovoltaic installation reduced CO² emissions by 31 tCO²eq in 2024 on an annual basis.

5.5 Waste management

Effective waste management is a key component of our environmental responsibility. At ATS Display, we continuously improve our processes for waste segregation, recovery, and minimization throughout production and operational activities. We place strong emphasis on the recovery of secondary raw materials and ensure that waste is transferred for recycling in compliance with applicable regulations. We monitor all generated waste streams and cooperate exclusively with certified partners responsible for their collection and processing.

Table 6. Types and quantities of waste generated and recycling and recovery rates

No.	Waste code	Waste type	Year	Waste weight (Mg)	Recycling /recovery (%)
1	03 01 05	sawdust, shavings, cuttings, wood, particle board and veneer, other than those listed in 03 01 04	2022	0	recycling 100%
			2023	13,040	
			2024	8,400	
2	07 02 13	plastic waste	2022	9,113	recycling 60%-80%
			2023	9,794	
			2024	12,745	
3	08 01 11*	waste paint and varnish containing organic solvents or other hazardous substances	2022	0,103	100% recovery in the D-10 process
			2023	0,813	
			2024	0,2510	
4	08 02 01	coating powder waste	2022	4,772	100% recovery in the R-12 process
			2023	2,305	
			2024	0	
5	11 01 12	rinsing water, other than that listed in 11 01 11	2022	5,86	100% recovery in the D-9 process
			2023	9,241	
			2024	0	
6	12 01 02	iron particles and dust and iron alloys	2022	0,12	recycling 100%
			2023	0,060	
			2024	0,120	
7	15 01 01	paper and cardboard packaging	2022	7,143	recycling 60%-80%
			2023	5,382	
			2024	5,057	

No.	Waste code	Waste type	Year	Waste weight (Mg)	Recycling /recovery (%)
8	15 01 02	plastic packaging	2022	3,455	recycling 60%-80%
			2023	4,026	
			2024	2,982	
9	15 01 06	mixed packaging waste	2022	1,203	100% recovery in the R-12 process
			2023	0	
			2024	0	
10	15 01 10*	packaging containing residues of hazardous substances or contaminated with hazardous substances, e.g., plant protection products of toxicity class I and II - highly toxic and toxic	2022	0,605	100% recovery in the D-10 process
			2023	0,346	
			2024	0,333	
11	15 02 02*	sorbents, filtering materials (including oil filters not listed in other groups), wiping cloths (e.g., rags, cloths) and protective clothing contaminated with hazardous substances (e.g., PCBs)	2022	0,996	100% recovery in the D-10 process
			2023	0,575	
			2024	0,399	
12	15 02 03	sorbents, filtering materials, wiping cloths (e.g. rags, cloths) and protective clothing, other than listed in 15 02 02	2022	0,397	100% recovery in the R-12 process
			2023	0,101	
			2024	0	
13	16 02 13*	discarded equipment containing hazardous elements, other than listed in 16 02 09 to 16 02 12	2022	0	recycling 100%
			2023	0	
			2024	0,048	
14	16 02 14	discarded equipment, other than listed in 16 02 09 to 16 02 13	2022	0,055	recycling 100%
			2023	0,013	
			2024	0,078	
15	16 06 05	other batteries and accumulators	2022	0	recycling 100%
			2023	0	
			2024	0,015	
16	17 02 01	wood	2022	14,1	recycling 100%
			2023	9,400	
			2024	32,900	
17	17 04 01	copper, bronze, brass	2022	0	recycling 100%
			2023	0	
			2024	0,013	
18	17 04 02	aluminium	2022	0	recycling 100%
			2023	0	
			2024	0,420	
19	17 04 05	iron and steel	2022	25,64	recycling 100%
			2023	28,490	
			2024	35,910	

*hazardous waste

Table 7. Total amount of waste generated

	2022	2023	2024
Total weight in Mg	73,5620	83,5860	99,6710
Total mass of hazardous waste in Mg	1,7040	1,7340	1,031
Total weight subject to recycling/recovery in Mg	67,6487	77,8254	85,1222
Recovered/recycled waste in %	92	93	85

VI. RATINGS AND ACHIEVEMENTS

Our efforts in the areas of sustainability, quality, ethics, and innovation are reflected in independent external evaluations and industry recognitions. In 2024, we continued to pursue our strategy of building a transparent, responsible, and forward-thinking organization, as evidenced by the certifications obtained, as well as the positive results of audits and ratings. The awards and assessments we receive from clients, business partners, and industry institutions are not only a source of pride—they also confirm that our development path, grounded in ESG values and continuous improvement, is delivering tangible results.

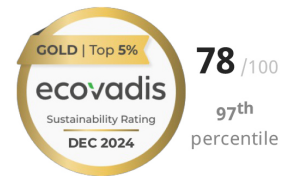
EcoVadis – Gold Medal DEC 2025

In December 2024, we were awarded the EcoVadis Gold Medal for the second consecutive year, improving our score from 73 to 78 points and advancing to the 97th percentile—placing us among the top 3% of companies worldwide based on this highly regarded assessment, which covers over 150,000 businesses. EcoVadis is a global sustainability rating platform that assesses companies in key areas such as environmental performance, labor and human rights, ethics, and sustainable procurement. It is worth highlighting that the EcoVadis Gold Medal is reserved for the top 5% of companies evaluated, making this recognition particularly significant for our organization. This result is a strong confirmation that for us, responsibility and sustainability are more than just words—they are embedded in our everyday practices.



ATS DISPLAY SP Z OO

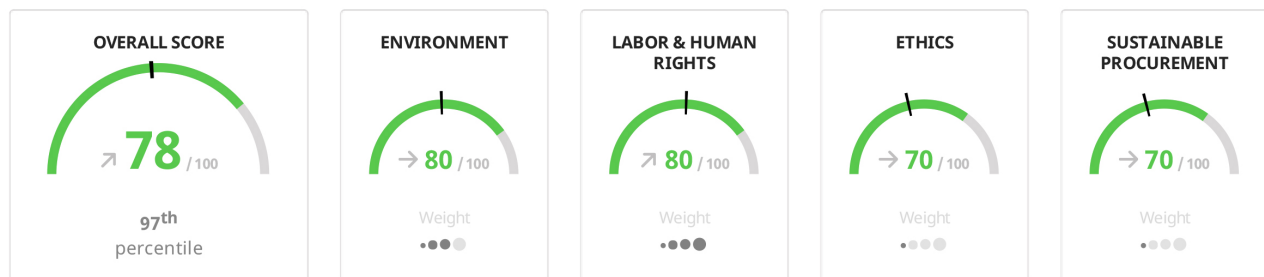
WIAZOWNA - Poland | Manufacture of furniture
Publication date: 26 Dec 2024
Valid until: 26 Dec 2025



SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score



6.2 We are a member of Sedex

In May 2024, we made the strategic decision to deepen our engagement on the Sedex platform (Supplier Ethical Data Exchange) by obtaining Sedex Supplier Plus status. This step reflects our ongoing commitment to transparency, business ethics, and social responsibility in our relationships with trading partners. Expanding our participation in Sedex enables us to more effectively share information on our practices in the areas of labor standards, health and safety, environmental performance, and ethics with clients and contractors around the world. This fosters trust and supports the development of responsible, ESG-compliant supply chains. The Supplier Plus status also provides access to advanced tools for risk monitoring, compliance management, and active participation in external audits—fully aligned with our strategy of continuous improvement and openness to third-party verification.



6.3 FSC® Certification

At ATS Display, we consistently implement a responsible sourcing policy, as confirmed by our FSC® (Forest Stewardship Council®) – license number FSC-C177133. This certification verifies that our approach to managing forest-based materials complies with international standards for sustainable forest management, covering both environmental and social criteria.

In April 2024, our company underwent its second surveillance audit, conducted by an independent certification body. The audit was completed — no non-conformities were identified, and the company maintained its FSC® certification without any remarks. Maintaining the

FSC® certification is not only a matter of compliance for us, but also a conscious decision to support the protection of natural resources and promote transparency throughout the supply chain.



The mark of
responsible forestry
FSC® C177133

6.4 Business Credibility Certificate

In April 2024, ATS Display Sp. z o.o. was awarded the Business Credibility Certificate (Certyfikat Rzetelności)—one of the most widely recognized acknowledgements of business reliability, awarded by Kaczmarek Group Sp. j. as part of the “Rzetelna Firma” program. The program brings together over 40,000 companies from various industries. Its official partner is the National Debt Register (KRD). Participants are verified based on data from as many as 50 different sources, enabling an objective assessment of each company's financial stability. This recognition is a great honor for us and a clear confirmation of our professionalism and reliability as a business partner. We thank our clients for their trust and for joining us on the journey of building a brand that stands for credibility.



6.5 Certificate of Business Credibility

In May 2024, our company once again received the Certificate of Business Credibility for the year 2023. This prestigious distinction, marked with a unique D-U-N-S number, represents a global standard recognized, applied, and required by over 50 international trade and industry organizations, including the governments of the United States and Australia. As part of the Certificate of Business Credibility renewal process, the company's financial standing is evaluated annually by Bisnode Dun & Bradstreet Polska Sp. z o.o. Our certificate is registered under the unique number: 367502270. This recognition is a



dun & bradstreet

a great honor for us and a confirmation of our reliability and commitment to quality. We sincerely thank all our clients and partners for their continued support, which has made this achievement possible!

6.6 ISO 9001

ATS Display Sp. z o.o. has operated a Quality Management System in accordance with the ISO 9001 standard since 2006, covering consultancy, design, production, and implementation of up to date solutions supporting point of sale service. The approval of our Quality Management System in accordance with the ISO 9001:2015 standard is confirmed by Certificate of Registration No. 5658, valid until August 14, 2027. We undergo annual surveillance audits and a full recertification audit every three years. The most recent recertification audit took place in July 2024 and was completed with no non-conformities identified. The ISO 9001 standard was developed by the International Organization for Standardization (ISO) and is an international standard for quality management systems. It is dedicated to a wide range of organizations – from large enterprises and medium-sized or micro entities to non-profit organizations and public service institutions such as government offices, hospitals, clinics, or schools. This standard emphasizes a process-based approach and risk-based thinking in company management. It enables organizations to identify factors that may cause deviations from planned outcomes related to managed processes or the entire system, while also encouraging the analysis of emerging opportunities. The ISO 9001:2015 standard helps us meet the requirements and expectations of our customers and other stakeholders. What's more, it supports our ongoing self-improvement.



Cert. No. 5658

6.7 Złote Wiązy – Innovator of the Year

On June 20, 2024, we had the pleasure of participating in the 10th Economic Forum of the Wiązowna Municipality. Our company was nominated for the prestigious „Złoty Wiąz – Mayor of Wiązowna Municipality Award” in the Innovator of the Year category and received a distinction in this category, which fills us with pride and inspires us to continue our efforts. In the Innovator of the Year category, the activities of local entrepreneurs were assessed in terms of the implementation of modern technologies supporting sustainable development, creativity



and innovation in business approaches, as well as their impact on the development of the local economy. We were honored to be among the distinguished entrepreneurs from the Otwock County. We would like to thank the organizers, participants, and our invaluable clients and partners for their continuous support!



6.8 Industry competitions

POS STARS 2024

At the 16th edition of the POS STARS industry competition, held on September 18–19, 2024, during the Marketing Festival organized by OOH Magazine, we received the **main awards** in the **Design of the Year** category for the **A.H. Riise Line** (A.H. Riise Special Display and A.H. Riise Roulette Table), as well as in the **Industry** category for the **Katrin Exhibition Wall**. Each of these achievements is the result of our determination and commitment to the highest standards.



display Superstar Awards 2024

On October 15, 2024, we achieved a double success at the prestigious Superstar Award 2024 competition in Mainz, Germany. We were honored with both Gold and Silver awards!

- **Gold** in the category Display main material: wood, plastic, and metal – Informative/Decorative for the **A.H. Riise Line** (A.H. Riise Special Display & A.H. Riise Roulette Table)
- **Silver** in the category Display small series – Wood, Plastic, Metal for the **PEPSI Industrial Line** (Swing, Mini Bar, Menu Display Case)



Smart Retail Award 2024

Second place in the **POP Green category** for the **Katrin Exhibition Wall** project, awarded in the finals of the SMART Retail AWARD 2024 in Italy (December 3, 2024), is a remarkable recognition for ATS Display on the international stage. This distinction proves that our commitment to developing environmentally friendly solutions resonates meaningfully within the retail and design industries. We are proud that our project was noticed and appreciated among the best – and even more proud that behind it stands a team capable of combining creativity with responsibility.



A total of **121** awards and distinctions



SUMMARY

PROGRESS ON GOALS IN 2024

The year 2024 was a period of ambitious sustainability efforts for ATS Display, during which the company achieved significant progress in reducing CO₂ emissions and saving water. Goals related to energy efficiency, waste management, and environmental education were successfully implemented, marking an important step toward a fully sustainable business model. Scope 3 emissions will be fully verified in the coming years, forming the next stage in our pursuit of even greater environmental transparency. Our products stand out for their high quality and environmental responsibility, as **100%** of them are made from recyclable or recoverable materials, ensuring long-term usability and minimizing environmental impact. **In 2024, no finished products were withdrawn from the market**, which demonstrates the reliability and compliance of our products with the highest quality standards. Sustainability and environmental responsibility are integral parts of our strategy, enabling us to deliver products of lasting value – both for our clients and for the planet.

CO₂ emission reduction:

- **Target for 2024:** Reduce CO₂ emissions by 5% in Scope 1 and 2.
- **Results:**
 - **Scope 1** (emissions from fuel and company vehicles): Decreased by approximately 7% (from 113.6 tCO₂eq in 2023 to 104.02 tCO₂eq in 2024)
 - **Scope 2** (emissions from purchased electricity): Decreased by 16% (from 223.87 tCO₂eq in 2023 to 188.01 tCO₂eq in 2024)
 - **Scope 3** (supply chain emissions):

These data will be fully verified in the following year, as calculations began in 2024.

The 5% CO₂ reduction target was exceeded, primarily due to improved energy efficiency in our facilities and investments in renewable energy sources.

Water management:

- **Target for 2024:** Increase water savings in the production of paper assembly instructions by 50% compared to 2023.
- **Results:** Thanks to the ATS Assemble QR application, 147,815 liters of water were saved in 2024, representing a **44% increase in water savings compared to the amount saved in 2023**. Although the 50% target was not fully met, it serves as additional motivation for us to continue improving in the future.

Energy efficiency:

- **Target:** Modernize infrastructure to improve energy efficiency.
- **Results:** Modernization work was completed, including LED lighting replacement in part of the metalworking area and replacement of the skylight strip in the production hall along with thermal insulation. These upgrades contributed to improved energy efficiency of the building and better working conditions.

Environmental education:

- **Target:** Raise environmental awareness.
- **Results:** The company launched the “POS-itive Eco Choice” educational series on social media, aimed at educating employees, clients, and suppliers about eco-friendly material choices and responsible POS design.

Waste management:

- **Target:** Promote a circular economy and increase recycling rates.
- **Results:** In 2024, 85% of all waste generated by the company was recycled. A particular success was the 26% reduction in plastic packaging waste compared to 2023.

OUR SUSTAINABILITY GOALS FOR 2025

- Participation in the SMETA 4-Pillar audit and achieving results with no major non-conformities;
- Increasing the waste recycling rate to 90% and further minimizing non-recoverable waste;
- Continuing the detailed analysis of Scope 3 emissions, including raw materials, transport, and business travel, using the Carbon Estimator tool provided by EcoVadis;
- Ensuring company compliance with the European Union Deforestation Regulation (EUDR), aimed at minimizing global deforestation and forest degradation;
- Increasing the amount of water saved in the production of paper assembly instructions by 40% compared to the amount saved in 2024.