

2024 Sustainability Report



Adapt Reuse Recycle

visplay

About us

Foreword

Dear Reader,

Transparent communication – both within and outside the organisation – is an essential part of our daily activities at Visplay and a key foundation of our work relationships.

We are delighted to present our second sustainability report documenting our environmental performance, an area to which both Visplay's employees and customers make a decisive contribution through their day-to-day efforts.

Sustainability is a cornerstone of our vision and values and we see it as our responsibility to drive positive change – for a secure and better future for all. This process begins in the early stages of every project and manifests itself in diverse ways throughout the company. What's exciting is that it's a never-ending journey. Every day brings new ideas, and improvements and optimisations are developed and actively implemented.

One example of this is our investment in a new packaging machine in 2024 – a project spearheaded by our employees. This investment will enable us to further reduce the use of cardboard and other packaging.

The following chapters will provide you with a detailed insight into our activities and initiatives. Now and in the future, we will continue to work tirelessly to improve our sustainability.

Christian Vetterer
CEO



Built to adapt, made to last



Sustainable design starts with flexibility. Visplay systems are conceived and developed to make efficient use of commercial spaces and adapt to changing needs – whether through extension, reconfiguration or repurposing. Especially in the dynamic retail environment, this adaptability is crucial in order to save resources and reduce the carbon footprint.

In 2024 we carried out our own carbon audit for the first time in order to transparently document our emissions and take targeted steps towards their further reduction. Our commitment to sustainability also extends to the selection of materials: 89.8% of the materials we procure are now recyclable. Thanks to high-quality workmanship and intelligent design, our furniture systems can be almost fully recycled at the end of their service life and returned to the material cycle.

Visplay systems enable architects to design more sustainable spaces and give companies the opportunity to utilise resources more efficiently. Our flexible designs facilitate continuous modifications and promote long-term use. We have been thinking in terms of solutions for over 85 years – and offering modular systems that stand the test of time.

Strategy and goals

Our sustainability strategy centres on three key objectives: a positive carbon footprint, a circular economy and transparency of information.

A positive carbon footprint means that we remove more CO₂ from the atmosphere than we emit. The introduction of a comprehensive carbon audit in 2024 gave us our first complete overview of direct and indirect emissions along the entire value chain. This analysis of three emission categories – Scope 1 (direct emissions such as energy consumption), Scope 2 (purchased energy) and Scope 3 (indirect emissions from transportation, supply chains and disposal) – lays the groundwork for future measures.

A central component of our strategy is the circular economy. Instead of consuming resources and producing waste, we focus on durable products, reuse and recycling. This approach enables us to reduce the consumption of raw materials, minimise waste and actively conserve resources while contributing to value creation.

For us, transparency means openly communicating the effects of our actions on the environment and society in a clear and comprehensible manner. This includes the regular publication of sustainability reports and compliance with international standards. In doing so, Visplay highlights its achievements in this area and strengthens the trust-based relationship we have established with our customers, partners and investors.

Visplay is headquartered in Weil am Rhein (Germany) and has a subsidiary in Northampton (USA) as well as sales offices in Paris (France) and London (England). Our main markets are Europe, America and Asia. For more information about the company, visit www.visplay.com.

Ecological footprint

Visplay will have a positive environmental impact by 2035 at the latest, measured in terms of all ecological footprint indicators.

Circular economy

In order to ensure both a long lifespan and proper disposal and recycling, Visplay will follow each product throughout its entire lifecycle until 2035.

Transparency

By 2035, detailed information on where and how a Visplay product is made will help our customers in their purchasing decisions.

Products

Product development



One of the key features of our systems is their longevity. Thanks to a modular construction, they also offer maximum flexibility in the organisation of spaces and can effortlessly keep pace with evolving requirements. This enables Visplay to provide exceptionally sustainable solutions for interior projects. With our dedication to quality and timeless design, we meet the discerning demands of our customers. And by setting industry-leading standards through international certifications, we also reaffirm our commitment to quality, safety and environmental responsibility.

In terms of our choice of materials, we continue to give precedence to quality and durability, primarily using steel, aluminium and die-cast zinc, supplemented by glass, wood and selected plastics. The recycled content of these resources is particularly high and the components made from these materials are almost exclusively assembled with mechanical connections such as screws and clamps, allowing for easy separation and recycling at the end of their useful life.

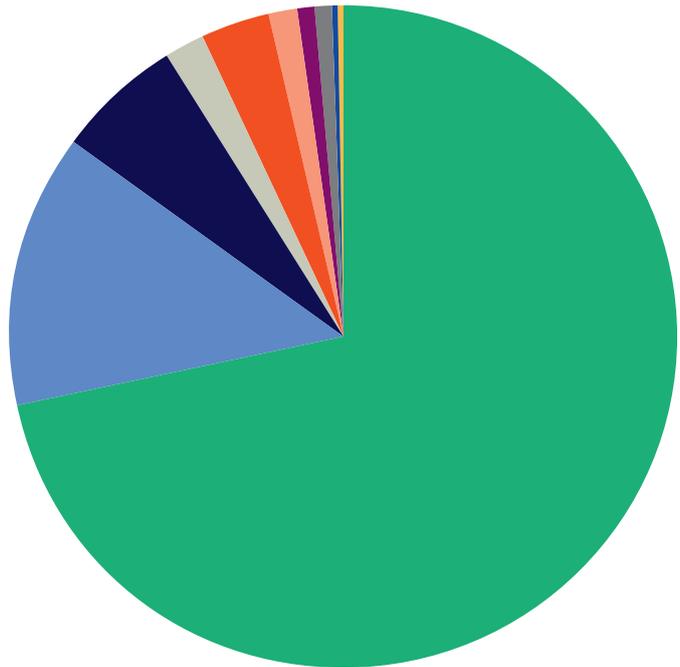
We are constantly working to improve the ease of product maintenance. For example, we are expanding our after-sales service to further optimise both the performance and longevity of our systems. Our 'adapt, reuse, recycle' approach is firmly anchored in our design and production processes and further reinforced by the utilisation of sustainable materials and the establishment of closed-loop solutions. This enables us to reduce waste and conserve natural resources.

The understanding and use of sustainable production methods is continually promoted among our employees and suppliers – with the aim of raising environmental awareness and further reducing our ecological footprint.

Materials

A determining factor in product longevity is the selection of high-quality materials. We will continue to prioritise metal with a focus on steel and aluminium. Both are almost completely recyclable. Our objective remains to choose materials that enhance the quality and durability of our products while simultaneously minimising their environmental impact.

● Steel	71.75%
● Aluminium	13.48%
● Wood	5.98%
● Paper	2.02%
● Glass / natural stone	3.20%
● Die-cast zinc*	1.41%
● Plastic	0.94%
● Electronic components	0.85%
● Other	0.27%
● Textiles	0.10%



*Die-cast zinc is an alloy that is predominantly made of zinc. The ZP0410 and ZP0430 alloys we use also contain small amounts of aluminium, copper and magnesium. Products made from die-cast zinc are 100% recyclable.

Recycling



Steel, aluminium, die-cast zinc and glass can be almost fully recycled without any loss of quality or value – making a significant contribution to the circular economy. They represented 86.04% of the materials we acquired in 2023 – a figure that we managed to expand to 89.9% in 2024. We are also continuously increasing the proportion of recycled material in new production. For example, the steel in our Qubo systems already consists of an average of 20% recycled material. And our Invisible 6 and Multi-Lane systems even contain an average of 80% recycled aluminium.

In addition to metal, our range also includes a variety of electronic components such as power rails, cables and converters. By implementing the European WEEE Directive (2012/19/EU) and other national regulations, Visplay is actively contributing to the development of efficient take-back and recycling programmes – and thus assuming responsibility for the entire product life cycle.

Certifications

In order to meet today's stringent demands, Visplay systems undergo a complex and demanding quality process. Independent certifications further validate our commitment to excellence, ensuring that our products fulfil the highest standards of quality, safety and environmental responsibility.

There are many national and international certifications available for products and their components. At Visplay, we carefully check which standards and norms are necessary, useful and appropriate for each product in relation to its specific area of application.



The CE mark is a symbol used in the European Union to confirm that a product conforms to the applicable EU directives. It signifies that the product fulfils the essential health, safety and environmental protection requirements specified in the harmonised European standards. Products bearing the CE mark can be freely commercialised and used in the European Economic Area (EEA).



The UL mark stands for certification by the 'Underwriters Laboratories', a renowned independent organisation founded in the USA in 1894. This institution tests products, materials and components to ensure that they comply with established safety standards. Products bearing the UL mark fulfil the strict safety regulations that apply in the USA and Canada.



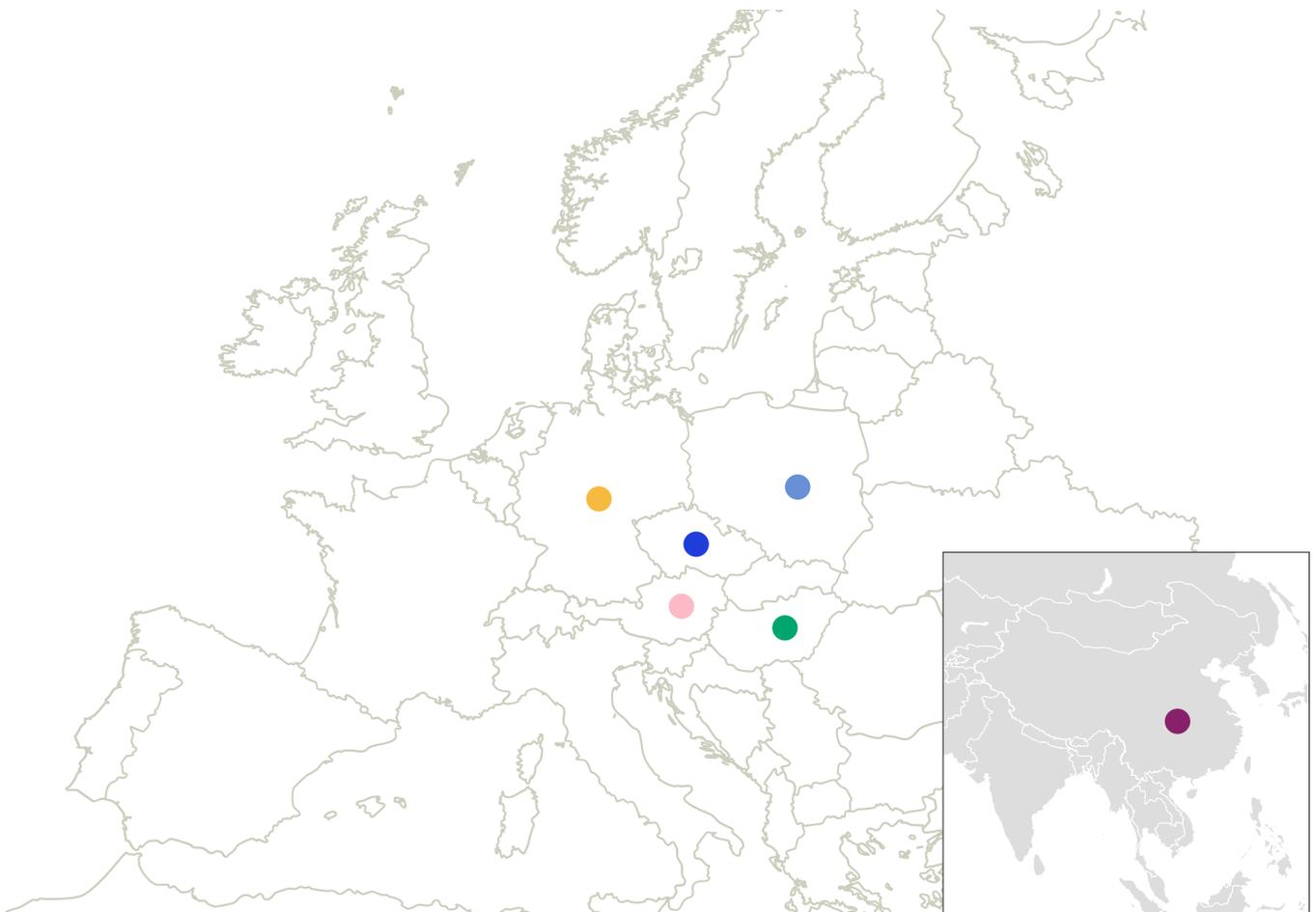
The GS mark signifies that the product has been safety-tested by an accredited independent organisation, such as Intertek in our case. This involves tests and assessments in accordance with current statutory regulations and standards. The GS mark is a voluntary quality certification that manufacturers can obtain to prove that their products are safe and comply with the minimum requirements of the German Product Safety Act (ProdSG).

Procurement

Our procurement strategy is based on two central aspects: maintaining high standards of quality and optimising delivery routes. To reduce transport costs and emissions, we ensure that our products are manufactured as close as possible to their target markets. In order to supply globally active customers in the most economical and resource-saving manner possible, production and order picking is partially handled directly by suppliers in China. This strategy helps us to minimise unnecessary transport expenditures and lower CO₂ emissions.

For all other orders, we limit our procurement to Europe (46.8%). Centralised in Germany, the Czech Republic and Hungary, our network is characterised by high-quality production standards and competitive conditions. The following overview shows the percentage distribution of sourcing countries by total weight.

● China	52.9%
● Germany	29.9%
● Czech Rep.	11.7%
● Hungary	4.3%
● Austria	0.4%
● Poland	0.4%
USA	0.3%
Rest of Europe IT, NL, ES, FR	0.1%



Suppliers' code of conduct



Our code of conduct ensures that social and environmental standards are upheld throughout the entire supply chain, following internationally established guidelines such as the conventions of the International Labour Organisation (ILO), the UN's Universal Declaration of Human Rights, the UN Convention on the Rights of Children and on the Elimination of All Forms of Discrimination Against Women, the UN Global Compact and the OECD directives for multinational companies. In 2024, our ten most important suppliers all signed the code of conduct. In total, 96.8% of our purchasing volume was transacted with suppliers who have recognised this code. Our aim is to obtain a signed declaration from all suppliers.

In addition, all partners undertake to comply with national and international laws and industry-specific minimum standards. In the event of deviating requirements, the stricter regulations always apply.

Visplay works closely with suppliers to achieve its strict quality standards. The company establishes a dialogue based on trust from the very beginning of every partnership, defining corporate responsibility in relation to social and environmental aspects of the collaboration. Relevant criteria are addressed at the supplier selection stage and Vitra requests additional supporting data where necessary. All relevant information for suppliers can be found on the following pages:

<https://visplay.com/en/downloads/information-for-new-suppliers>

<https://visplay.com/en/downloads/information-for-approved-suppliers>

People

Occupational safety



As part of our commitment to occupational health and safety, Visplay conducts annual safety training sessions led by specialists from the German Employer's Liability Insurance Association for Occupational Health and Safety (BAD). All relevant training documents are centrally stored on our employee platform to ensure that they are easily accessible at all times.

Our safety officer monitors compliance with workplace guidelines and chairs the quarterly occupational health and safety committee meetings, which serve to regularly assess and enhance measures aimed at providing the safest possible working environment for all employees.

To further consolidate our safety concept, we provide detailed operational instructions that are not only readily available to all production employees but are also mandatory. These instructions include a comprehensive risk assessment that is regularly reviewed and updated to ensure that all potential workplace risks are reduced to a minimum. Furthermore, we supply the entire Visplay workforce with the necessary personal protective equipment (PPE) to maintain a high standard of safety and protection in the workplace.

Visplay as an employer



Visplay focuses on inspiring working environments and flexible employment models in order to create lasting attractive conditions for all members of staff. Our benefits programme is being continuously expanded and covers the areas of family & career, health, ecology and personal development. In order to further promote employee health, we extended the offer in 2024 to include membership in the Hansefit fitness network. We also reward loyalty and years of service with staggered anniversary bonuses in the form of financial bonuses or additional annual leave. Joint team events strengthen communication and support a motivational working environment in which employee appreciation plays a central role.

At Visplay, committed and satisfied employees are a key success factor. We therefore place great importance on a motivational working environment that supports both productivity and a healthy work-life balance. To promote the well-being of our teams, we offer a variety of services and benefits that are tailored to individual needs.

Benefits

Flexible office hours and working from home

Visplay facilitates a good work-life balance through flexible working hours and flexitime models. We also promote modern practices by offering our employees the opportunity to work from home or remotely, provided their role allows it. In addition, employees can request to relocate anywhere in the world as part of a workation.

Company pension scheme

Visplay takes the financial security of its staff seriously and supports them with a company pension scheme, which is financed jointly with the employees. In this way, we improve retirement benefits and reinforce the company's reputation as an attractive employer.

Right to special leave

Visplay recognises the importance of flexibility not only in the daily work environment, but also in certain life situations. We therefore offer our employees the opportunity to take special leave to deal with important personal matters, accommodating a good work-life balance and catering to individual needs.

Health promotion

We ensure the health and safety of our employees through regular medical fitness examinations and preventive health measures provided by the company doctor.

Honouring years of company service

Visplay values loyalty and commitment, rewarding employees who have been at the company for many years with special anniversary bonuses. Beginning from the fifth year of employment, staff receive either financial bonuses or additional holiday. These benefits increase with years of service to express our appreciation for long-standing team members.

JobRad leasing

To encourage sustainable mobility and healthy commuting practices, Visplay participates in the JobRad bicycle leasing programme. This environmentally friendly scheme actively contributes to creating a positive and health-conscious workplace culture.

Canteen

We serve a balanced selection of seasonal dishes in our subsidised canteen and are regularly expanding our vegetarian and vegan options to promote healthy eating and environmental responsibility.

Vitra discounts

Visplay employees receive attractive discounts on products from Vitra and Artek.

Hansefit membership

We support the health and fitness of our employees through Hansefit membership, which offers access to a variety of gyms and sports facilities to promote work-life balance and personal well-being.

Vitra Campus & Design Museum

In addition to the general visitor experience on the Vitra Campus, employees enjoy free admission to exhibitions at the Vitra Design Museum.

Human resources development



75%

of Visplay's workforce is male.

25%

of Visplay's workforce is female.

Ø 12.2

years = average period of employment.

4.5%

sick days, of which 9.3% were in logistics/production and 1.8% in office roles. This puts us below the average figure in Germany of 5.4% sick days in 2024.

0

accidents reported in the workplace.

Facts & figures

Waste management

We further expanded our waste management measures in 2024. In total, we were able to collect and recycle 46.14 tonnes of separated waste fractions such as aluminium, steel, wood and plastic. Visplay has significantly reduced volumes in nearly all waste categories.

We expect the introduction of a new packaging machine in 2024 to produce additional reductions, particularly in paper waste. The focus remains on the continuous optimisation of our separation and recycling processes in order to further minimise the amount of waste and reuse valuable resources with greater efficiency.

Figures in tonnes	2022	2023	2024
● Scrap steel	9.93	20	12.54
● Aluminium	13.62	13.3	11.68
● Wood	12.35	16.68	12.37
● Mixed industrial waste	7.05	5.64	/
● Plastic (film)	7.80	1.53	0.85
● Cardboard / paper	8.84	7.68	8.70
● Mixed scrap	/	3.52	/

The Packsize packaging machine was not introduced until the end of 2024. It has consequently not yet been possible to fully leverage its savings potential, which explains the slight increase in paper waste compared to 2023.

Packaging



The primary goal of any packaging is to safely and reliably protect the product during transportation. We deliberately use mono-materials instead of composites and seek to minimise the variety of materials in each packaging unit. For us, sustainability means choosing solutions that reduce the environmental impact along the entire value chain.

In 2024 we made our packaging strategy even more sustainable by introducing a Packsize packaging machine. This enables the precise production of right-sized cardboard boxes for every product, thereby reducing the volume of packaging and filling material and minimising potential product damage, while simultaneously optimising storage space.

In Germany, Visplay participates in the dual system to ensure the recyclability of its packaging, in particular through the 'Yellow Bag' recycling programme for plastics. Plastic packaging bags used by Visplay contain at least 50% recycled material and its cardboard packaging complies with FSC standards.

Transport



For our deliveries, we prioritise fully loaded lorry shipments in order to maximise capacity utilisation and reduce overall emissions. Overseas transport is generally handled by ship and, only in exceptional cases, by air freight. For some of our globally active customers, production and order picking are partially organised directly by suppliers in China. This helps us to avoid unnecessary transportation routes and lower both CO2 emissions and transportation costs.

Whenever possible, our products are packaged in space-saving flat packs, thereby reducing packaging waste and making optimal use of the available loading capacity. For overseas shipments, we rely on sturdy wooden crates to ensure maximum protection during transportation.

Energy efficiency



The building designed by Portuguese architect Álvaro Siza houses the logistics and production areas.

Visplay benefits from comprehensive energy efficiency measures on the Vitra Campus where the company is based – both from steps that have already been implemented as well as from future initiatives. All newly constructed buildings on the campus are equipped with advanced building technology. Vitra has been a member of the German Sustainable Building Council (DGNB) since 2007, and the production sites in Weil am Rhein have sourced all their electricity from hydropower since 2008.

Another step towards a sustainable energy supply for Visplay is the planned connection to the district heating network of the city of Weil am Rhein. This changeover will make it possible to obtain a larger proportion of heating energy from CO₂-neutral and renewable sources in the future.

Information on sustainability at Vitra can be found here:
<https://www.vitra.com/sustainability>

Energy consumption

Suppliers and partner companies are the source of most value creation, which is why the energy data shown here represents only a small part of the overall footprint of our products and services. In 2024, we succeeded in further lowering our total energy consumption. Reducing our energy use remains a key priority in order to offer our systems at more attractive conditions, while simultaneously protecting the environment.

On the last page, we present a comprehensive accounting of Visplay's emissions. This detailed analysis allows us to communicate our emission figures with full transparency for the first time and to consequently develop targeted measures for the future.

		2023	2024
● Electricity	kWh	175,724	119,558
● Gas	m ³	22,642	22,084
● Water	m ³	237.95	232.48

The consumption figures for 2023 have been updated, as more accurate readings have been recorded through the use of additional meters at the Visplay buildings. This enables a more precise presentation compared to the 2023 Sustainability Report.

Processes



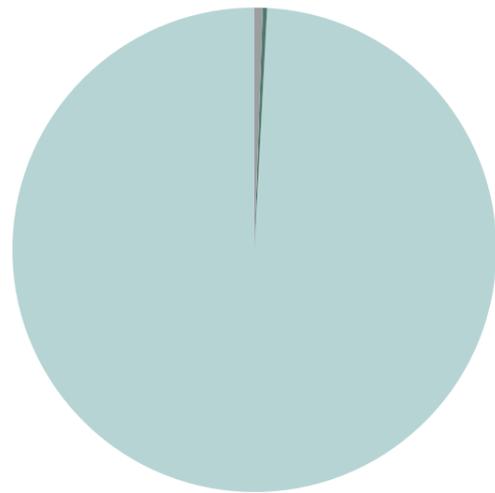
Visplay relies on an integrated management system that guarantees and continuously develops the highest standards in the areas of product quality, environmental management, and health and safety in the workplace. The quality management system has been certified in accordance with ISO 9001 since 1993. First validated under EMAS in 1997, the environmental management system has been certified according to ISO 14001 since 2000.

In addition to these certifications, regular audits and targeted training programmes ensure that we meet and continuously optimise the highest possible performance targets in terms of ethical behaviour, safety measures and data protection.



Energy data and emissions according to the Greenhouse Gas Protocol

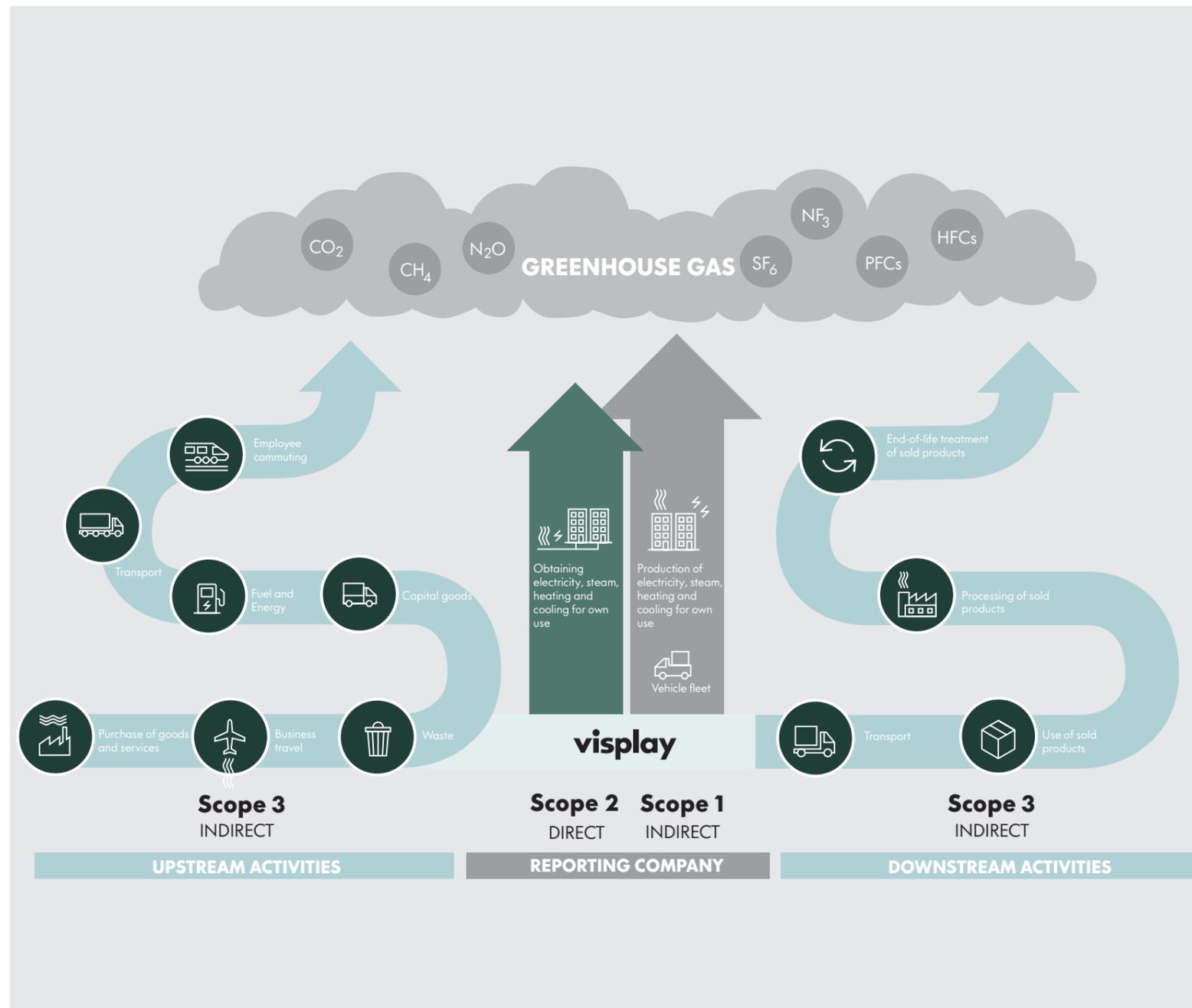
At Visplay, a comprehensive carbon audit was carried out for the first time in 2024 in order to transparently document our emissions. Based on the Greenhouse Gas Protocol, emissions were measured in Scope 1, 2 and 3, taking the entire value chain into account.



Greenhouse Gas Protocol

● Scope 1	0.80%
● Scope 2	0.09%
● Scope 3	99.11%

Visplay's carbon footprint includes both the production facility in Weil am Rhein, Germany and our site in Pennsylvania, USA, where samples and other products are stored.



Emissions by category:

● Scope 1		
+	Heat consumption 44.59 t CO ₂ e	0.57%
+	Fuel consumption 18.59 t CO ₂ e	0.24%
Total	63.18 t CO ₂ e	0.80%
● Scope 2		
+	Electricity consumption 6.76 t CO ₂ e	0.09%
Total	6.76 t CO ₂ e	0.09%
● Scope 3 (upstream)		
+	Purchase of goods and services 5,910.10 t CO ₂ e	75.21%
+	Transport 1,289.86 t CO ₂ e	16.41%
+	Capital goods 43.68 t CO ₂ e	0.56%
+	Employees' commuting 47.89 t CO ₂ e	0.61%
+	Fuel and energy 12.42 t CO ₂ e	0.16%
+	Business travel 38.65 t CO ₂ e	0.49%
+	Waste 9.12 t CO ₂ e	0.12%
● Scope 3 (downstream)		
+	Transport 275.35 t CO ₂ e	3.50%
+	Use of sold products 22.69 t CO ₂ e	0.29%
+	End-of-life treatment 138.48 t CO ₂ e	1.76%
Total	7,788.23 t CO ₂ e	99.11%
Total	7,858.17 t CO₂e	100%

Contact

Visplay's sustainability report provides information on the most important areas of our company's sustainable transformation. Following the release of the first report in 2024, we have opted for an annual publication. The present report was published in May 2025.

We want to be open and transparent about our development process. Feel free to contact us at info@visplay.com.

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