

MUTE. Sustainability Report

2024



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About the report

Welcome to our second sustainability report. The purpose of this document is to provide a comprehensive overview of our initiatives, progress, and achievements in sustainability.

We focus on three key areas: environmental, social, and governance impacts, each detailed in its own dedicated chapter. Additionally, we include a Strategic Overview that outlines our business priorities and goals, supporting our ongoing commitment to reaching sustainability targets. This report has been prepared in reference with the standards set by the Global Reporting Initiative (GRI).

We invite you to explore this report and discover valuable insights from Mute’s journey toward building a more sustainable and equitable future.

Introduction

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Dear Reader,

Welcome to the second edition of Mute's Sustainability Report. Although this is our second time reviewing our sustainability efforts, preparing this edition felt like a fresh challenge. For the first time, we can compare year-on-year data, measure our progress, and draw meaningful conclusions to guide the next 12 months.

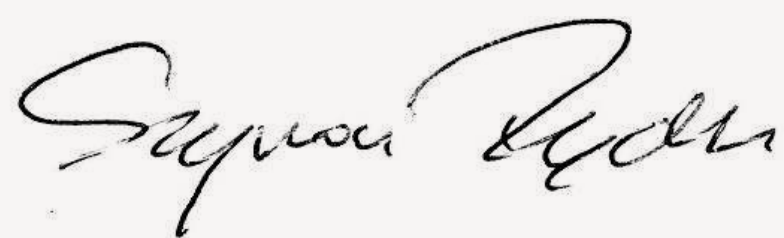
In the next 45 pages, alongside the familiar chapters on environmental, social, and governance topics, you'll also find something special. I invite you to explore the new chapter, called "Strategic overview". It reflects our vision and development direction—to focus on adaptability and modularity, the core qualities of our products, and explores how these connect directly to sustainability. These principles are more than design philosophies; they are practical solutions that reduce waste, extend product lifespans, and lower our environmental footprint, all while providing users with more flexible, human-centred workspaces.

We are fully aware that sustainability faces increasing challenges worldwide—from greenwashing and inconsistent climate policies to growing ESG skepticism. Yet, we remain focused on the work towards more sustainable solutions both in our products and in our operations.

We also recognise that technical solutions alone aren't enough. Real change depends on reshaping how we think about work, progress, and our relationship with the environment. By leading the adaptable office revolution, we aim to make workplaces not only more future-proof, comfortable, and resource-efficient—we're helping shift the narrative that surrounds them. This report is both a record of our measurable impact and an invitation to see workplaces as integral parts of a circular, regenerative future.

Have a pleasant read,

Szymon Rychlik



We are Mute

Mute is a pioneer in adaptable office architecture, offering modular solutions that help companies future-proof their office investments.

With our pods and room-in-room system, offices can be reconfigured seamlessly—without tools, renovation waste, or CO₂ emissions—significantly reducing construction costs.

Our flagship innovation, the room-in-room system Mute Modular, has earned nine prestigious design awards and nominations. It was recognized in Fast Company's Innovation by Design competition as one of the 10 most innovative office products and is featured in the offices of companies such as Meta, Airbnb, and LinkedIn.



37,000+
products manufactured
in 2024



300+
distributors across
the globe



11,500m²
automated
production space



230
team members

MUTE.



Our journey



Launch of our first acoustic pod — Space S.



Secured FSC Chain of Custody Certification (FSC® C161812).



- Launch of Mute Modular (formerly OmniRoom), an adaptable room-in-room system.
- Received 7 industry awards and nominations for Mute Modular.
- Opened showrooms in Munich and London.



Opening of Mute's new headquarters—Europe's first modular-based, fully adaptable workspace.

2016

2018

2019

2020

2022

2023

2024

2025

Company launched with an initial offer of 7 high-performance acoustic products.

- Opened a factory in Galew, including a sound lab for testing acoustic performance.
- Expanded pod offer with Space M and Space L.
- Opened a showroom in Warsaw.
- Earned ISO 9001 and ISO 14001 certifications.



- Launched Jetson, a new line of smart, budget-friendly pods.
- Expanded factory by 50%.
- Filed a patent application with the European Patent Office for our product Click-in assembly system.
- Opened the Mute Experience Center in the factory.



- Further factory expansion with a new automatic assembly line, warehouse, and powder-coating plant.
- Obtained UL certification.
- Published our first ESG report.
- Mute Modular nominated for Fast Company's Innovation by Design Award.



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06

Awards and recognitions

We received 13 awards and recognitions honoring the design and innovation of our products and the development of our company.

Here is a full list of all Mute's awards and recognitions:

2025	CDW Product Awards Nomination
2024	Fast Company Innovation by Design Honoree
2024	FIS Innovation Nominee
2023	Best of NeoCon Gold Winner
2023	Mixology'23 Winner
2023	Dezeen Awards Nominee
2023	Mixology'23 North Nominee
2023	HiP Awards Nominee
2023	Metropolis Likes Winner
2023	The Turek Chamber of Commerce "Company of the Year" Award Winner
2022	Must Have Winner
2021	Must Have Winner
2018	Red Dot Design Award Winner



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Our mission is to transform the world of office design towards a more sustainable and resource-efficient future. In this chapter, we will demonstrate how adaptability and modularity serve as core strategies in creating environmentally responsible and future-ready spaces.

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The adaptable office revolution

We believe that adaptable is the keyword that will define the future of office design—making workspaces not only more comfortable for people but also with lower environmental impact on the planet.

In a world where the construction industry is responsible for around 38% of global energy-related carbon emissions—much of it tied to inefficient building practices—we urgently need offices that can evolve without generating waste or CO₂ emissions. And in an economy where the same industry generates nearly 40% of global waste, it's clear that we need to rethink our building practices. We need spaces that are circular—spaces that can live long, can be repaired, repurposed, and reconfigured without material loss.

Finally, we all deserve better environments in the places where we spend so much of our lives. Office design should prioritize what's most essential for office users today: physical and mental wellbeing, and genuine human connection.

Mute Modular: built for the adaptable era

In 2023, we launched what we believe can lead the transformation from traditional construction methods into a new era of adaptable office architecture.

Mute Modular is the first adaptable system for defining future-proof, changeable office spaces. While developing it, we went all in—set out to create something more universal than pods and more flexible than traditional drywall solutions. Built from prefabricated modules, it combines the acoustic performance and consistent quality of top-tier office pods with the design freedom of conventional building methods like plasterboard or glass partitions.

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But what exactly makes Mute Modular truly adaptable?

In *Adaptable Architecture: Theory and Practice*, Robert Schmidt III and Simon Austin define five essential traits of adaptable architecture: adjustable, versatile, convertible, scalable, and moveable. To the best of our knowledge, Mute Modular is the only product on the market that fulfils all five:

It is **scalable** because users can create an unlimited range of structures—from the smallest one-person pods and large conference rooms, to multifunctional constructions consisting of 4–5 rooms and spanning dozens of meters. These hubs can serve as tools for zoning and shaping traffic flows, making Mute Modular an essential foundation of the office—the core substance for arranging the space.

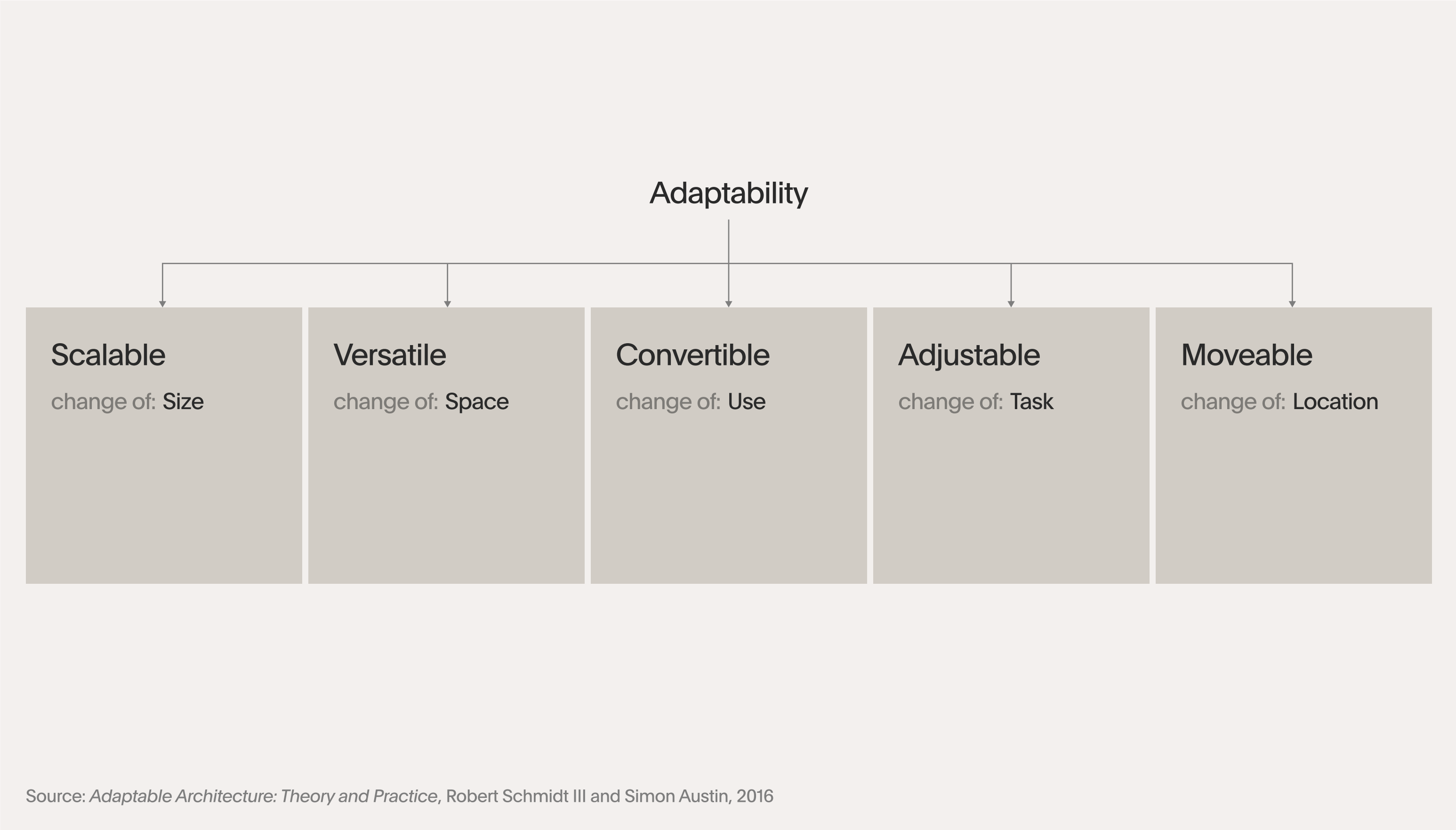
It is **versatile** in that units can be repurposed, joined, or separated. For example, two rooms can be combined to form a large meeting room or split into smaller spaces for focused work or private calls, depending on the needs.

It is **convertible** because the function of each space is changeable. With a dedicated collection of modular furniture, each space can be easily arranged and rearranged to serve many different functions—just like a traditional room.

It is **adjustable**, as modular furniture and accessories—desks, cabinets, shelves, and more—are height-adjustable, allowing spaces to be frequently transformed to accommodate different tasks or users.

Finally, it is **moveable**, with lightweight prefabricated components and a click-in assembly system, a fit-out created with Mute Modular can be easily disassembled, transported, and reassembled in another location—with zero waste generated.

Chart 1. The dimensions that define adaptability



Adaptable office design is gaining traction

2024 was the first full year of Mute Modular on the market—and we are proud to close it with over 400 offices in 33 countries reshaped for adaptability and future-readiness.

Among these were offices for some of the world’s most forward-thinking brands: LinkedIn, Meta, and Airbnb. In our view, the implementation of Mute Modular by such companies represents the beginning of a broader shift toward adaptable office environments.

2025 marks the next major milestones: the first reconfigurations of existing Mute Modular fit-outs, which will offer real-world proof of its long-term sustainability and adaptability.

The future: leading through innovation and education

As innovators committed to redefining architecture through adaptability, we see our role as more than just developing a product. We’re also doing our best to educate the market and raise awareness about the enormous potential of adaptable office design.

As innovators committed to redefining architecture through adaptability, we see our role as more than just developing a product.

In 2024, we delivered numerous webinars, lectures, and workshops, sharing knowledge with clients, architects, real estate managers, and investors. We also published “Adaptable Workspaces”—the first comprehensive publication dedicated to adaptable office architecture—which received enthusiastic feedback from across the industry.

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The power and potential of modularity

Modularity is the key approach that, when applied wisely, makes spaces genuinely adaptable—and therefore sustainable.

That’s why, in designing our adaptable room-in-room system, Mute Modular, we made no compromises in applying modular principles to every aspect of the product: from the way it transforms office planning, to its core construction logic, and even the smallest details like accessories.

As our core product and key innovation, Mute Modular represents what we believe can make the world of office design significantly more sustainable. For that reason, we find it appropriate to examine these modular aspects in detail.

Modularity at the structural level

A core principle of modularity is the ability to break down a construction system into smaller, interchangeable elements. In the case of Mute Modular, those elements are wall and ceiling modules and furniture elements.

The system consists of a carefully designed set of 29 standardized, interchangeable elements, which serve as the foundational building blocks.

Every module is prefabricated in our own production facility using an advanced, automated assembly line. We maintain strict control over every stage of the manufacturing process to ensure the highest possible quality. Once completed, the modules are transported to the construction site for fast, efficient, and clean assembly.

Thanks to our rigorous quality control, we ensure exceptional consistency across all Mute Modular modules. This guarantees that regardless of configuration, every space built within the system performs and looks identical in acoustic performance, durability, and visual appearance, and ensures the complete interchangeability of all components.

This interchangeability also applies to the electrical side of the modules. That means replacing or changing the configuration of modules doesn’t require any technical modifications for the electricity to work. Each module has integrated wiring that fits together like a jigsaw puzzle.

A core principle of modularity is the ability to break down a construction system into smaller, interchangeable elements.

From a sustainability standpoint, using precisely-crafted, prefabricated components minimizes waste during construction. It also means that any module can be easily replaced without impacting the rest of the structure, which eliminates the need for wasteful repairs or rebuilds.

Modularity at the architectural level

The set of modules can be assembled in countless ways, forming an infinite number of structures. This enables the creation of nearly any space a modern office requires: office pods, conference rooms, focus zones, lounge areas, and even copy corners.



Each Mute Modular room can be tailored in size, function, and equipment-making it possible to shape space to exact needs and maximize spatial efficiency. Units can be merged to form multifunctional hubs that serve as tools for zoning, separating functions, and guiding traffic flow, turning Mute Modular into a versatile solution for full office fit-outs.

Another foundational principle of modularity is the ability to build new structures from the same components—or reconfigure existing ones—to meet evolving needs. With total interchangeability of wall modules, users are free to define and redefine their spaces with ease.

Each space can be expanded, reduced, repurposed, divided—or merged with another. Often, these changes can be made using the same set of components (see “Case study: Mute Modular flexibility challenge” on page 14).

Every reconfiguration is quick and waste-free, thanks to our patent-pending click-in technology. Engineered in-house, this tool-free connection system transforms what used to be one of the most time-consuming aspects of office construction into a process as intuitive as building with Lego bricks.

It also allows each unit to be disassembled and reassembled countless times without any loss in quality or material. After each reassembly, the space looks and performs as it did originally—demonstrating that Mute Modular is not only built to last for years, but also to be rebuilt and remain functional for decades. And because every component can be reused in new configurations, the reshaping process generates zero waste—giving Mute Modular a unique set of qualities: it is not only more flexible than typical pod systems, but also far more sustainable than traditional plasterboard construction.

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Foundational principle of modularity is the ability to build new structures from the same components—or reconfigure existing ones—to meet evolving needs.

Modular furniture

Modularity is embedded into every detail of the system—including its furniture. An integral part of Mute Modular is a complete collection of dedicated furniture and wall-mounted add-ons.

This includes everything needed to arrange a functional office zone: from essentials like desks, cabinets and sofas, to additional elements such as shelves, display rails and whiteboards.

All wall-mounted accessories are designed to maximize the benefits of our modular architecture. Thanks to our unique no-drill hook system, they can be installed at any height on any wall—inside or outside the unit. Accessories can be easily relocated, rearranged, or even transferred between different Mute Modular units. The same flexibility applies to lighting: ceiling lamps can be freely positioned anywhere on the ceiling, moved as needed, and switched between rooms with ease.

This flexibility enhances ergonomic space planning and supports sustainability, allowing spaces to evolve without the need for drilling, renovation waste, or new materials.



Case study: Mute Modular flexibility challenge

The overwhelming majority of materials entering the economy are still virgin, with the share of secondary materials declining from 7.20% to 6.90% in the latest analysis by Circularity Gap Report. Achieving a truly circular economy requires systemic change—rethinking how we manage materials at every level, not just focusing narrowly on recyclability material ratios or CO₂e metrics.

Going back to the basics: 5R hierarchy

In order to provide our partners with overview of what adaptability means in practical terms—both financial and in relation to material efficiency—we have conducted a case study analysis.

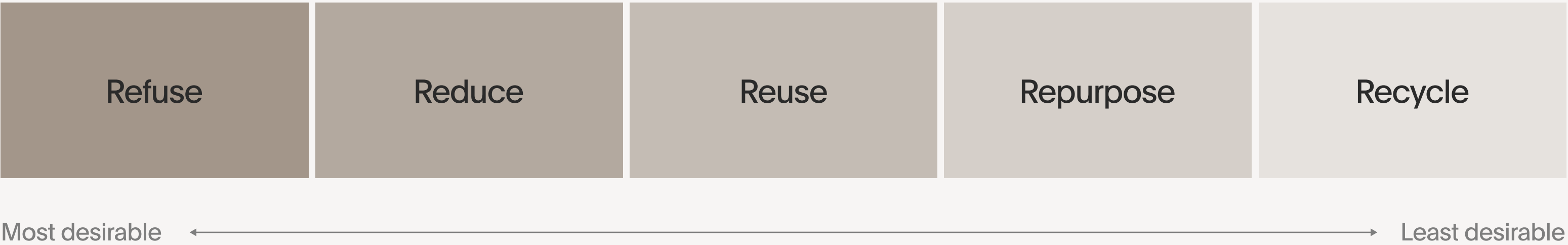
Circular capabilities mean that a product can be reused, refurbished, remanufactured and/or recycled. Practically, a product is considered to have circular capabilities if it meets all requirements linked to the circular design principles.

However, accordingly to 5R hierarchy (Chart 2), it is important to remember that each one of these cycles requires energy to ensure that materials come back to the system and recycling is the least preferred solution. True sustainability comes from reducing waste and extending product life through smarter design choices. We designed our system around key principles:

- Adaptability: supports long-term use
- Modularity: enables reconfiguration to create new setups
- Prefabrication: reduced transport and on-site assembly impact
- Standardization: allows scalable changes



Chart 2. The waste hierarchy



Challenging flexibility

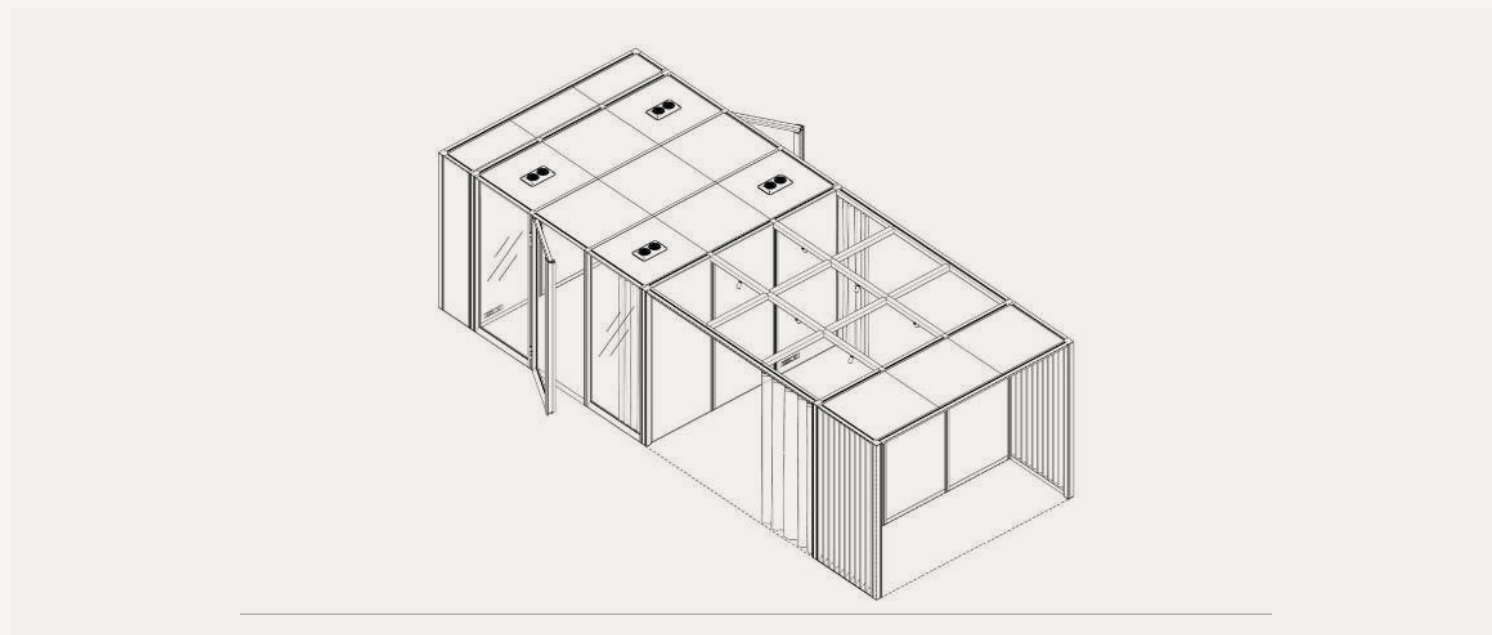
To showcase the power of adaptability and modularity in practical terms – both financially and in relation to material efficiency —we’ve conducted a Mute Modular reconfiguration case study. We explored three different phases of product use and transformation of Mute Modular Hub. The aim was to challenge our own product's flexibility and provide valuable insights for our clients and partners.

Step 1 Building Hub 185

The initial hub—no. 185— was built from 43 elements and a set of profiles, connectors and wall module covers. It required:

- 1805 kg of raw materials to assemble the 43 elements and sets of profiles, connectors and wall module covers—among others around 547 kg of steel, 576 kg of aluminium, 185 kg of glass and 115 kg of wooden or wood-based elements
- To assemble all these components together in our factory we used 176 kWh of energy.

The hub contains an enclosed meeting room, a semi-closed lounge area, and a collaboration spot for two people. Additionally, there are two work desks suitable for hot-desking spots.



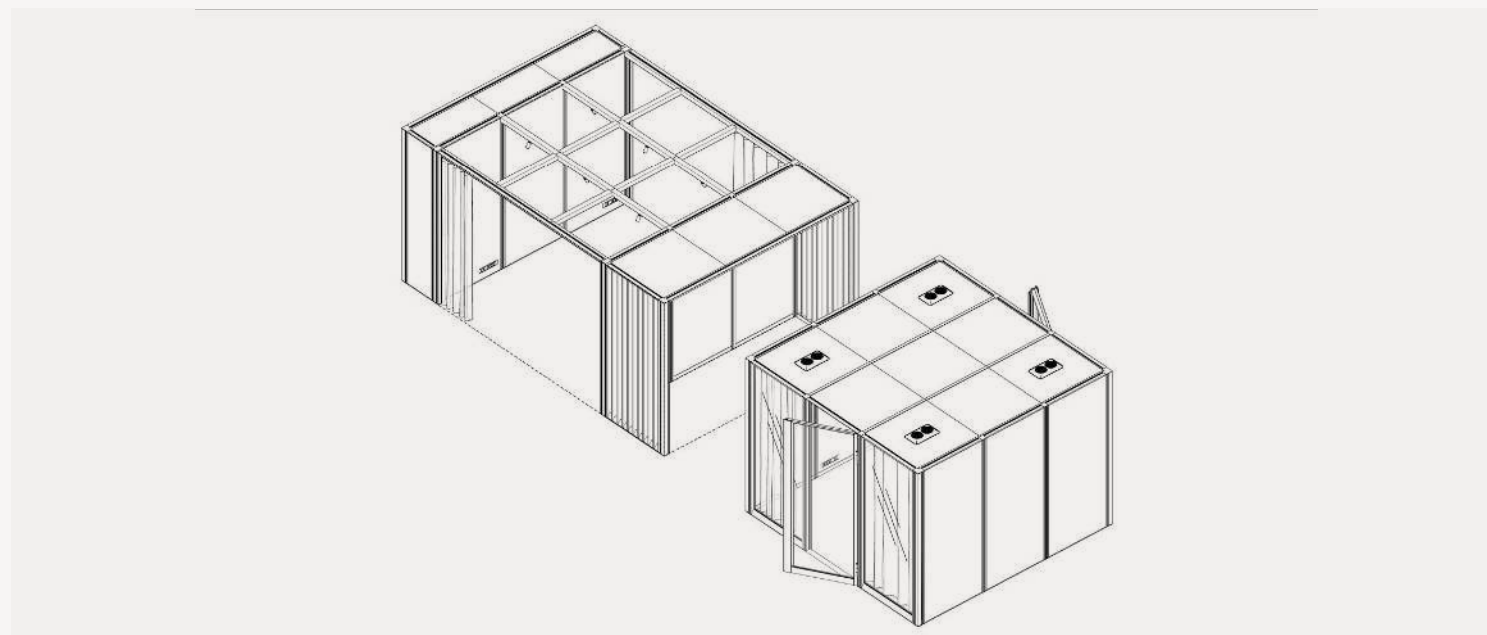
Step 2 Evolving to Unit 185 A and Hub 185 B

Let’s assume there was a need to move the meeting room closer to the marketing department to create a convenient spot for brainstorming and spontaneous project meetings, so they do not disturb other teams.

In this scenario, we do not need to start from scratch, building new rooms. Instead, we can reuse and reconfigure modules used in the existing configurations. To create the separated Unit 185 A and Unit 185 B, apart from adjusting few elements in the set of corner profiles, connectors and wall module covers, we only needed to produce 3 additional wall modules. But with modular reconfiguration:

- All modules were reused.
- Only 212 kg of new materials were needed (3 new modules).
- Overall material savings was over 87% compared to a new build.
- We used just 22 kWh of energy to produce new modules.
- Energy savings of 89% compared to a new build.

As we see on the images below. The Unit 185 B contains the meeting room only, while the Unit 185 A contains the rest of the spaces. If built from scratch, these two setups would have required: 2033 kg of various materials, and 202 kWh of energy.



Step 3 Further transformation – hubs 185 C and 185 D

What if, after relocation, there was a need for one more enclosed small meeting room, and all configurations also had to be narrower because of space restrictions?

In the next phase, Unit 185 A and 185 B were reconfigured again into 185 C and 185 D. These two configurations used 40 elements in total. To achieve this, we produced 3 additional elements, again adjusted the set of profiles, covers and connectors, and set 9 elements aside. This way with another modular configuration we:

- Only 64 kg of new materials were needed.
- Overall material savings was over 93% compared to a new build.
- We used just 13,70 kWh of extra energy.
- 100% of glass components were reused.
- 9 elements were set aside for future use meaning zero material waste at this stage.

By continuously reusing modules and only adding where necessary, each iteration minimizes resource use. After this reconfiguration, we created Hub 185 C, containing a small focus pod for one person and an additional lounge area, and Hub 185 D, which includes a lounge area, a meeting room, and two hot-desking workstations.

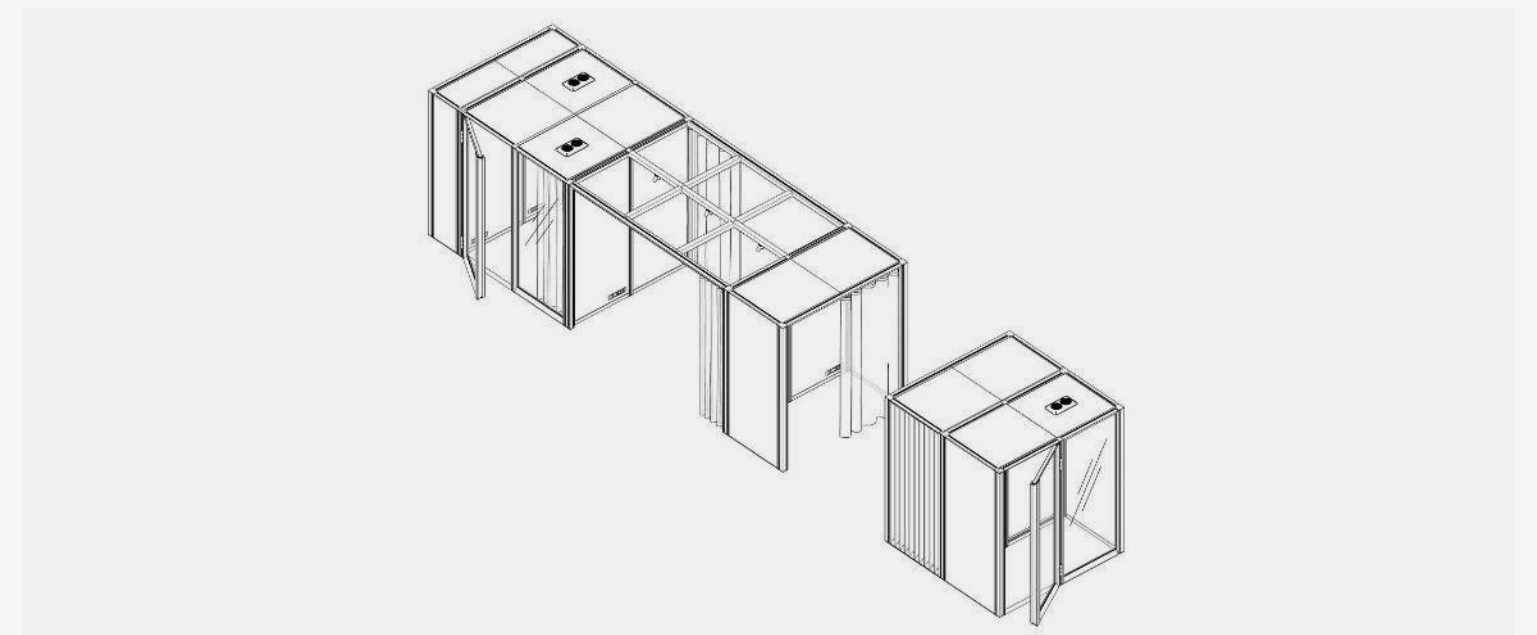
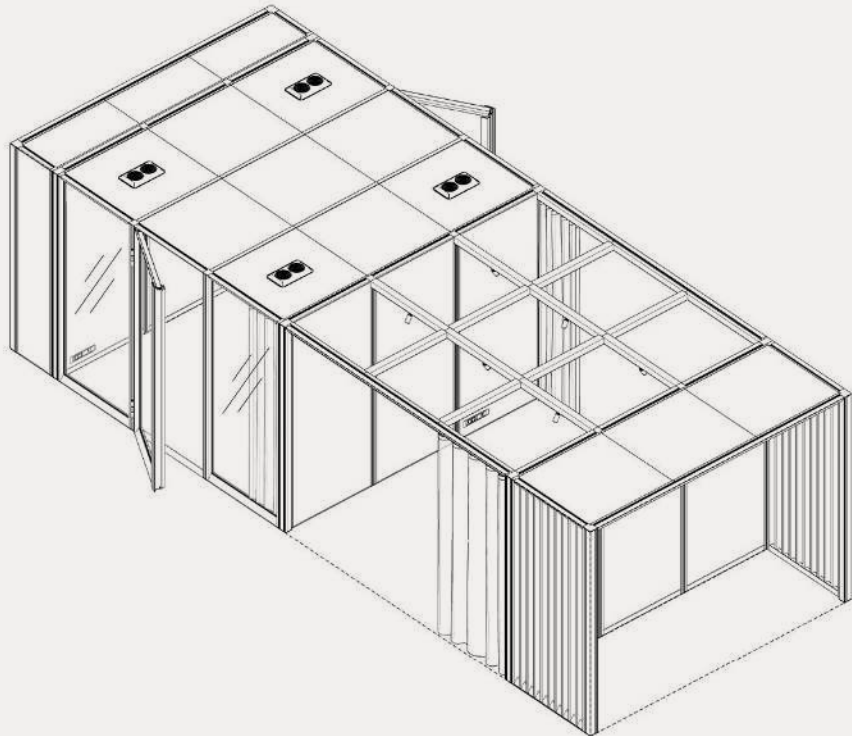
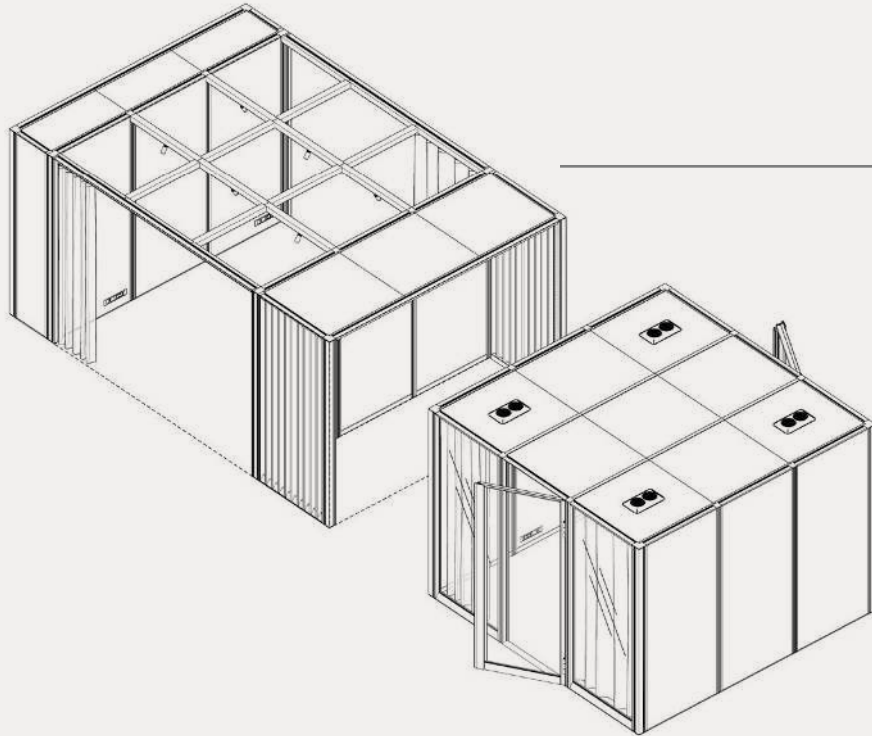
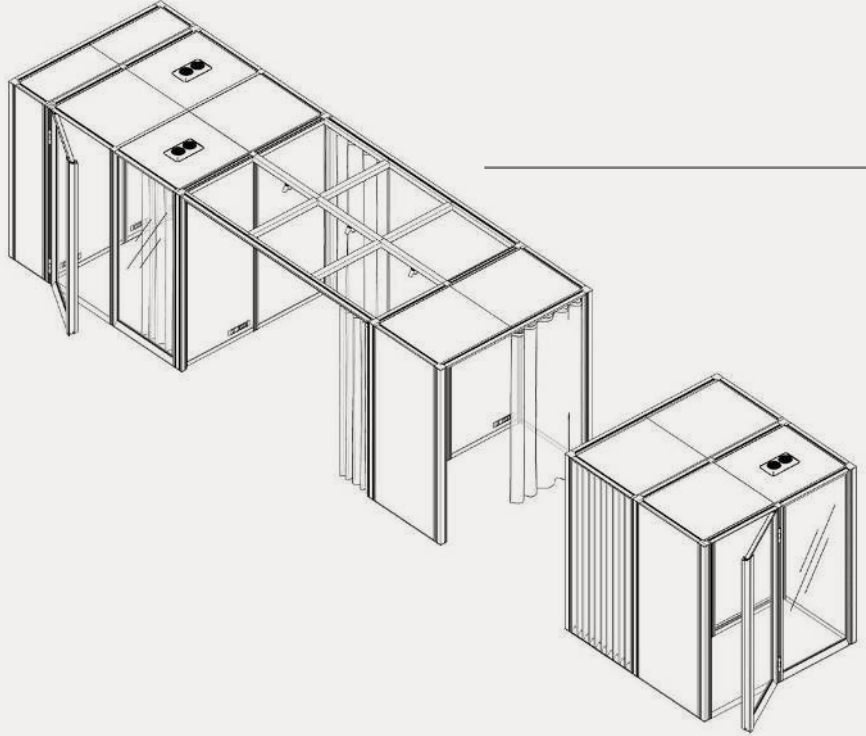
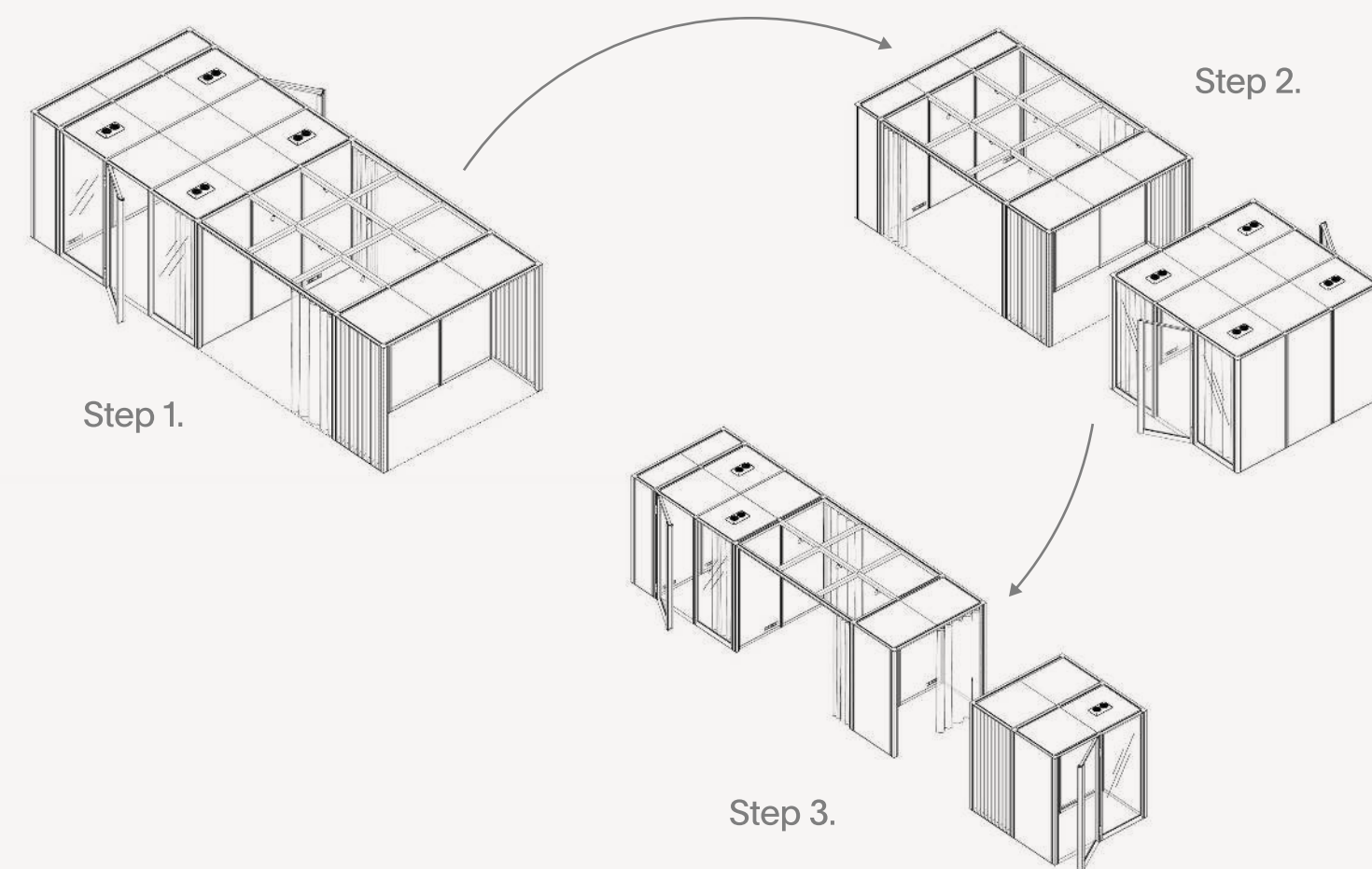


Table 1. Simplified material composition of Hub 185, 3 newly produced wall modules for 185 A & 185 B and 3 newly produced ceiling modules for 185 C & 185D

			
Hub 185	Hub 185 A & 185 B +3 wall modules	Hub 185 C & 185 D +3 ceiling modules	
No. of new modules	43	3	3
Total raw materials used for production (by weight in kg)	1805	212	64
Aluminum & Steel	1123	123	45
Plastics	107	20	4
Glass	186	0	0
Wood and wood-based material	116	34	0
Other	273	35	15
Energy used for production (kWh)	176	22	14

Circular by design

This approach prolongs lifespan, reduces environmental impact, and saves money. Instead of putting modules apart and sending them to recycle facilities, we give them second life at the stage where it does not require energy to circle them back into the system. Second to that, the reconfiguration of Modular is a manual exercise – it does not require drilling nor changing anything in the modules themselves. Like building bricks you can put them apart and put them back together afterwards.



A smarter way forward

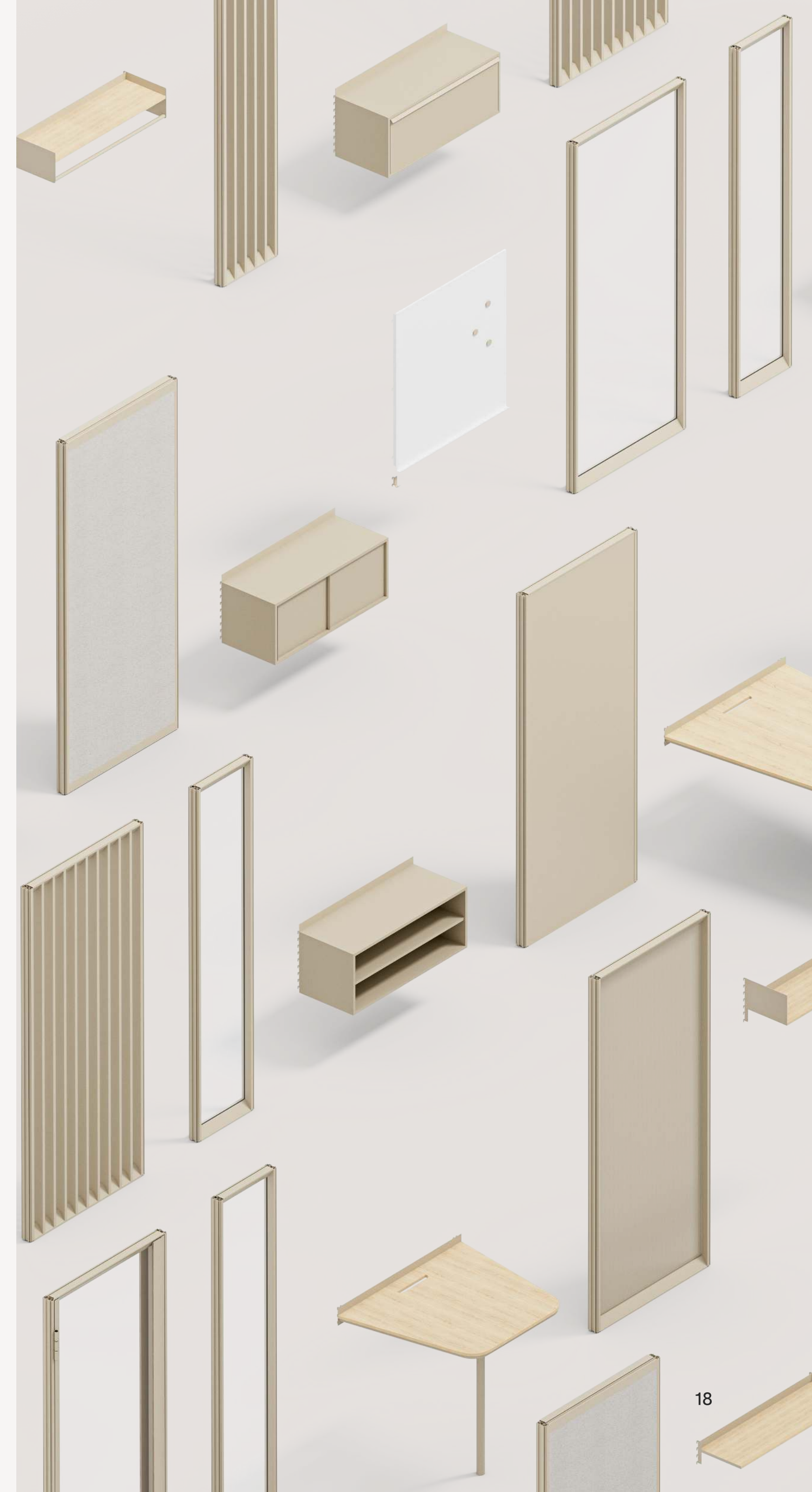
Building each of these configurations from scratch would not only cost much more, but it would also require using all the materials again and using the energy again to build it. Ensuring that these elements are recycled would also require energy and infrastructure which is still, in many places of the world, not available.

Yet, as the world changes, so too does the infrastructure in our offices — and through adaptability, we can give our modules a second, third or even fourth life.

In this challenge, in the first iteration we used all the modules. In the second iteration, we had to put 9 apart, as those did not fit into the new system. However, that does not mean those modules would have to go to waste – safely packed they can be kept for future changes.

The approach in which our clients and partners look at Mute Modular as blocks system is where we are heading to ensure longevity of the product and lower impact on the environment.

Instead of throwing away what no longer fits, we adapt. We rebuild using less. And in doing so, we empower our partners to create flexible spaces that evolve with them- without harming the environment.



Environment

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We believe that environmental stewardship starts with transparent manufacturing. This chapter reflects our ongoing efforts to design, produce, and grow in ways that respect the limits of our planet.



Emissions report

Progressive decarbonization is key to mitigating the impact of global warming. That is why we are looking into implementing measures to quantify and reduce our CO₂ emissions throughout the entire product lifecycle, from raw material extraction to manufacturing. We recognize that climate emergency demands real and collective change in how we design, manufacture, and distribute.

We report Scope 1, 2, and 3 emissions in accordance with the GHG Protocol Standard, with consulting support from TÜV Rheinland Polska. Emission factors for Scope 1 and 2 are sourced from national authorities (National Centre for Emissions Management) utility providers, and—where unavailable—from national grid averages (Energy Regulatory Office). For Scope 3 emissions, we apply activity-based data when available, and spend-based data from Climatiq and DEFRA databases when not.

Scope 1 & 2

Scope 1 emissions totaled over 240 tCO₂e, representing the largest share of our direct impact. Scope 2 emissions—indirect emissions from purchased energy—remain smaller, yet still significant. Year-over-year trends in Scope 1 and 2 reflect the company’s natural growth and the accompanying rise in emissions. Notably, Scope 2 emissions were significantly reduced through the use of energy sources with relatively low emission factors compared to the national average.

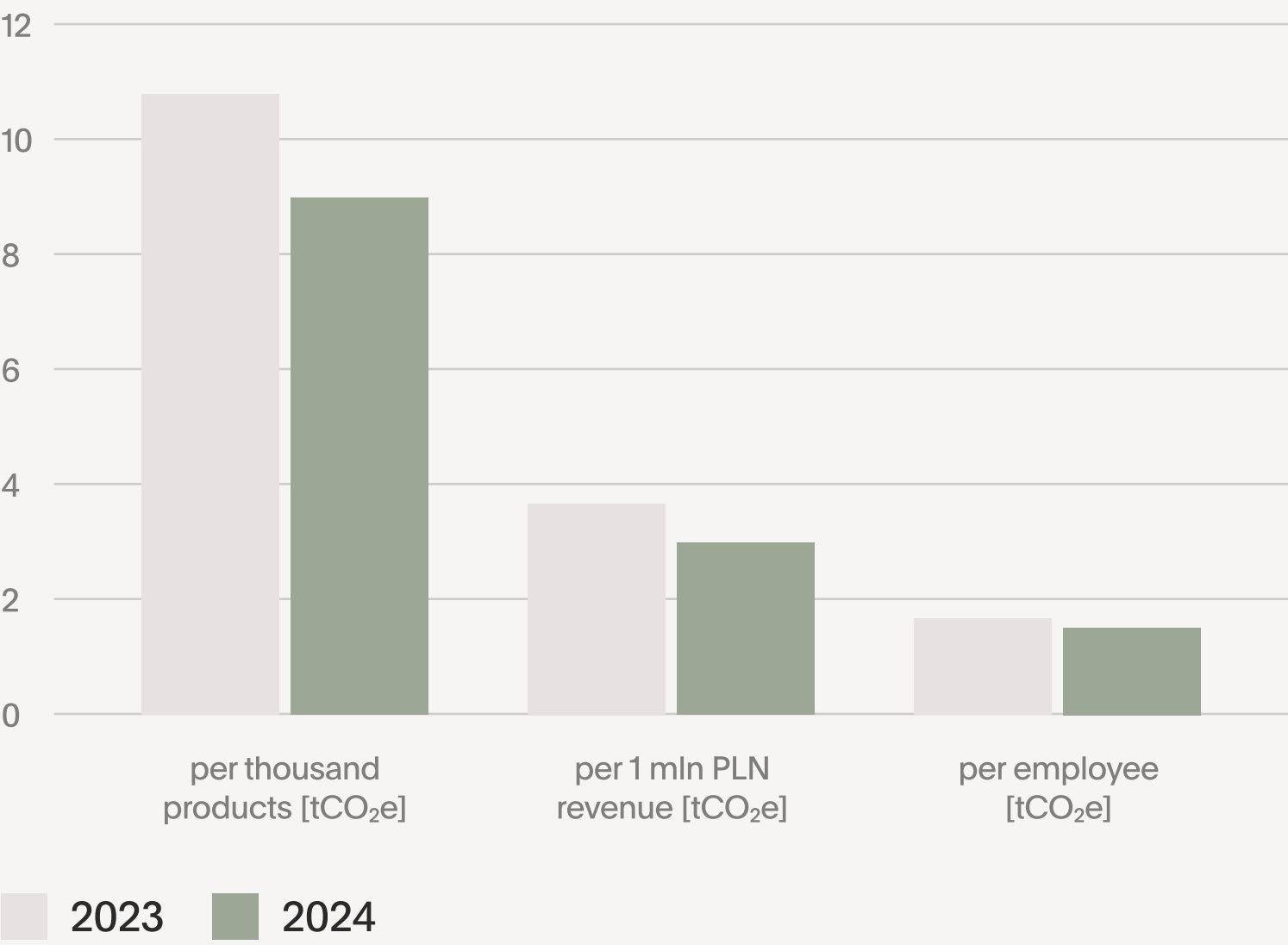
Our photovoltaic panels generated 54 MWh of clean energy in 2024, helping us avoid an estimated 32.26tCO₂e in location-based emissions and 11.38tCO₂e in market-based emissions—compared to sourcing the same amount of energy from third-party suppliers.

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Reduced emissions intensity

In 2024, we achieved a notable reduction in the intensity of our Scope 1 and 2 emissions. While total production increased from 29,000 units in 2023 to 37,000 units in 2024, the emissions per thousand products fell from 10.75 tCO₂e to 8.81 tCO₂e per thousand products produced. This improvement reflects enhanced energy efficiency across our facilities, strategic energy procurement, and increased self-generated renewable energy. Emissions intensity ratios also declined when measured per 1 mln PLN in revenue and per employee, underscoring broader efficiency gains throughout our operations (Chart 1).

Chart 1. Scope 1 & 2 GHG emissions intensity (market-based) 2023-2024



Scope 3

As the analysis shows, Scope 3 accounts for the largest portion of the company's emissions, with more than 20,000 tons of carbon dioxide equivalent. The majority of Scope 3 emissions are from purchased raw materials for the company's production purposes.

The majority of Scope 3 emissions are from purchased raw materials for the company's production purposes.

Table 2 presents, for the first time, we calculated the carbon footprint for categories 2 and 4, that is, for capital goods and upstream transportation, respectively. Data for category 8, which included emissions from leased storage, was included in Scope 1 in the current report. While minor categories such as business travel, employee commuting, and waste generated in operations contribute less than 1% each, their inclusion helps create a fuller picture of the company’s indirect emissions.

Table 1. Scope 3 emissions by category

Categories	2023 emission [tCO ₂ e]	2023 percentage [%]	2024 emission [tCO ₂ e]	2024 percentage [%]
Category 1: Purchased goods and services	15356,3	97,73%	20087,83	95,71%
Category 2: Capital goods	N/A	N/A	350,03	1,67%
Category 3: Fuel- and energy-related activities not included in Scope 1 and Scope 2	48,85	0,31%	81,65	0,39%
Category 4: Upstream transportation and distribution	N/A	N/A	104,37	0,50%
Category 5: Waste generated in operations	0,63	0,004%	0,81	0,004%
Category 6: Business travel	84,03	0,53%	44,61	0,21%
Category 7: Employee commuting	48,92	0,31%	118,48	0,56%
Category 8: Upstream leased assets	25,18	0,16%	N/A	N/A
Category 9: Downstream transportation and distribution	148,54	0,95%	200,3	0,95%
Total	15712,45		20988,08	

Total emissions

In all three scopes analyzed, total emissions for the entire year 2024 for Mute amounted to:

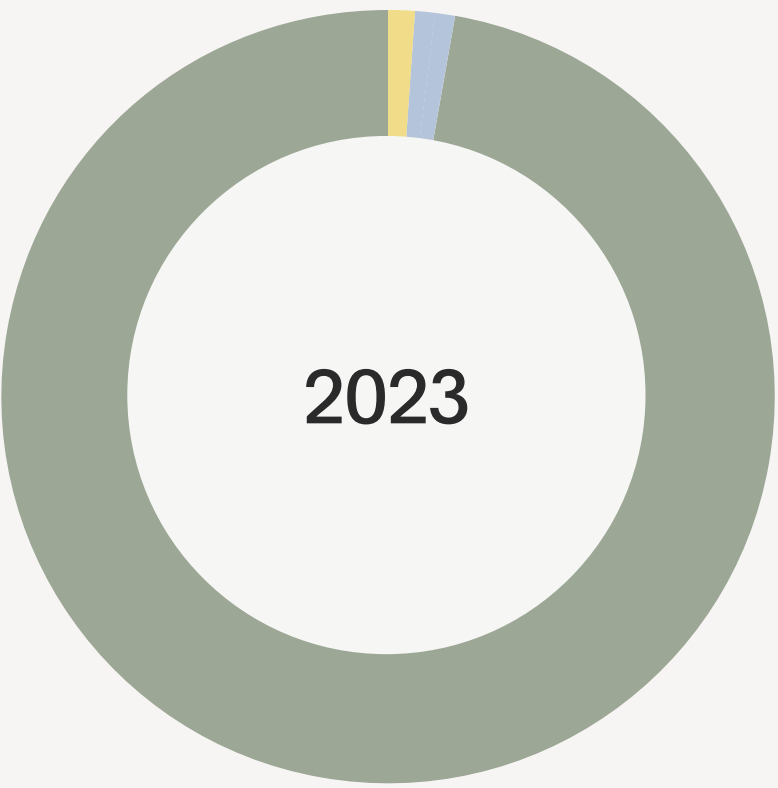
- 21,429.34 [tCO₂e] on a location-based basis, i.e. on a basis that takes into account the average emissions rate for energy in Poland.
- 21,318.37 [tCO₂e] on a market-based basis, i.e. on a basis that takes into account the purchasing decisions of Mute with respect to purchased energy, based on the indices published by energy suppliers.

Calculating our carbon footpring we refined the previous year's methodology.

- We have restated emissions for prior year (2023) following updates to our methodology, resulting in higher emissions than previously reported, specifically for Scope 3, category 1.
- Additionally, the Scope 3 analysis attempts for the first time to calculate the carbon footprint for categories 2 and 4, that is, for capital goods and upstream transportation, respectively.
- The data for category 8, which included emissions from the leased warehouse, was included in the current report in Scope 1.

Table 2. Total greenhouse gas emissions by scope (tCO₂e) in 2023–2024

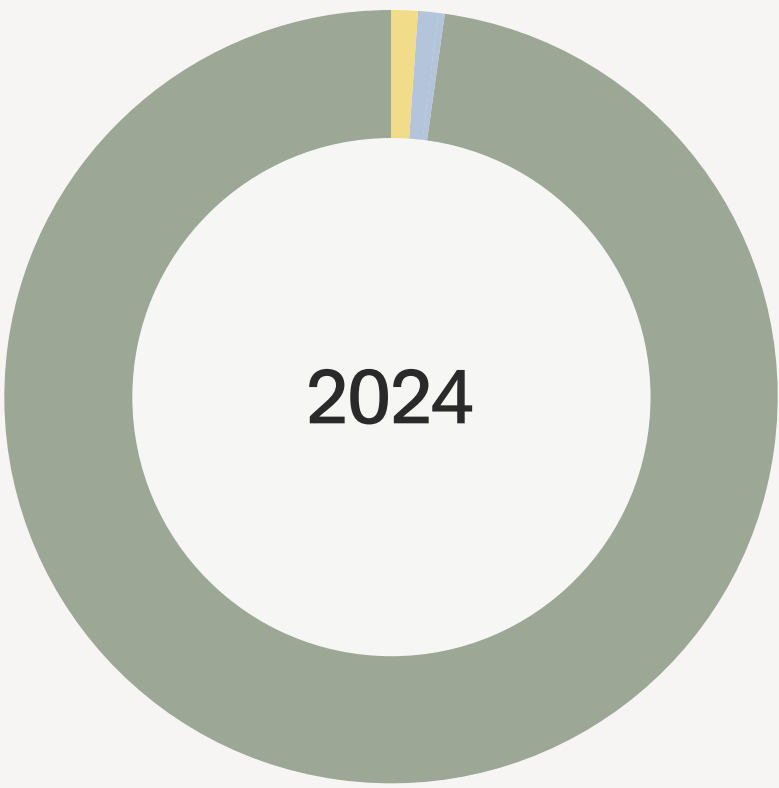
Emissions Scope	2023 emission [tCO2e]	2024 emission [tCO2e]
Scope 1	217.51	243.86
Scope 2 location based	130.15	197.41
Scope 2 market based	95.44	86.44
Scope 3	15356.30	20988.07
Total location based	15703.96	21429.34
Total market based	15669.25	21318.37



● Scope 1

● Scope 2 (market based)

● Scope 3



● Scope 1

● Scope 2 (market based)

● Scope 3

Material efficiency

In nature, there is no such thing as waste—what is discarded by one organism becomes nourishment for another. This principle of circularity inspires our approach to design and production. Every material can be intentionally designed to either return safely to the environment or serve as a high-quality input for future products.

As a production company, our most significant environmental impact comes from the products we create. This is clearly reflected in our emissions report, particularly in Scope 3, Category 3.1, which accounts for the upstream emissions from purchased goods and services.

Throughout 2024, the largest emissions were associated with the purchase and used raw and painted metals, totaling almost 11,840 [tCO₂e] and accounting for more than 58% of Category 1 emissions. The next significant emission values were related to the use of frames and countertops, fasteners, and aluminum components. Together, these four types of materials were responsible for 82% of the total emissions, or more than 16,600 [tCO₂e]. Total emissions from category 1 of Scope 3 amounted to nearly 20,300 [tCO₂e].

In 2022, our Space Pod model—then our core product—was made up of 56% wood and 22% steel by weight, making wood the primary material.

Today, in a typical configuration of our most popular product, Mute Modular, wood accounts for only 11% of total material weight, compared to 30.5% aluminum and 23.5% steel. This marks a clear shift in our material mix toward metal components.

MUTE.

At Mute, we are committed to developing products that support modular and adaptable architecture. This commitment forces us to look beyond the production phase—we take a holistic, lifecycle-based approach to product design.

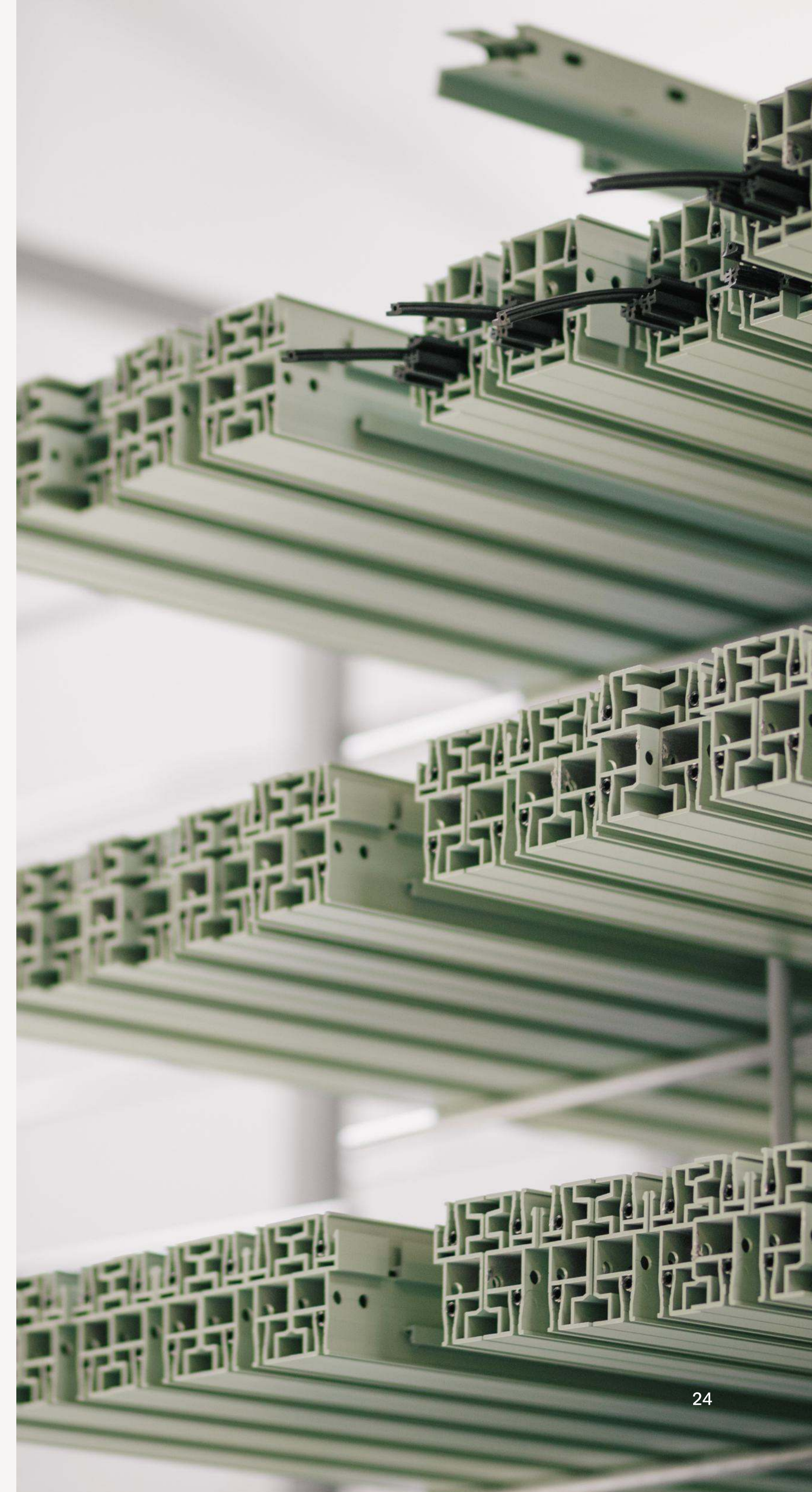
We carefully consider the origin, composition, and long-term impact of every material we use. Key questions guide our process: What resources are we sourcing? From where? And critically, how can these materials be reintegrated into natural systems at the end of the product's life?

As we design with disassembly in mind, we recognize the need to uphold high procurement standards, deepen our understanding of the environmental impact of each component, and continuously evaluate our broader design approach.

Aluminum & steel

Aluminum and steel are becoming increasingly important components of our product portfolio—and key contributors to our overall environmental impact. Aluminum is a lightweight, durable metal widely used across industries. While it is a non-renewable resource, it can be recycled indefinitely without any loss in quality. Globally, recycled aluminum accounts for roughly 40% of total aluminum production.

However, the growing demand for aluminum and the long lifespan of many products mean that, for now, most aluminum comes from raw materials rather than recycling.



Despite this, in 2024 50,3% of the aluminum from our main aluminum supplier came from recycled materials (37% pre-consumer scraps and 13,3% post-consumer scraps).

The material is sourced both from industrial production and end users – and re-cast at the supplier’s foundry. This helps reduce both material demand and emissions, supporting a more circular, local supply chain. Our material choices are guided both by environmental performance and functional longevity. The shift to recycled aluminum is one of several steps we’re taking to reduce the lifecycle impact of our products.

Steel, on the other hand, is an exceptionally strong material that enables stable and relatively lightweight construction, especially when formed into hollow sections from sheet metal.

While also non-renewable, steel holds the distinction of being the most recycled industrial material worldwide. With approximately 630 million tons processed annually and a recycling rate of 70%, some steel applications even exceed 90% recyclability. We’re actively engaging with our suppliers to increase transparency and ensure that the steel used in our products comes from verified, responsible sources—prioritizing recycled content and low-emission production wherever possible.

Textiles

We use a wide range of environmentally certified and recycled-content upholstery textiles from some of the world’s most renowned producers.

The materials demonstrate strong alignment with circular economy principles, indoor environmental health, and responsible sourcing.

MUTE.

- 16 out of 23 materials offered in our product contain recycled content, primarily post-consumer recycled polyester.
- We also use materials which integrate recycled wool and natural fibers (flax, virgin wool).
- Some of the materials we use are designed as mono materials to enhance recyclability and material recovery.

The upholstery materials feature an extensive range of third-party environmental and health attestations, including:

- **STANDARD 100 by OEKO-TEX®** – ensures materials are free from harmful substances.
- **EU Ecolabel** – denotes environmental impact across the product lifecycle.
- **Indoor Advantage™ Gold** – validates low VOC emissions for healthier indoor air.
- **Environmental Product Declarations (EPDs)** – support transparency in environmental impact.
- **REACH compliance** – confirms compliance with EU chemical safety legislation.
- **LBC Red List Compliant** – free from the most harmful chemicals in building materials.

Wood

In the past, almost all our products contained wood-based materials. Wood is durable, renewable, recyclable, and easily sourced in our region. Creating diverse products with wood is more manageable and has a short implementation process.

In 2024 among product groups that contain at least some wood-based materials were acoustic pods, privacy screens, sound absorbers acoustic lighting and our room-in-room system, Mute Modular.



Wood is a natural material used in various forms in our products, including MDF, particle board, paper, and solid wood. We source our wood from local suppliers in Poland and hold an FSC Chain of Custody certification. By using materials from FSC-certified forests, recycled content, and controlled sources, we support responsible forest management and help reduce our environmental impact.

The packaging we use for our products is mainly wood based – cardboard, cardboard boxes, wooden crates, cardboard flat packs. We ensure that this material is either reused or recycled.

Suppliers

Efficient logistics plays a key role in reducing resource waste and supporting sustainability. Whenever possible, we source materials from local suppliers – some of whom have been our trusted partners since the very beginning.

Our manufacturing facilities source many components and some fully assembled products from our first-tier suppliers, who may then source materials from their suppliers (second-tier suppliers to Mute). Our supply chain may go up to five tiers deep at times. We focus on areas where we have the most influence – primarily our first-tier, or direct, suppliers.

Most components used in our manufacturing process are sourced from suppliers in Poland. This strong local focus reduces environmental footprint of component sourcing, fosters collaboration, and drives shared innovation. By investing in nearby partners, we strengthen our supply chain, contribute to job creation and improved livelihoods. As we continue to assess and reduce our environmental footprint, we remain committed to ensuring our growth delivers positive, lasting impact at the local level.

MUTE.



Better manufacturing

Energy efficiency and sustainable infrastructure

Our factory, opened in 2019, was designed with energy efficiency as a core principle. Initially covering just a quarter of its current area, the facility has since expanded to over 11,000 square meters. The building has received an A-rating for low energy usage and boasts an energy performance of EA=38.9 KWh/m²/year.

To minimize energy use, we replaced traditional air conditioning systems with high thermal insulation and evaporative cooling technology. These efforts not only conserve energy but also reduce our environmental impact. Together with photovoltaic panels mentioned in the energy section, these efforts allowed us to lower down the intensity ratio of CO₂e per product sold.

A circular and streamlined production flow

Our manufacturing facilities are equipped with modern, high-precision machinery designed to maximize efficiency and minimize waste. This includes an advanced automated assembly line for wall modules, capable of completing units in under two minutes, and a numerically programmed fabric cutter that processes up to 50 layers simultaneously. These solutions significantly improve material yield, reduce offcuts, and ensure high repeatability and accuracy in production. Additional processes, such as CNC milling, laminating, and sewing, are optimized to use resources responsibly while maintaining consistent product quality.

Core production processes are carried out entirely in-house, including our own painting facility and the assembly of semi-finished modules. This vertical integration strengthens quality

control, shortens production cycles, and allows for precise alignment with customer requirements. With the exception of a limited stock of Jetson components, all products are manufactured to order. This approach eliminates overproduction, reduces material storage, and avoids unnecessary waste, contributing to a more sustainable and resource-efficient manufacturing model.

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Innovation and in-house R&D

Our in-house Research and Development Area serves as the incubator for innovation. Here, new products and components are tested and refined before full-scale production, allowing us to constantly evolve and improve our sustainability profile.

Our factory includes a 67 m³ sound lab where we test prototypes and acousticians conduct product performance evaluations. The space was specifically designed to maximize sound wave reflections by angling the surfaces.

This way we ensure that our products are best-in-class in terms of their acoustic performance.



Waste management

Waste management is a core part of our sustainability strategy and responsible production model. As an element of our commitment to sustainable practices, waste segregation is a mandatory standard implemented across our entire production site, ensuring effective handling and reducing our environmental footprint.

Table 4. showcases our production waste in the last year with comparison to 2023. In 2024, our company generated 98 tons of waste, with cardboard accounting for more than half of that volume. Most of our production waste is recyclable and includes materials such as cardboard, foil, textiles, and foam. These materials are directed to certified waste management partners, with whom we have formal agreements to ensure proper recycling process.

Textiles and foam are specifically processed for energy recovery processes, allowing us to turn waste into a renewable energy source and keep it out of landfills. As a result, we successfully diverted 77% of our waste from landfill in 2024—without relying on incineration.

We successfully diverted 77% of our waste from landfill in 2024—without relying on incineration.

As our operations expand, we’re also enhancing our waste monitoring systems. We now track and report on a broader range of waste streams than in the past, including glass, wooden packaging, metals, and production offcuts. Our goal is to extend this monitoring both upstream and downstream across our value chain.

As shown at the Table 4. significant rise has been observed in the paper and cardboard waste stream. This increase is primarily due to

Table 3. Production waste in 2024 vs. 2023

Waste stream	2023 (t)	2024 (t)
Hazardous waste	0,37	0,38
Paper and cardboard packaging	5,42	49,20
Plastic packaging	4,19	7,81
Plastic waste	1,67	2,27
Waste from processed textile fibers	17,48	21,40
Glass	–	7,48
Wooden packaging	–	1,98
Iron and steel	–	2,95
Aluminum	–	2,16
Other unspecified waste	–	0,74
Sewage scratches	–	2,56
Total	29,491	98,92

the growth of our Mute Modular system, which became our flagship product in 2024 and is transported in cardboard packaging. While this material is currently recycled, we are actively exploring options to reuse the packaging and further minimize environmental impact.

Looking ahead

Better, more sustainable manufacturing is not just a goal — it’s a guiding principle that shapes how we design, produce, and deliver our products. We are implementing lean management practices to streamline operations, reduce waste, and enhance efficiency across our production lines. Additionally, we are establishing a new powder coating facility within our factory, which will give us greater control over quality while significantly reducing CO₂ emissions by eliminating transport from external suppliers. Beyond these efforts, we continue to explore and adopt new technologies and methods that further minimize our environmental impact.

Society

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As a company focused on improving workspaces around the world, we're especially committed to practicing what we preach.

We feel a strong responsibility to create an exemplary work culture—one built on understanding, cooperation, and trust.

MUTE.



Our work culture

At Mute, we understand how much the work environment impacts people’s lives. We also know that a healthy, welcoming atmosphere is where talents thrive. We also believe that a positive culture not only attracts the best candidates but strengthens team bonds. That’s why, every day, we begin reshaping the world of work by starting with ourselves. From a transparent recruitment process to a clear communication policy and strong team integration efforts, we actively implement solutions that foster a culture of understanding, collaboration, and trust.

Finally, as one of the largest employers in the region, we recognize our responsibility to set a high standard for the work environment and working conditions. We believe that by leading by example, we can inspire other businesses in the region to prioritize employee well-being, fairness, and inclusivity. Creating a supportive workplace not only benefits our own team but also contributes to the broader development of the local community—economically, socially, and culturally. When companies invest in people, entire communities thrive.

In this chapter, you will discover key information about our team’s structure, including its diversity, growth trends, and demographic profile. We will also share the measures we have taken to create a safe and inclusive workplace. Furthermore, you will find details about our continuous development programs designed to enhance professional skills.



Our team

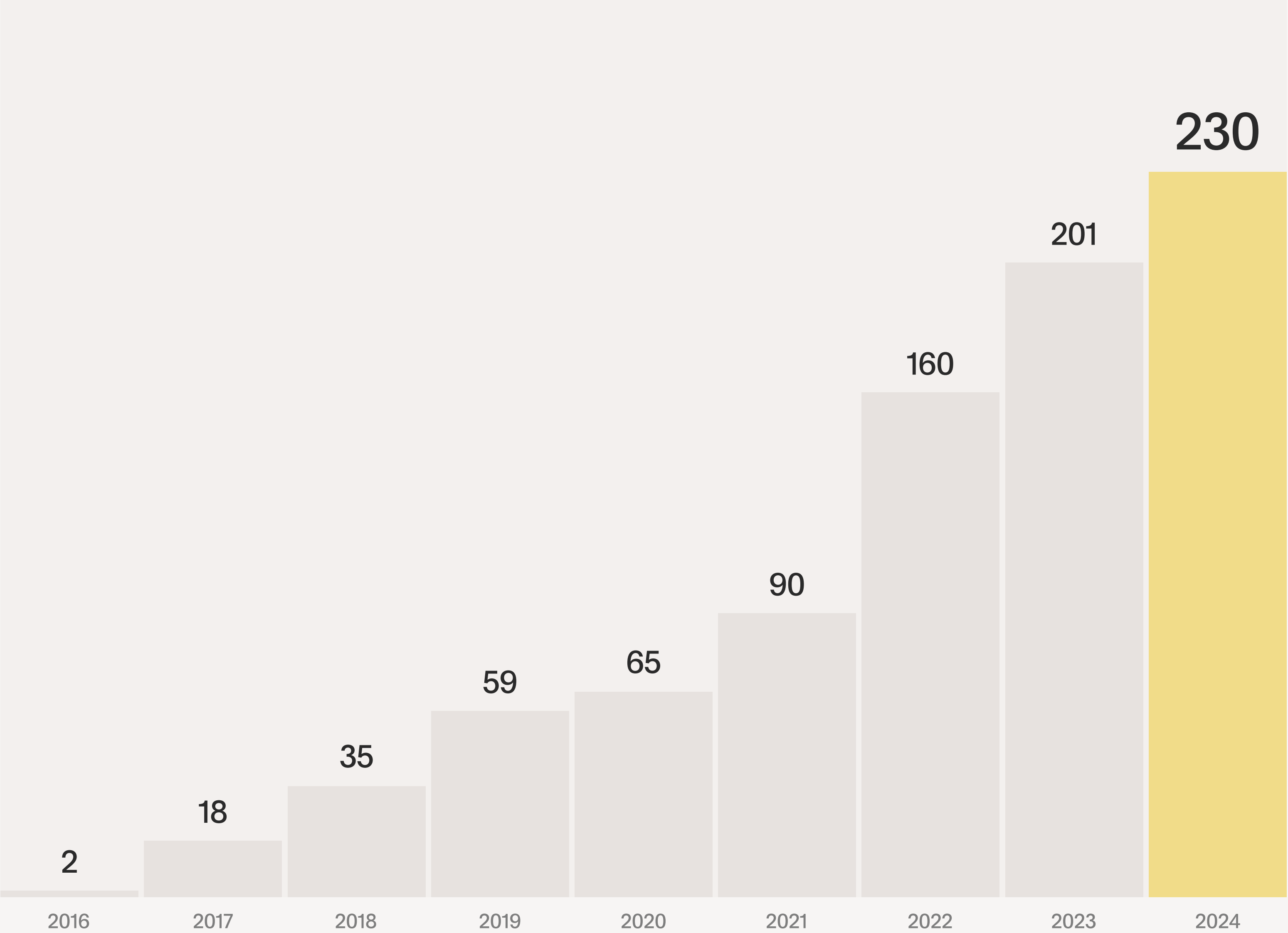
Our company is growing rapidly each year. Since December 2023, the number of our employees has increased from 201 to 230. To manage this growth effectively, we streamline processes and improve internal communication, keeping team members engaged across all departments. As we continue to expand, staying focused and collaborative across the organization is essential.

Our company benefits from high employee retention, fostered by a positive workplace culture and a supportive environment. In 2024, our employee retention rate was 0.95%, reflecting strong workforce stability —1.01% among women and 0.93% among men. Our employee turnover rate remained low, at 0.22% overall, with 0.17% among women and 0.26% among men—underlining the success of our people-first approach.

Currently, 28.7% of employees have been with Mute for over three years, while 26.5% have worked with us for two to three years. The remaining 44.8% joined within the last two years—reflecting both our dynamic growth and successful efforts in attracting new talent. This blend of broad expertise and fresh viewpoints is the key to our success. Our employees are our greatest strength and most valuable asset, as they are the driving force behind the innovation and quality of our products.

At Mute, we are committed to fostering a supportive work environment. We do not tolerate any form of discrimination in our workplace. When hiring, we focus on recognizing experience, talent, and skills, ensuring each candidate has the chance to showcase their potential. By the end of 2024, our team consisted of 230 professionals, including 170 men and 60 women. This gender imbalance largely reflects the composition of our production workforce

Chart 1. No. of employees working under employment contract 2016-2024



department—an area where roles often require specific physical qualifications and have traditionally attracted more male candidates. We are actively exploring ways to encourage greater gender diversity across all areas of the organization. All of our team members are directly employed by our company under an employment contract. In addition, we collaborate with 16 self-employed workers. You will find more information on this topic in the Table 5.

Our senior management comprises 2 women and 2 men, while 10 men and 7 women hold mid-management positions. Overall, women represent 43% of leadership positions, while men account for 57%, reflecting our commitment to creating a balanced and inclusive workplace.

We believe that age diversity strengthens our organization and contributes to a more resilient workplace culture. Of our 230 employees, 72 are under 30 years old, 132 are between 30 and 50, and 26 are over the age of 50. We are committed to fostering an inclusive environment in which individuals of all ages feel valued and supported—whether they are recent graduates or experienced professionals.

Table 1. Management positions of men and women at Mute

	Women	Men
Senior Management	2	2
Management	7	10
Total	9	12

Table 2. Employees by type of employment, 2023-2024 comparison [GRI 2-7]

	2023	2024
Number of employees on employment contract	201	230
Number of full-time employees	196	224
Number of part-time employees	5	6
Number of employees on permanent contracts	78	109
Number of employees on fixed-term contracts	123	121

Table 3. Employee by age group, 2023-2024 comparison [GRI 2-8]

	2023	2024
Under 30 years old	72	72
30-50 years old	108	132
Over 50 years old	16	26
Total employees	196	230

Table 4. Employees by type of employment and gender [GRI 2-7]

	Female	Male	Total
Number of employees on employment contract	60	170	230
Number of full-time employees	57	167	224
Number of part-time employees	3	3	6
Number of employees on permanent contracts	36	73	109
Number of employees on fixed-term contracts	24	97	121

Table 5. Workers under non-standard contracts [GRI 2-8]

	Female	Male	Total
Number of workers who are not employees (self-employed)	4	12	16
Number of workers under civil-law contract	3	1	4
Total employees	7	13	20

Safe work conditions

Production hall safety

Regular risk assessment is particularly important when working with advanced machinery during our production processes. Our company has a dedicated Health and Safety service that regularly monitors working conditions and ensures compliance with health and safety regulations. It keeps the employer informed about any workplace hazards and provides recommendations for eliminating them.

Additionally, employer-appointed teams carry out risk assessments for specific job positions. We systematically conduct audits focused on fire safety and workplace health and safety to guarantee ongoing compliance with the latest standards.

In partnership with the State Fire Service, we deliver regular, comprehensive fire safety training sessions, ensuring the highest level of protection for everyone on site. Additionally, an evacuation drill is carried out every two years.

All production staff are equipped with personal protective clothing and hearing-protection devices. However, it is worth noting that in 2024, noise levels during the standard 8-hour workday did not exceed the maximum permissible limits.

In 2023, we recorded one workplace accident in our production hall, followed by two accidents in 2024 at the same location.

Each incident was managed in accordance with our internal safety procedures. This included securing the accident site, providing first aid, and reporting the event to supervisors, Health and Safety team, and national authorities.

We conducted thorough investigations to understand the circumstances of each case, with all relevant materials securely archived. Moreover, preventive measures were introduced to reduce the likelihood of similar incidents in the future.

Safe work conditions

Upon starting their employment, every team member undergoes general health and safety training, complemented by specific guidance tailored to their role. In 2024, 100% of new hires completed this essential learning. This ensures a safe and confident start, as well as secure working conditions. The training is repeated every 3 years for manual labor positions and every 6 years for administrative and office roles.

Managers, supervisors, and team leaders undergo mandatory occupational health and safety training for management roles every 5 years.

Additionally, some of our employees are skilled in first aid and in the use of AED devices. In 2024, 20 employees from various teams completed advanced first aid training. It equipped them with essential skills for providing immediate medical assistance when needed.

Beyond compliance, we are actively integrating ergonomic workplace design in our office spaces to enhance comfort and productivity. This includes back-friendly chairs, height-adjustable desks, sound-proof panels and properly positioned monitors to reduce head, back, and eye strain. Employees also have access to acoustic pods, which provide a quiet environment for tasks that require deep concentration.



Remuneration

Key statistics

We are committed to building a culture of fairness, where transparent compensation ensures equal pay for equal work, regardless of age and gender. By investing in specialists, leaders, and top talents, we foster business success, drive innovation, and demonstrate our commitment to recognizing excellence. At the same time, we maintain a fair and motivating compensation structure for every employee, valuing individual contribution. From 2023 to 2024, the average salary increased by 11.27%.

We strive to maintain a balanced and fair remuneration structure, minimizing excessive disparities between roles. In 2023, the highest earner at our company received an annual salary 5.47 times greater than the median employee wage (excluding the highest earner).

The pay disparity among production employees performing the same job within the same department narrowed from 6% in 2023 (94%) to 2.35% in 2024 (97.65%), reflecting improved pay consistency for comparable roles.

Among managers supervising similar teams, the pay disparity widened, increasing from 1.75% in 2023 (98.25%) to 5.27% in 2024 (94.73%). By contrast, for senior managers overseeing administrative teams, the pay disparity decreased from 4% (96%) to 3% (97%), highlighting greater alignment in compensation at the leadership level.

We are committed to building a culture of fairness, where transparent compensation ensures equal pay for equal work.

The gender-based pay disparity also declined slightly. In 2023, women earned on average 4.17% less than men (95.83%), while in 2024 this gap reduced to 3.81% (96.19%). This result compares favorably with the national average in Poland (7,8%) and the European Union average (12%).¹

It must be mentioned that all these differences are influenced by systemic factors such as experience levels and tenure, which we are actively monitoring.

¹ Gender pay gap statistics - Statistics Explained - Eurostat



Work environment

Prioritizing the health and well-being of each team member—whether at headquarters or in the factory—remains essential. We therefore offer a range of programs and initiatives aimed at creating a supportive workplace. Our goal is to make each team member feel appreciated and encouraged to give their best. We believe that when people thrive, so does our company.

From fair candidate selection to performance evaluation:

- **Recruitment:** We funded two Mute Scholarships, supporting two remarkable students from two different parts of the world. One was granted for the second time to the top student in the mechatronics class at the School Complex in Turek. The second was granted for the first time as a Student Award during the Architecture Masters course’s End of Year Show at Loughborough University.
- **Employee onboarding program:** As part of the onboarding process, new employees take part in the “Buddy Program Project”. New hires are assigned a dedicated “Buddy”, an experienced employee who supports them during their first weeks of work.

This personal guide provides friendly support, shares insider tips about company procedures, and helps the newcomer smoothly integrate into the team, ensuring they feel welcomed and connected.

All new team members undergo comprehensive product training and acquire in-depth knowledge of our products and brand positioning. We treat everyone on the team as a potential brand ambassador—this helps us communicate clearly and consistently with all stakeholders.

- **Transparent expectations and defined scope of work:** To maintain clarity from the start, we use a comprehensive job description template. It clearly outlines key responsibilities, necessary qualifications and employee benefits. This way, applicants can fully understand the role and their potential career path. Throughout employment, we ensure transparent communication, regularly reviewing expectations to keep each team member aligned and supported in their development.
- **Annual performance evaluations:** In 2024, performance evaluations were conducted as a pilot project in certain teams. This initiative was very well received by both employees and managers. We are gradually implementing this system step by step, cascading it through all levels of organizational structure.

Our goal is to make each team member feel appreciated and encouraged to give their best. We believe that when people thrive, so does our company.

Whistleblower channel

Each employee has access to an internal system for reporting misuse, unethical behavior and legal violations, with the option to report anonymously. By fostering open communication, we can address issues promptly, ensuring transparency and maintaining a safe, respectful workplace for everyone.

Benefits and development

Training and development programs

We encourage our team to grow and develop within their roles. Our specialists and experts participate in a broad range of training aligned with their day-to-day work: from technical upskilling and sales or negotiation techniques to accounting procedures, quality management, and soft skills. In the past year, 30% of our team attended at least one of 17 external training programs.

Given our international presence, we also support the development of language skills by sponsoring foreign language courses for 29% of administrative employees.

We believe in sharing expertise internally. That’s why we regularly organize internal training sessions—including in-depth product presentations, cross-departmental collaboration workshops, and introductory courses on the basics of acoustics. Last year, more than 50% of our employees participated in at least one of these internal learning initiatives.

Internal communication

We prioritize transparent and inclusive communication across all levels of the organization. Each quarter, we organize a company-wide event called “Mute Meet-up,” where we present key financial information, address current challenges, and create space for open dialogue with our team.

To keep everyone informed between these meetings, we also produce a monthly newsletter, “From the World of Mute.” It provides updates on new initiatives, internal achievements and team news.

The newsletter is shared via email with administrative staff and made accessible to production teams through posters with QR codes placed in common areas.

Finally, we organize inspirational sessions called “More of Mute”, where different teams share the ins and outs of their work—providing insights into their daily challenges and broadening perspectives across the company.

Benefits

At Mute, we support our employees' health, well-being, and quality of life. Our benefits include holiday subsidies, private healthcare, life insurance, and a pension plan. These are available to all team members, whether they are employed on a permanent or temporary basis.

Team integration events

To support team integration and strengthen company culture, we have been hosting annual events since 2021—most notably the Mute Summer Fest, a large celebration held near our factory for all employees. In 2024, due to financial considerations, we shifted our approach and introduced smaller, team-focused events. Each team is now given a dedicated integration budget to organize team-building activities tailored to their needs.

We believe in the unifying power of sports. Every week, employees meet at a gym to play football and stay active together.

Each year, we celebrate Children’s Day, inviting employees and their families to enjoy fun activities and a workplace tour.

MUTE.



Governance

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We take responsibility not only for the products we deliver, but also for nurturing fair, transparent relationships with our stakeholders and supporting the communities we're part of.

MUTE.



Corporate structure

Mute Sp. z o.o. is a privately held company based in Poland. Our factory is in Galew (Turek county), with our headquarters located in Warsaw. We have a presence in several countries, with five exclusive showrooms and two partner showrooms across the UK, USA, France, Poland, and Germany.

As a privately owned and managed company, all decisions and evaluations of governance are performed internally following consultation with the relevant business and legal executives.

Governance over sustainability-related topics

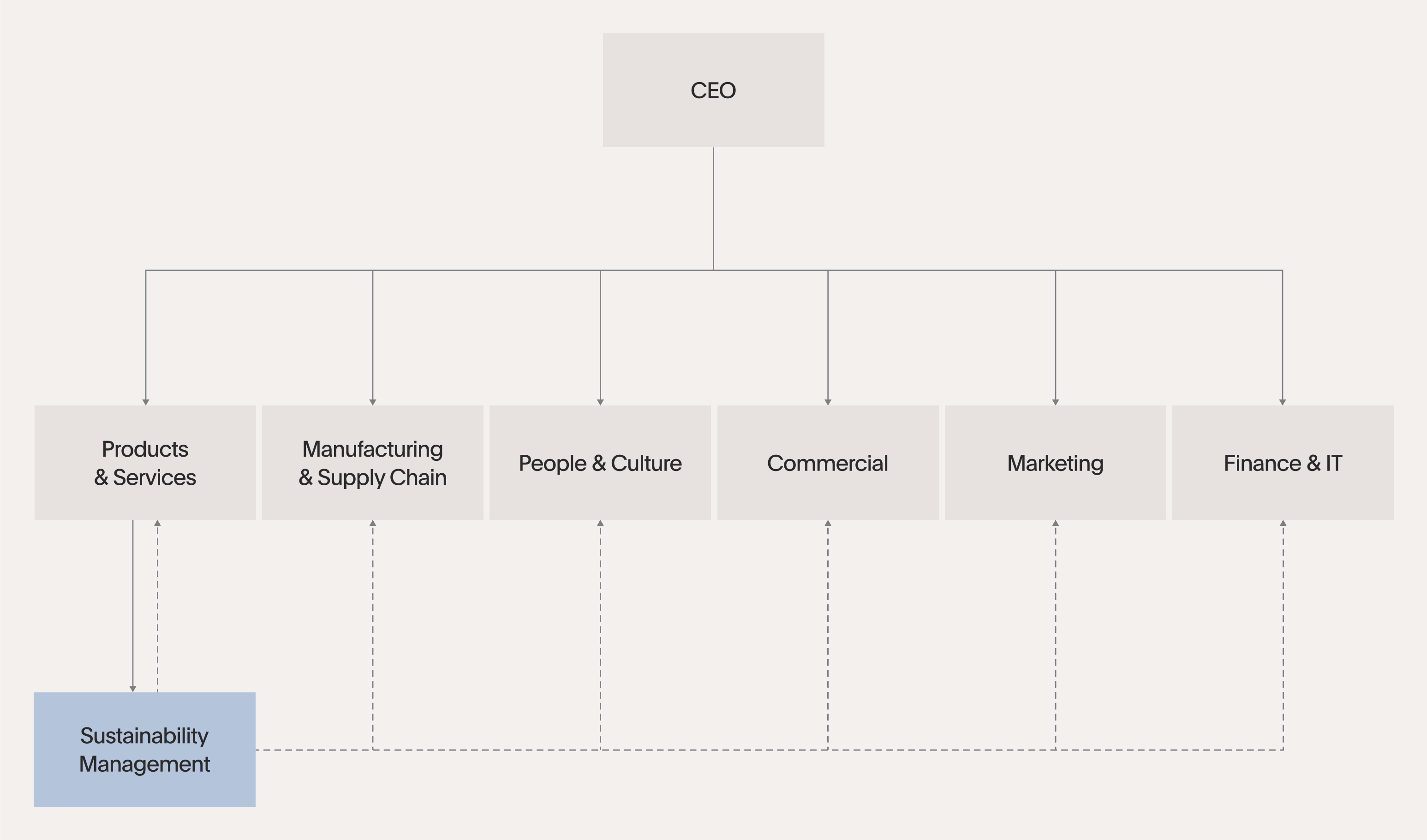
Sustainability management is placed within the Product & Services department. Our Sustainability Manager (in position since May 2025) in conjunction with the appropriate executives is given the responsibility to develop and update the sustainability strategy and its goals in relation to environmental and social topics which are then approved by the CEO and owner. Our founder and CEO oversees management of impacts.

Responsibility for achieving goals is delegated throughout the organization to employees best suited for the activities required. Since this is our first year with a dedicated person overseeing sustainability, many areas are currently under review and will be addressed in our next report.

Preliminary stakeholder analysis

We want to be recognized globally as a company that manufactures products of the highest quality while operating ethically. Trust is central to this, and we earn it by consistently acting with integrity.

Chart 1. Governance over sustainability-related topics



We value the input of our employees, customers, and all our stakeholders. To ensure that feedback is sought, heard and incorporated we need to begin following the stakeholder identification process.

To begin with, we identified stakeholders that could be affected by or can influence the sustainability of our company, either directly or indirectly (Table 1).

Preliminary materiality analysis

During our stakeholder analysis, we also preliminarily identified seven priority material issues that are critical to Mute’s long-term sustainability performance. These topics were selected based on last year’s report and analysis, a summary of Mute’s key stakeholders, informed by UN Sustainable Development Goals (SDGs) and a review of industry-wide approaches to sustainability metrics (Chart 1.).

- Climate Adaptation and Protection [E] ●
- Resource Inflows and Consumption [E/S] ●●
- Sustainable Procurement [E/S] ●●
- Sustainable & Innovative Product Design [E] ●
- Employment Conditions [S] ●
- Equal Rights and Opportunities [S] ●
- Ethical Business Practices [G] ●

As we progress, Mute is committed to establishing clear, measurable, and actionable objectives for each of these focus areas, ensuring alignment with our broader environmental, social, and governance (ESG) strategy.

Table 1. The Stakeholder analysis

Stakeholder group	Interests / Concerns
Mute Employees	Fair compensation, safe work conditions, personal development, inclusion
Customers	Sustainable, high-quality, and adaptable office solutions delivered on time and within the budget
Architecture & Design industry	Sustainable product design, innovative & future-proof solutions, new ways of responding to the changing building environment.
Suppliers	Transparent, long-term relationships, ethical standards, local engagement
End-users of our products	Comfortable work environment, product safety and quality
Local Communities	Stable employment, economic development, environmental impact, CSR initiatives

Ethical business

Environmental and social compliance

In 2024, there were no incidents of non-compliance, complaints, fines or sanctions related to environmental or social laws.

Customer service & data protection

Mute has dedicated sales and customer service teams to provide high-quality customer service, including, but not limited to, information on products, shipping and delivery, upgrades and repairs, and warranties.

We take customer complaints and dispute resolution very seriously. Mute secures and protects the confidentiality of customer data. Adhering to the EU GDPR directive, we collect only the necessary data and educate staff on protecting their own and customer data. This helps us effectively safeguard information for ourselves and our clients. Moreover, we continuously educate employees about data security through regular workshops and online courses.



Corporate social responsibility

As part of our broader ESG commitments, we take our social responsibilities seriously and are dedicated to making a positive contribution in the regions where we operate.

To ensure a structured and strategic approach to local communities, we established a cross-functional corporate social responsibility) working group in 2022. This team plays a central role in coordinating our initiatives and aligning them with our long-term business strategy. In 2024, the group advanced several impactful projects—some as part of our ongoing commitments, others launched in response to new needs and opportunities identified through stakeholder engagement and internal dialogue.

Mute Scholarship: We funded two Mute Scholarships, supporting two remarkable students from two different parts of the world. One was awarded for the second consecutive year to the top student in the mechatronics class at the School Complex in Turek. The other was presented for the first time as a Student Award during the Architecture Masters course’s End of Year Show at Loughborough University.

“Noise is Harmful” Initiative: We continued our educational workshop series in primary schools in Galew and Warsaw. These sessions introduce children to the basics of acoustics and raise awareness about the negative impact of noise. Led by our experts, the interactive lessons feature hands-on experiments, group activities, and even a ukulele concert to make learning engaging and memorable. The initiative received coverage from local media and sparked strong interest from other schools in the region, many of which have invited us to return in the coming years.

Szlachetna Paczka: As every year, we participated in the Szlachetna Paczka (“A Noble Gift”), a Polish nationwide charity campaign to support people in difficult financial situations in the pre-Christmas period. In 2024, our collected gifts broke the all-time record both in weight and value.

“Back to Bag” Program: In an effort to use every last piece of fabric generated during production, we launched an upcycling program called “Back to Bag.” We transform off-cuts into durable, stylish bags instead of sending them to landfill, turning would-be waste into something functional and appealing. We are proud to report that the project has already produced more than 500 bags—and this is only the beginning. Bags are distributed during our events, trade shows, and in our showrooms.

“Quiet Corner” in Primary School: In collaboration with the administration of the primary school in Grzymiszew, we supported the creation of a “Quiet Corner” by donating a set of acoustic panels and privacy screens. Installed in a school corridor, the zone now serves as an acoustic oasis—a peaceful retreat for children who need a break from the everyday noise of school life.



How we report

This publication consolidates information for the calendar year 2024 and marks Mute’s second annual sustainability report. Where applicable, we have included year-on-year comparative data to provide context and demonstrate progress.

The 2024 edition has been prepared with reference to the GRI Standards (2021), as indicated by the GRI Content Index included throughout the text. Please note that this report has not been externally assured.

Our commitment to sustainable growth is grounded in transparency and continuous engagement with our stakeholders. We welcome feedback, questions, and suggestions at sustainability@mute.design—we look forward to hearing from you.

GRI content index

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About Mute
	2-2 Entities included in the organization’s sustainability reporting	About Mute, Corporate Structure
	2-3 Reporting period, frequency and contact point	Footnotes
	2-4 Restatements of information	Emissions report
	2-6 Activities, value chain and other business relationships	About Mute, Material Efficiency, Suppliers, Better Manufacturing, Community - CSR
	2-7 Employees	Our team
	2-8 Workers who are not employees	Our team
	2-9 Governance structure and composition	Corporate structure
	2-11 Chair of the highest governance body	Corporate structure
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate structure
	2-13 Delegation of responsibility for managing impacts	Governance over sustainability-related topics
	2-14 Role of the highest governance body in sustainability reporting	Governance over sustainability-related topics
	2-21 Annual total compensation ratio	Remuneration

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Preliminary material analysis
	3-2 List of material topics	Preliminary material analysis
	3-3 Management of material topics	Governance over sustainability-related topics
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Suppliers
GRI 301: Materials 2016	301-1 Materials used by weight or by volume	Material Efficiency
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions report, Scope 1&2
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions report, Scope 1&2
	305-3 Other indirect (Scope 3) GHG emissions	Emissions report, Scope 3
	305-4 GHG emissions intensity	Emissions report, Scope 1&2
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Better Manufacturing, Waste management
	306-2 Management of significant waste-related impacts	Better Manufacturing, Waste management
	306-3 Waste generated	Better Manufacturing, Waste management
	306-4 Waste diverted from disposal	Better Manufacturing, Waste management
	306-5 Waste directed to disposal	Better Manufacturing, Waste management

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and safety
	403-3 Occupational health services	Health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety
	403-5 Worker training on occupational health and safety	Health and safety, Safe work conditions
	403-6 Promotion of worker health	Benefits and development, Benefits
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety, Production Hall safety
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our team
	405-2 Ratio of basic salary and remuneration of women to men	Remuneration
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Governance, Community - CSR

Statement of use: Mute sp. z o.o. has reported the information cited in this GRI content index for the period 1.01.2024-31.12.2024 with reference to the GRI Standards.

GRI used: GRI 1: Foundation 2021

SDG index

The UN Sustainable Development Goals (SDGs) offer a global framework to address urgent challenges like poverty, climate change, and inequality. They inform our materiality assessment and guide our long-term sustainability ambitions. With the world off track to meet the 2030 targets, the role of business is more critical than ever. The 17 interconnected goals promote a balance of social, environmental, and economic progress. We are aligning our sustainability strategy with the following SDGs:

Sustainable Development Goals	Materiality topic	Influence through our actions (location)
3 GOOD HEALTH AND WELL-BEING Good Health and Well-being	Employment Conditions	Our Team, Our Work Culture, Benefits and Development
5 GENDER EQUALITY Gender Equality	Equal Rights and Opportunities	Our Team
7 AFFORDABLE AND CLEAN ENERGY Affordable and Clean Energy	Climate Adaptation and Protection	Emission & Energy Report
8 DECENT WORK AND ECONOMIC GROWTH Decent Work and Economic Growth	Employment Conditions	Remuneration, Better Manufacturing
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Industry, Innovation and Infrastructure	Sustainable & Innovative Product Design	About Us, Better Manufacturing
10 REDUCED INEQUALITIES Reduced Inequality	Equal Rights and Opportunities	Our Team
12 RESPONSIBLE CONSUMPTION AND PRODUCTION Responsible Consumption and Production	Resource Inflows and Consumption and Sustainable Procurement	Material Efficiency
13 CLIMATE ACTION Climate Action	Climate Adaptation and Protection	Emission & Energy Report

Credits

This report was developed by an internal team at Mute, using reliable data gathered from both internal operations and external sources.

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