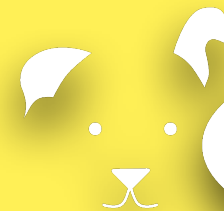




Sustainability report 2023

Pino Solutions

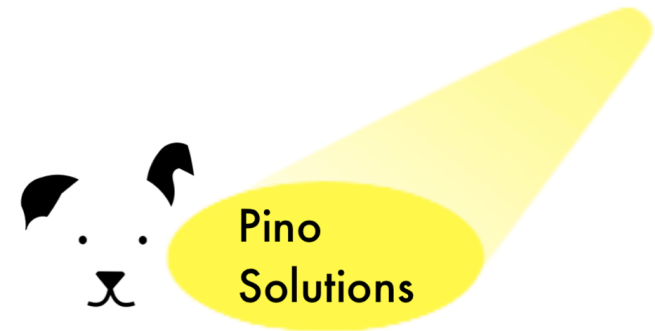


Pino
Solutions

**This way we ensure
that we can also make a
difference in the future**

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**“We are fully
committed to
innovation”.**

Why this report?



This is our first sustainability report and an initiative of our founders. We want to create a solid foundation for everything we do. The challenges our sector faces are not insignificant, which is why we would like to contribute constructively to solutions.

We use this report as an instrument to make better decisions as a company and would like to inform everyone about the goals we are setting for ourselves in the coming years. That is why we compiled this detailed report about our efforts to deliver a complete product.

The report is based in the GRI guidelines, a universal framework for sustainability reporting, and creates a clear picture of the impact of our activities and what we did to minimize it as much as possible.

Our commitment to sustainable entrepreneurship takes our products to a new level. It tells our story and reveals our ambition for the coming years.

We don't want to grow at the expense of the planet, we want to contribute to a better world for this generation and the next. The principles of the UN Sustainable Development Goals (SDGs) show us the way.

Naturally, environmental actions are not enough to increase our market share. We are fully committed to innovation and services that put our customers first. We hope to realize our sky-high sustainability ambitions in the coming period.

What you must know before you read on

Reporting period

Our reporting period runs from **January 1, 2019 to December 31 2023**. It documents our progress since the first Pino Solutions systems came onto the market.



Scope

This report highlights our **strategy for sustainable entrepreneurship** and applies to the entire Arovitec group, which includes the activities of the brands Pino Solutions, Roadtech Services, Vintage Design Boutique and The Architective. According to European guidelines, sustainability reporting is mandatory for large companies. As a small company, we fall outside this obligation but still want to be transparent.

Approach

The themes in this report were carefully chosen based on their relevance for Pino Solutions and all our stakeholders. It is based on analysis of data from the very diverse activities within the Arovitec company structure. Where possible, we try to provide concrete examples with figures to demonstrate the efficiency culture our company.

“We hope to realize our sky-high sustainability ambitions in the coming period.”

“Sustainability goes much further than just reducing the footprint.”

Our strategy



To achieve our ambitious goals, we formulated five strategic pillars. In addition, we align our activities with the Paris Agreement, contribute to the UN Sustainable Development Goals (see below) and fully support the European Green Deal, which aims for climate neutrality by 2050. We have already tried to translate those objectives into concrete business goals, with the intention of reducing our environmental impact per completed project.

Because we are a small company, we can be very flexible and adapt quickly if stricter or additional requirements are imposed on the service chain at local or supralocal level.

Sustainability is just one pillar of our Pino Solutions philosophy and goes much further than just reducing the footprint, it is an attitude that runs like a common thread from concept to implementation.

Customer Value

We build a sustainable relationship of trust with our customers. Through our flexible solutions for dimmer and power distribution, we inspire and encourage technicians with our continually innovative and extensive product range.

We appreciate the feedback we receive from the floor and tried to incorporate it as best as possible in an update or a new install project.

Our collaboration with our stakeholders ensures that we always provide new solutions to their challenges.

That is why we can also develop new products that *really* work.

Reference for the Sector

We aspire to become the reference for sustainable power solutions and we try to do this by continually challenging ourselves. By innovating and responding to the constantly evolving trends in our sector and society, we try to translate these ambitions into practice.

We are thinking of new government requirements, developments in electronics, but also global warming, scarcity of raw materials, disruption of the supply chain and so on.

In our innovative product roadmap we determined how our products could adapt to various trends in the consumer market such as ease of use, ergonomics, availability and environmental awareness.

Operational Excellence

Pino Solutions succeeds in organizing processes very efficiently throughout the supply chain and always delivering a consistent and reliable product. We owe this to the experience of our R&D team, the skills of our technicians and feedback to end users.

Sustainability as an Attitude

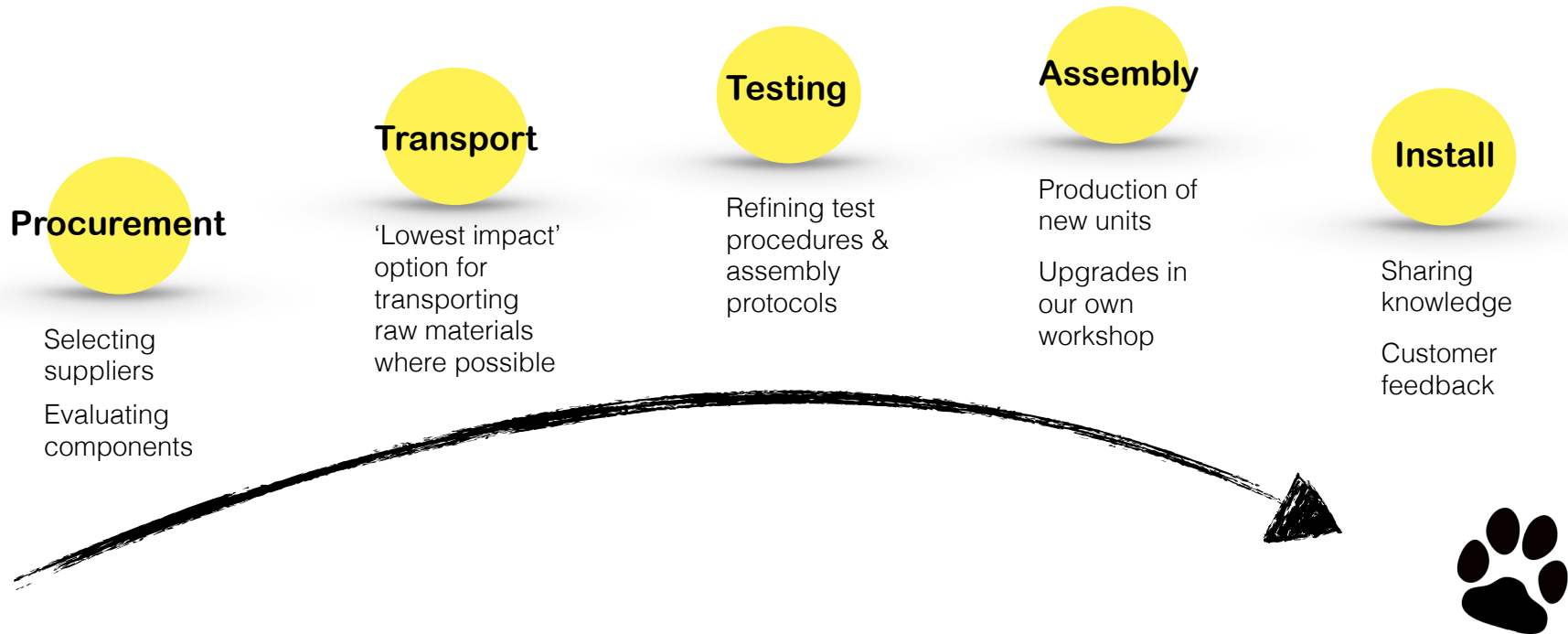
If we want to contribute to a better world for current and future generations, we must take our responsibility seriously, and we do. That is why we ensure that, in addition to our ecological footprint, we also keep our direct or indirect impact of activities as small as possible.

Culture & way of working

Without our people we are nowhere. Leaves don't grow in the dark, neither to people. Where possible, we stimulate job satisfaction, so that they reap the gratification out of the entire trajectory from the manufacturing process to install.

That is why we focus on ergonomic workshop stations, ensure a pleasant, green and healthy working environment during assembly and in the offices, encourage better and more efficient mobility and look at tailor-made solutions for the talents of our crew. Colleagues can thus broaden their horizons and build on each other for any project.

Sustainability throughout the Value Chain



Important stakeholders

Customers, Suppliers,
Crew, Policy Makers

Sustainability Themes

Crew

Quality Control

Partners:

Product development,
Environmental friendliness,
Flexibility

Carbon footprint:

Energy, Water, Raw Materials &
Waste Flows, Sustainable
Partnerships and Selective
Transportation

Innovation in technology:

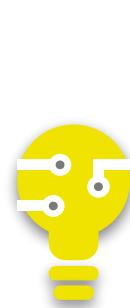
including
Precision Tools
Assembly Techniques
On-site Processing

Sustainability is the basis of everything

At Pino Solutions we do not have a separate sustainability strategy. We don't believe in that either. Sustainability is an integral part of Pino Solutions, and we want to see this reflected in every facet from concept to implementation.

We want to further embed sustainable thinking in our organization to maximize our impact on our activities and supply chain. In line with our ambition to become one of the most sustainable producers of energy applications in the sector, our concrete actions in the field of sustainability will initially focus on the following areas:

- **Reduce our carbon footprint**
- **Providing tools so our customers can achieve their carbon goals**



Focus 1

Energy

Expand energy generation
Increase efficiency of use
Reduce consumption overall

Focus 2

Consumption

Buy smarter
Greener mobility
Reduce usage overall

Focus 3

Processing

Combining travel
Recycle packaging
Focus on reuse and simplification

How do we achieve our goals?

Raw materials

- ▶ -10% raw materials

We want to do more with less. Use fewer raw materials per finished product and still guarantee the same quality.

Verpakkingen

- ▶ -10% verpakkingen
- ▶ 100% recyclage
- ▶ +30% hergebruik kartonnen verpakkingen

Al enkele jaren hergebruikten we reeds kartonnen dozen voor verzenden en verpakken van onze producten. Daarnaast sorteren en recycleren we alle verpakkingen. Door een betere aankoopplanning vermijden we ook meer verpakkingsmateriaal.

Energy Efficiency

- ▶ 100% renewable energy
- ▶ +50% energy-efficient environment

Because we operate in an energy-intensive sector, we are well aware that the available energy must be used sparingly. That is why we are committed to additional insulation and solar shielding of our workshops. Our entire offices, canteen, production and testing workshops have recently become 100% off-grid.

Water Use

- ▶ +30% reuse
- ▶ -30% purchase

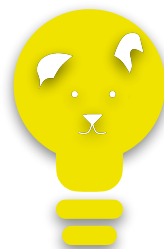
We limit our use of purchased water. Our sanitary facilities will soon use an alternative water source. All rainwater that falls on-site is already reused or infiltrates on site to avoid local flooding.

Transport

- ▶ +50% greener operational fleet
- ▶ -50% travel

We depend on transport to get some of our components and raw materials to us, which we purchase worldwide. We rely on greener and multi-modal transport where possible (via shipping instead of air) and look at our transport partners and suppliers to see how they themselves are greening their fleet and shipping methods.

Part of our own transport fleet is in this process and the next step is to tackle the entire intervention fleet. Because we have centralized our workshops and offices, we limit the kilometers traveled by company cars. By bundling a smart purchasing strategy and orders, we can reduce even more road kilometers.



Our contribution to the SDG's

Our ambitions and strategy are directly linked to the UN Sustainability Development Goals (SDGs). These are 17 Sustainable Development Goals that were adopted by all UN Member States in 2015 with the aim of creating a better world by 2030. We specifically focus on some SDGs that we believe are most relevant to our activity and stakeholders.



Relevant indicators | Description

6. Ensure availability and sustainable management of water use

7.2 Increase share of renewable energy
7.3 Improve energy efficiency

9. Industrial policies to build resilient infrastructure, promote sustainable industrialization and stimulate innovation.

11.6 Reducing the adverse environmental impact of cities, special attention to municipal management

12.5 Limit waste production through prevention, reduction, recycling and reuse
12.7 Promote sustainable practices in public procurement

13.2 Include measures against climate change in strategies and plans

Related activities

Alternative water source (rain)
Complete reuse of locally sourced water

Expansion of renewable energy projects: solar panels
HVAC with heat pumps

Innovation in various areas
Build a sustainable workshop with energy-efficient materials

Informing local authorities about the implementation of our products to achieve energy goals by extending the lifespan of building infrastructure

Focus on maintenance and reuse of existing infrastructure

Emission reduction
Climate-proof construction
No use of new land for commercial buildings

Our sustainability ambitions **In the field**

Our buildings that house the production and development workshops, office, storage and canteen are good examples of how sustainability is woven into our daily activities:

Sustainable Design

Our offices and large workshop are heated and cooled with heat pumps. Natural daylight, motion-controlled lighting and insulation of the building envelope combined with triple high-performance glazing reduce our energy use even more. Moreover, we have gone completely off-grid thanks to our own energy production options and storage.

The alternative energy that is already generated by the solar panels and the wind turbine will be scaled up in the coming period by additional PV installations so that we remain assured of sufficient energy without having to fall back on fossil fuels.

Special attention was paid to some outbuildings. These we not built on site, but were purchased second-hand. A complete foundation was also not necessary to support it and therefore no additional land was used for the realisation of a storage space and electronics workshop. Rainwater can therefore also infiltrate the ground unhindered underneath these structures. These spaces are also modest in size and therefore easy to heat and cool when necessary.

Additional interventions such as sun blinds and a sun roof will be installed at short notice to tackle extreme weather conditions such as climate showers and overheating.

People-oriented workspace

Particular attention was paid to the ergonomics of the workstations and office desks. We use efficient technology to limit the duration of our energy consumption during production, to encourage an active sitting/standing attitude among our crew and to design the outdoor areas so that they are green and pleasant for taking a break or organising an outdoor meeting.

During the season, our employees and visitors can taste on-site grown organic fruit and vegetables or local regional products from short chain producers. Collected rainwater is fully reused on the site for the maintenance of the environment and cultivation.



The trends that shape

Pino Solutions

Challenges become opportunities



Some major challenges on a global scale have had a significant impact: climate change, Brexit, rising energy costs but to name a few. No one can deny that this has left its mark on many levels.

- **Climate Changes**

In recent years we have seen more and more extremes in Western Europe. Intense heat waves alternating with long periods of climatic showers. No one knows what the future will bring, but it is clear that it has an enormous influence on the environment where we work and live.

Because human activities are responsible for these global phenomena, it is also necessary for legislation to become stricter to protect the environment, and this has many consequences for, among other things, insulation standards and more rational energy use. That is why we believe it is our business to limit our impact where possible immediately and in the longer run.

- **Rising costs**

The coronavirus, disruptions in global container traffic, raw material shortages and conflicts on the European mainland have all had an impact on the costs of energy, raw materials, packaging materials, delivery times etc. This strengthened our ambition to work even harder on energy and raw material efficiency. The less we use and consume, the less we emit and the lower the costs for our products. And of course our end users reap the benefits. In other words: we have turned challenges into opportunities.

The Local Trends



- **Environmental Policy**

The environmental policies of national and local governments are constantly evolving to further limit the impact of human activities on the environment. And we can only applaud that, provided that all stakeholders can contribute in a reasonable period and in a way that best suits their own organization or structure.

We are currently doing everything we can to limit our own carbon emissions as much as possible. But we want to go further and help our customers achieve their own carbon goals by educating them about the various applications of our products and installation options. Governments provide support for various measures, including an investment in a Pino Solutions upgrade.

- **Trends among end users**


-  **Energy-efficient infrastructure**

Many building managers are intensively involved in making buildings in their portfolio energy-efficient. For cultural institutions such as theatres and CCs, this is often a difficult balancing act. Not only does the fixed infrastructure -such as the building envelope- need to be addressed,

But power consumption must also be lower and the fastest way is to reduce consumption by switching to LED sources.

Pino Solutions is the perfect partner to achieve this energy transition quickly and cheaply.

Our products can be fully integrated into existing installations and can also be expanded or adapted later on.

-  **Low-impact supplier chain**

In addition, we also see that public administrators are setting newer requirements with regard to the entire supplier chain. By choosing a Pino Solutions upgrade, they are already with the times.

As a B2B company, we follow the new trends within our sector, but also within related sectors that are strong in automation, digital applications and streamlining production processes. Many of the techniques that we incorporate into our Pino Solutions applications come from strong sectors such as automotive and IT.

This way we can integrate these techniques in an innovative way and translate the wishes of our end users into tailor-made, user-friendly products. With every new product we develop, we always try to incorporate all suggestions and feedback we receive, and put quality, reliability and efficiency at the forefront.

Our answer to these trends?

Innovation!

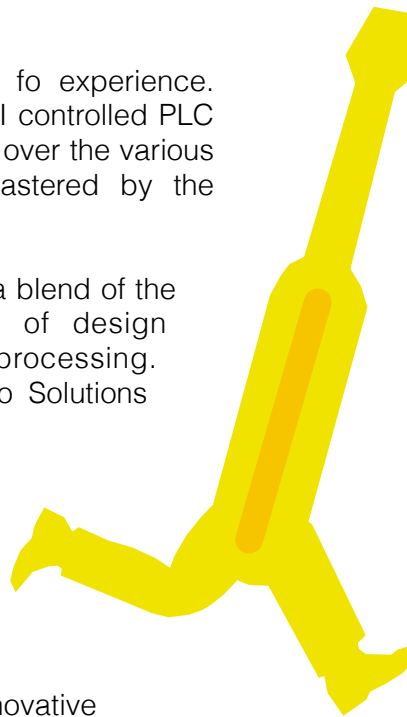
Innovation is what we do! The Pino Solutions products are the only ones of their kind on the market, precisely because they have been so cleverly developed. But every venue and context is different. Technicians have their own systems and not every team works in the same way. We are aware of this and that is why we continue to optimize the Pino Solutions upgrades by listening to that end users really need. A reliable, safe and sustainable system. And we do this by combining the best there is. Can't a Pino Solutions product do what the user asks for? Then we will invent a solution until it does. That's innovation!

- **Technological Innovation**

Our team of developers have plenty of experience. From the first microprocessors to HMI controlled PLC applications. All developments in electronics over the various decades were always followed up and mastered by the engineers working at R&D.

That is why the Pino Solutions products are a blend of the best available on the market in terms of design techniques, components and process processing. Because this is the backbone of what Pino Solutions stands for, it is possible to continue to look for more sustainable versions within each segment.

Soldering techniques, printed circuit board manufacturing and assembly and installation materials are becoming increasingly optimized. And so all Pino Solutions products can also ride the innovative wave.



- **Product innovation**

Sustainability is an increasingly important criterion for users and is strongly linked to more conscious consumption.

Therefore, better information about the products is necessary to ensure that an integrated solution is possible. Even though it may not sound obvious at first to make 'greener' choices, it is possible and often easier than expected.

Unfortunately, in the audiovisual and entertainment sector there are still cold feet and a good dose of skepticism about. Rightly so, by the way. But our users can rest assured that the sustainability we promote isn't just a sales gimmick, it's in every aspect of our business and products.

Reuse or extending the lifespan of technical installations doesn't mean the installation remains stuck in the past. On the contrary, because what could be more modern than meeting climate challenges by saving raw materials and turning your back on consumerism.

“A brainstorming session about the Pino Solutions system often brings about internal dynamics.”

- **Process optimization**

But the Pino Solutions applications are even more than that. As an end user, you immediately reap the benefits of the installation from day one.

One should not only look at the cost of the upgrade. Pino Solutions delivers much more!

We are confident that the energy efficiency gains associated with use are visible even in the short term.

With Pino Solutions, production hours are saved, the team can work faster and more ergonomical and secondary installations such as loose cables and distribution blocks become redundant.



In addition, we have also noticed that during site visits by one of our technicians, a brainstorming session about the Pino Solutions system often brings about internal dynamics that causes people to look at their own infrastructure in a different way; how it is used and how it can be optimized by achieving maximum returns with a minimum of effort and investments. So process optimization squared.

No
Pino
without partners

Our important stakeholders



Our Clients

Many of our users rely on the expertise and experience of our technicians to realize their projects. That is why we always think of long-term solutions, even if a Pino Solutions upgrade may not fit into the picture at first glance.

By providing technical support and clear information, we can not only offer the right solutions in the field of stage technology, but also share our values and vision for the future.

Through feedback we receive and the questions we are asked, our users help us grow and vice versa.

Clear communication works both ways and we really appreciate it. Everything can always be improved, in every area.

We are only satisfied when we can offer the right solution within the context of the end user.

Our Suppliers

The share of components we use with clean label increases with every new product we develop. If the past crises have taught us anything, it is certainly that a resilient and, above all, more sustainable way of manufacturing must come first. We therefore ask our external partners for sufficient information about the origin and processing. The share of products manufactured in Europe is also increasing. We maintain good contacts with representatives who are aware of our vision and have become familiar with our way of working. So we need partners rather than suppliers. You can buy something on any street corner, but trust and knowledge are also important to make a well-considered choice.

Cooperation with local authorities

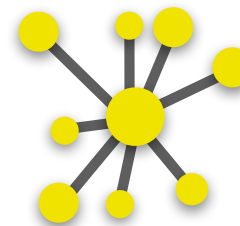
Many of the Pino Solutions users are local authorities that are bringing their cultural center of city theater into the 21st century. Because budgeting is often a difficult balancing act between user wishes, multi-year plans and political accents within certain legislatures, we are happy to provide input on every level. Flexibility is one of our pillars, including administrative handling. Pino Solutions offers the prospect of results that are suitable for every party involved.

The installation of a Pino Solutions upgrade can be booked as both maintenance and investment. This offers perspectives and scope when a transition to efficient technology is urgently needed but in some cases there is no room budget-wise.

We also try to communicate clearly about our systems so that non-technicians can also make a more informed decision. In this way, there is often an opportunity to create an opening for innovation within existing structures.

Phased installations are also among the flexible options of the Pino Solutions upgrades. For example, a controlled distribution of resources can often yield more than initially assumed.

Our specialists are happy to provide support in this, always ask about the possibilities of the Pino Solutions and how this can be integrated into a total approach to a master plan for building infrastructure.



Patronage for local organizations

We support local organizations financially where possible. For example we have been helping the helpers of the **Red Cross Aarschot** department for several years with a contribution, but also with the annual sticker campaign. The volunteers will not only make the city a heart-safe place by offering free themed lessons in resuscitation and defibrillation, but will also be indispensable during the climate challenges that still await us.

In addition, we are very fond of the **Sint-Truiden Animal Shelter**. For every Pino Solutions system completed, a donation is made to the shelter to give dogs like Pino the opportunity to find a forever home. After all, Pino was the inspiration to look for new solutions for power applications in a creative and clever way.



**Integrating
Pino Solutions into
a renovation master plan
is a logical choice.
We call it
adaptive reuse for
contemporary use.**

Big ambitions

**Small
paw prints**

Our carbon footprint



Following the Greenhouse Gas Protocol, we divide our greenhouse gas emissions into 3 Scopes.

- **Scope 1: Direct**
This scope includes all direct greenhouse gas emissions from our activities.
- **Scope 2: Indirect**
Indirect greenhouse gas emissions from purchased electricity and heat.
- **Scope 3: Indirect**
Indirect greenhouse gas emissions from the rest of the value chain.

From electronic components to Easy Switch

Every day we process electronic components into Easy Switch systems and transform existing dimmer installations into flexible power infrastructure. Our goal is to reduce the environmental impact of every step, so we have mapped all sources.

Most CO₂ emissions are caused by the combustion of fossil fuels. However, the increase in the amount of carbon dioxide in the atmosphere is causing great damage to the environment.

The combustion of fossil fuels and our company cars are the largest sources of Scope 1 emissions.

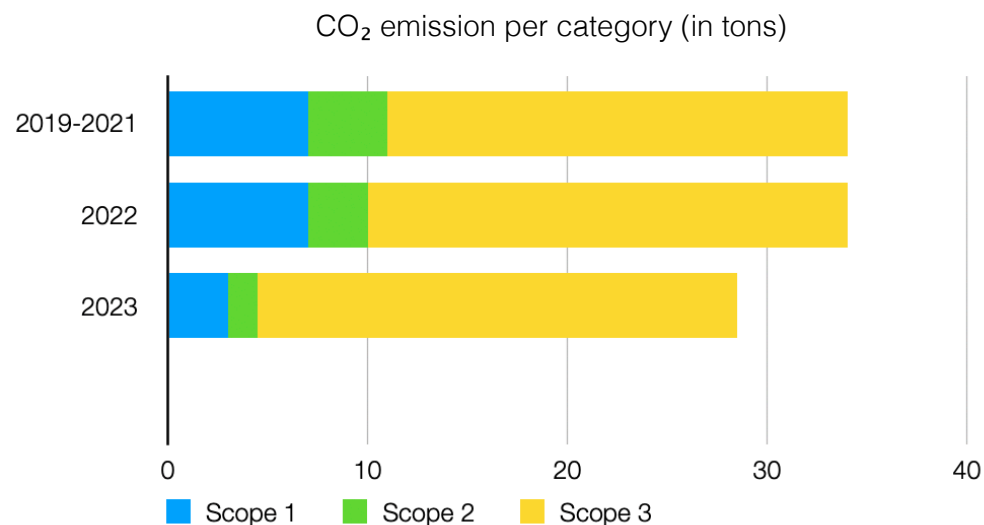
We calculated that our activities that fall under **Scope 1** amount to **3** tons of CO₂ emissions annually for commercial vehicles and **4** tons of CO₂ for conventional heating of the premises.

Scope 2 includes the indirect emissions for both our locations and amounts to an annual emission of **3,3** tons of CO₂.

Our indirect **Scope 3** emissions (from the rest of the value chain) are the most difficult to quantify, but make up the lion's share of our carbon footprint. Many of our suppliers have not yet completed the exercise of making a CO₂ calculation of their products from production to delivery. We suspect that this scope has increased since 2019 due to a somewhat expanded product portfolio. In addition, the impact of transport increased due to various international factors and we also had to look out for alternative components due to the scarcity on the raw materials market.

Our strong dependence on components that cannot (yet) be manufactured in the EU also plays a major role in the share of Scope 3. Here we also continue to look for better alternatives.

We explain how we were able to achieve the largest reduction for Scope 1+2, because we have made many thoughtful efforts in those areas. We are aiming to achieve **net-zero emission by 2025** and **emission negative by 2030**.

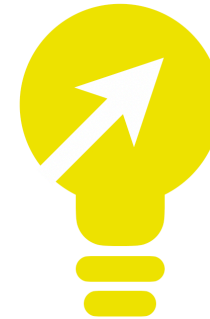


This is just the beginning. If we want to achieve our goal of also reducing other CO₂ emissions from the value chain, we must significantly increase our efforts and work together with our stakeholders to cut those emissions. Raw materials, energy and transport are the three major contributors to Scope 3 emissions.

As an alternative, we hope to be able to generate more electricity than we need ourselves and share it with the local community so that their CO₂ emissions also decrease. This way we can compensate in a limited but direct way for all emissions we cannot eliminate ourselves that are included in the Scope 3 basket.

Planting extra trees as CO₂ compensation is an easy and cheap solution with limited impact to avoid difficult choices. We strongly believe in **eliminating consumption** and **investing in sustainable energy and technologies**.

Naturally, we will make our own site more resilient to heat waves and heavy rain showers in the coming years by planting trees and shrubs, among other things.



To reduce the energy demand in our offices and workshops, we opted for triple high-performance glazing, we insulated the building with sustainable materials such as spray cork and we work with natural daylight as much as possible.

In our workshops we also work with smart sockets, motion sensors, workbench infrastructure that we can completely deactivate when inactive, energy efficient & smart soldering stations etc. so we can reduce standby consumption to a minimum.

Transport

Transport makes up a large part of our Scope 1 carbon footprint.

We would like to reduce carbon intensity by greening the fleet in the short term (+50% greener intervention fleet) and in the longer term move towards 100% fossil-free commercial vehicles. We wish to link this evolutions to renewable energy that we generate on our site.

Through better combined planning for installations and on-site demos and meetings we can reduce travel even more by -50%.

For follow-up processes or larger meetings with multiple parties, we prefer virtual meetings.

Water use

Due to the increased climate, we have recently adapted the site to cope with the excessive rainfall.

All rainwater that falls on our site is already reused or infiltrates on-site to avoid local flooding.

We can bridge major periods of drought with our rainwater reservoirs, which also provides the on-site cultivation activities with much-needed watering.

Our sanitary facilities are also connected to rainwater to drastically reduce tap water consumption (-30% ourchase & +30% reuse).

Raw materials

Using fewer raw materials per finished product and still guarantee the same quality. Do more with less. Our goals is to reduce global use of raw materials by -10%

How do we want to achieve this? Through smart design solutions and modular work.

We have come a long way with our R7D department from the very first Pino Solutions Easy Switch prototype control board to our standardized relay boards and cabling today.

For example, we use the same components more efficiently, rework cable remnants for other configurations and look for components with a longer lifespan.

We have already come a long way. Also because all Easy Switch upgrades are tailor-made per installatino, we can avoid surpluses or reduce them to a minimum.



**Our goal?
Do more with less.**

Packaging

For some years now, we have been reusing cardboard boxes for shipping and packaging our products. All unsuitable packaging for reuse is sorted and recycled. We strive toward the 100% mark for recycling.

We also see a trend among our suppliers towards more environmentally conscious packaging measures (where possible).

Through better purchasing planning we also avoid more packaging material; this is done by, among other things, combined orders.

We are convinced that the reuse of packaging will increase in the coming years because European regulations will put a brake on single-use packaging and our suppliers will also start working on this.



Our ambitions for the coming year

The 2023 figures still show a mixed result because we were still active on two different sites. By centralizing all activities at one location in Aarschot, we can look positively ahead to 2024 and reap the benefits of these changes.

Thanks to significant efforts and investments made during the past year, we can already achieve a number of concrete objectives in 2024.

We are on track for Scope 1. We already use efficient heat pumps or smaller electrical alternatives to heat and cool our premises. **No more fossil fuels required to meet the heat demand.**

Because we no longer have to purchase any resources and we generate all the energy we consume on our own site, we can already report that our Scope 2 emissions have been reduced to zero. We are already **effectively 100% off-grid** and this will be reflected in figures in the coming year.

By expanding the existing PV installation, we will also be able to take concrete steps towards **energy sharing**.

Honestly? We're not there yet

We have already made fine progress, but we're not there yet. We will have to step up our efforts for several goals. Like so many other businesses. The past three years have been littered with hurdles. Just think of the coronavirus, Brexit, rising energy costs etc.

But we are not looking for excuses. To move forward we need to look behind us and understand what has been done and work on it. And that's what we do. Sustainability has become the cornerstone of our corporate philosophy. It has become a guideline through which we try to help as many people as possible for the future.

Are you ready to write the future with us?

Email us at support@roadtechservices.com if you want to be part of our sustainability project.



**Bring on the future,
Pino Solutions
will be ready.**

Sustainability Report 2023



Pino Solutions

Questions or comments about this report?

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