Humanscale

Business as a Force for Positive Change

Corporate Social Responsibility

2024 Annual Report

A Message from Our CEO

2024 was a landmark year for Humanscale.

Achieving B Corp certification marks a significant step in our journey to create products that make a positive, lasting impact on people and our environment. This recognition confirms our belief that good business means doing good for people and planet.

The path to certification wasn't simple. It required a rigorous review of how we operate, from product design to supply chain practices. But it's worth it. Being the only major brand in our industry in the US with this certification shows what's possible when sustainability is at the center of everything you do.

We also reached another important goal: eliminating all added antimicrobials from our products. By collaborating with suppliers, we replaced chemical additives with an innovative nano-texture solution, healthier for our customers and better for the environment. This adds to the growing list of 4 other chemicals of concern removed since 2019.

These achievements reflect our ongoing commitment to leaving the world better than we found it.

Bob King

Humanscale Founder and CEO

B Corp Certification

A Force for Positive Change

In 2024, Humanscale earned B Corp certification, reinforcing our leadership in sustainable design and manufacturing.

This achievement not only highlights our commitment to Planet Positive manufacturing but also sets a new benchmark for the entire industry.

As the only major commercial furniture brand in the US to earn this prestigious recognition, we join global sustainability pioneers like Aesop, Burton, Patagonia, TOMS and Warby Parker. This certification underscores our commitment to Planet Positive manufacturing and sets a bold new standard for the industry.

B Corp certification is more than an accolade—it's a testament to our mission to create products and practices that prioritize people and the planet. By achieving this, we're not just reducing harm; we're actively driving positive change, inspiring others to follow suit and redefining what it means to be a responsible business.

Humanscale

Aēsop.

allbirds

BURTON

patagonia

Why B Corp Certification Matters

B Corp certification represents the gold standard for social and environmental responsibility. Awarded by B Lab, it recognizes companies that meet rigorous standards across five key areas: governance, workers, community, environment, and customers.

For Humanscale, this certification validates our holistic approach to sustainability, ensuring accountability, transparency, and positive impact in everything we do.

The certification process is no small feat—only about 40% of applicants succeed.

Our achievement reflects a deep commitment to ethical decision-making, employee well-being, community engagement, responsible resource use, and customer trust.

By earning B Corp status, we're proving that sustainability isn't just a goal; it's the foundation of our business.

B Corp certification is a recognition of companies that meet the highest standards of social and environmental responsibility.

B Lab's rigorous certification evaluates companies across five key areas:

Governance

Ethical decision-making and accountability

Workers

Employee well-being, variation, and engagement

Community

Positive community impact and stakeholder collaboration

Environment

Responsible resource and climate action

Customers

Transparency and commitment to customer impact management and climate action

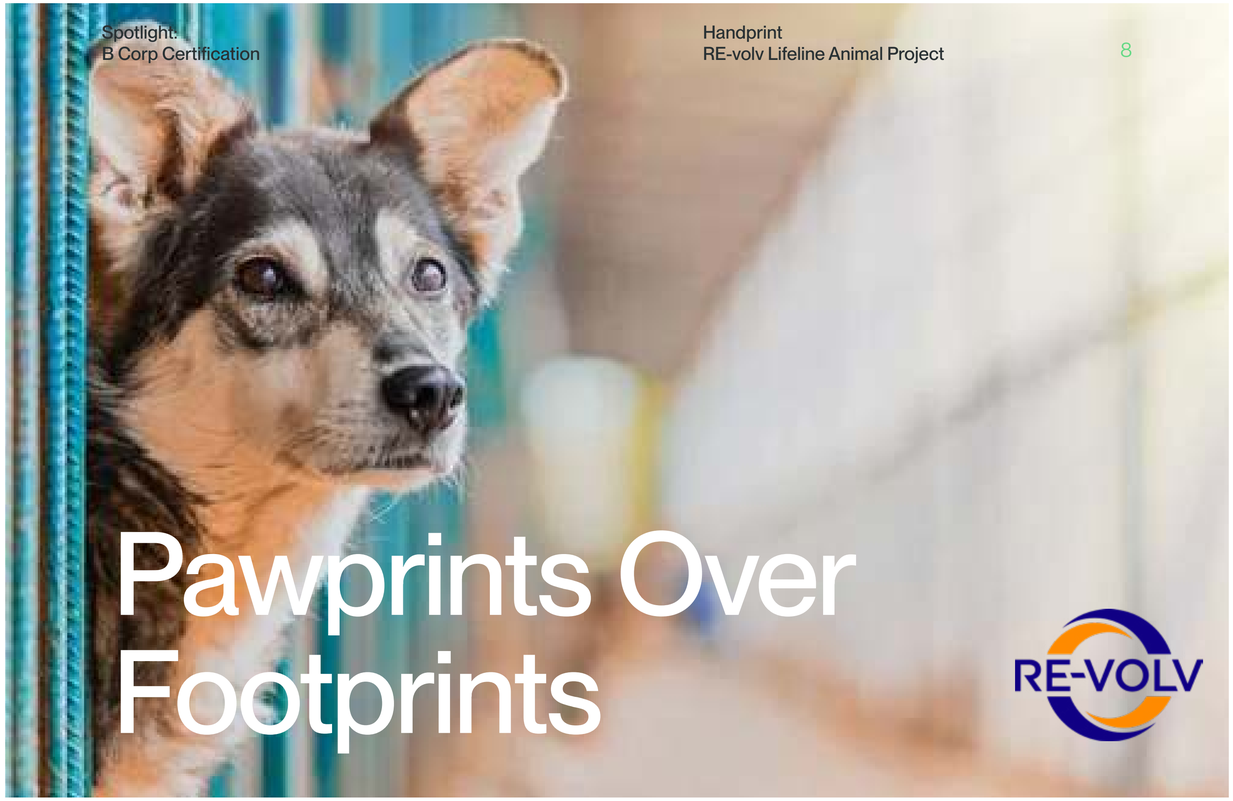
Creating a Planet Positive Impact

Achieving B Corp certification reflects more than responsible business practices, it underscores our commitment to creating a Planet Positive impact. At Humanscale, we believe companies shouldn't just reduce harm; they should actively contribute to positive change.

This is where handprinting comes in.

While traditional sustainability efforts focus on shrinking a company's negative impacts (footprints), handprinting measures the positive impacts we create beyond our usual sphere of influence.

Every year, our goal is to generate more handprints than footprints, always giving back more to the planet than we take.



Pawprints Over Footprints

RE-volv Lifeline Animal Project

In 2024, we advanced our Planet Positive commitment through a range of handprinting projects that delivered tangible environmental and social benefits. While a full summary of these initiatives appears later in this report, one example highlights how these actions contribute directly to our net positive total.

Through our partnership with RE-volv, we sponsored the installation of a 200 kW solar panel system at Lifeline Animal Shelter in Atlanta, Georgia—the largest animal welfare organization in the state, caring for 40,000 animals annually.

Handprint

This project will generate over 6.27 million kWh of clean energy throughout its lifetime, reducing carbon emissions and supporting a vital community resource.

Lifetime positive impacts:

6,273,208 kWh

Lifetime Energy Output

2,699,815 gallons

Lifetime Water Benefit

2,194,326 kg CO2e

Lifetime Carbon Benefit

Bottom line:

The positive impact from projects like this is added to our overall net positive total, helping us ensure that the good we create—our handprints—outweighs our operational impacts, or footprints.

By integrating these positive actions into our sustainability calculations, we demonstrate how businesses can move beyond reducing harm to actively leaving the world better off.

Humanscale Sustainability Milestones

2007

Bob King joins WWF's Marine Stewardship Council

2011

Humanscale and WWF partnership focused on wildlife restoration in Cambodia begins

2012

Humanscale sets its first climate and energy reduction targets

Humanscale's seating line achieves LEVEL certification

Implemented a Design for Environment (DFE) process within new product development

2014

Established sustainability vision: Humanscale will have a net positive impact on our world

First Corporate Social Responsibility (CSR) report publicly disclosing environmental impacts in 2013 published

Solar power on first factory Installed

Humanscale's LEVEL certified products all achieve LEVEL 3

2015

Published first Declare label and first Health Product Declaration (HPD)

2016

First-ever manufacturer to achieve full Living Product Challenge for any product

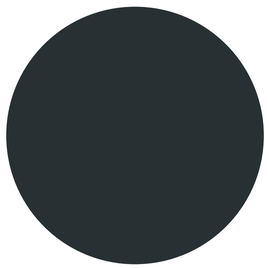
Published first JUST label in the industry

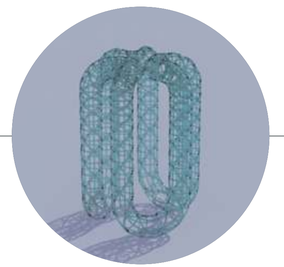
Publish first 3rd party verified HPDs and Declare labels

Began research and development on the use of reclaimed ocean plastic as the input to manufacturing

Publicly shared our first 3rd party verified LCA report

Became a founding member of the Net Positive Project, in which academics from Harvard and MIT, not-for-profits (Business for Social Responsibility, Forum for the Future, and SHINE), and 10 manufacturers convened to define how organizations could achieve a meaningful positive impact





2017

First GRI compliant CSR report disclosing activities in 2016 published

Manufacturer Visionary Award and NJDEP Recycling Award

Established employee green team, Sustainability Ambassadors

Humanscale's Sustainability Officer was elected to the HPDC Board of Directors

Founding member of NextWave Plastics, a coalition of manufacturers aiming to keep plastics in the economy and out of the ocean

2018

Launched Smart Ocean, first task chair made with Ocean Plastic

Became first in the industry to appoint a Chief Sustainability Officer

2019

Established key pillars of sustainability: Healthy Materials, Resource Depletion, Climate & Energy, Water Conservation, Social Responsibility, and Wildlife Preservation

Co-curated an exhibit within the Milan Triennale showcasing sustainability driven innovation

Over 50% of Humanscale products sold had a Declare label or HPD published

Eliminated Chrome 6 from all products designed and manufactured by Humanscale

2020

All Humanscale factories diverted >90% of waste from landfill

All Humanscale factories use 100% on captured rainwater for production

Eliminated PFAS from all products designed and manufactured by Humanscale

Expanded ocean plastic program to additional suppliers

2021

26 Humanscale products were awarded Living Product Challenge and were certified climate positive, representing >60% of product sales that year

Launched Liberty Ocean, expanding Ocean Plastic program

2022

Set SBTi approved Science Based Targets for climate impact reduction

Eliminated Halogenated Flame Retardants from all products designed and manufactured by Humanscale

Launched Path, the world's most sustainable task chair, made with 9.5 lb of ocean plastic

All Humanscale factories globally achieved TRUE Zero Waste certification, without use of waste-to-energy

Design for Freedom launched the first toolkit for materials specifiers aiming to eliminate forced & child labor from the supply chain; Humanscale was the only manufacturer that helped develop this toolkit

2023

Piloted three versions of re-circulating Humanscale products, working to establish the circular economy

2024

Humanscale is the first and only major US brand in the commercial furniture industry to be awarded B Corp certification

Our B Corp certification stands as a testament to this approach, proving that a business can thrive by being a force for positive change in the world.

Published extensively transparent Management Processes according to CSRD and GRI updated requirements

Eliminated antimicrobial chemistry from all products designed and manufactured by Humanscale

Began manufacturing Freedom chair made with Ocean Plastic

Humanscale's Chicago showroom was a Design For Freedom pilot project, intentionally specifying materials without child or forced labor—one of the world's first of such pilot projects

We hope our certification inspires others to pursue similarly ambitious goals: to drive real, positive change for our planet's future.

Jane Abernethy
Humanscale Chief Sustainability Officer

Corporate Social Responsibility 2024

Improving well-being at work, wherever work happens

Who We Are

Humanscale is the premier designer and manufacturer of ergonomic products that improve health and comfort wherever people work. From seating to lighting to technology support, we develop innovative, functional work tools for a better human experience.

All our products and services exist solely to promote the health and safety of our customers and are assessed during development to confirm their effectiveness. Our products allow people's work to adjust to them, rather than the other way around, and encourage free and spontaneous movement in the workplace.

Although we often sell business-to-business, improving ergonomics in the office space, a growing number of individuals choose our products for their homes.

A Message
from Our CSO

We're always making progress toward our vision to do more good than harm, or have a "net positive" impact. In 2024, it was an immense honor to become a certified B Corporation, by B Lab, which aims to "Make Business a Force for Good." The thorough audit took over a year and involved input from many departments, from product development, to sourcing, to human resources, to finance, to legal, and to operations.

In addition to the basic criteria, Humanscale was awarded points for having an Impact Business Model both for manufacturing without many chemicals of concern, for offering products with a certified positive impact and for continuing to be well ahead of Science Based Targets.

Maintaining each of these endeavors takes innovation, dedication, and a coordinated effort throughout the company.

I'm so proud of all that our team has achieved.

Jane Abernethy

Humanscale Chief Sustainability Officer

Our Vision
The world is better off because we're here.

As a global manufacturer, we realize how much of an impact we have on the world: from our daily operations to our relationships with employees, vendors, customers and the local and global communities we indirectly touch. We see this as both an exciting opportunity and a serious responsibility.

As we hear reports of social and environmental degradation — the extinction of wildlife and loss of wild spaces, the growing amount of ocean plastic, severe weather events and rising sea levels from climate change, and increasing health impacts as chemicals of concern continue to be used in manufacturing — we know these risks apply not only to the external environment, but will also affect natural resources available, and our own ability to operate. We realize that it's no longer sufficient for companies to simply reduce their harmful impacts. We must be part of the solution and give back more than we use. We aim to be at the forefront of sustainability initiatives, leading by example through innovation and resource management.

As a manufacturer of durable goods, Humanscale has a specific opportunity for innovation in the ways we procure, manufacture and distribute materials. We take this responsibility very seriously and it motivates us to lead the furniture industry in prioritizing healthy, low-carbon materials. We take inspiration from natural regenerative systems as seen in our net positive framework, identifying goals and progress via rigorous analysis and continuous benchmarking and improvement.

If we want to live at peace with the planet, then our factories must be like trees; our companies like a forest.

Consider the metaphor of a tree.

A tree in a forest aims to grow and expand as much as possible, but at the same time, the tree provides shade, oxygen and even fertilizer through its leaves. The tree uses resources to grow, but ultimately gives back more than it takes.

Net Positive
Doing more good than harm

How do we get there?

Reaching a net positive goal requires a balanced approach where we continuously examine our influence on both a local and global scale.

What does this mean for us?

Becoming net positive means considering how our entire operations can have a measurably better impact on the environment.

In practice, we evaluate our manufacturing and operational activities to understand our key impacts:

With each impact, we consider what it would take to go “beyond sustainability” to make a truly positive effect on the world around us.

For example, minimizing waste water at our facilities reduces the burden on local municipal water treatment systems.

On the other hand, developing product Life Cycle Assessments lets us examine water use across our global supply chain.

We use the framework of the Living Product Challenge, dialogue from the Net Positive Project, and guidance from the SHINE program at MIT to calculate both our negative and positive impacts using robust methods.

After we’ve identified what net positive might be in each impact category, we set annual goals identifying the specific short term progress, and review them monthly with our operations and top level executives.

We constantly evaluate our ongoing progress with the goal of doing more good than harm.

And we’re just getting started.

Humanscale Corporate Social Responsibility 2024

Annual Goals for 2024

	Goals	Achievements
Healthy Materials	Eliminate all added antimicrobials from all Humanscale product*	100% complete In 2024 we worked with our suppliers to eliminate a redundant chemical additive.
Circularity	93% of waste diverted from landfill (without incineration)	97% complete Although some of our factories exceeded the goal, others did not. The global average was 90%.
	Pilot a second circular business model – recuperation and processing of material in North America	100% complete We completed a pilot of systematically taking product from the market back into inventory, and a pilot of product leasing.
	Inbound and outbound packaging reduction	0% complete For 2025, this goal has been reassigned to our quality team.

Annual Goals for 2024

	Goals	Achievements
Water	Ensure at least one key suppliers is using 100% captured rainwater for production	100% complete Our key supplier confirmed that all of their production water is sourced from captured rainwater. This is achieved through their municipality.
Social Responsibility	Volunteer for at least three of our local community events	100% complete We hosted local community events to clean up an preserve wild spaces within New York, New Jersey, and Sydney.
	Audit 80% of our suppliers by spend	95% complete We audited 76% of our suppliers, falling just short of the 80% target.

Annual Goals for 2024

	Goals	Achievements
Climate + Energy	Reduce energy use by 1% (58 MWh) for factories globally	0% complete Because we insourced many operations, our factories' energy use increased for the first time in many years. It did so by 306 MWh.
	Cost of climate impacts included financial evaluation for 100% of products	40% complete A system to update financial models is confirmed. LCA calculations done at the component level are underway.
	Engage 50% of suppliers in setting Science Based Targets for climate impact reduction	54% complete During 2024, 27% of our suppliers have agreed to set Science Based Targets for themselves.
	Reduce companywide Scope 1 & 2 Climate Emissions by 25mt CO2e	27% complete We reduced by 6.63 MT in 2024.
Wildlife Preservation	Launch one additional product containing ocean plastic	100% complete 2lb of ocean plastic is now used to manufacture Freedom chair bases.

*Excludes products that are not designed by Humanscale

Our Goals for 2025

Healthy Materials	Eliminate PVC from cable assemblies on products designed by Humanscale that are sold into the North American, EU, and UK markets
Circularity	Pilot sale of previously owned product through commercial sales 94% waste diversion from each factory globally Inbound packaging: reduction of one instance of single use plastic Outbound packaging: reduction of one instance of single use plastic
Water Conservation	Ensure on site rainwater capture for insourced die-casting process
Social Responsibility	80% of suppliers have bi-annual audit for environmental + social impacts, and have an action plan 100% of suppliers scored "red" in previous social/enviro audit to have on site audit Volunteer for events in at least 5 of our local communities
Climate + Energy	25 mt CO2e reduction in Greenhouse Gas Emissions 1% (61MWh) reduction in energy use at factories from previous year Outreach to 75% of suppliers to participate in Science Based Targets
Wildlife Preservation	Set a goal for % FSC wood Evaluate all animal leathers for deforestation issues

*Excludes products that are not designed by Humanscale

Handprints over Footprints

As we aim to leave the world better off, we need to know exactly how we impact the world. We calculate our negative impacts using Life Cycle Analysis to tell us our footprints (carbon, water, energy).

The same calculation methods are used to determine the amount of positive change we create in the world, or our handprints.

Expanding our Influence

Our company's and products' negative impacts (footprints) are a result of our direct influence through our actions or in our supply chain. Beneficial changes to our activities and suppliers show up in our calculations as a reduction of footprints. Creating handprints, then, requires going beyond our usual influence and finding opportunities for positive impact outside of our usual activities.

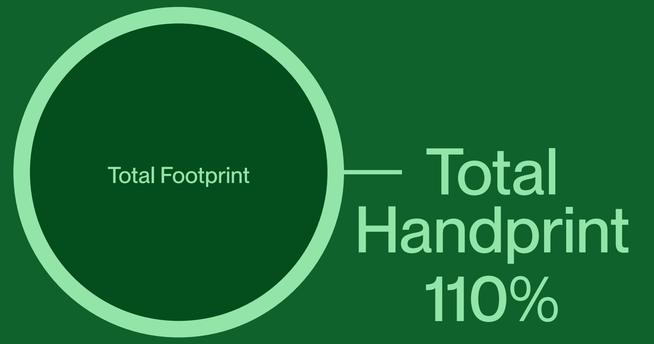
We look for opportunities in the local communities where we operate and our suppliers operate.

DEFINITION:
Handprints are the positive changes caused, compared to business as usual, measured in Footprint units.

SHINE: What are Handprints? ↗

Handprints create positive change beyond our existing sphere of influence.

On a continual basis, we ensure the handprints we create are equal to 110% of our net positive products thereby creating a 10% net benefit for carbon, energy and water.



Net Positive Totals by Year

	Total Footprint			Total Footprint +10%			10% Net Benefit		
	GWP kg CO2 eq	FFDepl kWh	Water gal	GWP kg CO2 eq	FFDepl kWh	Water gal	GWP kg CO2 eq	FFDepl kWh	Water gal
2016	113,529	407,346	299,985	124,882	448,081	329,983	11,353	40,735	29,998
2017	257,803	897,418	708,048	283,583	987,160	778,853	25,780	89,742	70,805
2018	619,906	1,797,159	1,485,420	681,896	1,976,875	1,633,962	61,991	179,716	148,542
2019	578,332	1,894,691	1,484,594	636,166	2,084,160	1,633,054	57,833	189,469	148,459
2020	1,041,317	3,495,172	2,818,837	1,145,449	3,844,689	3,100,720	104,132	349,517	281,884
2021	18,967,213	62,045,240	52,617,053	20,863,935	68,249,764	57,878,758	1,896,721	6,204,524	5,261,705
2022	20,785,861	66,650,407	53,167,956	22,864,447	73,315,447	58,484,751	2,078,586	6,665,041	5,316,796
2023	16,256,147	52,275,549	41,027,459	17,881,761	57,503,104	45,130,205	1,625,615	5,227,555	4,102,746
2024	16,946,082	54,440,442	42,548,023	18,640,690	59,884,486	46,802,825	1,694,608	5,444,044	4,254,802

Positive change we create (or handprints) can be done in many creative and innovative ways. Here are a few examples of projects we brought about in 2024:

RE-volv & Lifeline Animal Shelter

Atlanta, GA

Humanscale has been working with the non-profit, RE-volv, to create handprints since 2020. RE-volv's mission is to help nonprofits in underinvested communities across the country go solar.

Humanscale sponsored the installation of a 200 kW solar panel system at Lifeline Animal shelter, the largest animal welfare organization in Georgia. Lifeline impressively cares for 40,000 animals annually.

Lifetime Energy Output
6,273,208 kWh

Lifetime Water Benefit
2,699,815 gallons

Lifetime Carbon Benefit
2,194,326 kg CO2e

RE-volv & Montclair Presbyterian

Oakland, CA

In partnership with RE-volv, Humanscale sponsored the installation of 3 solar panel systems at Montclair Presbyterian totaling 15.4 kW. Montclair Presbyterian is an active participant in their community by supplying food to the needy, through climate action and social justice work.

Lifetime Energy Output
540,900 kWh

Lifetime Water Benefit
232,788 gallons

Lifetime Carbon Benefit
189,203 kg CO2e

RE-volv & Zen Center of Denver

Denver, CO

In partnership with RE-volv, Humanscale sponsored a 9.7 kW system at the Zen Center of Denver.

This Buddhist center has been in operation since 1974 and offers authentic Zen practice and training to all who wish to uncover their innate wisdom and compassion and live with greater awareness in everyday life.

Lifetime Energy Output
359,456 kWh

Lifetime Water Benefit
154,700 gallons

Lifetime Carbon Benefit
125,735 kg CO2e

Resonant Energy & Trinity Financial

Boston, MA

Through a partnership with Resonant Energy, Humanscale sponsored the installation of solar panels at 2 Trinity Financial Affordable Housing sites with a combined size of 327 kW.

These projects were part of the redevelopment of a former public housing site that revitalized 331-units of sustainable and affordable housing.

Lifetime Energy Conserved
8,539,958 kWh

Lifetime Water Benefit
7,440,993 gallons

Lifetime Carbon Benefit
1,251,015 kg CO2e

Resonant Energy & Excel Academy

Boston, MA

Humanscale sponsored the installation of solar panels at two Excel Academy schools in Boston.

Excel Academy is a charter school founded in Massachusetts in 2003 with the mission to provide a high-quality education to students in East Boston and Chelsea, communities that are predominantly low-income and Latinx and historically have faced significant social and educational barriers.

Lifetime Energy Output
3,184,529 kWh

Lifetime Water Benefit
2,774,728 gallons

Lifetime Carbon Benefit
466,500 kg CO2e

Resonant Energy & The Farm School

Athol, MA

The Farm School is a nonprofit organization located in Athol, MA. Their mission is to connect people to the land through various programs centering land stewardship and education.

Humanscale sponsored their 28.35 kW solar system in 2024.

Lifetime Energy Output
812,068 kWh

Lifetime Water Benefit
707,567 gallons

Lifetime Carbon Benefit
118,960 kg CO2e

Resonant Energy & The Hebrew Senior Life

Shelburne Falls, MA

Hebrew Senior Life is a nonprofit housing developer that provides housing and care services for seniors across the income spectrum in MA.

In 2024, Humanscale sponsored their 160 kW solar system through our partnership with Resonant Energy.

Lifetime Energy Output
4,369,393 kWh

Lifetime Water Benefit
3,807,118 gallons

Lifetime Carbon Benefit
640,071 kg CO2e

Resonant Energy & NWHS Holbrook Center Senior Owner, LLC

Holbrook, MA

NeighboorWorks Housing Solutions is an affordable housing provider based in southern Massachusetts. In addition to providing accessible housing, NHS provides rental assistance; emergency financial help; shelter and homelessness prevention; first-time homebuyer education and counseling; financial coaching; foreclosure prevention; affordable residential and small business loans.

Lifetime Energy Output
2,886,641 kWh

Lifetime Water Benefit
2,515,173 gallons

Lifetime Carbon Benefit
422,863 kg CO2e

Humanscale

Founded in

1983

Employees

1,176*

Active Countries

24

Offices & Showrooms

60

Manufacturing Locations

19

Products

Chairs & Stools

Monitor Arms & Integrated Docks

Sit/Stand Solutions

Separation Panels

Lighting

Technology Tools

Keyboard Systems

Footrockers & Mats

Laptop Holders

Cable Management

Desk Accessories

CPU Holders

Divisions

Humanscale

Humanscale Consulting

* Includes Humanscale employees and exclusive contractors

Humanscale

Our guiding principles for good design also lead to the most sustainable products.

Function

The product we create solves a real need and will continue to do so over time.

Simplicity

By consolidating features and removing unnecessary parts we use less material to make more robust products.

Longevity

Our products are durable and effective, but also have a timeless aesthetic, so people want to use them as long as possible.

Beyond Sustainability

We go beyond reducing our negative impacts to making positive, regenerative ones.

Design for Environment

To facilitate our Design for Environment methodology, 2024 brought about the creation of a new Product Development Material Database. It is a custom-made digital tool to house, display, and filter data about prospective and innovative materials that are relevant to Humanscale's product offering. It supplements the physical Material Library located in our NYC-based Design Studio. The Database is used to communicate technical and sustainability performance information between members of Humanscale's Product Development team and is formatted to ease the search and specification of materials during the development of new products and to support design improvements of existing products. The earlier materials are contemplated within the product development timeline, the more opportunity exists to explore options that can influence the product's use, appearance, performance, reception, and value. This is important bearing in mind that material selection, product design, and the mass manufacturing of the resulting product, also have a major impact on the well-being of the planet and all living things.

Materials in the database are vetted by material specialists considering over 170 attributes. Only those that prioritize health and are evaluated against our rigorous Restricted Substance Guide requirements are suitable for a position in the database. This ensures that healthy materials are given precedence during the earliest stages of the design process.

Our choice of materials is repeated many times over in manufacturing.

Sustainability is built into the new product development process to ensure we use the most sustainable materials possible, including those that are healthy, biobased, readily recyclable, and look for ways to manufacture with materials previously considered waste.

Design for Environment

1

Research & Development

We study users and stakeholders, then set expectations for a product, including sustainability goals.

2

Design

We generate ideas, create and evaluate prototypes and choose a concept.

3

Engineering

Here is where we prepare for mass production. We refine the parts and components to use minimum material, choose materials, and confirm disassembly, recyclability, and that the product meets sustainability goals.

We engage vendors and confirm avoidance of Red List Ingredients.

4

Pre-Production

We finalize material, process and assembly choices. We evaluate materials for their health and environmental impact through HPD standards, and work with suppliers to source the maximum recycled content available. We choose packaging and transportation methods, and confirm the product meets applicable standards and durability requirements.

5

Mass Production

When the product is released, we publish HPD and Declare labels disclosing all material ingredients to 0.01% of total makeup for all products designed by Humanscale.

Throughout production, we continue to evaluate the product and process, and record beneficial materials and vendors in a central database so we can use them again.

Total weight of materials used in production and packaging:

	2016	2019	2023	2024
Non-renewable Resources that do not renew in a short period of time, such as metal, known as non-renewable.	13,163,114 kg **100%**	15,553,445 kg **63%**	9,305,149 kg **70%**	10,531,592 kg **69%**
Renewable Plentiful natural resources that are quickly replenished in a short period of time, including but not limited to: wood and cardboard, known as renewable.	0 kg **0%**	3,015,177 kg **12%**	3,959,892 kg **30%**	4,684,679 kg **31%**
Recycled Material that replaces virgin materials, that are not by-products and non-product outputs produced by the organization, known as recycled. Humanscale does not track the weight of associated process materials.	Not Available	6,093,980 kg **24%**	5,316,404 kg **40%**	6,289,764 kg **41%**

In 2024, Humanscale reclaimed and diverted 113 tons of products (1.5% of total sales by weight) from landfill by means of three circularity programs.

1. Humanscale's Refurbish Program

Through this program, 8,758 kg of Humanscale product was salvaged in 2024.

	2022		2023		2024	
	kg	% of sales	kg	% of sales	kg	% of sales
Seating	6,588	0.17%	16,200	0.19%	8,317	0.16%
Ergo Accessories	230	0.03%	129	0.002%	94	0.0002%
Lighting	229	0.26%	421	0.005%	113	0.06%
Monitor Arms	227	0.01%	155	0.002%	135	0.003%
Sit/Stand	0	0%	155	0.002%	99	0.23%

2. Humanscale's BEAM Program

72,330 kg of material was reclaimed and diverted through Humanscale's BEAM program, which collects and diverts both Humanscale and non-Humanscale products from landfill via resale, reuse, and recycling. Weights were calculated based on reports by decommissioning partners as totals, not per product category.

	2020	2021	2022	2023	2024
All Product Types	23,345 kg	65,353 kg	29,262 kg	195,300 kg	72,330 kg

3. Humanscale's Refreshed Program

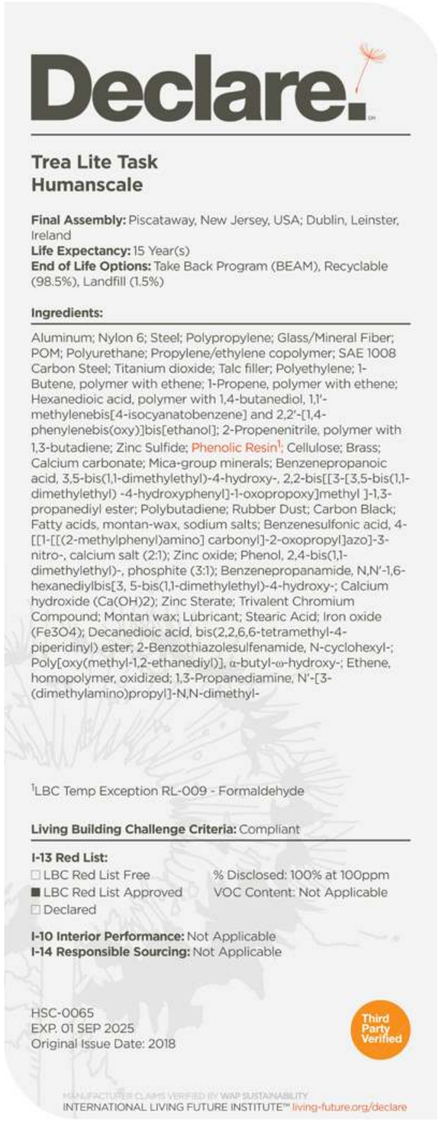
Through our Refreshed Circularity Program, which was launched in August 2024, Humanscale has bought back 1,427 task chairs from our customers for refurbishment. Totaling 21,877 kg, they represent about 0.43% of sold seating products in 2024.

	2024	
Seating	21,877 kg	0.43%

To facilitate the continued use of materials and ensure safe product disposal, Humanscale makes disassembly and recycling instructions for each product available on our website. Humanscale supports the circular economy by facilitating extended use of our products, and by encouraging recycling of products at end of life.

At Humanscale, we understand that the materials around us can affect our own health and the health of the planet. This is why we concern ourselves with every ingredient in each of the materials we use to make our products (to 100 ppm of the product). When we find chemicals of concern, we change our products to eliminate this ingredient. Each change requires a full R&D project to find and validate an alternative material, but we believe it's crucial to use healthy materials.

We also know that transparency labels can have a powerful impact on the building industry. Similar to nutritional labels for food, Health Product Declarations (HPDs) and Declare labels list all the ingredients for products. Stating all the ingredients not only allows customers to make informed purchasing decisions, but also motivates the industry to change.



Declare.

Trea Lite Task
Humanscale

Final Assembly: Piscataway, New Jersey, USA; Dublin, Leinster, Ireland
Life Expectancy: 15 Year(s)
End of Life Options: Take Back Program (BEAM), Recyclable (98.5%), Landfill (1.5%)

Ingredients:

Aluminum; Nylon 6; Steel; Polypropylene; Glass/Mineral Fiber; POM; Polyurethane; Propylene/ethylene copolymer; SAE 1008 Carbon Steel; Titanium dioxide; Talc filler; Polyethylene; 1-Butene, polymer with ethene; 1-Propene, polymer with ethene; Hexanedioic acid, polymer with 1,4-butanediol, 1,1'-methylenebis[4-isocyanatobenzene] and 2,2'-[1,4-phenylenebis(oxy)]bis[ethanol]; 2-Propenenitrile, polymer with 1,3-butadiene; Zinc Sulfide; Phenolic Resin[1]; Cellulose; Brass; Calcium carbonate; Mica-group minerals; Benzenepropanoic acid, 3,5-bis(1,1-dimethylethyl)-4-hydroxy-, 2,2-bis[[3-[3,5-bis(1,1-dimethylethyl) -4-hydroxyphenyl]-1-oxopropoxy]methyl]-1,3-propanediyl ester; Polybutadiene; Rubber Dust; Carbon Black; Fatty acids, montan-wax, sodium salts; Benzenesulfonic acid, 4-[[1-[[(2-methylphenyl)amino] carbonyl]-2-oxopropyl]azo]-3-nitro-, calcium salt (2:1); Zinc oxide; Phenol, 2,4-bis(1,1-dimethylethyl)-, phosphite (3:1); Benzenepropanamide, N,N'-1,6-hexanediylbis[3, 5-bis(1,1-dimethylethyl)-4-hydroxy-; Calcium hydroxide (Ca(OH)2); Zinc Sterate; Trivalent Chromium Compound; Montan wax; Lubricant; Stearic Acid; Iron oxide (Fe3O4); Decanedioic acid, bis(2,2,6,6-tetramethyl-4-piperidinyl) ester; 2-Benzothiazolesulfenamide, N-cyclohexyl-; Poly[oxy(methyl-1,2-ethanediyl)], α-butyl-ω-hydroxy-; Ethene, homopolymer, oxidized; 1,3-Propanediamine, N'-[3-(dimethylamino)propyl]-N,N-dimethyl-

[1]LBC Temp Exception RL-009 - Formaldehyde

Living Building Challenge Criteria: Compliant

I-13 Red List:
☐ LBC Red List Free
■ LBC Red List Approved
☐ Declared

% Disclosed: 100% at 100ppm
VOC Content: Not Applicable

I-10 Interior Performance: Not Applicable
I-14 Responsible Sourcing: Not Applicable

HSC-0065
EXP. 01 SEP 2025
Original Issue Date: 2018

Third Party Verified

MANUFACTURER CLAIMS VERIFIED BY WAP SUSTAINABILITY
INTERNATIONAL LIVING FUTURE INSTITUTE™ living-future.org/declare

In 2024, we continued to lead the furniture industry in materials transparency.

74.5% of products sold had material ingredient labels.

91% of our Declare labels are 3rd Party Verified.

36% of our HPDs are 3rd Party Verified.

20% of new products launched had a material ingredient label.

OEM or "white label" products are excluded from product labeling.

Material Ingredients Timeline /

2019

Chrome 6
eliminated

2020

PFAS / PFC / C6 / C8 chemistry
eliminated

2021

BPA (almost)
eliminated**

2022

Halogenated Flame Retardants (HFRs)
eliminated

2024

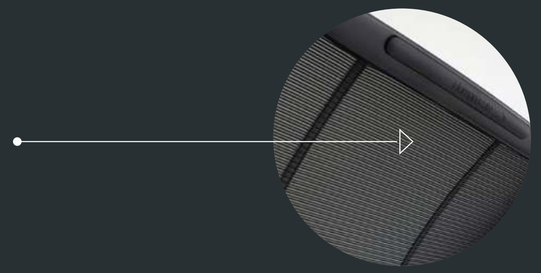
Added Antimicrobials
eliminated

Added antimicrobials were eliminated from our product offerings in 2024. Our standard polyurethane upholstery option, called Lotus, was the last remaining instance of an antimicrobial used in/on a Humanscale product. Lotus was updated to exclude zinc pyrithione from its formulation after testing by a third-party confirmed its redundancy.

Added chemical microbial resistance was not needed – the material itself is hydrophobic. Microbial growth, which requires water, does not occur on the textile's surface.

**BPADP is a replacement to HPRs since it is an improvement over halogenated chemistry and the user is not exposed to it

From Oceans to Office



The Ellen McArthur Foundation estimates that we will have more plastic in the ocean than fish by 2050. ↗

Approximately 8-10 million tons of plastic are dumped in the ocean each year, with an estimated 20% of this being discarded fishing gear, due to lack of infrastructure for disposal. ↗

Fishing gear is the most harmful kind of ocean plastic since the fishing nets continue to “ghostfish,” needlessly ensnaring fish, turtles, dolphins, birds, sharks and many more sea creatures.

A single net can catch hundreds of animals, damage coral reefs, and continue doing so for centuries.[4]

The nets are commonly made of a very durable material, nylon, which is a major issue when they’re released in the ocean, but we saw it could be a benefit if used in long lasting products, such as our task chairs.

More Plastic than Fish in the Ocean by 2050 ↗

Ocean Plastic Pollution an Overview: Data and Statistics ↗

Our Oceans are Haunted by Ghost Nets ↗

A Single Discarded Fishing Net can Keep Killing for Centuries ↗

Timeline / 2016—2020

2016

In collaboration with **Bureo**, began R&D to use ocean plastic

2017

Became a founding member of **NextWave**, a consortium of manufacturers working to reduce ocean plastic

2018

Launched **Smart Ocean**, the first task chair on the market made from ocean plastic

2020

Validated additional ocean bound materials and added new suppliers

Program Origins

In 2016 we started working with Bureo to see if it's possible to use recaptured fishing nets to manufacture our task chairs.

Bureo was a start-up that made skateboards from fishing nets that had been discarded off the coast in Chile. They had soon realized that they couldn't sell enough skateboards to use all the nets being discarded, so decided to become a supplier of fishing net material, working with 3 key partners: Patagonia, Costa, and Humanscale.

It took two years to validate the material and supplier. We made samples with the new material. Our quality team spent months testing the samples to ensure the chair would still meet our 15 year warranty. In the process, we learned that the material needed to be specially dried and processed and we worked with our suppliers to calibrate their process. Material availability was a constant challenge since it depended on how quickly it was collected and when it could be processed separately, not mixed in with other material being recycled.

In Spring 2018, we launched Smart Ocean, the first task chair on the market made from ocean plastic.

2021

Launched **Liberty Ocean**, our second task chair made with ocean plastic

2022

Launched **Path** chair, using 9.5 lb of ocean plastic*

6.2 lbs. of this plastic comes from discarded fishing nets.

2024

Launch of **Freedom Ocean** as the standard version of the product

Program Expansion

After our initial product demonstrated that ocean plastic can be used to manufacture injection molded components, we found it was not so straightforward.

The collection involves a lot of manual labor. Processing batches were smaller than the traditional plastics industry, making it a lower priority. Material that had been labeled "waste" would sit at customs for months with countries not wanting it to be imported.

To grow our program, we reached out to dozens of potential suppliers of ocean plastic around the globe. Many were in early stages, and only a few could provide the same materials we needed, and some could not meet the timeframes needed for ongoing manufacturing.

We requested samples from those that still seemed promising.

Our engineers confirmed they meet our quality requirements, and we were ready to expand to additional products.

In 2024, Humanscale incorporated 1 kg of ocean plastic into the plastic bases of our Freedom chairs.

* Ocean bound plastic + ocean recovered plastic

400 Suppliers Worldwide

60 Offices & Showrooms

19 Manufacturing Locations

Global Presence in 24 Countries

The global reach of our sales offices and manufacturing represent our direct and indirect environmental and social impacts. We sell mainly business-to-business within the building industry, but a small amount of sales is direct to consumers.

Our own manufacturing and our supply chain represent the biggest environmental impacts.

Our sales offices and manufacturing facilities reach around the globe and represent the scope of our direct environmental and social impact.

Manufacturing sites represent our biggest impact, so we focus a large part of our sustainability program on our facilities.

Headquarters
New York, USA

Manufacturing
Dublin, Ireland
Nogales, Mexico
Piscataway, USA

Partner Manufacturing
Xiamen, Fujian, China
Shanghai, China
Shangrao, Jiangxi, China
Xinchang, Zhejiang, China
Šiauliai, Lithuania
Holland, Michigan, USA
Yangzhou, Jiangsu, China
Suzhou, Jiangsu, China
Cedar Springs, Michigan, USA
Tien Giang, Vietnam
Taipei, Taiwan
São Paolo, Brazil
Melbourne, Australia
Bangalore, India
Tel Aviv, Israel
Cape Town, South Africa

Offices / Sales Presence

North America
Montreal, Canada
Toronto, Canada
Mexico City, Mexico
Alabama, USA
Chicago, USA
Denver, USA
Houston, USA
Kansas City, USA
Los Angeles, USA
Minneapolis, USA
New York, USA
Oak Brook, USA
Orange County, USA
Parsippany, USA
Philadelphia, USA
Piscataway, USA
San Francisco, USA
Washington DC, USA

EMEA
London, England
Manchester, England
Paris, France
La Chèze, France
Nuremberg, Germany
Düsseldorf, Germany
Munich, Germany
Höchst, Germany
Weingarten, Germany
Winsen, Germany
Hilden, Germany
Bautzen, Germany
Dublin, Ireland
Co. Tipperary, Ireland
Co. Westmeath, Ireland
Co. Navan, Ireland
Co. Laois, Ireland
Milan, Italy
Schilde, Belgium
Amsterdam, Netherlands
Warsaw, Poland
Kielpin, Poland
Prague, Czech Republic
Riyadh, Saudi Arabia
Dubai, UAE
Edsbyn, Sweden
Saltsjöbaden, Sweden

APAC
Beijing, China
Shanghai, China
Shenzhen, China
Hong Kong, Hong Kong
Bangalore, India
Mumbai, India
Goa, India
Tokyo, Japan
Seoul, Korea
Singapore, Singapore
Manila, Philippines
Kuala Lumpur, Malaysia
Jakarta, Indonesia
Brisbane, Australia
Melbourne, Australia
Perth, Australia
Sydney, Australia

Our Factories

Piscataway, NJ, USA

Our facility in Piscataway produces the largest percentage of our products and, as a result, has been the testing ground for many of our Planet Positive initiatives.

Many of our LPC-certified products are manufactured here, and many of the changes to production we first implemented here have been adopted in other facilities. The facility uses both rainwater capture and solar panels to reduce our impact on the environment and an award-winning enhanced recycling program to track and reduce waste.

Built/Opened:

2003

Departments:

Manufacturing
Human Resources
Information Technology
Legal
Accounting
Product Engineering
Industrial Engineering

Dublin, Ireland

The Humanscale facility in Dublin supplies our European customers. Here, we assemble our monitor arms and most of our chair lines. Many of our Dublin employees have been with Humanscale for years and have established a tightly knit community, growing a garden on-site together and celebrating its harvest with an annual barbecue.

Built/Opened:

2000

Departments:

Manufacturing
Human Resources
Accounting

Nogales, Mexico

Our Nogales location, which had its first year of production in 2017, produces both finished product as well as components and sub-assemblies for our Piscataway facility to make into finished goods. Nogales has been using harvested rainwater since 2020. In 2024, the facility began construction to accommodate new manufacturing capabilities and preparations to install solar panels.

Built/Opened:

2016

Departments:

Manufacturing

Emissions & Climate

The Intergovernmental Panel on Climate Change (IPCC)'s reports highlight that the damage from Climate Change will affect all life on land and sea, and that it will soon be irreversible. As the urgency to address Climate Change could not be greater, Humanscale believes it is important to do our part to minimize these impacts.

Although all progress to minimize climate impacts is valuable, we'd like to know that our targets will lead to the future we hope for. We have aligned our climate targets with the Science Based Target Initiative (SBTi) so that our targets align with the latest climate science and limit global warming to well below 2°C above pre-industrial levels.

In 2022, Humanscale took on the following Science Based Targets aligned with a less than 1.5°C temperature increase, which were approved by SBTi in October of 2022.

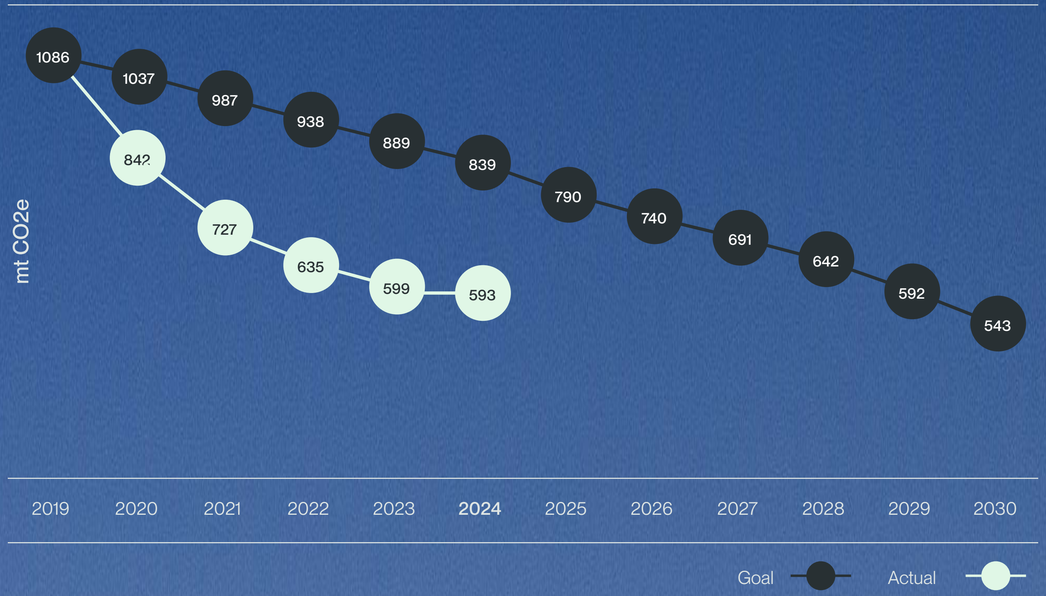
Humanscale commits to reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2019 base year.

Humanscale also commits that 75% of its suppliers (by spend, covering purchased goods and services, upstream transportation, and distribution) will have science-based targets by 2027.

			2016	2019	2023	2024				
	Disclosure	Unit	Organization				Piscataway	Nogales	Dublin	Others
305-1										
A	Gross Scope 1 GHG Emissions	mTCO2e	427	785	599	593	242	279	68	3
D	Base Year		N/A	N/A	2019	2019	2019	2019	2019	2019
D-ii	Emissions in base year	mTCO2e	N/A	N/A	785	785	381	299	81	25
305-2										
A	Location-Based Scope 2 Emissions	mTCO2e	875	1,129	919	1008	360	552	43	54
B	Market-Based Scope 2 Emissions	mTCO2e	391	164	0	0	0	0	0	0
D	Base Year		N/A	N/A	2019	2019	2019	2019	2019	2019
D-ii	Location Emissions in base year	mTCO2e	N/A	N/A	1,388	1388	459	676	164	90
D-ii	Market Emissions in Base Year		N/A	N/A	301	301	301	0	0	0
Total Direct Emissions (Scope 1 + Market-Based Scope 2)		mTCO2e	818	949	599	593	242	279	68	3
305-3										
A	Gross Scope 3 GHG Emissions	mTCO2e	Not calculated	224,265	92,375	119,569	N/A	N/A	N/A	N/A
E	Base Year		N/A	N/A	2019	2019	N/A	N/A	N/A	N/A
E-ii	Emissions in base year	mTCO2e	N/A	N/A	224,265	224,265	N/A	N/A	N/A	N/A
305-4										
A	GHG Emissions Intensity* (location based scope 2)	mtCO2e / 100k $	Not calculated	0.418	0.372	0.389	0.213	1.77	0.193	N/A
A	GHG Emissions Intensity* (market based scope 2)	mtCO2e / 100k $	0.22	0.209	0.147	0.144	0.086	0.395	0.118	N/A
305-5										
A	GHG Reduction									
Absolute	Scope 1 Change	mTCO2e	N/A	N/A	-186	-193	-139	-20	-13	-21
Absolute	Scope 2 - Location Change	mTCO2e	N/A	N/A	-470	-380	-99	-124	-121	-36
Absolute	Scope 2 - Market Change	mTCO2e	N/A	N/A	-301	-301	-301	0	0	0
Absolute	Scope 3		N/A	N/A	-131,890	-104,696	N/A	N/A	N/A	N/A
Absolute	Scope 1 %	%	N/A	N/A	-24%	-25%	-36%	-6.7%	-16%	-82%
Absolute	Scope 2 Location %	%	N/A	N/A	-34%	-27%	-22%	-18%	-74%	1.7%
Absolute	Scope 2 Market %	%	N/A	N/A	-100%	-100%	-100%	-100%	-100%	-100%
	Production Normalization Scale Factor		N/A	N/A	2.62	2.38	1.92	1.89	1.16	N/A
Norm to Baseline	Scope 1 Emissions	mTCO2e	N/A	N/A	229	249	126	148	59	N/A
Norm to Baseline	Scope 2 - Location emissions	mTCO2e	N/A	N/A	351	423	188	292	37	N/A
Norm to Baseline	Scope 2 - Market emissions	mTCO2e	N/A	N/A	0	0	0	0	0	N/A
Norm to Baseline	Scope 1 Change	mTCO2e	N/A	N/A	-556	-536	-254	-151	-22	N/A
Norm to Baseline	Scope 2 - Location Change	mTCO2e	N/A	N/A	-1,037	-965	-271	-383	-127	N/A
Norm to Baseline	Scope 2 - Market Change	mTCO2e	N/A	N/A	-301	-301	-301	0	0	N/A
Norm to Baseline	Scope 1 % Change	%	N/A	N/A	-71	-68%	-67%	-51%	-28%	N/A
Norm to Baseline	Scope 2 Location % Change	%	N/A	N/A	-75%	-69%	-59%	-57%	-78%	N/A
Norm to Baseline	Scope 2 Market % Change	%	N/A	N/A	-100%	-100%	-100%	-100%	-100%	N/A

We reduced our Scope 1 & 2 Climate Emissions by 6.63 MT CO2e, exceeding our Science-Based Targets.

Scope 1 & 2 Reduction SBT



Emissions

Humanscale's baseline year was changed to 2019 for all facilities to align with approved Science Based Targets. This year was more representative of standard activities than the years that followed which were disrupted by COVID.

Humanscale follows the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for both direct (scopes 1 & 2) and indirect (Scope 3) emissions calculations. Calculations include offices and showrooms that qualify in accordance with the Operational Control method according to the Greenhouse Gas Protocol.

For all scopes, the cloud-based software Scope 5 was used as the collection and calculation tool for the emissions. Emission factors and GWP rates incorporated within this software are selected from EPA Hub Tables 1-9, WRI Emission Factor Library, CBECs Real Estate Emission Factor Libraries. Additionally, we also use Life Cycle Assessment of Humanscale Products, and standardized cost-based emission factors based on activity type.

Gases included in scope 1, 2, and 3 calculations, where relevant: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), Perfluorinated Compounds (PFCs), Hydrofluorocarbons (HFCs), Sulfur Hexafluoride (SF6), and Nitrogen Trifluoride (NF3) .

Humanscale does not report biogenic emissions, as we do not create any.

SCOPE 3: Humanscale tracked and disclosed indirect emissions that apply to our operations; they include Categories 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, and 13.

GHG EMISSIONS INTENSITY RATIO: Denominator metric in intensity ratio: Annual production volume in $ of the baseline year. Scopes 1 & 2 are included in intensity calculations.

GHG EMISSIONS REDUCED: Scopes in which reductions took place: Scopes 2, market based.

Other Emissions

Humanscale does not produce, import or export any Ozone Depleting Substances (ODS). A very minor amount of ODS may be emitted from air conditioning units for our offices and for cooling units used to regulate the temperature of water used in manufacturing. In 2024, the 9 pounds of the refrigerant R410 was refilled in our chiller system that cools production water for Nogales manufacturing.

Energy

Includes offices and showrooms that qualify in accordance with the Financial Control method according to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Scope 5, a cloud-based monitoring software platform, is used to calculate energy use based on individual energy sources. All solar energy credits produced by the organization are assumed to be sold, and all electricity is assumed to be grid-supplied.

Conversion factors are provided through Scope5 and come from the EPA and WRI.

Humanscale does not report energy consumption outside the organization.

Metric chosen to calculate energy intensity is annual sales volume in USD. Our energy sources are within our organization, and they include: electricity (grid and solar), natural gas, propane, and vehicle fuel (gas and diesel). These vary by location depending on utilities available and specific needs of each facility. The ratio is calculated for energy consumption within the organization.

Reductions are calculated on an absolute and normalized basis to the baseline year and most recent preceding year.

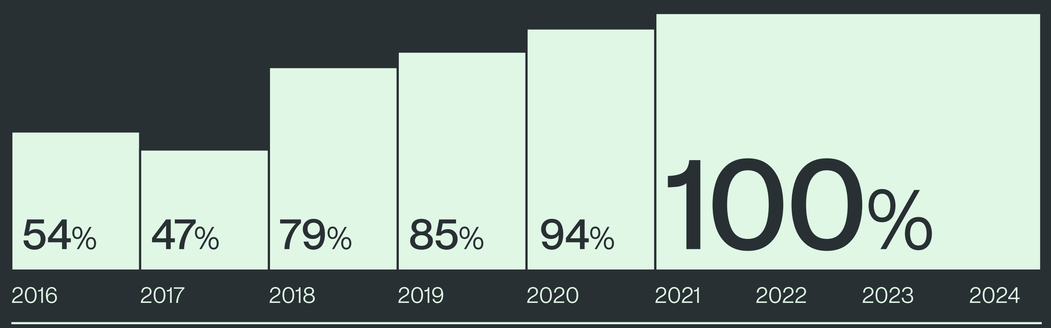
Humanscale has had no change in energy requirements in sold products or services.

Energy

Energy consumption is a significant contributor to greenhouse gas (GHG) emissions, so we consider measuring and reducing ours a major indicator of our sustainability. We keep careful track of the energy we use during production and look for ways to use less.

Our sustainability team tracks monthly energy use and matches it against our anticipated annual goal. Each year, our executive team reviews our annual total energy use and progress. We continually look for opportunities to reduce our usage.

Percent of electricity from renewable sources



			2016	2019	2023	2024				
	Disclosure	Unit	Organization				Piscataway	Nogales	Dublin	Others
302-1 Energy Consumption										
A	Fuel Consumption Non-Renewable Resources	MJ	8,416,679	16,309,102	11,586,637	11,289,432	4,606,729	5,384,863	1,230,961	66.880
B	Fuel Consumption Renewable Sources	MJ	0	0	0	0	0	0	0	0
	Electricity Non-Renewable Resources	MJ	3,133,588	1,553,173	0	0	0	0	0	0
	Electricity Renewable Resources	MJ	3,411,577	8,294,735	9,538,706	11,539,225	4,786,790	5,392,559	765,339	594,537
C-i	Total Electricity Consumption*	MJ	6,545,165	9,847,908	9,538,706	11,539,225	4,786,790	5,392,559	765,339	594,573
D-i	Energy Sold - Electricity	MJ	0	0	0	0	0	0	0	0
E	Total Energy Consumption*	MJ	14,961,844	26,156,920	21,125,342	22,828,657	9,393,519	10,777,421	1,996,300	661,417
302-3 Energy Intensity										
A	Energy Intensity Ratio	MJ/100k$	4,064	5,030	5,174	5,551	3,317	15,272	3,471	N/A
	Total Energy Normalized To Baseline Year Production	MJ	7,019,832	8,688,458	8,938,199	9,588,360	4,901,808	5,708,532	1,717,360	N/A
302-4 Change in Energy Consumption										
	Baseline Absolute	MJ	17,843,114	17,843,114	17,843,114	17,843,114	10,857,482	3,306,022	2,752,457	648,652
A	Absolute	MJ	-2,881,270	8,313,806	3,282,228	4,985,543	-1,463,963	7,471,399	-756,157	12,765
A	Absolute	%	-16%	47%	18%	28%	-13%	226%	-27%	2%
	Baseline Intensity	MJ/100k$	10,330	10,330	10,330	10,330	7,348	8,845	5,562	N/A
	Normalized To Production	%	-61%	-51%	-50%	-46%	-55%	73%	-38%	N/A
A	Intensity	MJ/100k$	4,064	5,030	5,174	5,551	3,317	15,272	3,471	N/A
A	Intensity	%	-61%	-51%	-50%	-46%	-55%	73%	-38%	N/A
C	Baseline Year		2011	2011	2019	2019	2019	2019	2019	2019
Production Normalization Scale Factor			2.13	3.01	2.36	2.38	1.92	1.89	1.16	N/A

Energy

↳

350 panels power our Dublin facility with 80KVA of solar energy.

On January 4th, we turned on the solar power system newly installed on the roof of our Dublin facility. The system was installed in November and didn't require any factory interruptions or structural changes to the building.

Our roof is structured in two apex type structures and the building has a Maximum Input Capacity of 80KVA. Based on this and the electricity use, we installed 350 panels and put them on the south facing sections of the roof to capitalize on sunlight exposure.

We decided to turn it on after the holidays at the start of the new year.

Waste

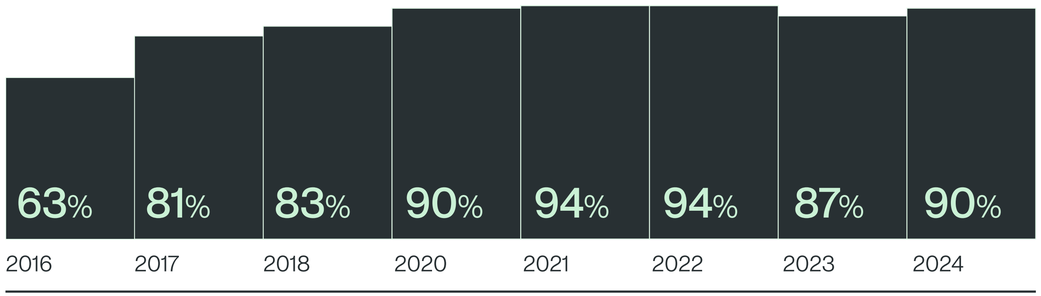
As a manufacturer of goods, we understand that we will need materials as inputs for production. How well we manage these materials determines the quantity of new materials sourced from natural resources. Humanscale views the volume of waste created as a byproduct of its operation to be a physical indicator of our impact on the planet. We aim to reduce waste, reuse material and divert it from landfill. As our methods evolve, we continue to push our own limits, finding new ways to solve waste issues.

All our factories are TRUE® Zero Waste certified. They are third party audited to ensure each one diverts at least 90% of waste away from landfills. Incineration and waste-to-energy are considered different end of life options for materials. TRUE Zero waste considers landfill, incineration, and waste to energy as non-diverted, while some other zero waste certification allow for waste to energy to count as diverted but not landfill or incineration without energy recovery. And each factory must improve by 1% every year.

Our waste diversion program is a coordinated effort between several internal teams. Site managers gather data from waste audits and reports from waste haulers in order to spot areas for improvement. This data is collected monthly and input into a cloud based software for analysis. Our Sustainability team monitors our diversion system and finds ways to improve diversion rates. Our Operations team implements actions to separate waste and maximize diversion. Every month, our Operations and Sustainability teams review diversion figures. They discuss current issues and propose ways to correct them, reviewing or adapting processes as necessary. From this process, we learned that our manufacturing facilities generate the vast majority of waste for the company; that our own activities generate only a small portion because the major source is the packaging of materials that we use for manufacturing. Our collaborative, informed approach has led to a steady increase in diversion rates. We depend on the versatility, ingenuity and collaboration of our incredible teams to realize these new goals each year.

Efforts to increase our waste diversion are ongoing and we're always aiming to improve. But progress is not always strictly linear. As we get close in on our goal of 100% waste diversion, any deviation from our program immediately lowers our diversion rate. In 2023 and 2024 we made significant changes at Piscataway and Nogales, insourcing many activities that had previously been done by our suppliers. There was waste generated during the learning process as the new operations were being set up, and it was difficult to predict the material or volume of this waste ahead of time. The new processes also generated new types of waste, so we needed to find other companies who could use this material as an input for their products. As it took time to identify these companies and form these partnerships, there was a period when more waste was sent to landfill than we had aimed for. It was disappointing not to meet our waste goal for 2024, but this experience caused us to expand our relationship with material recipients and double down on our internal waste diversion program.

		2016	2019	2023	2024			
		Organization				Piscataway	Dublin	Nogales
Hazardous Waste (kg)								
A								
i	Reuse	0	0	0	0	0	0	0
ii	Recycling	12 kg	3,197	22,579	24,484	94	0	24,390
iii	Composting	0	0	0	0	0	0	0
v	Incineration	0	0	0	0	0	0	0
vi	Deep Well Injection	0	0	0	0	0	0	0
vii	Landfill	0	0	0	0	0	0	0
viii	On-Site Storage	0	0	0	0	0	0	0
ix	Other (Confinement)	0	8,766	3,414	3,830	0	0	3,830
	Diversion rate*	100%	27%	87%	86%	100%	N/A	86%
Non-Hazardous Waste (tonne)								
B								
i	Reuse	190	1,031	540	701	487	73	140
ii	Recycling	830	1,304	871	876	376	157	344
iii	Composting	0	0	110	111	111	0	0
iv	Recovery	0	407	42	65	0	0	65
v	Incineration	116	0	0	0	0	0	0
vi	Deep Well Injection	0	0	0	0	0	0	0
vii	Landfill	678	415	410	191	191	12	35
viii	On-Site Storage	0	0	0	0	0	0	0
ix	Source Reduction	N/A	0	1,375	885	885	121	41
	Diversion rate (GRI)	56%	74%	77%	85%	84%	95%	83%
	Diversion rate (TRUE)*	56%	74%	87%	90%	91%	97%	84%
Total Non-Hazardous Waste		0.01	3,157	1,972	1,991	1,164	242	585
Total Weight of Waste Recovered		1,020	2,335	1,521	1,688	973	230	484
Total Weight of Hazardous Waste		0.01	12	26	28	0.1	0	28



Percent of Waste Diverted from Landfill

Waste

↳

In 2024, we were the only company in our industry to divert over 90% of waste from landfill (without incineration).

Water

Water is our most critical natural resource, vital to life.

Without care and attention, our operations could consume a significant amount of water and impact our local communities. With that in mind, we regularly look for ways to reduce consumption and use natural rain harvesting for 100% of production in all our factories globally.

Operational Data 303 – 1V

M3		2016	2019	2023	2024			
		Organization				Piscataway	Dublin	Nogales
Water Use 303-1								
i	Surface	0	0	No surface water was used in the reporting year.				
ii	Ground	0	0	No ground water was used in the reporting year.				
iii	Rainwater	7	8	477	896	8	8	880
iv	Waste	0	0	Humanscale does not withdraw waste water from another organization.				
v	Municipal	14,325	16,358	9,950	8,937	3,717	453	4,768
Total Consumption		14,332	16,366	10,427	9,833	3,725	460	5,648
Total Amount of Water Recycled and Reused								

Footnotes for table:

Amounts calculated from production reports, tank specifications, and water meter readings on the rainwater collection tank in Piscataway. Municipal water bills in Piscataway and Nogales provide our annual usage.

To improve data accuracy for future reporting, Humanscale is installing sub-meters at our production facilities.

Percent of production water from rainwater

Humanscale uses water in our factories for manufacturing, which all comes from on-site rainwater harvesting systems. In most cases, Humanscale's production water is used in a closed loop system and continually reused, with additional water input to the system mainly from evaporative loss. It is currently not possible to estimate the volume of reuse accurately since there is no internal metering within the system.

All non-production water is used for restrooms and drinking fountains and comes from the local municipality. Since the facilities don't include full kitchens or showers, the water use is minimized, and no water sources are significantly affected by Humanscale's operations. Run-off and discharge from our factories is minimal and meets applicable building codes and regulations and does not significantly affect water bodies or related habitats.

We are continuously looking for ways in which to minimize water impacts from our facilities, thereby protecting water resources and allowing them to serve as safe drinking water sources and wildlife habitats.

Our goal is to significantly reduce our impact on local utilities by reducing water input for non-production uses and reduce water discharge from all facilities. For each of our facilities, we have conducted a water assessment, and developed a strategy that considers local climate and water challenges.

We use the Living Product Challenge framework to inform the goal setting process for our factories and Life Cycle Assessment to determine the water impacts of our supply chain. Both sources are included as we calculate our progress toward having a net positive water impact

Water Consumption

Humanscale's water consumption is limited to evaporative losses from cooling practices for equipment within generally closed loop systems. The calculated estimated water consumption from all areas is 0.0085 megaliters , with 0.0081 megaliters from areas with water stress, as defined by a WWF Water Risk Filter Baseline Water Stress of high (40-80%) or extremely high (>80%). No changes in water storage occurred in the reporting year.

Wastewater

Humanscale has planned wastewater discharges from the powder coating system in its Nogales facility, totaling 532 m3, discharged to the municipal wastewater treatment system.

The discharged water was treated to adjust pH per local regulations. It is tested annually to confirm contents are within approved discharge amounts for particulates matter, biological matter and hazardous ingredients.

Water Discharge

Fresh Water:

Piscataway 8 m3
Dublin 5 m3
Nogales 464 m3

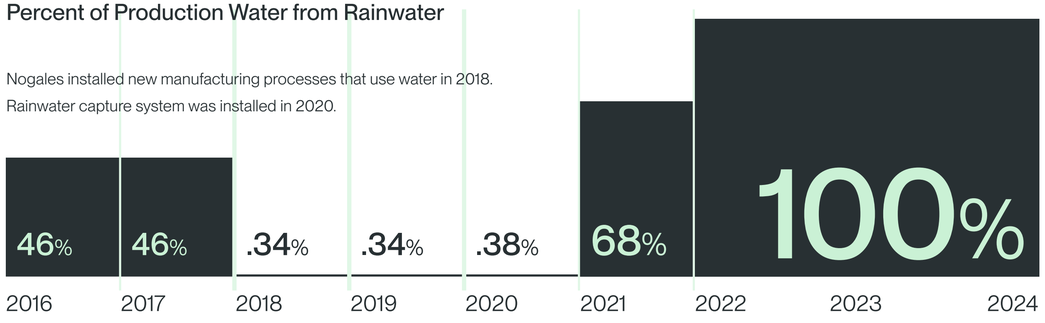
Other Water:

Piscataway 4,551 m3
Dublin 500 m3
Nogales 4,899 m3

No water was reused by another organization.

Percent of Production Water from Rainwater

Nogales installed new manufacturing processes that use water in 2018.
Rainwater capture system was installed in 2020.



Biodiversity

Our operational activities and locations could have a direct impact on local biodiversity.

We evaluate the direct impact of our facilities with a focus on all our factories. Our offices and showrooms are located in predominantly urban areas that capitalize on existing infrastructure and resources, thereby preserving open greenspaces for habitat restoration.

Even though Humanscale's operational locations are not in or adjacent to protected areas or areas of high biodiversity, we regularly evaluate our direct and indirect impacts. We focus on our grounds and their perimeters, review local endangered species and our manufacturing activities.

As an example: Phenolic dust is a byproduct of manufacturing in one facility. Humanscale installed a vacuum filter to collect small and fine pieces of machined phenolic scrap as it is cut, preventing the dust from entering the environment.

Because we have not done any mining or new construction, released pollutants, or introduced any invasive species, it is our understanding that impacts from our factories are not significant. However, we see the potential to positively impact local biodiversity. In 2019, each of our factories developed a plan to restore local native species and has been implementing it ever since. Humanscale has not restored or protected any habitat areas during the past year.

Operational Data

		2016	2019	2023	2024			
		Organization				Piscataway	Dublin	Nogales
304-4 #of IUCN Red List Species								
i	Critically Endangered	0	13	15	10	7	3	0
ii	Endangered	1	47	46	25	24	1	0
iii	Vulnerable	4	123	107	67	55	6	6
iv	Near Threatened	8	102	81	61	40	12	9
v	Least Concern	686	2,785	2,666	1124	1049	52	23

The significant increase in # of species listed in 2019 is due to the IUCN expanding the territory of evaluation significantly to include a much larger radius surrounding our facilities.

A larger geographic territory includes a greater number of species.

IUCN Red List Species ↗

We built our sustainability program to focus on our largest impacts, many of which are included in the The United Nations Sustainable Development Goals (UN SDGs).

The United Nations Sustainable Development Goals are a collection of 17 global goals set by the UN General Assembly in 2015, with a target date of 2030.

The 17 goals include 169 targets, which indicate social, economic and environmental progress as well as education, gender equality and technology.

Our initiatives further the following UN SDGs:

1 No Poverty

2 Zero Hunger

3 Good Health & Well-Being

Our products are developed to use healthy materials and keep people in healthy body postures

4 Quality Education

5 Gender Equality

We strive for gender equality in our workforce and governance

6 Clean Water & Sanitation

Our factories use minimal water for production. Our main factory uses only captured rainwater for production.

7 Affordable & Clean Energy

A system of solar panels provides over 80% of electricity at our main production factory

8 Decent Work & Economic Growth

We make sure the people who work for us and as part of our supply chain work in safe, healthy environments, are paid fairly, and treated with respect

9 Industry, Innovation & Infrastructure

10 Reduced Inequality

11 Sustainable Cities & Communities

12 Responsible Consumption & Production

We manufacture goods responsibly, with great attention to the environmental impacts of our factories

13 Climate Action

As a manufacturer, we operate our factories, ship our goods, and choose our supply chain to have a minimal, or even positive, impact on the environment

14 Life Below Water

We're capturing ocean plastic to manufacture new products

15 Life on Land

Our project with WWF in Cambodia focuses on conservation that also supports the local economy

16 Peace & Justice Strong Institutions

17 Partnerships to Achieve the Goal

UN.Org/Sustainable-development-goals ↗

We’re committing to ensuring that our positive impact extends through our supply chain.

—Bob King,

Humanscale Founder and CEO

Humanscale is a global company with a global supply chain. Our own/exclusive 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 Humanscale). Our supply chain may go up to five tiers deep at times. When we evaluate our suppliers, we look mainly at areas where we can have the most influence, which is most often our first tier, or direct, suppliers.

Though our supply chain is constantly changing, in 2024 the changes were not significant. The number of top suppliers that contribute to 80% of our spend has increased as we’ve spread our spend amongst our existing suppliers, and supply chain challenges caused us to work with new suppliers. We had an increase in the number of suppliers in Southeast Asia, and began working with additional suppliers in other regions, resulting in a more even spread of spend with suppliers globally.

Most of the impact in manufacturing a product occurs throughout the supply chain, so we choose suppliers carefully. We require them to meet more than minimum legal compliance with environmental and social requirements and outline our expectations in our Supplier Code of Conduct. The Code of Conduct is reviewed and approved by our CSO, and ensures that Humanscale’s commitment to human rights, fair labor practices, and anti-corruption is carried through consistently in all business transactions. We use it to identify and work with suppliers who are exceeding minimum regulations to provide a high-quality work environment to employees throughout our supply chain. We aim to assess compliance with the Code for over 80% of first tier suppliers through our own auditing process every two years. In 2024, 56 suppliers, accounting for 80.5% of spend have signed the Code of Conduct with clauses that cover environmental and social requirements, including Humanscale’s anti-corruption policies and procedures.

These suppliers are all parts suppliers, with around 28% supplying for our Dublin facility, 29% supplying our Nogales facility, and 41% supplying our Piscataway, New Jersey facility. Per our 2024 supplier risk assessment, none of these suppliers had actual or potential negative environmental and social impacts or incidents of anti-corruption.

By the end of 2024, we screened 76 suppliers, who represent 88.3% of inventory spend, through environmental and social criteria. 10 suppliers, accounting for 67.3% of spend, were assessed by an audit that evaluate their CSR capacities, and are now engaged in action planning following their desk audit. While no new suppliers were screened using environmental or social criteria, new suppliers from 2024 only accounted for about 0.5% of total spend. All of the NAM, APAC, and EU sourcing teams are trained on Humanscale’s supplier sustainability priorities. Humanscale is continuing to work towards ensuring that the tools that have been established to screen suppliers using environmental criteria, such as our Supplier Self Evaluation and Supplier Agreements, are being used to their fullest potential.

Wherever possible, we choose local/domestic suppliers, defined as being located within 500 km from our factories in Piscataway NJ, Nogales Mexico, and Dublin Ireland. In 2024, 7.52% of raw-materials used in production were from local suppliers. Additionally, we have information regarding conflict minerals available from 55% of suppliers by spend.

Assuring human rights and freedom of association while eliminating child labor and forced labor in our supply chain.

As a global company, we recognize that our suppliers may operate in regions where there is an elevated risk of child labor, forced labor or restriction to freedom of association. Both our Supplier Code of Conduct and our Supplier Agreements expressly forbid any forced labor or child labor and support both freedom of association and human rights. By the end of 2024, 56 suppliers, accounting for 80.5% of spend, have signed both our Code of Conduct and supplier agreement.

Each year, we evaluate our first-tier suppliers for risk of child labor, forced labor or restriction to freedom of association and human rights, based on their location and type of operation. Our on-site audit plan is developed to prioritize suppliers with greater risk of non-compliance. From our 2024 supplier risk assessment, there was no supplier considered to be at significant risk for incidents of child labor or of young workers exposed to hazardous work or forced labor. Operations and suppliers in China, UAE, Saudi Arabia and India are located in areas where workers’ rights to exercise freedom of association or collective bargaining are considered to be of significant risk. To mitigate this risk, we require our suppliers to comply with our code of conduct, abiding by national laws on freedom of association and collective bargaining. High risk suppliers have been prioritized for on site supplier audits, to ensure that they have policies in place which allow their workers the freedom to take collective action, form trade unions, and leave their company as they see fit.

In an effort to prevent forced labor and child labor, 67% of suppliers by spend have been screened for compliance with local laws for child labor and have procedures to meet our Code. All of our suppliers with operations in countries or geographic areas that have a high prevalence of child labor across various industries have either 1) been screened for child labor policy and procedures, or 2) have signed an agreement and code of conduct with Humanscale that prohibits the use of child labor and requires compliance with all applicable human rights and labor laws/regulations. Humanscale reaches out to all its suppliers on an annual basis to inquire on their policies and procedures for employee health and safety, hours worked, and working conditions.

One of the best things about Humanscale is the great people.

Our team members are dedicated, passionate about our work and willing to be innovative.

Our Human Resources (HR) departments manage all employee relations, regardless of location. To make sure we're staying in tune with employee needs globally, we have three HR departments based in the United States, Ireland and China.

GRI 2-7 a. b.

	Organization				North America				APAC				EMEA			
	Total	F	M	Other	Total	F	M	Other	Total	F	M	Other	Total	F	M	Other
Total Employees	977	555	421	1	723	322	400	1	38	18	20	0	216	79	137	0
Permanent Employees	920	510	409	1	670	312	357	1	38	18	20	0	212	77	135	0
Temporary Employees	57	45	12	0	53	10	43	0	0	0	0	0	4	2	2	0
Non-guaranteed Hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Full-time Employees	902	506	395	1	658	305	352	1	38	18	20	0	206	70	136	0
Part-time Employees	22	6	16	0	12	7	5	0	0	0	0	0	10	9	1	0

GRI 2-8

	Organization	North America	APAC	EMEA
Workers / not employees whose work is controlled by the organization	69	53	8	8
Type of worker and contractural relationship		Contractural workers hired through staffing agency, production assembly	Independent contractors, sales	Independent contractors, sales

Footnotes:

There have been no significant fluctuations in the number of employees since the last reporting period.

Employee totals are calculated based on payroll figures, an employee software tool, temp roster reports, and IT data.

Numbers reported represent the last day of the reporting period.

Contract employees are included.

Temporary workers, who are not employees, are hired for assembly work on spike orders on an as-need basis.

Total employees does not equal permanent + temporary employees because interns are not considered full time nor part time employees.

Business Conduct Policy

Our goal will always be to make an overall Planet Positive impact on the Earth and its people. To ensure all employees, workers, contractors, and suppliers globally understand and support this goal, they must follow our Business Conduct Policy, which outlines our commitment to conducting every aspect of our business ethically and in compliance with the law.

Topics include Human Rights, Conflicts of Interest, Corruption, Accurate Documentation and Records, Antitrust, Fair Dealing, Equal Opportunity, Harassment and Discrimination, Substance Abuse, Health and Safety, Working Conditions, Company Assets, Privacy and Confidentiality and the Supplier Code of Conduct.

Special attention is paid to vulnerable groups including but not limited to, race, color, religion, national origin, age, pregnancy, sexual orientation, gender identity, genetic information, disability, military status, or veteran status.

This policy is approved by our CEO and lays out the basic rules and principles that apply to all of us in our work and reminds us all to speak up if we see something that does not seem right.

Customer Privacy

No substantiated complaints were received concerning breaches of customer privacy from outside parties substantiated by Humanscale or complaints from regulatory bodies. Additionally, no identified leaks, thefts, or losses of customer data events occurred in the reporting year.

Training and Education

	Female	Male	Corporate Support	Intern	Operations	Sales	Total (#)	Average
Average hours of training undertaken	15.71	13.2	5.35	1.35	1.98	38.74	13,454	14.56
% of employees received a career development review	80%	75%	100%	0%	43%	100%	721	78%

To keep our people at their best, we continually train and educate, both through internal and external training. Severance pay, taking into account employee age and years of service, facilitates continued employability and the management of career endings.

Occupational Health and Safety

We make our products in three owned/exclusive factories and, by their very nature, factories can be high-risk locations for injury. It's important for us to understand where injuries may occur and ensure we have policies in place to mitigate those risks, as well as provide employees with the proper protective equipment.

Each of our owned/exclusive factories has a Health and Safety Committee in place to ensure all factory employees have an active role in their safety. The committees cover all workers (employees and contractors) and are responsible for safety training, identifying hazards and risks and implementing safety policies, which are created as a result of regular safety assessments.

Piscataway

Piscataway's Occupational Health & Safety follows US government regulations: Occupational Health and Safety Administration (OSHA), Public Employees Occupational Safety and Health (PEOSH) and OSHA CFR 29 1910 - General Industry. The facilities & Environmental Health and Safety (EHS) Managers and their teams are tasked to audit the facility and processes on a monthly basis. Root cause and corrective actions are developed from non-conforming items during the monthly audit, if observed. Workers are expected to report hazards to their team lead or supervisor and are encouraged to do so with an incentive program that rewards employees for identifying hazards in the workplace. OSHA posters notify workers of their rights under federal regulations and Whistleblower signage is posted in a conspicuous locations.

Workers are expected to remove themselves from unsafe work conditions. If an incident occurs, the accident investigation is led by the involved employee's supervisor. It is reviewed by Facilities & EHS Manager and their team. Each month, site-wide safety trainings are held that cover any new findings.

The Safety Committee on site consists of workers from all levels who meet monthly to discuss Health & Safety initiatives. Committee members review all submitted safety concerns.

Annual training takes place for all workers on all pertinent safety policies and programs including work specific hazards such as spill control & response, hearing conservation, fall protection, vehicle operation, bloodborne pathogens, etc. Industrial hygiene surveys such as air monitoring testing, and noise level testing are conducted to determine health risks related to occupational health hazards.

Dublin

Dublin has an in-house Health & Safety Management System and Health & Safety policy which follows Ireland's Safety, Health and Welfare at Work Act 2005. This policy applies to all employees and contractors. 100% of Humanscale Dublin's workforce are represented by the Health & Safety Committee, which is made up of one manager and three employees. The committee meets once a month to discuss any Health and

Safety related topics and to schedule and review internal Health and Safety Audits. The Health & Safety Officer audits the facility every week and conducts risk assessments on an annual or as needed basis, i.e. if an incident or accident occurs. Risk Assessments are used to identify potential hazards. From the information gathered, action plans are established to ensure the safest environment for all employees. Working in conjunction with employees and using tools like suggestion boxes and visual display screens to promote general safety in the factory and offices, we aim to remove all risks and work toward a zero-tolerance policy. To solicit employee feedback on an ongoing basis, multiple suggestion boxes can be found within the facility. Employees are encouraged to submit suggestions which can be anonymous. The suggestions are collected each week and reviewed by the Facilities and Quality Managers. They are also reviewed at the monthly Safety Meeting where all members are present. The Safety Committee reviews the suggestions and those that will be implemented are managed as part of a Task List.

The Health & Safety Committee reviews assessments and plans actions during meetings every month or as needed. Every worker is instructed that if during their shift, their work area becomes unsafe or if they perceive themselves to be in a situation that may cause injury or ill health, they should report it to their manager for resolution immediately. The Company's grievance procedure is designed to enable employees who have a problem, concern or grievance about their work, working environment or working relationships to have that problem dealt with formally at the appropriate level in the organization within as short a time as practicable and without retaliation. This procedure applies to all employees regardless of their position or length of service. It is designed to help and encourage effective and speedy resolution of any and all grievances. Through our Accident Reporting Process, the incident is recorded on the Accident & Incident Form with witness statements where necessary. A review of the circumstances and the area in which the incident occurred takes place and any necessary measures are taken.

Employees receive Occupational Health & Safety training to reduce the risk of workplace injury. General Safety and Personal Protective Equipment (PPE) training is given during onboarding of new employees and annually. First Aid training is given through an external group every two years which includes defibrillator training. Factory employees receive training on chemical handling and spillage twice a year and Covid-19 education and training is given ongoing as needed.

Nogales

In Nogales, the EHS coordinator conducts daily safety walks inside and outside of the facility and conducts safety audits relating to ergonomics, chemical manipulation/exposure, noise, vibration, exposure to light and non-ionizing radiation, etc. If unsafe conditions are detected, a corrective action is issued immediately. This information is documented and reviewed on a weekly basis with production supervisors and managers. During new employee onboarding, every worker is instructed that if their work area becomes unsafe, their supervisor should be informed and activities in the area suspended. If an incident occurs, immediate action is taken to ensure safety, an investigation is planned, data is collected and analyzed and a report is written and findings are shared throughout the facility. Every month, awards are given to workers who identify a risk or an improvement in the safety system of their work area. The EHS department and Human Resources ensure that workers are protected from any retaliation from reporting their findings. Additionally, Humanscale has an anti-workplace harassment policy in place in which all employees are trained on.

Nogales' Health & Safety Committee meets quarterly and consists of members from all levels of employment are responsible for;

- Reviewing safety concerns within the workplace
- Receiving training pertinent to current issues
- Quarterly tours for the complete verification of the building and work areas.
- Understanding the NOM-019-STPS-2017 and other applicable safety standards
- Encouraging others to develop and embrace a workplace safety culture

Every employee receives Health & Safety training every month. The trainings cover prevention of generic and specific risks including work at heights, work with welding, confined spaces, first aid, proper use of PPE, use of fire extinguishers, etc. Additionally, employees are trained annually on the Mexican regulations covering occupational health and safety.

Nogales ensures that all employees, visitors and contractors have access our free, on site, medical services with our plant nurse if needed. In compliance with legal requirements, we also provide annual medical checkups to all employees that are at risk of work-related injury. If any employee has a negative result, we ensure that the employee receives necessary follow-up medical attention.

Nogales follows the Mexican government health and safety regulations, NORMA, including these specific requirements:

Humanscale Occupation Health & Safety management system covers all employees, contractors and visitors and is governed by Mexican regulations, which is a legal obligation to comply with. The regulations that our Occupational Health & Safety management system follows is based on the following regulations;

NOM-005-SSA3-2010, Infrastructure and equipment required for establishments that offer medical care of ambulatory patients

NOM-004-SSA3-2012, clinical records

NOM-087-SEMARNAT-SSA1-2002, Environmental protection for Environmental-Health-Biological-Infectious hazardous waste, classification and management specifications

NOM-001-STPS-2008 Buildings, premises, facilities and areas

NOM-002-STPS-2010 Fire prevention and protection

NOM-004-STPS-1999 Protection systems and safety devices for machinery and equipment

NOM-005-STPS-1998 Handling, transport and storage of hazardous chemicals

NOM-006-STPS-2014 Material Handling and Storage

NOM-009-STPS-2011 Work at heights

NOM-010-STPS-2014 Chemical agents polluting the work environment.

NOM-011-STPS-2001 Noise

NOM-013-STPS-1993 Non-ionizing radiation

NOM-015-STPS-2001 High or low thermal conditions

NOM-017-STPS-2008 Personal Protection Equipment

NOM-018-STPS-2015 Communication of hazards and risks for chemical substances

NOM-019-STPS-2011 Safety and hygiene committee

NOM-020-STPS-2011 Pressurized containers and boilers

NOM-022-STPS-2015 Static electricity

NOM-024-STPS-2001 Vibrations

NOM-025-STPS-2008 Lighting

NOM-026-STPS-2008 Color and safety signs

NOM-027-STPS-2009 Hot works

NOM-029-STPS-2011 Maintenance of electrical systems

NOM-033-STPS-2015 Confined spaces

NOM-035-STPS-2018 Psychosocial Risk Factors

NOM-036-1-STPS-2018 Ergonomic Risk Factors at Work

NOM-001-SEDE-2012 Electrical installations

NOM-001-SECRE-2010 Natural gas specifications

NOM-085-SEMARNAT-2011 Air pollution - Maximum permissible emission levels from indirect heating combustion equipment and their measurement

Workers covered by Occupational Health & Safety Management System

	Dublin		Nogales		Piscataway		Global	
	Employees	Non-Employees	Employees	Non-Employees	Employees	Non-Employees	Employees	Non-Employees
Employees and non-employee workers who are covered by such a system	94 (100%)	N/A	2 (100%)	320 (100%)	777 (100%)	137 (100%)	873 (100%)	457 (100%)
Employees and non-employee workers who are covered by such a system that has been internally audited;	94 (100%)	N/A	2 (100%)	320 (100%)	777 (100%)	137 (100%)	873 (100%)	457 (100%)
Employees and non-employee workers who are covered by such a system that has been audited or certified by an external party	94 (100%)	N/A	2 (100%)	320 (100%)	0	0)	96 (11%)	320 (70%)

*No exclusions

Injury Rates

	Dublin		Nogales		Piscataway		Global	
	Employees	Non-Employees	Employees	Non-Employees	Employees	Non-Employees	Employees	Non-Employees
# of hours worked	172,302	N/A	4,510	621,207	1,302,270	118,432	1,479,082	739,639
Number and rate of employees and non-employee workers who sustained a recordable work-related injury	1 (1.16%)	N/A	0	1 (0.32%)	17 (2.61%)	0	18 (2.43%)	1 (0.27%)
Injury type	Muscle	N/A	N/A	Facial	Strain, sprain, minor cuts /bruises	N/A	Muscle	Strain, sprain, minor cuts / bruises
Number and rate of employees and non-employee workers who sustained a high consequence work-related injury	0	N/A	0	0	0	0	0	0
Injury type	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*Rates are calculated using 200,000 hours worked

Work-Related Ill-Health

There was no work-related ill health at our Dublin and Piscataway locations in 2024. There was one incident of work-related ill health (carpal tunnel syndrome) in Nogales. Hazards are determined by the risk and ergonomic analysis by the EHS Coordinator. During investigations, we use the RCA method with the fishbone tool for a deep understanding of root causes leading to more assertive corrective actions.

Method used to record and report accident statistics:

Dublin: N/A, **Piscataway**: OSHA 300 Recordkeeping, **Nogales**: RCA method, **Global**: OSHA

We offer a benefits program to our employees all over the world; the benefits available vary by region.

Employee Benefits by Region

North America	EMEA	APAC
Benefits provided to full-time employees that are not provided to temporary or parttime employees:		
Health Insurance Short-Term Disability Life Insurance Spousal Reimbursement Program Hospital Indemnity, Accident, Critical Illness Commuter Employee Discount HSA/FSA Funds	Health Insurance Pension/Government Retirement Insurance Employee Discount	Medical Plan Annual Medical Checkup Retirement Plan Employee Discount
Benefits provided to all employees:		
Employee Assistance Program		

Parental Leave

	North America		APAC		EMEA	
	Female	Male	Female	Male	Female	Male
Employees entitled to parental leave	312	16	20	17	79	137
Employees that took parental leave	9	1	1	0	2	3
Employees that returned to work in the reporting period after parental leave	6	1	1	0	1	3
Employees still employed 12 months after their return to work from parental leave	6	1	1	0	4	4
Return to work rates of employees that took parental leave	100%	100%	100%	N/A	50%	100%
Retention rates of employees that took parental leave	100%	100%	100%	N/A	100%	100%

Non-discrimination

We capture and evaluate all incidences of discrimination as they occur and evaluate these events yearly to determine trends and discover better ways to avoid problems in the future. Humanscale has had no incidents of discrimination reported in the past year globally.

Human Rights

Humanscale upholds human rights and international norms of behavior in all global operations and activities. In 2024, we performed a risk assessment of all 3 of our internal facilities, including factories, offices, and showrooms. Facilities were assessed for risk of human rights violations, child labor, forced labor, corruption, and restriction of collective bargaining based on location and type of operation.

No employees are covered by collective bargaining agreements, but no risks were identified at our facilities.

Although Humanscale does not currently have a human rights training program for employees at this time, we will endeavor to provide training and will track participation data next year.

Variation in Humanscale Governance

All Humanscale entities globally are governed by a board of directors. Board members are all over 50 years old, 50% identify as female, and none are members of minority groups.

Humanscale's executive team provides direction through the many departments internationally.

Variation in Executive Team

Female	6	43%
Male	8	57%
Other	0	0%
Under 30	0	0%
Age 30- 50	7	50%
Over 50	7	50%
Race Variation Index*		0%

Organizational Total

Female	412	45%
Male	512	55%
Other	1	0.1%
Under 30	111	12%
Age 30- 50	541	58%
Over 50	272	29%
GRI 2-21 Earning ratio highest to median annual compensation	23:1	
Ratio of the % increase in annual compensation for the highest-paid individual to the median % increase for all employees	28:1	
Race Variation Index*		68%

*The Variation Indicator expresses the probability that any two people chosen at random will identify with different racial or ethnic backgrounds.

EMEA does not track race per legal requirements.

Variation is calculated for locations of significant operations, defined as having five or more employees.

Variation In Employees

	North America		APAC		EMEA	
Corporate Support						
Female	109	49%	7	78%	29	64%
Male	113	51%	2	22%	16	36%
Other	1	0.4%	0	0%	0	0%
Earning ratio (F:M)	0.82:1		0.65:1		0.78:1	
Under 30	28	13%	0	0%	7	16%
Age 30- 50	134	60%	8	89%	25	56%
Over 50	60	27%	1	11%	13	29%
Race Diversity Index*	68%		0%		Does not track race	
Intern						
Female	4	50%	0	0	0	N/A
Male	4	50%	0	0	0	N/A
Other	0	0%	0	0%	0	0%
Earning ratio (F:M)	.95:1		N/A		N/A	
Under 30	8	100%	0	0	0	N/A
Age 30- 50	0	0%	0	0	0	N/A
Over 50	0	0	0	0	0	N/A
Race Diversity Index*	70%		N/A		N/A	
Operations						
Female	108	44%	6	40%	23	26%
Male	137	56%	9	60%	66	74%
Other	0	0%	0	0%	0	0%
Earning ratio (F:M)	0.80:1		0.51:1		0.94:1	
Under 30	37	15%	0	0%	14	16%
Age 30- 50	108	44%	14	93%	47	53%
Over 50	100	41%	1	7%	28	31%
Race Diversity Index*	44%		0%		Does not track race	
Sales						
Female	92	47%	7	50%	27	33%
Male	103	53%	7	50%	55	67%
Other	0	0%	0	0%	0	0%
Earning ratio (F:M)	0.98:1		0.59:1		0.81:1	
Under 30	13	7%	0	0%	4	5%
Age 30- 50	138	71%	12	86%	55	67%
Over 50	44	23%	2	14%	23	28%
Race Diversity Index*	28%		13%		Does not track race	

Variation in New Hires

North America		
Male: 60 (52%)	Female: 55 (48%)	
Under 30: 45 (39%)	Age 30-50: 53 (46%)	Over 50: 17 (15%)
APAC		
Male: 1 (50%)	Female: 1 (50%)	
Under 30: 0 (0%)	Age 30-50: 2 (100%)	Over 50: 0 (0%)
EMEA		
Male: 24 (63%)	Female: 14 (37%)	
Under 30: 13 (34%)	Age 30-50: 21 (55%)	Over 50: 4 (11%)
Organizational total		
Male: 85 (55%)	Female: 70 (45%)	
Under 30: 58 (37%)	Age 30-50: 76 (49%)	Over 50: 21 (14%)

Variation in Turnover/Terminations

North America		
Male: 59 (60%)	Female: 39 (40%)	
Under 30: 33 (34%)	Age 30-50: 45 (46%)	Over 50: 20 (20%)
APAC		
Male: 5 (71%)	Female: 2 (29%)	
Under 30: 0 (0%)	Age 30-50: 7 (100%)	Over 50: 0 (0%)
EMEA		
Male: 27 (77%)	Female: 8 (23%)	
Under 30: 7 (20%)	Age 30-50: 17 (49%)	Over 50: 11 (31%)
Organizational total		
Male: 88 (63%)	Female: 52 (37%)	
Under 30: 40 (29%)	Age 30-50: 69 (49%)	Over 50: 31 (22%)

Humanscale Corporation is a privately held Benefit Corporation organized under the laws of the state of New York pursuant to its company bylaws. Owners of Humanscale Corporation are also owners of Humanscale Group Inc and Humanscale International S.à.r.l., which are collectively referred to as “Humanscale”.

Humanscale’s executive management and governance is perpetually overseen by the highest level of governance - our founder and CEO, Bob King. No adjustments are made for minority interests, and there is no difference between entities for any material topic or any material topics listed by GRI Standards.

As privately owned and managed companies, all decisions and evaluations of governance are performed internally after consulting with the relevant business and legal executives.

Humanscale maintains an in-house legal department to advise the company on lawful behavior and ethical standards

No significant changes have been made to the business relationships since the previous report.

Governance over Corporate Social Responsibility

Our founder and CEO oversees management of impacts. Our Chief Sustainability Officer (CSO), in conjunction with the appropriate executives, is given the responsibility to develop and update the purpose, value, and mission statements, strategies, policies and goals relating to environmental and social topics, which are then approved by the CEO.

Responsibility for achieving goals is delegated throughout the organization to employees appropriate to the activities required.

Progress toward social, environmental and economic goals is reviewed by our executive team twice each year, and by our founder every quarter.

Material topics are reviewed annually, with final approval by the CEO.

Humanscale advances the collective knowledge, skills, and experience of Humanscale’s governance structure and advances the discourse on sustainable design via feedback from the CSO, executive board, stakeholders, third-party certifications, and professional associations. Although we don’t track the number of sustainability issues raised to the CEO, the issues most commonly raised to him included single use plastic packaging, waste, recycling, overall plastic pollution and injection molding. We also have our progress evaluated approximately every 18 months through a third-party audit required to maintain certifications. Effectiveness of the highest level of governance on overseeing impacts to the economy, environment and people is reflected by company performance in meeting goals, and third-party audits.

Evaluations of effectiveness are internal and have historically led to the creation of the CSO position.

Photo: Paddle Against Ocean Plastic in Sydney, Australia

Local Communities

Established in 2022, Humanscale's employee-run Local Communities Committee works to identify needs within the community and execute outreach and volunteer events to alleviate those needs.

Some examples in 2024 include invasive plant species removal in Staten Island, New York and participating in a paddle against ocean plastic in Sydney, Australia.

We continue to engage with stakeholders and create stakeholder maps. Each year, we conduct an assessment to ensure we are not affecting the community in any negative way and to look for opportunities for community outreach. We also complete a company-wide assessment, including 100% of operations, of social and environmental impacts using the B Impact Assessment. We had no incidents of violation involving rights of indigenous peoples. Humanscale has no formalized community grievance process, but aims to be a good member of the communities in which we operate, and discloses our impacts publicly through our annual CSR report.

Stakeholder mapping helps inform which stakeholders we will engage with. Stakeholders who are directly involved in creating the CSR program and report will not have feedback solicited through the process.

All stakeholders with a high degree of influence and interest will be included.

Environmental & Social Compliance

In 2024, there were no incidents of non-compliance, complaints, fines or sanctions for environmental or social laws, for health and safety of our products and services (of which 100% of product and service categories are evaluated), product safety information, and/or labeling, marketing communications, or for voluntary codes.

During development, products undergo rigorous in-house testing by Quality Engineers and at third-party testing houses to ensure products meet the highest safety standards. Safety testing is determined by Regulatory Engineers and varies by product category.

In the EU, Humanscale products that contain electronics must comply with CE Marking Directives and Regulations which require appropriate labeling. Certain products may meet 3rd party product safety schemes and would be subject to the corresponding labeling requirements. For example, certification from Nationally Recognized Testing Laboratories (UL, ETL, TUV), UL BIFMA certification, BIFMA Compliant program, and GS Mark.

Humanscale product flammability performance, as related to product safety for intended applications, complies with Senate Bill 1019 in California. It requires labeling to indicate the compliance status of TB 117-2013 and the presence of flame retardants for products in our seating line.

The wheelie bin WEEE symbol is labeled on all electronic products sold in the EU and is included on disassembly instructions found on Humanscale's website.

China RoHS symbol is labeled on all electronic products sold in China.

FSC chain-of-custody certified products or packaging assemblies for wood- or paper-based materials follow guidelines as established by the organization. FSC claims can be found on product spec sheets, brochures, and our website.

43.4% of Humanscale's wood products by spend are certified through FSC.

Material Transparency Disclosures published by Humanscale provide the public with a product's full chemical composition, often down to 100ppm, and any associated human health hazards of those chemicals (if any exist). Many of the published transparency disclosures are third-party verified to guarantee validity. They can be found on our website, Ecomedes.com, and several public databases.

Humanscale products have attained multi-attribute sustainability certifications that have environmental, health, and social impact aspects. Each certification includes credits that task us with optimizing material health and especially the substances used in the production of our products. Certification achievements are celebrated on marketing copy and graphically in the form of certification logos on a variety of different applications, including on our website, brochures, packaging, Ecomedes.com, and several public databases.

Organizational disclosures, certifications, & commitments are exhibited in Humanscale marketing materials, including the use of certification logos. We also highlight Humanscale's mission to reduce our carbon footprint via CDP and Science-Based Targets (SBTi) that we market publicly.

If a Humanscale product is known to contribute toward building-level certification credits (LEED, WELL, LBC, Design for Freedom), we have communicated it on our website, brochures, and Ecomedes.com.

Health, comfort, and performance are moderated by design. Members of the Design and Ergonomics team discuss how to meet the ergonomic needs of 95% of the population.

Ergonomic feedback may be requested from relevant customers on a case-by-case basis prior to the official launch of the product.Products that address ergonomic issues in the workplace are marketed as such. Ergonomic claims are guided and/or reviewed by board-certified ergonomists and other ergonomic specialists.

Ergonomic Consulting service recommendations and assertions to accommodate individual differences are backed by scientific and academic research and evidenced in real world scenarios.

Messaging is defined and shaped by our CEO, Creative Director, and Associate Creative Director. Once the direction is determined it is used to write content for our PR initiatives, brochure, spec sheets, website, social and emails. We follow the same marketing procedures for 100% of new product development.

Special Order Requests are not included in this process. If changes are made to the product due to internal requests or to meet regulatory/ certification compliance, marketing procedures differ on a case-by-case basis.

Customer Service

Humanscale has dedicated sales and customer service teams to provide high-quality customer service, including but not limited to information on products, shipping and delivery, upgrade and repair, warranty and responsible disposal at the end of life.

Humanscale takes customer complaints and dispute resolution very seriously and has an investigative procedure in-place to maximize customer satisfaction and to maintain product quality and confidence in the brand. Humanscale secures and protects confidentiality of customer data.

Humanscale's Customer Care team is responsible for executing and maintaining the company's Potential and Alleged Injury/Property Damage procedure. When a customer notifies Humanscale regarding a product which has caused or could potentially cause an injury or damage to the customer's property, it is treated with the highest priority.

In such cases, the Legal team requires the following steps to occur:

1. Sales/Customer Care: Obtain Preliminary Information

2. Customer Care Supervisor/Manager: Gather Detailed Information

3. Legal: Review Information

4. Additional Follow-up by Internal Teams

Customer Care Supervisor/Manager Response

After Sales/Support sends a report to the Customer Care Supervisor/Manager, they will respond to the request to confirm receipt and advise on next steps. Members of the Quality team assist with the disposition and processing of the complaint by providing details regarding root causes and, if necessary, corrective actions. The typical initial response time is approximately 12-24 hours. Updates are provided to the customer daily, as needed.

Remuneration

Humanscale has an internal policy that guides our executive and all employee remuneration. As a privately held company, we understand remuneration ratios are an issue but manage those policies internally. Performance related to environmental and social topics is a criteria in remuneration of the executive team where applicable.

Accreditation from third-party organizations and memberships in professional associations helps to keep us accountable and focused.

Memberships

HPDC (Health Product Declaration Collaborative)

This not-for-profit, member organization is committed to the continuous improvement of performance in the building industry through transparency, openness, and innovation in business practices. We take a strong stance on using healthy materials in our own products and supporting the entire industry to push for healthier chemistry.

Our Sustainability Officer was a member of the HPDC board of directors.

mM (mindful Materials)

mindful Materials is a not-for-profit seeking to align stakeholders across the building industry to use a common language and send a clear market signal that sustainable materials and buildings are of greater value.

Our Sustainability Officer is a member of the mM board of directors.

NextWave Ocean-Bound Plastic Working Group

NextWave intercepts ocean-bound plastics from waterways in priority areas for environmental and social benefit. The group works with scientists, corporations, and others to create an open-source supply chain that reduces ocean-bound plastic and complies with global environmental and social standards.

In 2017, Humanscale was a founding member of NextWave.

USDGC (United Nations Global Compact)

As a member of the U.N. Global Compact, our CEO has committed to align our operations and strategies with the 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption, including a precautionary approach to environmental challenges.

Read the CEO's commitment letter here.

USGBC (United States Green Building Council)

The U.S. Green Building Council works with individuals and companies to create healthy, efficient buildings. It is the administrator of LEED credits.

As a member of the USGBC, we keep up-to-date with requirements and ensure our products contribute to LEED certification.

Associations

BCPE (Board of Certified Professional Ergonomists)

BCPE sets a rigorous professional standard for practitioners of human factors/ergonomics (HFE). Humanscale is home to several board-certified ergonomists, who stay actively involved in BCPE and ensure we continue to create healthy workplaces.

BIFMA (Business and Institutional Furniture Manufacturers Association)

BIFMA is a not-for-profit trade association for business and institutional furniture manufacturers. Staying engaged with our industry trade association helps us advance the conversation about sustainability for our entire industry.

CDP (Carbon Disclosure Project)

The Carbon Disclosure Project is the only global system for companies and cities to measure, disclose, manage and share vital environmental information, with the goal of helping them take action to reduce their impacts. Humanscale publicly discloses our greenhouse gas emissions through the CDP every year, and has since 2012.

FSC ® (Forest Stewardship Council)

The Forest Stewardship Council ® certifies that products come from responsibly managed forests that provide environmental, social and economic benefits. All our wood tables are certified by the Forest Stewardship Council.

SCS Indoor Air Quality Gold

Created to demonstrate the health and safety of an indoor environment, SCS Indoor Air Quality Gold requires products to meet strict indoor air quality chemical emission limits. Humanscale tests all our major product lines to confirm they do not off-gas and meet SCS IAQ Gold.

LEVEL®

Communicating the impacts of furniture products, LEVEL is a multi-attribute sustainability standard and third-party certification program.

IFMA (International Facilities Management Association)

IFMA is the world's largest and most widely recognized international association for facility management professionals. While Humanscale is not a national member, many Humanscale employees are actively involved in the organization.

ILFI (International Living Future Institute)

This not-for-profit organization is the originator of the Living Building and Living Product Challenges, and aims to facilitate the creation of socially just, culturally rich and ecologically restorative communities.

Living Product Challenge

The Living Product Challenge encourages participating companies to manufacture products using processes powered only by renewable energy and within the water balance of the places they are made.

Living Future Europe

Living Future Europe is dedicated to redefining the built environment to support a thriving ecological and social system.

SHINE (Sustainability and Health Initiative for NetPositive Enterprise)

SHINE is a joint initiative from MIT and Harvard which includes businesses and academics committed to becoming net positive. The project aims to improve the scientific basis by which NetPositive is assessed at all of these levels: products, activities, companies, economic sectors, individuals, and groups of people.

Political Campaigns

In 2024 Humanscale made no political contributions.

Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy		
Actual	Potential	Actual	Potential	Actual	Potential	
Market offerings allow people to participate in the movement of a low carbon market, reduced personal impact. Reduced exposure to air emissions to improve health.	Reducing climate impacts, which is proportionately affect people at a socio-economic disadvantage.	Reduced air emissions, reduced extraction that damages natural resources.	Reduced catastrophic weather events.	Jobs and growth in renewable energy sector. Reduced cost of energy. Company savings from spending less on energy.	New business models, innovations, more options become available. Avoiding the high cost of not addressing climate impacts.	POSITIVE
A shift toward a low carbon economy will require change. Change management can be challenging.	Carbon benefits being prioritized in isolation could negatively impact another category.	Mining for rare metals to support renewable energy systems.	End of Life solutions cause impacts. Carbon benefits being prioritized in isolation could negatively impact other issues.	Upfront cost of implementing renewable systems.	As climate impacts are seen, they start to erode structures of current economy (ex. Insurance)	NEGATIVE

Business Involvement

Managing unintentional impacts

Operational activities to reduce energy and Scope 1 & 2 Impacts undergo a monthly review where unintended impacts can be revealed. Ongoing relationships with our non-profit partners can reveal unintended impacts of projects installed. Regular evaluation of our supply chain can reveal unintended impacts to them caused by pursuing climate and energy reduction goals.

Long term outcomes

Since it is our impact, combined with the impact of many other organizations, that determine the outcomes, we collaborate with corporate and scientific initiatives. We look to input from the International Panel on Climate Change (IPCC) as well as the Science Based Targets Initiative (SBTi) to understand global long term outcomes.

Lessons learned

Ongoing communication with operations, suppliers, and external partners taught us:

Progress is not linear. Instead, large leaps are made periodically as projects can take many months to implement.

Cost of upgrades change over time; projects need to be quoted multiple times to find the right configuration

New decisions regarding facilities and product sourcing need to consider energy and ghg emissions from the start

Policies and Commitments:

Humanscale's Environmental Policy includes a commitment to energy and greenhouse gas reduction.

Humanscale aims to have all our products certified climate positive through ILFI's Living Product Challenge.

Humanscale has taken on Science Based Targets aligned with a less than 1.5°C temperature, which were approved by SBTi in October 2022.

Purpose	Reduce climate impacts from products we manufacture	Hold ourselves and others accountable.	Reverse some damange done to the planet.	Reduction of climate impacts from Humanscale operations.
Intervention	Designing products and sourcing material with reduced climate impacts	Publicly sharing our emisions, progress toward goals, and how GHG reduction is embeded in our business practices.	Creating carbon + energy Handprints greater than the embodied footprints of our products.	Implement climate and energy reduction measures across operations to meet SBTi approved targets.
Indications of success	Scope 3 category 1 (product carbon footprint) reduction	Publishing annual GRI compliant CSR report, responding to CDP survey	% of product revenue from certified climate positive products	Scope 1 & 2 reduction GHG reductions per SBTi, energy reduction
Means of verification	3rd Party Verified LCA demonstrates GHG emission reduction	CDP acknowledgment and score, annual CSR launch	Living Product Challenge certification	GHG verification of scopes 1&2, public reporting in our CSR report
Potential Challenges	• Sourcing team / R&D engagement • Maintaining data integrity over time • cost	• Maintaining data integrity over time • Scope 3 activity data availability	• Cost • Quantafiability of impacts • Developing handprint projects.	• Operation teams engagement • cost • lack of alternatives
OUTPUTS	Products with a lower climate footprint		Reduced GHG in the atmosphere	
SHORT-TERM OUTCOMES	Individuals from design, engineering, sourcing teams become knowledgeable about embodied climate	Our suppliers are made aware of the requirement to manufacture with low embodied carbon	Climate positive products are made available	Humanscale operations maintains energy efficiency efforts.
MEDIUM-TERM OUTCOMES	Library of solutions developed from our experience creating low carbon products	Our suppliers are engaged in R&D to find low embodied alternatives	Increased demand for climate positive products, increased awareness of handprints	Humanscale operations are climate neutral
LONG-TERM OUTCOMES	Our R&D and sourcing teams have skills to identify and avoid climate impacts in future	Our suppliers anticipate our request and propose solutions wth low embodied carbon	Climate positive products become commonplace, are frequrently requested	Humanscale operatins are climate positive
	Overall objective: reduce climate impacts from the building industry			

Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy		
Actual	Potential	Actual	Potential	Actual	Potential	
Improved indoor air quality and associated cognitive improvements can be measured	Improvements to materials generally benefit people at a socio-economic disadvantage	Reduced amount of ecosystem toxins being released	Development of benign / green chemistry solutions	Financial benefits to building owners for property value and tax incentives for green building certs	Innovative solutions may create new business opportunities	POSITIVE
Negative health impacts to people upstream and downstream of the building industry	Regrettable substitutions can replace one toxin for chemistry that may be worse	Toxic chemistry can be released during manufacturing, use or after disposal.	As products degrade (fire, wear, flaking) chemicals that were initially bound may be released	Cost to treat human health conditions is significant. Loss of habitat means fewer resources.	Remediation costs, increased costs for building management and renovations	NEGATIVE

Business Involvement

Managing unintentional impacts

Managing unintentional impacts – All substitutions are screened to ensure they are not on the Red List. We are evaluating additional screening approaches, such as Green Science Policy Institute's Six Classes, GreenScreen, and ChemForward.

Long term outcomes

Material ingredients of each product are reviewed every year to confirm that no changes to formulations or suppliers have been made that may have unintentionally added a previously eliminated chemistry.

Lessons learned

Our review of product formulations taught us:

Additional training is needed for our sourcing teams in certain markets.

Our data management process could be improved.

The process for changes made to products which are already in production needs to be formalized differently.

Policies and commitments:

Humanscale's Environmental Policy includes a policy on Transparency, Healthy Materials, and Chemicals Policy.

Humanscale is a catalyst member of mindful Material's Manufacturers' Forum, which has made significant headway in materials transparency, supply chain improvements, and digitizing the sustainable impacts of our products.

Purpose	Remove worst in class toxins from products we manufacture	Show manufacturing without worst in class toxins is possible	Promote awareness among our customers	Make it easier to specify products without worst in class toxins
Intervention	Identify product chemical ingredients at 100 ppm per product. For each Red List chemical, impliment an alternative solution.	Publish transparency labels for each new product at launch. Gather info for legacy products, publish as available	Use CEUs, campaigns, and sales presentations to educate our clients about toxins used in building industry	Engage in leadership role in industry groups that develop tools and standards for disclosure
Indications of success	% (by sales) of products known to be free of Red List chemicals	% (by sales) of products with transparency labels published	Clients proactively request materials info and removal of toxins	On committees/boads for HPDC, mM, BIFMA, ILFI and/or PGH
Means of verification	3rd Party Verified Declare Label shows Red List Free	Calculation done annually by sustainability team	# of clients reached via CEU + sales presentations	Committee / board roles fulfilled by our team
Potential Challenges	• Supplier resistance to sharing chemical ingredients • Maintaining data integrity over time • cost • sourcing / R&D engagement	• Supplier resistance to sharing chemical ingredients • Maintaining data integrity • changes made to products or supply chain over time	• New topic for some • Topic is complex, audience doesn't have much time to engage • Will cause more work initially until good alternatives are known. • Misinformation	• Time committment • Additional research + know-how required to support beyond our org
OUTPUTS	Healthier materials used in manufacturing of our products		Increased our customers' knowledge and comfort requesting products without toxins	Standards for how to disclose information + tools for data sharing
SHORT-TERM OUTCOMES	Individuals from design, engineering, sourcing teams become knowledgeable about chem of concern	Our suppliers are made aware of the requirement to manufacture without toxins	Increase in demand for products to be free of chemicals of concern	Manufacturers have visibility on how their products perform
MEDIUM-TERM OUTCOMES	Library of solutions developed from our experience removing + replacing toxins	Our suppliers are engaged in R&D to find alternatives to toxins	R&D investment by building product manufacturers (carpet, furniture, ceiling tiles etc)	
LONG-TERM OUTCOMES	Our R&D and sourcing teams have skills to identify and avoid toxins in future	Our suppliers anticipate our request and propose solutions without toxins	Alternative solutions to toxic chemicals currently used are developed	
	Overall objective: reduce toxins in the building industry			

Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy	
Actual	Potential	Actual	Potential	Actual	Potential
Lower cost product may give more people access to ergonomics. Circular product may align with people's values.	Increased access to ergonomic products might decrease injuries	Reduced need for extraction and processing. Reduced waste/ landfill.	Natural habitat preservation because of reduced extraction. Cleaner air, water, soil.	Demonstrates a new business model. Skilled jobs and service.	New jobs for resellers. More value extracted per product through life cycle(s).
Systematic change will be required. Change management is challenging.	Recirculation of materials with unknown toxicity.	Impacts are reduced but not eliminated	"rebound effect" ie. it might accidentally encourage more consumerism	Less need of raw material extractors or materials formulators, reduced jobs in these industries.	Risk associated systematic change

POSITIVE

NEGATIVE

Business Involvement

Managing unintentional impacts

Open-ended feedback from stakeholders is intended to reveal unintended impacts.

Long term outcomes

As a manufacturer of long life products (many are warrantied for 15 years), implementation of circularity is a long term process. Success of the program, along with evaluation of its impacts, reflect the long term outcomes.

Lessons learned

Ongoing communication with operations, suppliers, and external partners taught us:

Deep collaboration is required with many external stakeholders.

Internal buy-in is very high from many departments. However, a single delay from one department can significantly derail progress

Much effort must be dedicated to expectation setting when delivering goods on their subsequent cycles (have been used one or more times).

Policies and commitments:

Humanscale's Environmental Policy includes a commitment to supporting a circular economy

Humanscale's Design for Environment process ensures circularity is considered during our R&D efforts.

Humanscale Durability and Upgradeability policy ensures products are made to last for a long time; that some, if not all, components will be reusable multiple times; and that components subject to high wear are easily replaceable so that the majority of material can continue to be used.

Purpose	Enable a circular business model	Recirculate materials that support human health	Normalize circular practices and behaviours	Ensure sucessful execution of circularity
Intervention	Design products for durability, repairability, disassembly, remanufacturing using materials that enable circularity	Material selection does not include known chemicals of highest concern.	Engage in leadership role in industry groups on circualrity best practices. Promote circularity for customers and public.	Piloting different secnarios and portions of potential circular business models.
Indications of success	Limited intervention required to bring product sellable quality	% (by sales) of products with transparency labels published	Volume of circular product sold	Adopting piloted practices
Means of verification	Cost of interventions required to bring product sellable quality	calculation done annually by sustainability team	Sales numbers	Circuar programs launched
Potential Challenges	• Cost • Communicating intention • sourcing / R&D / internal stakeholder engagement	• Supplier resistance to sharing chemical ingredients • Maintaing data integrity • changes made to products or supply chain over time	• Resistence from industry groups • Topic is complex, audience doesn't have much time to engage • Requires our customers to shif their mindset	• Time committment • Idendifying customers to partner with us • regulatory obstacles • developoing new logistics • new sales/purchasing process required
OUTPUTS	Durable products in the market place being used for decades	Products that are recirculating are made without chemicals of highest concern	Increased knowledge and comfort requesting circular products and services	Increased understanding of how to implement circularity
SHORT-TERM OUTCOMES	Durable products options available, fewer poor quality products purchased.	Reduced exposure to toxins in supply chain and for customers	Increased demand for circular products.	Launch initial circular business model to prove concept
MEDIUM-TERM OUTCOMES	Fewer poor quality products going to landfill	Fewer materials containing chemicals of highest conern are in use	Increase sales of circular products/services. Establishing systems for circulation to occur	Additional business models launched
LONG-TERM OUTCOMES	We have the ability to circulate previously used products		Refinement and mass adoption of systems for circulation	Majority of revenue comes from circular business models
	Overall objective: Reduce negative impacts by participating in a circular economy			

Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy		
Actual	Potential	Actual	Potential	Actual	Potential	
Healthier people, less microplastic, cleaner air.	Better mindset, mental health improvement, increased connection to nature	Increased native habitat, reduced ocean plastic pollution	Preserving green space + old growth forests, rehabilitate ecosystems	New market for innovative materials. Commoditizing waste	FSC core labor requirements lead to improved working conditions	POSITIVE
Some land is unavailable for use by people	Increase in species considered pests, confrontation with animals,, social impacts of informal waste pickers	(none)	Human intervention could disrupt habitat	Disrupting existing supply chains	Lack of clean up efforts reduced local income / overall GDP	NEGATIVE

Business Involvement

Managing unintentional impacts

Managing unintentional impacts – Humanscale's wildlife preservation program has been implemented in partnership with non-profits such as WWF, ILFI, and NextWave. We rely on partner feedback to reveal unintentional impacts.

Long term outcomes

We rely on reporting from our partners and other NGOs to understand long term impacts. One indicator is the IUCN red list of endangered species, which is reviewed annually.

Lessons learned

Implementation of biodiversity gardens, work with WWF and FSC taught us:

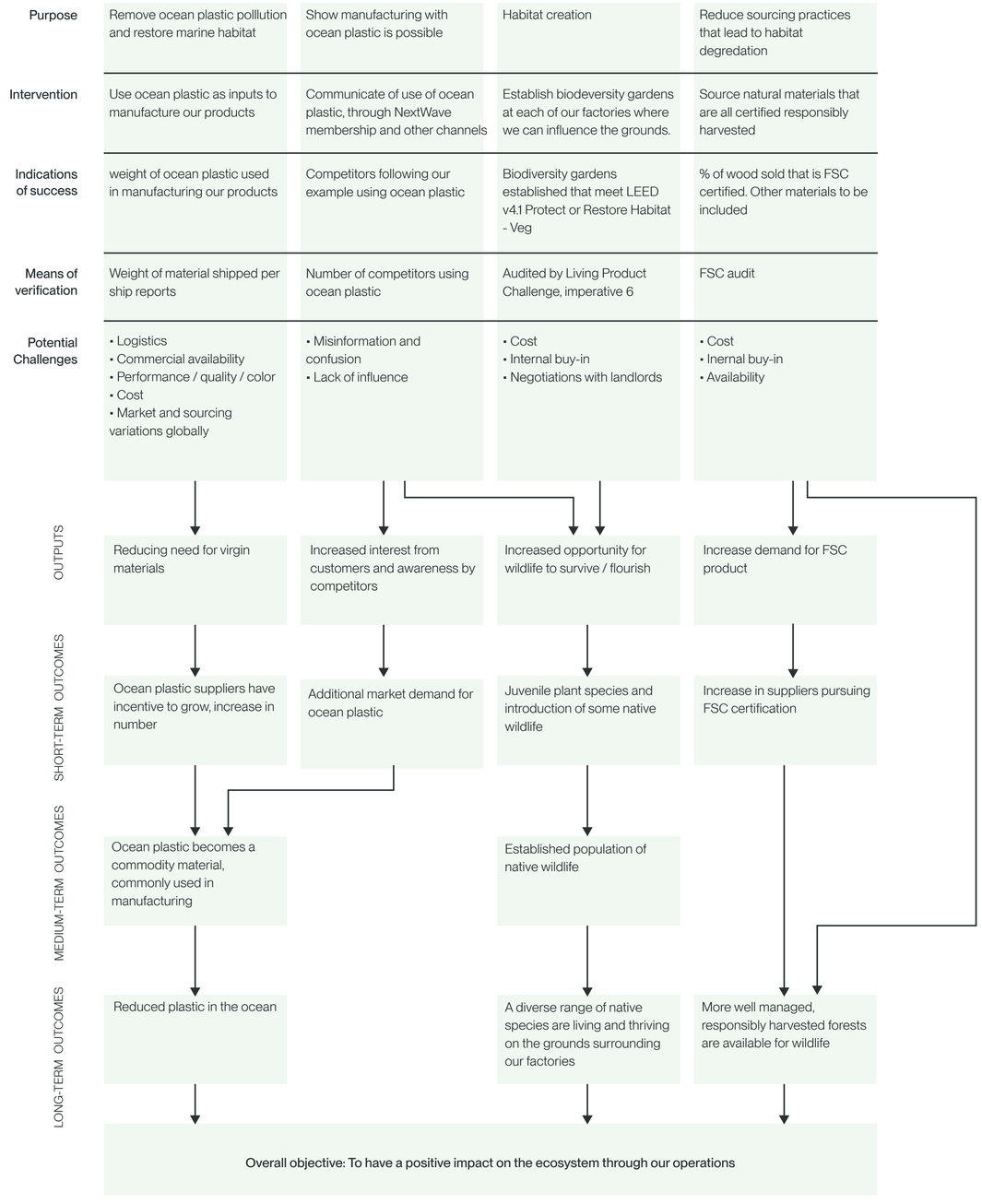
Biodiversity challenges and best practices vary greatly by location. Significant changes can be impeded by local building codes or customs

Tracking material, changes, and results can be complex.

Policies and commitments

Humanscale's Environmental Policy includes a statement on wildlife preservation

Humanscale is a founding member of NextWave Plastics, a coalition of manufacturers aiming to 'keep plastic in our economy and out of the oceans'



Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy		
Actual	Potential	Actual	Potential	Actual	Potential	
Providing access to clean water for those in need. Health benefits. Quality of life	Increased social equity, education, income	Reducing carbon footprints of water processing, delivery and sterilization. Less deforestation.	Fewer negative interactions with wildlife in competition for scare water	Savings for reduced costs for water	Women not spending time gathering water could lead to increased employment	POSITIVE
(none identified)	Challenges managing and maintaining the water systems. Change to cultural traditions	(none identified)	Rainwater capture + wells could deplete local watersheds	Reducing products' embodied water will require investment.	Decentralized water capture may mean municipal systems are oversized and become stranded assets	NEGATIVE

Business Involvement

Managing unintentional impacts

Academics from CUNY and MIT/Harvard have provided guidance that highlighted many potential unintended impacts. This has allowed us to evaluate which approach to creating positive water impacts we should implement and which not to pursue.

Long term outcomes

Academic research continues to inform our understanding of the long-term outcomes of projects that we implement.

Lessons learned

Implementation of water handprints taught us:

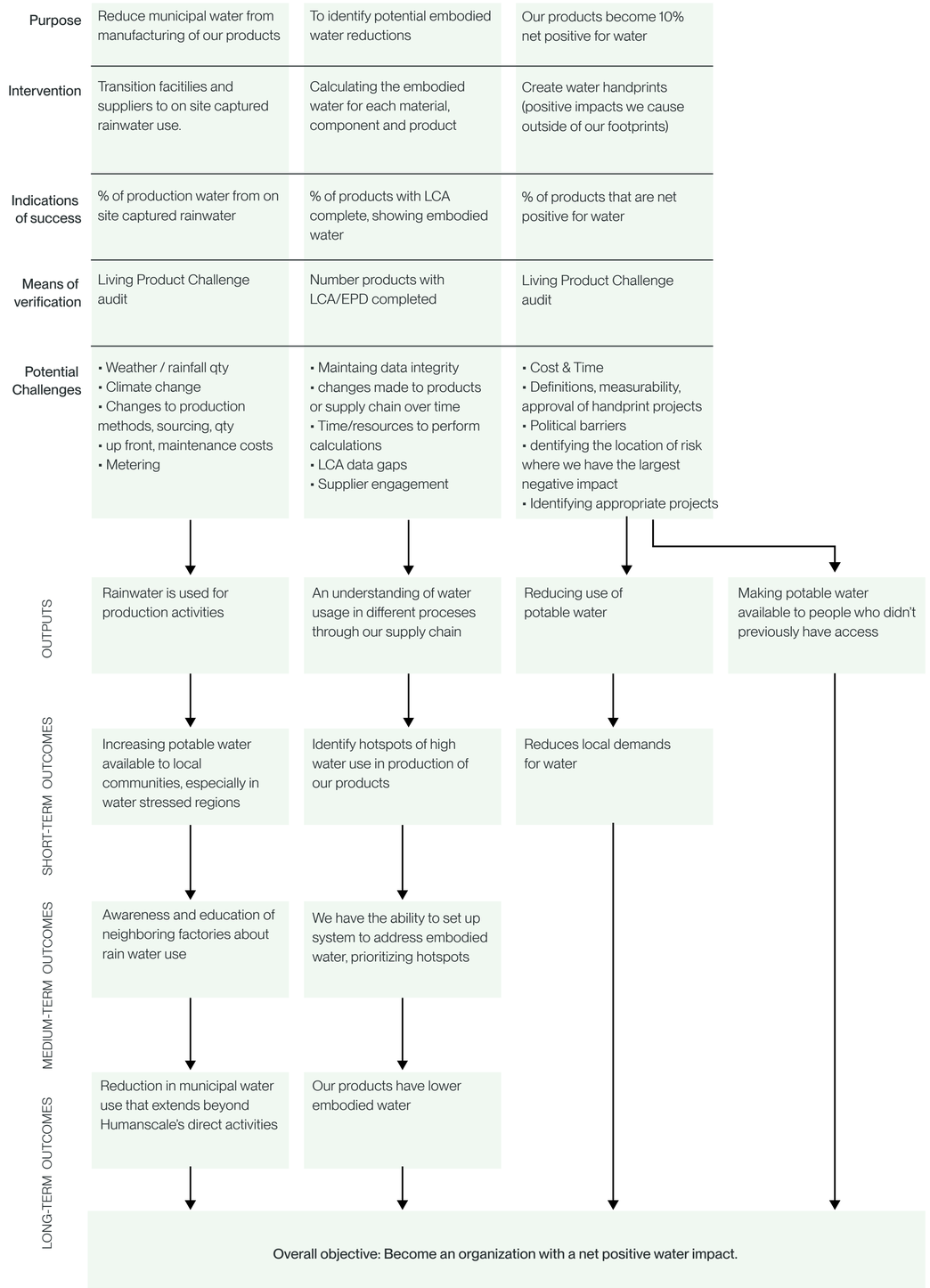
Water issues can be more complex than other impact categories. Instead of simply aiming for reduction, we must consider use, processing, distribution, disposal, and the use of water by surrounding communities and ecosystems.

Considerations of water must remain local and account for impact to local watersheds. Global evaluations do not provide sufficient insight into actual impact.

Policies and commitments

Humanscale's Environmental Policy includes a policy on Water

For all our products that are certified to the Living Product Challenge, Humanscale is committed to ensuring they remain water positive through constant reduction of the product water footprints and through creation of water handprints.



Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy		
Actual	Potential	Actual	Potential	Actual	Potential	
Improved quality of life due to improved working conditions	Reduction in forced and child labor. Reduction in work related health issues	Reduced impact from the healthcare industry as health issues are reduced	Healthier people with higher quality of life may have more ability to care for the environment	Healthier workforce will contribute to the beneficial elements of the economy.	Reduction in forced labor created diversified economic activity. Reduction in child labor leads to a more educated workforce.	POSITIVE
(none identified)	Misunderstanding of cultural/ situational nuance may lead to negative social outcomes	(none identified)	Increased health, wealth and activity causes more resources to be used	Healthier workforce will pay fewer healthcare costs.	Payment for work will be included in costs not currently being paid, resulting in cost increases.	NEGATIVE

Business Involvement

Managing unintentional impacts

Unintentional outcomes are more difficult to quantify for social impacts. We look to generic statistics on worker injury and on child/forced labor to assess the risk of unintentional impacts caused by Humanscale directly.

Long term outcomes

Long term improvement to worker health and quality of life is research by academics and our in-house ergonomists. Outcomes from supply chain engagement and worker satisfaction will need to be tracked to reveal long term outcomes.

Lessons learned

Working on social impacts with our supply chain, employees, and clients has taught us:

Social impacts are more contextual and nuanced than environmental impacts.

Social impacts are difficult to quantify. Sometimes a measurement is not possible.

Policies and commitments

Humanscale's Environmental Policy includes a policy on Social Responsibility.

Humanscale is an active member of Design for Freedom, a not for profit working to eliminate forced labor and child labor from the build environment.

Humanscale publicly shares our performance on social impacts by publishing JUST labels for the major regions of North America, EMEA, and APAC that cover our global presence.

Purpose	To eliminate child labor and forced labor from the built environement	Ensure people though our supply chain are positively impacted	Ensure our employees are positively impacted by working at our company	Prevent musculoskeletal issues of our customers
Intervention	Particiapte in Design for Freedom through pilot projects, working groups, and respoding to DFF document requests	Supply chain evaluation	Employee engagement: annual survey, reviews, discussions to ensure employees needs are being met	Improve physical health of customers through the use of ergonomic tools and consulting
Indications of success	DFF toolkit becomes more applicable and more rigorous	Suppliers are compliant with Humanscale's Code of Conduct	Employee engagement and satisfaction	Research and testing during product development process
Means of verification	Launch of updated DFF toolkit(s)	Bi-annual audits of 80% of first tier suppliers	Score on annual employee engagement survey	Evaluation by ergonomic consulting team and product management
Potential Challenges	• Complex and nuanced topic with multiple stakeholders • Lack of reliable information • Verifying reduction of instances of child and forced labor	• Supplier engagement • Ability to validate supplier social impacts • Changes in supply chain, and in supplier spend	• Employee participation • Conflicting results and expectations • Identifying appropriate improvements • Prioritizing improvement projects	• Complexity and nuance as use cases vary • Research available challenging to apply in practice
OUTPUTS	Documentation of supply chain mapping and supplier policies	Understanding of supplier performance of social impacts	Understanding of employee perspective of workplace engagement	Products and services for improving office ergonomics become more widely available.
SHORT-TERM OUTCOMES	Increased knowledge of supply chain, increased supplier awareness of values and expectations	Increased awareness of supply chain responsibility	Changes to processes, policies, resources, and other business structures	Sales process increases awareness of benefits of improved office ergonomics
MEDIUM-TERM OUTCOMES	Methods of reducing child/forced labor witihin the building industry are developed	Improvement by suppliers, integrating social impacts into sourcing considerations	Plans for longer term changes to business operations	Improved comfort for individuals using products
LONG-TERM OUTCOMES	Elimination of child labor and forced labor in our supply chain	Improved social impacts within the supply chain	Improvements implemented per employee feedback, including additional feedback loops for ongoing	Prevention and reduction of chronic ergonomic issues
Overall objective: Improve health & wellbeing of people affected by the creation of our products				

GRI 1: Foundation 2021

The Global Reporting Initiative (GRI) Standard

Humanscale has reported in accordance with the GRI Standards for the period January 1—December 31 2024.

This report used the most current GRI Sustainability Reporting Standards, effective February 2024, as the format to ensure accounting and transparent disclosure of our impact on the environment, economy and society. This reporting process highlights areas for continuous improvement and Humanscale shall strive to address omissions in future versions of the report.

This material references the latest GRI Standards per 2016, 2018, and 2020.

204 Procurement Practices
205 Anti-Corruption
301 Materials
302 Energy
303 Water
304 Biodiversity
305 Emissions
306 Effluents and Waste
307 Environmental Compliance
308 Supplier Environmental Assessment
401 Employment
403 Occupational Health and Safety
405 Diversity and Equal Opportunity
406 Non- Discrimination
407 Freedom of Association and Collective Bargaining
408 Child Labor
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412 Human Rights Assessment
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ISO 26000 is not a certification program.

The document provides guidance on how to develop, evaluate, and communicate a company's social responsibility program.

For more information about how our program addresses the recommendations or clauses in the ISO standard, please see content index.

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Information in this report was consolidated across all Humanscale entities using a consistent approach across the GRI Standard and material topics. No adjustments were made for minority interests. No mergers, acquisitions, disposal of entities or parts of entities took place during the reporting year.

No information has been updated to be restated from three previous reports. Some topics, such as our brand statement, products and services offered, and our position on environmental topics do not change significantly each year. They have been reviewed and confirmed and will be similar to previous years' reports.

Humanscale is not a publicly-traded company, so we do not publish financial statements. This report does not disclose Humanscale's net sales or total capitalization. As financial information is not reported publicly, it is not possible to align the financial reporting period with this report.

Topics Covered

The topics covered were reviewed by representatives of our executive team, our marketing team and through the stakeholder engagement process to ensure that all topics were relevant, and complete. Departments responsible for each material topic identified the actual and potential negative and positive impacts on the economy, environment, and people. All relevant topics were included for reporting. Climate impacts were identified as the most significant potential for negative social and environmental impacts, so they are prioritized, and all climate related claims go through 3rd party verification.

Our reporting principle was to include all material topics where Humanscale activities make a significant impact on current social, economic and environmental issues. Evaluating each of the Global Reporting Initiative (GRI) topics for its relevance to Humanscale ensures that key topics aren't overlooked and that relevant topics can be added as our business changes or our stakeholders' concerns evolve. We use this process to ensure our reporting aligns with our corporate sustainability goals, with the GRI's most recent reporting Standards and with industry-leading voluntary sustainability certification programs. All information is to be disclosed as accurately as possible, with any limitations to information included to provide full transparency.

Per GRI guidelines, this report includes GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021. No sector specific disclosures apply. No changes were made to material topics include since our previous report.

Boundaries

Unless otherwise indicated, the material topics in this report include the manufacturing operations at our three owned/exclusive production facilities: Piscataway, Dublin, and Nogales. We have focused our analysis on production facilities rather than the corporate boundary as these operations consume the most and have the highest potential for impact.

Review process

Our CSO and CEO frequently and informally discuss any concerns or issues that arise. This report has been reviewed by a panel of stakeholders, including the CEO, whose final approval was required for its production. Our stakeholders each completed a survey, giving us feedback about our choice of material topics, comprehensiveness of information and ease of understanding. Their feedback helped guide the direction of this report and will inform future reports.

Greenhouse gas emissions in Section 305 Emissions are verified through a 3rd party audit by the auditing firm SCS Global Services. The report in its entirety has not gone through an external assurance process.

Verification statement ↗

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

Verification Scope

Humanscale

200 Circle Drive
Piscataway, New Jersey 08854
USA

Reporting Period: CY2024 (January 1, 2024 - December 31, 2024)

Geographic Boundary: United States; Mexico; Ireland

Facilities, physical infrastructure, activities, technologies, and processes:
Approximately 6 owned and leased facilities which includes office buildings, showrooms, and manufacturing facilities

GHG Sources, Sinks, and/or Reservoirs:
Scope 1 - Natural Gas, Gasoline, Diesel, Fugitive - Refrigerants
Scope 2 - Purchased Electricity, Onsite Energy Production
SCOPE 3 - Category 1 - PURCHASED GOODS & SERVICES
SCOPE 3 - Category 2 - CAPITAL GOODS
SCOPE 3 - Category 3 - FUEL & ENERGY RELATED ACTIVITIES
SCOPE 3 - Category 4 - UPSTREAM TRANSPORTATION & DISTRIBUTION
SCOPE 3 - Category 5 - WASTE GENERATED IN OPERATIONS
SCOPE 3 - Category 6 - BUSINESS TRAVEL
SCOPE 3 - Category 7 - EMPLOYEE COMMUTING
SCOPE 3 - Category 8 - UPSTREAM LEASED ASSETS
SCOPE 3 - Category 9 - DOWNSTREAM TRANSPORTATION & DISTRIBUTION

Boundary Method: Operational Control
GHG Gases: CO_2, CH_4, N_2O, HFCs
Level of Assurance: Reasonable (Scope 1, 2); Limited (Scope 3)
Materiality: +/-5% quantitative threshold for direct and indirect emissions, qualitative based upon requirements specified within referenced criteria

Verification Objectives

- Evaluate the organization's GHG inventory for material discrepancies based upon the specified level of assurance
- Evaluate the organization's GHG inventory is in conformance with the specified verification criteria

Verification Criteria

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- World Resources Institute/World Business Council for Sustainable Development's "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" dated 2011
- World Resources Institute/World Business Council for Sustainable Development's "Technical Guidance for Calculating Scope 3 Emissions" dated 2013
- CDP Investor Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions

Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

☒ Positive Verification (Reasonable Assurance) – For Scope 1 and Scope 2, the GHG assertion prepared in all material respects with the reporting criteria

☒ Positive Verification (Limited Assurance) – For Scope 3, no evidence was found that the GHG assertion was not prepared in all material respects with the reporting criteria

Verification Qualifications

– None

Verified Emissions

Scope	Total (tCO_2e)
Scope 1	593
Scope 2 - Location	1008
Scope 2 - Market	0

Scope 3 Categories	Total (tCO_2e)
Cat 1 - Purchased Goods & Services	88,864
Cat 2 - Capital Goods	759
Cat 3 - Fuel & Energy Related Activities	201
Cat 4 - Upstream Transportation & Distribution	20,317
Cat 5 - Waste Generated In Operations	259
Cat 6 - Business Travel	916
Cat 7 - Employee Commuting	388
Cat 8 - Upstream Leased Assets	1,087
Cat 9 - Downstream Transportation & Distribution	2,702
Cat 11 - Use Of Sold Products	2,497
Cat 12 - End Of Life Treatment	1,572
Cat 13 - Downstream Leased Assets	8

Lead Verifier

DATE: 4-15-2025

Melodie Chen-Glasser, Technical Specialist
GHG Footprint Verification Program
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA

Scope 1, 2 - Independent Reviewer

Tavio Benetti

DATE: 5/30/2025

Tavio Benetti, Lead Verifier, *GHG Footprint Verification Program*
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Scope 3 - Independent Reviewer

Tavio Benetti

DATE: 5/30/2025

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