



Steelcase

CDP Corporate Questionnaire 2026

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

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C1. Introduction

(1.1) In which language are you submitting your response?

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

☒ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

☒ Publicly traded organization

(1.3.3) Description of organization

HNI Corporation (“HNI”) acquired Steelcase Inc. (“Steelcase”) on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year (“CY”) 2025. Where expressly identified, the response also describes integration activities initiated following the acquisition and areas where alignment with HNI programs is underway. Unless otherwise noted, these activities are not reflected in Steelcase’s CY2025 performance data.

At Steelcase, we help people do their best work by creating places that work better. Through our community of brands that includes Steelcase®, AMQ®, Coalesse®, Designtex®, HALCON™, Orangebox®, Smith System® and Viccarbe®, we offer a comprehensive portfolio of furniture and interior architectural products and services designed to support all the ways people work in all the places where work happens. Our solutions are inspired by the insights gained from our human-centered research process. We are a global company, headquartered in Grand Rapids, Michigan, U.S.A., with approximately 11,300 employees. Steelcase was founded in 1912 and became publicly traded in 1998.

We focus on translating our research-based insights into products, applications and experiences that help organizations around the world amplify the performance of their people, teams and enterprises. We help our customers create workplaces that support attraction and retention of talent, employee well-being and engagement, organizational culture and productivity, and other needs of their people, while also optimizing the value of their real estate investments. Our global scale and reach allow us to provide a consistent experience to global customers while offering local differentiation through our local dealer network and tailored solutions.

We market our products and services to businesses and organizations primarily through a network of dealers, and we also sell to consumers in markets around the world through web-based and retail distribution channels.

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2025	☒ Yes	☒ No

(1.4.1) What is your organization’s annual revenue for the reporting period?

3290000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	☒ Yes

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Table (1.6)

Category	Does your organization use this unique identifier?	Provide your unique identifier
----------	--	--------------------------------

ISIN code - bond	☒ No	
ISIN code - equity	☒ Yes	8581552036
CUSIP number	☒ No	
Ticker symbol	☒ Yes	SCS
SEDOL code	☒ No	
LEI number	☒ No	
D-U-N-S number	☒ No	
Other unique identifier	☒ No	

(1.7) Select the countries/areas in which you operate.

- | | |
|--|--|
| ☒ China | ☒ Czechia |
| ☒ India | ☒ Germany |
| ☒ Spain | ☒ Malaysia |
| ☒ France | ☒ United Kingdom |
| ☒ Mexico | ☒ United States of America |

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
	☒ Yes, for all facilities	

(1.8.1) Please provide all available geolocation data for your facilities.

Table (1.8.1)

Identifier	Latitude	Longitude
Athens Plant	34.77	-86.98
Caledonia Wood Plant	42.84	-85.56
DesignTex Portland Plant	43.70	-70.32

Dongguan Plant	22.86	114.13
Grand Rapids GBC and LINC	42.88	-85.64
Halcon Main Office	43.87	-92.49
Halcon Plant	43.87	-92.49
Halcon Showroom	43.87	-92.49
Halcon Warehouse	43.87	-92.49
Kentwood Energy Center	42.87	-85.56
Kentwood Plant	42.87	-85.56
Kentwood RDC	42.87	-85.56
Madrid Plant	40.38	-3.69
Meyer May House	42.95	-85.65
Orangebox Hengood Plant	51.66	-3.25
Orangebox Nantgarw Plant	51.57	-3.28
Puchong Plant	3.07	101.66
Pune Plant	18.75	73.81
Reynosa Plant	26.03	-98.29
Rosenheim Plant	47.85	12.09
Sarrebourg Plant	48.59	7.68
Smith System Carrollton_Building B	32.95	-96.92
Stribro Plant	49.70	13.04
Tijuana AMEX Plant	32.53	-116.91
Wallen House	42.95	-85.65

(1.22) Provide details on the commodities that you produce and/or source.

Table (1.22)

Category	Produced and/or sourced	Commodity value chain stage	Indicate if you are providing the total commodity volume that is produced and/or sourced	Total commodity volume (metric tons)	Of the total commodity volume, state how much is post-consumer recycled content (metric tons)	Did you convert the total commodity volume from another unit to metric tons?	Form of commodity	% of procurement spend	% of revenue dependent on commodity	In the questionnaire setup did you indicate that you are disclosing on this commodity?	Is this commodity considered significant to your business in terms of revenue?
Timber products	☒ Sourced	☒ Manufacturing	☒ Yes, we are providing the total volume	85,326.17	8,202	☒ No	☒ Boards, plywood, engineered wood ☒ Sawn timber, veneer, chips	☒ 11-20%	☒ 31-40%	☒ Yes, disclosing	☒ Yes

Cattle products	☒ Sourced	☒ Manufacturing	☒ Yes, we are providing the total volume	34.78	0	☒ No	☒ Hides/leather	☒ Less than 1%	☒ Less than 1%	☒ Yes, disclosing	☒ No
Rubber	☒ Sourced	☒ Manufacturing	☒ Yes, we are providing the total volume	1.20	0	☒ No	☒ Natural rubber	☒ Less than 1%	☒ Less than 1%	☒ Yes, disclosing	☒ No

Table continued:

Category	Explanation
Timber products	Timber commodity is one of the primary materials used to produce furniture, represents a significant portion of raw material spend, and plays a vital role in determining the quality, design, and style of furniture products. Therefore, it is considered significant to our business in terms of revenue.
Cattle products	Leather is an optional material that is used to produce specific pieces of furniture, such as sofas, chairs, and other upholstered furniture. It does not make up a significant portion of raw material spend.
Rubber	Steelcase does not produce rubber but sources manufactured components that contain natural rubber/latex rubber. Given the low quantity and spend on rubber at Steelcase, we do not consider rubber a significant commodity in our supply chain. Currently, we are in the process of substituting natural rubber with synthetic rubber.

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

☒ Upstream value chain

☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

☒ Tier 4+ suppliers

(1.24.4) Highest supplier tier known but not mapped

☒ All supplier tiers known have been mapped

(1.24.6) Smallholder inclusion in mapping

☒ Smallholders not relevant, and not included

(1.24.7) Description of mapping process and coverage

We map our global value chain to inform and improve risk assessment and management efforts. This process includes identification of and coordination with key internal stakeholders and is supported by a global supply chain risk assessment software.

(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?

Table (1.24.2)

Category	Value chain mapped for this sourced commodity	Highest supplier tier mapped for this sourced commodity	% of tier 1 suppliers mapped	% of tier 2 suppliers mapped	% of tier 3 suppliers mapped	Highest supplier tier known but not mapped for this sourced commodity
Timber products	☒ Yes	☒ Tier 3 suppliers	☒ 100%	☒ 76-99%	☒ 1-25%	☒ Tier 4+ suppliers
Cattle products	☒ Yes	☒ Tier 2 suppliers	☒ 100%	☒ 76-99%		☒ Tier 3 suppliers
Rubber	☒ Yes	☒ Tier 3 suppliers	☒ 100%	☒ 51-75%	☒ Less than 1%	☒ All supplier tiers known have been mapped for this sourced commodity

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Table (2.1)

Category	From (years)	To (years)	How this time horizon is linked to strategic and/or financial planning	Is your long-term time horizon open ended?
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Short-term	0	3	With respect to environmental-related risks and opportunities, we consider zero to three years to be short-term. For example, our near-term science-based supplier engagement target ("SBT") was within this time horizon, in alignment with the Science Based Targets initiative's ("SBTi") criteria for near-term targets. At the broader corporate level, the business is managed on a one-year financial plan, which was overseen by the Steelcase Inc. Board of Directors (the "Steelcase Board"), with high-level financial targets and metrics modeled over three years. We refresh the business strategy every three years, or as needed, based on extenuating circumstances. This figure is not an explicit company policy or codified internally.	
Medium-term	3	10	With respect to environmental-related risks and opportunities, we consider three to ten years to be medium-term. For example, our near-term science-based targets fall within this time horizon and align with the SBTi's criteria for near-term targets. At the broader corporate level, this time horizon as defined here may more typically be considered long-term. This figure is not an explicit company policy or codified internally.	
Long-term	10		With respect to environmental-related risks and opportunities, we consider ten years or more to be long-term. For example, our science-based net-zero target is within this time horizon (target year 2050), in alignment with the SBTi's criteria for long-term targets. At the broader corporate level, this extended time horizon is not commonly used. This figure is not an explicit company policy or codified internally.	☒ Yes

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	☒ Yes	☒ Both dependencies and impacts

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	☒ Yes	☒ Both risks and opportunities	☒ Yes

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

☒ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

☒ End of life management

(2.2.2.4) Coverage

- ☒ Full

(2.2.2.5) Supplier tiers covered

- ☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

- ☒ More than once a year

(2.2.2.9) Time horizons covered

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

- ☒ Site-specific
- ☒ Local
- ☒ Sub-national
- ☒ National
- ☒ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ EcoVadis
- ☒ ENCORE
- ☒ LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD

Enterprise Risk Management

- ☒ Enterprise Risk Management

International methodologies and standards

- ☒ Environmental Impact Assessment
- ☒ ISO 14001 Environmental Management Systems
- ☒ Life Cycle Assessment
- ☒ Other international methodologies and standards, please specify :FISP, FSC

Other

- ☒ Desk-based research
- ☒ External consultants
- ☒ Internal company methods
- ☒ Materiality assessment
- ☒ Scenario analysis

(2.2.2.15) Risk types and criteria considered

Acute physical

- | | |
|---|---|
| ☒ Drought | ☒ Cyclone, hurricane, typhoon |
| ☒ Tornado | ☒ Heavy precipitation (rain, hail, snow/ice) |
| ☒ Heat wave | ☒ Flood (coastal, fluvial, pluvial, ground water) |
| ☒ Wildfires | ☒ Storm (including blizzards, dust, and sandstorms) |
| ☒ Cold wave/frost | |

Chronic physical

- ☑ Heat stress
- ☑ Sea level rise
- ☑ Temperature variability
- ☑ Increased severity of extreme weather events
- ☑ Changing temperature (air, freshwater, marine water)

- ☑ Changing precipitation patterns and types (rain, hail, snow/ice)

Policy

- ☑ Carbon pricing mechanisms
- ☑ Changes to international law and bilateral agreements
- ☑ Changes to national legislation
- ☑ Changes to regulations of existing products and services

Market

- ☑ Changing customer behavior
- ☑ Lack of availability and/or increased cost of certified sustainable material
- ☑ Lack of availability and/or increased cost of raw materials

Reputation

- ☑ Impact on human health
- ☑ Increased concern and/or negative feedback from partners and stakeholders
- ☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g., GHG emissions, deforestation & conversion, water stress, excessive bycatch)

Technology

- ☑ Transition to lower emissions technology and products

Liability

- ☑ Exposure to sanctions and litigation
- ☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

- ☑ Customers
- ☑ Employees
- ☑ Investors
- ☑ Suppliers
- ☑ Regulators

- ☑ Local communities

(2.2.2.17) Has this process changed since the previous reporting year?

- ☑ No

(2.2.2.18) Further details of process

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

During and prior to the reporting year, the identification, assessment, and management of our environmental risks, opportunities, dependencies, and impacts was integrated into several processes across the business. The Net-Zero Strategy Team and the Net-Zero Core Team were primarily responsible for identifying and assessing a subset of climate-related risks and opportunities, particularly those related to climate change. These teams identified and assessed risks and opportunities as they arose in daily work, research, or from notification from other teams. Risks and opportunities were also identified and assessed in the materiality assessment conducted every three years. As appropriate, risks and opportunities have been shared with the Net-Zero Oversight Committee semiannually. As necessary, the Net-Zero Oversight Committee elevated risks and opportunities to the Nominating and Corporate Governance Committee ("NCGC") of the Steelcase Board. Note that the makeup, meeting cadence, and roles of these teams and committees are discussed in greater detail in the Governance section.

Additionally, our Enterprise Risk Management ("ERM") process supported the identification, prioritization, and management of all risks to the company, which included some climate-related risks – primarily adaptation-related or physical risks (e.g., severe weather risks) but also transition risks such as rising insurance premiums. The ERM Team assessed significant corporate risks quarterly by interviewing the Chief Executive Officer ("CEO") and global functional leaders. The identified business risks were mapped in a matrix by likelihood, severity, and whether they were emerging or receding, and were updated regularly. These risks were reviewed through monthly finance reviews, quarterly competitive reviews, quarterly risk reviews, and the quarterly meetings of the Steelcase Board's Audit Committee.

We also work to eliminate our greenhouse gas ("GHG") emissions, air pollutants, and other impacts. We conduct product life cycle assessments ("LCA") and have published environmental product declarations ("EPD") for more than 118 products globally, which help us to assess and communicate the full lifecycle impact of our products.

Additionally, we perform environmental impact assessments ("EIAs") as required by regulation whenever we build, move, or expand manufacturing facilities. EIAs assess a range of environmental impacts, identify potential risks, and define mitigation and monitoring measures. All Steelcase manufacturing facilities are certified to the ISO 14001 Environmental Management Standard, a voluntary standard that helps us identify and manage environmental impacts and risks such as those related

to air quality, waste, and resource usage. Additionally, our Supply Management team has processes and systems in place to assess supply chain dependencies, which can be affected by environmental factors, such as climate-related weather events. Finally, we have performed a preliminary nature assessment to begin assessing our dependencies and impacts on nature.

Row 2

(2.2.2.1) Environmental issue

☒ Forests

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

☒ End of life management

(2.2.2.4) Coverage

☒ Partial

(2.2.2.5) Supplier tiers covered

☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

- ☒ More than once a year

(2.2.2.9) Time horizons covered

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

- ☒ A specific environmental risk management process

(2.2.2.11) Location-specificity used

- ☒ Site-specific

(2.2.2.12) Tools and methods used

Databases

- ☒ IUCN Red List of Ecosystems
- ☒ Other databases, please specify :EUDR Country Classification List

(2.2.2.15) Risk types and criteria considered

Market

- ☒ Lack of availability and/or increased cost of certified sustainable material
- ☒ Lack of availability and/or increased cost of raw materials
- ☒ Uncertainty about commodity origin and/or legality

☒ Uncertainty in market signals

Technology

☒ Lack of access to data or monitoring systems

Liability

☒ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

☒ Customers

☒ Suppliers

(2.2.2.17) Has this process changed since the previous reporting year?

☒ No

(2.2.2.18) Further details of process

We gather timber sourcing information through supplier engagement, including species and country of origin. This information is documented and compared against local, national, and international regulations to verify its legality. In cases where suppliers have third-party chain of custody certification, the validity of the certification is assessed on a quarterly basis. This process involves verifying that the certificate was obtained from a reputable and accredited certification body and that the supplier continuously meets the required standards. Any questions or concerns about the certification status are addressed through engagement with the supplier, allowing for clarification and resolution of any issues.

Row 3

(2.2.2.1) Environmental issue

☒ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

- ☒ Dependencies
- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(2.2.2.3) Value chain stages covered

- ☒ Direct operations

(2.2.2.4) Coverage

- ☒ Full

(2.2.2.7) Type of assessment

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

- ☒ More than once a year

(2.2.2.9) Time horizons covered

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

- ☒ A specific environmental risk management process

(2.2.2.11) Location-specificity used

☒ Site-specific

☒ Local

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☒ WRI Aqueduct

☒ WWF Water Risk Filter

International methodologies and standards

☒ ISO 14001 Environmental Management Systems

(2.2.2.15) Risk types and criteria considered

Acute physical

☒ Flood (coastal, fluvial, pluvial, ground water)

☒ Pollution incident

☒ Storm (including blizzards, dust, and sandstorms)

Chronic physical

☒ Water availability at a basin/catchment level

☒ Water stress

☒ Water quality at a basin/catchment level

Policy

☒ Mandatory water efficiency, conservation, recycling, or process standards

Technology

☒ Lack of access to data or monitoring systems

Liability

☒ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

- ☒ Customers
- ☒ Employees
- ☒ Regulators
- ☒ Local communities
- ☒ Water utilities at a local level
- ☒ Other water users at the basin/catchment level

(2.2.2.17) Has this process changed since the previous reporting year?

- ☒ No

(2.2.2.18) Further details of process

We manage our water risk and impact as part of the ISO14001 environmental management system certification. We conduct quarterly compliance audits at our West Michigan sites, quarterly inspections for stormwater and routine inspections on wastewater from the paint line washers, even as most of our water usage is from non-manufacturing usage. For our facilities outside of West Michigan, we conduct these audits at least annually if not more frequently as the need arises. We have Stormwater Pollution Prevention Plan ("SWPPP"), Spill Prevention Control and Countermeasure ("SPCC"), and Pollution Incident Prevention Plan ("PIPP") that have been developed to protect the freshwater basin from potential spills of oil or chemicals and inspect the above-ground tanks to prevent spills. In addition, we are conducting water balance studies within our operations to better understand where we may be able to reduce our water consumption.

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

- ☒ Yes

(2.2.7.2) Description of how interconnections are assessed

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

During and prior to the reporting year, the Sustainability Team was primarily responsible for identifying and assessing environmental risks, opportunities, and impacts, and the management of these risks and opportunities was carried out in partnership with business units across the company, such as ERM, Marketing, Product

Development, Supply Management, Operations, Operations Strategy, Quality, and Sales. Our processes have included cross-functional teams and leadership oversight, as previously described, to ensure we continually identify and evaluate synergies and potential trade-offs. For example, the Net-Zero Strategy Team maintains a comprehensive GHG inventory to assess and manage our impacts on climate change and has responded to the associated risks by setting science-based targets. To implement these targets, we work with teams such as Supply Management and Operations – which are particularly relevant to our near-term targets – to identify potential dependencies, understand parallel impacts, respond to additional related risks, and capitalize on opportunities.

Additionally, our Sustainable Product Design Framework includes robust guidelines and goals to reduce our carbon footprint, design for circularity, and choose and use materials responsibly across the product development and lifecycle management processes. This framework is especially useful in identifying the inherent dependencies, impacts, risks, and opportunities that help drive progress toward our net-zero target.

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

☒ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

☒ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☒ Areas of limited water availability, flooding, and/or poor quality of water

Locations with substantive dependencies, impacts, risks, and/or opportunities

☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to forests

☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

Our priority locations are based on wood procurement volume. Manufacturing facilities purchasing >80% of our total wood volume are classified as priority locations for forest-related risks and actions. Our due diligence and engagement efforts are focused on these high-impact sites within our direct operations. Manufacturing facilities located in high water-stress areas are also prioritized.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

☒ Yes, we will be disclosing the list/geospatial map of priority locations

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

☒ Qualitative

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

☒ Other, please specify :Earnings per share, revenues, and net income

(2.4.3) Change to indicator

☒ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

0

(2.4.6) Metrics considered in definition

☒ Frequency of effect occurring

☒ Time horizon over which the effect occurs

☒ Likelihood of effect occurring

(2.4.7) Application of definition

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

During and prior to the reporting year, Steelcase monitored the substantive financial and strategic impacts on our business related to regulatory changes, our people, our property, and the market. For the purposes of this CDP response, we define substantive as “material” according to our materiality thresholds for financial reporting. We have not publicly disclosed these thresholds to date and therefore have reported a “0” figure here. The ERM Team and the Corporate Finance Team have assessed corporate risks and financial exposure, including risks arising from climate change, using several quantitative and qualitative indicators to inform substantive financial or strategic impact. For example, indicators used to determine material impact may include the impact on earnings per share, revenues, or net income. Additionally, all business risks have been mapped in a matrix by likelihood, severity, and whether they are emerging or receding, and are updated regularly. A full description of the processes by which risks are identified, assessed, and managed is included in 2.2.2.

Opportunities

(2.4.1) Type of definition

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

- ☒ Other, please specify :Earnings per share, revenues, and net income

(2.4.3) Change to indicator

- ☒ Absolute increase

(2.4.5) Absolute increase/ decrease figure

0

(2.4.6) Metrics considered in definition

- ☒ Frequency of effect occurring
- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring

(2.4.7) Application of definition

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

During and prior to the reporting year, Steelcase has monitored substantive financial and strategic impacts on our business as they relate to regulatory changes, our people, our property, and the market. For the purposes of this CDP response, we define substantive as “material” according to our materiality thresholds for financial reporting. We have thus far not publicly disclosed these thresholds and therefore have reported a “0” figure here. A full description of the processes by which opportunities are identified, assessed, and managed is included in 2.2.2.

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

☒ Yes, we identify and classify our potential water pollutants

(2.5.2) Details of policies and processes in place to identify and classify potential water pollutants

Steelcase identifies water pollutants of concern based on applicable local wastewater discharge regulations. Facilities are required to comply with all applicable sewer discharge requirements.

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Table (2.5.1)

Water pollutant category	Description of water pollutant and potential impacts	Value chain stage	Please explain
☒ Inorganic pollutants	We comply with the municipal authorities for primary metals in wastewater to ensure compliance prior to discharge. It is the responsibility of	☒ Direct operations	We comply with wastewater permits, and we have three locations with a closed-loop water recycling system for

	the receiving municipality to comply with the discharge requirements of the receiving waterways.		paint line washer processing without discharge.
☒ Oil	We implement strategies to ensure that the use of oil within our manufacturing operations does not adversely impact the surrounding environment.	☒ Direct operations	We have stormwater pollution prevention plans in place with spill supplies available on site.

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☒ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

As described in our response to 2.2.2, we identify, assess, and manage our climate-related dependencies, impacts, risks, and opportunities through ongoing, multidisciplinary, and company-wide management processes. While these processes have identified a host of possible climate-related physical and transition risks in our direct operations and in our upstream and downstream value chain, none have had a substantive effect on our organization (as defined in 2.4) in the reporting year. Moreover, we have not identified any risks that we anticipate will have a substantive effect on our organization in the future, before or after considering risk mitigation measures. While we acknowledge that a potentially substantive effect is possible, our processes have not identified any that trigger our materiality thresholds or necessitate disclosure in our mainstream financial filings.

Forests

(3.1.1) Environmental risks identified

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☒ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Most of our wood suppliers source their products from well-established and sizeable international mills. These mills maintain relationships with forests situated outside of known problematic areas. Additionally, most mills are certified to one or more third-party sustainable forest schemes. These measures ensure our upstream value chain partners maintain sustainably managed forestry certifications and adhere to regulatory compliance requirements.

Water

(3.1.1) Environmental risks identified

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☒ Evaluation in progress

(3.1.3) Please explain

We are still in the process of evaluating water risks that may have a substantive effect on our business.

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations
	☒ No

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

☒ Yes

(3.5.1) Select the carbon pricing regulation(s) which impact your operations.

☒ Other carbon tax, please specify :EU Carbon Border Adjustment Mechanism (CBAM)

(3.5.3) Complete the following table for each of the tax systems you are regulated by.

Other carbon tax, please specify

(3.5.3.1) Period start date

01/01/2025

(3.5.3.2) Period end date

12/31/2025

(3.5.3.3) % of total Scope 1 emissions covered by tax

0

(3.5.3.4) Total cost of tax paid

(3.5.3.5) Comment

The European Union's ("EU") Carbon Border Adjustment Mechanism ("CBAM") applies to the embedded greenhouse gas emissions of certain goods imported into the EU, including specified iron and steel and aluminum products. During the 2025 reporting year, Steelcase imported limited quantities of covered steel and aluminum goods into the EU for use in manufacturing. The CBAM transitional period ran from October 1, 2023, through December 31, 2025. During this period, applicable importers were required to submit quarterly reports on the embedded emissions of covered imported goods, but they were not required to purchase or surrender CBAM certificates. Accordingly, the percentage of Steelcase scope 1 emissions covered and the carbon cost paid during the reporting year were both zero. Steelcase submitted the applicable transitional reports and continued developing internal data collection and supplier-engagement processes to support compliance. The definitive CBAM regime began January 1, 2026. Regulation (EU) 2025/2083 established a cumulative annual threshold of 50 tonnes per importer for covered cement, fertilizer, iron and steel, and aluminum goods. Steelcase is evaluating imports by EU importing entity against this threshold to determine which entities are subject to authorization, annual declaration, verification, and certificate-surrender requirements. Where the threshold is exceeded, obligations apply to all covered goods imported by that importer during the relevant calendar year. Certificates associated with goods imported during 2026 will first be purchased in 2027, and the related annual declaration and certificate surrender will be due September 30, 2027.

(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

Steelcase's CBAM compliance strategy focuses on identifying covered imports, determining the responsible EU importing entities, monitoring annual import volumes against the applicable threshold, and collecting reliable embedded-emissions data for covered goods. Steelcase has established cross-functional processes involving trade compliance, supply management, sustainability, finance, and affected EU operations. These processes include reviewing customs classifications and countries of origin; monitoring the cumulative net mass of covered imports by importing entity; determining whether an entity is expected to exceed the 50-tonne annual threshold; and obtaining authorized CBAM declarant status where required. Steelcase is also engaging suppliers to obtain the product- and installation-level data needed to calculate embedded emissions and is developing controls governing the use of actual, verified, or applicable default emissions values. For importing entities subject to the definitive regime, Steelcase is preparing for annual CBAM declarations, emissions verification where actual values are used, certificate-purchasing requirements, and the surrender of certificates associated with covered imports. Steelcase is also evaluating the potential financial exposure from certificates and related compliance costs. Longer term, Steelcase may reduce its CBAM exposure by working with suppliers to lower the embedded emissions of covered steel and aluminum goods, considering lower-carbon material alternatives, and evaluating sourcing or localization opportunities where commercially and operationally appropriate. These measures will be assessed alongside cost, product performance, supply availability, and resilience considerations.

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

☒ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

☒ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

As described in our response to 2.2.2, we identify, assess, and manage our climate-related dependencies, impacts, risks, and opportunities through ongoing, multidisciplinary, and company-wide management processes. While these processes have identified a host of possible climate-related opportunities in our direct operations and in our upstream and downstream value chain, none have had a substantive effect on our organization (as defined in 2.4) in the reporting year. Moreover, we have not identified any opportunities that we anticipate will have a substantive effect on our organization in the future. While we acknowledge that a potentially substantive effect is possible, our processes have not identified any that trigger our materiality thresholds or necessitate disclosure in our mainstream financial filings.

Forests

(3.6.1) Environmental opportunities identified

☒ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

☒ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

Potential opportunities include utilizing more certified wood sources to reduce our environmental impact and engaging with suppliers to promote sustainable forestry practices. While these initiatives may not have a significant financial or strategic impact on the business, they uphold our commitment to sustainability and environmental stewardship, which we consider essential in achieving our near- and long-term sustainability objectives.

Water

(3.6.1) Environmental opportunities identified

☒ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

☒ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

We are currently conducting water balance analyses of our direct operations to identify additional water-related opportunities.

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

☒ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

☒ Executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

☒ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

HNI Corporation acquired Steelcase on December 10, 2025; as a result, Steelcase is now governed by HNI Corporation's Board of Directors (the "HNI Board"). The HNI Corporation Corporate Governance Guidelines and the HNI Corporation Public Policy and Corporate Governance Committee Charter include a diversity and inclusion policy. Per the Corporate Governance Guidelines, the Public Policy and Corporate Governance Committee is responsible for reviewing with the HNI Board, at least annually, the appropriate skills and experience required of HNI Board members. This assessment will include factors such as judgment, skill, diversity, integrity, experience with businesses and other organizations of comparable size, the interplay of the candidate's experience with the experience of other HNI Board members, and the extent to which the candidate would be a desirable addition to the HNI Board and any Committees of the HNI Board. Per the HNI Corporation Public Policy and Corporate Governance Committee Charter, director candidates will be evaluated consistent with HNI Corporation's corporate governance guidelines, and the Public Policy and Corporate Governance Committee will consider the mix of director characteristics, experiences, diversity attributes (including factors such as age, gender, education, ethnicity, career experience, and personality), perspectives, and skills appropriate for HNI Corporation.

(4.1.6) Attach the policy (optional)

Corporate Governance Guidelines approved with page numbers.pdf,PPCG Committee Charter approved with page numbers.pdf

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	☒ Yes
Forests	☒ Yes
Water	☒ Yes

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Table (4.1.2)

Category	Positions of individuals or committees with accountability for this environmental issue	Positions' accountability for this environmental issue is outlined in policies applicable to the board	Policies which outline the positions' accountability for this environmental issue	Frequency with which this environmental issue is a scheduled agenda item	Governance mechanisms into which this environmental issue is integrated
Climate change	☒ Chief Executive Officer (CEO) ☒ Board-level committee	☒ Yes	☒ Board mandate	☒ Scheduled agenda item in every board meeting (standing agenda item)	☒ Reviewing and guiding annual budgets and/or commitments ☒ Approving corporate policies ☒ Overseeing and guiding scenario analysis ☒ Overseeing and guiding public policy engagement ☒ Overseeing the setting of corporate targets ☒ Reviewing and guiding innovation/R&D priorities ☒ Monitoring progress towards corporate targets ☒ Approving and/or overseeing employee incentives ☒ Overseeing and guiding value chain engagement ☒ Overseeing and guiding major capital expenditures ☒ Monitoring the implementation of the business strategy

					☒ Overseeing reporting, audit, and verification processes ☒ Monitoring the implementation of a climate transition plan ☒ Overseeing and guiding the development of a business strategy ☒ Overseeing and guiding acquisitions, mergers, and divestitures ☒ Monitoring supplier compliance with organizational requirements ☒ Monitoring compliance with corporate policies and/or commitments ☒ Overseeing and guiding the development of a climate transition plan ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
Forests	☒ Chief Executive Officer (CEO) ☒ Board-level committee	☒ Yes	☒ Board mandate	☒ Scheduled agenda item in every board meeting (standing agenda item)	☒ Approving corporate policies and/or commitments ☒ Monitoring compliance with corporate policies and/or commitments ☒ Monitoring supplier compliance with organizational requirements ☒ Reviewing and guiding annual budgets ☒ Approving and/or overseeing employee incentives
Water	☒ Chief Executive Officer (CEO) ☒ Board-level committee	☒ Yes	☒ Board mandate	☒ Scheduled agenda item in every board meeting (standing agenda item)	☒ Reviewing and guiding annual budgets ☒ Overseeing the setting of corporate targets ☒ Monitoring progress towards corporate targets ☒ Approving corporate policies and/or commitments ☒ Overseeing and guiding major capital expenditures ☒ Overseeing and guiding acquisitions, mergers, and divestitures ☒ Monitoring compliance with corporate policies and/or commitments ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

Table continued:

Category	Explanation
Climate change	HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025. During and prior to the reporting year, the Steelcase CEO was responsible for overseeing the implementation of the Steelcase climate change mitigation strategy, coordinating cross-functional efforts, and allocating capital accordingly. The CEO oversaw the Net-Zero Oversight Committee, which, since 2020, has comprised global senior leadership and has met semiannually to oversee the Net-Zero Core Team's work. The Net-Zero Core Team has met monthly and comprises individuals from Sustainability, Facilities, Marketing, Design, Global Talent, Finance, and Communications, and is responsible for implementing a set of strategic net-zero projects. Beyond providing oversight and guidance, the CEO served as the most senior spokesperson for the climate change mitigation strategy. For example, the CEO regularly spoke about the strategy and targets internally and externally, which helped build internal and external support and alignment. The Steelcase Board NCGC oversaw Environmental, Social, Governance ("ESG") strategy and policies, reflected in its committee charter, and received related updates at each of its quarterly meetings. Regarding the climate change mitigation strategy, the Steelcase Board NCGC has historically reviewed and approved a guiding strategy, oversaw the setting of associated corporate targets, monitored the implementation of our net-zero transition plan, and reviewed related budgets and capital expenditures, among other responsibilities. The Steelcase Board NCGC monitored progress towards all People + Planet goals. The management- or director-level individuals who own each of the goals have been responsible for providing updates to the Steelcase Board through meeting materials twice annually, and have also directly briefed the Steelcase Board NCGC when discussion or approval of significant decisions was required. For example, in this reporting year, the Director of Sustainability attended a Steelcase Board NCGC meeting to share progress on our net-zero transition plan. All such engagement with the Steelcase Board NCGC was overseen by the Vice President, Chief Legal Officer, and Secretary, who has been responsible for managing ESG strategy and performance at the executive level. Several other Steelcase Board committees have overseen other aspects of ESG. For example, the Steelcase Board Corporate Business Development Committee has evaluated the impacts of acquisitions, mergers, and divestitures on the ESG strategy and was briefed during a recent acquisition process to understand the impacts on our carbon targets. The Steelcase Board also had the authority to review and approve major capital expenditures, which have included large strategic projects that advance our net-zero transition plan.

Forests	HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025. Sustainable forests are an essential component of our ESG goals related to product design and certification. As such, Steelcase has received several certifications for sustainable forestry management, including the Forest Stewardship Council (“FSC”) Chain of Custody (“CoC”) certification, and is committed to increasing the coverage of certified forest products. The Steelcase Board NCGC oversees Steelcase’s strategy and policies with respect to ESG matters, reflected in its committee charter, and receives related updates at each of its quarterly meetings.
Water	HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025. During and prior to the reporting year, the Steelcase Board NCGC oversaw strategy and policies with respect to ESG matters, reflected in its committee charter, and received related updates at each of its quarterly meetings. For each ESG topic, including water, the Steelcase Board NCGC and any other relevant Steelcase Board committees reviewed and approved a guiding strategy, oversaw the setting of associated corporate targets, and reviewed related budgets and capital expenditures, among other responsibilities. The Steelcase Board NCGC monitored progress towards all People + Planet goals. The management- or director-level individuals who owned each of the goals were responsible for providing updates to meeting materials twice annually. These individuals may have also directly briefed the Steelcase Board NCGC when discussion or approval of significant decisions was required. All such engagement with the Steelcase Board NCGC was overseen by the Vice President, Chief Legal Officer, and Secretary, who was responsible for managing ESG strategy and performance at the executive level.

(4.2) Does your organization’s board have competency on environmental issues?

Table (4.2)

Category	Board-level competency on this environmental issue	Mechanisms to maintain an environmentally competent board	Environmental expertise of the board member
Climate change	☒ Yes	☒ Consulting regularly with an internal, permanent, subject-expert working group ☒ Integrating knowledge of environmental issues into board nominating process ☒ Having at least one board member with expertise on this environmental issue	Academic ☒ Postgraduate education (e.g., MSc/MA/PhD in environment and sustainability, climate science, environmental science, water resources management, forestry, etc.), please specify :Doctorate in organic chemistry from the University of California, Berkeley Experience ☒ Executive-level experience in a role focused on environmental issues ☒ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition
Forests	☒ Not assessed		
Water	☒ Not assessed		

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	☒ Yes
Forests	☒ Yes
Water	☒ Yes

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing supplier compliance with environmental requirements

- ☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☑ Monitoring compliance with corporate environmental policies and/or commitments
- ☑ Measuring progress towards environmental corporate targets
- ☑ Measuring progress towards environmental science-based targets
- ☑ Setting corporate environmental policies and/or commitments
- ☑ Setting corporate environmental targets

Strategy and financial planning

- ☑ Developing a climate transition plan
- ☑ Implementing a climate transition plan
- ☑ Conducting environmental scenario analysis
- ☑ Managing annual budgets related to environmental issues
- ☑ Implementing the business strategy related to environmental issues
- ☑ Developing a business strategy which considers environmental issues
- ☑ Managing environmental reporting, audit, and verification processes
- ☑ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☑ Managing major capital and/or operational expenditures relating to environmental issues
- ☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

- ☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

- ☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

- ☑ Quarterly

(4.3.1.6) Please explain

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

During and prior to the reporting year, the Steelcase CEO was responsible for overseeing and monitoring progress toward the climate change mitigation strategy and making related decisions such as strategic investments. Although the CEO's direct approval was sought for strategic climate-related decisions, the CEO was primarily kept informed of climate-related issues as a member of the Net-Zero Oversight Committee described below. Moreover, the CEO reported to the Steelcase Board NCGC, which has had ultimate oversight over Steelcase's ESG strategies and policies.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Committee

☒ Safety, Health, Environment and Quality committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☒ Assessing environmental dependencies, impacts, risks, and opportunities

Engagement

☒ Managing supplier compliance with environmental requirements

Policies, commitments, and targets

☒ Monitoring compliance with corporate environmental policies and/or commitments

(4.3.1.4) Reporting line

☒ Other, please specify :Plant manager

(4.3.1.5) Frequency of reporting to the board on environmental issues

☒ Quarterly

(4.3.1.6) Please explain

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

The Steelcase Safety, Health, Environment and Quality Committee is responsible for implementing and maintaining the necessary systems and practices to ensure that Steelcase's wood and fiber sourcing complies with the standards set forth by FSC and Programme for the Endorsement of Forest Certification ("PEFC") programs. The Environmental Health and Safety ("EHS") Team oversees the auditing and certification process to ensure that Steelcase continues to meet the requirements of these certifications.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Chief Operating Officer (COO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

- ☒ Quarterly

(4.3.1.6) Please explain

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

The EHS Compliance and Risk Management ("EHS C&RM") Team manages stormwater and wastewater permit compliance for Steelcase's largest manufacturing facilities. The Manager of the EHS C&RM Team provides a quarterly update to the Vice President, Chief Operations Officer, that includes water compliance status. The EHS C&RM Team reviews the water metrics with manufacturing facility managers annually during the ISO14001 internal audit at the management review meeting, and also regularly shares the water balance progress with leadership.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

- ☒ Other committee, please specify :Net-Zero Oversight Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ✓ Managing public policy engagement related to environmental issues
- ✓ Managing supplier compliance with environmental requirements
- ✓ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ✓ Monitoring compliance with corporate environmental policies and/or commitments
- ✓ Measuring progress towards environmental corporate targets
- ✓ Measuring progress towards environmental science-based targets
- ✓ Setting corporate environmental policies and/or commitments
- ✓ Setting corporate environmental targets

Strategy and financial planning

- ✓ Developing a climate transition plan
- ✓ Implementing a climate transition plan
- ✓ Conducting environmental scenario analysis
- ✓ Managing annual budgets related to environmental issues
- ✓ Implementing the business strategy related to environmental issues
- ✓ Developing a business strategy which considers environmental issues
- ✓ Managing environmental reporting, audit, and verification processes
- ✓ Managing acquisitions, mergers, and divestitures related to environmental issues
- ✓ Managing major capital and/or operational expenditures relating to environmental issues
- ✓ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

- ✓ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

- ✓ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☒ Half-yearly

(4.3.1.6) Please explain

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

During and prior to the reporting year, the CEO oversaw the Net-Zero Oversight Committee which has met semiannually since 2020 and was comprised of senior management and executive officers across business units, including the following positions: (1) Vice President, Chief Legal Officer, and Secretary, (2) Vice President, Chief Procurement Officer, (3) Senior Vice President (“SVP”), Chief Financial Officer, Global Business Centers, Real Estate, Facilities & Security, (4) Vice President, Chief Operations Officer, (5) Senior Vice President, Marketing + Customer Verticals, (6) Senior Vice President, President, Americas, and Chief Product Officer, (7) Vice President, Americas Sales and GCC, (8) President, Steelcase EMEA, (9) President, Steelcase APAC, (10) Vice President, Impact, (11) Director, Sustainability, and (12) Senior Risk Officer. This Net-Zero Oversight Committee was responsible for assessing, prioritizing, and approving strategic decisions and emissions reduction projects related to the climate change mitigation strategy and associated science-based targets. For example, the VP, Chief Legal Officer, and Secretary was responsible for managing ESG strategy and performance; the SVP, Chief Financial Officer oversaw the financial planning and budget for allocating capital to favorable carbon reduction projects; and the VP, Chief Operations Officer was responsible for implementing projects and initiatives to reduce emissions from our operations and facilities and for overseeing emissions reduction initiatives relating to our value chain emissions and supply chain engagement. The CEO reported to the Steelcase Board NCGC on behalf of the Net-Zero Oversight Committee.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Committee

☒ Sustainability committee

(4.3.1.2) Environmental responsibilities of this position

Other

☒ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

☒ Other, please specify :Sustainability Director

(4.3.1.5) Frequency of reporting to the board on environmental issues

☒ Quarterly

(4.3.1.6) Please explain

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025.

The Global Sustainability Team plays a critical role in managing the chain of custody for sustainable forest products and works closely with the Safety, Health, Environment and Quality Committee. The Global Sustainability Team monitors compliance with sustainability standards and consistently verifies that products originate from certified and legal sources. The Team also ensures that all records and information are well-documented and transparent, providing stakeholders with a complete understanding of the product's path from the forest to the end user. Additionally, the Team tracks Steelcase's FSC and PEFC certified global product coverage rate and performance, providing regular reports to management and stakeholders on our progress towards related sustainability goals.

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Table (4.5)

Category	Provision of monetary incentives related to this environmental issue	% of total C-suite and board-level monetary incentives linked to the management of this environmental issue	Please explain
Climate change	☒ Yes	15	HNI Corporation acquired Steelcase on December 10, 2025. HNI provided monetary incentives to its leadership for achieving its objectives focused on corporate social responsibility, including the company's science-based emissions targets and other climate change, product sustainability, waste, and energy goals. In 2025, fifteen percent of HNI's SVP, General Counsel & Secretary's annual incentive was tied to attainment of individual objectives focused on HNI's corporate sustainability initiatives.
Forests	☒ No, and we do not plan to introduce them		HNI Corporation acquired Steelcase on December 10, 2025. While HNI has ongoing initiatives related to sourcing of timber products, the management of this issue is not currently included in senior management incentives.

	in the next two years	
Water	☒ No, but we plan to introduce them in the next two years	HNI Corporation acquired Steelcase on December 10, 2025. While HNI has ongoing initiatives related to water, the management of this issue is not currently included in senior management incentives.

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ General Counsel

(4.5.1.2) Incentives

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

☒ Achievement of environmental targets

Emission reduction

☒ Implementation of an emissions reduction initiative

Resource use and efficiency

☒ Improvements in emissions data, reporting, and third-party verification

☒ Energy efficiency improvement

Pollution

- ☒ Reduction or phase out of hazardous substances

Policies and commitments

- ☒ New or tighter environmental requirements applied to purchasing practices

Engagement

- ☒ Increased engagement with suppliers on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

- ☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

HNI Corporation acquired Steelcase on December 10, 2025. In 2025, fifteen percent of HNI's SVP, General Counsel & Secretary's annual incentive was tied to attainment of individual objectives focused on HNI's corporate sustainability initiatives. Corporate sustainability initiatives included HNI's science-based emissions targets and other climate change, product sustainability, waste, and energy goals.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

HNI's SVP, General Counsel & Secretary's individual objectives specifically focused on supporting HNI's CSR goals, which included HNI's science-based emissions targets/climate transition.

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	☒ Yes

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

- ☒ Climate change
- ☒ Forests
- ☒ Water

(4.6.1.2) Level of coverage

- ☒ Organization-wide

(4.6.1.3) Value chain stages covered

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(4.6.1.4) Explain the coverage

The Steelcase Net-Zero Transition Plan covers our entire business – the complete value chain, including all owned subsidiaries.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to a circular economy strategy
- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to take environmental action beyond regulatory compliance
- ☒ Commitment to implementation of nature-based solutions that support landscape restoration and long-term protection of natural ecosystems
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- ☒ Commitment to 100% renewable energy
- ☒ Commitment to net-zero emissions

Social commitments

- ☒ Other social commitment, please specify :Commitment to a just transition

Additional references/Descriptions

- ☒ Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

- ☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

- ☒ Publicly available

(4.6.1.8) Attach the policy

Steelcase-Net-Zero-Transition-Plan.pdf

Row 2

(4.6.1.1) Environmental issues covered

- ☑ Climate change
- ☑ Water

(4.6.1.2) Level of coverage

- ☑ Organization-wide

(4.6.1.3) Value chain stages covered

- ☑ Direct operations
- ☑ Upstream value chain
- ☑ Downstream value chain

(4.6.1.4) Explain the coverage

The Steelcase Environmental Sustainability Policy covers our entire business – the complete value chain, including for all owned subsidiaries.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☑ Commitment to a circular economy strategy
- ☑ Commitment to comply with regulations and mandatory standards
- ☑ Commitment to take environmental action beyond regulatory compliance
- ☑ Commitment to stakeholder engagement and capacity building on environmental issues
- ☑ Other environmental commitment, please specify :Commitment to use recycled materials and focus on eliminating single-use plastics to deliver products safely with minimal packaging; Commitment to conduct company operations in accordance with our ISO 14001 registered Environmental Management System

Climate-specific commitments

- ☑ Commitment to 100% renewable energy
- ☑ Commitment to net-zero emissions
- ☑ Other climate-related commitment, please specify :Commitment to reduce our impact on climate change, supported by sustainable manufacturing practices, and evidenced through science-based, greenhouse gas emission reduction targets.

Water-specific commitments

- ☒ Commitment to control/reduce/eliminate water pollution
- ☒ Commitment to reduce water consumption volumes
- ☒ Commitment to reduce water withdrawal volumes

Social commitments

- ☒ Other social commitment, please specify :Commitment to promote safe environments and injury prevention in the manufacturing of our products.

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

- ☒ Yes, in line with the Paris Agreement
- ☒ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation

(4.6.1.7) Public availability

- ☒ Publicly available

(4.6.1.8) Attach the policy

Steelcase-Environmental-Sustainability-Policy_Aug2024.pdf

Row 3

(4.6.1.1) Environmental issues covered

- ☒ Forests

(4.6.1.2) Level of coverage

- ☒ Organization-wide

(4.6.1.3) Value chain stages covered

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(4.6.1.4) Explain the coverage

The Steelcase Sustainable Wood Policy applies to all wood and wood fiber used in products, including solid wood, composite wood, veneers, and laminates, throughout manufacturing, whether in-house or contracted.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to avoidance of negative impacts on threatened and protected species
- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to take environmental action beyond regulatory compliance
- ☒ Commitment to no trade of CITES listed species

Additional references/Descriptions

- ☒ Description of commodities covered by the policy

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

- ☒ Yes, in line with the Kunming-Montreal Global Biodiversity Framework

(4.6.1.7) Public availability

- ☒ Publicly available

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

☒ Yes

(4.10.2) Collaborative framework or initiative

☒ UN Global Compact

☒ We Are Still In

☒ We Mean Business

☒ Race to Zero Campaign

☒ Science-Based Targets Initiative (SBTi)

☒ Other, please specify :U.S. Department of Energy's Better Buildings Initiative

(4.10.3) Describe your organization's role within each framework or initiative

Steelcase first set near-term science-based targets validated by the SBTi in 2020, and in April 2024, advanced our commitment by setting an SBTi-validated net-zero target. Steelcase joined the Race to Zero in October 2021 through our pledge to the SBTi's Business Ambition for 1.5°C campaign. While the SBTi has since sunset this campaign, we remain a participant of Race to Zero because of our net-zero target.

Steelcase is a member of the We Mean Business coalition, given our science-based targets. Our alignment is part of a collective message to give governments the confidence to set stronger policies that help businesses achieve their climate goals faster.

Steelcase joined the We Are Still In coalition in 2018, and today remains aligned with the coalition's shared commitment to drive transformational climate action through direct action and advocacy in the United States; Steelcase's focus on United States climate action is important because most of our carbon emissions are generated by our operations in the United States.

Steelcase joined the UN Global Compact in 2009 and has published an annual "Communication on Progress" report outlining our efforts to operate responsibly and support society. By joining the Compact, we pledged to operate responsibly in alignment with universal sustainability principles; to take actions that support the society around us; to commit to the effort from our organization's highest level to embed sustainability deep into our DNA; to annually report ongoing efforts; and to engage locally where we have a presence.

Steelcase has participated in the U.S. Department of Energy's Better Plants program (a program of the Better Buildings Initiative) since 2011 to set energy, water, and waste reduction goals and engage with peers in manufacturing to learn and share best practices.

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Yes

☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

☒ Paris Agreement

(4.11.4) Attach commitment or position statement

Steelcase-Net-Zero-Transition-Plan.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

☒ Yes, the intermediary organization we engage through is registered

(4.11.6) Types of transparency register your organization is registered on

☒ Mandatory government register

☒ Voluntary government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

Dykema Gossett PLLC, our U.S. federal lobbying representation, is registered under the U.S. Lobbying Disclosure Act with House ID#30553 and Senate ID#12915. BIFMA International is also registered with House ID#317900000 and Senate ID#6198-12. The Business Roundtable is registered to the EU Transparency Register under REG#814707099818-57.

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

In the reporting year, our VP, Chief Legal Officer, and Secretary was ultimately responsible for managing both sustainability work and government affairs globally. Our government affairs are primarily managed by the Assistant General Counsel and Head of Government Affairs (with assistance from federal lobbyists), who coordinate all policy-related engagements, including those related to climate change and sustainability. We leverage a decentralized approach to these engagements whereby the Assistant General Counsel and Head of Government Affairs manage government affairs, and subject matter experts from across the organization serve as the voice for a given issue, both internally and externally. For example, one Manager on the Global Sustainability Team is responsible for identifying and assessing climate-related policy risks and opportunities, with a specific focus on those related to energy, emissions, and disclosure, and this Manager and the Director of the Global Sustainability Team also represent Steelcase on relevant trade association committees and other intermediary organizations on these topics. These individuals work closely with the Assistant General Counsel and Head of Government Affairs to identify opportunities to engage with trade associations, other relevant organizations, and directly with policymakers on topics deemed important to Steelcase, ensuring that all engagements are consistent with our climate commitments and a 1.5°C-aligned future. The Assistant General Counsel and Head of Government Affairs also reviews any proposed public positions or actions to ensure they align with the greater corporate government affairs strategy and do not expose us to unforeseen or undue risks.

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☒ Other trade association in North America, please specify :Business Roundtable

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☒ Mixed

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☒ Yes, we attempted to influence them but they did not change their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Business Roundtable is an association of more than 200 chief executive officers of America's leading companies working to promote a thriving U.S. economy and expanded opportunity for all Americans through sound public policy. Business Roundtable believes "Access to affordable, reliable and sustainable energy while protecting the environment and reducing emissions is vital to the American economy." Business Roundtable supports policies that enable construction of new energy projects, incentivize private sector investment in a broad portfolio of energy technologies and advance America's environmental goals. For more information, see <https://www.businessroundtable.org/policy-perspectives/energy-environment>.

Steelcase is a member of Business Roundtable because they look to us to represent the smaller manufacturer perspective. Through our membership, Steelcase participated in a working group in 2019 to revise and update the association's climate change policy perspective. While Business Roundtable believes reducing emissions is "good for business, the environment, and public health" – and that "this effort should be driven by the private sector with public sector support" – they do not currently have an explicit, public position that indicates alignment with Paris Agreement temperature goals. In a previous reporting year, Steelcase responded to a Business Roundtable survey intended to update its understanding of member views on energy and climate policy, in which we made clear our own commitment to 1.5°C-aligned science-based emissions reductions and our support of aligned policies. In general, we consistently seek to represent our science-based position on climate change in our engagement with this group.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

150000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

This funding figure represents the membership fee paid in the reporting year. While much of this fee goes toward developing and facilitating the group's activities, events, and resources in pursuit of its objectives, as previously described, a portion goes toward lobbying activities, which have the potential to influence policy, law, or regulation that may impact the environment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☒ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :Clean Energy Buyers Association (CEBA)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☒ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Clean Energy Buyers Association ("CEBA") is made up of 400+ energy customer companies and their partners, including nearly 100 companies from the Fortune 500 list, that collaborate to navigate the complexities of the energy market. CEBA's aspiration is to achieve a 90% carbon-free U.S. electricity system by 2030 and to cultivate a global community of energy customers driving clean energy. Steelcase was a long-standing member of CEBA (formerly the Renewable Energy Buyers Alliance). Through our membership, we connected with other like-minded organizations to collectively advocate for and advance low-cost, reliable, carbon emissions-free global electricity systems – a vision which Steelcase supports. Steelcase benefits from clean energy access and wholesale power markets; for example, through our Virtual Power Purchase Agreement, which accounts for 100% of our U.S. energy consumption and 50% of our global consumption. From an energy procurement perspective, our objective is to balance reliability, affordability, and sustainability through retail open access and direct investment in renewable energy. Our participation in CEBA helped advance the organization's aligned objectives nationally, ultimately supporting our progress towards our science-based targets. Additionally, as we work toward our 2030 and 2050 science-based targets, and ask our suppliers to set their own science-based targets, renewable energy access will be essential to our collective success.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

5000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

This funding figure represents the membership fee paid in the reporting year. While much of this fee goes toward the development and facilitation of the group's activities, events, and resources in pursuit of its objectives as previously described, a portion of this membership fee goes toward lobbying activities, which have the potential to influence policy, law, or regulation that may impact the environment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☒ Paris Agreement

Row 4

(4.11.2.1) Type of indirect engagement

☒ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

☒ Other, please specify :Chamber of Commerce

(4.11.2.3) State the organization or position of individual

Grand Rapids Chamber of Commerce

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Grand Rapids Area Chamber of Commerce Infrastructure and Natural Resources Committee focuses on significant environmental issues and works to influence lawmakers to prepare and support cost-efficient and effective regulations. Steelcase is actively involved in promoting a Michigan with cleaner, more affordable, and more reliable energy. We do this by encouraging policymakers to consider increased renewable energy, competition, and new technologies in the state of Michigan. Our focus on Michigan is important because most of our carbon emissions are generated by our operations in Michigan. Our Director of Sustainability has previously chaired and continues to sit on the Grand Rapids Chamber's Infrastructure and Natural Resources Committee and has shared Steelcase's climate change mitigation strategy with other members to help support climate action and to influence the Chamber's policy positions. We are highly engaged in their climate-related work and generally find their positions to be with our own position and approach.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

31000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

This funding figure represents the membership fee paid in the reporting year. While much of this fee goes toward developing and facilitating the group's activities, events, and resources in pursuit of its objectives, as previously described, a portion goes toward lobbying activities, which have the potential to influence policy, law, or regulation that may impact the environment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☒ Paris Agreement

Row 5

(4.11.2.1) Type of indirect engagement

☒ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

☒ Other, please specify :Consumer coalition

(4.11.2.3) State the organization or position of individual

Electricity Customer Alliance ("ECA")

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☒ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Electricity Customer Alliance (“ECA”) advocates for customer-centric solutions to modernize the grid, support digital infrastructure and manufacturing, and grow the economy. ECA maintains that the expansion of organized wholesale electricity markets can unlock the development of more affordable, cleaner domestic resources and that market efficiency reduces the cost of the energy transition. Steelcase was a founding member of the ECA, and our Director of Sustainability sits on the Advisory Council.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

10000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

This funding figure represents the membership fee paid in the reporting year. While much of this fee goes toward developing and facilitating the group's activities, events, and resources in pursuit of its objectives, as previously described, a portion goes toward lobbying activities, which have the potential to influence policy, law, or regulation that may impact the environment.

(4.11.2.11) Indicate if you have evaluated whether your organization’s engagement is aligned with global environmental treaties or policy goals

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization’s engagement on policy, law or regulation

☒ Paris Agreement

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

☒ Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Summary Table for (4.12.1)

Standard or framework the publication is in line with	Attach the relevant publication
☒ GRI	FY25-GRI-Index.pdf
☒ Other, please specify :Sustainability Accounting Standards Board ("SASB")	FY25-SASB-Index.pdf
	2025_Steelcase_Impact_Report.pdf
	scs-14A-Proxy-20250528.pdf
☒ Other, please specify :GHGP, SBTi, TCFD, Transition Plan Taskforce, GFANZ	Steelcase-Net-Zero-Transition-Plan.pdf
☒ TCFD	FY25-TCFD-Index.pdf
☒ Other, please specify :UN Global Compact ("UNGC") Communication in Progress ("COP")	FY25-UNGC-Communication-of-Progress.pdf

Row 1

(4.12.1.1) Publication

☒ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☒ Yes

(4.12.1.3) Standard or framework the publication is in line with

☒ GRI

(4.12.1.4) Environmental issues covered in publication

☒ Climate change

☒ Forests

☒ Water

☒ Biodiversity

(4.12.1.5) Status of the publication

☒ Underway - previous year attached

(4.12.1.6) Content elements

☒ Strategy

☒ Governance

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Biodiversity indicators

☒ Water accounting figures

☒ Other, please specify :**Material chemistry and safety**

(4.12.1.7) Page/section reference

General disclosures related to strategy and governance can be found in section 2. Disclosures related to environmental topics can be found in sections 301 (materials), 302 (energy), 303 (water), 304 (biodiversity), 305 (emissions), 306 (waste), and 308 (supplier environmental assessment).

(4.12.1.8) Attach the relevant publication

FY25-GRI-Index.pdf

(4.12.1.9) Comment

The Global Reporting Initiative ("GRI") reporting framework provides a comparable and comprehensive digest of information about our sustainability strategy and progress. Steelcase Inc. reports the information cited in the GRI content index in accordance with the GRI Standards.

Row 2

(4.12.1.1) Publication

☒ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☒ Yes

(4.12.1.3) Standard or framework the publication is in line with

☒ Other, please specify :Sustainability Accounting Standards Board ("SASB")

(4.12.1.4) Environmental issues covered in publication

☒ Climate change

☒ Forests

☒ Water

(4.12.1.5) Status of the publication

☒ Underway - previous year attached

(4.12.1.6) Content elements

☒ Content of environmental policies

☒ Strategy

☒ Commodity volumes

☒ Other, please specify :Material chemistry and safety

(4.12.1.7) Page/section reference

Question CG-BF-130a.1 reports our energy data. Questions CG-BF-250a.1 and a.2 discuss our management of risks or hazards associated with materials and chemicals. Question CG-BF-410a.1 covers our efforts to manage product lifecycle impacts and meet demand for sustainable products, and question CG-BF-410a.2 discloses end-of-life management. Question CG-BF-430a.1 covers our wood supply chain management.

(4.12.1.8) Attach the relevant publication

FY25-SASB-Index.pdf

(4.12.1.9) Comment

The SASB identifies the subset of sustainability standards most relevant to financial performance for our industry. We report progress on these standards annually.

Row 3

(4.12.1.1) Publication

☒ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☒ No

(4.12.1.4) Environmental issues covered in publication

☒ Climate change

☒ Forests

☒ Water

(4.12.1.5) Status of the publication

☒ Underway - previous year attached

(4.12.1.6) Content elements

☒ Strategy

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Climate-related targets

☒ Water accounting figures

☒ Greenhouse gas emissions figures

☒ Other, please specify :**Material chemistry and safety**

(4.12.1.7) Page/section reference

Pages 28-41 of the 2025 Impact Report covered our accomplishments and goals to create better futures for the planet, including how we are reducing our carbon footprint, designing for circularity, and choosing and using materials responsibly.

(4.12.1.8) Attach the relevant publication

2025_Steelcase_Impact_Report.pdf

(4.12.1.9) Comment

Our annual Impact Report highlights accomplishments that improve the wellbeing of people and the planet and reports progress against related goals.

Row 4

(4.12.1.1) Publication

☒ In mainstream reports

(4.12.1.2) Is your publication in line with a standard or framework?

☒ No

(4.12.1.4) Environmental issues covered in publication

☒ Climate change

(4.12.1.5) Status of the publication

☒ Underway - previous year attached

(4.12.1.6) Content elements

- ☒ Governance
- ☒ Risks & Opportunities
- ☒ Strategy
- ☒ Climate-related targets

(4.12.1.7) Page/section reference

Pg ii – Description of sustainability as central to our design philosophy and business strategy; Pg 15 –Description of the Steelcase Board NCGC's role in overseeing ESG strategies, policies, and goals; Pg 17 – Description of the Steelcase Board's role in Risk Oversight and ESG Governance; Pg 32 – Description of our net-zero target, EcoVadis rating, and CDP score.

(4.12.1.8) Attach the relevant publication

scs-14A-Proxy-20250528.pdf

(4.12.1.9) Comment

Steelcase Inc.'s final 14A Proxy Statement (filed May 28, 2025, prior to the company's acquisition by HNI Corporation) contains information about our Planet-related strategy, goals, achievements, and the Steelcase Board oversight.

Row 5

(4.12.1.1) Publication

☒ Other, please specify :Net-Zero Transition Plant

(4.12.1.2) Is your publication in line with a standard or framework?

☒ Yes

(4.12.1.3) Standard or framework the publication is in line with

☒ Other, please specify :GHGP, SBTi, TCFD, Transition Plan Taskforce, GFANZ

(4.12.1.4) Environmental issues covered in publication

☒ Climate change

☒ Forests

☒ Water

☒ Biodiversity

(4.12.1.5) Status of the publication

☒ Complete

(4.12.1.6) Content elements

☒ Strategy

☒ Governance

☒ Risks & Opportunities

☒ Value chain engagement

☒ Public policy engagement

☒ Climate-related targets

☒ Greenhouse gas emissions figures

(4.12.1.7) Page/section reference

Pages 9-16 detail our emissions figures and our net-zero targets. Pages 18-24 outline our strategy and actions for achieving emissions reductions toward our targets. Pages 26-28 discuss how we will engage stakeholders throughout the value chain toward net zero, including employees, suppliers, customers, and peers. Pages 30-34 contain information on our governance structure, financial planning, risks and opportunities, and data transparency and disclosure practices.

(4.12.1.8) Attach the relevant publication

Steelcase-Net-Zero-Transition-Plan.pdf

(4.12.1.9) Comment

Our Net-Zero Transition Plan outlines how we will achieve our goal of reducing our carbon emissions by more than 90% across our entire value chain by 2050. Aligned with leading guidance, the plan focuses on our near-term targets and actions, which are laying the foundation for achieving net zero.

Row 6

(4.12.1.1) Publication

☒ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☒ Yes

(4.12.1.3) Standard or framework the publication is in line with

☒ TCFD

(4.12.1.4) Environmental issues covered in publication

☒ Climate change

(4.12.1.5) Status of the publication

☒ Underway - previous year attached

(4.12.1.6) Content elements

☒ Governance

☒ Risks & Opportunities

☒ Strategy

☒ Greenhouse gas emissions figures

☒ Climate-related targets

(4.12.1.7) Page/section reference

The Task Force on Climate-related Financial Disclosures ("TCFD") contains four sections where related disclosures can be found: Governance, Strategy, Risk Management, and Metrics and Targets.

(4.12.1.8) Attach the relevant publication

FY25-TCFD-Index.pdf

(4.12.1.9) Comment

The TCFD reporting index contains clear, comprehensive, and high-quality information on Steelcase's risks and opportunities resulting from rising temperatures, climate-related policy, and emerging technologies in our changing world.

Row 7

(4.12.1.1) Publication

☒ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☒ Yes

(4.12.1.3) Standard or framework the publication is in line with

☒ Other, please specify :UN Global Compact ("UNGC") Communication in Progress ("COP")

(4.12.1.4) Environmental issues covered in publication

☒ Climate change

☒ Water

☒ Biodiversity

(4.12.1.5) Status of the publication

☒ Complete

(4.12.1.6) Content elements

☒ Strategy

☒ Governance

☒ Risks & Opportunities

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Biodiversity indicators

☒ Climate-related targets

☒ Water accounting figures

☒ Greenhouse gas emissions figures

☒ Content of environmental policies

(4.12.1.7) Page/section reference

All disclosures related to the environment can be found in sections E1 through E16.

(4.12.1.8) Attach the relevant publication

FY25-UNGC-Communication-of-Progress.pdf

(4.12.1.9) Comment

Steelcase is a signatory to this voluntary initiative that is based on CEO commitments and aims to implement universal sustainability principles for businesses. The Communication on Progress measures and demonstrates our progress on the Ten Principles of the United Nations Global Compact and the United Nations Sustainable Development Goals.

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Table (5.1)

Category	Use of scenario analysis	Frequency of analysis	Primary reason why your organization has not used scenario analysis	Explain why your organization has not used scenario analysis
Climate change	☒ Yes	☒ Every three years or less frequently		
Forests	☒ No, but we plan to within the next two years		☒ Lack of available methodologies	Our organization is committed to choosing and using materials responsibly. Scenario analysis will be used to assess opportunities to expand our product offering with wood from certified sustainable sources and to reduce the embodied carbon content of our wood-containing products.
Water	☒ Yes	☒ On a per project basis		

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 2.6

(5.1.1.2) SSPs used in conjunction with scenario

☒ No SSP used

(5.1.1.3) Approach to scenario

☒ Quantitative

(5.1.1.4) Scenario coverage

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

☒ 2030

☒ 2040

☒ 2050

☒ 2060

☒ 2070

☒ 2080

☒ 2090

☒ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Speed of change (to state of nature and/or ecosystem services)

☒ Climate change (one of five drivers of nature change)

Direct interaction with climate

☒ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The climate scenario analysis relies on asset and input data, and the use of default or incomplete data may lead to less accurate or skewed results. The models generate forecasts and projections based on generalized scenarios rather than specific real or planned assets, and as such, they do not capture the full range of potential climate risks, nor do they account for correlations between risks or the impact of existing or future adaptation and resilience measures. While the results are produced using current scientific and computational methods, they remain subject to uncertainties arising from physical, political, regulatory, technological, and stakeholder-related factors, and should not be interpreted as precise predictions.

(5.1.1.11) Rationale for choice of scenario

To understand how a range of plausible climate futures may impact our manufacturing, distribution, showroom, and top supplier facilities, and to test and bolster the resilience of our business strategy and net-zero transition plan, we conducted an organization-wide scenario analysis using a set of physical scenarios (the Representative Concentration Pathways ("RCPs")) and transition scenarios. We selected RCP 2.6 to represent a scenario in which emissions are strongly declining through aggressive mitigation – emissions are halved by 2050 – and radiative forcing is limited to 2.6 W/m², such that global temperature rise is not likely to exceed 2°C. We selected physical climate hazards based on TCFD recommendations and relevance to our business. For example, chronic hazards selected include increasing temperature and precipitation, and acute hazards include storms, flooding, extreme heat, and winter weather.

Water

(5.1.1.1) Scenario used

Water scenarios

☒ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☒ Facility

(5.1.1.5) Risk types considered in scenario

- ☒ Acute physical
- ☒ Policy
- ☒ Reputation

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

- ☒ 2030
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

- ☒ Consumer attention to impact

Regulators, legal and policy regimes

- ☒ Global regulation

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Water risk scenarios were evaluated using the WWF Water Risk Filter's future-looking basin risk projections for 2030 and 2050. The assessment incorporates projected changes in water availability, water quality, drought frequency, flooding, and climate-related hydrological conditions. Results are subject to uncertainties associated with climate models, socioeconomic development pathways, water management practices, regulatory evolution, and local basin conditions. The assessment represents site-level exposure to basin water risks and does not fully account for future facility-specific mitigation actions, operational changes, water efficiency improvements, or potential site relocations.

(5.1.1.11) Rationale for choice of scenario

Steelcase selected the 2030 and 2050 water risk scenarios to evaluate both medium-term and long-term exposure to water-related nature risks across its manufacturing footprint. These time horizons align with commonly used climate and sustainability planning horizons and allow the company to identify facilities that may experience increased water stress under projected future conditions. The WWF Water Risk Filter scenarios were selected because they provide location-specific assessments of physical, regulatory, and reputational water risks and enable comparison of current and future risk levels across the global facility portfolio.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 8.5

(5.1.1.2) SSPs used in conjunction with scenario

☒ No SSP used

(5.1.1.3) Approach to scenario

☒ Quantitative

(5.1.1.4) Scenario coverage

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

- ☒ 4.0°C and above

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

- | | |
|--|--|
| ☒ 2030 | ☒ 2080 |
| ☒ 2040 | ☒ 2090 |
| ☒ 2050 | ☒ 2100 |
| ☒ 2060 | |
| ☒ 2070 | |

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Speed of change (to state of nature and/or ecosystem services)
- ☒ Climate change (one of five drivers of nature change)

Direct interaction with climate

- ☒ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The climate scenario analysis relies on asset and input data, and the use of default or incomplete data may lead to less accurate or skewed results. The models generate forecasts and projections based on generalized scenarios rather than specific real or planned assets, and as such, they do not capture the full range of potential climate risks, nor do they account for correlations between risks or the impact of existing or future adaptation and resilience measures. While the results are produced using current scientific and computational methods, they remain subject to uncertainties arising from physical, political, regulatory, technological, and stakeholder-related factors, and should not be interpreted as precise predictions.

(5.1.1.11) Rationale for choice of scenario

To understand how a range of plausible climate futures may impact our manufacturing, distribution, showroom, and top supplier facilities, and to test and bolster the resilience of our business strategy and net-zero transition plan, we conducted an organization-wide scenario analysis using a set of physical scenarios (the Representative Concentration Pathways ("RCPs")) and transition scenarios. We selected RCP 8.5 to represent a scenario in which emissions are increasing due to business-as-usual activity and radiative forcing reaches 8.5 W/m2, such that global temperature rise is about as likely as not to exceed 4°C. We selected physical climate hazards based on TCFD recommendations and relevance to our business. For example, chronic hazards selected include increasing temperature and precipitation, and acute hazards include storms, flooding, extreme heat, and winter weather.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ Customized publicly available climate transition scenario, please specify :Paris Aspiration, 1.5°C

(5.1.1.3) Approach to scenario

☒ Qualitative

(5.1.1.4) Scenario coverage

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

- ☒ Policy
- ☒ Market
- ☒ Reputation
- ☒ Technology
- ☒ Liability

(5.1.1.6) Temperature alignment of scenario

☒ 1.5°C or lower

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Speed of change (to state of nature and/or ecosystem services)
- ☒ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

- ☒ Consumer sentiment
- ☒ Consumer attention to impact

Regulators, legal and policy regimes

- ☒ Global regulation
- ☒ Level of action (from local to global)
- ☒ Global targets
- ☒ Methodologies and expectations for science-based targets

Direct interaction with climate

- ☒ On asset values, on the corporate

Macro and microeconomy

- ☒ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The climate scenario analysis relies on asset and input data, and the use of default or incomplete data may lead to less accurate or skewed results. The models generate forecasts and projections based on generalized scenarios rather than specific real or planned assets, and as such, they do not capture the full range of potential climate risks, nor do they account for correlations between risks or the impact of existing or future adaptation and resilience measures. While the results are produced using current scientific and computational methods, they remain subject to uncertainties arising from physical, political, regulatory, technological, and stakeholder-related factors, and should not be interpreted as precise predictions.

(5.1.1.11) Rationale for choice of scenario

To understand how a range of plausible climate futures may impact our manufacturing, distribution, showroom, and top supplier facilities, and to test and bolster the resilience of our business strategy and net-zero transition plan, we conducted an organization-wide scenario analysis using a set of physical scenarios (the Representative Concentration Pathways ("RCPs")) and transition scenarios. We selected a customized "Paris Aspiration" scenario that reflects a global temperature rise of not more than 1.5°C by 2100, based on an assumption of radical and urgent policy response requiring rapid and systemic energy and behavioral shifts and significant technological innovation.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ Customized publicly available climate transition scenario, please specify :No Policy, 4°C

(5.1.1.3) Approach to scenario

☒ Qualitative

(5.1.1.4) Scenario coverage

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

☒ Policy

☒ Market

☒ Reputation

☒ Technology

☒ Liability

(5.1.1.6) Temperature alignment of scenario

☒ 4.0°C and above

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

☒ 2030

☒ 2040

☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Speed of change (to state of nature and/or ecosystem services)

☒ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☒ Consumer sentiment

☒ Consumer attention to impact

Regulators, legal and policy regimes

☒ Global regulation

☒ Level of action (from local to global)

☒ Global targets

☒ Methodologies and expectations for science-based targets

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The climate scenario analysis relies on asset and input data, and the use of default or incomplete data may lead to less accurate or skewed results. The models generate forecasts and projections based on generalized scenarios rather than specific real or planned assets, and as such, they do not capture the full range of potential climate risks, nor do they account for correlations between risks or the impact of existing or future adaptation and resilience measures. While the results are produced using current scientific and computational methods, they remain subject to uncertainties arising from physical, political, regulatory, technological, and stakeholder-related factors, and should not be interpreted as precise predictions.

(5.1.1.11) Rationale for choice of scenario

To understand how a range of plausible climate futures may impact our manufacturing, distribution, showroom, and top supplier facilities, and to test and bolster the resilience of our business strategy and net-zero transition plan, we conducted an organization-wide scenario analysis using a set of physical scenarios (the Representative Concentration Pathways ("RCPs")) and transition scenarios. We selected a customized "No Policy" scenario that reflects a global temperature rise of more than 4°C by 2100, based on an assumption of policy reversals and increased energy consumption and emissions.

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

☑ Organization-wide

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

In the reporting year, we conducted an updated, organization-wide scenario analysis using several physical and transition scenarios across multiple near- and long-term time horizons. The scenario analysis enhanced Steelcase's climate risk and opportunity identification processes by providing a structured assessment of both transition and physical climate risks across multiple time horizons and climate pathways. The analysis identified acute physical risks, shifts in customer behavior, lower-emission product substitution, emissions pricing, and increased raw material costs as key risks, while highlighting opportunities related to resource efficiency, renewable energy adoption, resilient operations, and development of lower-emission products.

The results inform strategy and financial planning by identifying areas where climate-related costs, market shifts, and asset impacts could affect long-term performance. Findings supported further evaluation of adaptation investments, supply chain diversification, product innovation, emissions reduction initiatives, and resilience measures for higher-risk locations and suppliers. The analysis also strengthened the assessment of our business model resilience by testing Steelcase's operations and value chain under both transition and physical climate scenarios. The results indicated generally manageable portfolio-level physical risk exposure while highlighting specific locations and supplier dependencies requiring ongoing monitoring and adaptation planning. Additionally, the process built organizational capability by engaging cross-functional stakeholders in climate risk evaluation and increasing understanding of climate-related impacts, dependencies, and mitigation options. The findings are being used to support ongoing climate target implementation, emissions reduction initiatives, climate adaptation planning, and transition planning.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

☑ Risk and opportunities identification, assessment and management

(5.1.2.2) Coverage of analysis

☑ Facility

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

The scenario analysis informed prioritization of water-related risks across Steelcase's manufacturing footprint. Comparison of current, 2030, and 2050 water risk assessments showed that facilities identified as higher risk generally remained among the highest-risk locations under future scenarios. This consistency increased

confidence in the prioritization of monitoring, stewardship, and risk management efforts. In addition, subsequent changes to the facility portfolio included the exit of certain higher-risk locations, which further reduced exposure to water-related risks.

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

☒ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

☒ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

☒ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

We have not yet evaluated the opportunity to make this explicit commitment. While it is unlikely that we have substantive spending on or revenue generation from activities that contribute to fossil fuel expansion – and our science-based targets help us to reduce fossil fuels we do consume – a full assessment is required to make this commitment. Moreover, we plan to update our transition plan every three to five years, and thus are unlikely to add this explicit commitment prior to the next scheduled update of the plan.

(5.2.10) Mechanism by which feedback is collected from shareholders on your climate transition plan

☒ We have a different feedback mechanism in place

(5.2.11) Description of feedback mechanism

In the introduction of our net-zero transition plan, we invite all stakeholders – including an explicit mention of our shareholders – to share their feedback with us. We provide an email address to which feedback can be sent. Moreover, when the plan was published, our CEO opened the annual shareholder meeting with an introduction to the transition plan, on which investors could submit questions or feedback. The same ongoing opportunity exists in quarterly investor calls.

(5.2.12) Frequency of feedback collection

☒ More frequently than annually

(5.2.13) Description of key assumptions and dependencies on which the transition plan relies

Because our net-zero transition plan is primarily focused on our near-term strategies and actions over the next three years on the path to net zero, the plan does not currently rely on any significant assumptions. As we begin to look further out, we imagine that market trends, regulatory changes, and technological advancements will be important to enabling our achievement of the net-zero target. For example, we expect a certain amount of “grid greening” to occur as electric utilities make progress towards and achieve their renewable energy commitments in the decades ahead. This will reduce our scope 2 emissions and those of our suppliers. Similarly, we expect technological advancements and the commercialization of emerging technologies to be important in addressing parts of our emissions footprint that are currently difficult to decarbonize.

Our transition plan notes several dependencies, such as 1.5°C-aligned policies around the world and the collaboration of our stakeholders, including suppliers, customers, and peers. To implement our net-zero transition plan, the Net-Zero Strategy Team worked with the Net-Zero Oversight Committee to define the key initiatives reflected in the plan and to subsequently assign accountability across the company and identify associated budget needs. These initiatives are being closely monitored and managed within a robust project management and governance framework to ensure success.

(5.2.14) Description of progress against transition plan disclosed in current or previous reporting period

Steelcase published our first net-zero transition plan in June 2024 and we are making steady progress in implementing the actions outlined in the plan across products, operations, and transportation. We report progress against the transition plan annually through CDP and the Steelcase Impact Report, and the progress against our near- and long-term targets is reported within this CDP response. In operations, we continued to implement energy efficiency and renewable energy initiatives. Notable progress has included expanding on-site solar generation at key manufacturing facilities, most recently at our Kentwood Plant in Michigan, as well as major equipment modernization projects that reduced energy use and emissions while supporting long-term decarbonization objectives. To address product-related emissions, which account for the largest share of Steelcase's carbon footprint, we continued implementing our Sustainable Product Design Framework.

During the reporting year, we doubled the recycled content in our most popular task chairs in the Americas, resulting in an average 35% reduction in embodied carbon across the portfolio, and we are now scaling these learnings across products and regions. We also continued to expand product life-cycle assessment capabilities, now having completed more than 118 Environmental Product Declarations, and deployed a new embodied carbon calculator to support lower-carbon product development and material-selection decisions. Moreover, through Circular by Steelcase services, we diverted 99% of decommissioned furniture and equipment from landfill by recycling or reusing over 600 tons of material in 2025.

Additionally, supplier engagement has remained a key focus area. At the end of 2025, more than half of our suppliers, based on emissions levels, had set targets in line with SBTi guidance, with more committed to joining soon. This has been achieved through supplier education, emissions data collection, and capacity-building activities to improve value-chain emissions management. Finally, Steelcase continued integrating climate considerations into governance, capital planning, and risk management processes. We maintained oversight through the Net-Zero Oversight Committee and Board-level governance structure, and completed an updated organization-wide climate scenario analysis to further inform strategic planning and resilience efforts.

(5.2.15) Attach any relevant documents which detail your climate transition plan (optional)

Steelcase-Net-Zero-Transition-Plan.pdf

(5.2.16) Other environmental issues that your climate transition plan considers

- ☒ Forests
- ☒ Plastics
- ☒ Water
- ☒ Biodiversity

(5.2.17) Explain how the other environmental issues are considered in your climate transition plan

We know that climate and nature are inextricably linked; therefore, our net-zero transition plan, while climate-focused, also addresses dependencies, impacts, risks, and opportunities for water, forests, plastics, and biodiversity. For example, our focus on designing for circularity and choosing and using materials responsibly means that we go beyond carbon to consider many other lifecycle impacts associated with our products, operations, and transportation. Our transition plan includes our commitment to improve the efficiency of our water use and reduce global water consumption, referencing water balances completed at six manufacturing locations in 2023. The plan also references our Sustainable Wood Policy, which defines how we develop our global product offering of sustainably managed woods, including woods with FSC or PEFC certification. Our plan further includes our commitment to phase out single-use plastics and achieve 75% overall recycled content in packaging for all Steelcase-branded products by 2030. Finally, our plan notes that we will conduct a nature assessment to more thoroughly understand our impacts and dependencies on nature and biodiversity throughout our value chain. The results of our recently completed preliminary analysis can inform the next iteration of the transition plan and any required changes to our targets.

(5.2.18) Adaptation-specific objectives included within your climate transition plan

- ☒ Yes

(5.2.19) Describe the adaptation objectives included in your climate transition plan or standalone adaptation plan

Steelcase's net-zero transition plan includes adaptation-focused elements intended to strengthen the resilience of our business, operations, and supply chain to physical climate risks. These objectives include conducting climate scenario analysis, supplier climate-risk engagement, water-risk assessments, environmental impact assessments for facility projects, a nature assessment, and investments in measures that improve resilience to extreme weather and other climate-related impacts. For example, we have completed a preliminary nature assessment using the TNFD framework, LEAP approach, and ENCORE tool to better understand nature-related dependencies, impacts, risks, and opportunities across our operations and value chain. This work builds on ongoing water-risk evaluations and climate scenario analysis and will inform future updates to the net-zero transition plan, including consideration of nature-related priorities, resilience measures, and potential future targets.

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	☒ No, and we do not plan to in the next two years

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

Water-related capital and operating expenditures are not tracked as separate categories at the enterprise level. Water-related costs are incorporated within broader facility, utility, environmental compliance, maintenance, and operational budgets. Based on currently available information, no material increase or decrease in water-related expenditures was identified for the reporting year or anticipated for the next reporting period.

(5.10) Does your organization use an internal price on environmental externalities?

Carbon

(5.10.1) Use of internal pricing for this environmental externality

☒ Yes

Water

(5.10.1) Use of internal pricing for this environmental externality

☒ No, and we do not plan to in the next two years

(5.10.2) Primary reason for not pricing this environmental externality

☒ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

Steelcase does not currently apply an internal water price. Water-related risks are evaluated through facility-level water risk assessments, including current and future water risk scenario analysis, and managed through environmental risk management processes. Based on the company's current water risk profile and water cost exposure, an internal water pricing mechanism is not considered an immediate strategic priority.

Other

(5.10.1) Use of internal pricing for this environmental externality

☒ No, but we plan to in the next two years

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

☒ Shadow price

(5.10.1.2) Objectives for implementing internal price

- ☒ Drive energy efficiency
- ☒ Drive low-carbon investment
- ☒ Setting and/or achieving of climate-related policies and targets

(5.10.1.3) Factors considered when determining the price

- ☒ Existing or pending legislation
- ☒ Scenario analysis

(5.10.1.4) Calculation methodology and assumptions made in determining the price

This shadow price is currently applied in the analysis of our Michigan-based operational energy efficiency capital expenditures. Therefore, we defined a price based on recent carbon pricing proposals in the U.S. Congress. Exposure to a carbon pricing regulation has been identified as a risk in our risk assessment processes and in scenario analysis.

(5.10.1.5) Scopes covered

- ☒ Scope 1
- ☒ Scope 2

(5.10.1.6) Pricing approach used – spatial variance

- ☒ Differentiated

(5.10.1.7) Indicate how and why the price is differentiated

The shadow price is applied for analysis of Michigan-based operational energy efficiency capital expenditures. Our Michigan operations represented more than 50% of our scope 1 and 2 emissions in the reporting year.

(5.10.1.8) Pricing approach used – temporal variance

- ☒ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

Because we currently use a shadow price based on recent carbon pricing proposals in the U.S. Congress, we expect to reevaluate our shadow price to evolve alongside those proposals. If at some point a proposal is passed into U.S. law, then we will no longer require this shadow price for Michigan.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

60

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

60

(5.10.1.12) Business decision-making processes the internal price is applied to

- ☒ Capital expenditure
- ☒ Operations

(5.10.1.13) Internal price is mandatory within business decision-making processes

- ☒ No

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

53

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

- ☒ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

One climate-related opportunity for our company is energy efficiency and other low-carbon investments in pursuit of our science-based targets and the achievement of our net-zero target, which simultaneously reduces our reliance and spend on energy and market-based offsetting instruments. As the importance of these projects increased upon setting our first science-based targets in 2020, we found that the paybacks for many of the projects were extending beyond our typical two-year payback expectation. In response, the Net-Zero Core Team proposed a rule that all carbon reduction projects could instead be subject to a four-year simple payback, which would expedite the approval of related capital expenditures. The Net-Zero Oversight Committee subsequently approved the proposal. Still, we found that in Michigan – where our operations account for just over 50% of our footprint and thus where energy efficiency is most needed – the paybacks were often still exceeding the payback limit because we have contracted for particularly competitive energy prices in Michigan. In response, we made available an internal shadow price on carbon when evaluating capital expenditures on carbon reduction projects for our Michigan operations to enable even greater implementation of energy efficiency projects. This shadow price can also help to reduce the risk of an actual carbon tax, as it accelerates the reduction of our emissions that would be exposed to such a tax. Moreover, it will continue to be an important tool as we implement our net-zero transition plan. We continue to evaluate the opportunity for a regionally specific shadow price in all regions where we operate, with annual updates based on related external factors.

(5.11) Do you engage with your value chain on environmental issues?

Table (5.11)

Category	Engaging with this stakeholder	Environmental issues covered	Primary reason for not engaging with	Explain why you do not engage with this stakeholder on environmental issues
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	on environmental issues		this stakeholder on environmental issues	
Suppliers	☒ Yes	☒ Climate change ☒ Forests ☒ Water		
Smallholders	☒ No, and we do not plan to within the next two years		☒ Judged to be unimportant or not relevant	Our wood, leather, and rubber suppliers are large-scale distributors or manufacturers, and we do not source from smallholders. While we acknowledge the environmental impact of small-scale farming, our supply chain is not set up to work with smallholders. As a result, we focus our efforts on working with our existing suppliers to ensure they meet our sustainability standards and reduce their environmental footprint.[]
Customers	☒ Yes	☒ Climate change ☒ Forests		
Investors and shareholders	☒ Yes	☒ Climate change		
Other value chain stakeholders	☒ No, and we do not plan to within the next two years		☒ Judged to be unimportant or not relevant	There are no other relevant value chain stakeholders to engage on environmental issues.

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Table (5.11.1)

Category	Assessment of supplier dependencies and/or impacts on the environment	Criteria for assessing supplier dependencies and/or impacts on the environment	% Tier 1 suppliers assessed	Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment	% Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment	Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment
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Climate change	☒ Yes, we assess the dependencies and/or impacts of our suppliers	☒ Contribution to supplier-related Scope 3 emissions	☒ 26-50%	Steelcase identifies suppliers with substantive climate-related dependencies and/or impacts based on their contribution to scope 3 emissions. Suppliers in the top 80% of emissions from purchased goods and services, and transportation and distribution are prioritized for engagement, ensuring focus on those with the greatest impact on our value chain emissions.	☒ 1-25%	19
Forests	☒ Yes, we assess the dependencies and/or impacts of our suppliers	☒ Dependence on commodities ☒ Impact on deforestation or conversion of other natural ecosystems	☒ 1-25%	Steelcase identifies suppliers with substantive forest-related dependencies and/or impacts based on one of the following criteria: (1) they collectively account for 80% of our wood material procurement spend, as they represent the majority of our sourcing and therefore have the most significant influence on our environmental footprint; or (2) they are FSC or PEFC certified suppliers, regardless of spend, given their direct link to sustainable forest management and conservation outcomes.	☒ 1-25%	66
Water	☒ Yes, we assess the dependencies and/or impacts of our suppliers	☒ Other, please specify :Water risk assessment and mitigation activities	☒ 26-50%	Through Steelcase's Annual Sustainability Questionnaire (ASQ), suppliers are asked to disclose information related to water use, water-related dependencies and impacts, water-risk assessments, and water management practices. Supplier responses are reviewed to identify exposure to water-related risks, including operations located in water-stressed regions, significant water use, and potential impacts on water resources. Suppliers meeting these criteria are considered to have substantive water-rel	☒ 26-50%	74

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Table (5.11.2)

Category	Supplier engagement prioritization on this environmental issue	Criteria informing which suppliers are prioritized for engagement on this environmental issue	Please explain
Climate change	☒ Yes, we prioritize which suppliers to	☒ Material sourcing ☒ Procurement spend ☒ Product lifecycle	We encourage our suppliers to measure and publicly disclose their greenhouse gas emissions to improve the quality of our primary supply chain emissions data and to prepare them for setting science-based targets. Our scope 3 emissions for supplier-related categories are currently calculated using an average data methodology informed by product LCA, with emissions allocated

	engage with on this environmental issue	☒ Leverage over suppliers ☒ Strategic status of suppliers ☒ Product safety and compliance ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change	to suppliers based on both their strategic importance and procurement spend. All suppliers included in our Global Supplier Scorecard are part of our engagement efforts. In the reporting year, we prioritized a subset of strategic suppliers who were considered to have substantive climate-related impacts. This prioritization is based on two key criteria: consistently high annual spend and inclusion in high-risk material categories identified through our climate-related scenario analysis. These high-risk categories—such as steel and iron, textiles, urethane products, glass, and plastics—are associated with carbon-intensive production processes and are therefore more likely to contribute significantly to our upstream emissions. By focusing engagement on these suppliers, we aim to drive the greatest emissions reductions and resilience across our value chain.
Forests	☒ Yes, we prioritize which suppliers to engage with on this environmental issue	☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to forests ☒ Material sourcing ☒ Procurement spend ☒ Product safety and compliance ☒ Regulatory compliance	We prioritize suppliers based on substantive forest-related dependencies/impacts and key risk factors. We engage suppliers meeting either: (1) 80%+ of wood procurement spend, or (2) FSC/PEFC certification. Additional prioritization considers material sourcing, spend volume, safety, and compliance.
Water	☒ Yes, we prioritize which suppliers to engage with on this environmental issue	☒ Procurement spend	Steelcase prioritizes engagement with scorecard suppliers, which represent approximately 80% of the company's supplier spend. Through this approach, Steelcase focuses sustainability data collection and engagement efforts on suppliers that are most strategically important to its business and supply chain.

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

	Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process	Policy in place for addressing supplier non-compliance
Climate change	☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts	☒ Yes, we have a policy in place for addressing non-compliance
Forests	☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts	☒ Yes, we have a policy in place for addressing non-compliance
Water	☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts	☒ Yes, we have a policy in place for addressing non-compliance

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

☒ Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

☒ Off-site third-party audit

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

☒ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

☒ 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

☒ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

☒ 51-75%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

In the reporting year, Steelcase required suppliers representing 80% of purchased goods and services and upstream transportation and distribution emissions to establish science-based emissions reduction targets. Progress is monitored through the Global Supplier Scorecard and ongoing engagement. Suppliers that did not establish targets were retained and engaged through guidance and capacity-building activities.

Forests

(5.11.6.1) Environmental requirement

☒ Compliance with an environmental certification, please specify :FSC and PEFC

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

☒ Certification

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

☒ 1-25%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

☒ 1-25%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

☒ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☒ All suppliers compliant during the reporting period

(5.11.6.11) Procedures to engage non-compliant suppliers

- ☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

We maintain an internal system to record and monitor compliance documents, such as TSCA Title VI certifications, and regularly review their validity. For documents older than three years, we proactively request updated versions from suppliers to ensure ongoing compliance. This process allows us to identify and address potential issues promptly. We also evaluate our suppliers' compliance status through the FSC and PEFC. We track our suppliers' certification status on a quarterly basis to ensure that they maintain valid certification, and when the status becomes suspended, terminated, or close to expiration, we engage with the supplier to ensure that the certification remains current. By enforcing FSC/PEFC certification, we ensure that our suppliers source their wood and paper products from responsibly managed forests and avoid illegal and unethical practices.

Water

(5.11.6.1) Environmental requirement

- ☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

- ☑ First-party verification
- ☑ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

- ☑ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

- ☑ 51-75%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

- ☑ Unknown

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

☒ Unknown

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

N/A

Climate change

(5.11.6.1) Environmental requirement

☒ Disclosure of GHG emissions to your organization (Scope 1, 2 and 3)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

☒ First-party verification

☒ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

☒ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

☒ 51-75%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

☒ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Steelcase requests that suppliers disclose scope 1, scope 2, and relevant scope 3 emissions data through supplier sustainability assessments and reporting processes. Reported information is reviewed through the Global Supplier Scorecard and follow-up engagement to support data quality and transparency improvements.

Climate change

(5.11.6.1) Environmental requirement

- ☒ Environmental disclosure through a public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

- ☒ First-party verification
- ☒ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

- ☒ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

- ☒ 51-75%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

- ☒ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

- ☒ 26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

- ☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Steelcase encourages suppliers to publicly disclose climate-related information through recognized public reporting platforms. Disclosures are reviewed through the Global Supplier Scorecard and used to evaluate supplier progress on climate transparency and emissions management.

Climate change

(5.11.6.1) Environmental requirement

☒ Reporting against a sustainability index (e.g., DJSI, CDP etc.)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

☒ First-party verification

☒ Off-site third-party audit

☒ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

☒ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

☒ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

☒ 76-99%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Steelcase encourages suppliers to participate in recognized sustainability assessment programs, including the Dow Jones Sustainability Index ("DJSI").

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

- ✓ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

- ✓ Provide training, support and best practices on how to measure GHG emissions
- ✓ Provide training, support and best practices on how to set science-based targets

Financial incentives

- ✓ Feature environmental performance in supplier awards scheme

Information collection

- ✓ Collect GHG emissions data at least annually from suppliers
- ✓ Collect targets information at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

- ✓ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

- ✓ 76-99%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

- ✓ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our near-term science-based target included a commitment to engage suppliers that represent 80% of emissions from purchased goods and services, as well as upstream transportation and distribution, to set science-based emissions reduction targets by the end of 2025. We engaged all suppliers included on our Global Supplier Scorecard, representing approximately 80% of procurement spending across direct materials, vended finished goods, and logistics providers. Service suppliers were excluded due to their limited comparative impact on emissions. Our engagement focused on encouraging suppliers to measure, disclose, and reduce greenhouse gas emissions by developing science-based targets. Throughout the reporting year, we conducted one-to-one discussions with strategic suppliers,

provided guidance on emissions accounting and target setting, communicated performance expectations through our Global Supplier Scorecard, and recognized leading suppliers through Steelcase's Carbon Reduction Leader program. Progress was tracked through emissions inventory submission, public disclosure, SBTi commitment, and SBTi-validated target setting.

Our engagement resulted in measurable progress. By December 2025, suppliers representing 53% of emissions within the target population had established science-based targets, up from 17% at the beginning of the year. An additional 11% of emissions were associated with suppliers committed to setting science-based targets. We also improved emissions transparency, with suppliers representing 79% of emissions submitting emissions inventory. These outcomes demonstrate increased supplier climate ambition, improved emissions data quality, and stronger alignment between supplier decarbonization efforts and Steelcase's net-zero strategy. As suppliers implement emissions reduction initiatives and science-based targets, opportunities to reduce emissions associated with Steelcase's scope 3 inventory increase. While we did not achieve our goal of covering 80% of emissions with supplier science-based targets, largely due to challenges in hard-to-abate sectors, the increase from 17% to 53% demonstrates the effectiveness of our engagement approach and establishes a strong foundation for future value chain emissions reductions. Steelcase will continue to support suppliers through capability building, performance tracking, and recognition programs that encourage ongoing decarbonization progress.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☒ Yes, please specify the environmental requirement :Setting science-based targets

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☒ Yes

Forests

(5.11.7.1) Commodity

☒ Timber products

(5.11.7.2) Action driven by supplier engagement

☒ Upstream value chain transparency and human rights

(5.11.7.3) Type and details of engagement

Capacity building

- ☑ Develop or distribute resources on how to map upstream value chain

Financial incentives

- ☑ Feature environmental performance in supplier awards scheme

Information collection

- ☑ Collect environmental risk and opportunity information at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

- ☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

- ☑ 1-25%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

- ☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We require our suppliers to comply with the Steelcase Supplier Code of Conduct, which sets out the company's expectations regarding human rights, including labor rights, ethical conduct, and environmental responsibility. When engaging with suppliers on the topic of upstream value chain transparency and human rights, Steelcase aims to promote transparency in the supply chain and ensure that suppliers are aware of their responsibilities regarding human rights. We also perform annual assessments through supplier engagement to collect data on certifications, tree species, wood origins, and compliance documents. This engagement includes raising awareness of potential risks and working collaboratively with suppliers to mitigate those risks. The effect of this engagement is that it helps to ensure that Steelcase products are produced in a manner that respects human rights and protects the environment throughout the entire supply chain.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☒ Yes, please specify the environmental requirement :Steelcase's Sustainable Wood Policy

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☒ Yes

Water

(5.11.7.2) Action driven by supplier engagement

☒ Total water withdrawal volumes reduction

(5.11.7.3) Type and details of engagement

Information collection

☒ Collect environmental risk and opportunity information at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

☒ 76-99%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

☒ Unknown

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Through the 2026 ASQ, Steelcase engaged 263 suppliers representing approximately 80% of supplier spend and collected information on water management practices and water-related risk assessment activities. Suppliers were asked to describe both their water management practices and their approach to water-related risk assessment. Responses indicated that: 41% of suppliers monitor water use and/or water intensity metrics. 8% of suppliers have established water reduction targets. 16% of suppliers implement water recycling or reuse initiatives. 9% of suppliers maintain comprehensive water stewardship programs with targets and continuous improvement processes. 10% of suppliers conduct formal water-related risk assessments, including evaluations of water-stressed regions. 7% of suppliers have implemented water-risk mitigation actions at applicable sites. 13% of suppliers have integrated water-related risks into business strategy and regularly review those risks. Additionally, 33% of suppliers reported water stewardship practices beyond basic monitoring, including water reduction targets, water recycling or reuse initiatives, or comprehensive water stewardship programs

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☒ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☒ No

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- ☒ Share information about your products and relevant certification schemes
- ☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- ✓ Align your organization's goals to support customers' targets and ambitions
- ✓ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

- ✓ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

- ✓ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage customers, dealers, and the architecture and design ("A&D") community to support their climate transition plans by providing transparent, science-based information and practical solutions that help reduce environmental impact. Through one-on-one meetings, presentations, RFlx responses, our annual Steelcase Impact Report, website, materiality assessments, product libraries, and third-party platforms such as SBTi and CDP, we share information on our net-zero transition plan and product sustainability attributes, including embodied carbon, energy performance, and recycled content. These disclosures help stakeholders make informed purchasing decisions, align supply chain choices with emissions reduction goals, and track progress toward their climate commitments. Platforms such as Origin and Ecomedes provide environmental product data that supports scope 3 emissions reporting.

We also offer third-party certified products and services, including CarbonNeutral® products (AMER and APAC), Climate Impact Partners® certified products (EMEA), EPDs, BIFMA LEVEL®, and ISO 14001, 45001, and 50001 certified operations, helping customers meet sustainability requirements and green building standards. Our circular economy solutions, including remanufactured furniture and end-of-use services, help reduce waste and embodied carbon. We have also doubled recycled content and reduced embodied carbon by an average of 35% across our high-performance seating portfolio. To further support customer climate goals, we provide ESG training and tools to our sales and dealer networks, including net-zero training and Continuing Education Units ("CEUs"), enabling customer-facing teams to effectively communicate sustainability information and solutions. This engagement model builds trust and transparency while helping customers make measurable progress toward their climate goals through informed procurement decisions and partnership with Steelcase.

(5.11.9.6) Effect of engagement and measures of success

We assess the effectiveness of our customer engagement through performance indicators and observed behavioral shifts. Sustainability-related sales engagements have increased by 45% over the past two years, reflecting growing alignment between our climate strategy and customer procurement priorities. Sustainability requirements in RFIs and RFPs have also become more sophisticated, indicating that climate performance and transparency are increasingly important purchasing criteria. Attendance at ESG training sessions and customer calls continues to grow, while increased use of platforms such as Origin and Ecomedes demonstrates active engagement with our environmental product information. Adoption of circular economy solutions, including remanufactured furniture and end-of-use services,

has expanded, helping customers reduce scope 3 emissions and landfill waste. Together, these outcomes demonstrate that our engagement efforts are increasing awareness, supporting informed decision-making, and driving measurable environmental benefits. Our goal is to ensure 100% of sales colleagues and dealers can effectively communicate our climate strategy and support climate-positive purchasing decisions.

Forests

(5.11.9.1) Type of stakeholder

- ☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- ☑ Share information about your products and relevant certification schemes
- ☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- ☑ Align your organization's goals to support customers' targets and ambitions
- ☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services
- ☑ Collaborate with stakeholders on implementing adaptation activities

(5.11.9.3) % of stakeholder type engaged

- ☑ 26-50%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We understand the importance of transparency and trust in building positive relationships with our customers. By sharing information about our products, we enable our customers to make more informed purchasing decisions. We provide detailed information about products' features, benefits, sustainability attributes, and independently verified certification schemes, such as FSC and PEFC. The scope of this engagement includes any customer interests in FSC- or PEFC-certified products, and Steelcase's sustainable sourcing practices in general.

(5.11.9.6) Effect of engagement and measures of success

This engagement helps to differentiate Steelcase in the market and drive demand for third-party certified products. Success is anticipated to be measured through increased sales of certified products, stronger customer relationships, and higher percentages of certified or responsibly sourced materials.

Climate change

(5.11.9.1) Type of stakeholder

☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☒ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

HNI Corporation acquired Steelcase on December 10, 2025. As the acquisition occurred near year-end, this response primarily reflects the sustainability strategy, governance, and performance in place at Steelcase during calendar year CY2025. During and prior to the reporting year, Steelcase actively engaged with investors and shareholders to ensure transparency and alignment on our ESG priorities. Our Director of Investor Relations and Financial Planning, along with our Chief Financial Officer, regularly communicated updates on our ESG initiatives, progress, and achievements during investor conferences and one-on-one meetings. These updates were designed to inform stakeholders of our sustainability performance and strategic direction. In addition, we provided targeted updates on our sustainability strategy—including our science-based targets—during investor calls, particularly when requested by stakeholders. A summary of our strategy and goals was also included in our quarterly investor presentation, publicly available at ir.steelcase.com. This engagement helped build investor confidence and supported informed decision-making.

(5.11.9.6) Effect of engagement and measures of success

Investor engagement played a critical role in supporting Steelcase's transition to a net-zero future. By involving investors in our climate strategy, we aimed to enhance transparency, mitigate climate-related financial risks, and create long-term value. Our engagement efforts were designed to raise awareness of our net-zero transition plan, encourage dialogue, and incorporate investor feedback into our strategic decision-making. The effectiveness of this engagement was measured by both the level of investor interest—such as the number of inquiries and requests for information related to our sustainability strategy—and the quality of feedback received during investor meetings and calls. These metrics helped us assess the relevance of our disclosures and the alignment of our climate strategy with investor expectations. As we implement our net-zero transition plan, we will continue to refine our approach to ensure it drives meaningful investor participation and supports our long-term climate goals.

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

C6. Environmental performance - Consolidation approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Table (6.1)

Category	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	☒ Financial control	Our CY2025 greenhouse gas inventory has been prepared according to the financial control consolidation approach as defined by the GHG Protocol. Consistent with this approach, Steelcase accounts for GHG emissions from its locations for which it has financial control, and where it can influence decisions that impact GHG emissions. This includes all owned facilities and vehicles operated by Steelcase, and facilities for which Steelcase owns the major emissions-generating equipment.
Forests	☒ Financial control	Our CY2025 forest response has been prepared according to the financial control consolidation approach as defined by the GHG Protocol, in line with our climate reporting methodology.
Water	☒ Financial control	Our CY2025 water response has been prepared according to the financial control consolidation approach as defined by the GHG Protocol, in line with our climate reporting methodology.

C7. Environmental performance - Climate change

(7.1) Is this your first year of reporting emissions data to CDP?

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

☒ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

HNI Corporation (NYSE: HNI)

(7.1.1.3) Details of structural change(s), including completion dates

The acquisition of Steelcase Inc. by HNI Corporation was completed in December 2025. As the acquisition occurred at the end of the reporting period, this structural change is not reflected in Steelcase’s CY2025 emission inventory.

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
	☒ Yes, a change in reporting year definition	Steelcase has transitioned to a calendar-year reporting period to align with HNI’s fiscal year.

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

☒ Yes

(7.1.3.2) Scopes recalculated

- ☒ Scope 1
- ☒ Scope 2, location-based
- ☒ Scope 2, market-based
- ☒ Scope 3

(7.1.3.3) Scope 3 categories recalculated

- | | |
|---|--|
| ☒ Investments | ☒ Upstream leased assets |
| ☒ Capital goods | ☒ Downstream leased assets |
| ☒ Business travel | ☒ Purchased goods and services |
| ☒ Employee commuting | ☒ Waste generated in operations |
| ☒ Use of sold products | ☒ End of life treatment of sold products |
| ☒ Upstream transportation and distribution | |
| ☒ Downstream transportation and distribution | |
| ☒ Fuel and energy-related activities (not included in Scope 1 or 2) | |

(7.1.3.4) Base year emissions recalculation policy, including significance threshold

In accordance with the GHG Protocol's Corporate Standard and to make meaningful comparisons of emissions data overtime, Steelcase uses a "fixed base year" approach to recalculating emissions, with a current base year of CY2019 (1 Jan 2019 – 31 December 2019). As required by the SBTi, Steelcase utilizes a significance threshold of 5% of total base year emissions or target boundary emissions for any structural changes to determine if a base year recalculation is

necessary. This policy is applied consistently and symmetrically, meaning we commit to recalculating our base year emissions for both increases and decreases in emissions resulting from structural changes.

(7.1.3.5) Past years' recalculation

☒ No

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ The Greenhouse Gas Protocol: Scope 2 Guidance
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	☒ We are reporting a Scope 2, location-based figure	☒ We are reporting a Scope 2, market-based figure	

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data?

☒ Yes

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

Welding gases, Dry ice

(7.4.1.2) Scope(s) or Scope 3 category(ies)

☒ Scope 1

(7.4.1.3) Relevance of Scope 1 emissions from this source

☒ Emissions are not relevant

(7.4.1.8) Estimated percentage of total Scope 1+2 emissions this excluded source represents

0.3

(7.4.1.10) Explain why this source is excluded

Welding gases at all locations and dry ice consumption at select locations were excluded from the scope 1 inventory due to challenges obtaining complete activity data.

(7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

To assess materiality, Steelcase collected consumption data from a representative facility, calculated the associated emissions, and extrapolated the results across relevant facilities. Based on this assessment, the combined impact of the excluded sources was estimated at approximately 0.7% of total scope 1 emissions and 0.3% of total scope 1 and 2 emissions, and was therefore determined to be immaterial.

(7.5) Provide your base year and base year emissions.

Table (7.5)

Category	Base year end	Base year emissions (metric tons CO₂e)	Methodological details
Scope 1	12/31/2019	45,621	Scope 1 emissions in the base year included direct GHG emissions from sources owned or controlled by Steelcase and were reported across mobile combustion, stationary combustion, and fugitive refrigerant emissions. Activity data was primarily collected from fuel, utility, and refrigerant records, with estimates applied where primary data was unavailable using historical consumption patterns or facility-specific proxy data. Mobile and stationary combustion emissions were calculated using regionally appropriate emission factors from the U.S. Environmental Protection Agency ("EPA") and U.K. Department for Environment, Food, and Rural Affairs ("DEFRA"). Fugitive refrigerant emissions were calculated using refrigerant-specific global warming potentials and emission factors from the EPA and DEFRA.
Scope 2 (location-based)	12/31/2019	76,073	Scope 2 location-based emissions in the base year were calculated for all in-boundary facilities using purchased electricity consumption data obtained primarily from utility invoices, with estimates applied where necessary using facility-specific proxy data. Emissions were calculated using grid-average electricity emission factors based on the location of energy consumption, with factors sourced from the International Energy Agency ("IEA"), EPA eGRID, and DEFRA, as applicable, in accordance with the GHG Protocol Scope 2 Guidance.
Scope 2 (market-based)	12/31/2019	0	Scope 2 market-based emissions in the base year were calculated in accordance with the GHG Protocol Scope 2 Guidance using contractual instruments, including renewable energy certificates ("RECs") and other energy attribute certificates ("EACs"), to match 100% of electricity consumption. As a result, market-based scope 2 emissions were reported as zero metric tons CO ₂ e.
Scope 3 category 1: Purchased goods and services	12/31/2019	1,236,110	Scope 3 category 1 emissions in the base year were calculated using a hybrid average-data and spend-based method. Direct material emissions were estimated by applying product-specific or category-average cradle-to-gate emissions intensities derived from product LCA data to product sales volumes and weights. Products and services not covered by this method were calculated using spend-based emission factors from the EORA database applied to procurement spend.
Scope 3 category 2: Capital goods	12/31/2019	29,294	Scope 3 category 2 emissions in the base year were calculated using a spend-based method. Capital expenditure data were assigned to applicable emission factors from the EORA database based on expenditure type and business classification, with representative factors applied where detailed information was unavailable.
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	12/31/2019	22,315	Scope 3 category 3 emissions in the base year included upstream emissions associated with purchased fuels, purchased electricity, and electricity transmission and distribution losses. Emissions were calculated using fuel and electricity consumption data and applicable well-to-tank ("WTT") and grid-loss emission factors, primarily sourced from DEFRA and regional electricity datasets.
Scope 3 category 4: Upstream transportation and distribution	12/31/2019	128,787	Scope 3 category 4 emissions in the base year were calculated using CY2025 transportation activity data adjusted based on relative revenue. Transportation activity was converted to emissions using mode-specific emission factors for road, air, sea, and rail transport, while spend-based estimates used EORA emission factors. Both tank-to-wheel ("TTW") and upstream WTT emissions were included.
Scope 3 category 5: Waste generated in operations	12/31/2019	8,656	Scope 3 category 5 emissions in the base year were calculated using a waste-type-specific method. Waste quantities were collected from waste management providers and facility records, with estimates applied where necessary using site-specific proxy data. Emissions were calculated using waste-type-

and treatment-specific emission factors from the EPA and DEFRA, where regionally appropriate, covering landfill, recycling, composting, and incineration pathways.

Scope 3 category 6: Business travel	12/31/2019	15,406	Scope 3 category 6 emissions in the base year were calculated using a combination of activity-based and spend-based methods. Available travel data for air travel, rail travel, vehicle travel, and hotel stays were converted to emissions using transportation- and lodging-specific emission factors from the EPA and DEFRA, while unavailable activity data were estimated using EORA spend-based emission factors. Both direct travel and upstream WTT emissions were included.
Scope 3 category 7: Employee commuting	12/31/2019	31,267	Scope 3 category 7 emissions in the base year were calculated using employee commuting survey data collected in 2024, covering commuting frequency, distance, and transportation mode. Emissions were estimated using transportation-specific emission factors from the EPA and DEFRA and were extrapolated to represent the broader CY2019 employee population based on employee demographics and location. Both direct travel and upstream WTT emissions were included.
Scope 3 category 8: Upstream leased assets	12/31/2019	12,992	Scope 3 category 8 emissions in the base year were calculated for leased assets outside Steelcase's operational boundary using utility data where available and estimated energy consumption where primary data was unavailable. Energy-related emissions were calculated using regional electricity emission factors from EPA eGRID, IEA, and DEFRA sources, and fuel-specific emission factors from the EPA and DEFRA.
Scope 3 category 9: Downstream transportation and distribution	12/31/2019	20,575	Scope 3 category 9 emissions in the base year primarily reflected energy consumption associated with independent dealer facilities. Emissions were calculated using facility-specific data where available and estimated energy consumption based on floor area and commercial building energy-intensity benchmarks where primary data was unavailable. Regional electricity and fuel emission factors from the EPA, DEFRA, and IEA were applied.
Scope 3 category 10: Processing of sold products	12/31/2019	0	Scope 3 category 10 was not applicable because Steelcase sells finished products that do not undergo further processing prior to use.
Scope 3 category 11: Use of sold products	12/31/2019	20,643	Scope 3 category 11 emissions in the base year were calculated for select products that consume energy during use, including task lighting and height-adjustable desks. Lifetime energy consumption was estimated using product specifications, expected operating profiles, and product lifespans, and was multiplied by annual sales volumes. Emissions were calculated using regionally appropriate IEA, EPA, or DEFRA electricity emission factors.
Scope 3 category 12: End of life treatment of sold products	12/31/2019	245,167	Scope 3 category 12 emissions in the base year were calculated using an average-data method. Product-specific or category-average end-of-life emissions intensities derived from product LCA data were applied to the quantity and weight of products sold to estimate emissions associated with disposal and waste treatment at end of life.
Scope 3 category 13: Downstream leased assets	12/31/2019	61	Scope 3 category 13 emissions in the base year were calculated for facilities leased to third parties using utility data where available and estimated energy consumption where primary data was unavailable. Electricity- and fuel-related emissions were calculated using regional emission factors from the EPA, IEA, and DEFRA, as applicable.
Scope 3 category 14: Franchises	12/31/2019	0	Scope 3 category 14 was not applicable because Steelcase does not operate franchise businesses.
Scope 3 category 15: Investments	12/31/2019	2,155	Scope 3 category 15 emissions in the base year were calculated using an investment-specific approach for Steelcase's proportional ownership interest in Steelcase Jeraisy Ltd. Investments whose emissions

could not be distinguished from emissions reported elsewhere in the inventory were excluded to avoid double counting and were determined to be immaterial.

Scope 3: Other (upstream)	12/31/2019	0	No other upstream scope 3 emissions categories were identified as relevant in the base year.
Scope 3: Other (downstream)	12/31/2019	0	No other downstream scope 3 emissions categories were identified as relevant in the base year.

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Table (7.6)

Category	Gross global Scope 1 emissions (metric tons CO2e)	Methodological details
Reporting year	34,145	Scope 1 emissions in the reporting year included direct GHG emissions from sources owned or controlled by Steelcase and were reported across mobile combustion, stationary combustion, fugitive refrigerant emissions, and dry ice use. Activity data was primarily collected from fuel, utility, and refrigerant records, with limited estimates applied for refrigerant use at select facilities. Mobile and stationary combustion emissions were calculated using regionally appropriate emission factors from the EPA and DEFRA. Fugitive refrigerant emissions were calculated using the purchased gases method and included only Kyoto Protocol gases, using emission factors from the EPA and DEFRA. Dry ice emissions were calculated at select locations based on the quantity consumed and the release of CO ₂ upon sublimation.

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Table (7.7)

Category	Gross global Scope 2, location-based emissions (metric tons CO2e)	Gross global Scope 2, market-based emissions (metric tons CO2e)	Methodological details
Reporting year	47,798	0	Scope 2 location-based emissions in the reporting year were calculated for all in-boundary facilities using purchased electricity consumption data obtained from utility invoices, with no estimates applied. Emissions were calculated using grid-average electricity emission factors based on the location of energy consumption,

with factors sourced from the IEA, EPA eGRID, and DEFRA, as applicable, in accordance with the GHG Protocol Scope 2 Guidance. Electricity generated from onsite solar installations was assigned an emission factor of 0 metric tons CO₂e.

Scope 2 market-based emissions in the reporting year were calculated in accordance with the GHG Protocol Scope 2 Guidance using contractual instruments, including RECs and other EACs, to match 100% of electricity consumption. Market-based emissions reflect the emissions intensity of electricity purposefully procured by Steelcase through these contractual instruments and were reported as 0 metric tons CO₂e.

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Table (7.8)

Category	Evaluation status	Emissions in reporting year (metric tons CO ₂ e)	Emissions calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners	Please explain	Reason for this category not being relevant
Purchased goods and services	☒ Relevant, calculated	756,852	☒ Average data method ☒ Spend-based method	65	Scope 3 category 1 emissions in the reporting year were calculated using a hybrid average-data and spend-based method. Direct material emissions were estimated by applying product-specific or category-average cradle-to-gate emissions intensities derived from product LCA data to product weights and sales volumes. Emissions associated with products and services not covered by the average-data method were calculated using spend-based emission factors from the EORA database applied to procurement spend.	
Capital goods	☒ Relevant, calculated	24,220	☒ Average spend-based method	0	Scope 3 category 2 emissions in the reporting year were calculated using a spend-based method. Capital expenditure data were assigned to applicable emission factors from the EORA database based on expenditure type and business classification, with representative factors applied where detailed information was unavailable.	
Fuel-and-energy-related	☒ Relevant, calculated	19,784	☒ Average data method	100	Scope 3 category 3 emissions in the reporting year included upstream emissions associated with purchased fuels, purchased electricity, and electricity transmission and	

activities (not included in Scope 1 or 2)					distribution losses. Emissions were calculated using fuel and electricity consumption data and applicable WTT and grid-loss emission factors, primarily sourced from DEFRA and regional electricity datasets.
Upstream transportation and distribution	☒ Relevant, calculated	88,710	☒ Distance-based method ☒ Fuel-based method ☒ Spend-based method	68	Scope 3 category 4 emissions in the reporting year were calculated using a combination of distance-based, supplier-specific, fuel-based, and spend-based methods, depending on data availability. Transportation activity data were converted to emissions using mode-specific emission factors for road, air, sea, and rail transport, while spend-based estimates used EORA emission factors. Both TTW and upstream WTT emissions were included.
Waste generated in operations	☒ Relevant, calculated	7,861	☒ Average data method ☒ Waste-type-specific method	100	Scope 3 category 5 emissions in the reporting year were calculated using a waste-type-specific method. Waste quantities were collected from waste management providers and facility records, with estimates applied where necessary using site-specific proxy data. Emissions were calculated using waste-type- and treatment-specific emission factors from the EPA and DEFRA, where regionally appropriate, covering landfill, recycling, composting, and incineration pathways.
Business travel	☒ Relevant, calculated	8,410	☒ Distance-based method ☒ Spend-based method	70	Scope 3 category 6 emissions in the reporting year were calculated using a combination of activity-based and spend-based methods. Available travel data for air travel, rail travel, vehicle travel, and hotel stays were converted to emissions using transportation- and lodging-specific emission factors from the EPA and DEFRA, while unavailable activity data were estimated using EORA spend-based emission factors. Both direct travel and upstream WTT emissions were included.
Employee commuting	☒ Relevant, calculated	23,334	☒ Average data method	0	Scope 3 category 7 emissions in the reporting year were calculated using employee commuting survey data from 2024 covering commuting frequency, distance, transportation mode, and vehicle type. Emissions were estimated using transportation-specific emission factors from EPA and DEFRA and were extrapolated to represent the broader employee population based on employee demographics and location. Both direct travel and upstream WTT emissions were included.
Upstream leased assets	☒ Relevant, calculated	7,956	☒ Asset-specific method	37	Scope 3 category 8 emissions in the reporting year were calculated for leased assets outside Steelcase's operational boundary using utility data, where available, and estimated energy consumption where primary data was unavailable.

			☒ Average data method		Energy-related emissions were calculated using regional electricity emission factors from EPA eGRID, DEFRA, and IEA sources, and fuel-specific emission factors from the EPA and DEFRA.	
Downstream transportation and distribution	☒ Relevant, calculated	17,703	☒ Distance-based method ☒ Other, please specify :Asset-specific method	47	Scope 3 category 9 emissions in the reporting year were calculated using logistics provider emissions data, where available, and an asset-specific method for independent dealer facilities. Dealer facility emissions were estimated using facility characteristics and regional energy consumption assumptions, where utility data was unavailable. Regional electricity and fuel emission factors from the EPA, DEFRA, and IEA were applied.	
Processing of sold products	☒ Not relevant, explanation provided				Scope 3 category 10 was not applicable because Steelcase sells finished products that do not undergo further processing prior to use.	☒ Not applicable to our organization's activities
Use of sold products	☒ Relevant, calculated	13,652	☒ Methodology for direct use phase emissions, please specify :Direct use-phase	0	Scope 3 category 11 emissions in the reporting year were calculated for select products that consume energy during use, including task lighting and height-adjustable desks. Lifetime energy consumption was estimated using product specifications, expected operating profiles, and product lifespans and was multiplied by annual sales volumes. Emissions were calculated using regionally appropriate EPA eGRID and DEFRA electricity emission factors.	
End of life treatment of sold products	☒ Relevant, calculated	132,273	☒ Average data method	27	Scope 3 category 12 emissions in the reporting year were calculated using an average-data method. Product-specific or category-average end-of-life emissions intensities derived from product LCA data were applied to the quantity and weight of products sold to estimate emissions associated with disposal and waste treatment at end of life.	
Downstream leased assets	☒ Relevant, calculated	899	☒ Asset-specific method	0	Scope 3 category 13 emissions in the reporting year were calculated for facilities leased to third parties using utility data where available and estimated energy consumption where primary data was unavailable. Electricity- and fuel-related emissions were calculated using regional emission factors from the EPA, IEA, and DEFRA, as applicable.	
Franchises	☒ Not relevant, explanation provided				Scope 3 category 14 was not applicable because Steelcase does not operate franchise businesses.	☒ Not applicable to our organization's activities

Investments	☒ Relevant, calculated	1,275	☒ Investment-specific method	100	Scope 3 category 15 emissions in the reporting year were calculated using an investment-specific approach for Steelcase's proportional ownership interest in Steelcase Jeraisy Ltd. Fuel and electricity consumption data were collected from utility records for the facility and Steelcase's ownership share was applied to the calculated emissions. Fuel emission factors were sourced from the EPA and electricity emission factors were sourced from the IEA. Investments whose emissions could not be distinguished from emissions reported elsewhere in the inventory were excluded to avoid double counting and were determined to be immaterial.	
Other (upstream)	☒ Not relevant, explanation provided				No other upstream scope 3 emissions categories were identified as relevant in the reporting year.	☒ Not applicable to our organization's activities
Other (downstream)	☒ Not relevant, explanation provided				No other downstream scope 3 emissions categories were identified as relevant in the reporting year.	☒ Not applicable to our organization's activities

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	☒ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	☒ Third-party verification or assurance process in place
Scope 3	☒ Third-party verification or assurance process in place

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

☒ Annual process

(7.9.1.2) Status in the current reporting year

☒ Complete

(7.9.1.3) Type of verification or assurance

☒ Limited assurance

(7.9.1.4) Attach the statement

Steelcase_CDP_CY2025_VerificationStatement.pdf

(7.9.1.5) Page/section reference

p. 1-2

(7.9.1.6) Relevant standard

☒ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

☒ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

☒ Annual process

(7.9.2.3) Status in the current reporting year

☒ Complete

(7.9.2.4) Type of verification or assurance

☒ Limited assurance

(7.9.2.5) Attach the statement

Steelcase_CDP_CY2025_VerificationStatement.pdf

(7.9.2.6) Page/ section reference

p. 1-2

(7.9.2.7) Relevant standard

☒ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

Row 2**(7.9.2.1) Scope 2 approach**

☒ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

☒ Annual process

(7.9.2.3) Status in the current reporting year

☒ Complete

(7.9.2.4) Type of verification or assurance

☒ Limited assurance

(7.9.2.5) Attach the statement

Steelcase_CDP_CY2025_VerificationStatement.pdf

(7.9.2.6) Page/ section reference

p. 1-2

(7.9.2.7) Relevant standard

☒ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Table (7.9.3)

Scope 3 category	Verification or assurance cycle in place	Status in the current reporting year	Type of verification or assurance	Attach the statement	Page/section reference	Relevant standard	Proportion of selected emissions categories verified (%)	Proportion of total reported scope 3 emissions verified (%)
☒ Scope 3: Purchased goods and services	☒ Annual process	☒ Complete	☒ Limited assurance	Steelcase_CDP_CY2025_VerificationStatement.pdf	p. 1-2	☒ ISO14064-3	100	69
☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)	☒ Annual process	☒ Complete	☒ Limited assurance	Steelcase_CDP_CY2025_VerificationStatement.pdf	p. 1-2	☒ ISO14064-3	100	2
☒ Scope 3: Upstream transportation and distribution	☒ Annual process	☒ Complete	☒ Limited assurance	Steelcase_CDP_CY2025_VerificationStatement.pdf	p. 1-2	☒ ISO14064-3	100	8
☒ Scope 3: Waste generated in operations	☒ Annual process	☒ Complete	☒ Limited assurance	Steelcase_CDP_CY2025_VerificationStatement.pdf	p. 1-2	☒ ISO14064-3	100	1
☒ Scope 3: Business travel	☒ Annual process	☒ Complete	☒ Limited assurance	Steelcase_CDP_CY2025_VerificationStatement.pdf	p. 1-2	☒ ISO14064-3	100	1

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

☒ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Table (7.10.1)

Category	Change in emissions (metric tons CO ₂ e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	0	☒ No change	0	Steelcase maintained renewable electricity generation from existing onsite solar installations at the Pune, Stribro, and Rosenheim facilities during the reporting year. While a pilot solar array was installed at the Kentwood Plant during CY2025, the system had not yet been interconnected and therefore did not contribute electricity generation or emissions reductions during the reporting year. As a result, renewable energy consumption remained unchanged from the previous reporting year.
Other emissions reduction activities	135	☒ Decreased	0.20	In CY2025, Steelcase implemented emissions reduction activities that collectively resulted in an estimated reduction of 135 metric tons CO ₂ e. The gross global scope 1 and 2 emissions for the previous reporting year were 85,846 metric tons CO ₂ e and therefore this represented $(135 / 85,846) \times 100 = 0.2\%$ change.
Divestment	0	☒ No change	0	There were no divestments in the reporting year that affected Steelcase's scope 1 and 2 emissions. Therefore, the change attributable to divestments was 0 metric tons CO ₂ e and represented 0% change.
Acquisitions	0	☒ No change	0	Steelcase was acquired by HNI Corporation on December 10, 2025. As the acquisition occurred at the end of the reporting period, this structural change is not reflected in Steelcase's CY2025 disclosure. Therefore, the change attributable to acquisitions was 0 metric tons CO ₂ e and represented 0% change.
Mergers	0	☒ No change	0	There were no mergers in the reporting year that affected Steelcase's scope 1 and 2 emissions. Therefore, the change attributable to mergers was 0 metric tons CO ₂ e and represented 0% change.
Change in output	2,082	☒ Increased	2.40	In CY2025, Steelcase realized an increase in global production compared to the previous reporting year. We estimated scope 1 and 2 emissions increased by 2,082 metric tons CO ₂ e due to changes in output. The gross global scope 1 and 2 emissions for the previous reporting year were 85,846 metric tons CO ₂ e and therefore this represented $(2,082 / 85,846) \times 100 = 2.4\%$ change.

Change in methodology	1,081	☒ Increased	1.30	In CY2025, Steelcase changed its reporting year definition from a fiscal year (March-February) to a calendar year (January-December) to align with HNI's reporting calendar. This reporting year change resulted in an estimated increase of 1,081 metric tons CO ₂ e. The gross global scope 1 and 2 emissions for the previous reporting year were 85,846 metric tons CO ₂ e and therefore this represented $(1,081 / 85,846) \times 100 = 1.3\%$ change.
Change in boundary	0	☒ No change	0	There was no change in the organizational or operational boundary during the reporting year that affected Steelcase's scope 1 and 2 emissions. Therefore, the change attributable to boundary changes was 0 metric tons CO ₂ e and represented 0% change.
Change in physical operating conditions	0	☒ No change	0	There were no changes in physical operating conditions during the reporting year that materially affected Steelcase's scope 1 and 2 emissions. Therefore, the change attributable to physical operating conditions was 0 metric tons CO ₂ e and represented 0% change.
Unidentified	0	☒ No change	0	All material changes in scope 1 and 2 emissions were identified and attributed to known factors. Therefore, the unidentified change was 0 metric tons CO ₂ e and represented 0% change.
Other	6,931	☒ Decreased	8.10	Steelcase estimated a reduction of 6,931 metric tons CO ₂ e due to lower location-based electricity emission factors in the grids where electricity was consumed. The impact was calculated by applying prior-year electricity emission factors to current-year electricity consumption and comparing the result to emissions calculated using current-year factors. The decrease reflects grid decarbonization outside of Steelcase's direct operations. The gross global scope 1 and 2 emissions for the previous reporting year were 85,846 metric tons CO ₂ e and therefore this represented $(6,931 / 85,846) \times 100 = 8.1\%$ change.

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

☒ Location-based

(7.12) Does your organization have significant land sector activities in its operations or value chain?

(7.12.1) Agriculture, forestry or other land sector activities

☒ No, explanation provided

(7.12.3) Specify the reason for no significant activities

☒ Relevant activities identified but evaluated to be below the significance threshold

(7.12.4) Significance threshold

Steelcase assessed potential land-related emissions within its value chain using its 5% emissions significance threshold, consistent with SBTi guidance. Purchased wood, rubber, and leather were considered as part of this assessment; however, based on this assessment, Steelcase determined that land-related emissions are not significant and fall below its materiality threshold.

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Specify the reason for no technological CO2 removals or captured CO2 with geological storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	☒ No, explanation provided	☒ No relevant activities identified	☒ No

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

☒ Yes, both Scope 1 and Scope 2 emissions

(7.15.1) Break down your total gross global Scope 1 and Scope 2 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Table (7.15.1)

Greenhouse gas	Scope 1 emissions (metric tons of selected gas)	Scope 1 emissions (metric tons of CO2e)	Scope 2 location-based emissions (metric tons of selected gas)	Scope 2 location-based emissions (metric tons of CO2e)	Scope 2 market-based emissions (metric tons of selected gas)	Scope 2 market-based emissions (metric tons of CO2e)	GWP Reference
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☒ CO2	34,102	34,102	47,552	47,552	0	0	☒ IPCC Fifth Assessment Report (AR5 – 100 year)
☒ CH4	1	23	3	93	0	0	☒ IPCC Fifth Assessment Report (AR5 – 100 year)
☒ N2O	0	19	1	153	0	0	☒ IPCC Fifth Assessment Report (AR5 – 100 year)

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Table (7.16)

Category	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
China	330	1,943	0
Czechia	430	1,637	0
France	662	177	0
Germany	2,334	1,038	0
India	4	262	0
Malaysia	265	1,229	0
Mexico	2,002	6,482	0
Spain	1,045	694	0
United Kingdom	214	171	0
United States of America	26,859	34,165	0

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

☒ By facility

(7.17.2) Break down your total gross global Scope 1 emissions by business facility.

Table (7.17.2)

Facility	Scope 1 emissions (metric tons CO2e)	Latitude	Longitude
Athens Plant	5,482	34.77	-86.98
Caledonia Wood Plant	3,828	42.84	-85.56
Designtex Portland Plant	62	43.70	-70.32
Dongguan Plant	330	22.86	114.13
Grand Rapids GBC and LINC	2,458	42.88	-85.64
Halcon Main Office	0	43.87	-92.49
Halcon Plant	1,515	43.87	-92.49
Halcon Showroom	41	43.87	-92.49
Halcon Warehouse	45	43.87	-92.49
Kentwood Energy Center	9,257	42.87	-85.56
Kentwood Fleet Operations	720	42.87	-85.56
Kentwood Plant	3,317	42.87	-85.56
Kentwood RDC	0	42.87	-85.56
Madrid Plant	1,045	40.38	-3.69
Meyer May House	18	42.95	-85.65
Orangebox Hengoed Plant	134	51.66	-3.25
Orangebox Nantgarw Plant	80	51.57	-3.28
Puchong Plant	265	3.07	101.66
Pune Plant	4	18.75	73.81
Reynosa Plant	1,450	26.03	-98.29
Rosenheim Plant	2,334	47.85	12.09
Sarrebourg Plant	662	48.59	7.68
Smith System Carrollton_Building B	104	32.95	-96.92
Stribro Plant	430	49.70	13.04
Tijuana AMEX Plant	552	32.53	-116.91
Wallen House	14	42.95	-85.65

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

☒ By facility

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

Table (7.20.2)

Facility	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Athens Plant	7,266	0

Caledonia Wood Plant	9,029	0
Designtex Portland Plant	94	0
Dongguan Plant	1,943	0
Grand Rapids GBC and LINC	5,225	0
Halcon Plant	1,943	0
Halcon Showroom	8	0
Halcon Warehouse	162	0
Kentwood Energy Center	1,247	0
Kentwood Fleet Operations	0	0
Kentwood Plant	6,267	0
Kentwood RDC	2,176	0
Madrid Plant	694	0
Meyer May House	38	0
Orangebox Hengood Plant	43	0
Orangebox Nantgarw Plant	128	0
Puchong Plant	1,229	0
Pune Plant	262	0
Reynosa Plant	3,173	0
Rosenheim Plant	1,038	0
Sarrebourg Plant	177	0
Smith System Carrollton_Building B	704	0
Stribro Plant	1,637	0
Tijuana AMEX Plant	3,309	0
Wallen House	6	0

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

34145

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

47798

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

The emissions provided are for consolidated accounting groups for Steelcase Inc, including all owned subsidiaries.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

There are no other entities included in this year's disclosure that are not already included in the consolidated accounting group.

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

☒ Yes

(7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.

[Table \(7.23.1\)](#)

Subsidiary name	Primary activity	Select the unique identifier you are able to provide for this subsidiary	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)	Scope 2, market-based emissions (metric tons CO2e)
Designtex®	☒ Furniture	☒ No unique identifier	62	94	0
HALCON™	☒ Furniture	☒ No unique identifier	1,601	2,114	0
Smith System®	☒ Furniture	☒ No unique identifier	214	171	0
Orangebox®	☒ Furniture	☒ No unique identifier	104	704	0

(7.29) What percentage of your total operational spend in the reporting year was on energy?

☒ More than 10% but less than or equal to 15%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	☒ Yes
Consumption of purchased or acquired electricity	☒ Yes
Consumption of purchased or acquired heat	☒ No
Consumption of purchased or acquired steam	☒ No
Consumption of purchased or acquired cooling	☒ No
Generation of electricity, heat, steam, or cooling	☒ Yes

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Table (7.30.1)

Category	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable + non-renewable) MWh	MWh from non-renewable zero or near-zero emission sources
Consumption of fuel (excluding feedstock)	☒ Unable to confirm heating value	0	183,804	183,804	
Consumption of purchased or acquired electricity		116,943	0	116,943	0
Consumption of self-generated non-fuel renewable energy		341		341	
Total energy consumption		117,284	183,804	301,088	0

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	☒ No
Consumption of fuel for the generation of heat	☒ Yes
Consumption of fuel for the generation of steam	☒ Yes
Consumption of fuel for the generation of cooling	☒ No
Consumption of fuel for co-generation or tri-generation	☒ Yes

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Table (7.30.7)

Category	Total fuel MWh consumed by the organization	MWh fuel consumed for self-generation of heat	MWh fuel consumed for self-generation of steam	MWh fuel consumed for self-cogeneration or self-trigeneration	Comment
Sustainable biomass	0	0	0	0	N/A
Other biomass	0	0	0	0	N/A

Other renewable fuels (e.g. renewable hydrogen)	0	0	0	0	N/A
Coal	0	0	0	0	N/A
Oil	5,748	5,748	0	0	N/A
Gas	178,056	118,651	51,063	8,342	N/A
Other non-renewable fuels (e.g. non-renewable hydrogen)	0	0	0	0	N/A
Total fuel	183,804	124,398	51,063	8,342	N/A

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Table (7.30.9)

Category	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	3,192	2,288	341	341
Heat	4,168	4,168	0	0
Steam	55,202	55,202	0	0
Cooling	0	0	0	0

(7.30.14) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Table (7.30.14)

Category	Consumption of purchased electricity (MWh)	Consumption of self-generated electricity (MWh)	Consumption of purchased heat, steam, and cooling (MWh)	Consumption of self-generated heat, steam, and cooling (MWh)	Total electricity/heat/steam/cooling energy consumption (MWh)
China	3,283	0	0	0	3,283
Czechia	3,717	44	0	0	3,761
France	2,758	0	0	0	2,758
Germany	2,830	1,974	0	4,168	8,972
India	356	270	0	0	626
Malaysia	1,947	0	0	0	1,947
Mexico	17,600	0	0	0	17,600
Spain	4,053	0	0	0	4,053
United Kingdom	967	0	0	0	967

(7.30.15) Provide details on the electricity purchases that were accounted for at a zero or near-zero emission factor in the reporting year.

Table (7.30.15)

Country/area of electricity consumption	Sourcing method	Low-carbon technology type	Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)	Energy attribute certificate (EAC) tracking system used	Country/area of origin (generation) of the low-carbon electricity or energy attribute	Are you able to report the commissioning or re-powering year of the electricity generation facility?	Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
☒ China	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	467.20	☒ I-REC [International]	☒ China	☒ Yes	2,021
☒ China	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	762.10	☒ I-REC [International]	☒ China	☒ Yes	2,021
☒ China	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	2,053.90	☒ I-REC [International]	☒ China	☒ Yes	2,012
☒ Czechia	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Geothermal	668.60	☒ GO [Europe]	☒ Netherlands	☒ Yes	2,011
☒ Czechia	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	321	☒ GO [Europe]	☒ Luxembourg	☒ Yes	2,022
☒ Czechia	☒ Unbundled procurement of	☒ Solar	2,579	☒ GO [Europe]	☒ Hungary	☒ Yes	2,023

	energy attribute certificates (EACs)						
☑ Czechia	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	148.60	☑ GO [Europe]	☑ Spain	☑ Yes	2,020
☑ France	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Geothermal	557.20	☑ GO [Europe]	☑ Netherlands	☑ Yes	2,011
☑ France	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	2,200.60	☑ GO [Europe]	☑ Spain	☑ Yes	2,020
☑ Germany	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Geothermal	437.20	☑ GO [Europe]	☑ Netherlands	☑ Yes	2,011
☑ Germany	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	2,393.20	☑ GO [Europe]	☑ Spain	☑ Yes	2,020
☑ India	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	62.80	☑ I-REC [International]	☑ India	☑ Yes	2,021
☑ India	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	93	☑ I-REC [International]	☑ India	☑ Yes	2,021
☑ India	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Onshore wind	200.40	☑ I-REC [International]	☑ India	☑ Yes	2,018
☑ Malaysia	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	150.20	☑ I-REC [International]	☑ Malaysia	☑ Yes	2,013
☑ Malaysia	☑ Unbundled procurement of	☑ Solar	176.40	☑ I-REC [International]	☑ Malaysia	☑ Yes	2,021

	energy attribute certificates (EACs)						
☒ Malaysia	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Solar	1,620.40	☒ I-REC [International]	☒ Malaysia	☒ Yes	2,021
☒ Mexico	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	2,388	☒ I-REC [International]	☒ Mexico	☒ Yes	2,014
☒ Mexico	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	15,212.30	☒ I-REC [International]	☒ Mexico	☒ Yes	2,014
☒ Spain	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Solar	6.40	☒ GO [Europe]	☒ Hungary	☒ Yes	2,011
☒ Spain	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	555.10	☒ GO [Europe]	☒ Portugal	☒ Yes	2,020
☒ Spain	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	1,412	☒ GO [Europe]	☒ Portugal	☒ Yes	2,020
☒ Spain	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Onshore wind	2,079.80	☒ GO [Europe]	☒ Luxembourg	☒ Yes	2,022
☒ United Kingdom	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Small hydropower (<25 MW)	67.50	☒ REGO [UK]	☒ United Kingdom	☒ Yes	2,004
☒ United Kingdom	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Renewable electricity mix, please specify	106.50	☒ REGO [UK]	☒ United Kingdom	☒ Yes	2,008
☒ United Kingdom	☒ Unbundled procurement of	☒ Renewable electricity mix, please specify	738.70	☒ REGO [UK]	☒ United Kingdom	☒ Yes	2,008

☒ United Kingdom	energy attribute certificates (EACs)						
	☒ Unbundled procurement of energy attribute certificates (EACs)	☒ Offshore wind	54.40	☒ REGO [UK]	☒ United Kingdom	☒ Yes	2,015
☒ United States of America	☒ Financial (virtual) power purchase agreement (VPPA)	☒ Onshore wind	11,596.40	☒ REC [US and Canada]	☒ United States of America	☒ Yes	2,016
	☒ Financial (virtual) power purchase agreement (VPPA)	☒ Onshore wind	67,834.50	☒ REC [US and Canada]	☒ United States of America	☒ Yes	2,016

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.0000249

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

81943

(7.45.3) Metric denominator

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

3290000000

(7.45.5) Scope 2 figure used

☒ Location-based

(7.45.6) % change from previous year

8

(7.45.7) Direction of change

☒ Decreased

(7.45.8) Reasons for change

☒ Other emissions reduction activities

☒ Change in revenue

☒ Other, please specify :Greening of the grid

(7.45.9) Please explain

Scope 1 and 2 emissions intensity decreased 8% compared to the previous reporting year. While revenue increased approximately 4% and production volumes also increased, gross scope 1 and 2 emissions decreased approximately 5% (3,903 metric tons CO₂e) from the previous reporting year. The reduction was primarily driven by lower location-based electricity emission factors in the regions where Steelcase operates, which reduced scope 2 emissions. Additional reductions were achieved through energy efficiency projects implemented during the reporting year. These reductions more than offset emissions increases associated with higher production volumes, resulting in lower total emissions and improved emissions intensity.

(7.53) Did you have an emissions target that was active in the reporting year?

☒ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Summary Table for (7.53.1)

Target reference number	Date target was set	Scopes	Total base year emissions covered by	End date of target	Total emissions at end date of target covered	Total emissions in reporting year covered by	% of target achieved relative to base year
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			target in all selected Scopes (metric tons CO2e)		by target in all selected Scopes (metric tons CO2e)	target in all selected scopes (metric tons CO2e)	
☒ Abs 1	07/14/2020	☒ Scope 1 ☒ Scope 2	123,563	02/28/2031	61,781.50	81,943	67.37
☒ Abs 2	07/14/2020	☒ Scope 3	61,772	02/28/2031	44,475.84	36,055	148.69
☒ Abs 3	04/08/2024	☒ Scope 1 ☒ Scope 2 ☒ Scope 3	1,880,677	12/31/2050	188,067.70	981,329	53.13

Row 1

(7.53.1.1) Target reference number

☒ Abs 1

(7.53.1.2) Is this a science-based target?

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Steelcase Near-Term Approval Letter.pdf

(7.53.1.4) Target ambition

☒ 1.5°C aligned

(7.53.1.5) Date target was set

07/14/2020

(7.53.1.6) Target coverage

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

☒ Methane (CH₄)

☒ Nitrogen trifluoride (NF₃)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Sulphur hexafluoride (SF₆)

(7.53.1.8) Scopes

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

☒ Location-based

(7.53.1.11) End date of base year

02/28/2020

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO₂e)

47048

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO₂e)

76515

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO₂e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

123563.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

02/28/2031

(7.53.1.55) Targeted reduction from base year (%)

50

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

61781.500

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

34145

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

47798

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

81943.000

(7.53.1.78) Land-related emissions covered by target

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

67.37

(7.53.1.80) Target status in reporting year

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target is organization-wide; no sources of emissions have been excluded from the target scope.

(7.53.1.83) Target objective

Steelcase is committed to reaching net-zero greenhouse gas emissions across the value chain by 2050. This target focuses on our reduction of total emissions from our owned and controlled facilities globally. This near-term target serves as a milestone on our path to net zero.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

We continue to see significant decreases in our scope 1 and 2 emissions compared to base-year levels. Energy efficiency in our manufacturing facilities, distribution centers, offices and other facilities drives progress toward this target. We conduct energy audits at top-emitting facilities and implement submetering technology to monitor and analyze detailed energy efficiency opportunities. We have extended payback expectations for emissions reduction projects to incentivize energy efficiency and renewable energy projects. We are also pursuing additional on-site renewable energy options for our top-emitting facilities. Finally, we are advocating for the acceleration of grid modernization and clean energy development to realize reductions from greening of the grid. While progress against this target has historically been logarithmic, we plan to implement the most cost-effective projects to improve energy efficiency, and we anticipate a variable rate of progress going forward.

(7.53.1.85) Target derived using a sectoral decarbonization approach

☒ No

Row 2

(7.53.1.1) Target reference number

☒ Abs 2

(7.53.1.2) Is this a science-based target?

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Steelcase Near-Term Approval Letter.pdf

(7.53.1.4) Target ambition

☒ Well-below 2°C aligned

(7.53.1.5) Date target was set

07/14/2020

(7.53.1.6) Target coverage

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Nitrogen trifluoride (NF₃)

☒ Sulphur hexafluoride (SF6)

(7.53.1.8) Scopes

☒ Scope 3

(7.53.1.10) Scope 3 categories

☒ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

☒ Scope 3, Category 5 – Waste generated in operations

☒ Scope 3, Category 6 – Business travel

(7.53.1.11) End date of base year

02/28/2020

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

33165

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

8725

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

19882

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

61772.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

61772.000

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

3

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

02/28/2031

(7.53.1.55) Targeted reduction from base year (%)

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

44475.840

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

19784

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

7861

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

8410

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

36055.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

36055.000

(7.53.1.78) Land-related emissions covered by target

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

148.69

(7.53.1.80) Target status in reporting year

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target is organization-wide; no sources of emissions have been excluded from the target scope.

(7.53.1.83) Target objective

Steelcase is committed to reaching net-zero greenhouse gas emissions across the value chain by 2050. This target covers three categories of scope 3 emissions where we are making near-term reductions: waste generated in operations, business travel, and upstream activities to produce and deliver the fuel and energy we consume. This near-term target serves as a milestone on our path to net zero.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

This target covers three categories of scope 3 emissions where we are making reductions: waste generated in operations, business travel, and fuel- and energy-related activities. Our manufacturing waste is predominantly made of raw material scrap and incoming supplier packaging. We are working to identify and scale best practices to improve how we monitor and reduce total scrap for our highest-value and carbon-intensive commodities, such as wood and steel. We also work with suppliers to minimize incoming packaging waste, reduce complexities in manufacturing processes, and implement strategic initiatives to improve material efficiencies in our manufacturing processes.

Although business travel has begun to increase again after a significant decline due to the pandemic, we do not foresee it returning to our pre-pandemic levels. To ensure sustained reductions, we are leveraging the emissions management tools of our travel platform to increase data visibility and prompt travelers to consider lower-emissions travel where available. We are also using hybrid technologies to reduce the need for nonessential business travel, working with preferred travel partners to make lower emissions options accessible and shifting customer experiences to more local and regional locations that require less travel.

Our emissions from fuel- and energy-related activities decreased in the reporting year as we pursued energy efficiency projects and worked to expand our onsite solar portfolio. By incentivizing continued energy efficiency and renewable energy, we will reduce our use of fuel and energy and thus reduce the impact of emissions from upstream activities to produce and deliver the fuel and energy we use.

(7.53.1.85) Target derived using a sectoral decarbonization approach

☒ No

Row 3

(7.53.1.1) Target reference number

☒ Abs 3

(7.53.1.2) Is this a science-based target?

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Steelcase Net-Zero Approval Letter.pdf

(7.53.1.4) Target ambition

☒ 1.5°C aligned

(7.53.1.5) Date target was set

04/08/2024

(7.53.1.6) Target coverage

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3

(7.53.1.9) Scope 2 accounting method

- ☒ Location-based

(7.53.1.10) Scope 3 categories

- | | |
|---|---|
| ☒ Scope 3, Category 15 – Investments | ☒ Scope 3, Category 8 - Upstream leased assets |
| ☒ Scope 3, Category 2 – Capital goods | ☒ Scope 3, Category 13 – Downstream leased assets |
| ☒ Scope 3, Category 6 – Business travel | ☒ Scope 3, Category 1 – Purchased goods and services |
| ☒ Scope 3, Category 7 – Employee commuting | ☒ Scope 3, Category 5 – Waste generated in operations |
| ☒ Scope 3, Category 11 – Use of sold products | ☒ Scope 3, Category 12 – End-of-life treatment of sold products |
| ☒ Scope 3, Category 4 – Upstream transportation and distribution | |
| ☒ Scope 3, Category 9 – Downstream transportation and distribution | |
| ☒ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2) | |

(7.53.1.11) End date of base year

02/28/2020

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

40870

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

76515

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

1377101

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

0

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

33165

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

117238

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

8725

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

17704

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

31537

(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

10040

(7.53.1.22) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

34263

(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

21550

(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

109752

(7.53.1.26) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

134

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

2083

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

1763292.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1880677.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

87

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

0

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

100

(7.53.1.43) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

100

(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

100

(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

100

(7.53.1.47) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

100

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

90

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

90

(7.53.1.54) End date of target

12/31/2050

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

188067.700

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

27966

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

47798

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

566581

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

18328

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

19784

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

88710

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

7861

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

7209

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

23334

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

7956

(7.53.1.67) Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

17703

(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

13652

(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

132273

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

899

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

1275

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

905565.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

981329.000

(7.53.1.78) Land-related emissions covered by target

☒ Yes, it covers land-related emissions/removals associated with bioenergy and non-land related emissions (e.g. non-FLAG SBT with bioenergy)

(7.53.1.79) % of target achieved relative to base year

53.13

(7.53.1.80) Target status in reporting year

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

We made no exclusions to our overall greenhouse gas inventory but did make allowed exclusions to the target coverage in accordance with the SBTi Corporate Net-Zero Standard, which states that targets must cover at least 95% of scope 1 and 2 emissions and 90% of total scope 3 emissions. Specifically, our long-term target was validated with a 5% scope 1 and 2 exclusion and a 10% scope 3 exclusion that includes our capital goods emissions and the majority of our subsidiaries' purchased goods and services emissions. We remain committed to reducing emissions across our entire value chain and to neutralizing any residual or excluded emissions at the end of the target period.

(7.53.1.83) Target objective

Steelcase is committed to reaching net-zero greenhouse gas emissions across the value chain by 2050. Our long-term target requires reducing emissions over 90% by 2050. This target drives the long-term business planning necessary to achieve net zero.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

*Steelcase is committed to a net-zero future. We are working to eliminate over 90% of our emissions by 2050. We are already on track to reduce emissions 50% in our operations by 2030. To achieve this target, we are working to reduce emissions across three critical areas of business: products (what we make), operations (how we make it), and transportation (the ways we deliver). During the reporting year, we continued implementing our Sustainable Product Design Framework and doubled the recycled content in our most popular task chairs in the Americas, resulting in an average 35% reduction in embodied carbon across the portfolio. We also expanded our product transparency efforts, completing 118 EPDs and expanding the use of an embodied carbon calculator to support lower-carbon product design and material selection decisions. Moreover, through Circular by Steelcase services, we diverted 99% of decommissioned furniture and equipment from landfill by recycling or reusing over 600 tons of material in 2025. By the end of 2025, more than half of suppliers covered by the target, based on emissions, had established science-based targets or commitments aligned with SBTi guidance, with additional suppliers working toward adoption. For more information on how we plan to achieve this target, please see our new net-zero transition plan: *The Power of Possibility* on [Steelcase.com](https://www.steelcase.com) and attached in CDP question 5.2.*

(7.53.1.85) Target derived using a sectoral decarbonization approach

☒ No

(7.54) Did you have any other climate-related targets that were active in the reporting year?

- ☒ Targets to increase or maintain low-carbon energy consumption or production
- ☒ Net-zero targets
- ☒ Other climate-related targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

☒ Low 1

(7.54.1.2) Date target was set

03/13/2014

(7.54.1.3) Target coverage

☒ Organization-wide

(7.54.1.4) Target type: energy carrier

☒ Electricity

(7.54.1.5) Target type: activity

☒ Consumption

(7.54.1.6) Target type: energy source

☒ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2019

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

116943

(7.54.1.9) % share of low-carbon or renewable energy in base year

100

(7.54.1.10) End date of target

12/31/2025

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

100

(7.54.1.14) Target status in reporting year

☒ Achieved and maintained

(7.54.1.16) Is this target part of an emissions target?

No, our 100% renewable electricity commitment is not formally associated with our science-based emissions targets.

(7.54.1.17) Is this target part of an overarching initiative?

☒ No, it's not part of an overarching initiative

(7.54.1.19) Explain target coverage and identify any exclusions

We annually procure renewable energy equivalent to 100% of our global electricity consumption according to the organizational boundary and financial control approach that we use for both greenhouse gas calculations and financial reporting. This target is on a fiscal year basis. We have procured 100% renewable energy annually since 2014, so in the reporting year we continue to consider the target achieved and maintained.

(7.54.1.20) Target objective

In addition to reducing emissions in line with our science-based near-term and long-term targets, we annually invest in climate mitigation measures outside of our value chain. These measures include financing high-quality carbon credits equivalent to our scope 1 emissions and procuring renewable electricity equivalent to 100% of our global electricity consumption to address scope 2 emissions. While these investments are not counted toward progress against our science-based targets, they support emissions reductions and climate mitigation beyond our value chain while we continue implementing initiatives to reduce operational emissions and advance our long-term decarbonization strategy.

(7.54.1.22) List the actions which contributed most to achieving this target

Since 2014, Steelcase has invested in EACs equivalent to 100% of our global electricity consumption, which means that we purchase EACs in every region in which we operate. In 2016, we embarked on a 12-year virtual power purchase agreement ("VPPA") for a 25-megawatt wind power project in the United States, where the majority of our energy consumption and associated emissions are concentrated. This investment makes up nearly half of Steelcase's renewable energy purchases, directly supported the construction of a new clean energy facility, and further diversified the company's renewable energy portfolio.

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

☒ Oth 1

(7.54.2.2) Date target was set

07/13/2020

(7.54.2.3) Target coverage

☒ Suppliers

(7.54.2.4) Target type: absolute or intensity

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Engagement with suppliers

☒ Percentage of suppliers (by emissions) with a science-based target

(7.54.2.7) End date of base year

02/28/2020

(7.54.2.8) Figure or percentage in base year

0

(7.54.2.9) End date of target

12/31/2025

(7.54.2.10) Figure or percentage at end of date of target

80

(7.54.2.11) Figure or percentage in reporting year

53

(7.54.2.12) % of target achieved relative to base year

66.2500000000

(7.54.2.13) Target status in reporting year

☒ Expired

(7.54.2.15) Is this target part of an emissions target?

No

(7.54.2.16) Is this target part of an overarching initiative?

☒ Science Based Targets initiative – approved supplier engagement target

(7.54.2.17) Science Based Targets initiative official validation letter

Steelcase Near-Term Approval Letter.pdf

(7.54.2.18) Please explain target coverage and identify any exclusions

This target covered suppliers representing 80% of emissions from Steelcase's purchased goods and services and upstream transportation and distribution categories. Coverage focused on direct material suppliers that contributed to the majority of upstream emissions and were therefore most critical to achieving the target objective of increasing supplier science-based target adoption in support of Steelcase's net-zero value chain ambition. Service suppliers were excluded because their emissions impact was considered negligible relative to direct material suppliers, and these exclusions were not considered material to the target objective of engaging suppliers responsible for the majority of emissions within the covered scope 3 categories. The target was approved by the SBTi in August 2020, with a base year of FY2020 (March 2019 to February 2020) and a target end date of December 31, 2025.

(7.54.2.19) Target objective

Steelcase is committed to reaching net-zero greenhouse gas emissions across the value chain by 2050. This target covers two categories of scope 3 emissions where we are engaging our suppliers to set their own science-based targets: purchased goods and services and upstream transportation and distribution. This near-term target serves as an important milestone on our path to net zero. As the supplier engagement target reached its end date in 2025, Steelcase is currently reviewing and revalidating its climate targets to ensure SBTi alignment.

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

☒ NZ1

(7.54.3.2) Date target was set

04/07/2024

(7.54.3.3) Target Coverage

☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

☒ Abs1

☒ Abs2

☒ Abs3

(7.54.3.5) End date of target for achieving net zero

12/31/2050

(7.54.3.6) Is this a science-based target?

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.54.3.7) Science Based Targets initiative official validation letter

Steelcase Net-Zero Approval Letter.pdf

(7.54.3.8) Scopes

☒ Scope 1

☒ Scope 2

☒ Scope 3

(7.54.3.9) Greenhouse gases covered by target

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Nitrogen trifluoride (NF₃)

- ☒ Perfluorocarbons (PFCs)
- ☒ Sulphur hexafluoride (SF6)

(7.54.3.10) Explain target coverage and identify any exclusions

We made no exclusions to our overall greenhouse gas inventory but did make allowed exclusions to the target coverage in accordance with the SBTi Corporate Net-Zero Standard, which states that targets must cover at least 95% of scope 1 and 2 emissions and 90% of total scope 3 emissions. Specifically, our long-term target was validated with a 5% scope 1 and 2 exclusion and a 10% scope 3 exclusion that includes our capital goods emissions and most of our subsidiaries' purchased goods and services emissions. We remain committed to reducing emissions across our entire value chain and to neutralizing any residual or excluded emissions at the end of the 2050 target period.

(7.54.3.11) Target objective

Steelcase commits to reaching net-zero greenhouse gas emissions across the value chain by 2050. This is a validated science-based target which ensures our rate of decarbonization is aligned with what leading climate science states is required to limit global temperature rise to 1.5°C above pre-industrial temperatures, thereby avoiding the worst impacts of climate change.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

- ☒ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

- ☒ Yes, and we have already acted on this in the reporting year

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

- ☒ Yes, we are currently purchasing and cancelling carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

We support verified carbon offset and renewable energy projects beyond our value chain to counterbalance our scope 1 and scope 2 emissions. In addition, we offer third-party certified products and services, including CarbonNeutral® products (AMER and APAC) and Climate Impact Partners® certified products (EMEA), for which cradle-to-grave lifecycle emissions are fully offset through high-quality, verified carbon credit projects. Our ongoing investment in these projects reflects a forward-looking approach aligned with our net-zero goal. By supporting both nature-based and engineered carbon removal and storage solutions, we contribute to the development and scaling of technologies essential for neutralizing residual emissions by 2050.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

In addition to reducing emissions across our value chain through our near- and long-term science-based targets, Steelcase invests in verified climate mitigation projects beyond our value chain. These investments support a diverse portfolio of third-party verified projects that reduce or remove greenhouse gas emissions through activities such as renewable energy generation, methane avoidance, reforestation, afforestation, ecosystem restoration, and carbon removal. Additionally, since 2022, we have offered our customers the same opportunity through a portfolio of top task-seating and desking products, including CarbonNeutral® products (AMER and APAC) and Climate Impact Partners® certified products (EMEA), for which cradle-to-grave lifecycle emissions are addressed through investments in verified carbon credit projects. Through these investments, Steelcase helps accelerate emissions reductions and removals beyond its own operations and value chain while also supporting additional co-benefits for local communities, biodiversity, ecosystem health, and sustainable development.

(7.54.3.17) Target status in reporting year

☒ Underway

(7.54.3.19) Process for reviewing target

Steelcase reviews its climate targets periodically to ensure continued alignment with the latest climate science and SBTi requirements. In accordance with SBTi guidance, targets are reviewed and, if necessary, revalidated at least every five years from the date of approval. Responsibility for monitoring target compliance and coordinating reviews rests with the Net-Zero Strategy Team, and oversight in the reporting year was provided by senior leadership and the Steelcase Board of Directors. As the supplier engagement target reached its end date in 2025, Steelcase is currently reviewing and revalidating its climate targets to ensure SBTi alignment.

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Emissions reduction initiatives that were active within the reporting year

☒ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	2	
To be implemented	0	0
Implementation commenced	1	750
Implemented	3	135
Not to be implemented	0	

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☒ Process optimization

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

135

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

☒ Scope 1

☒ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

62000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

81000

(7.55.2.7) Payback period

☒ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

☒ Ongoing

(7.55.2.9) Comment

Implemented process optimization projects focused on equipment efficiency, automation controls, and power management, reducing energy consumption and associated emissions. The lifetime of these initiatives is unknown; thus, we selected ongoing.

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Table (7.55.3)

Method	Comment
☒ Lower return on investment (ROI) specification	We have extended our ROI expectations for emissions reduction projects from two to four years to incentivize projects such as energy efficiency and renewable energy.
☒ Internal incentives/recognition programs	We have an internal recognition program to award best carbon reduction projects of the year and encourage employee participation.
☒ Internal price on carbon	We have an internal shadow price on carbon for Michigan-based locations to incentivize capital investments in emissions reduction projects.
☒ Compliance with regulatory requirements/standards	All of our manufacturing facilities are ISO 14001 certified and many of our products are certified to the ANSI/BIFMA e3 Furniture Sustainability Standard for furniture manufacturers. To comply with ISO 14001, our sites must develop objectives and targets to improve environmental performance. BIFMA's standard directs the company to follow the GHG Protocol for reporting emissions.[

(7.73) Are you providing product level data for your organization's goods or services?

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

☒ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Summary Table for (7.74.1)

Level of aggregation	Description of product(s) or service(s)	Estimated avoided emissions (metric tons CO ₂ e per functional unit) compared to reference product/service or baseline scenario
☒ Product or service	Orangebox manufactures and sells a decarbonized Do better-High Back with Arms ("HBA") chair with 58% recycled content. These chairs can be classified as low-carbon products because Orangebox manufactures them using recycled material to significantly reduce the carbon footprint compared to the Original Do-HBA.	0.03
☒ Product or service	Steelcase Series® 1 AMER	0.05
☒ Product or service	Steelcase Series® 2 AMER	0.07
☒ Product or service	Leap®	0.06
☒ Product or service	Amia® - AMER	0.04
☒ Product or service	Think® - AMER	0.05
☒ Product or service	Gesture® - AMER	0.07
☒ Product or service	Karman® - AMER	0.01
☒ Product or service	Universal Cable Management Kit - AMER	0.00
☒ Product or service	Everwall	
☒ Product or service	Flex Rocker Stool - EMEA	0.01

Row 1

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Task seating

(7.74.1.4) Description of product(s) or service(s)

Orangebox manufactures and sells a decarbonized Do better-High Back with Arms ("HBA") chair with 58% recycled content. These chairs can be classified as low-carbon products because Orangebox manufactures them using recycled material to significantly reduce the carbon footprint compared to the Original Do-HBA.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-gate

(7.74.1.8) Functional unit used

Do better-HBA

(7.74.1.9) Reference product/service or baseline scenario used

Original Do-HBA

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-gate

(7.74.1.11) Estimated avoided emissions (metric tons CO₂e per functional unit) compared to reference product/service or baseline scenario

0.03

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We followed an attributional approach to our life cycle analysis and measured the difference in total cradle-to-gate emissions between our re-designed product (Do better-HBA) and the originally designed product (original Do-HBA). The original Do-HBA's embodied carbon was measured at 68kgCO₂e, while Do better-HBA's embodied carbon is measured at 40.6kgCO₂e. The footprint value for Do better was derived from aggregating impacts across the following three life-cycle stages: A1 – Raw material production (and in the majority of cases supplier specific GWP data for the specific materials were used in the calculations rather than relying on generic data sets), A2 – Transportation (two stages of upstream transportation; from the raw material supplier to our first-tier supplier, and from our first-tier supplier to Orangebox), and A3 – Manufacturing (two elements of manufacturing impact; process energy impacts from our first-tier suppliers and energy impacts from Orangebox operations). The estimation of avoided emissions is based on the differences that arise from switching virgin polymers to polymers with high recycled content. For example, Orangebox increased the usage of black and white grades of recycled nylon with lower carbon footprints (0.8 kgCO₂e/kg and 2.4 kgCO₂e/kg of material respectively), which offer huge improvement over the footprint of virgin glass-filled nylon (6 kgCO₂e/kg). GWPs for recycled materials were taken from Environmental Product Declarations (EPDs) where available, and then sourced directly from suppliers' cradle-to-gate in-house calculations. If suppliers were unable to provide GWPs for materials, they were estimated based on recycled content using factors for prime material and 100% recycled materials (from Clean CO₂). Where possible, the energy used to manufacture many of the main components was measured (by using energy data loggers connected to the injection molding machines used) alongside process energy data that had already been used in the production of EPDs (i.e. from Orangebox's supplier in Italy). The energy data attributed to Orangebox operations was based on aggregating several impacts and assigning a pro-rata allocation by weight (of the component when compared to our estimate of the total weight of goods sold in the previous financial year). The categories of energy impacts from Orangebox operations comprised the following: scope 1 and scope 2 operational energy impacts internal waste impacts employee commute impacts.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0

Row 2

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Task seating

(7.74.1.4) Description of product(s) or service(s)

Steelcase Series® 1 AMER

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

Steelcase Series® 1 AMER 2024 Redesigned: One unit of seating to seat one individual for a reference service life of 10 years. One product is required to fulfill the functional unit. One Series 1 chair, produced in the Americas, with 4D, height-adjustable arms and a plastic base was modeled for this EPD. This chair is determined to be a typical product based on sales variations.

(7.74.1.9) Reference product/service or baseline scenario used

Steelcase Series® 1 2023 AMER: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit. One Series 1 chair, produced in the Americas (product number 435A00), with 4D, height-adjustable arms and a plastic base was modeled for this EPD. This office chair is determined to be a typical product based on sales of the variations.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.0549

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We followed an attributional approach to our lifecycle analysis and measured the difference in total cradle-to-grave emissions between our redesigned product's environmental product declaration in 2024 and the baseline product's environmental product declaration from 2023.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1.5

Row 3

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Task seating

(7.74.1.4) Description of product(s) or service(s)

Steelcase Series® 2 AMER

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

Steelcase Series® 2 AMER 2024 Redesigned: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit. One Series 2 task chair 436AIR3D with hard casters, 4D arms, mesh back and upholstered seat, lumbar, plastic base, weight-activated mechanics was modeled for this EPD.

(7.74.1.9) Reference product/service or baseline scenario used

Steelcase Series® 2 2023 AMER: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.069

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We followed an attributional approach to our lifecycle analysis and measured the difference in total cradle-to-grave emissions between our redesigned product's environmental product declaration in 2024 and the baseline product's environmental product declaration from 2023.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

Row 4

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Task seating

(7.74.1.4) Description of product(s) or service(s)

Leap®

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

Leap® 2024 AMER Redesigned: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit. One Leap chair (product number 46216179) produced in the Americas, with a plastic base, 4D arms, and hard casters was modeled for this EPD. This office chair is determined to be a typical product based on sales of the variations.

(7.74.1.9) Reference product/service or baseline scenario used

Leap® 2023 AMER: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.063

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We followed an attributional approach to our lifecycle analysis and measured the difference in total cradle-to-grave emissions between our redesigned product's environmental product declaration in 2024 and the baseline product's environmental product declaration from 2023.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

Row 5**(7.74.1.1) Level of aggregation**

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Task seating

(7.74.1.4) Description of product(s) or service(s)

Amia® - AMER

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

Amia 2025 AMER Redesigned: One unit of seating to seat one individual for a reference service life of 10 years. One Amia Chair (product number 4821414) consisting of hard casters, 4D arms, a leather upholstered back, and plastic base was modeled for this EPD. This office chair configuration is determined to be a typical product based on sales of the variations.

(7.74.1.9) Reference product/service or baseline scenario used

Amia® 2023 AMER: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.04

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We followed an attributional approach to our lifecycle analysis and measured the difference in total cradle-to-grave emissions between our redesigned product's environmental product declaration in 2024 and the baseline product's environmental product declaration from 2023.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

4

Row 6

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Task seating

(7.74.1.4) Description of product(s) or service(s)

Think® - AMER

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

Think 2025 AMER Redesigned: One unit of seating to seat one individual for a reference service life of 10 years. One Think Chair (product number 465A300)consisting of a plastic base, 3D knit on back with standard upholstery seat, hard caster, 4D arms, lumbar assembly was modeled for this EPD. This office chair configuration is determined to be a typical product based on sales of the variations.

(7.74.1.9) Reference product/service or baseline scenario used

Think® 2023 AMER: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.053

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We followed an attributional approach to our lifecycle analysis and measured the difference in total cradle-to-grave emissions between our redesigned product's environmental product declaration in 2024 and the baseline product's environmental product declaration from 2023.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

2

Row 7

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Task seating

(7.74.1.4) Description of product(s) or service(s)

Gesture® - AMER

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

Gesture 2025 AMER Redesigned: One unit of seating to one individual reference service life of 10 years. One Gesture Chair (product number 442A30), with 4D, height-adjustable arms, and a plastic base was modeled for this EPD. This office chair configuration is determined to be a typical product based on sales of the variations.

(7.74.1.9) Reference product/service or baseline scenario used

Gesture® 2023 AMER: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.066

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We followed an attributional approach to our lifecycle analysis and measured the difference in total cradle-to-grave emissions between our redesigned product's environmental product declaration in 2024 and the baseline product's environmental product declaration from 2023.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

2

Row 8

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Task seating

(7.74.1.4) Description of product(s) or service(s)

Karman® - AMER

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

Karman 2025 AMER Redesigned: One unit of seating to one individual reference service life of 10 years. One Karman Chair (product number 419A000) consisting of hard casters, 4D arms, Intermix fabric back, plastic base were modeled for this EPD. This office chair configuration is determined to be a typical product based on sales of the variations.

(7.74.1.9) Reference product/service or baseline scenario used

Karman® 2023 AMER: One unit of seating to seat one individual for a reference service life of 10 years. One product required to fulfill the functional unit.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.007

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We followed an attributional approach to our lifecycle analysis and measured the difference in total cradle-to-grave emissions between our redesigned product's environmental product declaration in 2024 and the baseline product's environmental product declaration from 2023.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0.5

Row 9

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Work tools

(7.74.1.4) Description of product(s) or service(s)

Universal Cable Management Kit - AMER

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

The product is a typical application for Universal Cable Manager which now contains majority ABS recycled black plastic.

(7.74.1.9) Reference product/service or baseline scenario used

The product Universal Cable Manager before the recycled plastic swap, which used virgin custom-colored ABS.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.0024

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

Estimated compared emissions from previous solution to new solution.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0.1

Row 10

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Prefabricated wall solution

(7.74.1.4) Description of product(s) or service(s)

Everwall

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0.7

Row 11

(7.74.1.1) Level of aggregation

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☒ Other buildings construction and renovation, please specify :Side seating

(7.74.1.4) Description of product(s) or service(s)

Flex Rocker Stool - EMEA

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☒ Other, please specify :Sustainability of construction works. Assessment of environmental performance of buildings. BS EN 15978:2011

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☒ Cradle-to-grave

(7.74.1.8) Functional unit used

Standard configuration of Flex Rocker Stool

(7.74.1.9) Reference product/service or baseline scenario used

Standard configuration of similar product, B-Free Sit to Stand

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☒ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

0.008

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

Estimated compared emissions from previous solution to new solution.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0.1

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

☒ Yes

(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

Summary Table for (7.79.1)

Project type	Type of mitigation activity	Credits retired by your organization from this project in the reporting year (metric tons CO2e)	Carbon-crediting program by which the credits were issued
☒ Biochar	☒ Carbon removal	500	☒ Other regulatory carbon crediting program, please specify :Carbon Standards International
☒ Reforestation	☒ Carbon removal	2,350	☒ Gold Standard
☒ Methane avoidance	☒ Emissions reduction	23,692	☒ VCS/Verra (Verified Carbon Standard)
☒ Forest ecosystem restoration	☒ Carbon removal	3,000	☒ ACR (American Carbon Registry)
☒ Forest ecosystem restoration	☒ Emissions reduction	3,000	☒ ACR (American Carbon Registry)
☒ Energy efficiency: households	☒ Emissions reduction	150	☒ Gold Standard
☒ Energy efficiency: households	☒ Emissions reduction	75	☒ Gold Standard
☒ Wind	☒ Emissions reduction	300	☒ Gold Standard
☒ Solar	☒ Emissions reduction	400	☒ VCS/Verra (Verified Carbon Standard)
☒ Solar	☒ Emissions reduction	290	☒ VCS/Verra (Verified Carbon Standard)
☒ Solar	☒ Emissions reduction	2,800	☒ VCS/Verra (Verified Carbon Standard)
☒ Solar	☒ Emissions reduction	375	☒ VCS/Verra (Verified Carbon Standard)
☒ Methane avoidance	☒ Emissions reduction	300	☒ VCS/Verra (Verified Carbon Standard)
☒ Afforestation	☒ Carbon removal	100	☒ VCS/Verra (Verified Carbon Standard)
☒ Afforestation	☒ Carbon removal	100	☒ VCS/Verra (Verified Carbon Standard)
☒ Afforestation	☒ Carbon removal	200	☒ VCS/Verra (Verified Carbon Standard)
☒ Afforestation	☒ Carbon removal	300	☒ VCS/Verra (Verified Carbon Standard)
☒ Afforestation	☒ Carbon removal	755	☒ VCS/Verra (Verified Carbon Standard)
☒ Afforestation	☒ Carbon removal	1,613	☒ VCS/Verra (Verified Carbon Standard)
☒ Afforestation	☒ Carbon removal	291	☒ VCS/Verra (Verified Carbon Standard)
☒ Energy efficiency: households	☒ Emissions reduction	50	☒ Gold Standard
☒ Other, please specify :Improved forest management	☒ Emissions reduction	100	☒ ACR (American Carbon Registry)
☒ Other, please specify :Improved forest management	☒ Emissions reduction	150	☒ ACR (American Carbon Registry)
☒ Other, please specify :Improved forest management	☒ Emissions reduction	25	☒ ACR (American Carbon Registry)
☒ Solar	☒ Emissions reduction	150	

☒ Solar	☒ Emissions reduction	100	
☒ HFCs	☒ Emissions reduction	150	☒ ACR (American Carbon Registry)
☒ HFCs	☒ Emissions reduction	100	☒ ACR (American Carbon Registry)
☒ HFCs	☒ Emissions reduction	50	☒ ACR (American Carbon Registry)
☒ HFCs	☒ Emissions reduction	50	☒ ACR (American Carbon Registry)
☒ Other, please specify :Improved forest management	☒ Emissions reduction	5	☒ VCS/Verra (Verified Carbon Standard)
☒ Other, please specify :Improved forest management	☒ Emissions reduction	5	☒ VCS/Verra (Verified Carbon Standard)

Row 1

(7.79.1.1) Project type

☒ Biochar

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: Carboneers SRC India Project ID: GCSP1024 Project methodology: Global Artisan C-Sink | Version 2.1A Geographic location: India This biochar project, led by Carboneers in partnership with local NGOs and farming communities in India, supports durable carbon removal by converting agricultural residues into biochar. Over 3,000 smallholder farmers are equipped with training and low-tech pyrolysis equipment to produce biochar from rice straw, corn stalks, and other crop residues. Biochar provides long-term carbon storage (over 1,000 years) and improves soil health by enhancing nutrient retention, water availability, and microbial activity. Production and application are digitally tracked via a mobile tool developed with Penn State University. The project is certified under the Global Artisan C-Sink Standard by Carbon Standards International and audited by Ceres Cert, and will also be delivering productivity and income benefits to farmers through improved yields and carbon credit revenues.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

500

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2025

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ Other regulatory carbon crediting program, please specify :Carbon Standards International

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Investment analysis

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Upstream/downstream emissions

☒ Activity-shifting

☒ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The program requires digital traceability of carbon flows, field-level data monitoring, proper biochar application protocols, and compliance with Global Artisan C-Sink and Verra/CDM safeguard frameworks.

(7.79.1.14) Please explain

Credit serial numbers: GCSR12987 Date of retirement: 07/10/2025 The Net-Zero Strategy Team is responsible for pursuing all market-based initiatives to fulfill our commitment to take responsibility for our ongoing operational (S1+2) emissions. This includes the ongoing management of our virtual power purchase agreement, the annual purchase of energy attribute certificates, and the annual purchase of high-quality, third-party-verified carbon credits as described here. We purchase carbon credits equivalent to our scope 1 emissions each year once we have calculated and verified the emissions at the close of each fiscal year. First and foremost, we select high-quality projects that are verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Our average per-credit price across the portfolio is typically \$8-10/mtCO₂e.

Row 2

(7.79.1.1) Project type

☒ Reforestation

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: Humbo Ethiopia Assisted Natural Regeneration Project Project ID: GS10220 Project methodology: Afforestation/Reforestation GHG Emissions Reduction & Sequestration Methodology Geographic location: Ethiopia This reforestation project in Humbo, Ethiopia is implemented under the Gold Standard and engages local communities to restore degraded forest through assisted natural regeneration. Community cooperatives manage and protect reforested areas, with carbon revenue reinvested in local development. The project supports long-term carbon sequestration, biodiversity restoration, and improved land productivity. It adheres to Gold Standard safeguards on stakeholder engagement, sustainable development benefits, and long-term land use planning. Monitoring and verification are conducted regularly to ensure climate and social integrity. The project is expected to sequester substantial volumes of CO₂ over its 30-year crediting period, while delivering co-benefits such as erosion control, fuelwood supply, and diversified livelihoods in a region highly vulnerable to land degradation and climate stress.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO₂e)

(7.79.1.5) Purpose of retirement☒ Voluntary offsetting**(7.79.1.6) Are you able to report the vintage of the credits at retirement?**☒ Yes**(7.79.1.7) Vintage of credits at retirement**

2019

(7.79.1.8) Were these credits issued to or purchased by your organization?☒ Purchased**(7.79.1.9) Carbon-crediting program by which the credits were issued**☒ Gold Standard**(7.79.1.10) Method the program uses to assess additionality for this project**☒ Investment analysis☒ Barrier analysis☒ Market penetration assessment**(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk**☒ Monitoring and compensation**(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed**

- ☒ Activity-shifting
- ☒ Market leakage
- ☒ Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The Gold Standard program requires projects to address sustainable development impacts, safeguard implementation, stakeholder consultation, and long-term land use and forest management.

(7.79.1.14) Please explain

Credit serial numbers: GS1-1-ET-GS10220-22-2019-27634-1733-4082 Date of retirement: 07/10/2025 The Net-Zero Strategy Team is responsible for pursuing all market-based initiatives to fulfill our commitment to take responsibility for our ongoing operational (S1+2) emissions. This includes the ongoing management of our virtual power purchase agreement, the annual purchase of energy attribute certificates, and the annual purchase of high-quality, third-party-verified carbon credits as described here. We purchase carbon credits equivalent to our scope 1 emissions each year once we have calculated and verified the emissions at the close of each fiscal year. First and foremost, we select high-quality projects that are verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Our average per-credit price across the portfolio is typically \$8-10/mtCO₂e.

Row 3

(7.79.1.1) Project type

- ☒ Methane avoidance

(7.79.1.2) Type of mitigation activity

- ☒ Emissions reduction

(7.79.1.3) Project description

Project name: Reducing Gas Leakages within the Titas Gas Distribution Network in Bangladesh - CER Conversion Project ID: VCS 2478 Project methodology: AMS-III.B Geographic location: Bangladesh This project focuses on reducing fugitive methane emissions from the Titas Gas distribution network in Bangladesh. Methane leak detection and repair activities are implemented to address emissions that would otherwise occur from pipeline infrastructure. The project follows Verra/CDM-approved methodology AMS-III.B and includes monitoring, reporting, and third-party verification of achieved emissions reductions. Activities are not legally required

under the host country's current policies, confirming their additionality. While the project has limited social co-benefits beyond emissions reduction, it contributes to improved infrastructure safety, job creation for leak detection teams, and enhanced operational efficiency. Emissions reductions are real, quantifiable, and irreversible, with minimal risk of reversal or leakage.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

23692

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Barrier analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☒ Upstream/downstream emissions

(7.79.1.13) Provide details of other issues the selected program requires projects to address

In addition to standard requirements set out by Verra/CDM frameworks, this project requires demonstration of alignment with host country sustainable development priorities

(7.79.1.14) Please explain

Credit serial numbers: 12058-379271619-379283592-VCS-VCU-1507-VER-BD-10-2478-08112019-31122020-1; 12058-378785486-378791344-VCS-VCU-1507-VER-BD-10-2478-08112019-31122020-1; 12058-379265760-379271618-VCS-VCU-1507-VER-BD-10-2478-08112019-31122020-1 Date of retirement: 07/10/2025 The Net-Zero Strategy Team is responsible for pursuing all market-based initiatives to fulfill our commitment to take responsibility for our ongoing operational (S1+2) emissions. This includes the ongoing management of our virtual power purchase agreement, the annual purchase of energy attribute certificates, and the annual purchase of high-quality, third-party-verified carbon credits as described here. We purchase carbon credits equivalent to our scope 1 emissions each year once we have calculated and verified the emissions at the close of each fiscal year. First and foremost, we select high-quality projects that are verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Our average per-credit price across the portfolio is typically \$8-10/mtCO₂e.

Row 4

(7.79.1.1) Project type

- ☒ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

- ☒ Carbon removal

(7.79.1.3) Project description

Project name: The Nature Conservancy – Michigamme Highlands Carbon Project Project ID: ACR647 Project methodology: IFM V2.0 Geographic location: Michigan, United States The Michigamme Highlands Carbon Project is an improved forest management project that spans more than 13,000 acres of forests, wetlands, and glacial lakes across a portion of The Nature Conservancy's Wilderness Lakes Reserve and the Slate River Forest Reserve. Considered one of the most climate-resilient in Michigan, the project improves carbon sequestration and storage, contributes to an extensive conservation corridor of protected habitat for wide-ranging species, protects vital freshwater resources, and provides economic and recreational benefits to the surrounding communities.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

3000

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☒ Monitoring and compensation
- ☒ Other, please specify :ACR Tool for Risk Analysis and Buffer Determination

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☒ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Additionality is demonstrated using the ACR Standard Three-Prong Additionality Test, demonstrating that the project activity is regulatory surplus, exceeds common practice, and faces either financial, technological or institutional barriers to implementation. The project addresses permanence by application of the ACR Tool for Risk Analysis and Buffer Determination v1.0, to assess risk of reversal and withhold from issuance a commensurate percentage of ERTs, to be held in reserve in the ACR buffer pool. Moreover, all projects under the ACR Improved Forest Management methodology must adhere to ongoing monitoring, reversal reporting, and compensation requirements as detailed in relevant methodologies and legally binding agreements (e.g., the ACR Reversal Risk Mitigation Agreement). To address the risk of market leakage, all lands under the projects ownership and/or management must be certified by a sustainable forestry certification system to safeguard against shifting harvests to other lands owned by the project proponent but not enrolled in the carbon market. A conservative crediting deduction is applied to account for the possibility that reduced harvest activities increase market demand and shift harvests to other landowners.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-647-2021-2150-4821 to 7820 Date of retirement: 4/1/2025 4:53:00 PM The Net-Zero Strategy Team is responsible for pursuing all market-based initiatives to fulfill our commitment to take responsibility for our ongoing operational (S1+2) emissions. This includes the ongoing management of our virtual power purchase agreement, the annual purchase of energy attribute certificates, and the annual purchase of high-quality, third-party-verified carbon credits as described here. We purchase carbon credits equivalent to our scope 1 emissions each year once we have calculated and verified the emissions at the close of each fiscal year. First and foremost, we select high-quality projects that are verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Our average per-credit price across the portfolio is typically \$8-10/mtCO2e.

Row 5

(7.79.1.1) Project type

- ☒ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: The Nature Conservancy – Michigamme Highlands Carbon Project Project ID: ACR647 Project methodology: IFM V2.0 Geographic location: Michigan, United States The Michigamme Highlands Carbon Project is an improved forest management project that spans more than 13,000 acres of forests, wetlands, and glacial lakes across a portion of The Nature Conservancy's Wilderness Lakes Reserve and the Slate River Forest Reserve. Considered one of the most climate-resilient in Michigan, the project improves carbon sequestration and storage, contributes to an extensive conservation corridor of protected habitat for wide-ranging species, protects vital freshwater resources, and provides economic and recreational benefits to the surrounding communities.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

3000

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

- ☒ Consideration of legal requirements
- ☒ Barrier analysis
- ☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☒ Monitoring and compensation
- ☒ Other, please specify :ACR Tool for Risk Analysis and Buffer Determination

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☒ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Additionality is demonstrated using the ACR Standard Three-Prong Additionality Test, demonstrating that the project activity is regulatory surplus, exceeds common practice, and faces either financial, technological or institutional barriers to implementation. The project addresses permanence by application of the ACR Tool for Risk Analysis and Buffer Determination v1.0, to assess risk of reversal and withhold from issuance a commensurate percentage of ERTs, to be held in reserve in the ACR buffer pool. Moreover, all projects under the ACR Improved Forest Management methodology must adhere to ongoing monitoring, reversal reporting, and compensation requirements as detailed in relevant methodologies and legally binding agreements (e.g., the ACR Reversal Risk Mitigation Agreement). To address the risk of market leakage, all lands under the projects ownership and/or management must be certified by a sustainable forestry certification system to safeguard against shifting harvests to other lands owned by the project proponent but not enrolled in the carbon market. A conservative crediting deduction is applied to account for the possibility that reduced harvest activities increase market demand and shift harvests to other landowners.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-647-2021-2151-25376 to 28375 Date of retirement: 4/1/2025 4:46:11 PM The Net-Zero Strategy Team is responsible for pursuing all market-based initiatives to fulfill our commitment to take responsibility for our ongoing operational (S1+2) emissions. This includes the ongoing management of our virtual power purchase agreement, the annual purchase of energy attribute certificates, and the annual purchase of high-quality, third-party-verified carbon credits as described here. We purchase carbon credits equivalent to our scope 1 emissions each year once we have calculated and verified the emissions at the close of each fiscal year. First and foremost, we select high-quality projects that are verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Our average per-credit price across the portfolio is typically \$8-10/mtCO2e.

Row 6

(7.79.1.1) Project type

☒ Energy efficiency: households

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Aqua Clara Safe Water Program Project ID: GS11169 Project methodology: GS Methodology for emission reductions from safe drinking water supply Geographic location: Kenya Challenge: Half of all Kenyans do not have access to safe drinking water, often collecting water from rivers or streams and then boiling to purify. Boiling water each time before drinking reduces forest cover, causes carbon emissions, and exposes people to harmful smoke. Solution: This project brings families and schools in Kenya affordable clean water options such as bio-sand filters to purify water as it passes through layers of sand, removing bacteria and parasites from the clean water that flows from the tap. Impact: Improved health and wellbeing from reduced exposure to unsafe water and household smoke. Beyond sharing the tools for safe water, Aqua Clara also shares the knowledge of how to maintain the bio-sand filters and the importance of washing hands and fresh foods.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

150

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2023

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Gold Standard requires all projects to meet the following principles underlying the Gold Standard for the Global Goals: 1. Contribution to Climate Security and Sustainable Development, 2. Safeguarding Principles: Projects shall conduct a Safeguarding Principles Assessment and conform to Gold Standard Safeguarding Principles and Requirements, 3. Stakeholder Inclusivity: Projects shall identify and engage Relevant Stakeholders and seek Expert Stakeholder input where necessary in the design, planning and implementation of the Project. Project design shall reflect the views and inputs of stakeholders and ongoing feedback shall be sought, captured and acted upon throughout the life of the Project. 4. Demonstration of real outcomes, 5. Financial Additionality and Ongoing Financial Need: All Projects must demonstrate impacts that are additional as compared to their baseline scenario.

(7.79.1.14) Please explain

Credit serial numbers: GS1-1-KE-GS11169-16-2023-27905-7686-7835 Date of retirement: 11 April 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and

APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 7

(7.79.1.1) Project type

☒ Energy efficiency: households

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Aqua Clara Safe Water Program Project ID: GS11169 Project methodology: GS Methodology for emission reductions from safe drinking water supply Geographic location: Kenya Challenge: Half of all Kenyans do not have access to safe drinking water, often collecting water from rivers or streams and then boiling to purify. Boiling water each time before drinking reduces forest cover, causes carbon emissions, and exposes people to harmful smoke. Solution: This project brings families and schools in Kenya affordable clean water options such as bio-sand filters to purify water as it passes through layers of sand, removing bacteria and parasites from the clean water that flows from the tap. Impact: Improved health and wellbeing from reduced exposure to unsafe water and household smoke. Beyond sharing the tools for safe water, Aqua Clara also shares the knowledge of how to maintain the bio-sand filters and the importance of washing hands and fresh foods.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

75

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Gold Standard requires all projects to meet the following principles underlying the Gold Standard for the Global Goals: 1. Contribution to Climate Security and Sustainable Development, 2. Safeguarding Principles: Projects shall conduct a Safeguarding Principles Assessment and conform to Gold Standard Safeguarding Principles and Requirements, 3. Stakeholder Inclusivity: Projects shall identify and engage Relevant Stakeholders and seek Expert Stakeholder input where necessary in the design, planning and implementation of the Project. Project design shall reflect the views and inputs of stakeholders and ongoing feedback shall be sought, captured and acted upon throughout the life of the Project. 4. Demonstration of real outcomes, 5. Financial Additionality and Ongoing Financial Need: All Projects must demonstrate impacts that are additional as compared to their baseline scenario.

(7.79.1.14) Please explain

Credit serial numbers: GS1-1-KE-GS11169-16-2022-26784-11881-11955 Date of retirement: 08 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 8

(7.79.1.1) Project type

☒ Wind

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Bac Lieu Province Wind Power Plant Project ID: GS1890-Child2 Project methodology: ACM0002 Grid-connected electricity generation from renewable sources Geographic location: Viet Nam Challenge: Despite Vietnam's high wind energy potential, the nation predominantly relies on fossil fuel sources for electricity generation. This is despite the significant growth of wind and solar power globally over the past two decades, accounting for around 12% of total global generation. Solution: Harnessing the wind resources in the Bac Lieu province, the project includes the construction of a near-shore wind power farm along the East Dam of the city. Built in two phases, once complete the farm will consist of 62 wind turbines, each with 1.6MW capacity. Impact: In addition to advancing the adoption of wind energy technologies in Vietnam and displacing electricity generated from fossil fuels, this project will play a crucial role in mitigating severe electricity shortages caused by rapidly escalating demand and insufficient supply. Furthermore, it will aid in minimizing the risks of national grid collapse due to overload.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Other, please specify :no leakage emissions expected

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Gold Standard requires all projects to meet the following principles underlying the Gold Standard for the Global Goals: 1. Contribution to Climate Security & Sustainable Development, 2. Safeguarding Principles: Projects shall conduct a Safeguarding Principles Assessment and conform to Gold Standard Safeguarding Principles and Requirements, 3. Stakeholder Inclusivity: Projects shall identify and engage Relevant Stakeholders and seek Expert Stakeholder input where necessary in the design, planning and implementation of the Project. Project design shall reflect the views and inputs of stakeholders and ongoing feedback shall be sought, captured and acted upon throughout the life of the Project. 4. Demonstration of real outcomes, 5. Financial Additionality & Ongoing Financial Need: All Projects must demonstrate impacts that are additional as compared to their baseline scenario

(7.79.1.14) Please explain

Credit serial numbers: GS1-1-VN-GS1890-12-2021-26102-11876-12175 Date of retirement: 08 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 9

(7.79.1.1) Project type

☒ Solar

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Energising India using Solar Energy Projects Project ID: VCS1931 Project methodology: ACM2 Geographic location: India Challenge: 60% of electricity globally is still generated by fossil fuels, despite wind and solar now accounting for 12% of generation and most of new capacity added annually. To limit global

warming to 1.5°C, renewables must not only meet growing energy demand but replace fossil fuel. India is the second largest coal and third largest oil consumer. Solution: The project generates clean electricity with a combined capacity of 480 MW of solar power installations across the states of Uttar Pradesh, Telangana, Andhra Pradesh, and Gujarat in India. It displaces an equivalent amount of power from the grid, which is primarily supplied by fossil-fuel-powered plants. Impact: The project reduces carbon emissions while enhancing energy security by diversifying the grid's energy mix. It is a step toward supporting the development of grid-connected solar power plants in India, with the electricity generated being supplied to the unified Indian grid. It also fosters sustainable growth within India's energy sector.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

400

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Other, please specify :no leakage emissions expected

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Verified Carbon Standard (VCS) addresses environmental, economic, and social impacts of renewable energy projects: VCS requires projects to minimize negative impacts through: -Environmental Impact Assessments (EIA) to evaluate potential risks to ecosystems and natural resources. -Stakeholder engagement to identify and address community concerns. -Demonstration of positive economic contributions like job creation and skills training. -Ongoing monitoring and reporting of environmental and social impacts. -Mitigation and adaptive management plans for identified potential negative impacts. -Adherence to the "No Harm" principle and compliance with local laws. These requirements ensure projects assess and mitigate potential adverse effects on the environment, engage with local communities, contribute to sustainable development, and operate within legal frameworks.

(7.79.1.14) Please explain

Credit serial numbers: 15673-710784973-710785372-VCS-VCU-997-VER-IN-1-1931-01012022-30092022-0 Date of retirement: 17 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 10

(7.79.1.1) Project type

☒ Solar

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Energising India using Solar Energy Projects Project ID: VCS1931 Project methodology: ACM2 Geographic location: India Challenge: 60% of electricity globally is still generated by fossil fuels, despite wind and solar now accounting for 12% of generation and most of new capacity added annually. To limit global warming to 1.5°C, renewables must not only meet growing energy demand but replace fossil fuel. India is the second largest coal and third largest oil consumer. Solution: The project generates clean electricity with a combined capacity of 480 MW of solar power installations across the states of Uttar Pradesh, Telangana, Andhra Pradesh, and Gujarat in India. It displaces an equivalent amount of power from the grid, which is primarily supplied by fossil-fuel-powered plants. Impact: The project reduces carbon emissions while enhancing energy security by diversifying the grid's energy mix. It is a step toward supporting the development of grid-connected solar power plants in India, with the electricity generated being supplied to the unified Indian grid. It also fosters sustainable growth within India's energy sector.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

290

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Other, please specify :no leakage emissions expected

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Verified Carbon Standard (VCS) addresses environmental, economic, and social impacts of renewable energy projects: VCS requires projects to minimize negative impacts through: -Environmental Impact Assessments (EIA) to evaluate potential risks to ecosystems and natural resources. -Stakeholder engagement to identify and address community concerns. -Demonstration of positive economic contributions like job creation and skills training. -Ongoing monitoring and reporting of environmental and social impacts. -Mitigation and adaptive management plans for identified potential negative impacts. -Adherence to the "No Harm" principle and compliance with local laws. These requirements ensure projects assess and mitigate potential adverse effects on the environment, engage with local communities, contribute to sustainable development, and operate within legal frameworks.

(7.79.1.14) Please explain

Credit serial numbers: 15673-710790983-710791272-VCS-VCU-997-VER-IN-1-1931-01012022-30092022-0 Date of retirement: 21 November 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we

provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 11

(7.79.1.1) Project type

☒ Solar

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Energising India using Solar Energy Projects Project ID: VCS1931 Project methodology: ACM2 Geographic location: India Challenge: 60% of electricity globally is still generated by fossil fuels, despite wind and solar now accounting for 12% of generation and most of new capacity added annually. To limit global warming to 1.5°C, renewables must not only meet growing energy demand but replace fossil fuel. India is the second largest coal and third largest oil consumer. Solution: The project generates clean electricity with a combined capacity of 480 MW of solar power installations across the states of Uttar Pradesh, Telangana, Andhra Pradesh, and Gujarat in India. It displaces an equivalent amount of power from the grid, which is primarily supplied by fossil-fuel-powered plants. Impact: The project reduces carbon emissions while enhancing energy security by diversifying the grid's energy mix. It is a step toward supporting the development of grid-connected solar power plants in India, with the electricity generated being supplied to the unified Indian grid. It also fosters sustainable growth within India's energy sector.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

2800

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Other, please specify :no leakage emissions expected

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Verified Carbon Standard (VCS) addresses environmental, economic, and social impacts of renewable energy projects: VCS requires projects to minimize negative impacts through: -Environmental Impact Assessments (EIA) to evaluate potential risks to ecosystems and natural resources. -Stakeholder engagement to identify and address community concerns. -Demonstration of positive economic contributions like job creation and skills training. -Ongoing monitoring and reporting of environmental and social impacts. -Mitigation and adaptive management plans for identified potential negative impacts. -Adherence to the "No Harm" principle and

compliance with local laws. These requirements ensure projects assess and mitigate potential adverse effects on the environment, engage with local communities, contribute to sustainable development, and operate within legal frameworks.

(7.79.1.14) Please explain

Credit serial numbers: 15673-710931057-710933856-VCS-VCU-997-VER-IN-1-1931-01012022-30092022-0 Date of retirement: 03 December 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 12

(7.79.1.1) Project type

☒ Solar

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Bundled Solar Photovoltaic Project by ACME Project ID: VCS1753-Child Project methodology: ACM2 Geographic location: India Challenge: 60% of all electricity globally is still generated by burning fossil fuels. That is despite the past two decades having seen wind and solar generation grow rapidly to 12% of global generation, and become the vast majority of new capacity added annually. To reduce emissions by 8% per year, a much faster roll-out of renewables is needed – so that renewables not only meet the growth in energy demand, but displace fossil fuel sources. Now the most populous country in the world, India is the second biggest consumer of coal and third biggest consumer of oil in the world. Solution: This bundle of solar projects located across India generates clean electricity that displaces electricity which would otherwise be generated by burning fossil fuels. Carbon finance provides essential funds to support the development of renewable energy projects like this. Supporting renewable energy projects is a fast and effective way to reduce emissions from global electricity generation. Impact: In addition to reducing emissions, delivering urgent Climate Action (SDG 13), renewable energy projects like this one support Affordable and Clean Energy (SDG 7) to increase the

development of sustainable and resilient energy infrastructure, helping reduce blackouts and shortages during peak hours of demand, as well as increasing the share of renewables in the global energy mix. Clean power projects also contribute to Decent Work and Economic Growth (SDG 8), with the local economy and residents' livelihoods improved through the creation of jobs – full-time operational roles and temporary jobs during construction.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

375

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Other, please specify :no leakage emissions expected

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Under the VCS standard, all projects must meet the following requirements: Project activities must not negatively impact the natural environment or communities. Project proponents must identify and address any negative environmental and socio-economic impacts of project activities. Within this, there are the following sections: no net harm, Risks to Stakeholders and the Environment, Respect for Human Rights and Equity, Property Rights, Ecosystem Health.

(7.79.1.14) Please explain

Credit serial numbers: 17611-843414377-843414751-VCS-VCU-997-VER-IN-1-1753-25092021-31122021-0 Date of retirement: 26 March 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 13

(7.79.1.1) Project type

☒ Methane avoidance

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Reducing Gas Leakages within the Titas Gas Distribution Network in Bangladesh - CER Conversion Project ID: VCS2478-Child2 Project methodology: AM0023 Geographic location: Bangladesh Challenge: Over 21 million people live in Dhaka, the capital city of Bangladesh, and rely on natural gas networks in disrepair. Gas leaks from the aging infrastructure network mean unreliable service and harmful methane emissions. Solution: This project financed the training and adoption of new technology, called Leak Detectors and Hi-Flow Samplers, to find and repair gas leaks. Advanced sealant materials were used to ensure long lasting repairs. Impact: To date, the project has trained 70 locals, plus 30 support staff, who have checked over 500,000 gas risers and fixed over 37,000 leaks. Reducing methane emissions is particularly important as methane is 20 times more potent as a greenhouse gas than carbon dioxide.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

300

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

- ☒ Consideration of legal requirements
- ☒ Barrier analysis
- ☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☒ Upstream/downstream emissions
- ☒ Activity-shifting
- ☒ Other, please specify :Methane Re-release During Repairs and Energy Use for LDAR Activities

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Under the VCS standard, all projects must meet the following requirements: Project activities must not negatively impact the natural environment or communities. Project proponents must identify and address any negative environmental and socio-economic impacts of project activities. Within this, there are the following sections: no net harm, Risks to Stakeholders and the Environment, Respect for Human Rights and Equity, Property Rights, Ecosystem Health.

(7.79.1.14) Please explain

Credit serial numbers: 12058-379324275-379324574-VCS-VCU-1507-VER-BD-10-2478-08112019-31122020-1 Date of retirement: 21 November 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 14

(7.79.1.1) Project type

☒ Afforestation

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: Reforestation Of Degraded Forest Reserves In Ghana Project ID: VCS987 Project methodology: AR-AM0003 Geographic location: Ghana Challenge: Ghana's tree cover has decreased 19% since 2000 per Global Forest Watch. The project areas have been degraded due to overexploitation, bush fires and conversion to agriculture. The nation's economy depends on climate sensitive-sectors such as agriculture, energy, and forestry. Solution: This project engages local farmers to plant trees and grow crops, via intercropping, on degraded lands. Tree planting includes a mix of teak and indigenous trees following the principles of the Forest Stewardship Council (FSC). Additionally, water infrastructure has been installed in the local villages to engage communities. Impact: In addition to delivering emission removals, over 1,000 jobs have been created, and more than 6,000 hectares of project land is available to local farmers for intercropping. 40% of jobs created to be filled by women and 25% of the available areas for intercropping to be allocated to female farmers.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

100

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Investment analysis

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCUs may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 16880-799098550-799098649-VCS-VCU-263-VER-GH-14-987-01012022-31122022-0 Date of retirement: 17 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we

provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 15

(7.79.1.1) Project type

☒ Afforestation

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: 'Guanaré' Forest Plantations on degraded grasslands under extensive grazing Project ID: VCS959-Child2 Project methodology: AR-ACM0001 Geographic location: Uruguay Challenge: Uruguay's tree cover has decreased 23% since 2000 per Global Forest Watch. This area of Uruguay has been grazed by cattle for over 300 years which has led to soil erosion and degradation of grasslands. Without carbon finance, tree planting is not a worthwhile form of land use for locals. Solution: Carbon finance is used to combine sustainable forestry with cattle grazing. Trees are planted on higher and more degraded land, reducing topsoil degradation, while cattle graze the lower areas. The project promotes sustainable timber creation and contributes to increasing afforestation rates globally. Impact: The project is certified by the Forest Stewardship Council (FSC), balancing timber production and sales with habitat creation. The tree planting project brings new job opportunities to Uruguay, while respecting existing cattle farmers' land use. The newly grown tree canopy also provides habitat for wildlife.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

100

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2015

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest

Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCU's may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 10498-221460567-221460666-VCS-VCU-261-VER-UY-14-959-01012015-31122015-1 Date of retirement: 28 April 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 16

(7.79.1.1) Project type

☒ Afforestation

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: 'Guanaré' Forest Plantations on degraded grasslands under extensive grazing Project ID: VCS959-Child2 Project methodology: AR-ACM0001 Geographic location: Uruguay Challenge: Uruguay's tree cover has decreased 23% since 2000 per Global Forest Watch. This area of Uruguay has been grazed by cattle for over 300 years which has led to soil erosion and degradation of grasslands. Without carbon finance, tree planting is not a worthwhile form of land use for locals. Solution: Carbon finance is used to combine sustainable forestry with cattle grazing. Trees are planted on higher and more degraded land, reducing topsoil degradation, while cattle graze the lower areas. The project promotes sustainable timber creation and contributes to increasing afforestation rates globally. Impact: The project is certified by the Forest Stewardship Council (FSC), balancing timber production and sales with habitat creation. The tree planting project brings new job opportunities to Uruguay, while respecting existing cattle farmers' land use. The newly grown tree canopy also provides habitat for wildlife.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

200

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2018

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCUs may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 10228-196277717-196277916-VCS-VCU-261-VER-UY-14-959-01012018-31122018-1 Date of retirement: 17 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 17

(7.79.1.1) Project type

☒ Afforestation

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: 'Guanaré' Forest Plantations on degraded grasslands under extensive grazing Project ID: VCS959-Child2 Project methodology: AR-ACM0001
Geographic location: Uruguay Challenge: Uruguay's tree cover has decreased 23% since 2000 per Global Forest Watch. This area of Uruguay has been grazed by cattle for over 300 years which has led to soil erosion and degradation of grasslands. Without carbon finance, tree planting is not a worthwhile form of land use for locals. Solution: Carbon finance is used to combine sustainable forestry with cattle grazing. Trees are planted on higher and more degraded land, reducing topsoil degradation, while cattle graze the lower areas. The project promotes sustainable timber creation and contributes to increasing afforestation rates globally. Impact: The project is certified by the Forest Stewardship Council (FSC), balancing timber production and sales with habitat creation. The tree planting project brings new job opportunities to Uruguay, while respecting existing cattle farmers' land use. The newly grown tree canopy also provides habitat for wildlife.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

300

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2018

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

- ☑ Investment analysis
- ☑ Barrier analysis
- ☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☑ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCUs may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 10228-196277417-196277716-VCS-VCU-261-VER-UY-14-959-01012018-31122018-1 Date of retirement: 17 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 18

(7.79.1.1) Project type

☒ Afforestation

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: 'Guanaré' Forest Plantations on degraded grasslands under extensive grazing Project ID: VCS959-Child2 Project methodology: AR-ACM0001 Geographic location: Uruguay Challenge: Uruguay's tree cover has decreased 23% since 2000 per Global Forest Watch. This area of Uruguay has been grazed by cattle for over 300 years which has led to soil erosion and degradation of grasslands. Without carbon finance, tree planting is not a worthwhile form of land use for locals. Solution: Carbon finance is used to combine sustainable forestry with cattle grazing. Trees are planted on higher and more degraded land, reducing topsoil degradation, while cattle graze the lower areas. The project promotes sustainable timber creation and contributes to increasing afforestation rates globally. Impact: The project is certified by the Forest Stewardship Council (FSC), balancing timber production and sales with habitat creation. The tree planting project brings new job opportunities to Uruguay, while respecting existing cattle farmers' land use. The newly grown tree canopy also provides habitat for wildlife.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

755

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2015

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

- ☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

- ☒ Consideration of legal requirements
- ☒ Investment analysis
- ☒ Barrier analysis
- ☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCUs may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 10498-221606982-221607736-VCS-VCU-261-VER-UY-14-959-01012015-31122015-1 Date of retirement: 21 November 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select

high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 19

(7.79.1.1) Project type

☒ Afforestation

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: 'Guanaré' Forest Plantations on degraded grasslands under extensive grazing Project ID: VCS959-Child2 Project methodology: AR-ACM0001 Geographic location: Uruguay Challenge: Uruguay's tree cover has decreased 23% since 2000 per Global Forest Watch. This area of Uruguay has been grazed by cattle for over 300 years which has led to soil erosion and degradation of grasslands. Without carbon finance, tree planting is not a worthwhile form of land use for locals. Solution: Carbon finance is used to combine sustainable forestry with cattle grazing. Trees are planted on higher and more degraded land, reducing topsoil degradation, while cattle graze the lower areas. The project promotes sustainable timber creation and contributes to increasing afforestation rates globally. Impact: The project is certified by the Forest Stewardship Council (FSC), balancing timber production and sales with habitat creation. The tree planting project brings new job opportunities to Uruguay, while respecting existing cattle farmers' land use. The newly grown tree canopy also provides habitat for wildlife.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

1613

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2015

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCUs may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 10498-221610677-221612289-VCS-VCU-261-VER-UY-14-959-01012015-31122015-1 Date of retirement: 03 December 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 20

(7.79.1.1) Project type

☒ Afforestation

(7.79.1.2) Type of mitigation activity

☒ Carbon removal

(7.79.1.3) Project description

Project name: 'Guanaré' Forest Plantations on degraded grasslands under extensive grazing Project ID: VCS959-Child2 Project methodology: AR-ACM0001 Geographic location: Uruguay Challenge: Uruguay's tree cover has decreased 23% since 2000 per Global Forest Watch. This area of Uruguay has been grazed by cattle for over 300 years which has led to soil erosion and degradation of grasslands. Without carbon finance, tree planting is not a worthwhile form of land use for locals. Solution: Carbon finance is used to combine sustainable forestry with cattle grazing. Trees are planted on higher and more degraded land, reducing topsoil degradation, while cattle graze the lower areas. The project promotes sustainable timber creation and contributes to increasing afforestation rates globally. Impact: The project is certified by the Forest Stewardship Council (FSC), balancing timber production and sales with habitat creation. The tree planting project brings new job opportunities to Uruguay, while respecting existing cattle farmers' land use. The newly grown tree canopy also provides habitat for wildlife.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

(7.79.1.5) Purpose of retirement

- ☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

- ☒ Yes

(7.79.1.7) Vintage of credits at retirement

2018

(7.79.1.8) Were these credits issued to or purchased by your organization?

- ☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

- ☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

- ☒ Consideration of legal requirements
- ☒ Investment analysis
- ☒ Barrier analysis
- ☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCUs may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 10228-196277917-196278207-VCS-VCU-261-VER-UY-14-959-01012018-31122018-1 Date of retirement: 03 December 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 21

(7.79.1.1) Project type

☒ Energy efficiency: households

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Improved Kitchen Regimes- The Gambia Project ID: POA-GS1247-Child Project methodology: GS TPDDTEC Geographic location: Gambia Challenge: Every one in four people worldwide do not have access to clean drinking water, and in Sub-Saharan Africa it is one in three. Each day, hundreds of children under the age of five die from preventable illness relating to unsafe water according to UNICEF. Solution: Carbon finance is used to repair and drill new boreholes. Boreholes can be used as water wells by installing a vertical pipe casing and well screen with a hand pump which allows water to be extracted from the ground, even during dry

seasons. Impact: Women and girls no longer need to spend hours walking great distances to collect water each day. With access to clean water, communities no longer need to boil water which reduces local deforestation and reduces carbon emissions.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

50

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Gold Standard requires all projects to meet the following principles underlying the Gold Standard for the Global Goals: 1. Contribution to Climate Security & Sustainable Development, 2. Safeguarding Principles: Projects shall conduct a Safeguarding Principles Assessment and conform to Gold Standard Safeguarding Principles and Requirements. 3. Stakeholder Inclusivity: Projects shall identify and engage Relevant Stakeholders and seek Expert Stakeholder input where necessary in the design, planning, and implementation of the Project. Project design shall reflect the views and inputs of stakeholders, and ongoing feedback shall be sought, captured, and acted upon throughout the life of the Project. 4. Demonstration of real outcomes, 5. Financial Additionality & Ongoing Financial Need: All Projects must demonstrate impacts that are additional as compared to their baseline scenario.

(7.79.1.14) Please explain

Credit serial numbers: GS1-1-GM-GS7581-16-2022-25100-384-433 Date of retirement: 08 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 22

(7.79.1.1) Project type

☒ Other, please specify :Improved forest management

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: ILTF/NICC & SIG Keweenaw Bay Indian Community Forest Carbon Project Project ID: ACR0637 Project methodology: Improved Forest Management (IFM) on Non-Federal U.S. Forestlands Geographic location: United States Challenge: The Keweenaw Bay Indian Community is part of the historic Lake Superior Band of Chippewa Indians located on both sides of the Keweenaw Bay. This community is part of the larger L'Anse Reservation which is both the oldest and the largest reservation in Michigan. Solution: The Keweenaw Bay Indian Community Forest Carbon Project area is located on approximately 15,356 acres of forests in Upper Peninsula Michigan. By committing to maintain forest carbon stocks above the regional baseline, the project will provide significant climate benefits through carbon sequestration. Impact: The project provides a new revenue stream for forest landowners. By maintaining forests and ensuring sustainable forest management the project sustains the character and economic viability of local communities. Improving forest management will reduce habitat fragmentation, degradation and disturbance of water processes.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

100

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2019

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

- ✓ Consideration of legal requirements
- ✓ Barrier analysis
- ✓ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ✓ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ✓ Activity-shifting
- ✓ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

ACR requires all Project Proponents to prepare and disclose an environmental and social impact assessment, mitigation of any negative impacts, and monitoring of any negative impacts and risks. ACR requires the use of the most recently published ACR Environmental and Social Impact Assessment Report template on the ACR website, provided within or as an appendix to the GHG Project Plan, for the assessment of environmental and social impacts of the Project, taking into account the scope and scale of the project activity and the mitigation measures.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-637-2019-1565-11251 to 11350 Date of retirement: 04 April 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 23

(7.79.1.1) Project type

☒ Other, please specify :Improved forest management

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: ILTF/NICC & SIG Keweenaw Bay Indian Community Forest Carbon Project Project ID: ACR0637 Project methodology: Improved Forest Management (IFM) on Non-Federal U.S. Forestlands Geographic location: United States Challenge: The Keweenaw Bay Indian Community is part of the historic Lake Superior Band of Chippewa Indians located on both sides of the Keweenaw Bay. This community is part of the larger L'Anse Reservation which is both the oldest and the largest reservation in Michigan. Solution: The Keweenaw Bay Indian Community Forest Carbon Project area is located on approximately 15,356 acres of forests in Upper Peninsula Michigan. By committing to maintain forest carbon stocks above the regional baseline, the project will provide significant climate benefits through carbon sequestration. Impact: The project provides a new revenue stream for forest landowners. By maintaining forests and ensuring sustainable forest management the project sustains the character and economic viability of local communities. Improving forest management will reduce habitat fragmentation, degradation and disturbance of water processes.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

150

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

☒ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

ACR requires all Project Proponents to prepare and disclose an environmental and social impact assessment, mitigation of any negative impacts, and monitoring of any negative impacts and risks. ACR requires the use of the most recently published ACR Environmental and Social Impact Assessment Report template on the ACR website, provided within or as an appendix to the GHG Project Plan, for the assessment of environmental and social impacts of the Project, taking into account the scope and scale of the project activity and the mitigation measures.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-637-2020-1567-17412 to 17561 Date of retirement: 21 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 24

(7.79.1.1) Project type

☒ Other, please specify :Improved forest management

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: ILTF/NICC & SIG Keweenaw Bay Indian Community Forest Carbon Project Project ID: ACR0637 Project methodology: Improved Forest Management (IFM) on Non-Federal U.S. Forestlands Geographic location: United States Challenge: The Keweenaw Bay Indian Community is part of the historic Lake Superior Band of Chippewa Indians located on both sides of the Keweenaw Bay. This community is part of the larger L'Anse Reservation which is both the oldest and the largest reservation in Michigan. Solution: The Keweenaw Bay Indian Community Forest Carbon Project area is located on approximately 15,356 acres of forests in Upper Peninsula Michigan. By committing to maintain forest carbon stocks above the regional baseline, the project will provide significant climate benefits through carbon sequestration. Impact: The project provides a new revenue stream for forest landowners. By maintaining forests and ensuring sustainable forest management the project sustains the character and economic viability of local communities. Improving forest management will reduce habitat fragmentation, degradation and disturbance of water processes.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

25

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

☒ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

ACR requires all Project Proponents to prepare and disclose an environmental and social impact assessment, mitigation of any negative impacts, and monitoring of any negative impacts and risks. ACR requires the use of the most recently published ACR Environmental and Social Impact Assessment Report template on the ACR website, provided within or as an appendix to the GHG Project Plan, for the assessment of environmental and social impacts of the Project, taking into account the scope and scale of the project activity and the mitigation measures.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-637-2020-1567-34975 to 34999 Date of retirement: 05 June 2026 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 25

(7.79.1.1) Project type

☒ Solar

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: MicroEnergy Credits, Microfinance for Clean Energy Product Lines India, CDM PoA 9181 Project ID: POA-GS11450 Project methodology: AMS-III.AR / AMS-II.G / AMS III.AV Geographic location: India Challenge: This projects puts communities at the heart of the clean energy transition in India, reducing emissions from solid fuels, and preventing deforestation. The project addresses indoor air pollution from inefficient lamps and stoves, waterborne illness from unsafe water, and lost productivity in the evening without reliable lighting. Solution: The project works with microfinance institutions to provide clean energy microloans, scaling the impact of carbon funding. Carbon funding empowers micro-entrepreneurs, mostly women, to distribute affordable clean energy solutions such as solar lighting, efficient stoves and water purifiers. Impact: Women in these communities have the unique opportunity to earn income by promoting and distributing the household

fuel-saving devices. These micro-entrepreneurs are trusted climate action leaders, who come from the local communities they serve, know the barriers to adoption to overcome and often have been microfinance recipients in the past.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

150

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The Clean Development Mechanism (CDM) imposes stringent requirements on renewable energy projects to minimize and avoid negative environmental, economic, and social impacts. Environmentally, projects must comply with the host country's laws, conduct thorough environmental impact assessments, and implement measures to mitigate identified risks, ensuring biodiversity and ecosystems are protected. Economically, CDM projects are expected to foster local employment, support regional economic development, and guarantee fair compensation for land use or resource exploitation. Social safeguards include mandatory stakeholder consultations to address community concerns, protection of indigenous peoples' rights, and contributions to the sustainable development goals of the host country. Before approval, projects must be reviewed by the host country's Designated National Authority, which assesses their impact on sustainable development, and by the CDM Executive Board to ensure compliance. Additionally, projects undergo continuous monitoring and third-party verification, with a "negative list" in place to exclude project types that could have adverse impacts.

(7.79.1.14) Please explain

Credit serial numbers: GS1-1-IN-GS11504-16-2020-26242-3772-3921 Date of retirement: 01 July 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 26

(7.79.1.1) Project type

☒ Solar

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: MicroEnergy Credits, Microfinance for Clean Energy Product Lines India, CDM PoA 9181 Project ID: POA-GS11450 Project methodology: AMS-III.AR / AMS-II.G / AMS III.AV Geographic location: India Challenge: This projects puts communities at the heart of the clean energy transition in India, reducing emissions from solid fuels, and preventing deforestation. The project addresses indoor air pollution from inefficient lamps and stoves, waterborne illness from unsafe water, and lost productivity in the evening without reliable lighting. Solution: The project works with microfinance institutions to provide clean energy microloans, scaling the impact of carbon funding. Carbon funding empowers micro-entrepreneurs, mostly women, to distribute affordable clean energy solutions such as solar lighting, efficient stoves and water purifiers. Impact: Women in these communities have the unique opportunity to earn income by promoting and distributing the household fuel-saving devices. These micro-entrepreneurs are trusted climate action leaders, who come from the local communities they serve, know the barriers to adoption to overcome and often have been microfinance recipients in the past.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

100

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The Clean Development Mechanism (CDM) imposes stringent requirements on renewable energy projects to minimize and avoid negative environmental, economic, and social impacts. Environmentally, projects must comply with the host country's laws, conduct thorough environmental impact assessments, and implement measures to mitigate identified risks, ensuring biodiversity and ecosystems are protected. Economically, CDM projects are expected to foster local employment, support regional economic development, and guarantee fair compensation for land use or resource exploitation. Social safeguards include mandatory stakeholder consultations to address community concerns, protection of indigenous peoples' rights, and contributions to the sustainable development goals of the host country. Before approval, projects must be reviewed by the host country's Designated National Authority, which assesses their impact on sustainable development, and by the CDM Executive Board to ensure compliance. Additionally, projects undergo continuous monitoring and third-party verification, with a "negative list" in place to exclude project types that could have adverse impacts.

(7.79.1.14) Please explain

Credit serial numbers: GS1-1-IN-GS11482-16-2021-24130-31869-31968 Date of retirement: 15 January 2026 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 27

(7.79.1.1) Project type

☒ HFCs

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: A-Gas V16 Project ID: ACR0973 Project methodology: Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants Geographic location: United States Challenge: It is estimated that only 2% of HFCs used in the US come from reclaimed sources, showing the significant opportunity for climate action in this industry. These hydrofluorocarbons (HFCs) are considered a super pollutant as they can have over 1,000x times greater global warming potential (GWP) than carbon dioxide. Solution: The innovative projects displace new HFC production by re-using previously used HFC that has been recovered from equipment and reclaimed to like-new purity. The projects then use certified reclaimed HFCs in the manufacturing or servicing of refrigeration, air conditioning, or fire suppressant equipment. Impact: These projects are an important tool to reduce super-polluting greenhouse gas emissions from the refrigeration, air conditioning, and fire suppressant industrial sectors. By leveraging carbon markets to incentivize the reclamation and reuse of HFCs, we can phase down the amount of super pollutants in our atmosphere.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

150

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2023

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

- ☒ Consideration of legal requirements
- ☒ Market penetration assessment
- ☒ Standardized Approaches
- ☒ Other, please specify :Performance Standard

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☒ Other, please specify :No risk of leakage
- ☒ Not assessed

(7.79.1.13) Provide details of other issues the selected program requires projects to address

ACR requires all Project Proponents to prepare and disclose an environmental and social impact assessment, mitigation of any negative impacts, and monitoring of any negative impacts and risks. ACR requires the use of the most recently published ACR Environmental and Social Impact Assessment Report template on the ACR website, provided within or as an appendix to the GHG Project Plan, for the assessment of environmental and social impacts of the Project, taking into account the scope and scale of the project activity and the mitigation measures.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-973-2023-2375-376733 to 376882 Date of retirement: 04 April 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 28

(7.79.1.1) Project type

☒ HFCs

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: A-Gas V12 Project ID: ACR0869 Project methodology: Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants Geographic location: United States Challenge: It is estimated that only 2% of HFCs used in the US come from reclaimed sources, showing the significant opportunity for climate action in this industry. These hydrofluorocarbons (HFCs) are considered a super pollutant as they can have over 1,000x times greater global warming potential (GWP) than carbon dioxide. Solution: The innovative projects displace new HFC production by re-using previously used HFC that has been recovered from equipment and reclaimed to like-new purity. The projects then use certified reclaimed HFCs in the manufacturing or servicing of refrigeration, air conditioning, or fire suppressant equipment. Impact: These projects are an important tool to reduce super-polluting greenhouse gas emissions from the refrigeration, air conditioning, and fire suppressant industrial sectors. By leveraging carbon markets to incentivize the reclamation and reuse of HFCs, we can phase down the amount of super pollutants in our atmosphere.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

100

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

(7.79.1.8) Were these credits issued to or purchased by your organization?☒ Purchased**(7.79.1.9) Carbon-crediting program by which the credits were issued**☒ ACR (American Carbon Registry)**(7.79.1.10) Method the program uses to assess additionality for this project**☒ Consideration of legal requirements☒ Market penetration assessment☒ Other, please specify :performance standard test**(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk**☒ No risk of reversal**(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed**☒ Other, please specify :no leakage emissions expected**(7.79.1.13) Provide details of other issues the selected program requires projects to address**

ACR requires all Project Proponents to prepare and disclose an environmental and social impact assessment, mitigation of any negative impacts, and monitoring of any negative impacts and risks. ACR requires the use of the most recently published ACR Environmental and Social Impact Assessment Report template on the ACR website, provided within or as an appendix to the GHG Project Plan, for the assessment of environmental and social impacts of the Project, taking into account the scope and scale of the project activity and the mitigation measures.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-869-2022-2145-1247249 to 1247348 Date of retirement: 21 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and

Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 29

(7.79.1.1) Project type

☒ HFCs

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: A-Gas V12 Project ID: ACR0869 Project methodology: Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants Geographic location: United States Challenge: It is estimated that only 2% of HFCs used in the US come from reclaimed sources, showing the significant opportunity for climate action in this industry. These hydrofluorocarbons (HFCs) are considered a super pollutant as they can have over 1,000x times greater global warming potential (GWP) than carbon dioxide. Solution: The innovative projects displace new HFC production by re-using previously used HFC that has been recovered from equipment and reclaimed to like-new purity. The projects then use certified reclaimed HFCs in the manufacturing or servicing of refrigeration, air conditioning, or fire suppressant equipment. Impact: These projects are an important tool to reduce super-polluting greenhouse gas emissions from the refrigeration, air conditioning, and fire suppressant industrial sectors. By leveraging carbon markets to incentivize the reclamation and reuse of HFCs, we can phase down the amount of super pollutants in our atmosphere.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

50

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Market penetration assessment

☒ Other, please specify :performance standard test

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Other, please specify :no leakage emissions expected

(7.79.1.13) Provide details of other issues the selected program requires projects to address

ACR requires all Project Proponents to prepare and disclose an environmental and social impact assessment, mitigation of any negative impacts, and monitoring of any negative impacts and risks. ACR requires the use of the most recently published ACR Environmental and Social Impact Assessment Report template on the ACR website, provided within or as an appendix to the GHG Project Plan, for the assessment of environmental and social impacts of the Project, taking into account the scope and scale of the project activity and the mitigation measures.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-869-2022-2145-1247199 to 1247248 Date of retirement: 21 October 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 30

(7.79.1.1) Project type

☒ HFCs

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: A-Gas V12 Project ID: ACR0869 Project methodology: Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants Geographic location: United States Challenge: It is estimated that only 2% of HFCs used in the US come from reclaimed sources, showing the significant opportunity for climate action in this industry. These hydrofluorocarbons (HFCs) are considered a super pollutant as they can have over 1,000x times greater global warming potential (GWP) than carbon dioxide. Solution: The innovative projects displace new HFC production by re-using previously used HFC that has been recovered from equipment and reclaimed to like-new purity. The projects then use certified reclaimed HFCs in the manufacturing or servicing of refrigeration, air conditioning, or fire suppressant equipment. Impact: These projects are an important tool to reduce super-polluting greenhouse gas emissions from the refrigeration, air conditioning, and fire

suppressant industrial sectors. By leveraging carbon markets to incentivize the reclamation and reuse of HFCs, we can phase down the amount of super pollutants in our atmosphere.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

50

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Market penetration assessment

☒ Other, please specify :performance standard test

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Other, please specify :no leakage emissions expected

(7.79.1.13) Provide details of other issues the selected program requires projects to address

ACR requires all Project Proponents to prepare and disclose an environmental and social impact assessment, mitigation of any negative impacts, and monitoring of any negative impacts and risks. ACR requires the use of the most recently published ACR Environmental and Social Impact Assessment Report template on the ACR website, provided within or as an appendix to the GHG Project Plan, for the assessment of environmental and social impacts of the Project, taking into account the scope and scale of the project activity and the mitigation measures.

(7.79.1.14) Please explain

Credit serial numbers: ACR-US-869-2022-2145-1252399 to 1252448 Date of retirement: 20 November 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 31

(7.79.1.1) Project type

☒ Other, please specify :Improved forest management

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Westphalen Forest Carbon Project Project ID: VCS3363 Project methodology: VM0012 Geographic location: Germany Challenge: This Improved forest management (IFM) project spans over 770+ hectares of privately owned forest lands in Germany that have historically been managed for commercial timber harvesting. The baseline scenario would be the continuation of legally permitted commercial harvesting for the next 30 years. Solution: Westphalen has implemented a VCS- certified carbon project (VM0012 methodology) that transitions these forests from commercial harvest to conservation- focused management, ceasing timber harvests while maintaining forest health and ecological balance through low- impact activities. Impact: Over 30 years, this IFM project is expected to sequester approximately 211,000 tonnes of CO2 equivalent, reducing greenhouse gas emissions by about 7,000 tCO2e annually and preserving valuable forest ecosystems across Schleswig-Holstein, Thuringia, North Rhine- Westphalia, and Lower Saxony.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

5

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

- ☑ Consideration of legal requirements
- ☑ Investment analysis
- ☑ Barrier analysis
- ☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

- ☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

- ☑ Activity-shifting
- ☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCUs may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 16478-763567538-763567542-VCS-VCU-262-VER-DE-14-3363-01012021-31122021-0 Date of retirement: 21 November 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

Row 32

(7.79.1.1) Project type

☒ Other, please specify :Improved forest management

(7.79.1.2) Type of mitigation activity

☒ Emissions reduction

(7.79.1.3) Project description

Project name: Westphalen Forest Carbon Project Project ID: VCS3363 Project methodology: VM0012 Geographic location: Germany Challenge: This Improved forest management (IFM) project spans over 770+ hectares of privately owned forest lands in Germany that have historically been managed for commercial timber harvesting. The baseline scenario would be the continuation of legally permitted commercial harvesting for the next 30 years. Solution: Westphalen has implemented a VCS- certified carbon project (VM0012 methodology) that transitions these forests from commercial harvest to conservation- focused management, ceasing timber harvests while maintaining forest health and ecological balance through low- impact activities. Impact: Over 30 years, this IFM project is expected to sequester approximately 211,000 tonnes of CO2 equivalent, reducing greenhouse gas emissions by about 7,000 tCO2e annually and preserving valuable forest ecosystems across Schleswig-Holstein, Thuringia, North Rhine- Westphalia, and Lower Saxony.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

5

(7.79.1.5) Purpose of retirement

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

☒ Consideration of legal requirements

☒ Investment analysis

☒ Barrier analysis

☒ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☒ Activity-shifting

☒ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCU's may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

(7.79.1.14) Please explain

Credit serial numbers: 16478-763567543-763567547-VCS-VCU-262-VER-DE-14-3363-01012021-31122021-0 Date of retirement: 08 December 2025 While we work to reduce the embodied carbon of our products through our science-based targets and Sustainable Product Design Framework, today we offer CarbonNeutral® products (Americas, and APAC) and Climate Impact Partners® certified products (EMEA). The Product Sustainability Marketing Team is responsible for the management of these certified products. Our top task seating and desking products have been certified by Climate Impact Partners in each region, in accordance with

The CarbonNeutral Protocol (Americas and APAC) and the Climate Impact Partners Certified Protocol (EMEA). Each of these products has had a lifecycle analysis completed to measure the cradle-to-grave lifecycle impacts of the product, with the results published and verified as Environmental Product Declarations. Then, we provide financing to verified carbon reduction and removal projects equivalent to the cradle-to-grave carbon footprint of our products. First and foremost, we select high-quality projects verified by third parties to fulfill essential quality and integrity requirements. We also seek a diversity of project types, especially those with strong co-benefits for people, communities, and nature, and those located within each region where we operate. We also aim to develop a forward-looking offset portfolio with a mix of avoidance and removal credits. Corresponding adjustments have not been issued for these carbon credits. Climate Impact Partners' standard process implies a due diligence screening and QA report.

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	☒ Yes
Cattle products	☒ No
Rubber	☒ Yes

(8.1.1) Provide details on these exclusions.

Table (8.1.1)

Category	Exclusion	Description of exclusion	Value chain stage	Reason for exclusion	Primary reason why data is not collected and/or reported for your disclosed commodity	Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data	Please explain
Timber products	☒ Other, please specify :Packaging data (wood pallets and cardboard)	Our timber disclosure excludes wood-based packaging materials, specifically wood pallets and cardboard, due to a lack of available	☒ Upstream value chain	☒ Other, please specify :Data not available	☒ Challenges associated with data collection and/or quality	☒ No, the volume excluded is unknown	We exclude wood-based packaging materials (specifically cardboard) because we lack reliable data from our suppliers.

Rubber	☒ Specific product lines	data from our suppliers.					
		Reliable weight data for one rubber-containing component is not available. The material was excluded from volume calculations. A replacement project for the natural rubber component is currently in progress.	☒ Upstream value chain	☒ Other, please specify :Data not available	☒ Challenges associated with data collection and/or quality	☒ No, the volume excluded is unknown	A small portion of the rubber data has been excluded due to the absence of reliable weight data.

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	85326.17	☒ Sourced	85326.17
Cattle products	34.78	☒ Sourced	34.78
Rubber	1.2	☒ Sourced	1.2

(8.5) Provide details on the origins of your sourced volumes.

Table (8.5)

Category	Country/area of origin	First level administrative division	Specify the states or equivalent jurisdictions	Volume sourced from country/area of origin (metric tons)	Source
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Timber products	☑ United States of America	☑ States/equivalent jurisdictions	Michigan, Oregon	60,683.76	☑ Trader/broker/commodity market ☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Cattle products	☑ Sweden	☑ States/equivalent jurisdictions	Svenljunga	17.80	☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Rubber	☑ France	☑ Unknown		0.85	☑ Trader/broker/commodity market
Timber products	☑ Austria	☑ States/equivalent jurisdictions	St. Johann	7,527.47	☑ Trader/broker/commodity market ☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Timber products	☑ Canada	☑ States/equivalent jurisdictions	Ontario	3,420.79	☑ Trader/broker/commodity market ☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Timber products	☑ China	☑ States/equivalent jurisdictions	Shandong Province, Guangdong Province, Guangxi Province	3,184.03	☑ Trader/broker/commodity market ☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Timber products	☑ Spain	☑ Not disclosing		2,716.25	☑ Trader/broker/commodity market ☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Timber products	☑ Germany	☑ Not disclosing		2,121.75	☑ Trader/broker/commodity market ☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Timber products	☑ Malaysia	☑ Not disclosing		1,477.68	☑ Trader/broker/commodity market ☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Timber products	☑ India	☑ Not disclosing		1,291.96	☑ Trader/broker/commodity market ☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Rubber	☑ United States of America	☑ Unknown		0.13	☑ Trader/broker/commodity market
Cattle products	☑ Italy	☑ Not disclosing		5.36	☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)
Cattle products	☑ Spain	☑ States/equivalent jurisdictions	Madrid	2.93	☑ Contracted suppliers (processors) ☑ Contracted suppliers (manufacturers)

Cattle products	☒ United States of America	☒ Not disclosing	7.47	☒ Contracted suppliers (processors) ☒ Contracted suppliers (manufacturers)
Cattle products	☒ Germany	☒ Not disclosing	1.07	☒ Contracted suppliers (processors) ☒ Contracted suppliers (manufacturers)
Rubber	☒ Thailand	☒ Unknown	0.11	☒ Trader/broker/commodity market
Rubber	☒ Spain	☒ Unknown	0.11	☒ Trader/broker/commodity market

(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?

Timber products

(8.7.1) Active no-deforestation or no-conversion target

No, but we plan to

☒ No, but we plan to have a no-deforestation or no-conversion target in the next two years

(8.7.2) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

☒ Not an immediate strategic priority

(8.7.3) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

Our organization does not currently have a standalone no-deforestation or no-conversion target because our existing practices and commitments already address these risks effectively. We adhere to all applicable trade and sourcing regulations in the local and regional markets where we operate, which ensures a low-risk profile with respect to deforestation and the conversion of natural ecosystems. In addition, we are actively preparing to comply with the EU Deforestation Regulation (EUDR), which explicitly requires no-deforestation; we manage this as a regulatory compliance obligation rather than a separate voluntary target. Finally, we continue to increase the proportion of wood we source from FSC and PEFC certified suppliers, which further supports responsible forest management and contributes to preventing deforestation and conversion of natural ecosystems.

(8.7.4) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

☒ Yes, we have other targets related to this commodity

Cattle products

(8.7.1) Active no-deforestation or no-conversion target

No, and we do not plan to

☒ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

(8.7.2) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

☒ Not an immediate strategic priority

(8.7.3) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

1. Steelcase complies with international trade regulations and supply chain transparency regulations related to leather sourcing. These regulations often include provisions related to illegal deforestation or conversion of natural habitats, so compliance with these rules may be seen as sufficient in avoiding these issues. 2. Leather is a low-volume commodity sourced by Steelcase. The amount of leather used in our products is relatively small in comparison to other materials, making it less of a priority for sustainability practices. 3. We already conduct due diligence when sourcing leather, such as gathering country of origin information from suppliers. This type of information gathering can help to ensure that the leather is ethically sourced and does not contribute to deforestation or conversion of natural habitats. In summary, we are already pursuing sustainable sourcing practices for leather, and adopting a no-deforestation or no-conversion target is not currently a high priority for Steelcase.

(8.7.4) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

☒ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.5) Primary reason for not having other active targets in the reporting year

☒ Not an immediate strategic priority

(8.7.6) Explain why you did not have other active targets in the reporting year

1. Steelcase complies with international trade regulations and supply chain transparency regulations related to leather sourcing. These regulations often include provisions related to illegal deforestation or conversion of natural habitats, so compliance with these rules may be seen as sufficient in avoiding these issues. 2. Leather is a low-volume commodity sourced by Steelcase. The amount of leather used in our products is relatively small in comparison to other materials, making it less of a priority for sustainability practices. 3. We already conduct due diligence when sourcing leather, such as gathering country of origin information from suppliers. This type of information gathering can help to ensure that the leather is ethically sourced and does not contribute to deforestation or conversion of natural habitats. In summary, we are already pursuing sustainable sourcing practices for leather, and adopting a no-deforestation or no-conversion target is not currently a high priority for Steelcase.

Rubber

(8.7.1) Active no-deforestation or no-conversion target

No, and we do not plan to

☒ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

(8.7.2) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

☒ Not an immediate strategic priority

(8.7.3) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

Rubber represents a relatively small volume of our overall material use, and we are actively working with suppliers to replace natural rubber-containing components where feasible.

(8.7.4) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

☒ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.5) Primary reason for not having other active targets in the reporting year

☒ Not an immediate strategic priority

(8.7.6) Explain why you did not have other active targets in the reporting year

Rubber represents a relatively small volume of our overall material use, and we are actively working with suppliers to replace natural rubber-containing components where feasible.

(8.7.2) Provide details of other targets related to your commodities, including any which contribute to your no-deforestation or no-conversion target, and progress made against them.

Timber products

(8.7.2.1) Target reference number

☒ Forests target 1

(8.7.2.3) Target coverage

☒ Country/area/region

(8.7.2.4) Commodity volume covered by target (metric tons)

☒ Total commodity volume associated with operations or locations covered by target

(8.7.2.5) Category of target & Quantitative metric

Third-party certification

☒ % of volume third-party certified

(8.7.2.7) Third-party certification scheme

Chain-of-custody certification

☒ PEFC Chain-of-Custody (any type)

(8.7.2.8) Date target was set

02/28/2020

(8.7.2.9) End date of base year

02/27/2025

(8.7.2.10) Base year figure

88

(8.7.2.11) End date of target

12/30/2025

(8.7.2.12) Target year figure

80

(8.7.2.13) Reporting year figure

92

(8.7.2.14) Target status in reporting year

☒ Achieved and maintained

(8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Global environmental treaty/ initiative/ framework

☒ Kunming-Montreal Global Biodiversity Framework

☒ Sustainable Development Goals

(8.7.2.17) Explain target coverage and identify any exclusions

We maintain an active regional target to ensure that over 80% of the wood-based materials (by volume) purchased for our operations in the EMEA region (specifically facilities in France, Germany, and the Czech Republic) is certified to PEFC. Madrid facility has both FSC and PEFC certification.

(8.7.2.19) List the actions which contributed most to achieving or maintaining this target

We prioritize sourcing PEFC-certified wood in our procurement policies and supplier engagement strategies for the EMEA region. We communicate this requirement clearly to our wood suppliers and actively seek partners who can reliably provide certified materials. We track the certification status of wood materials throughout our supply chain. This involves collecting and verifying PEFC chain-of-custody (CoC) certifications from our suppliers. We track progress against this target annually based on the aggregated purchasing volume data derived from supplier invoices. We track the volume of PEFC-certified wood purchased specifically by: 1. Requiring suppliers to clearly identify PEFC-certified materials on invoices. 2. Maintaining a centralized system to record and aggregate the volume of certified vs. non-certified wood purchases based on these invoices. 3. Regularly calculating the percentage of total wood volume purchased that is PEFC-certified. 4. Having annual audit by external third party.

(8.7.2.20) Further details of target

This target is assessed and reported annually.

Timber products

(8.7.2.1) Target reference number

☒ Forests target 2

(8.7.2.3) Target coverage

☒ Site/facility

(8.7.2.4) Commodity volume covered by target (metric tons)

☒ Total commodity volume associated with operations or locations covered by target

(8.7.2.5) Category of target & Quantitative metric

Third-party certification

☒ % of volume third-party certified

(8.7.2.7) Third-party certification scheme

Chain-of-custody certification

☒ FSC Chain-of-Custody certification (any type)

(8.7.2.8) Date target was set

02/28/2022

(8.7.2.9) End date of base year

02/28/2025

(8.7.2.10) Base year figure

83

(8.7.2.11) End date of target

12/31/2025

(8.7.2.12) Target year figure

100

(8.7.2.13) Reporting year figure

68

(8.7.2.14) Target status in reporting year

☒ Underway

(8.7.2.15) % of target achieved relative to base year

(8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Global environmental treaty/ initiative/ framework

- ☒ Kunming-Montreal Global Biodiversity Framework
- ☒ Sustainable Development Goals

(8.7.2.17) Explain target coverage and identify any exclusions

We maintain an active regional target to ensure that 100% of the wood-based materials (by volume) purchased for our operations in the Steelcase Dongguan facility are certified to FSC.

(8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

68% of wood-based materials (by volume) purchased for the Steelcase Dongguan facility were FSC Chain-of-Custody (CoC) certified, compared to 84% in the previous year. We remain committed to achieving our target of 100% FSC-certified sourcing. To close the gap, we continue to prioritize FSC-certified suppliers, support non-certified suppliers in obtaining FSC CoC certification, and monitor FSC-certified volumes through supplier documentation and internal tracking systems. During the reporting year, progress was impacted by supply chain disruptions affecting FSC-certified material availability and by operational consolidation activities that altered sourcing patterns. Despite these challenges, we will continue strengthening supplier engagement and sourcing strategies to increase FSC-certified material volumes and achieve our target.

(8.7.2.20) Further details of target

This target is assessed and reported annually.

Timber products

(8.7.2.1) Target reference number

- ☒ Forests target 3

(8.7.2.3) Target coverage

- ☒ Site/facility

(8.7.2.4) Commodity volume covered by target (metric tons)

☒ Total commodity volume associated with operations or locations covered by target

(8.7.2.5) Category of target & Quantitative metric

Third-party certification

☒ % of volume third-party certified

(8.7.2.7) Third-party certification scheme

Forest management unit/Producer certification

☒ FSC Controlled Wood certification

Chain-of-custody certification

☒ FSC Chain-of-Custody certification (any type)

(8.7.2.8) Date target was set

02/28/2024

(8.7.2.9) End date of base year

02/28/2025

(8.7.2.10) Base year figure

85

(8.7.2.11) End date of target

12/31/2025

(8.7.2.12) Target year figure

90

(8.7.2.13) Reporting year figure

92

(8.7.2.14) Target status in reporting year

☒ Achieved and maintained

(8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Global environmental treaty/ initiative/ framework

☒ Kunming-Montreal Global Biodiversity Framework

☒ Sustainable Development Goals

(8.7.2.17) Explain target coverage and identify any exclusions

The target is to achieve 90% certified wood sourcing for our Grand Rapids wood facility. This target includes both FSC Chain of Custody (CoC) and FSC Controlled Wood claims.

(8.7.2.19) List the actions which contributed most to achieving or maintaining this target

1. Requiring all laminate and veneer materials to be sourced with FSC CoC certification or FSC Controlled Wood certification. 2. Increasing the sourcing of FSC-certified wood core materials. 3. Embedding FSC requirements into supplier selection and procurement processes, prioritizing suppliers with FSC certification and verified chain-of-custody documentation. 4. Maintaining robust tracking and verification of FSC-certified volumes through supplier documentation and internal monitoring processes to ensure compliance and identify improvement opportunities. 5. Working closely with suppliers to maintain certification coverage and increase the availability of FSC-certified materials within the supply chain.

(8.7.2.20) Further details of target

This target is assessed and reported annually.

Timber products

(8.7.2.1) Target reference number

☒ Forests target 4

(8.7.2.3) Target coverage

☒ Product level

(8.7.2.4) Commodity volume covered by target (metric tons)

☒ Total commodity volume associated with operations or locations covered by target

(8.7.2.5) Category of target & Quantitative metric

Third-party certification

☒ % of volume third-party certified

(8.7.2.7) Third-party certification scheme

Forest management unit/Producer certification

☒ FSC Controlled Wood certification

Chain-of-custody certification

☒ FSC Chain-of-Custody certification (any type)

☒ FSC Recycled certification

☒ PEFC Chain-of-Custody (any type)

☒ PEFC Recycled certification

(8.7.2.8) Date target was set

11/01/2024

(8.7.2.9) End date of base year

02/28/2025

(8.7.2.10) Base year figure

0

(8.7.2.11) End date of target

12/31/2027

(8.7.2.12) Target year figure

50

(8.7.2.13) Reporting year figure

43

(8.7.2.14) Target status in reporting year

☒ Underway

(8.7.2.15) % of target achieved relative to base year

86.00

(8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Global environmental treaty/ initiative/ framework

☒ Kunming-Montreal Global Biodiversity Framework

☒ Sustainable Development Goals

(8.7.2.17) Explain target coverage and identify any exclusions

As part of our sustainable product design strategy, we have set a target to achieve over 50% of wood used in new products globally to be certified to one or more internationally recognized sustainable sourcing certification scheme by 2027, where the respective manufacturing plants have the capability to support such sourcing.

(8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

To achieve this target, we are integrating sustainable sourcing requirements into the product development process and working with suppliers to increase the availability and use of wood certified under internationally recognized schemes. We continue to strengthen data collection and tracking systems to monitor the certified wood content of new products and support informed material selection.

(8.7.2.20) Further details of target

While FSC and PEFC are the primary certification schemes referenced, the target is not limited to these; we will also recognize other credible schemes, such as SFI in the United States, as well as additional certifications suppliers may hold. This approach acknowledges the diverse efforts made by suppliers across different regions to support responsible forest management.

(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.

Table (8.8)

Category	Traceability system	Methods/tools used in traceability system	Description of methods/tools used in traceability system
Timber products	☒ Yes	☒ Chain-of-custody certification ☒ Value chain mapping ☒ Supplier engagement/communication ☒ Internal traceability system	To trace the origins of wood material, there are several methods employed by Steelcase, which include: 1. Chain-of-custody certification: Steelcase obtains Forest Stewardship Council (FSC) chain-of-custody certification and the Programme for the Endorsement of Forest Certification (PEFC) and requires our suppliers to obtain such certifications as well. 2. Value chain mapping: This method involves mapping out the upstream value chain of the wood material category. This method helps to identify potential gaps or issues in the supply chain and enables Steelcase to address them proactively. 3. Supplier engagement: This method involves engaging with suppliers at multiple tiers of the supply chain to ensure that they meet Steelcase's sustainability standards. Steelcase works with its suppliers to ensure that they have responsible sourcing policies and practices in place, and that they are aligned with Steelcase's sustainable sourcing goals. 4. Internal traceability system: This method involves tracking the journey of the wood material within Steelcase's own operations. Steelcase implements an internal traceability system that tracks the movement of wood material from the moment it enters the manufacturing process, through to the finished product. This system ensures that Steelcase can trace the origin of the wood material used in its products and identify any potential issues in the supply chain. 5. Global trade compliance team makes

			sure we comply with global trade regulations around wood and supply chain transparency such as Lacey Act.
Cattle products	☒ Yes	☒ Supplier engagement/communication ☒ Internal traceability system	At Steelcase, we communicate and engage with our suppliers in order to perform due diligence to ensure that the materials we use are sourced ethically and sustainably. This involves collecting documentation from our suppliers such as certificates of origin, certificates of compliance with local laws and regulations, and material chemistry documentations.
Rubber	☒ Yes	☒ Supplier engagement/communication ☒ Internal traceability system	At Steelcase, we communicate and engage with our suppliers in order to perform due diligence to ensure that the materials we use are sourced ethically and sustainably. This involves collecting documentation from our suppliers such as certificates of origin, certificates of compliance with local laws and regulations, and material chemistry documentations.

(8.8.1) Provide details of the point to which your organization can trace its sourced volumes.

Table (8.8.1)

Category	% of sourced volume traceable to production unit	% of sourced volume traceable to sourcing area and not to production unit	% sourced volume traceable to country/area of origin and not to sourcing area or production unit	% of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin	% of sourced volume from unknown origin	% of sourced volume reported
Timber products	67	0	27	5	0	99
Cattle products	0	0	89	11	0	100
Rubber	0	0	9	91	0	100

(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

Table (8.9)

Category	DF/DCF status assessed for this commodity	% of disclosure volume determined as DF/DCF in the	% of disclosure volume determined as DF/DCF through a third-party certification scheme	% of disclosure volume determined as DF/DCF through monitoring	% of disclosure volume determined as DF/DCF through monitoring	Is a proportion of your disclosure volume certified through a	Primary reason for not assessing DF/DCF status	Explain why you have not assessed DF/DCF status
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		reporting year	providing full DF/DCF assurance	of production unit	of sourcing area	scheme not providing full DF/DCF assurance?	
Timber products	☒ Yes, deforestation- and conversion-free (DCF) status assessed	43	28	0	15	☒ Yes	
Cattle products	☒ No, but we plan to do so within the next two years					☒ Not an immediate strategic priority	Leather accounts for a small percentage of the inputs used in Steelcase products, and we have procedures in place to ensure compliance with global trade regulations and supply chain transparency regulations. And therefore, the risks associated with deforestation and conversion of natural ecosystem of these materials are lower compared to other materials.
Rubber	☒ No, and we do not plan to do so within the next two years						

(8.9.1) Provide details of third-party certification schemes used to determine the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of the disclosure volume, since specified cutoff date.

	Third-party certification scheme providing full DF/DCF assurance	% of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance	Comment
Timber products	Chain-of-custody certification ☒ FSC Chain-of-Custody certification (any type)	13	<i>Steelcase purchases FSC CoC certified wood in facilities across all three regions.</i>
Timber products	Forest management unit/Producer certification ☒ FSC Controlled Wood	15	<i>Steelcase sources wood materials that are FSC Controlled Wood in several North American facilities.</i>

(8.9.2) Provide details of third-party certification schemes not providing full DF/DCF assurance.

Table (8.9.2)

Category	Third-party certification scheme not providing full DF/DCF assurance	% of disclosure volume certified through scheme not providing full DF/DCF assurance	Additional control methods in place to determine DF/DCF status of volumes certified through scheme not providing full DF/DCF assurance	Comment
Timber products	Chain-of-custody certification ☒ PEFC Chain-of-Custody (any type)	15	Additional control methods ☒ Sourcing area monitoring	Steelcase EMEA facilities source PEFC certified materials and keep a due diligence system to assess the risk.

(8.9.4) Provide details of the sourcing area monitoring used to determine deforestation-free (DF) or deforestation- and conversion-free (DCF) status of volumes since specified cutoff date.

Timber products

(8.9.4.1) % of disclosure volume determined as DF/DCF through monitoring of deforestation and conversion within the sourcing area

(8.9.4.2) Monitoring approach used for determining that sourcing areas have no or negligible risk of deforestation or conversion

☒ Pre-existing current and credible risk profiles/indexes

(8.9.4.3) Description of approach, including frequency of assessment

Our approach to assessing deforestation and conversion status begins with collecting sourcing origin information from our suppliers to understand where the materials come from. We then assess the risk using a purchased third-party software supplemented by using publicly available resources such as CITES, the EUDR country risk list, and Timber Trade Portal country profiles. This helps us evaluate the potential deforestation or conversion risks associated with our supply chain. We continuously update this assessment whenever new materials are introduced, and we also reconfirm sourcing information with suppliers annually to ensure we remain aware of any changes and maintain up-to-date risk evaluations. The due diligence system is third-party audited annually.

(8.9.4.4) Countries/areas of origin

☒ Italy

☒ United States of America

☒ Spain

☒ Canada

☒ Austria

☒ Germany

(8.9.4.5) Sourcing areas

St. Johann, Austria; Ontario, Canada; Michigan and Oregon, United States

(8.9.4.6) DF/DCF status is verified

☒ Yes

(8.9.4.7) Type of verification

☒ First party

(8.9.4.8) % of your disclosure volume that is both determined as DF/DCF through sourcing area monitoring and is verified as DF/DCF

15

(8.9.4.9) Explain the process of verifying DF/DCF status

By using the previously mentioned resources and tools, we are able to identify sourcing areas that are consistently listed as low risk across all profiles. Plus if the materials come from countries with high standards, strict environmental laws, and strong traceability systems, we consider these sources to be verified as deforestation-free and conversion-free.

(8.9.4.11) Use of risk classification

The profiles we use for assessment include the following: FLEGT authorization, CPI assessment, EU Timber regulation ("EUTR" or "RBUE"), EU Regulation No 995/2010 of the European Parliament, CITIES List, World Justice Project ("WJP") Rule of Law Index, CPI transparency. We identify sourcing areas that are consistently listed as low risk across all profiles. Plus, if the materials come from countries with high standards, strict environmental laws, and strong traceability systems, we consider these sources to be verified as deforestation-free and conversion-free.

(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

Table (8.10)

Category	Monitoring or estimating your deforestation and conversion footprint	Primary reason for not monitoring or estimating deforestation and conversion footprint	Explain why you do not monitor or estimate your deforestation and conversion footprint
Timber products	☒ No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years	☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	Steelcase currently does not have internal resources or expertise, nor a standardized procedure to estimate the deforestation and conversion of other natural ecosystems footprint for timber products we purchase. We understand the importance of such estimations and will be exploring the necessary expertise and resources to address this issue in coming years.
Cattle products	☒ No, and we do not plan to monitor or estimate our deforestation and conversion	☒ Not an immediate strategic priority	Leather accounts for a small percentage of the inputs used in Steelcase products, and thus, the footprint from deforestation and conversion associated with these materials are lower compared to other materials and of lower priority.

	footprint in the next two years		
Rubber	☒ No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	☒ Not an immediate strategic priority	Rubber accounts for a small percentage of the inputs used in Steelcase products, and thus, the footprint from deforestation and conversion associated with these materials are lower compared to other materials and of lower priority.

(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.

	Actions taken to increase production or sourcing of DCF volumes
Timber products	☒ No, but we plan to within the next two years
Cattle products	☒ No, and we do not plan to within the next two years
Rubber	☒ No, and we do not plan to within the next two years

(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.

(8.14.1) Assess legal compliance with forest regulations

☒ Yes, from suppliers

(8.14.2) Aspects of legislation considered

☒ Environmental protection

☒ Forest-related rules, including forest management and biodiversity conservation, where directly related to wood harvesting

(8.14.3) Procedure to ensure legal compliance

- ☒ Certification
- ☒ Supplier self-declaration

(8.14.5) Please explain

We ensure the commodities we source comply with forest regulations through several measures. First, all suppliers are required to sign our Supplier Code of Conduct, which explicitly obligates them to comply with all applicable laws and regulations. Verifying compliance is also a key part of our supplier qualification process. We collect and review origin information and require evidence of compliance with regulations such as the EUTR, Lacey Act, TSCA Title VI, and relevant chemical-related regulations. Suppliers are expected to provide supporting documentation—such as certificates, invoices with required markings, or other evidence—as part of this evaluation to demonstrate their adherence to regulatory requirements.

(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

(8.15.1) Engagement in landscape/jurisdictional initiatives

- ☒ No, we do not engage in landscape/jurisdictional initiatives, and we do not plan to within the next two years

(8.15.2) Primary reason for not engaging in landscape/jurisdictional initiatives

- ☒ Judged to be unimportant or not relevant

(8.15.3) Explain why your organization does not engage in landscape/jurisdictional initiatives

Since Steelcase does not harvest forest directly and the procurement of related products is not significant, it may be challenging to justify the necessary resources and attention toward these types of initiatives. The impact that we can have on the sustainability of the supply chain would also be limited given our position in the value chain. There are other approaches to advancing shared sustainable land use goals that are better suited to Steelcase's business model and expertise. For example, we have chosen to focus on supplier engagement, product design, and internal sustainability initiatives rather than engaging in landscape or jurisdictional initiatives.

(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?

☒ Yes

(8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains

Row 1

(8.16.1.1) Commodity

☒ Timber products

(8.16.1.2) Activities

☒ Involved in industry platforms

(8.16.1.3) Country/area

☒ United States of America

(8.16.1.4) Subnational area

☒ Not applicable

(8.16.1.5) Provide further details of the activity

We are a member of the BIFMA EUDR Task Group. This group brings together a range of stakeholders—including furniture manufacturers, the International Wood Products Association (IWPA), and the Composite Panel Association ("CPA")—to collaborate on understanding and addressing the requirements of the EUDR. Through this group, we contribute our company's and the wider industry's perspectives, share practical challenges, and propose solutions to ensure the regulation can be effectively implemented. This collaboration helps ensure that the implementation of the regulation is both achievable and realistic for businesses, while still upholding its environmental objectives. Additionally, our participation allows us to stay informed of evolving expectations and support the development of workable solutions that benefit the entire industry and contribute to global deforestation mitigation efforts.

(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

☒ Yes

(8.17.1) Provide details on your project(s), including the extent, duration, and monitoring frequency. Please specify any measured outcome(s).

Row 1

(8.17.1.1) Project reference

☒ Project 1

(8.17.1.2) Project type

☒ Natural regeneration

(8.17.1.3) Expected benefits of project

Expected benefits of project

☒ Carbon credits gained

☒ Protection of land tenure

☒ Reduction of GHG emissions

☒ Reduce/halt biodiversity loss

☒ Increase in carbon sequestration

☒ Restoration of natural ecosystem(s)

(8.17.1.4) Is this project originating any carbon credits?

☒ Yes

(8.17.1.5) Description of project

As part of our commitment to take responsibility for our ongoing emissions, we annually purchase high-quality carbon credits equivalent to our scope 1 emissions as we work to reduce them through our science-based targets. In the reporting year, we purchased credits from the Humbo Assisted Natural Regeneration Project, which focuses on restoring 2,724 hectares of degraded montane woodland in the Humbo Woreda of South-Western Ethiopia. Using Farmer Managed Natural Regeneration, a low-cost, community-led technique that encourages the regrowth of indigenous trees from existing root systems, the project enhances carbon sequestration while improving ecosystem health. Supplemental planting of native and naturalized species supports regeneration in targeted areas. The project contributes to climate mitigation, biodiversity, erosion control, and water resource restoration.

(8.17.1.6) Where is the project taking place in relation to your value chain?

☒ Project based elsewhere

(8.17.1.7) Start year

2009

(8.17.1.8) Target year

☒ Other, please specify :2035

(8.17.1.9) Project area to date (Hectares)

2724

(8.17.1.10) Project area in the target year (Hectares)

2724

(8.17.1.11) Country/Area

☒ Ethiopia

(8.17.1.12) Latitude

7

(8.17.1.13) Longitude

(8.17.1.14) Monitoring frequency

☒ Annually

(8.17.1.16) For which of your expected benefits are you monitoring progress?

☒ Carbon credits gained

☒ Reduction of GHG emissions

(8.17.1.17) Please explain

As part of our commitment to take responsibility for our ongoing emissions, we annually purchase high-quality carbon credits equivalent to our scope 1 emissions as we work to reduce them through our science-based targets. In the reporting year, we retired credits from the Humbo Assisted Natural Regeneration Project, which focuses on restoring 2,724 hectares of degraded montane woodland in the Humbo Woreda of South-Western Ethiopia. Using Farmer Managed Natural Regeneration, a low-cost, community-led technique that encourages the regrowth of indigenous trees from existing root systems, the project enhances carbon sequestration while improving ecosystem health. Supplemental planting of native and naturalized species supports regeneration in targeted areas. The project contributes to climate mitigation, biodiversity, erosion control, and water resource restoration.

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

☒ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Table (9.2)

Category	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	☒ 76-99	☒ Continuously	Water meter(s)	Water supplied by municipalities and measured using local municipality's water meter.
Water withdrawals – volumes by source	☒ 76-99	☒ Continuously	Water meter(s)	Water supplied by municipalities and measured using local municipality's water meter.
Water withdrawals quality	☒ 26-50	☒ Daily	Various test methods	Water is tested and treated with additives for use in various production and ancillary processes (i.e. paint washers, boilers, etc)
Water discharges – total volumes	☒ 76-99	☒ Continuously	Estimated using water meter	Local municipalities estimate sewer use based on water meter.
Water discharges – volumes by destination	☒ 76-99	☒ Continuously	Estimated using water meter	Local municipalities estimate sewer use based on water meter.
Water discharges – volumes by treatment method	☒ Not relevant			Discharges treated by municipality.
Water discharge quality – by standard effluent parameters	☒ 1-25	☒ Other, please specify :Varies based on location	Various test methods	Manufacturing facilities test water discharge parameters as needed if they have a permitted discharge. Examples include Kentwood sampling semiannually and Athens testing pH daily.
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	☒ Not relevant			Manufacturing facilities test water discharge parameters as needed if they have a permitted discharge. Examples include Kentwood sampling semiannually and Athens testing pH daily.
Water discharge quality – temperature	☒ Not relevant			N/A
Water consumption – total volume	☒ Not relevant			We do not consume water in our manufacturing processes.

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Table (9.2.2)

Category	Volume (megaliters)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain
Total withdrawals	306.60	☒ Lower	☒ Increase/decrease in business activity	☒ Lower	☒ Increase/decrease in efficiency	Water efficiency projects are being implemented to decrease water usage and to increase water reusage.
Total discharges	306.60	☒ Lower	☒ Increase/decrease in business activity	☒ Lower	☒ Increase/decrease in efficiency	Water efficiency projects are being implemented to decrease water usage and to increase water reusage.
Total consumption	0	☒ About the same	☒ Other, please specify :not applicable	☒ Unknown	☒ Unknown	We do not consume water in our manufacturing processes.

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

☒ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

55.2

(9.2.4.3) Comparison with previous reporting year

☒ Lower

(9.2.4.4) Primary reason for comparison with previous reporting year

☒ Increase/decrease in business activity

(9.2.4.5) Five-year forecast

☒ Lower

(9.2.4.6) Primary reason for forecast

☒ Increase/decrease in efficiency

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

18.00

(9.2.4.8) Identification tool

Identification tool used

☒ WRI Aqueduct

☒ WWF Water Risk Filter

(9.2.4.9) Please explain

Areas with water stress are referenced from the WRI Water Risk Atlas and WWF WRF map.

(9.2.7) Provide total water withdrawal data by source.

Table (9.2.7)

Category	Relevance	Please explain	Volume (megaliters)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year
Fresh surface water, including rainwater, water	☒ Not relevant	N/A			

from wetlands, rivers, and lakes

Brackish surface water/Seawater	☒ Not relevant	N/A			
Groundwater – renewable	☒ Not relevant	N/A			
Groundwater – non-renewable	☒ Not relevant	N/A			
Produced/Entrained water	☒ Not relevant	N/A			
Third party sources	☒ Relevant	Water used in manufacturing facilities is purchased from local municipalities.	306.60	☒ Lower	☒ Increase/decrease in business activity

(9.2.8) Provide total water discharge data by destination.

Table (9.2.8)

Category	Relevance	Please explain	Volume (megaliters)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year
Fresh surface water	☒ Not relevant	N/A			
Brackish surface water/seawater	☒ Not relevant	N/A			
Groundwater	☒ Not relevant	N/A			
Third-party destinations	☒ Relevant	Water is discharged to local municipalities or third party vendors for treatment before disposal.	306.60	☒ Lower	☒ Increase/decrease in business activity

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Table (9.3)

Category	Identification of facilities in the value chain stage	Total number of facilities identified	% of facilities in direct operations	Please explain
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			that this represents	
Direct operations	☒ Yes, we have assessed this value chain stage and identified facilities with substantive water-related dependencies, impacts, risks, and opportunities	9	☒ 26-50	Steelcase has completed water balance assessments for 13 facilities, representing more than 51% of direct operations. Based on these assessments, 9 facilities were identified as having substantive water-related dependencies, impacts, risks and/or opportunities. Facilities were evaluated using criteria including water consumption, operational dependence on water, wastewater generation and management, permit compliance obligations, local water stress, and water efficiency opportunities. Examples include facilities with industrial wastewater discharges requiring monitoring and management to maintain compliance with discharge limits.
Upstream value chain	☒ No, we have not assessed this value chain stage for facilities with substantive water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years			Steelcase has not yet conducted an assessment to identify supplier facilities with substantive water-related dependencies, impacts, risks and/or opportunities. Water-related risk evaluation within the upstream value chain remains an area for future development.

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Summary Table for (9.3.1)

Facility reference number	Facility name (optional)	Value chain stage	Country/Area & River basin	Located in area with water stress	Total water withdrawals at this facility (megaliters)	Withdrawals from third party sources	Discharges to third party destinations
☒ Facility 1	Dongguan Plant	☒ Direct operations	China ☒ Dong Jiang	☒ No	21.73	21.73	21.73
☒ Facility 2	Pune Plant	☒ Direct operations	India ☒ Krishna	☒ Yes	4.62	4.62	4.62
☒ Facility 3	Madrid Plant	☒ Direct operations	Spain ☒ Other, please specify :Tagus	☒ Yes	10.47	10.47	10.47
☒ Facility 4	Smith System Carrollton Plant_Building B	☒ Direct operations	United States of America ☒ Trinity River (Texas)	☒ Yes	9.37	9.37	9.37

☒ Facility 5	Reynosa Plant	☒ Direct operations	Argentina ☒ Rio Grande	☒ Yes	11.53	11.53	11.53
☒ Facility 6	Tijuana AMEX Plant	☒ Direct operations	United States of America ☒ Other, please specify :Baja California, Arroyo Tijuana	☒ Yes	4.67	4.67	4.67
☒ Facility 7	Rosenheim Plant	☒ Direct operations	Germany ☒ Danube	☒ No	3.13	3.13	3.13
☒ Facility 8	Stribro Plant	☒ Direct operations	Austria ☒ Elbe River	☒ No	2.21	2.21	2.21
☒ Facility 9	Kentwood Plant	☒ Direct operations	United States of America ☒ St. Lawrence	☒ No	41.16	41.16	41.16

Row 1

(9.3.1.1) Facility reference number

☒ Facility 1

(9.3.1.2) Facility name (optional)

Dongguan Plant

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

China

☒ Dong Jiang

(9.3.1.8) Latitude

22.86019

(9.3.1.9) Longitude

114.1312

(9.3.1.10) Located in area with water stress

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

21.73

(9.3.1.14) Comparison of total withdrawals with previous reporting year

☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

21.73

(9.3.1.21) Total water discharges at this facility (megaliters)

21.73

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

21.73

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes.

Row 2

(9.3.1.1) Facility reference number

☒ Facility 2

(9.3.1.2) Facility name (optional)

Pune Plant

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

India

☒ Krishna

(9.3.1.8) Latitude

18.75452

(9.3.1.9) Longitude

73.80573

(9.3.1.10) Located in area with water stress

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

4.62

(9.3.1.14) Comparison of total withdrawals with previous reporting year

☒ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

4.62

(9.3.1.21) Total water discharges at this facility (megaliters)

4.62

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Much higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

4.62

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes. Much higher = over 20% increase

Row 4

(9.3.1.1) Facility reference number

☒ Facility 3

(9.3.1.2) Facility name (optional)

Madrid Plant

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Spain

☒ Other, please specify :Tagus

(9.3.1.8) Latitude

40.37844

(9.3.1.9) Longitude

-3.69504

(9.3.1.10) Located in area with water stress

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

10.47

(9.3.1.14) Comparison of total withdrawals with previous reporting year

☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

10.47

(9.3.1.21) Total water discharges at this facility (megaliters)

10.47

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

10.47

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes.

Row 5

(9.3.1.1) Facility reference number

☒ Facility 4

(9.3.1.2) Facility name (optional)

Smith System Carrollton Plant_Building B

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

- ☒ Risks
- ☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

- ☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United States of America

- ☒ Trinity River (Texas)

(9.3.1.8) Latitude

32.95501

(9.3.1.9) Longitude

-96.9235

(9.3.1.10) Located in area with water stress

- ☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

9.37

(9.3.1.14) Comparison of total withdrawals with previous reporting year

- ☒ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

9.37

(9.3.1.21) Total water discharges at this facility (megaliters)

9.37

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

9.37

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes. Much lower = over 20% reduction

Row 6

(9.3.1.1) Facility reference number

☒ Facility 5

(9.3.1.2) Facility name (optional)

Reynosa Plant

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

- ☒ Risks
- ☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

- ☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Argentina

- ☒ Rio Grande

(9.3.1.8) Latitude

26.02969

(9.3.1.9) Longitude

-98.2902

(9.3.1.10) Located in area with water stress

- ☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

11.53

(9.3.1.14) Comparison of total withdrawals with previous reporting year

- ☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

11.53

(9.3.1.21) Total water discharges at this facility (megaliters)

11.53

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

11.53

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes.

Row 7

(9.3.1.1) Facility reference number

☒ Facility 6

(9.3.1.2) Facility name (optional)

Tijuana AMEX Plant

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United States of America

☒ Other, please specify :Baja California, Arroyo Tijuana

(9.3.1.8) Latitude

32.53598

(9.3.1.9) Longitude

-116.917

(9.3.1.10) Located in area with water stress

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

4.67

(9.3.1.14) Comparison of total withdrawals with previous reporting year

☒ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

4.67

(9.3.1.21) Total water discharges at this facility (megaliters)

4.67

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

4.67

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes.

Row 8

(9.3.1.1) Facility reference number

☒ Facility 7

(9.3.1.2) Facility name (optional)

Rosenheim Plant

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Germany

☒ Danube

(9.3.1.8) Latitude

47.84

(9.3.1.9) Longitude

12.08

(9.3.1.10) Located in area with water stress

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

3.13

(9.3.1.14) Comparison of total withdrawals with previous reporting year

☒ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

3.13

(9.3.1.21) Total water discharges at this facility (megaliters)

3.13

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

3.13

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes.

Row 9

(9.3.1.1) Facility reference number

☒ Facility 8

(9.3.1.2) Facility name (optional)

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Austria

☒ Elbe River

(9.3.1.8) Latitude

49.7

(9.3.1.9) Longitude

13.03

(9.3.1.10) Located in area with water stress

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

2.21

(9.3.1.14) Comparison of total withdrawals with previous reporting year

☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

2.21

(9.3.1.21) Total water discharges at this facility (megaliters)

2.21

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

2.21

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes.

Row 10

(9.3.1.1) Facility reference number

☒ Facility 9

(9.3.1.2) Facility name (optional)

Kentwood Plant

(9.3.1.3) Value chain stage

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United States of America

☒ St. Lawrence

(9.3.1.8) Latitude

42.86

(9.3.1.9) Longitude

-85.55

(9.3.1.10) Located in area with water stress

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

41.16

(9.3.1.14) Comparison of total withdrawals with previous reporting year

☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

41.16

(9.3.1.21) Total water discharges at this facility (megaliters)

41.16

(9.3.1.22) Comparison of total discharges with previous reporting year

☒ Lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

41.16

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☒ About the same

(9.3.1.29) Please explain

We do not consume water in our manufacturing processes.

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

☒ Not verified

Water withdrawals – volume by source

(9.3.2.1) % verified

☒ Not verified

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

☒ Not verified

Water discharges – total volumes

(9.3.2.1) % verified

☒ Not verified

Water discharges – volume by destination

(9.3.2.1) % verified

☒ Not verified

Water discharges – volume by final treatment level

(9.3.2.1) % verified

☒ Not verified

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

☒ Not verified

Water consumption – total volume

(9.3.2.1) % verified

☒ Not verified

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

☒ We do not have this data but we intend to collect it within two years

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	3290000000	10730593.61	Water efficiency will increase as water usage is reduced.

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
	☒ No	N/A

(9.14) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
	☒ No, but we plan to address this within the next two years	☒ Lack of internal resources, capabilities or expertise (e.g., due to organization size)	N/A

(9.15) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Table (9.15)

Category	Target set in this category	Primary reason for not setting a target in this category	Explain why you do not have a target set in this category	Science-based target set in this target category according to SBTN guidance
Water pollution	☒ No, and we do not plan to within the next two years	☒ Other, please specify :We are in compliance with all local regulations.	Steelcase manages water pollution risks through compliance with applicable wastewater discharge and environmental regulations, operational controls, and monitoring programs. Based on current operations and risk assessments, Steelcase has not established a company-wide water pollution target and does not currently plan to do so within the next two years.	

Water withdrawals	☒ Yes			☒ No, but we plan to within the next two years
Water, Sanitation, and Hygiene (WASH) services	☒ No, and we do not plan to within the next two years	☒ Not an immediate strategic priority	Steelcase provides access to water, sanitation, and hygiene services for employees in accordance with applicable regulations and workplace standards. No material risks or gaps related to WASH services have been identified that would necessitate a company-wide target at this time.	
Other	☒ Yes			

(9.15.1) Provide details of your water-related targets and the progress made.

Row 1

(9.15.1.1) Target reference number

☒ Water target 1

(9.15.1.2) Target coverage

☒ Organization-wide (direct operations only)

(9.15.1.3) Category of target & Quantitative metric

Monitoring of water use

☒ Other monitoring water use, please specify :water balance

(9.15.1.4) Date target was set

02/29/2020

(9.15.1.5) End date of base year

02/28/2020

(9.15.1.6) Base year figure

0

(9.15.1.7) End date of target year

02/27/2030

(9.15.1.8) Target year figure

20

(9.15.1.9) Reporting year figure

13

(9.15.1.10) Target status in reporting year

☒ Underway

(9.15.1.11) % of target achieved relative to base year

65

(9.15.1.12) Global environmental treaties/initiatives/frameworks aligned with or supported by this target

None, alignment not assessed

☒ None, alignment not assessed

(9.15.1.13) Explain target coverage and identify any exclusions

This target covers all direct operations.

(9.15.1.14) Plan for achieving target, and progress made to the end of the reporting year

We are collecting data from utility bills and Operations personnel through interviews and emails. We will continue to communicate with Operations personnel and leadership to share the water balance results with visual graphics. At the end of the reporting year, we had completed water balance results for 13 manufacturing facilities.

(9.15.1.18) Further details of target

Through this target, we aim to conduct water balance analyses for manufacturing facilities and consider water recycling options for facilities in water-stressed areas.

Row 2

(9.15.1.1) Target reference number

☒ Water target 2

(9.15.1.2) Target coverage

☒ Organization-wide (direct operations only)

(9.15.1.3) Category of target & Quantitative metric

Water consumption

☒ Reduction in total water consumption

(9.15.1.4) Date target was set

02/29/2020

(9.15.1.5) End date of base year

02/28/2020

(9.15.1.6) Base year figure

101181140

(9.15.1.7) End date of target year

02/27/2030

(9.15.1.9) Reporting year figure

80982478

(9.15.1.10) Target status in reporting year

☒ Underway

(9.15.1.12) Global environmental treaties/initiatives/frameworks aligned with or supported by this target

None, alignment not assessed

☒ None, alignment not assessed

(9.15.1.13) Explain target coverage and identify any exclusions

The target includes all direct operations with a particular focus on manufacturing facilities with opportunities to implement water reuse projects.

(9.15.1.14) Plan for achieving target, and progress made to the end of the reporting year

We are monitoring and reporting the measurement monthly or quarterly (depending on billing cadence), and continue engagement efforts with Operations personnel. At the end of the reporting year, we have achieved a 20% reduction compared to the base year.

(9.15.1.18) Further details of target

This target is to improve water use efficiency to reduce global water consumption in operations and continue to manage the quality of discharged wastewater.

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

☒ Education & awareness

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	☒ No

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

☒ Yes (partial assessment)

(11.4.2) Comment

In the reporting year, Steelcase used ArcGIS to map all in-boundary direct operations sites and assess their proximity to KBAs. By overlaying our facility locations with the WWF's Biodiversity Risk Filter and TNFD's A9.0 global metric for KBAs, we identified nine sites in moderate- to high-risk zones for potential biodiversity impacts. Moderate risk indicates a >0-10% overlap with a KBA, while high risk indicates >10-50% overlap with a KBA. Due to data constraints, the number of hectares covered by these sites was unknown. We recognize the importance of understanding the relationship between our operations and KBAs. While we have not yet completed a comprehensive assessment of proximity or overlap, we acknowledge that further evaluation is needed to determine whether any of our activities in or near KBAs may pose risks to biodiversity. This analysis focused solely on direct operations within the reporting year and serves as a foundation for integrating biodiversity considerations into our broader sustainability strategy.

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	☒ Yes

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Product footprint

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☒ Other climate change verification standard, please specify :ISO 14025, ISO 14040, ISO 14044

(13.1.1.4) Further details of the third-party verification/assurance process

Steelcase's product lifecycle assessments, used to calculate emissions from multiple scope 3 emissions categories, are third-party verified by NSF International to the following standards: ISO 14025, ISO 14040, ISO 14044.

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Director, Sustainability

(13.3.2) Corresponding job category

☒ Environment/Sustainability manager

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub to facilitate collective action in priority basins.

☒ No

