COMMUNICATION ON PROGRESS QUESTIONNAIRE	Steelcase	No. of questions 48/48

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select.ⓘ

03/2024 - 02/2025

CEO Statement of Continued Support ︿

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Steelcase reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

C1. Please complete the following information:

CEO/Highest-level executive name:	Sara Armbruster
CEO/Highest-level executive full title:	President and CEO
Company name:	Steelcase Inc.

C2. Please confirm:

◯	I am the CEO or highest-level executive.
✓	I have received permission to sign on behalf of the CEO or highest-level executive.

C2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Becky Haney

Success Stories & Future Priorities

S1. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which your company is particularly proud?

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply) ⓘ

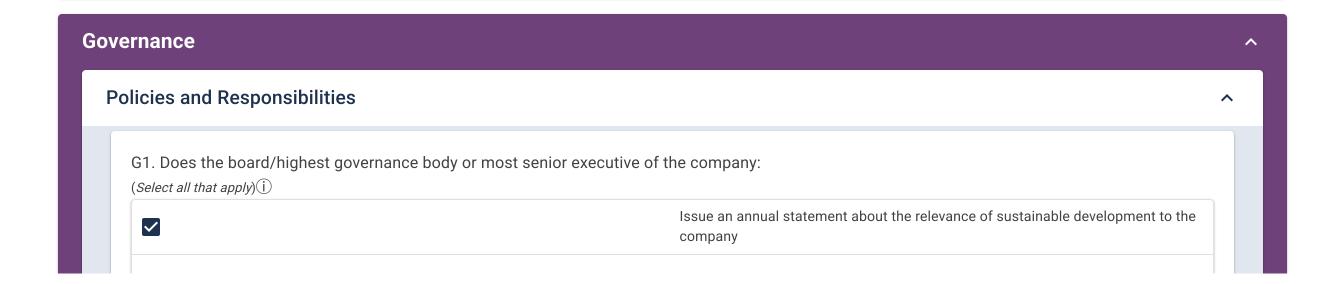|	
☐	Governance
☐	Human Rights
☐	Labour
☑	Environment
☐	Anti-Corruption

S1A. Please provide a link and/or provide additional information:

To meet the challenges of the climate crisis, we are leading with possibility, making bold choices and taking decisive action on our path to a net-zero future. Our aspiration is to transform the way we do business now and into the future. Our commitment to building a net-zero future cuts carbon emissions over 90% by 2050 throughout our entire value chain which encompasses what we make (our products), how we make them (our operations) and the ways we deliver them (our transportation). Our long history of commitment to the planet laid the foundation for greater impact through collective action. The progress we've made creates a world of possibilities for the future. https://www.steelcase.com/research/articles/topics/people-planet/our-path-to-net-zero/

(Optional) Please upload an outcome-focused document:

STEELCASE NET ZERO TRANSITION PLAN 2024.PDF

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply) ⓘ

☐	Governance
☑	Human Rights
☐	Labour
☑	Environment
☐	Anti-Corruption
☐	None

Governance ⌃

Policies and Responsibilities ⌃

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) ⓘ

☑	Issue an annual statement about the relevance of sustainable development to the company

☑	Issue an annual statement that addresses impacts on both people and the environment
☑	Issue an annual statement highlighting a zero tolerance for corruption
☑	Sign off on organizational sustainability targets
☑	Supervise Environmental, Social, and Governance reporting
☑	Regularly review potential risks related to the business model
☐	None of the above

G1A. (Optional) Please provide additional information:

Our CEO issues an annual statement that addresses impacts on both people and the environment in our Corporate Sustainability Report (our annual Impact Report). Oversight of environmental, social and governance matters, including sustainability targets, is within the scope of the Nominating and Corporate Governance Committee of our Board of Directors - see Section IV. G. 4. of the Nominating and Corporate Governance Committee's Charter. See page 17 of our 2025 Proxy Statement for a discussion of risk oversight by our Board of Directors and its committees. 2025 Proxy Statement: https://s27.q4cdn.com/997547422/files/doc_financials/2025/ar/2025-proxy-statement-FINAL-FOR-PRINT.pdf Nominating and Corporate Governance Committee Charter rev 2021: https://www.steelcase.com/content/uploads/2021/07/14July2021-NCGC-Charter.pdf

G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line) ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	○	○	○	○	✓
Labour Rights/Decent Work	○	○	○	○	✓
Environment	○	○	○	○	✓
Anti-Corruption	○	○	○	○	✓

G2A. (Optional) Please provide additional information:

Anti-Bribery and Anti-Corruption Policy: https://www.steelcase.com/resources/documents/anti-bribery-anti-corruption-policy/ Anti-Slavery and Human Trafficking Statement: https://www.steelcase.com/resources/documents/steelcase-limited-modern-slavery-statement/ Code of Business Conduct: https://www.steelcase.com/resources/documents/code-business-conduct/ Global Business Standards: https://www.steelcase.com/resources/documents/global-business-standards/ Global Human and Labor Rights Policy: https://www.steelcase.com/global-human-labor-rights-policy/ Harassment Prevention Policy: https://www.steelcase.com/resources/documents/global-harassment-policy-en/ Supplier Code of Conduct: https://www.steelcase.com/resources/documents/supplier-code-conduct/ Global Environmental, Health and Safety Compliance Policy: https://www.steelcase.com/resources/documents/global-ehs-compliance-policy/ Anti-Slavery Anti-Human Trafficking Statement rev 2023: https://www.steelcase.com/resources/documents/steelcase-limited-modern-slavery-statement/ Environmental Sustainability Policy Statement rev Aug 2024: https://www.steelcase.com/resources/documents/steelcase-global-environmental-policy-statement/ Global Human and Labor Rights Policy: https://www.steelcase.com/global-human-labor-rights-policy/ Environmental, Design for Environment & Conflict Minerals Policy rev 2022: https://storage.googleapis.com/one-report-prod-external/148/d1eee148-bbb7-44e8-af4b-b9312c3c5ad9 IT Acceptable Use Policy Global rev 2023: https://storage.googleapis.com/one-report-prod-external/148/a512b88e-8660-4f98-8213-703020d24686 Code of Ethics Chief Executives and Senior Financial

Officers rev 2004: https://www.steelcase.com/content/uploads/2015/06/CodeofEthicsChiefExecutiveandSeniorFinancialOfficers.pdf Global EHS Compliance Policy rev 2020: https://www.steelcase.com/content/uploads/2020/02/41-Global-EHS-Compliance-Policy_Disclosure-of-Violations-Statement-2020.pdf

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) ⓘ

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	○	○	○	○	✓
Labour Rights/Decent Work	○	○	○	○	✓
Environment	○	○	○	○	✓
Anti-Corruption	○	○	○	○	✓

G3A. (Optional) Please provide additional information:

The Nominating and Corporate Governance Committee (NCGC) of the Board has the oversight responsibility for all E, S, G areas. The NCGC charter is available here: https://www.steelcase.com/discover/information/corporate-governance-overview/#committee-composition-charters_nominating-corporate-governance The Audit Committee of the Board has oversight of anti-corruption. The Audit Committee charter is available here: https://www.steelcase.com/discover/information/corporate-governance-overview/#committee-composition-charters_audit

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per line) ⓘ

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights	○	○	○	○	✓
Labour Rights / Decent Work	○	○	○	○	✓
Environment	○	○	○	○	✓
Anti-Corruption	○	○	○	○	✓

G3.1A (Optional) Please provide additional information:

The Nominating and Corporate Governance Committee (NCGC) of the Board has the oversight responsibility for all E, S, G areas. The NCGC charter is available here: https://www.steelcase.com/discover/information/corporate-governance-overview/#committee-composition-charters_nominating-corporate-governance The Audit

Committee of the Board has oversight of anti-corruption. The Audit Committee charter is available here: https://www.steelcase.com/discover/information/corporate-governance-overview/#committee-composition-charters_audit

Prevention ∧

G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?
(Select one answer option per line) ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	○	○	○	○	○	✓
Labour rights risks	○	○	○	○	○	✓
Environmental risks	○	○	○	○	○	✓
Corruption risks	○	○	○	○	○	✓

G4A. (Optional) Please provide additional information:

The Nominating and Corporate Governance Committee (NCGC) of the Board has the oversight responsibility for all E, S, G areas. The NCGC charter is available here: https://www.steelcase.com/discover/information/corporate-governance-overview/#committee-composition-charters_nominating-corporate-governance The Audit Committee of the Board has oversight of anti-corruption. The Audit Committee charter is available here:

https://www.steelcase.com/discover/information/corporate-governance-overview/#committee-composition-charters_audit Enterprise Risk Management reports quarterly to the Audit Committee.

G4.1. As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?

(Select one answer option per line)ⓘ

	Yes	No
Human rights risks	☑	○
Labour rights risks	☑	○
Environmental risks	☑	○
Corruption risks	☑	○

G4.1A. (Optional) Please provide additional information:

Supplier Code of Conduct: https://www.steelcase.com/resources/documents/supplier-code-conduct/ Annual Conflict Minerals Report to SEC.

G5. Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer option per line)ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (including suppliers, consumers, communities, other business relationships)
Human rights risks	○	○	○	●	○
Labour rights risks	○	○	○	●	○
Environmental risks	○	○	○	●	○
Corruption risks	○	○	○	●	○

G5.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer option per line)ⓘ

	Yes	No
Human rights risks	●	○
Labour rights risks	●	○
Environmental risks	●	○
Corruption risks	●	○

G5.1A. (Optional) Please provide additional information:

We adhere to our Global Human and Labor Rights Policy and require our suppliers to adhere to the Steelcase Supplier Code of Conduct, which provide guidelines and standards for promoting and protecting human rights within our operations and supply chain. We also prioritize continuous improvement on human rights topics through several initiatives. The open-door policy encourages employees to raise concerns and seek support regarding human rights issues. The integrity line provides a confidential channel for reporting any potential violations or unethical behavior related to human rights. Additionally, we utilize employee surveys as a mechanism to gather feedback and assess the effectiveness of our policies and practices related to human rights. This allows us to identify areas for improvement and take proactive measures to address any concerns. We have recently purchased supplier vetting tools to screen our suppliers on due diligence topics including human rights issues. The software screening process covers global sanctions list and other information on our suppliers including human rights issues.

Concerns and Grievance Mechanisms ^

G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?
(Select one answer option per line) ⓘ

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human Rights	○	○	○	✓
Labour Rights / Decent Work	○	○	○	✓
Environment	○	○	○	✓
Anti-Corruption	○	○	○	✓

G6A. (Optional) Please provide additional information:

The Steelcase Integrity Helpline is available to Steelcase employees and stakeholders around the world. If someone has an ethical/compliance question or company policy inquiry they can confidentially use the integrity.steelcase.com website or connect by phone, both are available in multiple language options for different countries around the globe.

G6.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.
(Select one answer option per line) ⓘ

	Yes	No
Is the process communicated to all employees/workers in local languages?	✓	○
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?	✓	○
Is the process confidential (e.g., whistleblowing process)?	✓	○
Are there processes in place to avoid retaliation?	✓	○
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?	✓	○
Other (Please provide additional information)	○	✓

G6.1A. (Optional) Please provide additional information:

Open Door Policy: https://www.steelcase.com/resources/documents/steelcase-open-door-policy/ Integrity Help Line Policy rev 2021: https://www.steelcase.com/content/uploads/2021/01/Integrity-Help-Line.pdf Can contact either the legal or human resources department.

Tracking Action Effectiveness ⌃

G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?

(Select one answer option per line)ⓘ

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Human Rights	○	○	✓	○
Labour Rights/Decent Work	○	○	✓	○
Environment	○	○	✓	○
Anti-Corruption	○	○	✓	○

Executive Pay ⌃

G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line) ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	○	○	✓
Labour Rights / Decent Work	✓	○	○
Environment	✓	○	○
Anti-Corruption	✓	○	○

G8A. (Optional) Please provide additional information:

A portion of the FY25 Management Incentive Plan annual bonus was earned based on DEI objectives. Refer to pages 38 and 40-24 in the FY25 proxy statement. 2025 Proxy Statement: https://s27.q4cdn.com/997547422/files/doc_financials/2025/ar/2025-proxy-statement-FINAL-FOR-PRINT.pdf

Leadership Composition ^

G9. Please provide details regarding the company's board/highest governance body. ⓘ

(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros. For '**Male, Female, Other**', '**Under 30 years old, 30-50 years old, Above 50 years old**' and '**Executive, Independent**' please enter only whole numbers from 0 to 100, inclusive ensuring the values in the column sum to 100 to move on.)

(Text box with option for 'Not applicable')

	Known	Number (Please input a whole number)	Not applicable
Total number of board members (#)	✓	10	○

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Male (%)	✓	40	○
Female (%)	✓	60	○
Other (%)	○		✓

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Under 30 years old (%)	○		✓
30-50 years old (%)	○		✓

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Above 50 years old (%)	✓	100	○

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or vulnerable groups (%)	✓	20	○

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Executive (%)	✓	10	○
Independent (%)	✓	90	○

G9A. (Optional) Please provide additional information:

> 2025 Proxy Statement: https://s27.q4cdn.com/997547422/files/doc_financials/2025/ar/2025-proxy-statement-FINAL-FOR-PRINT.pdf

G10. Within the reporting period, what was the percentage of women in managerial positions?

(Select one answer option per line, if 'Known', include the value. Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Percentage of women (%) (Please input a whole number e.g., 50% = 50)	Unknown
Managerial positions	✅	46	⭘

G10A. (Optional) Please provide additional information:

> 45.92 % including directors, managers, supervisors and VPs.

G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?

(Select all that apply for each line) ⓘ

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Executive Officer	☑	☐	☐	☐	☐

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Financial Officer	☐	☑	☐	☐	☐
Chief Procurement Officer	☐	☑	☐	☐	☐
Chief Technology Officer	☐	☑	☐	☐	☐
Chief Marketing Officer	☐	☑	☐	☐	☐
Chief Operations Officer	☐	☑	☐	☐	☐
Chief Sustainability Officer	☐	☐	☐	☑	☐
Chief Legal Officer/General Counsel	☑	☐	☐	☐	☐
Chief Human Resources Officer	☑	☐	☐	☐	☐
Other (Please provide additional information)	☐	☐	☐	☑	☐

Data Assurance ^

G12. Do you produce sustainability reporting according to:
(Select all that apply) ⓘ

☑ National/local regulation on sustainability

☑	Security exchange regulations
☐	Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
☑	Global Reporting Initiative (GRI)
☑	Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
☐	International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
☐	Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
☑	Task Force on Climate-related Financial Disclosures (TCFD)
☑	Carbon Disclosure Project (CDP)
☑	Science Based Targets initiative (SBTi)
☐	Other voluntary frameworks (Please provide additional information)
☐	No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G13. Is some or all of the information disclosed in this questionnaire assured by a third-party?

(Select one that applies) ⓘ

☑	Yes
◯	No

G13A. Yes (Please provide additional information):

> GHG Scope 1, 2, and 3 emissions are assured by a third-party. See verification certificate on our ESG Data Center website:
> https://www.steelcase.com/people+planet/esg-data-center

Human Rights and Labour ⌃

Materiality ⌃

HR/L1. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?
(Select all that apply) ⓘ

☐	Freedom of association and the right to collective bargaining
☑	Child labour
☑	Forced labour
☑	Non-discrimination in respect of employment and occupation
☑	Safe and healthy working environment
☑	Wages
☐	Working hours

☑	Gender equality and women's rights
☐	Freedom of expression
☑	Digital security and privacy
☐	Product and service end-user rights
☑	Security arrangements
☐	Right to clean and healthy environment: pollution, water, air, and land
☐	Land rights and rights of Indigenous Peoples
☑	Rights of vulnerable groups and minorities
☑	Raw material sourcing
☐	Other

HR/L1A. (Optional) Please provide additional information:

These topics were identified as medium to high priority topics from our 2023 Double Materiality Assessment. The process and list of material topics can be found in the GRI disclosures 3-1 and 3-1, available on the Steelcase ESG Data Center. https://www.steelcase.com/people+planet/esg-data-center/#our-esg-reporting-strategy

HR/L1.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain.

(Select all that apply, maximum six)

☐	Freedom of association and the right to collective bargaining

☑	Child labour
☑	Forced labour
☑	Non-discrimination in respect of employment and occupation
☑	Safe and healthy working environment
☐	Wages
☐	Working hours
☐	Gender equality and women's rights
☐	Freedom of expression
☐	Digital security and privacy
☐	Product and service end-user rights
☐	Security arrangements
☐	Right to clean and healthy environment: pollution, water, air, and land
☐	Land rights and rights of Indigenous Peoples
☑	Rights of vulnerable groups and minorities
☑	Raw material sourcing
☐	Other

Commitment

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value)ⓘ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)
Freedom of association and the right to collective bargaining	○	○	●	○	2021
Child labour	○	○	●	○	2021
Forced labour	○	○	●	○	2021
Non-discrimination in respect of employment and occupation	○	○	●	○	2021
Safe and healthy working environment	○	○	●	○	2021
Gender equality and women's rights	○	○	●	○	2021

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)
Rights of vulnerable groups and minorities	○	○	✓	○	2021
Raw material sourcing	○	○	✓	○	2021

HR/L2A. (Optional) Please provide additional information:

See the Steelcase Global Human and Labor Rights Policy published on our website: https://www.steelcase.com/global-human-labor-rights-policy/

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

2024_STEELCASE_IMPACT_REPORT PUBLISHED.PDF

HR/L2.1. For each human rights & labour rights policy commitment, is it:

(Select all that apply for each line) ⓘ

	Aligned with international human rights/labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights/labour rights expertise from inside and/or outside the company	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	☑	☑	☑	☑	☑	☑	☑	☐
Child labour	☑	☑	☑	☑	☑	☑	☑	☐
Forced labour	☑	☑	☑	☑	☑	☑	☑	☐
Non-discrimination in respect of employment and occupation	☑	☑	☑	☑	☑	☑	☑	☐
Safe and healthy working environment	☑	☑	☑	☑	☑	☑	☑	☐
Gender equality and women's rights	☑	☑	☑	☑	☑	☑	☑	☐
Rights of vulnerable	☑	☑	☑	☑	☑	☑	☑	☐

groups and minorities								
Raw material sourcing	☑	☑	☑	☑	☑	☑	☑	☐

HR/L2.1A. (Optional) Please provide additional information:

See the Steelcase Global Human and Labor Rights Policy published on our website: https://www.steelcase.com/global-human-labor-rights-policy/

HR/L2.2. Does the company's policy on freedom of association and collective bargaining:
(Select all that apply) ⓘ

☑	Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of anti-union discrimination
☑	Prohibit any acts of interference in trade unions
☑	Facilitate collective bargaining with the trade union representatives
☑	Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations
☑	Reference the respect for the right of workers to submit grievances without suffering
☐	We do have a policy on freedom of association or collective bargaining but it does not include any of these details

HR/L2.2A. (Optional) Please provide additional information:

See "Freedom of Association and Collective Bargaining" section in the Steelcase Global Human and Labor Rights Policy published on our website: https://www.steelcase.com/global-human-labor-rights-policy/

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?
(Select all that apply) ⓘ

☑	Yes, by providing more favourable conditions related to wages
☑	Yes, by providing more favourable conditions related to working hours
☑	Yes, by providing more favourable conditions related to health coverage and/or sick leave
☑	Yes, by providing additional rights not otherwise provided (Please provide additional information)
☐	There is (are) no existing collective bargaining agreement(s)
☐	No

HR/L2.3A. Yes, by providing additional rights not otherwise provided (Please provide additional information):

Global Human and Labor Rights Policy: https://www.steelcase.com/global-human-labor-rights-policy/

Prevention ^

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line) ⓘ

	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing /mitigating the risks/impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question
Freedom of association and the right to collective bargaining	☐	☐	☐	☐	☐	☑
Child labour	☐	☐	☐	☐	☐	☑
Forced labour	☐	☐	☐	☐	☐	☑
Non-discrimination in respect of employment and occupation	☐	☐	☐	☐	☐	☑
Safe and healthy working environment	☐	☐	☐	☐	☐	☑
Gender equality and women's rights	☐	☐	☐	☐	☐	☑
Rights of vulnerable groups and minorities	☐	☐	☐	☑	☐	☑
Raw material sourcing	☐	☑	☐	☐	☐	☑

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select all that apply for each line) ⓘ

	No action within reporting period	Provided internal training/ capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	☐	☑	☐	☐	☐	☐	☐
Child labour	☐	☑	☐	☐	☐	☐	☐
Forced labour	☐	☑	☐	☐	☐	☐	☐
Non-discrimination in respect of employment and occupation	☐	☑	☐	☐	☐	☐	☐
Safe and healthy working environment	☐	☑	☐	☐	☐	☐	☐
Gender equality and women's rights	☐	☑	☑	☑	☑	☐	☐

	No action within reporting period	Provided internal training/ capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Rights of vulnerable groups and minorities	☐	☑	☑	☐	☑	☐	☐
Raw material sourcing	☐	☑	☐	☐	☐	☐	☐

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line) ⓘ

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	○	●	○	○	○
Child labour	○	●	○	○	○
Forced labour	○	●	○	○	○

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Non-discrimination in respect of employment and occupation	○	✓	○	○	○
Safe and healthy working environment	○	✓	○	○	○
Gender equality and women's rights	○	✓	○	○	○
Rights of vulnerable groups and minorities	○	✓	○	○	○
Raw material sourcing	○	✓	○	○	○

HR/L4.1A. (Optional) Please provide additional information:

The company is currently in the process of measuring our due diligence in the most transparent way to meet both our investor and regulatory needs. Additionally, the company believes in protecting people and planet, hence we are taking steps to improve plans/process to address labor rights topics. Our new supplier vetting software helps us to screen suppliers to many global labor acts. Additionally, we are also doing supplier data mapping to identify and mitigate risks before we engage with suppliers from a business standpoint. We have started to define a process and track data related to forced and child labor in our supply chain starting this fiscal year as part of our responsible supply chain goal and regulatory needs.

Response and Reporting ⌃

HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour topic(s)?

(Select one answer per line)ⓘ

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Freedom of association and the right to collective bargaining	✓	○	○	○
Child labour	✓	○	○	○
Forced labour	✓	○	○	○
Non-discrimination in respect of employment and occupation	✓	○	○	○
Safe and healthy working environment	✓	○	○	○
Gender equality and women's rights	✓	○	○	○
Rights of vulnerable groups and minorities	✓	○	○	○
Raw material sourcing	✓	○	○	○

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period?ⓘ

(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage. Please refer to the CoP guidebook for additional information on the average gender pay gap formula.

	Unknown	Choose to not disclose
Average Gender Pay Gap (%) - (Please input answer as a whole number e.g., 95% = 95)	99	○	○

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees? ⓘ

(Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period. The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.

	Unknown	Choose to not disclose
Rate of work-related accidents (Please input a whole number):	1	○	○

HR/L7A. (Optional) Please provide additional information:

Formula for Injury Rate = (# injuries * 200,000) / total hours worked. (125 injuries*200,000)/21,041,713 hours worked = 1.19, globally.

HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.ⓘ

Some practical actions from Steelcase included extensive review of current policies and standards, including the UN Compact. That policy review updated our position on Human Rights principles and helped inform our revision of our supply code of conduct. That new supplier code was published in FY23. The aim was to incorporate as much as possible the expectations and standards of the UN Compact and other relevant guidance. We also engaged an external consultant to review

our new code against the state of the market. We believe our Human and Labor Rights policy and Supplier Code of Conduct reflect the values and expectations of the UN Compact. Additionally, this year, we have purchased a new supplier vetting software to screen our suppliers to human rights and other due diligence needs that addresses forced labor and child labor. We will be reporting on the data in the next 1 -2 years.

Environment

Commitment

E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value) ⓘ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (YYYY)
Climate change	○	○	✓	○	2022
Water	○	○	✓	○	2022
Oceans	✓	○	○	○	

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (YYYY)
Nature and biodiversity	○	○	●	○	2022
Air pollution	○	○	●	○	2022
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	○	○	●	○	2022
Energy & resource use	○	○	●	○	2022
Other environmental topic(s) (Please provide additional information)	○	○	○	●	

E1A. (Optional) Please provide additional information:

Global environmental policy statement: https://www.steelcase.com/resources/documents/steelcase-global-environmental-policy-statement/

E1.1. For each environmental policy commitment, is it:

(Select all that apply for each line) ⓘ

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and/or outside the company	Other (Please provide additional information)
Climate change	☑	☑	☑	☑	☑	☑	☑	☐
Water	☑	☑	☑	☑	☐	☐	☑	☐
Nature and biodiversity	☑	☑	☑	☑	☐	☐	☑	☐
Air pollution	☑	☑	☑	☑	☐	☐	☑	☐
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☑	☑	☑	☑	☑	☐	☐	☐
Energy & resource use	☑	☑	☑	☑	☑	☑	☑	☐

E1.1A. (Optional) Please provide additional information:

Environmental Sustainability Policy Statement rev Aug 2024: https://www.steelcase.com/resources/documents/steelcase-global-environmental-policy-statement/
Supplier Code of Conduct: https://www.steelcase.com/resources/documents/supplier-code-conduct/

Prevention ⌃

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select all that apply for each line) ⓘ

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	☑	☐	☐	☐	☐	☐	☐
Water	☑	☐	☐	☐	☐	☐	☐
Oceans	☑	☐	☐	☐	☐	☐	☐
Nature and biodiversity	☑	☐	☐	☐	☐	☐	☐
Air pollution	☑	☐	☐	☐	☐	☐	☐
Waste (e.g., chemical spills, solid waste,	☑	☐	☐	☐	☐	☐	☐

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
hazardous, plastic, etc.)							
Energy & resource use	☑	☐	☐	☐	☐	☐	☐
Other environmental topic(s)	☑	☐	☐	☐	☐	☐	☐

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) ⓘ

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	☐	☑	☑	☑	☑	☑	☐
Water	☐	☑	☐	☑	☑	☑	☐

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Oceans	☑	☐	☐	☐	☐	☐	☐
Nature and biodiversity	☐	☐	☐	☐	☑	☑	☐
Air pollution	☐	☑	☑	☑	☑	☑	☐
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☐	☑	☑	☑	☑	☑	☐
Energy & resource use	☐	☑	☑	☑	☑	☐	☐
Other environmental topic(s)	☑	☐	☐	☐	☐	☐	☐

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer option per line)ⓘ

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	○	○	○	●	○
Water	○	○	○	●	○
Nature and biodiversity	○	●	○	○	○
Air pollution	○	○	○	●	○
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	○	○	○	●	○
Energy & resource use	○	○	○	●	○

E3.1A. (Optional) Please provide additional information:

For plants that have compliance mandated air emission limits, we keep the necessary documentation to demonstrate compliance. These mandates vary from a permit stating the compliance limit to a plant complying with Federal, State or Local regulatory limits. Because these requirements and required documentation are a compliance requirement, we do not share this information. However, the Impact Report speaks of our meeting compliance obligations.

E3.1.1. (Optional) For relevant environmental topics for which the company sets timebound goals/targets, what targets has the company set?

(Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.) ⓘ

Climate change	See 2025 Impact Report.
Water	See 2025 Impact Report.
Air pollution	For plants that have compliance mandated air emission limits, we keep the necessary documentation to demonstrate compliance. These mandates vary from a permit stating the compliance limit to a plant complying with Federal, State or Local regulatory limits. Because these requirements and required documentation are a compliance requirement, we do not share this information. However, the Impact Report speaks of our meeting compliance obligations.
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	See 2025 Impact Report.
Energy & resource use	See 2025 Impact Report.

E3.1.1A. (Optional) Please provide additional information:

2025 Impact Report is available on the Steelcase ESG Data Center: https://www.steelcase.com/people+planet/esg-data-center/

E3.1.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?

(Select all that apply for each line) ⓘ

	Progress is not tracked	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Climate change	☐	☑	☑	☑	☐
Water	☐	☑	☑	☑	☐
Air pollution	☐	☑	☑	☑	☐
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☐	☑	☑	☑	☐
Energy & resource use	☐	☑	☑	☑	☐

E3.1.2A. (Optional) Please provide additional information:

Targets and progress are available in the 2025 Impact Report available on the Steelcase ESG Data Center: https://www.steelcase.com/people+planet/esg-data-center/

E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer option per line) ⓘ

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Climate change	○	○	✓	○
Water	○	○	✓	○
Oceans	✓	○	○	○
Nature and biodiversity	✓	○	○	○
Air pollution	○	○	✓	○
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	○	○	✓	○
Energy & resource use	○	○	✓	○
Other environmental topic(s)	✓	○	○	○

Climate Action ⌃

E5. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?

(Text box with option for "No targets set") ⓘ

	Known	Baseline year (YYYY)	Target year (YYYY)	No targets set
Scope 1 targets validated by a third-party	✓	2020	2030	○
Scope 2 targets (market-based) validated by a third-party	✓	2020	2030	○
Scope 2 targets (location-based) validated by a third-party	✓	2020	2030	○
Scope 3 targets validated by a third-party	✓	2020	2030	○
Set targets are not validated by a third-party	○			✓

E5A. (Optional) Please provide additional information:

Climate science is the foundation of our net-zero commitment. And the science is clear: To avoid the worst impacts of climate change, we must limit global temperature rise to 1.5°C above pre-industrial levels by halving global carbon emissions by 2030 and reaching net zero by 2050. To align our commitments with science, we chose to set science-based targets validated by the Science Based Targets initiative (SBTi). This means we are committed to reduce our emissions in line with a 1.5°C pathway, the most ambitious objective of the Paris Agreement. The magnitude of this commitment for Steelcase cannot be overstated. While our near-term targets primarily require us to reduce emissions within our owned and controlled operations, our net-zero commitment covers our entire value chain. It will require not only deep cross-collaboration within our company but also with our suppliers and other value chain stakeholders. In short, to reach net zero, we must transform how we do business.

E5.1. Within the reporting period, did the company measure Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ
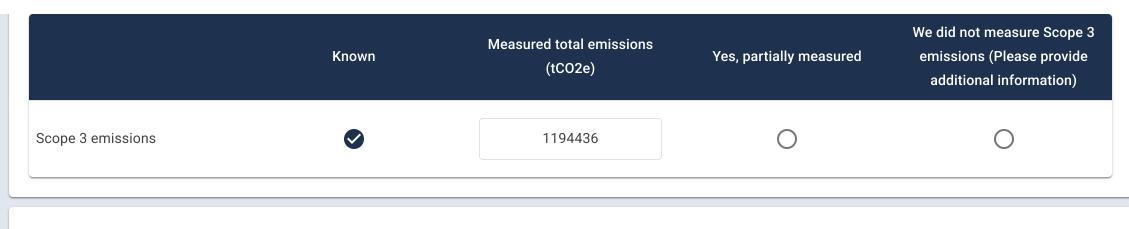
	Known	Measured Total Emissions (tCO2e)	We did not measure our gross emissions
Scope 1 emissions	✓	32542	○
Scope 2 (market-based) emissions	✓	53304	○
Scope 2 (location-based) emissions	✓	0	○

E5.1A. (Optional) Please provide additional information:

Scope 1 includes direct greenhouse gas emissions from the combustion of fuels (e.g. natural gas, gasoline, propane, diesel, etc.) for steam production, heating, manufacturing applications and transportation of vehicles owned or controlled by Steelcase. Scope 2 includes indirect greenhouse gas emissions from use of purchased electricity, which powers production lines, lighting, and HVAC systems.

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?
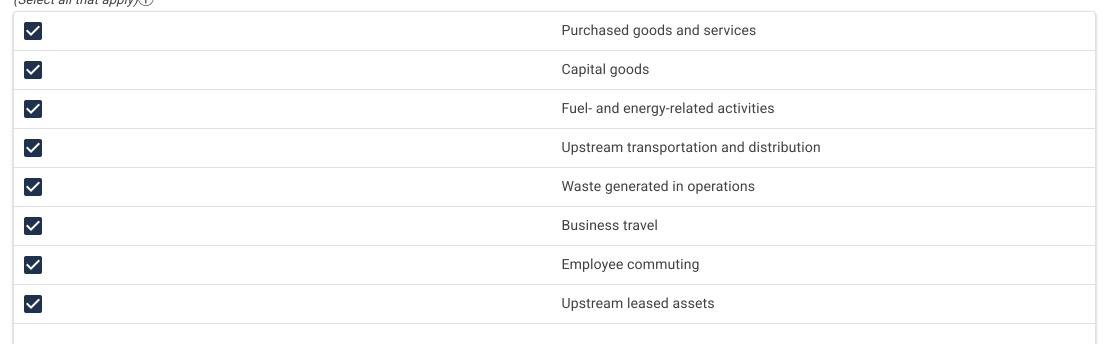
(Select one answer per line, if "Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Measured total emissions (tCO2e)	Yes, partially measured	We did not measure Scope 3 emissions (Please provide additional information)
Scope 3 emissions	✓	1194436	○	○

E6A. (Optional) Please provide additional information:

1,194,436 mtonCO2e

E6.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?
(Select all that apply) ⓘ

☑	Purchased goods and services
☑	Capital goods
☑	Fuel- and energy-related activities
☑	Upstream transportation and distribution
☑	Waste generated in operations
☑	Business travel
☑	Employee commuting
☑	Upstream leased assets

☑	Downstream transportation and distribution
☐	Processing of sold products
☑	Use of sold products
☑	End-of-life treatment of sold products
☑	Downstream leased assets
☐	Franchises
☑	Investments
☐	Other - upstream
☐	Other - downstream

E6.1A. (Optional) Please provide additional information:

We only sell finished products; therefore, Category 10 (processing of sold products) is not relevant to Steelcase. Additionally, we do not franchise; therefore, Category 14 (franchises) is also not relevant.

E7. Does the company have a climate adaptation plan?

(Select all that apply) ⓘ

☑	Yes, and it includes physical risk assessments
☑	Yes, and it includes a physical climate risk scenario analysis
☑	Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate

☐	No, but we plan to within the next two years
☐	No

E7A. (Optional) Please provide additional information:

Decreasing our greenhouse gas emissions is an important element of building resilience as it prepares Steelcase for a low-carbon economy and reduces our exposure to disruptive transition risks such as policy and legal measures and market changes. We are working to achieve our near-term science- based targets by 2030 and to achieve our long-term target of reaching net zero by 2050. As we reduce our operational emissions by implementing energy efficiency measures and onsite renewable energy, we are increasing our organization-wide resilience to climate change. As we design for circularity and build partnerships for remanufacturing and other circular opportunities, we are responding to market opportunities for low-carbon product solutions and building our resilience to physical and transition risks that may impact our materials supply chain. Similarly, as we work toward our supplier engagement target by providing a robust set of support opportunities to help suppliers measure their emissions and set their own science-based targets, their resilience is bolstered as they prepare for a low-carbon economy and identify climate-related risks and opportunities. Simultaneously, we have processes in place to build adaptive capacity for the impacts of climate change on our operations and in our supply chains. Our Enterprise Risk Management processes ensure that we are actively managing risks to the business, including climate-related risks. Severe weather risks and energy reliability risks are integrated into business continuity plans, which have robust management and board oversight. For example, we have made improvements in fire protection systems and tornado shelters, and we continue to prioritize training and practices such as tornado drills. We are also committed to helping communities thrive, which includes supporting climate change adaptation and resilience in the areas where we live and work. Our Better Futures Community sets goals focused on three areas where we can make the greatest impact: reducing inequalities, accessing quality education and climate action — aligned with the United Nations Sustainable Development Goals (UN SDGs). We have also signed the United Nations Global Compact — a voluntary initiative in which CEOs commit to adopt sustainable and socially responsible policies, and to report on their implementation. Our employee-led "Changemakers" groups often host events focused on the environment and climate change. For example, the Changemakers group in Puchong, Malaysia organizes an annual "Plant a Tree" event in which employees volunteer their time to plant as many as 700 mangrove saplings. Mangroves stabilize coastline ecosystems, reduce erosion, and serve as natural barriers that protect populated areas from the impacts of hurricanes, tsunamis, and floods.

Energy/Resource Use ^

E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period?

(Select one that applies) ⓘ

✓	Yes
○	No

E8A. Please provide additional information:

Since 2014, Steelcase has annually purchased 100% renewable energy equivalent to our global electricity consumption. In 2016, we advanced our commitment by executing a 12-year virtual power purchase agreement for 25MW of power generated by a wind farm in Grant Plains, Oklahoma, equivalent to approximately 50% of our global electricity footprint. For the remainder of our electricity footprint, we purchase unbundled energy attribute certificates in every region we operate. We select non-emitting projects and those that minimize environmental impacts, such as wind and solar. Given our renewable energy procurement leadership, we are a Partner in the U.S. Environmental Protection Agency's Green Power Partnership program. Additionally, Steelcase is working toward our science-based target to reduce our scope 1 and 2 emissions by 50% by 2030 and to achieve net zero across our value chain by 2050. We are investing in onsite renewable energy to achieve these targets, including our recent solar installations at our plants in Rosenheim, Germany, Pune, India, and Stribro, Czech Republic. We continue to actively assess how to maximize the impact of onsite renewable energy – especially solar – at our top-emitting facilities.

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

(Select all that apply) ⓘ

☐	Yes, we have increased direct/indirect investment in renewable energy
☐	Yes, we have increased direct/indirect investment in nuclear energy
☐	Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)
☑	Yes, we have increased direct/indirect investment in other low-carbon technologies

☐ No change – direct/indirect investment in low-carbon technologies remained the same

☐ No, we have decreased direct/indirect investment in low-carbon technologies

E9A. (Optional) Please provide additional information:

We continue to procure 100% renewable electricity for our global operations. We did not further expand onsite solar in this reporting year.

E9A. Yes, we have increased investment in other low-carbon technologies (Please provide additional information:)

At Steelcase, we're committed to designing for a more sustainable future. That's why we've updated some of our most popular task chairs in the Americas to include more recycled content—without compromising on quality or performance. We hosted a Sustainable Materials Summit, bringing together our product development teams to explore innovative ways to reduce the carbon footprint of our highest-impact materials. Instead of focusing on individual products, we took a broader approach—examining alternatives for foam, plastics, metals, and wood across our portfolio. Our design and engineering teams reimagined our material strategy in some of our top seating products, and reduced our reliance on virgin petroleum plastics by replacing them with recycled plastics derived from everyday waste — like residential trash, recycled plastic bottles and carpet scraps. Compared to their last active, published environmental product declarations (EPDs), Series 1 added +30% recycled content, Series 2 added +21% recycled content and Leap added +25% recycled content. This resulted in a 43%, 46%, and 28% reduction in carbon emissions cradle-to-grave respectively. Each chair maintained its environmental certifications in the redesign, both having BIFMA LEVEL 3, as well as SCS Indoor Air Quality Gold. Series 1 is Red List Free, and Series 2 is Red List Approved through the Living Building Challenge. Additionally, each chair has the option to be certified as a CarbonNeutral® product, which results in carbon emissions of 0 kgCO2e. Additionally, Orangebox® manufactures and sells a decarbonized Do better-HBA chair that consists of 58% recycled content. This product can be classified as low-carbon products because Orangebox® manufactures these chairs using recycled material to significantly reduce the carbon footprint when compared to the Original Do-High Back with Arms ("HBA").

Additional Topic-specific Questions ⌄

E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?
(Select all that apply) ⓘ

☑	Climate change
☐	Oceans
☑	Energy & resource use
☑	Water
☑	Nature and biodiversity
☑	Air pollution
☑	Waste
☐	None of the topics have been identified as material by the company

E10A. (Optional) Please provide additional information:

See 2025 GRI disclosure 3-1, 3-2 for a description of the process to determine our Material Topics available on the Steelcase ESG Data Center: https://www.steelcase.com/people+planet/esg-data-center/

Additional Topic-specific Questions: Water ⌃

E11. Please provide details regarding the company's water withdrawal and consumption (own operations) within the reporting period.

(Select one answer per line, if "Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Unknown	Not applicable (Please provide additional information)	Number
Total water withdrawal (Volume of water in megaliters):	☑	○	○	317
Percentage of water withdrawn in regions with high or extremely high water stress (%):	☑	○	○	18
Total water consumption (Volume of water in megaliters):	☑	○	○	317
Percentage of water consumed in regions with high or extremely high water stress (%):	☑	○	○	18

E11A. (Optional) Please provide additional information:

Groundwater is used for irrigation. The amount used is unknown at this time but will be evaluated at a later date. The main source of water used is from various municipalities. Most of the water that is withdrawn is discharged as wastewater and a portion of the water is lost in evaporation.

E12. Please indicate the water basins of highest priority for engagement based on your direct operations and/or supply chains (up to 10).

	Currently engaging?	Planning to engage within the next two years?
Number of Basins	0	0

Additional Topic-specific Questions: Nature and biodiversity ⌃

E13. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Unknown	Not applicable (Please provide additional information)	Number
Sites	✔	◯	◯	9
Hectares	◯	✔	◯	

E13A. (Optional) Please provide additional information:

Steelcase used ArcGIS to map all 26 of our FY2025 direct operations sites and assess their proximity to Key Biodiversity Areas (KBAs). By overlaying our facility locations with the WWF's Biodiversity Risk Filter and TNFD's A9.0 global metric for KBAs, we identified that nine sites are in moderate to high-risk zones for potential biodiversity impact. Moderate risk indicates > 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. 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.

Additional Topic-specific Questions: Air pollution ⌃

E14. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
NOx	○	○	○	✓
SOx	○	○	○	✓
Volatile Organic Compounds (VOCs)	○	○	○	✓
Hazardous air pollutants (HAPs)	○	○	○	✓
Particulate matter (PM10)	○	○	○	✓
Persistent organic pollutants (POPs)	○	○	○	✓
Primary PM2.5	○	○	○	✓
Ammonia (NH3)	○	○	○	✓
Black Carbon (BC)	○	○	○	✓

	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
Organic Carbon (OC)	○	○	○	☑
Carbon Monoxide (CO)	○	○	○	☑
Methane (CH4)	○	○	○	☑
Other pollutants (Please provide additional information)	○	○	○	☑

E14A. Other pollutants (Please provide additional information):

While NOx, SOx, VOCs, HAPs and PM10 are calculated for some of our plants that have permit restrictions for these criteria pollutants, we do not calculate all of these for all 20 of our manufacturing facilities.

E14A. Not applicable (Please provide additional information):

While NOx, SOx, VOCs, HAPs and PM10 are calculated for some of our plants that have permit restrictions for these criteria pollutants, we do not calculate all of these for all 20 of our manufacturing facilities.

Additional Topic-specific Questions: Waste ⌃

E15. Within the reporting period, has the company acted to reduce waste generated by its operations?

(Select all that apply) ⓘ

☑	Yes, through the implementation of circular and/or reuse initiatives
☑	Yes, through investment in alternative materials
☑	Yes, through recycling measures
☐	No, we are not actively reducing waste

Overall Environment ⌃

E16. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

Steelcase uses our ISO14001 environmental management system to prevent environmental incidents, to the best of our ability. We do this through our internal and external auditing processes. During the audit process, we evaluate compliance and conformance risks and develop corrective action plans to remediate risk. Compliance includes not only compliance with government relations, but also with our own internal Best Management Practices.

Anti-Corruption ⌃

Commitment

AC1. Does the company have an anti-corruption compliance programme?
(Select one that applies) ⓘ

○	No, this is not a current priority
○	No, but we plan to within the next two years
✓	Yes

AC1A. (Optional) Please provide additional information:

> The Anti-Bribery and Anti-Corruption course is reviewed and launched every year to keep up with our compliance goals. Anti-Bribery Anti-Corruption Policy rev June 2020: https://www.steelcase.com/resources/documents/anti-bribery-anti-corruption-policy/

AC1.1. Is the anti-corruption compliance programme:
(Select all that apply) ⓘ

✓	Publicly available
✓	Approved at most senior level of the company
✓	Applied to the company's own operations
☐	Applied to the company's own operations and suppliers
☐	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

☐   Other (Please provide additional information)

AC1.1A. (Optional) Please provide additional information:

Anti-bribery and anti-corruption (ABAC) policy - Public view: https://www.steelcase.com/resources/documents/anti-bribery-anti-corruption-policy/

AC1.2. Does the company monitor its anti-corruption compliance programme?
(Select all that apply) ⓘ

☐	Yes, through review on an adhoc basis
☐	Yes, through internal employee self-evaluations
☐	Yes, through automated controls monitoring
☐	Yes, through external independent monitoring
☑	Yes, through other mechanisms (Please provide additional information)
☐	No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

AC1.2A. Yes, through other mechanisms (Please provide additional information):

Each quarter the Audit committee of the board and senior management meets with the Compliance Officer to review the quarterly Integrity Line reports and other pertinent compliance program issues. A more in depth review of the program is held with that same group annually in April. In addition, the VP, Corporate Compliance Officer provides updates on the anti-corruption program along with global business standards to an internal employee message board, Spark.

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?
(Select one that applies) ⓘ

○	No, and we have no plans to develop any policy/recommendation
○	No, but we plan to within the next two years
✓	Yes, included within a broader policy or as a standalone policy

AC2A. (Optional) Please provide additional information:

> Yes, our Global Business Standards (https://www.steelcase.com/resources/documents/global-business-standards/) provides employees with information on the company's approach to situation involving potential corruption concerns or possible conflicts of interests. There is also a more detailed Anti-Bribery, Anti-Corruption policy (https://www.steelcase.com/resources/documents/anti-bribery-anti-corruption-policy/) with specifics on avoiding corruption issues. There is mandatory training for all employees on these issues.

AC3. Does the company engage in collective action against corruption?
(Select one that applies) ⓘ

○	No, this is not a current priority
○	No, but we plan to in the next two years
✓	Yes (Please provide additional information)

AC3A. Yes (Please provide additional information):

Yes, we have several policies regarding corrupt behaviors including our Global Business Standards and Anti-Bribery Anti-Corruption policy and these are reinforced through annual trainings.

Prevention ⌃

AC4. Who receives training on anti-corruption and integrity?
(Select all that apply) ⓘ

☐	Selected employees (Please provide additional information)
☑	All employees
☑	Third-party suppliers, contractors and/or consultants
☐	No training provided

AC4A. (Optional) Please provide additional information:

All employees receive basic anti-corruption training in the Global Business Standards training. A more in depth required course on corruption issues is given to all VPs and managers, and all employees in Sales, Finance, Marketing, and Procurement organizations. The Global Business Standards Course is a course which outlines different topics including corruption issues each year that all Steelcase employees (including VPs and managers) and its owned dealerships need to complete on a yearly basis. Our supplier code of conduct also includes information on corruption issues and is required for all suppliers.

AC4.1. How often is such training provided?
(Select one answer option per line) ⓘ

	One time only	Every two or more years	Every year	Unknown
All employees	○	○	✓	○
Third-party suppliers, contractors and/or consultants	○	○	✓	○

Performance ⌃

AC5. Within the reporting period, have there been any suspected incidents of corruption?

(Select one that applies) ⓘ

○	Yes
✓	No

Response and Reporting ⌃

AC6. (Optional) Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation. ⓘ

Within all company locations we have posters providing information for our employees on the Integrity Helpline and reporting procedures. Additionally, we do periodic in person training on potential corruption issues, including an anti-bribery training required annually for all managers and other employees in sales, finance and supply chain management. Internal audit uses various tools to screen for unusual transactions that might indicate fraudulent behavior. There is also a more detailed Anti-Bribery, Anti-Corruption policy with specifics on avoiding corruption issues and a mandatory training for employees on these issues. That training also

includes a required survey on potential conflicts of interest. Quarterly Integrity Helpline Reports are submitted quarterly to the Audit Committee and a broader Compliance Report is submitted annually.