

HAWORTH Group

Corporate Social Responsibility Appendix

2025

Sustainable Development Goals,
Global Reporting Initiative Index,
& Assurance Report

Our Portfolio & Reach

Through the determination and resilience of our employees across the globe, we work to make the world better. Our goal is always to achieve positive results with real impact for people and the planet.

We align our organization across all divisions, regions, and brands in the Haworth Group, with regard to our values, governance, data collection, and analysis. Not only does this unify our corporate responsibility efforts, it also helps us maintain transparency and sheds light on new opportunities for us to do more around the world.

Haworth Brand Regional Operations

Excludes all other brands in the Haworth Group

	Haworth Americas	Haworth EMEA	Haworth APAC	Haworth International	Haworth Global
North America	●				●
South America	●				●
Central America	●				●
Europe		●		●	●
Middle East		●		●	●
Africa		●		●	●
Asia			●	●	●
Australia			●	●	●
Pacific Islands			●	●	●

Haworth Group Brands & Divisions

Portfolio of brands owned by Haworth Group in 2025

	Haworth Commercial Interiors	Haworth Lifestyle	Haworth Group
AIS	●		●
BuzziSpace	●		●
Cappellini		●	●
Cassina		●	●
Occeotti Collezioni		●	●
Haworth	●		●
Hushoffice	●		●
Interni		●	●
JANUS et Cie		●	●
Luminaire		●	●
Luxury Living Group		●	●
Poltrona Frau		●	●
Poltrona Frau In Motion		●	●
Tuohy	●		●
Zanotta		●	●

Our Contribution to the Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a global framework for advancing social, environmental, and economic progress. While we have historically reported alignment with all 17 SDGs, this year marks an important evolution in our approach. Following the completion of our first Double Materiality Assessment, we refined our SDG focus to the areas where our business has the greatest ability to influence meaningful change.

Grounded in our material impacts, we now prioritize eight SDGs that closely align with our strategic sustainability ambitions and operational footprint. These priorities reflect where our activities, products, and value chain relationships are most capable of driving positive environmental and social outcomes.

8 Prioritized SDGs



Material Topic	SDG	GRI Topic	Strategic Alignment	Reporting on Progress	CSR Report Pages
E1 Climate Change	7 13	102: Climate Change 103: Energy	Operational Performance	Renewable Electricity	59–60
E2 Pollution	3	306: Waste	Operational Performance	Reducing Waste	61
E5 Circular Economy	12	306: Waste 301: Materials	Circular Economy	Circular Design Circular Services	40–49
			Operational Performance	Limiting Deforestation Smarter Packaging Reducing Waste	
S1 Own Workforce	3 4 5 8 10	403: Occupational Health and Safety 404: Training and Education 102: Climate Change 202: Market Presence 401: Employment 405: Diversity and Equal Opportunity 406: Non-Discrimination 407: Freedom of Association and Collective Bargaining 408: Child Labor 409: Forced or Compulsory Labor 402: Labor Management Relations	People	Employee Development Community Outreach Cultivating Belonging	50–53 27–32 33–38
			Operational Performance	Reducing Manual Tasks	62
S2 Workers in the Value Chain	3 4 5 8 10	403: Occupational Health and Safety 404: Training and Education 202: Market Presence 401: Employment 405: Diversity and Equal Opportunity 406: Non-Discrimination 407: Freedom of Association and Collective Bargaining 408: Child Labor 409: Forced or Compulsory Labor 402: Labor Management Relations	Operational Performance	Responsible Sourcing	56
S4 Consumers and End Users	3	418: Customer Privacy 417: Marketing and Labeling 416: Customer Health and Safety	Circular Economy	Product Certifications	48–49
G1 Business Conduct	8 12	205: Anti Corruption 2: General Disclosures 3: Material Topics 308: Supplier Environmental Assessment 414: Supplier Social Assessment	Governance	We Work to Make the World Better Executive Accountability Ethics & Whistleblowing Transparent Policies Sustainability Disclosure Double Materiality Assessment	13 14 15 15 16 18–20
			Operational Performance	Responsible Sourcing	56

GRI	GRI Standard Requirement	
2-6	Activities, value chain, and other business relationships	<p>Haworth Group is a collection of global brands that design and manufacture workplace furniture, interior architectural systems, lifestyle furnishings, and luxury transportation interiors. The Group serves multiple sectors including commercial interiors, residential, hospitality, healthcare, aviation, yachting, and premium automotive.</p> <p>Upstream, our value chain includes suppliers of key raw materials (steel, aluminum, wood, plastics, textiles), component manufacturers, and logistics partners. Downstream, we work with authorized dealers, distributors, installation partners, corporate clients, and—depending on the market—direct consumers or architect/designer-specified projects. Product end-of-life pathways include reuse, refurbishment, recycling, or local waste management. In some regions, we also provide continued-use and circular services.</p> <p>For a full description of our value chain and business relationships, see our annual Corporate Social Responsibility Report pp. 5-8, 11</p>

2-7	Employees	<p>Employee data is reported in headcount and reflects the number of employees as of December 31, 2025. Haworth Group distinguishes between permanent, temporary, and non-guaranteed-hours employees based on the nature of their employment contracts.</p> <p>In prior years, Haworth Group did not have complete headcount coverage or breakdowns for all brands within our reporting scope. Data for 2025 represents an expanded and more complete reporting scope.</p>
-----	-----------	--

2025 Headcount by Country and Gender

Country	Male	Female	Other	Total	%
Australia	6	11	0	17	0.2
Belgium	13	23	0	36	0.4
Canada	23	26	0	49	0.6
China	124	93	0	217	2.6
Denmark	3	0	0	3	0.0
France	120	100	0	220	2.6
Germany	57	36	0	93	1.1
Hong Kong	1	1	0	2	0.0
Hungary	14	22	0	36	0.4
India	239	72	0	311	3.7
Indonesia	1	0	0	1	0.0
Ireland	1	1	0	2	0.0
Italy	976	706	0	1,682	19.8
Japan	3	3	0	6	0.1
Malaysia	48	56	0	104	1.2
Mexico	4	2	0	6	0.1
Netherlands	49	26	0	75	0.9
Philippines	8	7	0	15	0.2
Poland	379	152	0	531	6.3
Portugal	128	90	0	218	2.6
Singapore	28	31	0	59	0.7
South Korea	0	1	0	1	0.0
Spain	6	8	0	14	0.2
Switzerland	79	22	0	101	1.2
UAE	45	21	0	66	0.8
United Kingdom	87	96	0	183	2.2
USA	2,626	1,809	12	4,447	52.3
Total Employees	5,068	3,415	12	8,495	100

2025 Headcount by Employment Type

Employment Type	Male	Female	Other	Total
Permanent Employees	4,717	3,160	11	7,888
Temporary Employees	260	205	1	466
Non-Guaranteed Hours	91	50	0	141

Note: In the reporting year, certain employee category definitions were applied inconsistently, resulting in less than 2% of records being misclassified, including limited instances where non-employees were categorized as temporary employees. We are implementing corrective measures to improve consistency and data quality in the next reporting cycle.

GRI	GRI Standard Requirement													
2-8	Workers who are not employees	<p>Haworth Group engages non-employee workers, primarily agency-supplied temporary staff and contractors, to manage workload peaks and maintain operational flexibility. These individuals work under Haworth Group's direction and support functions such as manufacturing, production, and warehousing.</p> <p>Non-employee worker data are reported in headcount and reflect only those individuals who performed work during the reporting period. Workers employed by suppliers or other entities in the value chain are not included.</p> <table border="1"> <thead> <tr> <th colspan="4">2025 Headcount Number of Non-Employees</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Other</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>566</td> <td>201</td> <td>1</td> <td>1,490</td> </tr> </tbody> </table> <p><i>Note: The sum of male, female, and other gender categories for non-employees does not equal the total number of non-employees. This is due to current data access limitations in Haworth North America, which prevent the collection of gender information for non-employee workers.</i></p>	2025 Headcount Number of Non-Employees				Male	Female	Other	Total	566	201	1	1,490
2025 Headcount Number of Non-Employees														
Male	Female	Other	Total											
566	201	1	1,490											
2-9	Governance structure and composition	<p>Haworth Group's governance structure is led by an executive team responsible for organizational strategy and oversight of economic, environmental, and social impacts. Sustainability governance is carried out through a defined leadership structure in which executive sponsors and the Global Sustainability team collaborate to set and monitor company-wide goals. The Vice President of Global Design, Innovation, & Sustainability provides strategic direction for sustainability and reports directly to the CEO, who offers formal oversight through corporate sector reviews.</p> <p>Regional functional leaders guide local sustainability efforts and act as key channels for integrating regional priorities into global governance processes. These mechanisms provide structured oversight and support effective management of Haworth's sustainability-related impacts across the organization.</p>												
2-10	Nomination and selection of the highest governance body	<p>Haworth Group is a private, family owned, values driven company. Our organizational values guide business behavior and decision making, including the selection and appointment of employees to our highest governance body. Nomination and selection processes prioritize alignment with Haworth Group's values and long-term strategic direction, as well as relevant leadership experience and global industry expertise.</p>												
2-11	Chair of the highest governance body	<p>The Chair of Haworth Group's highest governance body also serves as the company's Chief Executive Officer. This dual role reflects Haworth Group's structure as a private, family owned organization in which unified leadership supports consistent strategic direction and long-term continuity. To prevent and mitigate potential conflicts of interest, decision-making is supported by defined governance processes, including executive sponsorship, structured sustainability oversight, and regular leadership reviews that ensure accountability and balanced input across global and regional functions.</p>												
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Corporate social responsibility is embedded in Haworth Group's business strategy and overseen by the Board of Directors and Executive Leadership team. The CEO provides formal oversight of sustainability performance through corporate sector reviews and holds ultimate responsibility for ensuring progress toward companywide goals and targets, including climate-related issues.</p> <p>The Officer & Vice President of Design, Innovation, & Sustainability directs the pace and execution of the sustainability plan, receiving regular updates from the Global Sustainability team and reporting directly to the CEO on progress toward goals and targets. Executive sponsors and the Global Sustainability team jointly set enterprise-level sustainability metrics aligned with long term strategy.</p> <p>Brand and region specific functional leaders support implementation at the local level by advancing initiatives such as renewable energy procurement and executing brand-level actions that contribute to Haworth Group's wider sustainability commitments. Oversight effectiveness is supported through regular performance reviews, KPI tracking, and dashboards that monitor organizational progress and identify areas for increased action.</p>												
2-13	Delegation of responsibility for managing impacts	<p>Responsibility for managing Haworth Group's sustainability impacts is delegated by executive leadership to the Vice President of Global Design, Innovation, & Sustainability, who is appointed to lead the implementation and pace of the company's sustainability strategy. The Global Sustainability team works with functional leaders across brands and regions to operationalize strategies, policies, and goals related to corporate social responsibility.</p> <p>Regular updates on progress, performance metrics, and priority initiatives are provided by the Vice President and the Global Sustainability team to the CEO, ensuring consistent reporting and oversight at the highest governance level.</p>												
2-14	Role of the highest governance body in sustainability reporting	<p>Haworth Group's CEO, the Vice President of Global Design, Innovation, & Sustainability, and the Vice President of Global Strategy and Marketing review and approve the Corporate Social Responsibility Report, including the reported information and identified material topics. They also review the company's double materiality assessment and climate risk assessment, ensuring these accurately reflect the organization's impacts.</p>												

GRI	GRI Standard Requirement	
2-15	Conflicts of interest	<p>Haworth Group's Standards of Legal and Ethical Conduct and Member (Employee) Code of Conduct establish expectations for integrity, transparency, and compliance for all stakeholders, including board members, employees, contractors, consultants, and others acting on behalf of the company. These policies outline requirements to avoid actual or perceived conflicts of interest and to disclose potential conflicts through defined internal reporting channels.</p> <p>Processes to prevent and mitigate conflicts of interest include mandatory disclosure of outside business interests, restrictions on participation in decisions where personal interests may be affected, and oversight mechanisms within leadership and human resources teams. Conflicts of interest are addressed according to internal governance procedures, including review and resolution.</p> <p>Information related to potential misconduct, including conflicts of interest, can be raised through Haworth Group's whistleblowing and reporting platforms. See GRI 2 26 and GRI 205 3 for details on our mechanisms for raising concerns and reporting on integrity and compliance matters.</p>
2-16	Communication of critical concerns	Haworth Group provides multiple channels for raising critical concerns, including internal reporting pathways outlined in our Standards of Legal and Ethical Conduct, our Member (Employee) Code of Conduct, and our whistleblowing mechanisms. Critical concerns may be raised confidentially and escalated through management or directly to senior leadership as appropriate.
2-17	Collective knowledge of the highest governance body	Haworth Group supports the collective knowledge of its highest governance body through ongoing executive engagement in sustainability strategy, updates on performance metrics, and access to subject-matter expertise provided by the Global Sustainability team and regional functional leaders. Leaders participate in regular reviews of sustainability progress, climate-related priorities, and emerging regulatory expectations, ensuring that governance decision-making is informed by up-to-date sustainability knowledge and organizational performance.
2-18	Evaluation of the performance of the highest governance body	Haworth Group's Board of Directors and Executive Leadership team conduct annual performance evaluations in accordance with Haworth Group's performance review system, involving both self-evaluation as well as peer and leadership evaluation.
2-19	Remuneration policies	Haworth Group is a privately held company and treats remuneration policies for the highest governance body and senior executives as confidential. This information is omitted on the basis of confidentiality. Haworth Group manages executive remuneration in accordance with internal policies.
2-20	Process to determine remuneration	Haworth Group is privately held and considers its remuneration determination processes confidential. This information is omitted on the basis of confidentiality. Remuneration for senior leaders is governed through internal processes aligned with company values and policies.
2-21	Annual total compensation ratio	As a privately held company, Haworth Group does not publicly disclose compensation ratios, and such information is considered confidential. This information is omitted on the basis of confidentiality.
2-22	Statement on sustainable development strategy	<p>Haworth Group's sustainable development strategy is grounded in our core value to "make the world better," guiding how we integrate environmental stewardship, social responsibility, and ethical business conduct across our global operations. Our long-term sustainability direction is shaped by a double materiality approach, which assesses both the impacts our business has on people and the planet as well as the financial implications of environmental and social risks. The resulting material topics guide strategy development, KPIs, and alignment with reporting frameworks including GRI, ESRS, and the UN Sustainable Development Goals.</p> <p>Our strategy extends across the value chain through supplier due diligence, the Supplier Code of Conduct, compliance audits, and ISO-aligned environmental management practices. To ensure accountability, our Officer team, Executive Leadership, Global Sustainability team, functional leaders, and employees each play defined roles in deploying and embedding sustainability into business operations.</p> <p>Haworth Group reports annually on progress toward long-term environmental and social commitments through the Corporate Social Responsibility Report and Appendix, and participates in voluntary assessments such as the UN Global Compact Communication on Progress, Carbon Disclosure Project (CDP), and EcoVadis. These processes ensure transparency and continuous improvement as we advance a sustainable future for the people, communities, and planet we serve.</p>
2-23	Policy commitments	<p>Haworth Group maintains formal policy commitments that guide our approach to responsible business conduct and sustainable development across our global operations. These commitments reflect our obligation to respect human rights, safeguard the environment, promote fair labor practices, and uphold ethical behavior throughout the value chain. Our Corporate Social Responsibility (CSR) policies are approved by the CEO and Executive Leadership team and implemented by functional leaders with guidance from the Global Sustainability team.</p> <p>These commitments are operationalized through Haworth Group's global policy framework, which includes:</p> <ul style="list-style-type: none"> • ISO 9001, ISO 14001, ISO 45001 • Haworth Global Member (Employee) Code of Conduct and our affiliates' related Codes of Conduct/Ethics • Standards of Legal and Ethical Conduct and Ethics or Business Conduct Complaint Reporting Procedure and Anti-Retaliation Policy • Supplier Code of Conduct • Human and Labor Rights Principles • Unified Cyber Strategy • Privacy Policy • Information Security, Electronic Communications, and Data Handling Policy • Electronic Information Access and Protection SOP • Environmental Compliance with Legal & Other Requirements • Sustainable Wood Declaration

GRI	GRI Standard Requirement	
2-24	Embedding policy commitments	<p>Haworth Group embeds its policy commitments into daily operations through structured governance processes, codes of conduct, and functional accountability across the global organization. Our Standards of Legal and Ethical Conduct, Member (Employee) Code of Conduct, Human and Labor Rights Principles, and Supplier Code of Conduct guide expected behaviors on integrity, compliance, human rights, labor practices, and responsible business conduct for all employees and third-party representatives. These policies are approved by the CEO and Executive Leadership team and implemented by functional leaders, supported by the Global Sustainability team.</p> <p>Internally, policy commitments are operationalized through defined processes for data collection, progress tracking, and reporting on sustainability initiatives at the brand and regional levels. Functional leaders are responsible for applying policies within their teams, while the Global Sustainability team provides resources, guidance, and oversight. Employees whose roles require it receive training on relevant policies and procedures.</p> <p>Externally, Haworth Group embeds policy commitments into business relationships through procurement training, supplier due diligence practices, our Supplier Code of Conduct, and periodic supplier assessments or audits. These mechanisms reinforce expectations on environmental stewardship, labor rights, and ethical conduct across the value chain.</p>
2-25	Processes to remediate negative impacts	<p>Haworth Group embraces the legally protected workplace rights of all employees to bring issues of concern to management or governmental agencies in good faith, or to participate in an investigation free from the threat of retaliation. Threats of retaliation against employees are prohibited by various state and federal laws as well as Haworth Group policies.</p> <p>In accordance with our Harassment-Free Workplace policy, employees have a variety of places where they can report grievances, including: any member of management, an HR Business Partner, or any member of Human Resources management. These reporting channels support our process for addressing and remediating potential or actual negative impacts on employees by ensuring all concerns are reviewed, investigated, and managed in line with company policies and legal obligations.</p> <p>For detailed information on our compliance training, whistleblowing procedure, and anonymous reporting tool, see GRI 2-26.</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>We strive to always act ethically, lawfully, and with integrity. As a United Nations Global Compact signatory, Haworth Group supports the Ten Principles of the UN Global Compact with respect to human rights, labor rights, environmental protection, and anti-corruption. Not only does this garner the respect of our employees, customers, suppliers and their employees, and the communities we serve, but it also drives our business growth and success.</p> <p>Ethics training and training on information and cyber security are mandatory elements of Haworth Group's onboarding process and ongoing employee refresher training. Haworth Group has a Required Global Compliance Training curriculum that applies to all employees, across all business units, with the goal of equipping everyone with knowledge to ensure they uphold legal compliance regulations and information security. All employees globally will be prompted to do mandatory refresher trainings every two-three years, and new employees are required to complete the initial training during onboarding.</p> <p>All Haworth Group businesses have implemented a whistleblowing procedure in accordance with relevant legal requirements. This allows individuals to seek advice on responsible business conduct or raise concerns about potential violations. Reports can be made through multiple avenues, including Haworth Group's anonymous reporting tool (phone or electronic) via EthicsPoint by Navex, standard reporting through the chain of command, or direct reporting to Haworth Group's Legal department. Confidential reporting and anonymity are available through the EthicsPoint platform, and Haworth Group maintains anti-retaliation protections consistent with company policy and legal requirements.</p> <p>Our Member (Employee) Code of Conduct, affiliate-specific Codes of Ethics, Supplier Code of Conduct, and Ethics or Business Conduct Complaint Reporting Procedure and Anti-Retaliation Policy also provide information on specific standard operating procedures for reporting practices and procedures for filing a complaint regarding violations of our ethics and compliance guidelines. Anti-retaliation protections apply to all individuals who raise concerns or participate in investigations in good faith.</p>
2-27	Compliance with laws and regulations	<p>Haworth Group acts in accordance with clearly defined values and standards of conduct that comply with or go beyond laws and regulations and take internationally recognized principles into account (see also GRI 2-26).</p> <p>We cooperate with authorities and institutions, as well as consult experts to understand and implement legal requirements. In addition to internal controls, assessments, and audits, Haworth Group and its suppliers are subject to various external audits that include compliance with legal requirements. These audits may address finance, information security, customs, environment, and health and safety.</p> <p>As a privately held company, Haworth Group considers details related to legal or regulatory matters such as specific counts of non compliance cases, fines, or sanctions to be confidential. In accordance with GRI 1: Foundation 2021 Requirement 6, this information is omitted on the basis of confidentiality. Haworth Group evaluates and addresses all potential incidents through established compliance and governance processes, consistent with our values and regulatory obligations.</p> <p>See also GRI 307-1.</p>

GRI	GRI Standard Requirement																																																		
2-28	Memberships and associations	Haworth Group participates in a variety of industry and professional membership associations that support responsible business conduct, sustainability, product standards, and sector collaboration. A complete list of Haworth Group's memberships is disclosed annually in our Corporate Social Responsibility Report , p. 8																																																	
2-29	Approach to stakeholder engagement	<p>Management and executive leadership identify stakeholders and provide recommendations and guidance for both formal and informal engagements. This list is not exhaustive but encompasses stakeholder groups we monitor and consult with closely:</p> <ul style="list-style-type: none"> • Employees • Customers and dealer partners • Suppliers and operations contract partners • Shareholders • Business leaders and industry influencers • Government agencies • Non-profit organizations <p>Engaging with stakeholders and listening to their ideas and concerns is vital to the success of our company. Their engagement involves a variety of methods that create forums for communication with each group. Haworth Group has ongoing relationships with global business leaders, government agencies, and sustainability organizations (annual Corporate Social Responsibility Report, p. 8) that help us understand the most pressing challenges facing our world.</p> <p>To support engagement with our employees, Haworth Group conducts a global employee engagement survey annually, providing insight into employee experience, workplace satisfaction, and areas for improvement. Our 2025 Inclusion – Engagement score was 72%.</p>																																																	
2-30	Collective bargaining agreements	<p>Haworth Group reports collective bargaining coverage by country to reflect regional differences in labor relations practices. In several regions, including the United States, collective bargaining is not a widespread or customary mechanism for determining working conditions, and the majority of employees are not covered by collective bargaining agreements.</p> <p>For employees not covered by collective bargaining agreements, working conditions and terms of employment are determined through Haworth Group's internal policies, applicable local labor regulations, and company practices rather than through external collective agreements.</p> <table border="1"> <thead> <tr> <th colspan="3">2025 Headcount Coverage</th> <th colspan="4">2025 Headcount Coverage Ratio by Country Inside (I) and Outside (O) the European Economic Area</th> </tr> <tr> <th>Covered By</th> <th>Headcount</th> <th>%</th> <th>Coverage Ratio</th> <th>Covered by CBA (I)</th> <th>Covered by CBA (O)</th> <th>Covered by SD (O)</th> </tr> </thead> <tbody> <tr> <td>Collective Bargaining Agreements (CBA)</td> <td>2,631</td> <td>31</td> <td>0–19%</td> <td>—</td> <td>USA, Singapore, India</td> <td>China, India, Singapore, UK, USA</td> </tr> <tr> <td>Social Dialogue (SD)</td> <td>2,402</td> <td>28</td> <td>22–39%</td> <td>Portugal</td> <td>—</td> <td>—</td> </tr> <tr> <td></td> <td></td> <td></td> <td>40–59%</td> <td>Germany</td> <td>—</td> <td>—</td> </tr> <tr> <td></td> <td></td> <td></td> <td>60–79%</td> <td>—</td> <td>Switzerland</td> <td>—</td> </tr> <tr> <td></td> <td></td> <td></td> <td>80–100%</td> <td>Netherlands, France, Italy</td> <td>China, UK</td> <td>Switzerland</td> </tr> </tbody> </table> <p><i>Methodology: This table represents coverage of collective bargaining and social dialogue in countries where we have significant employment defined as at least 50 employees by head count. Collective bargaining coverage varies significantly by region. In countries where collective agreements exist, coverage is reported on a by country basis. In regions where collective bargaining is uncommon or not applicable, the percentage of employees covered is therefore zero.</i></p>	2025 Headcount Coverage			2025 Headcount Coverage Ratio by Country Inside (I) and Outside (O) the European Economic Area				Covered By	Headcount	%	Coverage Ratio	Covered by CBA (I)	Covered by CBA (O)	Covered by SD (O)	Collective Bargaining Agreements (CBA)	2,631	31	0–19%	—	USA, Singapore, India	China, India, Singapore, UK, USA	Social Dialogue (SD)	2,402	28	22–39%	Portugal	—	—				40–59%	Germany	—	—				60–79%	—	Switzerland	—				80–100%	Netherlands, France, Italy	China, UK	Switzerland
2025 Headcount Coverage			2025 Headcount Coverage Ratio by Country Inside (I) and Outside (O) the European Economic Area																																																
Covered By	Headcount	%	Coverage Ratio	Covered by CBA (I)	Covered by CBA (O)	Covered by SD (O)																																													
Collective Bargaining Agreements (CBA)	2,631	31	0–19%	—	USA, Singapore, India	China, India, Singapore, UK, USA																																													
Social Dialogue (SD)	2,402	28	22–39%	Portugal	—	—																																													
			40–59%	Germany	—	—																																													
			60–79%	—	Switzerland	—																																													
			80–100%	Netherlands, France, Italy	China, UK	Switzerland																																													

GRI 3: Material Topics

3-1	Process to determine material topics	<p>In 2025, Haworth Group conducted a comprehensive Double Materiality Assessment to determine our most significant impacts on the economy, environment, and people, including impacts on human rights. The assessment evaluated both materiality (how our activities affect people and the planet) and financial materiality (how sustainability risks and opportunities may influence our business performance). The methodology is described in our Corporate Social Responsibility Report, pp. 18–20.</p> <p>To identify potential and actual impacts across our value chain, we worked with an independent consultancy, which conducted research into Haworth Group's business model, regulatory landscape, stakeholder expectations, and global sustainability trends.</p>
-----	--------------------------------------	--

GRI 3: Material Topics

GRI	GRI Standard Requirement	
		<p>Impacts were prioritized through a structured scoring process that considered the scale, scope, likelihood, and manageability of each impact, as well as the potential financial effects of associated risks and opportunities. Internal leaders across multiple functions reviewed and validated the findings to ensure alignment with strategic priorities, and external experts from the design and lifestyle industries provided additional insights to test the relevance and objectivity of the assessment. Final approval was provided by Haworth Group's leadership team.</p> <p>This process resulted in the identification of seven material topics for Haworth Group:</p> <ul style="list-style-type: none"> • E1 Climate Change • E2 Pollution • E5 Circular Economy • S1 Own Workforce • S2 Workers in the Value Chain • S4 Consumers & End Users • G1 Business Conduct <p>These material topics guide our sustainability strategy, target setting, and reporting. Haworth Group plans to review its Double Materiality Assessment annually to ensure it reflects evolving expectations, regulatory requirements, and stakeholder needs.</p>
3-2	List of material topics	<p>A complete list of Haworth Group's material topics is provided in our annual Corporate Social Responsibility Report, pp. 18-20.</p> <p>Long-Term Targets, Year-over-Year Progress, and Key Performance Indicators (KPIs)</p> <p>Haworth Group's long-term targets for all material topics are publicly available in our annual Corporate Social Responsibility Report, where we also disclose year over year progress against these commitments. Performance for each topic is measured through our established Environmental and Social KPI frameworks, which are updated and reported annually in this Appendix to ensure transparency, comparability, and continuous improvement.</p>

GRI 102: Climate Change

3-3	Management of material topics	<p>Haworth Group manages climate related impacts through our validated Science Based Targets initiative (SBTi) targets and alignment with the 1.5°C decarbonization pathway of the Paris Agreement. Our approach includes annual greenhouse gas (GHG) inventory reporting aligned with the Greenhouse Gas Protocol and external reporting through Carbon Disclosure Project, EcoVadis, the UN Global Compact, and our annual Corporate Social Responsibility Report. We conduct a global climate risk assessment evaluate physical and transition risks and identify mitigation measures. Product level impacts are assessed through Life Cycle Assessments (LCAs) and Environmental Product Declarations (EPDs).</p>
102-1	Transition plan for climate change Mitigation	<p>Haworth Group's transition plan is grounded in our commitment to the 1.5°C decarbonization scenario of the Paris Agreement and our Science Based Targets initiative (SBTi) validated near-term and long-term emissions reduction targets. These include reductions in Scope 1 and 2 emissions of 60% by 2030 and Scope 3 emissions by 42% by 2030 from a 2021 baseline, along with net zero targets of a 90% reduction across all scopes by 2050.</p> <p>Our transition strategy focuses on decarbonizing operations through renewable energy sourcing, energy efficiency upgrades, and targeted infrastructure improvements across global facilities. We also address value chain emissions through a Scope 3 strategy centered on supplier target-setting, zero-carbon logistics, low-carbon materials, and circular services, reflecting the fact that Scope 3 accounts for approximately 90% of Haworth Group's total emissions.</p> <p>Governance for the transition plan is integrated across Haworth Group's sustainability strategy. The Global Sustainability team provides annual greenhouse gas (GHG) inventories and carbon footprint analyses to support decision-making and track progress. Key milestones and performance updates are publicly reported in Haworth Group's annual Corporate Social Responsibility Report.</p>
102-2	Climate change adaptation plan	<p>Haworth Group maintains an adaptation plan to evaluate and address physical climate risks—such as extreme weather, heat stress, and flooding—across our operations and value chain. As part of our transition-aligned climate strategy, we conduct a global climate risk assessment every two years, analyzing site level exposure, operational vulnerabilities, and potential impacts on workforce safety, logistics, and supply continuity.</p> <p>Adaptation actions include energy system optimization, operational resilience planning, and infrastructure improvements such as HVAC and building management upgrades. We also apply sustainable and circular design principles, enabling product portfolios that support climate-resilient customer solutions.</p>

GRI GRI Standard Requirement

Our environmental management practices are aligned with ISO-based systems and include monitoring of site-level emissions, environmental compliance, and energy efficiency performance. Regional teams implement local risk mitigation measures, supported by Haworth Group's Global Sustainability team, and adaptation progress is disclosed in our [Corporate Social Responsibility Report](#), pp. 39–47.

102-3 Just transition

Haworth Group supports a just transition by ensuring that people in our workforce and across the communities where we operate remain central to our sustainability journey. As we evolve our operations and supply chain in support of long-term environmental goals, we prioritize maintaining a safe, stable, and supportive working environment grounded in fairness and respect for human rights.

Our culture of belonging and diversity of thought guides how we consider potential impacts on employees during periods of operational or strategic change. As new technologies, processes, and sustainability-aligned practices are introduced, Haworth Group focuses on providing employees with the training, communication, and support needed to adapt confidently and equitably.

Haworth Group also recognizes the importance of community resilience. Through employee engagement, volunteerism, and local partnerships, we work to ensure that positive social impact accompanies our operational transformation. Our approach reflects Haworth Group's long-standing values and commitment to supporting the people and communities we serve, as the business continues to evolve.

102-4 GHG emissions reduction targets and progress

Haworth Group has established science-aligned greenhouse gas (GHG) reduction targets validated by the Science Based Targets initiative (SBTi). Our targets are aligned with the 1.5°C decarbonization pathway of the Paris Agreement.

Near-Term Targets

- Reduce absolute Scope 1 and 2 GHG emissions 60% by 2030 from a 2021 baseline year
- Reduce absolute Scope 3 GHG emissions from Purchased Goods and Services, Upstream Transportation and Distribution, and End-of-life Treatment of Sold Products 42% by 2030 from a 2021 baseline year

Long-Term or Net-Zero Targets

- Reduce absolute Scope 1 and 2 GHG emissions 90% by 2050 from a 2021 baseline year
- Reduce absolute Scope 3 GHG emissions 90% by 2050 from a 2021 baseline year

Greenhouse Gas Reduction (tonnes CO ₂ e)	2021		2022		2023		2024		2025	
	Baseline	%	Change	%	Change	%	Change	%	Change	
Scope 1	25,192	14	3,476	10	2,415	7	1,832	6	1,606	
Scope 2 (market-based)	51,028	2	1,217	5	2,297	1	321	-99	-50,704	
Scope 2 (location-based)	51,804	1	525	5	2,531	-14	-7,031	-20	-10,273	
Scope 3	717,118	-9	-66,388	7	48,372	-6	-43,380	25	182,477	

Note: All reported emissions include biogenic emissions.

Absolute Emissions (tonnes CO ₂ e)	2021	2022	2023	2024	2025
Total Emissions	793,336	731,643	846,422	752,111	926,717

2025 Total Greenhouse Gas Emissions – Location-Based (tonnes CO₂e)

Scope 1	26,798
Scope 2	41,531
Scope 3	899,595
Total	967,924

2025 Total Greenhouse Gas Emissions – Market-Based (tonnes CO₂e)

Scope 1	26,798
Scope 2	324
Scope 3	899,595
Total	926,717

To support these goals, Haworth Group continues to implement a global decarbonization roadmap centered on energy-efficiency improvements, renewable-energy sourcing, and infrastructure upgrades across operations. In our value chain, Haworth Group advances Scope 3 reductions by partnering with suppliers on science-based target setting, transitioning to low-carbon materials, improving logistics efficiency, and expanding circular services such as refurbishment, reuse, and recycling.

Haworth Group monitors greenhouse gas (GHG) performance through standardized global accounting aligned with the Greenhouse Gas Protocol, with progress disclosed annually in our Corporate Social Responsibility Report, as well as through external reporting channels such as CDP, EcoVadis, the UN Global Compact, and relevant regulatory submissions.

Haworth Group's reporting boundary for emissions is determined through operational control.

Where acquisitions or changes in operations materially affect our emissions profile (≥5% impact), Haworth Group conducts a review to determine whether target restatements are required in alignment with SBTi guidance and recognized reporting expectations.

GRI	GRI Standard Requirement						
102-5	Scope 1 GHG emissions	Scope 1 Greenhouse Gas Emissions (tonnes CO₂e)	2021	2022	2023	2024	2025
		Gross Scope 1 (market-based)	25,192	28,668	27,607	27,024	26,798
		Biogenic emissions of CO ₂ from combustion	—	—	—	—	733
		Biodegradation of biomass	—	—	—	—	0
<i>Note: Due to data limitations we have the value of biogenic emissions for 2025, but not for prior years. We are working to close this gap for future reporting cycles.</i>							
<i>Methodology: Haworth Group reports gross Scope 1 greenhouse gas emissions in accordance with the GHG Protocol and using an operational control boundary.</i>							
2025 Scope 1 Greenhouse Gas Emissions by Source and Greenhouse Gas Type (tonnes CO₂e)							
		CO₂	N₂O	CH₄	HFC	Market-Based	Location-Based
	Biomass – Wood	0	8	2	0	9	9
	Diesel – Mobile	1,585	4	2	0	1,590	1,590
	Diesel – Stationary	180	0	0	0	180	180
	Diesel – Exhaust Fluid	1	0	0	0	1	1
	Fleet – Hybrid – Gasoline	35	0	0	0	35	35
	Gasoline (Petrol) – Mobile	404	1	0	0	406	406
	Kerosene	1,776	4	2	0	1,782	1,782
	LPG – Mobile	2	0	0	0	2	2
	Natural Gas	21,141	11	11	0	21,163	21,163
	Number 2 Fuel Oil	16	0	0	0	16	16
	Propane	380	1	0	0	382	382
	R-134a	0	0	0	0	0	0
	R-22	0	0	0	0	0	0
	R-23	0	0	0	0	0	0
	R-404A	94	0	0	0	94	94
	R-407C	0	0	0	0	0	0
	R-410A	23	0	0	0	23	23
	Refrigerant	620	0	0	0	620	620
	Renewable Power – Onsite	0	0	0	0	0	0
	Scope 1 Refrigerants	496	0	0	0	496	496
	Emissions by Source	26,753	28	17	0	26,798	26,798
<i>Methodology: Haworth Group reports gross Scope 1 greenhouse gas emissions in accordance with the GHG Protocol and using an operational control boundary.</i>							
102-6	Scope 2 GHG emissions	Scope 2 Greenhouse Gas Emissions (tonnes CO₂e)	2021	2022	2023	2024	2025
		Gross Scope 2 (market-based)	51,028	52,245	53,325	51,349	324
		Gross Scope 2 (location-based)	51,804	52,329	54,335	44,773	41,531
		Scope 2 Total Biogenic Carbon	0	0	0	0	0
		Biogenic emissions of CO ₂ from combustion	0	0	0	0	0
		Bio-Degradation of Biomass	0	0	0	0	0
<i>Methodology: Haworth Group reports gross Scope 2 greenhouse gas emissions in accordance with the GHG Protocol and using an operational control boundary.</i>							

GRI	GRI Standard Requirement		2021	2022	2023	2024	2025
102-7	Scope 3 GHG emissions	Indirect GHG Emissions Scope 3 (tonnes CO₂e)					
		1 Purchased goods & services	411,749	348,260	425,738	329,870	410,901
		2 Capital goods	6,697	7,313	10,483	10,728	9,278
		3 Fuel & energy-related activities (not in Scope 1 or 2)	19,173	20,255	20,102	13,245	13,288
		4 Upstream transportation & distribution	197,854	182,058	223,140	196,479	328,343
		5 Waste generated in operations	2,313	2,313	1,826	911	2,626
		6 Business traveling	1,768	2,212	5,052	8,458	7,916
		7 Employee commuting	4,254	21,986	3,812	11,022	13,305
		8 Upstream leased assets	39	890	351	279	100
		9 Downstream transportation	847	0	0	1,453	1,587
		10 Processing of sold products	0	0	0	0	—
		11 Use of sold products	9,765	9,765	11,145	5,557	7,463
		12 End-of-life treatment of sold products	55,609	55,609	63,808	90,567	99,102
		13 Downstream leased assets	69	69	33	0	0
		14 Franchises	0	0	0	0	0
		15 Investments	6,979	0	0	5,169	5,686
		All Total Scope 3 Emissions	717,116	650,730	765,490	673,738	899,595
		Scope 3 Biogenic Carbon					
		Biogenic emissions of CO ₂ from combustion	0	0	0	0	0
		Bio-degradation of biomass	0	0	0	0	0
		<i>Methodology: Haworth Group reports gross Scope 3 greenhouse gas emissions in accordance with the GHG Protocol and using an operational control boundary.</i>					
		Scope 3 Breakdown (tonnes CO₂e)	2021	2022	2023	2024	2025
		Total Upstream Emissions (Categories 1-8)	643,847	585,287	690,504	570,992	785,757
		Total Downstream Emissions (Categories 9-15)	73,269	65,443	74,986	102,746	113,838
		<i>Methodology: Haworth Group reports gross Scope 3 greenhouse gas emissions in accordance with the GHG Protocol and using an operational control boundary.</i>					
102-8	GHG emissions intensity	GHG Intensity Ratio Per Net Revenue (tonnes CO₂e)	2021	2022	2023	2024	2025
		Total GHG emissions (location-based)	397	379	353	301	343
		<i>Methodology: The GHG emissions intensity ratio is calculated using Haworth Group's absolute emissions divided by net revenue expressed in million USD, using an operational-control boundary. The metric reflects all Scope 1, 2, and 3 sources consolidated in Haworth's GHG inventory.</i>					
102-9	GHG removals in the value chain	Haworth Group does not currently conduct GHG removals within our value chain. Our climate strategy focuses on emissions reduction across Scopes 1, 2, and 3 through energy efficiency measures, renewable energy sourcing, low carbon materials, logistics improvements, and circular service initiatives, as outlined in our science aligned decarbonization roadmap.					
		Haworth Group does not generate, purchase, or claim carbon-removal credits or removal-based climate benefits in the reporting period.					
102-10	GHG removals in the value chain	Haworth Group does not purchase, use, or claim carbon credits or offsets to meet our greenhouse gas (GHG) reduction goals. Consistent with our SBTi validated targets and the 1.5°C decarbonization pathway, our climate strategy focuses exclusively on actual emissions reductions across Scopes 1, 2, and 3.					
		We prioritize long-term decarbonization through operational and value-chain improvements, Haworth Group does not apply carbon credits to progress reporting, target achievement, or external climate disclosures.					

GRI 103: Energy

GRI	GRI Standard Requirement			
3-1	Management of material topics	Haworth Group manages climate-related impacts through our validated Science Based Targets initiative (SBTi) targets and alignment with the 1.5°C decarbonization pathway of the Paris Agreement. Our approach includes annual greenhouse gas (GHG) inventory reporting aligned with the Greenhouse Gas Protocol and external reporting through Carbon Disclosure Project, EcoVadis, the UN Global Compact, and our annual Corporate Social Responsibility Report. We conduct a global climate risk assessment evaluate physical and transition risks and identify mitigation measures. Product-level impacts are assessed through Life Cycle Assessments (LCAs) and Environmental Product Declarations (EPDs).		
103-1	Energy policies and commitments	<p>Haworth Group is committed to advancing a low-carbon energy transition through policies that prioritize renewable energy, energy efficiency, and science-aligned emissions reductions. Beginning in the 2025 reporting year, Haworth Group sources 100% renewable electricity equal to the amount used in its global operations, achieved through high-quality Energy Attribute Certificates (EACs), on-site solar, and utility green-power contracts. This fulfills Haworth Group's renewable-energy commitment ahead of schedule and directly supports progress toward our near-term Scopes 1 and 2 science-based targets.</p> <p>Haworth Group's energy policies are informed by our long-standing environmental commitments and our alignment with the Science Based Targets initiative (SBTi). Our approach includes improving operational energy efficiency, upgrading building and manufacturing systems, and investing in low-carbon solutions across the organization. These commitments reflect Haworth Group's values and support our broader climate strategy by reducing operational emissions, strengthening resilience, and contributing to global decarbonization efforts. Progress on our energy and climate goals is reported annually through our Corporate Social Responsibility Report and relevant external disclosures.</p>		
103-2	Energy consumption and self-generation within the organization	Energy Consumption (MWh)	2024	2025
		Total Energy Consumption	275,498	250,987
		Energy Consumption from Non-Renewable Sources (MWh)		
		<i>i. Non-renewable sources – stationary combustion</i>	<i>130,800</i>	<i>126,239</i>
		Coal and coal products	0	0
		Crude oil and petroleum products	8,629	9,469
		Natural gas	122,171	116,770
		Other fossil sources	0	0
		<i>ii. Non-renewable sources – car fleet</i>	<i>7,489</i>	<i>8,155</i>
		Electricity from fossil fuels	0	33
		Petrol	1,537	1,842
		Diesel	5,952	6,280
		<i>iii. Consumption of purchased or acquired</i>	<i>115,995</i>	<i>1,747</i>
		Electricity from fossil fuels	113,708	0
		Heat from fossil fuels	2,140	1,580
		Steam from fossil fuels	67	36
		Cooling from fossil fuels	80	131
		% of fossil sources in total consumption	92	54
		Total energy consumption from non renewable sources	254,284	136,141
		Energy Consumption from Nuclear Sources (MWh)		
		Nuclear	0	0
		% of nuclear sources in total consumption	0	0
		Total energy consumption from nuclear sources	0	0

GRI	GRI Standard Requirement					
		Energy Consumption from Renewable Sources (MWh)	2024	2025		
		<i>i. Fuel consumption from renewable sources</i>	<i>2,898</i>	<i>2,289</i>		
		Biomass	2,898	2,289		
		Biogas	0	0		
		Biofuels	0	0		
		Hydrogen	0	0		
		<i>ii. Consumption of purchased or acquired</i>	<i>13,292</i>	<i>107,024</i>		
		Electricity from renewable sources	13,292	107,024		
		Heat from renewable source	0	0		
		Steam from renewable sources	0	0		
		Cooling from renewable sources	0	0		
		<i>iii. Self-generated non-fuel renewable energy (onsite solar)</i>	<i>5,024</i>	<i>5,533</i>		
		Total energy consumption from renewable sources	21,214	114,846		
		% of renewable sources in total consumption	8	46		
		Production of Non-Renewable Energy (MWh)				
		Coal and coal products	0	0		
		Crude oil and petroleum products	0	0		
		Natural gas	0	0		
		Other fossil sources	0	0		
		Total production of non-renewable energy	0	0		
		Production of Renewable Energy (MWh)				
		Solar	5,024	5,533		
		Wind	0	0		
		Hydropower	0	0		
		Geothermal Energy	0	0		
		Total production of renewable energy	5,024	5,533		
		<i>Note: Consumption of electricity from renewable sources is derived from a market-based approach.</i>				
103-3	Upstream and downstream energy consumption	We do not yet calculate upstream or downstream (Scope 3) energy consumption. Our current focus is advancing decarbonization and strengthening supplier engagement to enable future collection and reporting of significant value-chain energy consumption.				
103-4	Energy intensity	Energy Intensity	2024	2025		
		Total energy consumption (MWh)	275,498	250,987		
		Energy intensity ratio	110	93		
		<i>Methodology: Energy intensity is calculated as total organizational energy consumption (in MWh) divided by net revenue expressed in million USD, using an operational-control boundary. All energy sources included in Haworth Group's consolidated GHG inventory are reflected in this calculation.</i>				
103-5	Reduction in energy consumption	Our assessment of energy performance against our emissions-aligned baseline year shows that total energy consumption increased due to organizational growth and higher production volumes; therefore, no absolute reduction in total consumption occurred. However, we report reductions in reliance on fossil-based energy through a higher percentage of renewable energy in our overall consumption mix, improvements in data accuracy, and increased onsite renewable energy generation. These improvements represent meaningful shifts in energy sourcing rather than decreases in total use.				
		Reduction in Energy Consumption (MWh)	2021	2024	2024	2025
		Energy Consumption Type	Baseline	Consume/Produce	% Change	Consume/Produce
		% Energy Consumption from Renewable Sources	24	8	-16	46
		Total Energy Consumption	149,910	275,498	84	250,987
		Total Production of Renewable Energy	5,251	5,024	-4	5,533
						67
						5

GRI	GRI Standard Requirement
-----	--------------------------

In 2025, we continued implementing targeted energy efficiency initiatives that delivered measurable reductions in energy consumption across our global operations. Our combined LED lighting program—including upgrades in North America and transitions in Portugal and Switzerland—reduced electricity use by approximately 2.536 million kWh annually, resulting in an estimated 1,382 tonnes of CO₂e avoided each year. Additional projects such as HVAC optimizations, compressed air system upgrades, and roof insulation improvements further contributed to reductions in electricity demand and process-related energy use. These measures demonstrate our ongoing commitment to lowering operational energy intensity through capital investments, equipment modernization, and process optimization.

GRI 201: Economic Performance

201-1	Direct economic value generated and distributed	Haworth Group's global sales for 2025 totaled USD 2.7 billion, representing the direct economic value generated for the reporting period. As a privately held company, Haworth Group does not publicly disclose detailed financial breakdowns such as operating costs, wages and benefits, retained earnings, or community investments. This information is omitted on the basis of confidentiality.
201-2	Financial implications and other risks and opportunities due to climate change	Haworth evaluates climate related risks and opportunities through a structured global assessment process that identifies both physical risks—such as extreme weather, heat stress, and flooding—and transition risks, including evolving customer expectations, changing product requirements, and emerging climate-related regulations. These risks may influence operational continuity, energy and resource costs, supply chain stability, and future investment needs. We conduct a global climate risk assessment, which analyzes potential impacts on facilities, markets, and business operations, and identifies mitigation measures. Transition risks are assessed in relation to decarbonization trends, policy changes, and stakeholder expectations. Climate-related opportunities include increased demand for circularity solutions, low-carbon materials, and energy efficient or net-zero-aligned products. Investments in renewable energy, energy efficiency projects, and closed-loop manufacturing processes also support operational resilience and long-term value creation. As a privately held company, Haworth does not disclose detailed quantitative financial implications of climate-related risks, or opportunities are omitted based on confidentiality. Haworth continues to manage climate-related implications through its science-aligned climate strategy, ongoing decarbonization initiatives, and environmental performance monitoring.

GRI 202: Market Presence

202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Haworth Group is committed to paying employees fair and appropriate compensation in the form of wages and salaries and other benefits regardless of gender. Remuneration for employees consists of basic salaries in line with market conditions and collective bargaining agreements (where applicable) and secure living wages. Depending on the function, variable performance-related payments can apply to offer attractive benefits and acknowledge performance. This is regulated by additional individual agreements.
-------	--	---

GRI 204: Procurement Practices

3-3	Management of material topics	Haworth Group manages impacts on workers in the value chain through supplier due diligence, annual assessments, Supplier Code of Conduct requirements, conflict minerals compliance, and material-chemistry disclosure. Supplier engagement, corrective-action processes, and audit programs support continuous improvement. Business conduct impacts are managed through policies and commitments outlined in our Standards of Legal and Ethical Conduct, Code of Conduct, and UN Global Compact participation. Due diligence includes compliance training, anti-corruption controls, whistleblowing mechanisms, and supplier requirements.
204-1	Proportion of spending on local suppliers	Haworth Group defines “local suppliers” as suppliers operating within the same geographic region as the manufacturing facility they support (Americas, APAC, EMEA). Haworth Group actively prioritizes localized procurement whenever feasible. This approach helps reduce transportation impacts, strengthen supply chain resilience, enhance operational agility, and support local economies. In recent years, Haworth Group has continued to expand regional sourcing for key components and materials, aligning supplier decisions with our commitments to sustainability, risk mitigation, and responsible business conduct. As data systems mature, Haworth Group will work toward reporting more comprehensive metrics on local supplier spend.

GRI 205: Anti-Corruption

GRI	GRI Standard Requirement																			
3-3	Management of material topics	Business conduct impacts are managed through policies and commitments outlined in our Standards of Legal and Ethical Conduct, and Member (Employee) Code of Conduct. Due diligence includes compliance training, anti-corruption controls, whistleblowing mechanisms, and supplier requirements.																		
205-2	Communication and training about anti-corruption policies and procedures	<p>Haworth maintains a zero-tolerance approach to corruption and bribery. We have standard operating procedures and our Member (Employee) Code of Conduct in place to maintain ethics and proper business conduct (see also GRI 2-23). The Member (Employee) Code of Conduct provides guidelines for expected behavior related to conflict of interest, bribery, and corruption.</p> <p>All employees globally receive mandatory anti-corruption and business ethics training as part of Haworth's Required Global Compliance Training curriculum, which applies across all business units. The training module is 0.75 hours long and covers the definition of corruption, dedicated policies and procedures for detection and suspicion, expectations for ethical conduct, and requirements for legal and regulatory compliance.</p> <table border="1"> <thead> <tr> <th>2025 Prevention and Detection of Corruption or Bribery (%)</th> <th>Functions at Risk</th> <th>Other Employees</th> </tr> </thead> <tbody> <tr> <td>Employees trained on corruption and bribery</td> <td>35</td> <td>8</td> </tr> </tbody> </table> <p>Ethics training is required during onboarding for all new employees, and all employees are prompted to complete a mandatory refresher every two years. Haworth Group reports the number and percentage of employees trained during the reporting period.</p> <p><i>Note: This metric has been introduced in the current reporting year. One of our divisions, Haworth Lifestyle, was not yet able to obtain or report the underlying data for this cycle due to system accessibility constraints. The division is in the process of establishing the necessary mechanisms to ensure full data collection and reporting in subsequent years.</i></p> <p>Whistleblower procedures follow the description for disclosure GRI 2-26. Ongoing audits of financial activity also provide an avenue to proactively uncover incidents of financial impropriety, which are then elevated to the legal department. In addition, anti-corruption policies and reporting channels are made available to relevant external business partners, where appropriate, to support transparency and responsible conduct throughout our value chain.</p>	2025 Prevention and Detection of Corruption or Bribery (%)	Functions at Risk	Other Employees	Employees trained on corruption and bribery	35	8												
2025 Prevention and Detection of Corruption or Bribery (%)	Functions at Risk	Other Employees																		
Employees trained on corruption and bribery	35	8																		
205-3	Confirmed incidents of corruption and actions taken	<p>Haworth Group maintains a global whistleblower mechanism where complaints are categorized by issue type, including corruption or bribery. While all complaints received are recorded and assessed, only substantiated cases are reported. The 2025 complaints were investigated using Haworth Group's standard operating procedures, in accordance with our established ethics and compliance processes. Haworth Group reports only aggregated information on substantiated cases and does not disclose case-specific details in order to preserve confidentiality.</p> <table border="1"> <thead> <tr> <th>Confirmed Instances of Corruption and Actions Taken – Whistleblower Complaints</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Discrimination</td> <td>1</td> <td>1</td> </tr> <tr> <td>Conflict of Interest</td> <td>2</td> <td>1</td> </tr> <tr> <td>Corruption or Bribery</td> <td>0</td> <td>1</td> </tr> <tr> <td>Other</td> <td>3</td> <td>2</td> </tr> <tr> <td>Total</td> <td>6</td> <td>5</td> </tr> </tbody> </table>	Confirmed Instances of Corruption and Actions Taken – Whistleblower Complaints	2024	2025	Discrimination	1	1	Conflict of Interest	2	1	Corruption or Bribery	0	1	Other	3	2	Total	6	5
Confirmed Instances of Corruption and Actions Taken – Whistleblower Complaints	2024	2025																		
Discrimination	1	1																		
Conflict of Interest	2	1																		
Corruption or Bribery	0	1																		
Other	3	2																		
Total	6	5																		

GRI 301: Materials

3-3	Management of material topics	Haworth Group applies a holistic circular design philosophy to all new product development. This philosophy is built on three key principles: sustainable materials, product use extension, and responsible product end-of-life. These principles guide our design decisions to reduce environmental impact, enhance human health, and support the transition to a more responsible, regenerative future. By prioritizing longevity, reparability, and recyclability, we create innovative solutions that close material loops and reduce reliance on virgin resources. To increase landfill diversion, unlock new revenue streams, and enhance customer lifetime value, we provide circular services, including buy-back programs, refurbishment, and long-term strategic partnerships. Haworth maintains transparency, conducts due diligence, and implements sustainable diversion methods while minimizing waste-to-energy reliance.
-----	-------------------------------	--

GRI	GRI Standard Requirement		
301-1	Materials used by weight or volume	Material Inflow	Amount Sustainably Sourced
		Total weight of materials (kg)	133,160,388
		Total weight of biological materials used (kg)	30,634,047
		Total weight of biological materials that are sustainably sourced	15,804,203
		% of biological materials that are sustainably sourced	52
		Total weight of technical materials used (kg)	102,526,341
		Total weight of recycled/secondary materials	44,591,575
		% of recycled/secondary materials	33
		% of sustainable materials	45
		<p><i>Note: Haworth Group classifies materials as biological or technical in alignment with ESRS E5; for GRI 301-1, these correspond to renewable and non-renewable materials, respectively. Methodology: Haworth Group defines sustainably sourced materials based on the characteristics and sustainability pathways relevant to each material category. For technical materials—such as metals, plastics, composites, and glass—sustainably sourced content is defined as the verified recycled portion incorporated into the product or its packaging. For biological materials, including forest-based products, sustainably sourced content refers to materials that meet the criteria of Haworth Group’s Deforestation-Free Policy, which prioritizes responsibly managed and traceable supply chains. As our processes and data capabilities evolve, we continue to refine these definitions to maintain transparency. Some of Haworth Group’s material inflow data is available only by spend and not by weight. While spend-based data is sufficient for estimating emissions in our Greenhouse Gas Inventory, it does not meet the accuracy expectations of GRI 301. Therefore, spend-based material data has been excluded from GRI 301-1 and 301-2 calculations to avoid compromising accuracy. As Haworth Group expands activity-based and weight-based data collection, the completeness and precision of material reporting will continue to improve over time.</i></p> <p>In addition to reporting materials used by weight, Haworth Group tracks sustainable wood purchasing from a strategic sourcing perspective. The following table presents sustainable wood procurement by spend, which supports Haworth Group’s responsible purchasing strategy and supplier-engagement priorities.</p>	
Compliance with Sustainable Wood Declaration (%)		2024	2025
Sustainably sourced wood		80	64
<p><i>Note: The year-over-year decrease in percentage coverage is attributable to an expanded scope of the Sustainable Wood Declaration, which now includes all forest-related products. This broadened applicability is currently being implemented across additional Haworth Group brands, resulting in a temporary reduction in reported coverage as compliance processes are phased in.</i></p>			
301-2	Recycled input materials used	Haworth Group incorporates recycled input materials across multiple material categories as part of its circular design and responsible sourcing strategy. The use of recycled content supports reduced reliance on virgin materials and aligns with our Circular Design philosophy. Haworth Group continues to improve the quality and granularity of recycled content data as supplier reporting and product-level material transparency mature over time.	
		2025 Material Inflow (%)	
		Recycled/secondary materials	33
<p><i>Methodology: Recycled content values are based on supplier-provided declarations when available and supplemented with industry average recycled content values when supplier specific data is unavailable or incomplete. Some of Haworth Group’s material inflow data is available only by spend and not by weight. While spend-based data is sufficient for estimating emissions in our Greenhouse Gas Inventory, it does not meet the accuracy expectations of GRI 301. Therefore, spend-based material data has been excluded from GRI 301-1 and 301-2 calculations to avoid compromising accuracy. As Haworth Group expands activity-based and weight-based data collection, the completeness and precision of material reporting will continue to improve over time.</i></p>			
301-3	Reclaimed products and packaging materials	Haworth Group has a global offering of circular services including takeback programs, repair, refurbishment and remanufacturing, buy-back programs, and partnerships with office decommissioning providers. Availability varies by location, but as a whole, these services make it easier for our customers to choose alternatives to landfills when disposing of workplace products that are no longer needed.	
		2025 Reclaimed Products (metric tonnes)	
		Repair	1,046
		Refurbish	409
		Resale	566
		Reuse or redistribution	1,423
		Donation	1,858
		Recycle	792
		Total weight of reclaimed products	6,094
		% of reclaimed material	0.002

GRI GRI Standard Requirement

Note: Beginning in 2025, Haworth Group expanded its circular-services and reclaimed-products data collection process to include all brands and business units globally. While Haworth Global has tracked elements of reclaimed product flows in prior years, the historical data was not collected at a consistent Group-wide scale. To maintain accuracy and comparability, only 2025 data is presented in this disclosure. As data systems and reporting coverage continue to expand, Haworth Group will incorporate additional years in future reporting cycles.

Please refer to our Circular Services stories (annual [Corporate Social Responsibility Report](#), pp. 35–38) that highlight the success of these partnerships and our [Circular Services Brief](#).

GRI 303: Water

3-3 Management of material topics

Water use is not considered a material topic for Haworth Group. Through our most recent double materiality assessment, we identified that Haworth Group's operations have low overall water consumption, limited water intensive-processes, and minimal associated environmental or community risks across our global manufacturing footprint. These findings are consistent with our ongoing environmental performance evaluations and the scope of KPIs tracked within our environmental management system, which show that water use remains a low impact area relative to other environmental topics such as climate, materials, and circularity.

Although Water is not a material topic, we continue to monitor, manage, and report on our water performance to ensure transparency and maintain alignment with responsible environmental stewardship commitments. Water data is collected annually across Haworth Group facilities and reviewed as part of our broader environmental performance dashboard to ensure that potential risks remain low and to identify any emerging trends that could influence future assessments.

As part of our ongoing due diligence process under GRI 3, Haworth Group will continue to review water-related risks and impacts and update the topic's materiality status if operational changes, regulatory developments, or regional water stress conditions indicate a meaningful shift in exposure.

303-1 Interactions with water as a shared resource

Water is used at Haworth Group facilities for drinking, sanitation, and limited industrial processes such as cleaning and metal-surface preparation. It is sourced primarily from public municipal systems with minor groundwater withdrawal. Haworth Group monitors site-level water use, wastewater quality, and local impacts through its environmental management system and wastewater sampling programs, which consistently show contaminant levels well below regulatory limits. Water-reduction initiatives—such as flow regulators, sensor-operated fixtures, and counter-current wash-line systems—are implemented where relevant. Although water use is considered a low-risk, non-material topic for Haworth Group, we continue to monitor and report on water use across facilities and require suppliers to follow our Supplier Code of Conduct and disclose environmental management practices. Water-related goals are set at the facility level where appropriate and informed by local regulatory requirements and operational context.

The following chart illustrates the amount of water reused in our wash-line and process-water systems, demonstrating our efforts to minimize freshwater demand.

Water Reused (megaliters)	2024	2025
Water Per Year	3.75	5

Note: Water reuse volumes are low because Haworth Group's overall water consumption is limited and most facilities operate with minimal process-water needs. Reuse systems have been implemented at targeted locations—such as the Haworth plant in Shanghai, China. Additional reuse initiatives will be expanded over time based on facility-specific water impacts and usage.

303-2 Management of water discharge-related impacts

For our manufacturing facilities, water management (reduction of withdrawal, as well as proper discharge) is included in the environmental management systems, which are certified according to ISO 14001. For Haworth Group manufacturing site certification coverage, see GRI 403-1.

As part of these systems, processes for the proper handling of chemicals, wastes, and wastewater have been established. We train our employees and implement the necessary technical equipment as preventive measures against contamination of the ground and local waterbodies. We also conduct audits of our processes on a regular basis, to monitor proper implementation and identify potential for improvements.

These processes are designed to prevent, minimize, and control water-discharge-related impacts across our operations.

Standards for the quality of discharged water are based on local regulations. Most wastewater is discharged via public sewage networks for treatment. Wastewater from industrial uses, which is not suited for public sewage treatment plants, is collected by authorized companies for treatment. We limit the load of contaminants in wastewater from our industrial processes, e.g., through defining accepted surface treatments.

Moreover, we engage our employees and train them on the importance of water efficiency, and our plants share their best practices on reducing water consumption. We also monitor the chemical parameters of our pretreatment units in powder-painting lines to minimize the number of water-bath changes.

GRI	GRI Standard Requirement				
303-3	Water withdrawal by source	Where available, water data is based on metered volumes. When data on water consumption was not available, we estimated volumes based on leased spaces or the number of employees per site (approximately 4.5% of water consumption volume is based on estimates). Well water constituted less than 1% of the water used in 2025.			
		Water Withdrawal by Source (megaliters)	2024	2025	
		Third-Party Water	247	304	
		Ground Water	10	1	
		Produced Water	0	0	
		Fresh Water	0	0	
		Brackish Water	0	0	
		Total Water Withdrawal	257	305	
		Water Withdrawal by Use (megaliters)	2024 Volume	2024 %	2025 Volume 2025 %
		Manufacturing	235	92	206 67
		Showroom	20	8	64 21
		Warehouse	1	0	0 0
		Logistics	1	0	1 0
		Office	0	0	34 11
		Total	257	100	305 100
		2025 Water Withdrawal from All Areas with Water Stress (megaliters)	Volume	%	
		Low (0-1)	19	6	
		Low-Medium (1-2)	1	0	
		Medium-High (2-3)	73	24	
		High (3-4)	8	3	
		Extremely High (4-5)	19	6	
		<i>Methodology: Beginning in 2025, Haworth Group transitioned from assessing water stress at the country level to a catchment/basin-level approach using the Aqueduct Global Water Risk Atlas (WRI). This methodology provides greater accuracy and a more localized understanding of water-related risks. Due to this increased granularity, the scope of this metric has been refined to include only our manufacturing sites, where the majority of our total water withdrawal occurs and where we have the greatest ability to influence reductions. Our manufacturing sites represent approximately 80% of total company-wide water withdrawal; therefore, the sum of volumes classified under stress-level categories will not equal total reported water withdrawal.</i>			
303-4	Water discharge	Water Discharge by Source (megaliters)	2024	2025	
		Third-Party Water	247	304	
		Ground Water	10	1	
		Produced Water	0	0	
		Fresh Water	0	0	
		Brackish Water	0	0	
		Total	257	305	
303-5	Habitats protected or restored	Water Consumption by Source (megaliters)	2024	2025	
		Third-Party Water	0	0	
		Ground Water	0	0	
		Produced Water	0	0	
		Fresh Water	0	0	
		Brackish Water	0	0	
		Total	0	0	

GRI 305: Emissions

GRI	GRI Standard Requirement			
3-3	Management of material topics	Haworth Group manages pollution-related impacts by prioritizing material health, chemical transparency, and proactive chemical management across our products and supply chain. Suppliers are required to disclose material content and comply with strict chemical expectations designed to eliminate substances of concern, guided by Haworth's Banned Chemicals List, which restricts over 5,000 substances at a 100-ppm threshold. When high-concern substances are identified, Haworth Group works with suppliers to phase them out and replace them with safer, high-performance alternatives where feasible. Pollution-related risks, including VOCs and emissions to air, are monitored through Haworth Group's Environmental Management System and ISO-aligned practices, supported by environmental KPIs that track compliance and site-level performance.		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>2025 Global Air Emissions (metric tonnes)</p> <table border="1"> <tr> <td>Total VOC Emissions</td> <td>68</td> </tr> </table> <p>Due to the diligent efforts of our teams and our suppliers, we are making continued progress toward reducing VOC emissions. Haworth Group continues to push our supply chain toward the elimination of toxic substances and encourages the use of safer metal surface treatments. Many of our products include low-emitting finishes such as powder-coated metal and water-based wood finishes. Our strategy with adhesives is to avoid them altogether. If this is not feasible, we insist on the use of solvent-free (e.g., water-based) options. Through material ingredient assessments, we evaluate chemical properties of adhesives and screen for any hazardous substances.</p>	Total VOC Emissions	68
Total VOC Emissions	68			

GRI 306: Effluents and Waste

3-3	Management of material topics	<p>Haworth Group applies a holistic circular design philosophy to all new product development. This philosophy is built on three key principles: sustainable materials, product use extension, and responsible end-of-life. These principles guide our design decisions to reduce environmental impact, enhance human health, and support the transition to a more responsible, regenerative future. By prioritizing longevity, reparability, and recyclability, we create innovative solutions that close material loops and reduce reliance on virgin resources.</p> <p>To increase landfill diversion, unlock new revenue streams, and enhance customer lifetime value, we provide circular services, including buy-back programs, refurbishment, and long-term strategic partnerships. Haworth Group maintains transparency, conducts due diligence, and implements sustainable diversion methods while minimizing waste-to-energy reliance.</p> <p>Haworth Group manages pollution-related impacts by prioritizing material health, chemical transparency, and proactive chemical management across our products and supply chain. Suppliers are required to disclose material content and comply with strict chemical expectations designed to eliminate substances of concern, guided by Haworth Group's Banned Chemicals List, which restricts over 5,000 substances at a 100-ppm threshold.</p> <p>When high-concern substances are identified, Haworth Group works with suppliers to phase them out and replace them with safer, high-performance alternatives where feasible. Pollution-related risks, including VOCs and emissions to air, are monitored through Haworth Group's Environmental Management System and ISO-aligned practices, supported by environmental KPIs that track compliance and site-level performance.</p>
306-1	Waste generation and significant waste-related impacts	Haworth Group manufacturing operations account for the vast majority of waste generated (approximately 98%). The primary waste-related impacts arise from production offcuts—especially wood—along with metals, plastics, powder coat, corrugate, and paper. These materials represent our most significant waste streams and are managed through appropriate segregation, recovery, and permitted disposal routes. Non-manufacturing locations such as showrooms, offices, and warehouses generate much smaller volumes of similar materials that follow locally-compliant recycling, composting, recovery, or disposal pathways.
306-2	Management of significant waste-related impacts	<p>Waste-management processes are embedded within Haworth Group's ISO 14001-certified environmental management system, which governs the proper handling of chemicals, waste, and wastewater and supports regulatory compliance across global operations. Hazardous waste is managed under strict regulatory controls and handled through licensed service providers.</p> <p>Haworth Group's long-standing Zero Waste to Landfill strategic initiative further guides our approach to minimizing waste-disposal impacts. We define Zero Waste to Landfill as sending no waste to landfill intentionally, with at least 90% diverted through recycling, reuse, or incineration with energy recovery. Our 90,000-square-foot recycling center at headquarters shows our commitment to operationalizing waste diversion at scale.</p> <p>We work continuously with employees and suppliers to reduce waste generation, increase reuse, and improve recyclability, partnering with qualified and certified waste-service providers to ensure proper handling. These actions reinforce our commitment to responsible waste management and support our broader circular-economy objectives.</p>

GRI **GRI Standard Requirement**

Circular Design and Circular Services complement these operational practices and are key levers for reducing downstream waste. Products are designed for durability, easy disassembly, and replacement of wear parts. Most materials in our products can be reused or recovered as inputs to new products.

In line with our commitments to waste reduction and customer stewardship, Haworth Group offers Circular Services—including take-back programs, refurbishment, remanufacturing, and decommissioning partnerships—to help customers avoid landfill disposal of workplace products no longer needed.

306-3 Waste generated Where available, waste data is based on invoiced quantities and volumes. When waste data was not available, we estimated waste volumes based on leased spaces or the number of employees per site.

Waste Generated (metric tonnes)	2024 Weight	2024 %	2025 Weight	2025 %
Diverted from disposal	35,219	97	31,751	85
<i>of which hazardous</i>	38	0	41	0
i. Prepared for reuse	0	0	0	0
ii. Recycled	38	0	41	0
iii. Incineration with energy recovery	0	0	0	0
iv. Other recovery operations	0	0	0	0
<i>of which non-hazardous</i>	35,182	97	31,710	85
i. Prepared for reuse	0	0	0	0
ii. Recycled	10,716	29	15,700	42
iii. Incineration with energy recovery	24,466	67	16,009	43
iv. Other recovery operations	0	0	0	0
Directed to disposal	1,122	3	5,394	15
<i>of which hazardous</i>	75	0	434	1
i. Incineration	44	0	420	1
ii. Landfill	32	0	13	0
iii. Other disposal operations	0	0	0	0
<i>of which non-hazardous</i>	1,047	3	4,960	13
i. Incineration	0	0	386	1
ii. Landfill	1,047	3	4,575	12
iii. Other disposal operations	0	0	0	0
Total waste non-recycled	1,122	3	5,394	15
Total waste generated	36,342	0	37,145	0
Total waste-to-energy	24,466	67	16,009	43

Methodology: Hazardous waste is classified using current local standards (i.e., EPA Hazardous Waste Identification Process, EU Council Directive on Hazardous Waste)

Hazardous and Radioactive Waste (metric tonnes)	2024	2025
Hazardous waste	113	475
Radioactive waste	0	0
Total	113	475

GRI	GRI Standard Requirement			
		2025 Substances of Concern and Very High Concern (kilograms)	Concern	Very High Concern
		i. Carcinogenic, Mutagenic, or Reproductive Toxic (CMR)	1,002,806	152
		a. Substances used during production and procured	53,118	152
		<i>as a mixture in a product (e.g., adhesives, varnishes, paints)</i>	53,118	152
		<i>as a process mixture (e.g. wash-line chemicals)</i>	0	0
		b. Substances that leave the facility	949,688	0
		<i>as emissions</i>	24,644	0
		<i>as a mixture in a product (e.g., PTFE lubricant)</i>	925,044	0
		ii. Persistent, Bioaccumulative and Toxic (PBT)	1,165	0
		a. Substances used during production and procured	1,165	0
		<i>as a mixture in a product (e.g. adhesives, varnishes, paints)</i>	1,165	0
		<i>as a process mixture (e.g., wash-line chemicals)</i>	0	0
		b. Substances that leave the facility	0	0
		<i>as emissions</i>	0	0
		<i>as a mixture in a product (e.g., PTFE lubricant)</i>	0	0
		iii. Very Persistent and Bioaccumulative (vPvB)	0	0
		a. Substances used during production and procured	0	0
		<i>as a mixture in a product (e.g., adhesives, varnishes, paints)</i>	0	0
		<i>as a process mixture (e.g., wash-line chemicals)</i>	0	0
		b. Substances that leave the facility	0	0
		<i>as emissions</i>	0	0
		<i>as a mixture in a product (e.g., PTFE lubricant)</i>	0	0
		iv. Other	95,034	—
		a. Substances used during production and procured	26,589	—
		<i>as a mixture in a product (e.g., adhesives, varnishes, paints)</i>	26,589	—
		<i>as a process mixture (e.g., wash-line chemicals)</i>	0	—
		b. Substances that leave the facility	68,445	—
		<i>as emissions</i>	31,285	—
		<i>as a mixture in a product (e.g., PTFE lubricant)</i>	37,159	—
		Total Weight	1,099,005	152
		<i>Methodology: When a substance meets criteria for multiple hazard classes, it is assigned to the highest applicable hazard category to avoid double counting and ensure consistency with regulatory practices.</i>		
306-4	Waste diverted from disposal	See GRI 306-3.		
306-5	Waste directed to disposal	See GRI 306-3.		

GRI 308: Supplier Environmental Assessment

3-3	Management of material topics	<p>Haworth Group manages impacts on workers in the value chain through supplier due diligence, annual assessments, Supplier Code of Conduct requirements, conflict minerals compliance, and material-chemistry disclosure. Supplier engagement, corrective action processes, and audit programs support continuous improvement.</p> <p>Business conduct impacts are managed through policies and commitments outlined in our Standards of Legal and Ethical Conduct, Code of Conduct, and UN Global Compact participation. Due diligence includes compliance training, anti-corruption controls, whistleblowing mechanisms, and supplier requirements.</p>
308-1	New suppliers that were screened using environmental criteria	All new suppliers entering into a commercial relationship with Haworth Group are required to sign and adhere to the Haworth Group Supplier Code of Conduct (SCoC), which includes environmental compliance expectations as well as commitments related to worker safety, labor rights, antidiscrimination, anti-child-labor, anti-corruption, and worker respect. The SCoC is updated regularly to reflect emerging standards, and supplier signatures must be renewed every three years. During the reporting year, environmental screening of new suppliers was conducted through this SCoC process, with coverage reflected in the accompanying SCoC-spend table.

GRI

GRI Standard Requirement

2025 New Suppliers Screened Using Environmental Criteria (%)

% of spend with direct suppliers that have signed the Supplier Code of Conduct	93
% of targeted suppliers with contracts that include environmental, labor, and human rights clauses	93
% of spend with indirect suppliers that have signed the Supplier Code of Conduct	66
% of spend with in-scope suppliers that have signed the Conflict Minerals Policy	80

Note: Supplier Code of Conduct (SCoC) implementation is progressing across Haworth Group businesses at different stages. Some units have fully implemented the SCoC, while others are in early rollout or expanding coverage. Haworth Group will continue to expand SCoC adoption and improve supplier visibility as part of its responsible sourcing practices.

Because all targeted (direct) suppliers are contractually required to sign the Haworth Group Supplier Code of Conduct—which includes environmental, labor, and human-rights clauses—the percentage of targeted suppliers covered corresponds to the SCoC-covered spend reported in the table.

Haworth Group integrates environmental criteria into procurement decisions to strengthen responsible sourcing and reduce impacts across our value chain. To support this approach, buyers and sourcing professionals receive targeted training on sustainable-procurement topics—including regulatory requirements (such as EUDR and CBAM), material-health expectations, chain-of-custody certifications, recycled-content criteria, and embodied-carbon considerations. The percentage of procurement employees trained during the reporting period is shown below.

2025 Sustainable Procurement Training

Total number of buyers	53
Total number of buyers who received sustainability training	53
% of buyers who received sustainability training	100

Data Scope: Haworth Global

Note: Tracking for sustainable-procurement training was initiated in 2025 and has been rolled out first to our largest entities. Other Haworth Group brands are also delivering sustainable-procurement-related training. However, these activities are not yet captured in a consistent, trackable format and are therefore excluded from this percentage. We plan to expand both the training programs and the underlying data-collection processes to additional brands and regions over time.

308-2

Negative environmental impacts in the supply chain and actions taken

Haworth Group assesses strategically important suppliers for environmental impacts through audits and the Supplier Code of Conduct (SCoC) process. During the reporting year, suppliers identified with actual or potential impacts were engaged through corrective-action plans and follow-up monitoring; no supplier relationships were terminated as a result of environmental non-compliance. Insights from these assessments inform continuous improvement efforts, supported by collaboration on material transparency, FSC/PEFC Chain of Custody documentation for wood, and initiatives to increase use of recycled materials across the supply chain.

2025 Direct Supplier Audit Results

Total number of suppliers who completed self-audits	113
Total number of suppliers who completed on-site audits	77
Total findings (suppliers who have a risk level above low)	0
Total findings corrected and closed	0
Total suppliers	1,409
% of audited suppliers	13

Data Scope: This metric reflects supplier audit and assessment data from those Haworth Group entities that have established supplier-audit processes and formal tracking mechanisms. Several Haworth Group brands are still in the process of implementing consistent supplier-assessment programs and did not provide complete supplier totals for the reporting period. Therefore, they are not included in this year's calculation. As Haworth Group expands audit programs and strengthens reporting systems across additional brands, future disclosures will reflect broader Group coverage.

GRI 401: Employment

GRI	GRI Standard Requirement						
3-3	Management of material topics	<p>Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls.</p> <p>We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.</p>					
401-1	New employee hires and employee turnover	2025 Employee Turnover Total number of leaves (headcount) Turnover rate (%)	Female 442 9	Male 723 14	Other 0 0	Total 1,165 14	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>For Haworth Global</p> <ul style="list-style-type: none"> • Temporary and seasonal employees are ineligible for benefits • Part-time employees are eligible for many, but not all, benefits that full-time employees are eligible for <p>Temporary employees are typically college students who are working as interns in an office setting or working in a production facility over the summer. They do not receive the same benefits as regular full-time or part-time employees.</p> <p>Part-time employees work a reduced schedule (less than 36 hours per week) but are employed on an ongoing basis, and the benefits for which they are eligible depend upon the number of hours they work. Part-time employees are eligible for paid time off, paid sick time, and employer 401(k) contributions.</p> <p>Some benefits for US employees include:</p> <ul style="list-style-type: none"> • Healthcare • Life insurance • Short- and long-term disability • Parental leave • Retirement plan • HSA/FSA accounts • Critical illness insurance • Accident insurance • Vision insurance • Pet insurance • Prepaid legal insurance • Dental insurance • Hospital indemnity insurance • Accidental death and dismemberment insurance 					
401-3	Parental leave	Employees entitled to take family-related leave Entitled employees (headcount) Total employees (headcount) % of entitled employees	Female 3,135 3,415 92	Male 4,467 5,068 88	Other 11 12 92	Total 7,613 8,495 90	

GRI 402: Labor/Management Relations

GRI	GRI Standard Requirement	
3-3	Management of material topics	<p>Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls.</p> <p>We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.</p>
402-1	Minimum notice periods regarding operational changes	<p>Haworth Group strives to keep employees informed about business matters that affect them and encourages them to express their thoughts through the multiple communication channels available to them. Notice periods for significant operational changes follow local legal requirements, and in countries where collective bargaining agreements are in place, consultation processes are defined within those agreements.</p>

GRI 403: Occupational Health and Safety

3-3	Management of material topics	<p>Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls.</p> <p>We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.</p>															
403-1	Occupational health and safety management system	<p>Haworth Group acts in accordance with clearly defined values and standards of conduct that comply with or go beyond laws and regulations and take internationally-recognized principles into account. The well-being, health, and safety of our employees are deeply embedded in our company values. We believe that every person is entitled to a safe and healthy work environment. We rely on our employees and work to make the world better. Therefore, safety is everybody's business and is to be given primary importance in every aspect of planning and performing all business activities, so that our employees are protected against industrial injury and illness.</p> <p>Our policy is oriented toward affirmative control and minimization of risks. Establishment and maintenance of a safe working atmosphere is the shared responsibility between Haworth Group and its employees at all levels of the organization. Haworth Group's local Health & Safety teams meet regularly to coordinate training and stay informed of new processes and regulations that relate to employee health and safety. These teams also regularly review risk assessments and health and safety documentation to incorporate changes in local processes, as well as relevant laws and regulations that govern our conduct. We regularly track occupational health and safety performance, initiate improvement measures, and provide training. Every Haworth group employee begins their career with comprehensive Health & Safety training and receives regular refreshers. They are provided the necessary personal protective equipment (PPE) and replacements when PPE is damaged. Across all production sites and our headquarters, employees are represented by health and safety committees.</p> <p>In addition to mandatory worker injury compensation policies (as part of local labor laws) and public healthcare coverage (e.g., in Australia or most countries in EMEA), Haworth Global provides corporate healthcare insurance as a benefit to employees as part of talent attraction and retention—where not covered by public healthcare. Corporate healthcare insurance covers, for example, hospitalization, surgeries, outpatient specialists, dental, and personal accidents.</p> <p>We ensure the principles of continuous improvement are applied to both manufacturing operations and office processes. Our integrated management system is based on ISO 9001, ISO 14001, and ISO 45001.</p> <table border="1"> <thead> <tr> <th>Manufacturing Site Certification Coverage (%)</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Manufacturing sites with ISO 9001 certification</td> <td>59</td> <td>67</td> </tr> <tr> <td>Manufacturing sites with ISO 14001 certification</td> <td>62</td> <td>64</td> </tr> <tr> <td>Manufacturing sites with ISO 45001 certification</td> <td>21</td> <td>36</td> </tr> <tr> <td>Manufacturing sites with PEFC or FSC certification</td> <td>34</td> <td>45</td> </tr> </tbody> </table>	Manufacturing Site Certification Coverage (%)	2024	2025	Manufacturing sites with ISO 9001 certification	59	67	Manufacturing sites with ISO 14001 certification	62	64	Manufacturing sites with ISO 45001 certification	21	36	Manufacturing sites with PEFC or FSC certification	34	45
Manufacturing Site Certification Coverage (%)	2024	2025															
Manufacturing sites with ISO 9001 certification	59	67															
Manufacturing sites with ISO 14001 certification	62	64															
Manufacturing sites with ISO 45001 certification	21	36															
Manufacturing sites with PEFC or FSC certification	34	45															

GRI	GRI Standard Requirement					
403-2	Hazard identification, risk assessment, and incident investigation	<p>Transparency in health and safety is deeply embedded in our philosophy and culture. The risk assessment process is evaluated on an ongoing basis to capture changing work environments. Employee participation and consultation are vital to improve our performance, helping to keep employees safe and reducing overall incident rates. Measures to reduce safety and health risks include the substitution of chemicals of concern where possible, technical measures (e.g., use of sensors), organizational measures (e.g., definition of areas with restricted access or areas of hazards such as noise), and personal measures (e.g., provision and use of functional, required PPE). We follow up with employees on incidents and near misses, and implemented changes to workplaces are evaluated for effectiveness.</p> <p>Regular training and special events, such as safety-focus weeks, are used to keep a high awareness among employees for health and safety issues. Moreover, Haworth Group Learning & Development teams across the globe brought curated training content to Haworth Group employees. Each week, the global team publishes new training articles, techniques, tips, and digital tools pertaining to important health and safety topics. Additionally, health and safety procedures for employees and visitors are available in the major local language(s) spoken by employees and in English.</p> <p>Haworth Group partners with reliable temporary employment agencies that offer proper hiring conditions to their employees. These partners are required to train their employees in basic health and safety standards. In addition, Haworth Group provides training on health and safety issues relevant to their assigned tasks. Also, guidelines and rules inform visitors about proper safety protocols and behaviors.</p>				
403-3	Occupational health services	<p>In addition to required/mandatory health checkups, we offer a wide variety of programs nurturing employee well-being. We offer services such as mammograms, flu vaccines, wellness fairs, and smoking cessation programs, as well as fitness benefits, including a state-of-the-art fitness center at our global headquarters. Mental health is also a key part of well-being. Through our employee assistance program, we offer access to short-term counseling and assistance for a range of challenges including daily stresses, marital conflict, financial or legal pressures, and professional services. We offer flexible organization of work, e.g., through remote work if possible. Employees also profit from our ergonomic workstations and our expertise in this field due to the nature of our business. We have certified ergonomics advisors and accredited personnel for sustainable building standards, such as the WELL Building Standard.</p>				
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Employee participation and consultation are vital to improve our performance, helping to keep employees safe and reducing overall incident rates. Participation can be achieved through direct exchange with employees or with representatives like workforce committees.</p> <p>Our processes and activities for participation, consultation, and communication regarding occupational health and safety are also evaluated for ISO 45001 certifications.</p> <p>For Haworth Group manufacturing site certification coverage, see GRI 403-1.</p> <p>Aspects of employee engagement and satisfaction are also addressed in our annual employee engagement review. Surveys are followed by team workshops to identify, plan, and implement actions to seize opportunities for improvement. Interactive communication sessions also include Q&A sessions with leadership on a regular basis.</p>				
403-5	Worker training on occupational health and safety	<p>Safety training is a mandatory element of the Haworth Group onboarding process, and employees receive regular updates of safety training related to their workplace. We also organize local special events to inform employees on health and safety issues. Health and safety procedures for employees and visitors are available in the major local language(s) spoken by employees and in English.</p>				
403-6	Promotion of worker health	<p>See GRI 403-1 to GRI 403-5. Annual Corporate Social Responsibility Report, pp. 47-63</p>				
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Haworth Group manages potential occupational health and safety impacts associated with its products by prioritizing product safety, human health, and material integrity throughout design and manufacturing. All new products undergo testing and verification to ensure compliance with recognized safety and performance standards. This includes certification through BIFMA LEVEL®, FEMB LEVEL®—which addresses indoor air quality, material health, ergonomics, and product durability—and other relevant safety standards for performance and stability. GREENGUARD® and SCS Indoor Advantage™ support additional verification of low chemical emissions and VOC performance. Independent third-party programs such as GREENGUARD provide further assurance of low chemical emissions and VOC performance. These processes help prevent or mitigate negative OHS impacts for consumers and end users that are directly linked to Haworth's operations, products, and relationships in the value chain.</p>				
403-8	Workers covered by an occupational health and safety management system	<p>2025 Health and Safety Management System</p> <table border="0"> <tr> <td data-bbox="813 1042 1429 1056">Employees covered by the health and safety management system (headcount)</td> <td data-bbox="1453 1042 1503 1056">7485</td> </tr> <tr> <td data-bbox="813 1063 1429 1078">% of employees covered by the undertaking's health and safety management</td> <td data-bbox="1453 1063 1503 1078">88</td> </tr> </table>	Employees covered by the health and safety management system (headcount)	7485	% of employees covered by the undertaking's health and safety management	88
Employees covered by the health and safety management system (headcount)	7485					
% of employees covered by the undertaking's health and safety management	88					

GRI	GRI Standard Requirement				
403-9	Work-related injuries	Work-Related Injuries (headcount)	2024 Employees	2025 Employees	2025 Non-Employees
		Number of Fatalities Resulting from Work-Related Injuries	0	0	0
		Rate of Fatalities Resulting from Work-Related Injuries	0	0	0
		Number of Work-Related Injuries	27	123	1
		Rate of Work-Related Injuries	4	9	3
		Number of Hours Worked	7,322,094	13,077,056	323,698
		Number of Days Lost	10,503	11,781	2
<i>Note: Haworth Group began tracking work-related injuries for non-employees in 2025. Therefore, no comparable data is available for non-employees for years prior.</i>					
<i>Methodology: Haworth Group reports work-related injuries as recordable cases that result in at least one day or shift of lost time, consistent with internal procedures and OSHA-aligned classification methods. Work-related injury rates are calculated per 1,000,000 hours worked. Common injury types include strains, contusions, lacerations, and inflammation. The boundary for reported data includes permanent employees and supervised third-party labor under Haworth Group's operational control; contractors not directly overseen by Haworth Group are excluded.</i>					
403-10	Work-related ill health	Work-Related Ill Health (headcount)	2025 Employees		2025 Non-Employees
		Fatalities Resulting from Work-Related Ill Health	0		0
		Reported Cases of Work-Related Ill Health	5		0
<i>Note: Due to data limitations we have the value work-related ill health for 2025, but not for prior years. We are working to close this gap for future reporting cycles.</i>					
<i>Methodology: Work-related ill-health cases are defined as illnesses or disorders caused or aggravated by work conditions, with hearing loss being the most common recorded illness.</i>					

GRI 404: Training and Education

3-3	Management of material topics	Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls. We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.								
404-1	Average hours of training per year, per employee	Continuous learning is a core value at Haworth Group. We provide employees with a broad range of development opportunities—from mandatory global training to role-specific learning, sustainability training, and skills-based courses. Training is delivered through online platforms, in-person sessions, and function-specific development programs.								
		Average Number of Training Hours Per Employee	2024 Female	2024 Male	2024 Other	2024 Total	2025 Female	2025 Male	2025 Other	2025 Total
		Hours of training provided	20,827	31,638	0	52,465	32,616	42,359	90	75,065
		Total employees	2,555	3,811	1	6,367	3,194	4,679	11	7,884
		Total hours per employee	8	8	0	8	10	9	8	10
<i>Note: The population of employees eligible for training differs from the total employee population used in other workforce metrics due to eligibility criteria, including minimum tenure requirements.</i>										
		2025 Employee Training by Type	Unique Attendees		% of Employees					
		Skills-related training	3,427		43					
		Business ethics	2,260		29					
		Discrimination and harassment	5,014		64					
		Cyber security	5,742		73					

GRI	GRI Standard Requirement																																					
404-2	Programs for upgrading employee skills and transition assistance programs	Haworth Group offers a comprehensive suite of development programs to support continuous learning, leadership growth, and future-ready skills. Leadership pathways include the Aspiring Leader Program, Management Development Program, and Executive Development Program, which build core competencies across collaboration, communication, business acumen, performance leadership, and decision-making. Haworth Group also provides broad-based learning through sustainability literacy programs, AI education, and the Haworth Language Bridge program, which supports employees with limited English proficiency through bilingual resources and job-relevant training. Additional development opportunities include business systems training, continuous-improvement learning, talent-development modules, and access to online education platforms and tuition-assistance programs. These programs enhance employee capabilities, ensure long-term employability, and strengthen leadership across the global organization.																																				
404-3	Percentage of employees receiving regular performance and career development reviews	<p>All Haworth Group employees are offered mid-year and annual performance and career development reviews. These conversations support individual development planning, goal setting, and career mobility. Managers use our internal performance-management system to document goals, track progress, and identify development opportunities, including leadership programs and job-specific training. Internal job postings are made available to encourage mobility and equal access to opportunities.</p> <table border="1"> <thead> <tr> <th>Participation in Regular Performance Reviews</th> <th>2024 Female</th> <th>2024 Male</th> <th>2024 Other</th> <th>2024 Total</th> <th>2025 Female</th> <th>2025 Male</th> <th>2025 Other</th> <th>2025 Total</th> </tr> </thead> <tbody> <tr> <td>Number of employees evaluated</td> <td>2,188</td> <td>2,764</td> <td>0</td> <td>4,952</td> <td>2,391</td> <td>3,209</td> <td>6</td> <td>5,606</td> </tr> <tr> <td>Total employees</td> <td>2,534</td> <td>3,848</td> <td>2</td> <td>6,384</td> <td>2,938</td> <td>4,462</td> <td>11</td> <td>7,411</td> </tr> <tr> <td>% total employees evaluated</td> <td>86</td> <td>72</td> <td>0</td> <td>78</td> <td>81</td> <td>72</td> <td>55</td> <td>76</td> </tr> </tbody> </table> <p><i>Note: The population of employees eligible for regular performance reviews differs from the total employee population used in other workforce metrics due to eligibility criteria, including minimum tenure requirements.</i></p>	Participation in Regular Performance Reviews	2024 Female	2024 Male	2024 Other	2024 Total	2025 Female	2025 Male	2025 Other	2025 Total	Number of employees evaluated	2,188	2,764	0	4,952	2,391	3,209	6	5,606	Total employees	2,534	3,848	2	6,384	2,938	4,462	11	7,411	% total employees evaluated	86	72	0	78	81	72	55	76
Participation in Regular Performance Reviews	2024 Female	2024 Male	2024 Other	2024 Total	2025 Female	2025 Male	2025 Other	2025 Total																														
Number of employees evaluated	2,188	2,764	0	4,952	2,391	3,209	6	5,606																														
Total employees	2,534	3,848	2	6,384	2,938	4,462	11	7,411																														
% total employees evaluated	86	72	0	78	81	72	55	76																														

GRI 405: Diversity and Equal Opportunity

3-3	Management of material topics	<p>Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls.</p> <p>We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.</p>																																																																	
405-1	Diversity of governance bodies and employees: generations, gender ratio per region, interns	<p>Haworth Group is committed to retaining and attracting employees that represent many backgrounds and cultures.</p> <table border="1"> <thead> <tr> <th>Gender Distribution at Top Management</th> <th>2024 (headcount)</th> <th>2024 %</th> <th>2025 (headcount)</th> <th>2025 %</th> </tr> </thead> <tbody> <tr> <td>Top Management</td> <td>56</td> <td>100</td> <td>161</td> <td>100</td> </tr> <tr> <td>Male</td> <td>38</td> <td>68</td> <td>121</td> <td>75</td> </tr> <tr> <td>Female</td> <td>18</td> <td>32</td> <td>40</td> <td>25</td> </tr> <tr> <td>Other</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Level 2 Directors and VPs</td> <td>44</td> <td>100</td> <td>111</td> <td>100</td> </tr> <tr> <td>Male</td> <td>26</td> <td>59</td> <td>84</td> <td>76</td> </tr> <tr> <td>Female</td> <td>18</td> <td>41</td> <td>27</td> <td>24</td> </tr> <tr> <td>Other</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Level 1 CEO Direct Reports</td> <td>17</td> <td>100</td> <td>50</td> <td>100</td> </tr> <tr> <td>Male</td> <td>12</td> <td>71</td> <td>37</td> <td>74</td> </tr> <tr> <td>Female</td> <td>5</td> <td>29</td> <td>13</td> <td>26</td> </tr> <tr> <td>Other</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Gender Distribution at Top Management	2024 (headcount)	2024 %	2025 (headcount)	2025 %	Top Management	56	100	161	100	Male	38	68	121	75	Female	18	32	40	25	Other	0	0	0	0	Level 2 Directors and VPs	44	100	111	100	Male	26	59	84	76	Female	18	41	27	24	Other	0	0	0	0	Level 1 CEO Direct Reports	17	100	50	100	Male	12	71	37	74	Female	5	29	13	26	Other	0	0	0	0
Gender Distribution at Top Management	2024 (headcount)	2024 %	2025 (headcount)	2025 %																																																															
Top Management	56	100	161	100																																																															
Male	38	68	121	75																																																															
Female	18	32	40	25																																																															
Other	0	0	0	0																																																															
Level 2 Directors and VPs	44	100	111	100																																																															
Male	26	59	84	76																																																															
Female	18	41	27	24																																																															
Other	0	0	0	0																																																															
Level 1 CEO Direct Reports	17	100	50	100																																																															
Male	12	71	37	74																																																															
Female	5	29	13	26																																																															
Other	0	0	0	0																																																															

GRI	GRI Standard Requirement					
		Distribution of Employees by Age Group	2024 (headcount)	2024 %	2025 (headcount)	2025 %
		<30 years	1,006	16	1,243	15
		30–50	3,231	51	3,892	48
		>50	2,147	34	2,953	37
		Total Employees	6,384	100	8,088	100
		<i>Note: The total number of employees shown in the “Employees by Age Group” table differs from the total employee count reported in other workforce tables because some brands are not able to access age information for Temporary Employees or those working under Non-Guaranteed Hours arrangements.</i>				
		2025 Employees	Male	Female	Other	Total
		Total Employees	5,068	3,415	12	8,495
		2025 Employees with Disabilities				
		Number of employees with disabilities	293			
		Total number of employees	8,495			
		% of employees with disabilities	3			
		<i>Note: Data on persons with disabilities is available for Haworth Commercial Interiors this reporting year. Our Haworth Lifestyle division was not able to report due to lack of access to the necessary data. As a result, the total employees represents the group but the percentage of employees with disabilities presented here is under-representative of the actual state across the full Haworth Group.</i>				
405-2	Ratio of basic salary and remuneration of women to men	Haworth Group is committed to fair and equitable compensation practices and does not tolerate discrimination in pay or opportunity. At this time, the detailed ratio of basic salary and remuneration of women to men by employee category and significant location of operation is not available for external disclosure due to confidentiality considerations and ongoing data system enhancements. Haworth Group is working to strengthen pay-equity analytics across the brands and will continue to ensure that compensation decisions are based on role requirements, performance, and market benchmarks, not personal identity.				

GRI 406: Non-Discrimination

3-3	Management of material topics	Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls. We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.
406-1	Incidents of discrimination and corrective actions taken	<p>Haworth Group prohibits discrimination and upholds the rights and dignity of all employees, guided by our values, Standards of Legal and Ethical Conduct, and Member (Employee) Code of Conduct. These commitments apply to hiring, advancement, workplace conduct, and all other aspects of the employment relationship. All employees complete mandatory business ethics and anti-discrimination training during onboarding and through recurring refresher cycles. See 404-1 for more details on antidiscrimination training.</p> <p>Discrimination-related concerns can be raised through Haworth Group’s global whistleblower mechanism, which is managed in alignment with our governance frameworks. All substantiated complaints—including those related to discrimination—are documented and addressed through our established investigation processes. Annual complaint data, including discrimination-related cases, are reported in GRI 205-3.</p>

GRI 407: Freedom of Association and Collective Bargaining

GRI	GRI Standard Requirement	
3-3	Management of material topics	<p>Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls.</p> <p>We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Haworth Group respects and supports the rights of all employees to exercise freedom of association and collective bargaining, in line with our values, Member (Employee) Code of Conduct, and Standards of Legal and Ethical Conduct. We do not interfere with employees' decisions to organize or engage in representation structures, and we maintain open channels for communication, consultation, and social dialogue at sites globally. Measures supporting these rights include non-retaliation principles, consultation processes embedded in local practices, and access to the Haworth Group whistleblower mechanism for raising concerns without fear of reprisal. Substantiated complaints are investigated and addressed through our established governance procedures. Information on collective bargaining coverage is provided in GRI 402-1.</p>

GRI 408: Child Labor

3-3	Management of material topics	<p>Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls.</p> <p>We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.</p> <p>Haworth Group manages impacts on workers in the value chain through supplier due diligence, annual assessments, Supplier Code of Conduct requirements, conflict minerals compliance, and material-chemistry disclosure. Supplier engagement, corrective action processes, and audit programs support continuous improvement.</p> <p>Business conduct impacts are managed through policies and commitments outlined in our Standards of Legal and Ethical Conduct, Code of Conduct, and UN Global Compact participation. Due diligence includes compliance training, anti-corruption controls, whistleblowing mechanisms, and supplier requirements.</p>
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Haworth Group prohibits child labor in all operations and throughout our value chain, consistent with our values, and Human Rights Principles. Based on our assessment, child labor is not a prevalent risk in our own operations. All suppliers are required to sign and adhere to the Haworth Group Supplier Code of Conduct, which includes strict expectations on child labor, worker safety, labor practices, antidiscrimination, anti-corruption, and environmental compliance.</p> <p>Strategic suppliers are subject to due-diligence assessments and on-site audits, which are used to verify compliance with these requirements. During the reporting period, no instances of child labor were identified in supplier audits. Findings and follow-up actions are addressed through our established supplier-governance procedures (see GRI 308-2 for audit results). Haworth Group continues to engage suppliers to ensure ongoing alignment with our standards and to mitigate risks related to child labor and other human-rights concerns.</p>

GRI 409: Forced or Compulsory Labor

GRI	GRI Standard Requirement	
3-3	Management of material topics	<p>Haworth Group manages workforce-related impacts through policies aligned with leading frameworks and global standards on human rights, labor rights, antidiscrimination, and safe working conditions. Management actions include mandatory employee training, culture and inclusion initiatives, health and safety programs, and compliance processes supported by governance structures and internal controls.</p> <p>We support workforce development through continuous learning programs that build resilience, foster innovation, and strengthen leadership capabilities. Haworth Group also encourages employee participation in community engagement and volunteerism, reinforcing our commitment to positive social impact where we operate. We work to cultivate belonging by promoting diversity of thought and creating environments where all employees feel welcomed and supported, informed by global research and inclusive-design collaborations.</p> <p>Haworth Group manages impacts on workers in the value chain through supplier due diligence, annual assessments, Supplier Code of Conduct requirements, conflict minerals compliance, and material-chemistry disclosure. Supplier engagement, corrective action processes, and audit programs support continuous improvement.</p> <p>Business conduct impacts are managed through policies and commitments outlined in our Standards of Legal and Ethical Conduct, Code of Conduct, and UN Global Compact participation. Due diligence includes compliance training, anti-corruption controls, whistleblowing mechanisms, and supplier requirements.</p>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Haworth Group prohibits all forms of forced or compulsory labor across our operations and supply chain, consistent with our values and Human and Labor Rights Principles. Based on our assessment, forced labor is not a prevalent risk in our own operations. In higher-risk regions where Haworth Group operates or sources materials, we apply enhanced oversight measures, including due-diligence reviews and supplier engagement.</p> <p>All suppliers are required to sign and adhere to the Haworth Group Supplier Code of Conduct, which includes strict prohibitions on forced labor, human trafficking, and related labor violations. Strategically important suppliers undergo periodic assessments and on-site audits to verify compliance with these requirements. These audits have not identified any instances of forced or compulsory labor during the reporting period. Where areas for improvement are identified, Haworth Group works with suppliers to implement corrective actions and strengthen labor-rights protections. (See GRI 308-2 for audit results.)</p> <p>These measures form part of our broader responsible-sourcing program and reinforce Haworth Group's commitment to maintaining safe, fair, and ethical working conditions across the value chain.</p>

GRI 414: Supplier Social Assessment

3-3	Management of material topics	Haworth Group manages impacts on workers in the value chain through supplier due diligence, annual assessments, Supplier Code of Conduct requirements, conflict minerals compliance, and material-chemistry disclosure. Supplier engagement, corrective action processes, and audit programs support continuous improvement.
414-1	New suppliers that were screened using social criteria	<p>Haworth Group integrates social, labor, and human-rights criteria into supplier onboarding and evaluation processes as part of our responsible-sourcing program. All new suppliers are required to sign and adhere to the Haworth Group Supplier Code of Conduct, which outlines expectations related to human rights, safe working conditions, fair labor practices, antidiscrimination, anti-corruption, and environmental responsibility. These commitments reflect our broader Human and Labor Rights framework.</p> <p>Strategically important suppliers undergo risk-based assessments, which may include self-assessments, enhanced due diligence, or on-site audits to verify adherence to social and labor standards. Where necessary, Haworth Group works collaboratively with suppliers to implement corrective actions and strengthen protections for workers in the value chain. (See GRI 308-2 for audit results.)</p>

GRI 416: Customer Health and Safety

GRI	GRI Standard Requirement	
3-3	Management of material topics	<p>Haworth Group manages impacts on consumers and end users by prioritizing product safety, human health, and product integrity throughout the design and manufacturing process. All new products undergo testing and verification to ensure compliance with recognized health and safety standards. This includes certification through BIFMA LEVEL, FEMB LEVEL—which addresses indoor air quality, material health, ergonomics, and product durability—and other relevant safety standards for performance and stability. GREENGUARD and SCS Indoor advantage support additional verification of low chemical emissions and VOC performance.</p> <p>Product quality and consumer protection are further supported through Haworth Group's warranty programs, which reinforce safe, long-term product use. Controls related to digital interactions—such as customer data, digital platforms, and connected solutions—are governed by Haworth Group's Unified Cyber Security Strategy and Privacy Policy, ensuring responsible handling of personal information and system security.</p>
416-1	Assessment of the health and safety impacts of product and service categories	<p>At Haworth Group, we're continually improving our ability to affect sustainable building practices and promote spaces that benefit the well-being of the people who use them.</p> <p>We systematically assess the health and safety impacts of our products throughout their life cycle—from material selection and design through manufacturing, use, and product end-of-life considerations. All product categories undergo health and safety assessments through a combination of internal processes and third-party verification.</p> <p>We pursue external verification through certifications such as GREENGUARD, BIFMA LEVEL, and FEMB LEVEL, as well as Environmental Product Declarations (EPDs) and Declare labels across most Haworth Group brands. Haworth Group is committed to providing products that support safe and healthy environments and maintaining a high level of material chemistry transparency. Our product safety assessments are supported by a robust chemical governance framework that restricts thousands of substances based on global regulatory requirements and industry-leading red lists, ensuring material safety across all Haworth Group products.</p> <p>Safety assessments include stability testing aligned with renowned standards such as those provided by BIFMA. Compliance with applicable chemical regulations—including the California Air Resources Board (CARB) and REACH—is the baseline for all our operations. Beyond regulatory compliance, we work diligently to reduce potentially hazardous chemicals in the materials we source. Our commitment to safer materials leads us to evaluate and transition to more sustainable alternatives as they become commercially available. Many Haworth Group products feature low-emitting finishes such as powder-coat and water-based surface coatings. We avoid the use of adhesives whenever possible; when necessary, we require water-based options.</p> <p>We report on our material transparency efforts in our Product Environmental Data Sheets (PEDS) and the Haworth Group Ecomedes portal for most product lines. An increasing number of products also have third-party-verified Environmental Product Declarations (EPDs), which display the results of their life cycle assessments.</p>

GRI 417: Marketing and Labeling

3-3	Management of material topics	<p>Haworth Group manages impacts on consumers and end users by prioritizing product safety, human health, and product integrity throughout the design and manufacturing process. All new products undergo testing and verification to ensure compliance with recognized health and safety standards. This includes certification through BIFMA LEVEL, FEMB LEVEL—which addresses indoor air quality, material health, ergonomics, and product durability—and other relevant safety standards for performance and stability. Independent certification programs such as GREENGUARD and SCS Indoor advantage support additional verification of low chemical emissions and VOC performance.</p> <p>Product quality and consumer protection are further supported through Haworth Group's warranty programs, which reinforce safe, long-term product use. Controls related to digital interactions—such as customer data, digital platforms, and connected solutions—are governed by Haworth Group's Unified Cyber Security Strategy and Privacy Policy, ensuring responsible handling of personal information and system security.</p>
417-1	Requirements for products and services information and labeling	<p>We provide information on product performance and sustainable building contributions through our online presence (e.g., homepage, blogs, social media) and to any customer requesting it. Documents made available to customers include user guides, assembly/disassembly instructions, and product certificates. We report material transparency efforts through product environmental data sheets (PEDS) and product sustainability certifications. These are made available on the product pages of the Haworth website and the Haworth Group Ecomedes portal. Moreover, we offer workshops and standardized communication materials to share insight into product certifications and sustainable building contributions, and to promote sustainable consumption.</p>

GRI 418: Customer Privacy

GRI	GRI Standard Requirement																	
3-3	Management of material topics	Controls related to digital interactions—such as customer data, digital platforms, and connected solutions—are governed by Haworth Group's Unified Cyber Security Strategy and Privacy Policy, Information Security, Electronic Communications, and Data Handling Policy, and Electronic Information Access and Protection SOP, ensuring responsible handling of personal information and system security.																
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Policies and processes provide for the retention and protection of official records and the prompt destruction of information that is no longer necessary for business operations or legal obligations. All employees are trained on information security guidelines to ensure compliance with federal, state, and local records retention requirements; making available and accessible the information required for business operations; preserving the integrity of records for production; reducing the number of unnecessary records and retention categories to be maintained; and promoting the efficient retrieval of information.</p> <p>Marketing and sales activities are done in coordination with consultant, and external GDPR audits for customer data are performed. Haworth Group values and respects customers' data privacy and is committed to ethical and responsible practices. For more information, see our public Privacy Policy Notice.</p> <p>In the case of a digital security event, Haworth Group has a standard incident response planning procedure which is reviewed on an annual basis and detailed in our global Unified Cyber Security Strategy document.</p> <table border="1"> <thead> <tr> <th>Information Security Incidents</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Total number of substantiated complaints concerning breaches of customer privacy from outside parties</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total number of substantiated complaints concerning breaches of customer privacy from regulatory bodies</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total number of identified leaks, thefts, or losses of customer data</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Information Security Incidents	2023	2024	2025	Total number of substantiated complaints concerning breaches of customer privacy from outside parties	0	0	0	Total number of substantiated complaints concerning breaches of customer privacy from regulatory bodies	0	0	0	Total number of identified leaks, thefts, or losses of customer data	0	0	0
Information Security Incidents	2023	2024	2025															
Total number of substantiated complaints concerning breaches of customer privacy from outside parties	0	0	0															
Total number of substantiated complaints concerning breaches of customer privacy from regulatory bodies	0	0	0															
Total number of identified leaks, thefts, or losses of customer data	0	0	0															

Assurance Report

Independent Accountants' Review Report

To the Management of Haworth Inc.,

We have reviewed Haworth Inc.'s accompanying schedules of select sustainability indicators (the "Subject Matter") included in Appendix A for the year-ended December 31, 2025, in accordance with the criteria also set forth in Appendix A (the "Criteria"). Haworth's management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of Haworth Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Management Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

The information included in Haworth Inc.'s Corporate Social Responsibility Report and accompanying appendices, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the accompanying schedule of select sustainability indicators, included in Appendix A, for the year-ended December 31, 2025, in order for it to be in accordance with the Criteria.

Ernst & Young LLP

April 15, 2026

Ernst & Young LLP
Suite 750
171 Monroe Avenue, NW
Grand Rapids, MI 49503
Tel: +1 616 774 0710
Fax: +1 616 774 0190
ey.com



Appendix A

Management's Schedule of the Subject Matter and Criteria:

Haworth, Inc.

Schedule of Scope 1 and Scope 2 Greenhouse Gas Emissions

For the Year-Ended December 31, 2025

Amounts in Metric Tonnes CO₂e

Schedule of Scope 1 and 2 GHG Emissions

<i>Metric</i>	<i>Amount</i>	<i>Unit</i>	<i>Criteria</i>
Scope 1 GHG Emissions ¹	26,798	Metric tonnes of carbon dioxide equivalent (mtCO ₂ e)	<i>World Resources Institute (WRI)/World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (GHG Protocol) and WRI WBCSD GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard</i>
Scope 2 Location-Based Method (LBM) GHG Emissions ²	41,531	mtCO ₂ e	
Scope 2 Market-Based Method (MBM) GHG Emissions ³	324	mtCO ₂ e	

Reporting Boundary:

Haworth, Inc. uses the operational control approach to define its boundary for Scope 1 and Scope 2 LBM and MBM emissions consistent with the approaches outlined by the GHG Protocol Corporate Standard and the GHG Protocol Scope 2 Guidance. Haworth, Inc. reports on entities under their operational control, defined as majority ownership (51% or greater) or the ability to influence operations and policies.

Gases included in the reporting boundary for Scope 1 and 2 GHG emissions are: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). The vast majority of reported CO₂e emissions are CO₂, with the remainder being composed of CH₄ and N₂O from electricity, district heating and cooling, steam, direct combustion and HFCs within refrigerant emissions.

Acquisitions and divestitures are a regular part of Haworth, Inc.'s business. The operational reporting boundary includes emissions data for acquired facilities in the first full calendar year of ownership and divestitures are removed from the boundary in the first full calendar year after divestiture. No acquisitions or divestitures were material to the inventory in 2025.

1. Scope 1 emissions include stationary combustion, mobile and fugitive emissions. The majority of emissions presented are based on actual consumption data. When actual data is not available, Haworth, Inc. utilizes an estimation methodology that considers historical and known data. For mobile, the emissions calculations are based on underlying activity data (distance traveled or fuel consumed). For stationary combustion, Haworth, Inc. estimates emissions using other available inputs such as prior year data, facility square footage, commercial building energy consumption survey (CBECS) data, and custom intensity factors based on actual data by site type (production, office, showroom, warehouse). In accordance with the criteria, biogenic CO₂ emissions are presented separately from other Scope 1 GHG emissions. These represent 733 mt CO₂ generated from wood biomass.

2. Scope 2 emissions include purchased electricity, steam, and chilled water. The majority of emissions presented are based on actual consumption data. When actual data is not available, Haworth, Inc. utilizes an estimation methodology that considers historical and known data. Estimates are performed using other available inputs such as prior year data, facility square footage, CBECS data, and custom intensity factors based on actual data by site type (production, office, showroom, warehouse).

3. Haworth, Inc. procures a variety of energy attribute certificates (e.g., renewable energy certificates (RECs), guarantees of origin (GOs)) through a third party which are reflected in its reported Scope 2 MBM emissions. For MBM, Haworth, Inc. also utilizes residual mix emission factors where available for energy usage that has not been attributed to renewable energy. For countries where residual mix factors are not currently available, emissions were calculated using grid averages, which may result in double counting of voluntary purchases of renewable energy between electricity consumers.

Notes to Schedules:

Note on Sources of Emissions Factors and Global Warming Potentials

<i>Metric</i>	<i>Emission Factors</i>	<i>Global Warming Potentials</i>
Scope 1 GHG Emissions	U.S. Environmental Protection Agency (EPA) Center for Corporate EPA Mandatory Reporting Rule (MRR) - Final Rule (40 CFR 98) - Industrial Sector 2013	2021 Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6)
	The Climate Registry General Reporting Protocol, Version 3.0, 2024	
Scope 2 GHG Emissions (Location-Based)	US EPA Mandatory Reporting Rule (MRR) - Final Rule (40 CFR 98) - Industrial Sector 2013	
	UK Government Department for Environmental Food and Rural Affairs (DEFRA) GHG Conversion Factors, 2025	
	U.S. Energy Information Administration (EIA) Form 1605 - Voluntary Reporting of Greenhouse Gases, Appendix N: Emission Factors for Steam and Chilled Water	
Scope 2 GHG Emissions (Market-Based)	International Energy Agency (IEA), CO ₂ Emissions from Fuel Combustion 2025 - Data Year 2023	
	Association of Issuing Bodies (AIB), European Residual Mix 2024 (formerly RE-DISS).	
	Green-e Residual Mix (2022 certified sales), 2024 edition ⁴	
	Publicly available utility-specific emission factors	

Note on Non-Financial Reporting:

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurements may also vary.

4. Green-e is an adjusted green-average emission factor that accounts for all unique Green-e Energy certified sales in the United States. A complete adjusted emission factor (i.e., residual mix that counts for all voluntary renewable energy claimed) is not available for the U.S. at this time.

HAWORTH Group

Haworth FSC Trademark License Code: FSC-C002821

HAWORTH® is a registered trademark of Haworth, Inc.

© Haworth, Inc. All rights reserved. 2026 4.26

haworth.com | 800 344 2600