

Corporate Social Responsibility





Vista

Launched by Haworth North America in 2025, this bio-attributed leather alternative reflects our commitment to sustainable material innovation. Vista features state-of-the-art, three-layer construction: a durable silicone top layer, a bio-attributed polyurethane middle layer derived from renewable corn starch, and a recycled polyester backing.

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ABOUT US



BUILDING MOMENTUM FOR A BRIGHTER FUTURE

At Haworth Group, our commitment to global social responsibility and sustainability continues to guide every decision we make. In 2025, we advanced our vision of a circular economy, reduced our climate impact, and strengthened a culture of belonging—all through the dedication and passion of our members worldwide. Together, we've turned ambitious goals into measurable progress that benefits our planet, people, and communities.

This past year marked a significant milestone for Haworth Group. We invested in 100% renewable electricity equivalent to the amount we use across our global operations. The achievement not only fulfills our 2025 goal but also puts us ahead of schedule toward achieving our science-based targets for 2030. It strengthens the foundation for our journey to net-zero emissions and underscores our determination to lead by example in creating a low-carbon future.

Haworth North America's closed loop manufacturing process for the Fern® chair's black plastic parts is a testament to our circularity commitments. This past year, it earned several prestigious awards for reducing waste and emissions. The success of Fern's manufacturing process has shown that it is possible to achieve a true closed loop in our industry. We are now working to expand this process to other products and continually use our learnings toward developing new processes and products in support of a circular economy.

We've continued to innovate with purpose through our products and the materials we use to create them. In Europe and Asia, we launched our Aloha Pro office chair, designed with circularity, performance, and reuse in mind. Aloha Pro is made with the most sustainable alternatives to traditional foam available in each region. It demonstrates how we integrate environmental responsibility into our new products around the world.

In 2025, Haworth Group brand, Cassina, celebrated the 60th anniversary of their exclusive license to produce pieces from the design partnership of Le Corbusier, Pierre Jeanneret, and Charlotte Perriand. To commemorate the occasion, limited editions of the first four pieces were released in rich new colors and textured fabrics. The 2 Fauteuil Grand Confort, Petit Modèle and 3 Fauteuil Grand Confort, Grand Modèle limited editions also featured foam and padding materials made using recycled and biological sources.

Beyond products, we made meaningful progress toward all our sustainability commitments last year. From reducing carbon emissions from our operations to advancing responsible sourcing, every initiative moves us closer to our long-term goals for the future.

Equally important, we invested in the well-being of our members and communities. We logged thousands of volunteer hours through Haworth

Helps with many members fully utilizing the paid volunteer time we provide. Our volunteers supported local organizations, strengthened mental health programs, and enhanced safety initiatives across our global footprint.

Our success is rooted in collaboration within our organization, with our partners, and in the communities we serve. We remain focused on driving innovation, expanding sustainable practices, and creating a positive impact at every level. Together, we will continue to lead with integrity, inspire change, and build a future where people and our planet thrive.



Franco Bianchi
President & CEO, Haworth Group

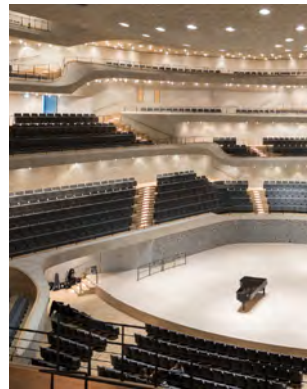


Haworth Group Mission & Vision

Haworth Group designs at the intersection of where people and environments meet to create desirable spaces and extraordinary experiences.

We are dedicated to crafting your experience at work, at home, and on the go.

Haworth is the founding brand of the Haworth Group, a portfolio of commercial interiors and lifestyle brands. The Haworth Group includes the world's finest brands and most iconic products. Together, we deliver the best in design performance to our clients.



At-a-Glance



\$2.7 billion in global sales



Global for 35+ years



8,000+ members worldwide



100+ global design & research partners



Operating in 150+ countries



700+ patents



400 dealers worldwide



Zero production waste to landfill since 2012*



Partner with 55% of the Fortune 500



44,000+ paid volunteer hours offered per year



100% renewable electricity for all global operations

*Haworth Global



Our Brands

Haworth Group’s diverse brands share knowledge from across industries to build our collective expertise.

Each brand in the Haworth Group contributes unique perspectives and innovative design concepts to the broader organization. This collaborative approach extends beyond the workplace—from residential and hospitality to aviation, automotive, and yachting—so we can deliver the best possible solutions to our clients.

Heller and Tayco were acquired in 2026 and are therefore not represented in the data or stories within this report. Reference the Haworth Group Brands & Divisions chart on page 7 to understand the 2025 full portfolio of Haworth-owned brands and how we reference them through the data and stories.

HAWORTH Group

AIS



cappellini

Cassina

CECOTTICOLLEZIONI

HAWORTH

Heller



hushoffice

INTERNI

JANUS et Cie

LUMINAIRE

LUXURY  LIVING GROUP



tayco

TUOHY

zanotta:



Our Portfolio & Reach

Haworth Group’s portfolio and global presence ensure our customers around the world have access to the solutions they need.

With Haworth’s regional operations, members, and dealers around the world, we serve commercial clients where they are, delivering insights and products tailored to their specific market needs.

Haworth Group’s lifestyle brands help us offer the breadth of products and solutions our clients need, whether we’re helping them design an office, living, or restaurant space—or installing the finest leather transportation interiors.

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		●	●
Ceccotti Collezioni		●	●
Haworth	●		●
Hushoffice	●		●
Interni		●	●
JANUS et Cie		●	●
Luminaire		●	●
Luxury Living Group		●	●
Poltrona Frau		●	●
Poltrona Frau In Motion		●	●
Tuohy	●		●
Zanotta		●	●



International Collaboration & Engagement

We engage with leading organizations, research partners, and influencers around the world.

Creating value for our customers drives us to design, manufacture, and distribute products in the global communities where our customers operate. We listen and continuously learn from our members, customers, dealer partners, architect and design partners, industry influencers, research organizations, government agencies, non-profits, and other organizations around the world. Together, we collaborate to provide innovative solutions for the most pressing issues we face today. These collaborations directly inform our standards, alignment, product certifications and climate strategy.



Memberships & Organizations We Work With

- Altagamma
- Australian Packaging Covenant Organisation (APCO)
- Business and Institutional Furniture Manufacturers Association (BIFMA)
- Carbon Disclosure Project (CDP) Worldwide
- Cradle to Cradle Products Innovation Institute
- EcoVadis
- European Federation of Office Furniture
- German Design Council
- The German Environmental Management Association (B.A.U.M. e.V.)
- German Sustainable Building Council
- Good Environmental Choice Australia (GECA)
- International Living Future Institute (ILFI)
- IAO Fraunhofer Office 21
- Indian Green Building Council (IGBC)
- Michigan Recycling Coalition
- Michigan Sustainable Business Forum
- Science Based Targets Initiative (SBTi)
- Stylus – Sustainability Trends Forecasting
- United Nations Global Compact (UNGC)
- US Green Building Council (USGBC)
- Michigan Green Building Collaborative
- West Michigan Environmental Action Council (WMEAC)



2025 Corporate Social Responsibility Awards



Best of NeoCon

Business Impact Award: Fern Chair with Closed-Loop Black Plastic
Sustainability Award: Fern Chair with Closed-Loop Black Plastic
Sustainability Award: Alder Table (Mater)

MetropolisLikes at NeoCon

Fern Chair with Closed-Loop Black Plastic

Interior Design's HiP Awards

Environmental Impact Honoree: BuzziReForm (BuzziSpace)

NYCxDESIGN & ICFF

Greater Good Award Finalist: Fern Chair with Closed-Loop Black Plastic

ORGATEC India

Most Sustainable Product Award: Haworth Cardigan Lounge Chair

Fast Company's Innovation by Design Awards

Sustainability Honorable Mention: Fern Chair with Closed-Loop Black Plastic

HD – Hospitality Design

Sustainable Solutions Award: BuzziReForm

EcoVadis

Silver Sustainability Rating

Heart of West Michigan United Way

Top Employee Workplace Campaign

Veterans' Employment and Training Service (VETS) Indexes

3-Star Employer

Michigan Veterans Affairs Agency (MVAA)

Gold Star Veteran-Friendly Employer (VFE)

Department of North Carolina Veterans of Foreign Wars

Employer of the Year (Conover, NC Plant)



Our Sustainability Journey

Guided by our mission and vision, company-wide sustainability commitments are continuously integrated into our business policy.

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.

Haworth sources 100% renewable electricity equal to its global operations through a portfolio of high-quality energy attribute certificates (EACs), supported by on-site solar and utility green-power contracts.

Cradle to Cradle Certified® is a registered trademark of the Cradle to Cradle Products Innovation Institute.



* First in industry

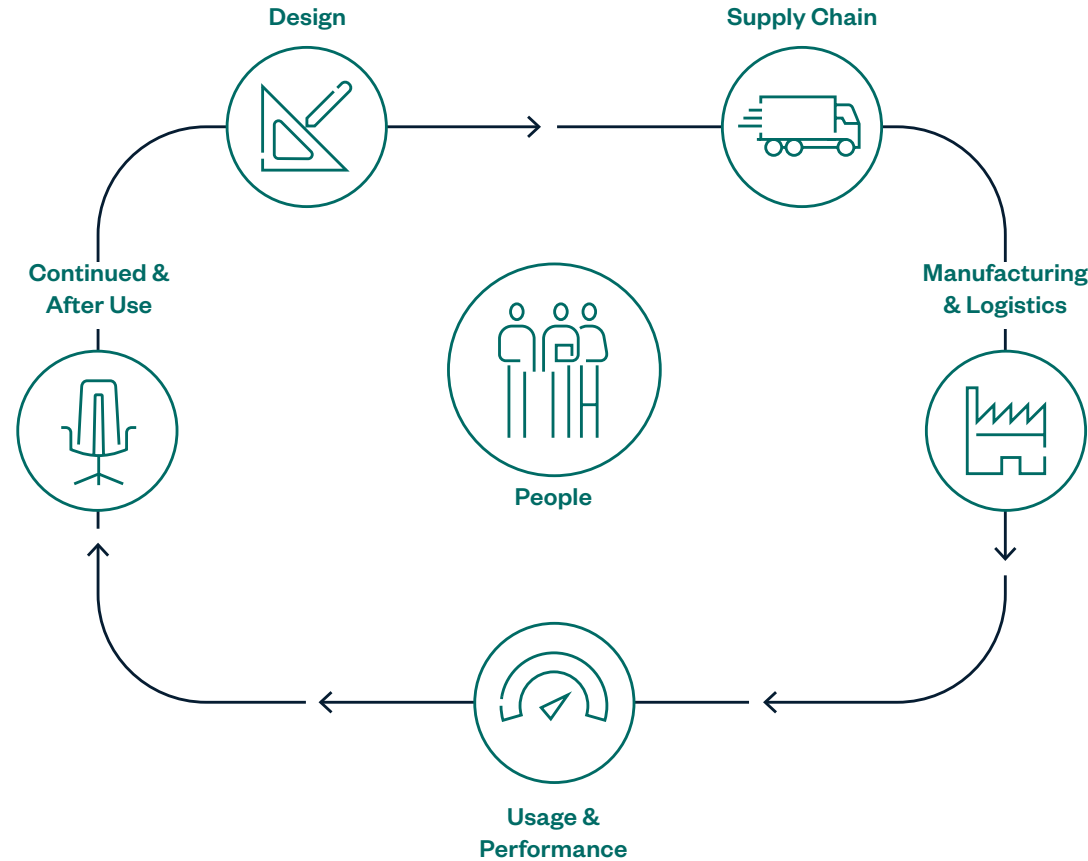
** First in the world



Value Cycle

The Haworth Group value cycle keeps People at the center of all our efforts.

Becoming a sustainable corporation involves the dedication of our members, suppliers, and partners. Together, we support one another, strengthen our communities, restore the environment, and protect ecosystems. This value cycle informs our strategy, commitments, and how we measure our progress toward our goals.



Design

Designing with people and the environment in mind, through sustainable material choices and the avoidance of harmful chemicals.

Supply Chain

Engaging with supplier partners in continuous dialogue to ensure responsible sourcing and carbon reductions throughout the supply chain.

Manufacturing & Logistics

Managing quality, environmental sustainability, health, and safety—maintaining ISO certifications. Optimizing global resource use, reducing waste, and minimizing our carbon footprint.

Usage & Performance

Earning top certifications in ergonomics and sustainability, promoting healthy spaces, fostering well-being, and supporting neurodiversity and resilience in the workplace.

Continued & After Use

Providing life cycle assessments and maximizing product life spans. Supporting customers by educating them on landfill alternatives and offering tailored circular service solutions.



GOVERNANCE & TRANSPARENCY



We Work to Make the World Better

As a private company, Haworth Group takes great pride in our values that include commitments to people and the world we live in.

Haworth Group's corporate social responsibility strategy is grounded in globally recognized frameworks, like the Sustainable Development Goals (SDGs) and 10 principles of the UN Global Compact with respect to Human Rights and Labor Rights, Anti-Corruption, and Environmental Protection. We are dedicated to limiting global warming to 1.5° C, as we further our efforts toward achieving our validated science-based targets.

We continue to enhance our business strategy, culture, and operating processes. We work with our supply chain to advance these principles beyond the walls of our facilities and into the communities in which we operate. Through the Haworth Management System, we ensure the principles of continuous improvement are applied.





Ensuring Our Shared Success

We have ambitious goals in our journey to become a sustainable corporation. Our members around the world work together, guided by our leadership and shared values, to achieve aggressive targets that drive our mission forward.

Honing our alignment and aiming to unify our efforts throughout Haworth Group, we have shown that we are one organization.



Executive Accountability

Haworth Group's executive team is accountable for meeting sustainability goals and objectives. The executive sponsors, in partnership with our Global Sustainability team, set company-wide goals and metrics based on our long-term strategy.

The Global Sustainability team drives metrics and reports progress regularly to our Vice President of Global Design, Innovation, & Sustainability, who is responsible for the direction and pace of our sustainability plan, reporting to the CEO.

The CEO provides formal sustainability oversight through corporate sector reviews.

Region-specific functional leaders help direct local sustainability efforts. They represent and provide the conduit for regional efforts and priorities.





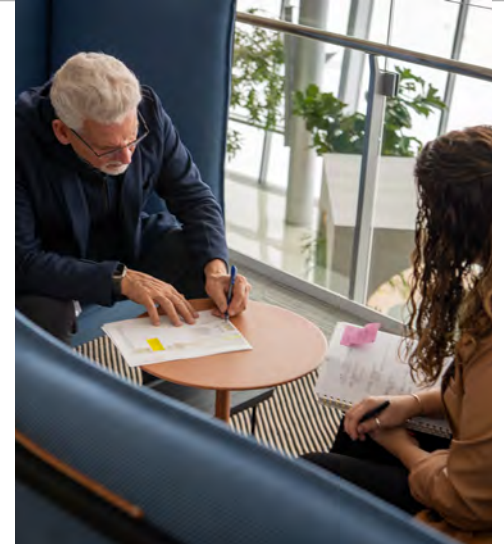
Ethics & Whistleblowing

Maintaining transparency and trust among our members, suppliers, and stakeholders is essential.

Strengthening our integrity and ensuring protection for those who speak up reinforces our commitment to responsible operations and international best practices.

Our Ethics Hotline is a confidential platform for reporting concerns and potential violations. It is globally accessible to both internal members of all Haworth Group entities and external stakeholders. Available 24/7 and managed by an external third party to ensure impartiality, this open and secure channel aligns with global standards for ethics, compliance, and accountability.

We continuously monitor and evaluate the effectiveness of our whistleblowing system to uphold the highest standards of ethical conduct.



Transparent Policies

We continuously expand our portfolio of group-aligned documentation.

Available to members through internal platforms, our policies are designed to ensure clarity and consistency across all operations, fostering an environment of trust and accountability. Our policies are accessible broadly through Haworth.com, along with our data privacy and cookie policies, as well as information on our cyber security, labor, and human rights approaches.



Sustainability Disclosure

This is our 21st annual Corporate Social Responsibility (CSR) report, reflecting our long-standing dedication to accountability and continuous improvement. Our commitment to transparent reporting is not just about compliance; it's about building trust, driving progress, and leading the way toward a more sustainable future.

For 10 consecutive years, we have disclosed climate-related data through the Carbon Disclosure Project (CDP), showing our dedication to measuring and managing environmental impacts.

We have been a proud participant in the United Nations Global Compact for 14 years, aligning our practices with its Ten Principles on human rights, labor, environment, and anti-corruption. As a member of this program, we provide an annual Communication on Progress (CoP), for transparency and accountability.

Our strategies and processes also align with the UN's 17 Sustainable Development Goals (SDGs), and we report our progress annually. These goals form a universal call to action to end poverty, protect the planet, and improve the lives and prospects of everyone, everywhere.

Looking ahead, Haworth Group is proactively preparing for the Corporate Sustainability Reporting Directive (CSRD) and evolving European Union sustainability regulations. By working ahead of these requirements, we aim to be early adopters and industry leaders, ensuring our reporting remains comprehensive, credible, and aligned with global best practices.





Laying Groundwork for the Future

In 2025, Haworth Group achieved three major environmental, social, and governance (ESG) milestones.

These milestones directly shape our future targets, investment priorities, and reporting scope.

1

Completing our first group-level double materiality assessment across all brands

Going forward, Haworth Group will set long-term strategic sustainability targets using the double materiality approach. We will continually evaluate how our operations affect people and the planet (our inside-to-outside impact materiality) and how external sustainability factors influence business performance (our outside-to-inside financial materiality).

2

Conducting a climate risk assessment

Our climate risk assessment considers physical and transition risks under multiple climate scenarios, ensuring Haworth Group is prepared to adapt and thrive in a changing environment.

3

Obtaining third-party assurance for our Scope 1 and Scope 2 greenhouse gas emissions (GHGs)*

We obtained limited assurance of our Scope 1 and 2 GHGs against the Greenhouse Gas Protocol (GHGP) and Scope 2 guidance to reinforce transparency and accountability in our environmental disclosures. It also supports the accuracy and integrity of our emissions data, which is critical to achieving our long-term ESG objectives and driving continuous improvement in reducing our operational carbon footprint.

*as defined by the global Greenhouse Gas Protocol



Double Materiality: What Is It & Why Is It Important?

Conducting a Double Materiality Assessment reflects Haworth Group’s commitment to understanding what matters most for our stakeholders and our business. This rigorous assessment measures the importance of sustainability topics related to two key dimensions: impact materiality and financial materiality.

Using this dual-lens assessment ensures that Haworth Group’s corporate social responsibility strategy and disclosures align with the expectations of both regulators and our stakeholders.



Impact Materiality

Considers our influence on the environment and people

"Inside-Out" Relevance

"Outside-In" Relevance

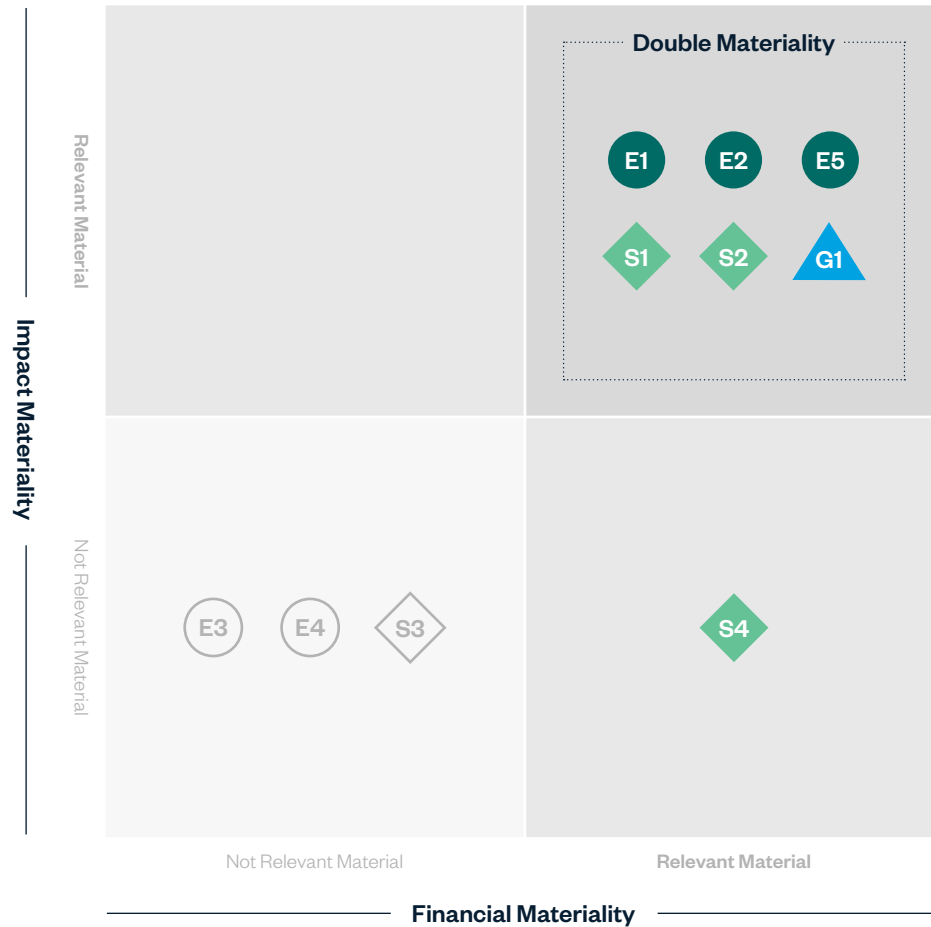


Financial Materiality

Considers external sustainability factors that affect our operations and business



Haworth Group's Double Materiality Matrix



The Double Materiality Matrix

The Double Materiality Matrix provides a visual representation of our Double Materiality Assessment. We identified seven sustainability topics, which we've deemed "material," or crucial environmental, social, and governance issues. The matrix maps each of these material issues against its relevance in both impact and financial materiality dimensions. The result is then used to guide our future strategic actions.

- E1 ● Climate Change
- E2 ● Pollution
- E3 ○ Water
- E4 ○ Biodiversity
- E5 ● Circular Economy
- S1 ◆ Own Workforce
- S2 ◆ Workers in the Value Chain
- S3 ◇ Affected Communities
- S4 ◆ Consumers & End Users
- G1 ▲ Business Conduct



Our Assessment & Matrix Mapping Process

To ensure the Haworth Group Double Materiality Assessment was thorough and unbiased, we partnered with an independent sustainability consultancy. Their expertise brought objectivity and clarity to the process, helping us understand where our sustainability efforts can make the greatest difference.

While this assessment provides a Haworth Group-wide view, some of our brands may publish materiality assessments that differ slightly. These differences usually relate to brand size, geographic reach, or business structure. Such variations are permitted under global sustainability regulations and leading reporting frameworks, which recognize entity-specific relevance as part of good practice. Regardless of these variations, Haworth Group ensures that all key sustainability topics identified at the Group level are addressed across our operations, so that our approach remains consistent and comprehensive.



Initial Research *Step 1*

Our consultants began with a deep dive into Haworth Group's business model, industry trends, and sustainability regulations. This helped narrow down a list of topics that could be important to our business and stakeholders.



Identifying Impacts & Risks *Step 2*

For each topic, we looked at how Haworth Group might affect people and the planet (impact materiality), and how external factors could influence our business (financial materiality).



Scoring the Issues *Step 3*

We then scored each topic based on how big the impact could be, how likely it is to happen, and how manageable it is. For financial risks and opportunities, we considered their potential effect on our business and how likely they are to occur. Only the highest-scoring topics made it through to the final list and our matrix.



Internal Review *Step 4*

We shared the findings with teams across Haworth Group to ensure the results reflected real-world experience and strategic priorities.



External Validation *Step 5*

To ensure broader relevance, we invited respected voices from the design and lifestyle industries to review and challenge our conclusions.



Final Sign-Off *Step 6*

Haworth Group's leadership team reviewed the final list of topics, offering feedback and confirming alignment with our long-term strategy.



STRATEGY & COMMITMENTS



Corporate Social Responsibility Strategy

As guideposts along our sustainability journey, we have committed to a set of goals across three key pillars for continuous improvement: Circular Economy, Operational Performance, and People.

Within each of these pillars, we have identified priorities and made commitments that fuel our continuous improvement. Our work is also informed by our dedication to the United Nations Sustainable Development Goals (UN SDGs) and the actions needed to address challenges facing our world.

Circular Economy

Focus on optimizing resource use and closed loop material flows

Circular Design

Design that considers environmental, social, and economic factors in support of a circular economy

Circular Services

Economic systems aimed at eliminating waste and the continual use of resources

Product as a Service

Explore business modes to enable leasing or pay-per-use

Operational Performance

Focus on improving our footprint

Procurement, Manufacturing, and Logistics

Optimize resource use and minimize impact of buildings, packaging, manufacturing, and transportation

Energy Usage

Optimize direct and indirect use of non-renewable energy and source renewable energy

People

Focus on building strong relationships and support for our internal and external stakeholders

Members

Investing in member well-being, growth, and success

Community

Provide community engagement through education opportunities and volunteerism in communities where we operate

Marketplace

Engage and connect with all partner stakeholders (suppliers, designers, customers, dealers)



Our Commitments

At Haworth Group, our commitments are more than goals.

Our commitments are a reflection of our shared values and the belief that together, we can create lasting change for the people, communities, and planet we serve. Across every region and role, our members unite with passion and purpose, bringing creativity and determination to the challenges before us. Guided by our commitments, we strive not only to meet expectations but also to inspire greater progress, as we build a future where our actions today leave a positive mark for generations to come.

Read on to learn more about each of our Circular Economy, Operational Performance, and People commitments. Discover the impact we're making and our sustainability achievements through some of the real stories behind them.



Circular Economy

A circular economy creates a closed cycle of resource use. This is an essential part of our strategy, as we work to continually increase material reuse and minimize waste to create a sustainable future.





Circular Design

100% of New Products Designed Using Circular Design Principles

In 2025, we achieved a global milestone that reflects both our ambition and our commitment to a sustainable future: 100% of new Haworth Group products are now designed using circular design principles. We're proud of this achievement—and even more excited about the future it makes possible for our organization, our industry, and our planet.



Our holistic circular design philosophy focuses on three key principles embedded in every stage of development:

1

Sustainable Materials

We provide our customers with safe, sustainable environments by excluding harmful substances, prioritizing materials like those with high recycled content and low embodied carbon, and investing in sustainable packaging solutions.

2

Product Use Extension

We create high-quality products with flexibility, upgradability, and reparability to extend the amount of time they can be used.

3

Product End of Life

We design products for easy disassembly and recyclability. We also offer customers circular services to support a circular material flow that keeps used products out of landfills.



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Fern with Closed-Loop Manufacturing Process

Haworth North America

In 2025, Haworth's closed-loop manufacturing process for the Fern chair's black plastic parts delivered a measurable impact. The closed-loop plastic material is now standard for all black Fern chairs. We used more than 158 tonnes of closed-loop plastic and reduced our CO₂e by 775 tonnes during the year.

Haworth's Fern Closed-Loop manufacturing process also earned significant recognition in 2025 for its innovation and sustainability leadership. These awards highlight our commitment to circular design and reducing environmental impact:

Fast Company's Innovation by Design Award Honoree

Sustainability Category for Pioneering Closed-Loop Production

Best of NeoCon Sustainability Award

Environmental Innovation

Best of NeoCon Business Impact Award

Measurable CO₂e Reduction and Circular Value

NYCxDESIGN Honoree

Excellence in Sustainable Design and Closed-Loop Manufacturing

MetropolisLikes NeoCon Award

Fern Closed-Loop Manufacturing Process

The success of this closed-loop manufacturing process has paved the way for us to apply it to our other products in the future. Additionally, we can use our learnings as a step toward developing other new circular processes.



158 tonnes
of closed-loop plastic used

775 tonnes
CO₂e reduction



Aloha Pro

Haworth International

Haworth reached a key sustainability milestone with the launch of the Aloha Pro office chair, designed around circular economy principles. Its base uses 59% recycled plastic, the nylon plastic arms contain 35% recycled content, and the chair incorporates recycled fabric and steel. A two-part back enables tool-free, glue-free assembly and easy disassembly. Regional innovations include mass-balance foam in Europe and bio-based foam in Asia to reduce reliance on virgin and fossil resources. By emphasizing durability, repairability, and shared components, Aloha Pro delivers comfort and affordability while advancing Haworth's commitment to responsible, sustainable design.



Comforto 1 Stool Redesign

Haworth International

Last year, we redesigned the Comforto 1 stool. In line with our circular design requirements, Comforto 1 is now significantly more sustainable. Through dematerialization, the product weight has been reduced by 30.86 lbs. (14 kg), making the new version extremely lightweight at just 15.65 lbs. (7.1 kg). The stool is also now made using 64% recycled material, an increase of 30%.



The redesign makes Comforto 1 more efficient from resource and logistics perspectives, reducing waste and pollution and shrinking its carbon footprint by 43% to just 49 kg CO₂e.



Haworth Cardigan Lounge Chair

Haworth Global

In 2025, the Haworth Cardigan lounge chair earned the Most Sustainable Product award at ORGATEC India for its circular design. This recognition highlights Haworth Cardigan's comprehensive sustainability credentials. The chair uses no harmful substances or glues—just six screws—for full recyclability and easy assembly and disassembly. Its digital-knit upholstery is crafted from 100% recycled polyethylene terephthalate (PET), equivalent to 91 plastic bottles.

Haworth Cardigan also incorporates regional sustainable material offerings to reduce our carbon footprint. For the North American and EMEA markets, we use biomass-balance polyurethane foam in the seat cushion, and for the APAC market, we use bio-based foam made of 29% bio-based carbon. This significantly reduces embodied carbon compared to conventional foam, and the regional production in Europe and Asia reduces CO₂e emissions.

Additionally, lightweight, plastic-free packaging enhances transport efficiency, reinforcing our circular design strategy and commitment to reducing environmental impact.

Aloha Pro

59%
recycled plastic base

35%
recycled nylon plastic arms

Zero
tools or glues needed for assembly or disassembly

Comforto 1 Redesign

64%
recycled material

43%
smaller carbon footprint

Haworth Cardigan

91
recycled plastic bottles

Renewable
raw materials for seat cushion



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BuzziChicle

BuzziSpace

Designed in collaboration with Common Object Studio, BuzziChicle lights and planters embody a refreshing approach to acoustic furniture. Crafted from 80% recycled jeans instead of polyurethane foam and designed without glues or permanent bonds for easy disassembly, BuzziChicle makes sustainable use of materials and simplifies end-of-life processing. Its modular construction supports updates, maintenance, and recycling, aligning with circular economy principles. BuzziChicle proves that design can be charming, functional, and environmentally responsible all at once.

Fedrigio Sofa

Zanotta

The Fedrigio sofa combines contemporary aesthetics with a commitment to circularity. Every element is conceived to be recoverable without compromising quality or comfort. The structure features Circularrefoam® padding, made with recycled polyols, and a recycled polyethylene terephthalate (PET) fiber cover attached with Velcro instead of adhesives. This makes the sofa fully disassemblable, facilitating material recycling and easy replacement of components over time.



BuzziChicle

80%
recycled jeans

Zero
glues or permanent bonds

Modular
construction supports
updates, maintenance,
and recycling

Fedrigio

Recycled
padding and fiber

Zero
adhesives

100%
disassemblable for easy
material recycling and
component replacements



Measuring Circularity

Haworth Lifestyle

Leveraging Cassina's well-established expertise, Haworth Lifestyle created a division-wide approach to measuring product circularity in 2024. This included the adoption of a dedicated tool designed to facilitate learning and standardize circularity measurements based on international standards.

To support this transition, we conducted technical workshops to align all Haworth Lifestyle teams with international standards and the Ecodesign for Sustainable Products Regulation (ESPR) principles. The ESPR establishes a framework to make products more sustainable by requiring higher durability, reparability, and recyclability, while reducing their environmental footprint.

In 2025, we successfully rolled out the tool to all Haworth Lifestyle brands and applied it to a selected pool of products. Beginning in 2026, all new product lines will be measured and assigned an internal circularity score.



Regenerated Leather

Poltrona Frau

In 2025, Poltrona Frau introduced Re-Saddle, an innovative regenerated leather made from production offcuts. This material combines aesthetic appeal, technical performance, and environmental sustainability, reflecting the brand's commitment to a circular economy.

Re-Saddle is crafted from second-generation leather fibers combined with recycled polyester, significantly reducing water consumption by 90% and minimizing carbon footprint during production. This regenerated leather maintains the look and feel of traditional leather, making it suitable for luxury automotive interiors and available in a variety of shades. It is compatible with existing Poltrona Frau products designed for Pelle Frau® Saddle leather and is now available in stores and major European e-commerce markets.

100% Recycled Worktops

Haworth EMEA

Starting in 2025, we successfully piloted a fully recycled wood tabletop solution in our Swiss manufacturing site. The OrganicBoard Pure option is currently available for select client projects and in a limited color range. The material is made of 100% post-consumer recycled wood and uses a biogenic, formaldehyde-free adhesive.

This marks another important step toward integrating more sustainable choices into our product portfolio. Looking ahead, we are working on making OrganicBoard Pure our default white option for worktops in the EMEA region. This transition will take time, but it reflects our long-term vision for responsible material sourcing and product innovation.



90%

water consumption reduction
with regenerated leather



Next-Gen Materials & Carbon Reduction

BuzziSpace

In 2025, BuzziSpace pushed circular design further, using compostable and recycled materials to create acoustic products.

BuzziReForm is a fully home-compostable acoustic panel solution made from mycelium, a natural material grown from fungi and local organic waste. Designed for the biological cycle, its natural structure provides excellent acoustic performance, while keeping its environmental footprint light.

BuzziBlox panels are now made with 80% recycled denim and cotton materials, taking acoustic performance to the next level while reducing environmental impact. The new regenerative design allows BuzziBlox to be completely disassembled and redirected into recycling streams, reducing waste and conserving valuable resources.

Five products have switched from using conventional foam to biomass-based foam, reducing carbon embodied in the products.

BuzziSpace has also expanded local production in key markets to cut transport emissions and support regional craftsmanship. Regional production helps us work more efficiently, lower our footprint, and strengthen local communities, all while staying true to BuzziSpace's commitment to playful, purposeful design.

BuzziTripl Desk, BuzziTripl Wrap Desk, and BuzziWrap Desk are now produced locally in the US, speeding up delivery and keeping production close to the people who use them.

BuzziPleat is now made on-site in India, combining local expertise with BuzziSpace's signature approach to design and acoustics.



BuzziReForm

100%
home-compostable

BuzziBlox

80%
recycled denim and cotton

100%
disassemblable for easy
material recycling and
waste reduction



PFAS Elimination

Haworth Global

We are committed to eliminating “forever chemicals” (PFAS) from our products. In 2025, we expanded the use of PFAS-free materials across our global portfolio through close collaboration among our sustainability, supplier, engineering, and purchasing teams to identify alternatives that met Haworth’s standards for quality, durability, and performance.

Haworth EMEA transitioned the standard black powder-coat paint on the Fern task chair to a PFAS-free formulation. In North America, we removed PFAS compounds from internal components, lubricants, and paints across all Haworth Brand products. As a result, all Haworth Brand products in North America are free of intentionally added PFAS, with the only exception being electrical components due to industry-wide constraints.

Discontinuing Chrome

Haworth International

In 2025, we rolled out a plan to discontinue Chrome finish options in both EMEA and APAC markets. The move is grounded in strong environmental and health considerations. This transition affected 14 products in total—nine in EMEA and five in APAC—all of which are now fully moving away from Chrome finishes. By continuing to eliminate Chrome finishes globally and providing alternatives, such as Polished Aluminum, we are using safer materials, reducing our environmental impact, and aligning with global sustainability standards.



Supply Chain Localization

Haworth North America

In 2025, we localized production of the Zody task chair base from Qingdao, China to Fort Recovery, Ohio—cutting transportation emissions by about 35 tonnes of CO₂e annually, equivalent to the carbon captured by 579 tree seedlings grown for 10 years.

This change, along with moving Maari chair production from California to Texas and insourcing Fern chair faux-leather and runner sewing from Mexico to Mississippi, reduced an additional 28 tonnes of CO₂e—comparable to 463 tree seedlings over 10 years.

Beyond emissions savings, these shifts lower costs, reduce supply-chain risk, and strengthen regional manufacturing, supporting a more sustainable and resilient future.

Archetype of Modernity

Cassina

In 2025, Cassina celebrated the 60th anniversary of their exclusive production of the first four pieces created by the design partnership of Le Corbusier, Pierre Jeanneret, and Charlotte Perriand. For this special occasion, Cassina worked in close contact with the LeCorbusier Foundation, Pernette Perriand-Barsac, and Jeanneret’s heirs to release new, limited editions of the seating. Highlighting a commitment to circular design, Cassina produced the 2 Fauteuil Grand Confort, Petit Modèle and 3 Fauteuil Grand Confort, Grand Modèle lounge seats with updated colors, textured upholstery, and sustainable materials. The cushions and padding use recycled polyester fiber, and the foam contains bio-based polyols.

0%

intentionally added PFAS for Haworth North America

14

products eliminating chrome for Haworth International

64 tonnes

of CO₂e reduced through supply chain localization



Carbon Footprint Reductions Worldwide

Haworth Global

Across our global Commercial Interiors portfolio, deeper supply-chain collaboration continued to strengthen the quality and transparency of our materials data. By working more closely with suppliers and securing higher-quality primary data for components made from plastics, metals, wood, and paper-based materials, we achieved higher reported recycled content and significant reductions in product carbon footprints across several major product lines. These improvements reinforce our commitment to continuous environmental performance gains and more reliable lifecycle reporting.



In North America, we focused on a single high-impact material: aluminum extrusions. Through close engagement with our suppliers, we were able to accurately document their leadership in recycled content usage. As a result, we realized a 70% increase in recycled content at the material level for aluminum extrusions across our walls and systems product lines—directly improving both embodied carbon performance and data accuracy for our environmental product declarations (EPDs).

In our Europe, Middle East, Africa, and Asia-Pacific markets, greater supply chain collaboration increased our reported recycled content and improved material chemistry transparency. Obtaining better primary data on key parts made from plastic, metal, wood, and paper-based materials, we achieved significant carbon footprint reductions for major product lines.

North America

Compose® workspaces
6% reduction

Pergola® architecture
8% reduction

Compose Echo workspaces
11% reduction

Trivati® wall system
16% reduction

Enclose® wall system
20% reduction

4SPACE® wall system
17% reduction

EMEA

Fern task chair
34% reduction

Lively task chair
15% reduction

Zody task chair
32% reduction

Comforto 59 task chair
40% reduction

Very® task chair
19% reduction

Tibas desk
40% reduction

APAC

Very task chair
25% reduction

Soji® task chair
30% reduction

14 products with measurable carbon footprint reductions



Product Certification Achievements

Haworth Global

Through circular design, we reimagine the way products are designed, packaged, manufactured, and shipped. We continue to be an industry leader in achieving globally accredited certifications, providing our customers with transparency to make informed choices. Certifications offer a common methodology to present the environmental and social characteristics of products.

These 2025 achievements have helped us meet customer expectations, providing verified, more sustainable products and transparent information to help them make informed purchase decisions:

EPDs

As of 2025, we have recorded 55 Environmental Product Declarations (EPDs). These third-party verified, standardized reports disclose a product's environmental impact across its entire life cycle, with details on embodied carbon, energy consumption, and emissions to bring transparency to our customers' buying decisions.

- 73% of Haworth International products (based on sales) now have Environmental Product Declarations (EPDs). During the year, we added 12 new declarations.
- In the North American market, 79% of our products (based on sales) have EPDs, and we added seven new declarations.

BIFMA/FEMB LEVEL

We now have 206 products certified under the BIFMA LEVEL® program (Business and Institutional Furniture Manufacturer's Association Product Sustainability Standard) and 46 products certified under the FEMB LEVEL® program (European Office Furniture Federation Sustainability Standard).

- In a milestone leap from their 2024 BIFMA LEVEL 2 certifications, our products across all categories from the Asia-Pacific region are now BIFMA LEVEL 3 certified. This includes those made in our Shanghai, China and Chennai, India facilities. We are the only large international player in our industry offering regionally certified BIFMA LEVEL 3 products from Asia.
- All North American products are now certified to BIFMA LEVEL 3.
- We also brought our two Portuguese manufacturing facilities into the FEMB LEVEL certification program. This expanded our current EMEA portfolio from 20 to 46 certified products.

73%

Haworth International products have EPDs

79%

Haworth North America products have EPDs

206

products certified under BIFMA LEVEL

46

products certified under FEMB LEVEL

100%

BIFMA LEVEL 3 for all certified Haworth North America and APAC products





Product Certifications

Commercial Interiors

Haworth North America

- BIFMA LEVEL 3 – 73 products
- GREENGUARD – 9 products
- GREENGUARD Gold – 81 products
- Declare – 19 products
- Environmental Product Declarations – 20 products
- Cradle to Cradle Certified® Bronze – 2 products

Haworth EMEA

- FEMB Level 3 – 46 products
- GREENGUARD Gold – 15 products
- SCS Indoor Advantage Gold – 68 products
- Environmental Product Declarations – 16 products

Haworth APAC

- BIFMA Level 3 – 46 products
- SCS Indoor Advantage – 11 products
- SCS Indoor Advantage Gold – 60 products
- Environmental Product Declarations – 15 products
- GECA – 29 products
- China Type I Environmental Label (Certificate by Category)
 - Steel & wood-based desking
 - Steel & plastic-based chairs
 - Upholstered chairs

A/S

- SCS Indoor Advantage Gold 49 products
- BIFMA LEVEL 2 – 16 products
- BIFMA LEVEL 3 – 7 products

BuzziSpace

- GREENGUARD – 56 products

Hushoffice

- GREENGUARD Gold – 6 products
- Environmental Product Declarations – 4 products
- BIFMA LEVEL 3 – 7 products

Tuohy

- SCS Indoor Advantage – 40 products

For BIFMA LEVEL recertification, Haworth Group used a combination of the following two methodologies for product credits in Section 6: (1) The combination of base product and options with the highest volume of sales or anticipated highest volume for a new product within the product category/ subcategories and (2) worst-case sample selection.

Cradle to Cradle Certified® is a registered trademark of the Cradle to Cradle Products Innovation Institute.

Haworth Lifestyle

Cappellini

- GREENGUARD Gold – 28 products

Cassina

- GREENGUARD Gold – 16 products



Circular Services

Offer Sustainable Solutions for Customers' Used Furniture, Including Repair, Refurbishment, Reuse, Recycling, and/or Remanufacturing

Haworth Group's circular services help organizations do more with what they have—maximizing their investments, extending product life, reducing waste and embodied carbon, and achieving long-term sustainability goals with verified results. In 2025, we delivered over \$2.1 million in circular projects worldwide and expanded third-party-verified reporting, supporting circular business models and contributing to reduced Scope 3 emissions for our clients. Through these programs, we've measured 6,094 tonnes of furniture diverted from landfills globally.

We continue to evolve our circular services to better support our customers around the world, adapting our approach to their operational needs, market conditions, and preferred reporting practices. By scaling our global circular operations and strengthening verified impact reporting, we continue to extend product life cycles, reduce waste, and advance the transition toward a more circular, low-carbon future.



6,094 tonnes

furniture diverted from landfills

Reuse, Refurbish, & Recycle

In partnership with dealers, and local partners, we help clients assess existing assets, developing and implementing customized plans to reuse, repair, refresh, and reconfigure them when possible. We also assist with responsible recycling of non-reusable pieces.

Second-Life Programs

Through our second-life programs, we take in used furniture and refurbish the products to like-new condition for resale or donation to organizations in need. This way, furniture stays in circulation as long as possible rather than going to a landfill.



Reusing Trivati Glass Fronts

Haworth North America

Known for their commitment to sustainability, Canadian insurance company Sun Life was looking to renovate their space using their existing resources thoughtfully. The company began their project with 14 floors of Trivati glass fronts already in place. They decided to pilot reuse of these products on one floor, with the hopes of rolling out the plan to other floors in the future.

The Haworth Architectural Products team worked with Sun Life's Haworth dealer to assess all the existing Trivati parts and create a plan to reuse as many as possible. With just a few paint touch-ups applied during re-installation, Sun Life was able to reuse an impressive 160 linear feet (48.77 m) of Trivati fronts in their reconfiguration—the most extensive reuse of Trivati we've seen. The project also avoided more than 4 tonnes of waste and over 7 tonnes of CO₂e—equivalent to the carbon removed by 7 acres of US forests in one year.

Sun Life is looking forward to expanding the project to their other floors when ready.

160 linear ft.
of Trivati fronts reused

7 tonnes
of CO₂e reduced

4 tonnes
of waste avoided



Carbon Savings for Clients

Haworth EMEA

In 2025, we supported a leading global consultancy firm in furnishing a real estate project in London. They had an ambitious plan to create a low-carbon and sustainable space that will support their public net-zero targets by 2040.

Following a materiality exercise, our client identified these four key sustainability categories of focus and set a total of 37 individual targets to steer and track progress:

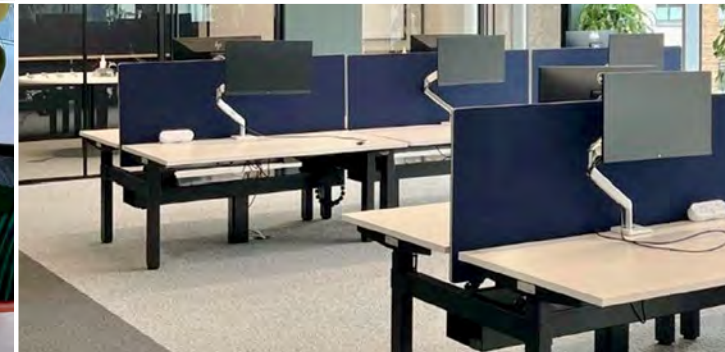
- Energy and Carbon
- Nature and Social Value
- Material and Waste
- People and Well-Being

Haworth was involved early on, and targets were built into contractual obligations, achieving an impressive 86% of the targets set.

With a local partner, Haworth managed comprehensive second-life services, as well as delivery of new, sustainable furniture.

- 1,212 furniture products in inventory were identified for reuse and underwent cleaning, refurbishment services as needed, and were moved to the new site
- 68 desk frames and seating bases received new powder painting finish
- 232 desks received new tabletops
- 500 square meters of fabric upholstery from local UK supplier were used for seating products
- 142 mesh backs were replaced on existing task chairs
- 2 fully loaded trucks moved reused furniture in over 60 journeys between UK sites

The total furniture reuse for the project was 44%, while only accounting for 12% of the total carbon footprint of the project.



1,212
furniture products were reused at the new site

44%
of the furniture for the project was reused



Second-Life Program in Australia

Haworth Asia-Pacific

Yarra Valley Water in Melbourne embarked on a sustainable furnishing project with our Second-Life program, aiming to refurbish 50 office chairs that were out of warranty and had operational issues. The project was completed onsite and successfully refurbished the office chairs to like-new condition and a full warranty. The initiative avoided over one tonne of landfill waste, recycling 140 kg of plastic, 400 kg of metal, and 100 kg of cardboard. It also resulted in 44% less carbon emissions compared to purchasing new chairs, aligning with Yarra Valley Water's 2030 strategy of leading for an environmental future.



A Tower with a Legacy

Haworth North America

When the City of Phoenix purchased the former Wells Fargo Tower, they inherited 26 floors of Haworth Places systems furniture. Instead of discarding it, the City chose reuse. With support from their local Haworth dealer, the furniture was disassembled, cleaned, and reconfigured for the police department, with select new components added.

The project avoided 1,950 tonnes of CO₂e—equal to the carbon removed by 2,000 acres of US forests—and diverted 750 tonnes of waste. The City also procured new products with 34% pre-consumer and 23% post-consumer recycled content, with 59% recyclability, saving an additional 671 tonnes of CO₂e.

Circular Services with Verified Benefits

Haworth International

In 2025, we expanded our circular services across global regions, completing more than \$2.1 million in refurbishing, refreshing, relocation, second-life resale, and donation projects in France, Portugal, Spain, the UK, Germany, the Netherlands, Singapore, Hong Kong, China, and Australia.

To strengthen verified impact reporting, we supported 12 circular projects with customized third-party-verified carbon avoidance reports, resulting in:

- 17.7 tonnes of waste diverted from landfill
- 34.9 tonnes of CO₂e emissions avoided
- 71.3 MWh of energy saved

These totals reflect only projects with approved carbon-avoidance reporting; several large, confidential circular projects are not included.

Yarra Valley Water

640 kg
of material recycled

44%
less carbon emissions through refurbishment,
compared to replacing with new chairs

City of Phoenix

750 tonnes
waste diverted from landfill

2,671 tonnes
CO₂e avoided

Haworth International

\$2.1 Million
in refurbishment, refresh, relocation,
second-life resale, and donation projects



About Us

Governance & Transparency

Strategy & Commitments

Circular Economy

Operational Performance

People

Operational Performance

Manufacturing and environmental responsibility are not trade-offs. We seek opportunities to address the environmental impact of all facets of our operations.





Limiting Deforestation

100% of Wood from Sustainable Sources

We are proud to have achieved our 2025 commitment in Haworth North America, with 100% of wood by spend compliant with our Sustainable Wood Declaration.

Building on this achievement, Haworth developed a new global deforestation policy that expands the scope of our commitment beyond wood to include other commodities linked to deforestation risk, such as leather and natural rubber. This policy strengthens our expectations for due diligence across the value chain and applies to the full Haworth Group.

As of 2025, Haworth Commercial Interiors has achieved 72% compliance with the new deforestation policy, while Haworth Lifestyle is actively rolling out the policy across all brands within its division. Together, these efforts mark an important step in extending our responsible sourcing practices beyond wood and toward a more comprehensive, deforestation-free supply chain.

10% increase

in FSC or PEFC certified sites in 2025



We expanded the scope of our commitment to apply to all of Haworth Group and include other commodities linked to deforestation in addition to wood.

Scaling Certified Wood Globally & Unifying Certifications

Haworth Group

In 2025, we expanded Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification (PEFC) chain-of-custody coverage across the wider Haworth Group. Global site coverage under FSC or PEFC certification increased from 35% in 2024 to 45% in 2025, reflecting the addition of certified sites across Haworth Group. This broader coverage means more of our manufacturing and distribution footprint is now operating under robust, third-party verified standards for responsible wood sourcing.

Additionally, we added our Saint-Hilaire-de-Loulay site in France—which previously held a separate PEFC certification—to our multi-site EMEA certification.* Going forward, we will maintain a single, unified certification for all EMEA sites, ensuring better control and management of sustainable wood within our facilities. With the multi-site certification, we can continuously offer PEFC-certified products for key wood-containing product lines from our European production sites.

*DINC-PEFC-COC-001290



Responsible Sourcing

100% of Tier-One Suppliers Will Sign the Haworth Supplier Code of Conduct, Ensuring Compliance with Responsible Sourcing

In 2025, 93% of direct suppliers by spend have signed the Supplier Code of Conduct for Haworth Group.

Having our suppliers sign a code of conduct creates a clear, enforceable standard for responsible sourcing and ethical business practices. Our Supplier Code of Conduct communicates expectations around labor conditions, material traceability, regulatory compliance, and environmental stewardship, ensuring all partners operate with the same level of accountability. By requiring suppliers to commit in writing, Haworth can better manage risks related to human rights, working conditions, safety, resource use, and material sustainability. It also enables more consistent monitoring and corrective action if issues arise.

A supplier code of conduct strengthens supply chain transparency, protects the reputations of our brands, and helps ensure that resources are sourced in ways that align with our values and sustainability goals.



Driving Transparency, Technology, & Climate Action across Our Supply Chain

Haworth Global

In 2025, we expanded our Supplier Self-Assessment program to include our international suppliers (Europe, Middle East, Africa, and Asia-Pacific), enabling priority partners to evaluate their performance across quality; safety; and environmental, social, and governance (ESG) topics. Through structured questionnaires and follow-up discussions, we identified strengths, gaps, and opportunities for improvement in alignment with our long-term goals for ethical and sustainable supply-chain management.

Building on this foundation, our North American procurement teams increased the percentage of suppliers audited by 17% over 2024, reflecting intentional focus, enhanced tools, and strong cross-functional collaboration. Conducted both on site and virtually, these audits validated supplier-reported information, while supporting continued communication with our suppliers.

This progress is part of a broader digital transformation. With our new Source-to-Settle (S2S) platform, we are connecting systems, automating workflows, and increasing transparency across the supplier life cycle. The S2S vision enables smarter decision-making, strengthens supplier relationships, and reinforces accountability across the value chain.

We also completed our first full year of partnership with Secaro (formerly M2030), a digital platform that helps suppliers measure, manage, and reduce carbon emissions. Through large-scale climate literacy training and improved supplier data collection, we engaged with over 60% of our North American supply chain by spend and advanced our ability to track emission reductions driven directly by supplier action.

Together, these efforts enhance visibility into suppliers' carbon footprints, health and safety programs, and human-rights safeguards—critical components of our global commitments. Our suppliers play an essential role in our business and in the success of our long-term sustainability goals.



Smarter Packaging

100% Renewable, Reusable, Recyclable, or Compostable Packaging

Haworth Group is committed to reducing environmental impact through smarter packaging solutions that align with circular economy principles. Our approach focuses on minimizing waste, improving recyclability, optimizing packaging for transport efficiency, and supporting customers to meet sustainability goals. By rethinking packaging design, we help reduce embodied carbon, increase recyclability, and ensure that our products arrive safely while contributing to a healthier planet.

As of 2025, 97% of Haworth Global packaging by spend is renewable, reusable, recyclable, or compostable. At the Haworth Group level, this figure is 87%.



Educating the Community on Sustainable Packaging

At Haworth, we believe that sustainable packaging is not just a design challenge—it's an opportunity for shared learning and improvement. We actively use insights from industry research and academic leaders, such as Michigan State University's School of Packaging, to educate our members, partners, suppliers, and customers on the principles of circular design, recyclability, and life-cycle thinking.

Through workshops, resources, and collaborative discussions, we help our network understand how packaging choices impact waste reduction, carbon footprints, and compliance with global sustainability standards. This knowledge empowers all our stakeholders to make informed decisions that support our collective zero-waste goals.

Our education efforts showcase real-world innovations like biodegradable polymers, compostable plastics, and strategies for reducing transportation emissions. By sharing these concepts and practical examples, we encourage dialogue and inspire action across our community. Together, we learn, adapt, and improve—building a culture where sustainability is embedded in every decision.



Right-Size Packaging

Haworth Lifestyle

In a strategic overhaul, Haworth Lifestyle developed a new packaging system with 12 distinct packaging templates engineered for specific products. The approach codifies every detail, from the choice of recycled materials to the precision of protective linings for all types of products.

Adopting a “made-to-measure” philosophy, Haworth Lifestyle developed packaging solutions designed to closely match product dimensions while ensuring adequate protection.

The new system standardizes materials and packaging configurations with a focus on sustainability and logistical efficiency. Once fully implemented, the project will enable the collection of reliable data to assess its potential impact on shipment optimization and related transport emissions, supporting future quantitative evaluation and transparent communication.

Innovative Packaging Material Solutions

Haworth North America, Haworth EMEA

Recent packaging initiatives are delivering products with less waste, fewer emissions, and stronger circularity for sustainable workplaces. While fiber-based solutions play a central role in our packaging, plastic packaging components are still important for product protection. Guided by performance needs and opportunities to enhance sustainability across our packaging portfolio, we continue to explore ways to reduce our reliance on virgin resources and refine the balance between plastics and paper.

North America

- Our Holland laminated products plant began using scrap pieces of engineered wood (OSB) as packaging material for Jive® table leg bulk orders. This resulted in over 136 tonnes of repurposed OSB.
- Compose raceway packaging was redesigned to reduce space in shipments and eliminate expanded polystyrene (EPS). The initiative resulted in using 55% less space than old packaging and eliminated over 270,000 pieces of EPS.
- For glass wall tile packaging, we used a polyethylene (PE) foam that contains 50–100% post-industrial recycled content.
- We switched our packing tape from a virgin polypropylene (PP) material to a PE tape made from 95% recycled content.

EMEA

- EMEA region packaging is largely fiber-based, with cardboard and paper representing 60% of the materials we use, and 74% of all cardboard we purchased in 2025 was made from 100% recycled content.
- At our Saint-Hilaire-de-Loulay facility in France, we began replacing virgin polyurethane foam edge protectors with 100% recycled polyethylene (PE) foam protectors that are fully curbside recyclable.
- Our Queluz facility in Portugal introduced a new protective chair cover made from 95% recycled PE, replacing its virgin-plastic predecessor.

These changes illustrate the potential of higher-recycled-content materials within our packaging and contribute to our broader goal of improving circularity.

Haworth Lifestyle

12 templates

for new "made-to-measure" packaging system

Haworth North America

136 tonnes

of engineered wood scrap repurposed

270,000+

pieces of expanded polystyrene eliminated

55% smaller

Compose raceway packaging

Haworth EMEA

60%

of packaging made of cardboard and paper

100%

recycled PE foam protectors (St. Hilaire facility)

95%

recycled PE chair covers (Queluz facility)



Renewable Electricity

100% Renewable Electricity Sourcing

In 2025, Haworth Group reached a milestone we'd been working toward for years. We invested in 100% renewable electricity equivalent to the amount we use across our global operations.

The achievement not only fulfills our 2025 goal, but also puts us ahead of schedule toward achieving our Scope 1 and 2 near-term science-based targets for 2030. It strengthens the foundation for our journey to net-zero emissions and a low-carbon future.

Our Net-Zero Journey

We made our commitment to 100% renewable electricity early in our sustainability journey, knowing it would take far more than a single procurement decision to make the achievement credible and lasting. It's not just about making the right purchase; it's about building our internal expertise, regional insight, and strategic frameworks essential to a science-based climate strategy. We invested significant time in helping our broader organization understand what "renewable electricity" means and researching how we can support it worldwide.

In 2021, teams across Haworth Global studied how electricity is sourced for our facilities around the world—in each market with unique suppliers, regulations, and available options. This collaborative research and cross-functional communication gave us a sharper understanding of what credible climate action requires. Concepts like Scope 2 emissions, the market-based method, and the role of Energy Attribute Certificates (EACs) became shared language between teams that had never spoken in carbon-accounting terms before.

As we developed Haworth Group's plans to achieve 100% renewable electricity, we understood that our actions needed to create lasting value for our customers; the size of our operational footprint directly affects theirs. Validating our goals through the Science Based Targets

initiative and making our data accessible and transparent was—and will always be—essential to supporting the decarbonization efforts of the brands, designers, and clients who choose our products.

Today, our global renewable electricity portfolio combines on-site projects, utility green-power programs, and high-quality EACs that ensure that for every megawatt-hour of electricity our facilities consume, an equivalent amount of renewable electricity is generated and added to the grid. We source our EACs from the same countries where our operations are located. This strengthens local renewable energy markets and infrastructure, not only for Haworth Group, but for the communities we rely on.

On our journey to net-zero and beyond, achieving 100% renewable electricity is, in many ways, just the beginning. We will continue to invest in energy efficiency, electrification, renewable energy, and deeper supply-chain engagement. At Haworth Group, we remain committed to making science-based changes that strengthen our operations and support global decarbonization for a healthier, more sustainable world.

Three principles guide our approach:

1

Accuracy & Credibility

2

Regional Relevance

3

Transparency & Communication



Energy Efficiency Projects

Haworth Global

In 2025, our organization made significant strides in energy efficiency through targeted capital investments across our facilities. In North America, alone, these efforts reduced operational carbon emissions by 1,719 tonnes of CO₂e, and over 3.3 million kWh of energy.

North America

- LED lighting upgrades across our facilities reduced carbon emissions by approximately 1,373 tonnes of CO₂e and cut electricity use by nearly 2.5 million kWh.
- HVAC upgrades to machinery replacements and various system optimizations reduced related CO₂e by 45 tonnes and saved more than 81,000 kWh in electricity use—all while improving indoor air quality and system reliability.
- Through upgrades to our air compression equipment and addressing leaks, we are saving an estimated 326,863 kWh of electricity, preventing the emission of 250 tonnes of CO₂e at our Michigan plants. That’s comparable to the greenhouse gases produced from 635 thousand miles driven by an average gasoline-powered passenger vehicle.
- Roof upgrades provided improved insulation, security from leaks, and building structural integrity, resulting in 284,000 kWh in electricity savings and 51 tonnes of CO₂e reductions.

EMEA

- Our Saint-Hilaire-de-Loulay facility joined 11 local businesses in a collective solar self-consumption initiative in Montaigu-Vendée. Led by Solewa and Terres de Montaigu, the project enables our facility to cover up to 40% of its electricity needs with solar energy.
- At our facility in Saint-Hilaire-de-Loulay, France, we replaced three motors in the dust collection system to save an expected 103,000 kWh annually.
- LED lighting transitions continued at our Queluz, Portugal and Menziken, Switzerland facilities, while LED upgrades were proposed for the Saint-Hilaire-de-Loulay facility to save an estimated 36,000 kWh annually.
- Compressed air system maintenance in Menziken, Switzerland to minimize leakage is ongoing.

APAC

- Our Chennai, India plant initiated the installation of a 420-kWh solar energy rooftop system. This initiative will reduce our reliance on grid electricity and is expected to generate nearly 7 MW of renewable energy annually, or 65% of the total electricity load for our Chennai operations. The project is scheduled to be completed and operational by the summer of 2026.



1,719 tonnes

CO₂e reduced through North America facility upgrades

3.3 million kWh

energy reduction through North America facility upgrades

40%

electricity covered with solar energy at Saint-Hilaire-de-Loulay facility

36,000 kWh

energy saved through LED lighting upgrades in EMEA

65%

total electricity load for Chennai operations will be covered by a solar energy rooftop system



Reducing Waste

Zero Waste to Landfill for Haworth Commercial Interiors Manufacturing Sites and World Headquarters

Maximize Material Efficiency and Ensure Highest-Value Use for Remaining Material

Increase Share of Recycling for Remaining Waste

Driving toward zero waste to landfill across our manufacturing and operations is essential to reducing our environmental footprint and strengthening long-term resource efficiency. By maximizing efficiencies from the start, we prevent waste before it's created and preserve more resources for productive use. Integrating operational processes that increase efficiency, reduce waste, and allow us to responsibly reuse or recycle what is left supports our zero-waste-to-landfill strategy. In 2025, 86% of Haworth Group waste was diverted from landfills.

By advancing zero-waste-to-landfill initiatives and creative reuse strategies across Haworth Group operations, we reinforce a culture of innovation and stewardship that helps us operate more sustainably while creating value for our business and the communities we serve.



30% reduction
in leather waste through precise cutting

Wood Yield and Waste Reduction *Haworth North America*

In 2025, the team at our laminated products plant in Holland, Michigan worked to optimize the efficiency of wood components for our casegoods production. In prior years, individual parts would be run at different times throughout the workday, causing inefficient material utilization, rework, and waste.

The team changed the optimization plan, pulled production lines and work cells closer together, and set material utilization targets for each product line. This change increased yield by 10%, eliminating over 136 tonnes in waste material, and the risk of losing parts. As a result, the team achieved a 20% cost reduction, hit their ambitious scrap reduction goal, and significantly increased customer satisfaction.

Precise Material Cutting *Poltrona Frau*

By integrating advanced CNC and laser cutting systems with CAD software, Poltrona Frau ensures precision and efficiency in fabric and leather cutting. This approach demonstrates how technology and craftsmanship can coexist to drive sustainability, with:

- Up to 30% reduction in leather waste through precise cutting and the ability to tighten or eliminate unused material space between cut pieces
- 25% increase in production efficiency, reducing energy and labor requirements
- Consistent quality that minimizes rework and scrap, lowering resource consumption

The cutting system allows artisans to focus on high-value craftsmanship, while technology efficiently handles repetitive tasks. This balance preserves traditional skills, while embracing modern sustainability practices.



Reducing Manual Tasks

Haworth EMEA

In 2025, Haworth International facilities implemented several projects to streamline manufacturing operations, reduce repetitive and heavy manual tasks, and improve ergonomics for our members. These initiatives are not just about comfort and making tasks easier, they help us maintain operational performance and reliability across all facilities.

- We recommissioned an electric transfer convoy between buildings in Saint-Hilaire-de-Loulay, France. This eliminated heavy manual lifting and improved material flow, making the process faster and safer.
- The team in Menziken, Switzerland installed a vacuum lifter to handle table tabletops weighing up to 50 kg. What was once a fully manual process is now automated, reducing handling time and minimizing physical strain.
- In Águeda, Portugal, we introduced anti-fatigue mats at workstations, improving comfort for employees who spend long hours standing—an incremental but meaningful improvement for daily operations.

These initiatives are part of our broader effort to optimize workflows and reduce inefficiencies, while ensuring that tasks can be performed more easily and consistently. Looking ahead, we will continue to identify opportunities where automation and ergonomic design can support productivity and operational excellence.



New Haworth Showroom in Madrid

In September 2025, Haworth opened its flagship showroom in Madrid's prestigious Salamanca district, enhancing our presence in Spain and reaffirming our dedication to sustainable design, performance, and circularity.

The new showroom is intentionally curated to foster warmth, well-being, and human-centered work experience. Rich hues of blue, teal, and maroon, combined with soft seating, warm lighting, and billowing curtains, create a cozy yet dynamic environment that supports both collaboration and individual focus.

Throughout the space, which is shared with Cassina, we showcased Haworth's commitments to people, second-life initiatives, circular design, the environment, transparency, and operational performance—all reinforcing our values and zero-waste manufacturing legacy. The showroom exemplifies our commitment to product lifecycle responsibility by displaying pieces certified under frameworks such as FEMB level, and Indoor Advantage Gold, and by demonstrating how thoughtfully designed workspaces can reduce environmental impact while improving the employee experience.



About Us

Governance & Transparency

Strategy & Commitments

Circular Economy

Operational Performance

People

People

We empower more than 8,000 members worldwide to grow, contribute, and thrive. Our success is deeply connected to the health and vitality of the communities we serve, and we are committed to using our capabilities, partnerships, and resources to strengthen them.





Member Development

100% Participation in Member Development Programs

Our commitment to member development reflects our belief that learning builds resilience and future-ready leadership. The learning programs we continuously offer foster innovation and collaboration, and we remain dedicated to evolving opportunities that help our members and organization thrive.

In 2025, 69% of Haworth Global members completed at least one development program, reflecting strong engagement across our global teams.

Available learning topics included, but were not limited to:

- Business systems training
- Continuous improvement training
- Member talent development
- Leadership training

Leadership Development

Haworth Group

We believe that strong leadership is important to our continued success. That's why we're proud to invest in our members through our Management Development Program (MDP), Executive Development Program (EDP), and Aspiring Leader Program (ALP).

Management Development Program

Through our Management Development Program, supervisor-level-and-above members sharpen their leadership skills and strengthen connections across our global organization. This past year, 100 members completed the MDP, which focused on:

- Haworth leadership brand
- Getting results through others
- Leading with authenticity
- Facilitating conflict resolution
- Driving maximum performance
- Making effective decisions

Executive Development Program

Near the end of 2025, we launched the fifth cohort of our Executive Development Program. The EDP is an immersive, seven-month program designed to strengthen leadership capabilities across our global organization. The EDP is conducted in partnership with the Center for Creative Leadership, a renowned global organization specializing in executive education.

The 31 participants are working in teams, each collaborating on a real-world Haworth Group project, while simultaneously building skills and competencies toward their own individual leadership challenge. The program will culminate in a final project presentation in June 2026.



Aspiring Leader Program

In 2025, 38 members completed our Aspiring Leader Program. The ALP builds practical leadership capabilities across 18 core competencies, blending skills training, applied learning, and global collaboration.

Learning objectives include:

- Building collaborative partnerships
- Communicating effectively
- Understanding business
- Managing self
- Driving for action



AI Education & Skills Training

Haworth Global

At Haworth, we believe technology empowers people. We are committed to helping teams develop the skills needed to use artificial intelligence (AI) responsibly and effectively. In 2025, we launched internal programs to educate our members on AI applications. Through workshops, training sessions, and hands-on learning, we're equipping teams with the skills to harness AI for innovation, efficiency, and sustainability.

A key component of our training includes "AI Boot Camp," a comprehensive experience that empowers our members to harness AI for creative and strategic impact through immersive learning, collaborative problem-solving, and bold thinking. Participants engage in hands-on experiences designed to build confidence and spark innovation while exploring practical applications of AI for Haworth's business challenges. They practice real-time prompting techniques across diverse use cases, navigating our AI platforms, and collaborating to design prototypes and pitch AI-driven solutions. Throughout 2025, 340 members completed this course, with more courses being offered going forward.

This investment in member education ensures that our workforce remains agile and future-ready, while reinforcing our commitment to ethical and transparent technology practices.



Let's Talk Sustainability

Haworth Global

"Let's Talk Sustainability" is our globally developed member training series designed to educate and empower all Haworth global members with approachable content, aimed at boosting sustainability literacy across the organization. The initiative covers critical topics that reflect both consumer expectations and industry standards. These training sessions use AI-enabled accessibility tools to support multilingual participation, ensuring that all members in any location can fully engage.

The first two sessions attracted over 300 attendees and featured interactive elements like raffles for sustainable Haworth swag, fostering engagement and celebration. We examined how customer expectations are driving the increasing demand for sustainable design and how we build trust and transparency through sustainability certifications.

The next session will provide members with information on product-related carbon emissions.



Community Outreach

Promote Community Engagement through Educational Opportunities and Volunteerism in the Communities Where We Operate; 10% Usage of Available Member Volunteer Hours

Our commitment to promoting community engagement through educational opportunities and volunteerism reflects our dedication to making a positive impact where we operate. By encouraging members to use volunteer hours and share their skills, we strengthen connections between our teams and the communities we serve.

In 2025, more than 1,100 Haworth Group members from 17 countries actively engaged in meaningful outreach opportunities within their communities. Across the globe, they participated in numerous volunteer programs, working with organizations that support environmental protection, social services, education, and health and well-being.

Using 20% of the 51,184 paid volunteer hours available to them, our members far exceeded our 10% volunteering commitment, demonstrating their strong global engagement. Going forward, we will continue efforts to maintain—and even surpass this achievement—supporting volunteerism throughout Haworth Group.



Dear Haworth

RE: APPRECIATION FOR CONSTRUCTION OF GIRLS LATRINE

The school administration, community and management in conjunction with sub-committee leadership extend sincere thanks to you for having considered Okile primary school positively. The school administration wishes you to gain more wealth so that you extend your services to other parts of the world and also continuously give more support to Okile primary school.

The school again appreciates popon and surge for the kind heart consideration towards construction of girls latrine and rehabilitation of school bore hole. These kind of interventions surely will improve on academic performance at school since learners with good health have healthy minds ready to receive skills and knowledge from teachers. However, the school remains appreciative for your tremendous work.

Yours faithfully

EDICU DAVID

HEADTEACHER
OKILE PRIMARY SCHOOL
3/9 APR 2025
P.O. BOX 94, KABERAMAIDO



Water Builds Thriving Communities

Haworth EMEA

The non-profit organization, Surge, provides Water+ (safe water, sanitation, hygiene, and menstrual health) solutions to help communities thrive. Through Haworth's partnership with Surge, we contributed to transformative Water+ solutions in Uganda, focusing on sanitation, hygiene, and menstrual health.

This collaboration enabled the construction of a new girls' toilet block at Okile Primary School in the Kaberamaido District, benefiting 433 Ugandan students and restoring dignity, safety, and educational continuity. Beyond infrastructure, the project amplified its impact by supporting well repairs, boys' facilities, and hygiene training to help create lasting change through community ownership and local leadership. By investing in inclusive solutions, we are helping to build thriving communities and advancing equity for women and girls.

Inspiring Young Minds

Haworth EMEA

This past year, our members volunteered at Vordstadt School in Beinwil am See, Switzerland to bring energy and creativity to both practical and social projects. The day was filled with hands-on support and joyful interaction, reflecting our commitment to social responsibility through empathy, teamwork, and community spirit. Volunteers repaired chairs, sealed building joints, painted birdhouses, baked treats, and even played ping-pong and soccer with students. By blending repair work with fun, creative activities, our volunteers made a lasting impact on the school and its students, strengthening connections and inspiring collaboration.



Environmental “Adoption”

Haworth North America, Tuohy

As part of our ongoing commitment to environmental stewardship, we support our local environmental “adoption” programs, including Adopt-a-Highway, Adopt-a-Park, and Adopt-a-Beach.

Adopt-a-Park

The Ottawa County Adopt-a-Park program encourages local groups to give back to the community while enjoying time outdoors in the beautiful community parks. Volunteers learn about the impact invasive species have on our ecosystems and work hands-on to remove them.

Last spring, our volunteers in Holland, Michigan pulled invasive garlic mustard plants from the Historic Ottawa Beach park. In the fall, Haworth members returned, to remove bittersweet, another invasive species, from around Mt. Pisgah and a parcel of land just north of Black Lake Boardwalk. In an additional fall event, our volunteers focused on beach cleanup, partnering with park staff to remove litter from the Black Lake Boardwalk and Tunnel Park.

Adopt-a-Beach

The Alliance for the Great Lakes has a mission to protect, conserve, and restore the Great Lakes, ensuring healthy water in the lakes and in our communities for all generations of people and wildlife. Through education and action, volunteers unite to serve as a voice for the Great Lakes.

In September, our members rolled up their sleeves and hit the beach in Ludington, Michigan for a cleanup of the Lake Michigan shoreline from the Big Sable River to Big Sable Point. Together, they removed 10.5 lbs. of trash, including microplastics.



Adopt-a-Highway

Throughout 2025, our members participated in cleaning sections of US state highway adopted by Haworth Group teams. Adopt-a-Highway programs are designed to keep state highway roadsides clean and attractive.

Big Rapids (Michigan) Wood plant – Adopted four miles, collected 34 bags of trash over two cleanups

Bruce (Mississippi) Seating plant – Adopted 2.73 miles, collected 15 bags of trash over two cleanups

Conover, North Carolina manufacturing facility – Adopted three miles, collected 31 bags of trash over four cleanups

Members from Tuohy – Adopted two miles of highway and collected 4.5 large bags of trash over two cleanups

These environmental adoption volunteer days provide opportunities for team building, friendship, and environmental education. Members’ efforts deliver significant ecosystem benefits, including increased biodiversity, improved soil health, and restored wildlife habitats. By participating in these programs, we help ensure that our community parks and natural spaces remain vibrant and healthy for generations to come.



Mountain Cleanup Hike

Haworth APAC

To celebrate the 55th Earth Day, 90 members from our Pudong Plant gathered at Wangshan Mountain in Suzhou for a cleaning hike. Guided by the public welfare organization, everyone worked together removing garbage from the mountain. Our members not only contributed to protecting the environment, but they also experienced a profound connection to nature, encouraging them to continue making efforts to protect the Earth.



Building Beds, Building Hope

Haworth North America

On June 4, 2025, we transformed a simple parking lot at Holland HQ into a bustling bed-building factory. Along with the Holland chapter of Sleep in Heavenly Peace, 58 Haworth volunteers poured their energy into ensuring that no child in our community sleeps on the floor. Armed with saws, drills, and sanders instead of laptops and phones, our member volunteers cut, sanded, drilled, stained, and assembled bed frames with care. And, in just under four hours, the group built 81 beds, marking the largest single build ever for the local chapter. Each bed represents a promise of comfort, security, and dignity for a child in our community who needs it most.

Craftsmanship & Care

Haworth EMEA

Haworth members donated materials and volunteered their skills to build essential furniture, including benches and tables, for a local orphanage in Hungary. Beyond the practical support, the team spent time playing board games and soccer with the children, creating moments of joy and connection. This initiative combined craftsmanship with care, reflecting Haworth's commitment to community support and fostering positive experiences for children in need.



Supporting Families in Need

Haworth EMEA

In 2025, we joined forces with Banco Alimentar Contra a Fome (the Food Bank against Hunger in Porto and Lisbon, Portugal) to make a tangible difference in local communities. Fifteen member volunteers rolled up their sleeves to sort and assemble baskets of beans for families in need. This hands-on effort helped local charities provide essential food supplies to people and communities who need them most.



Kids' Food Basket Meal Packing

Haworth North America

Haworth members fought childhood hunger through several food security volunteer sessions in 2025. In just one session, a team of member volunteers spent a total of 30–40 total service hours at Kids' Food Basket, a local non-profit organization in Holland, Michigan, packing nutritious sack suppers to ensure all children have access to nourishing, healthy food. Earlier in the year, another Haworth crew volunteered similarly. These recurring events provided thousands of meals, leveraging Haworth's paid volunteer hours for members to support a vital community need.



Haworth Helps David's House Ministries

Haworth North America

David's House Ministries in Grand Rapids, Michigan provides lifelong personalized care for adults with developmental and intellectual disabilities in a warm, family-like environment. Through our Haworth Helps program, members of our HQ Content Marketing team spent a rewarding day engaging with residents, assisting them with creative art activities, and sharing laughter and stories. The experience gave us a deep appreciation for the work David's House does and reminded us of the power of compassion and connection in building stronger communities.

"Shine" Community Volunteer Day

Haworth North America

As part of our annual Shine awards celebration, which honors peer nominated members for their exceptional work, approximately 60 Marketing members spent a total of 180 hours serving six non-profit organizations in Holland, Michigan. Volunteers tackled projects at multiple sites including:

- Sorting food at Community Action House
- Staffing the Gateway Mission thrift store
- Working on a Habitat for Humanity home build
- Removing invasive plants on the Haworth Campus with the Outdoor Discovery Center

The range of community needs supported by this internal event in just one day made it one of 2025's largest volunteer mobilizations.



Making Art, Not Waste

Haworth APAC

For Earth Week 2025, we partnered with Adream to empower young people with intellectual disabilities and mental health challenges through art. Using offcut fabrics from the Haworth Shanghai factory in China, our members worked with the participants from Adream to create embroidered pieces inspired by Haworth's classic designs. The initiative gave new life to discarded materials and provided these young individuals with skills, confidence, and a platform for meaningful creative expression.



Lakeshore Habitat for Humanity Build

Haworth North America

Haworth members spent a collective 80 hands-on hours working on a Habitat for Humanity build in Ottawa County, Michigan. Under guidance from the organization's skilled experts, our volunteers framed a new house that will allow a family who may not otherwise have the opportunity to own a home. The effort directly aligns with our community commitments and helps Habitat for Humanity to advance its mission of building strength and stability for local families.

Art That's Beautiful & Useful

Haworth APAC

Using 30 hours of volunteer time, six members from our Chennai, India facility worked with a local self-help group (SHG) to decorate reusable cloth bags with hand-painted artwork. The volunteers then contributed their masterpieces to SHG members—often women from marginalized communities, who can further enhance, produce, and sell them. The income generated from these sales helps build financial independence, fosters entrepreneurship, and strengthens the collective growth of the group.

This initiative not only supports the environment by promoting reusable alternatives to plastic bags, but also uplifts communities, turning creativity into a powerful cause for change.





United Way Day of Caring

Haworth North America

Haworth joined Heart of West Michigan United Way's Day of Caring, the region's biggest annual corporate volunteer initiative. Three teams of Haworth members (around 25 volunteers total) fanned out to different service projects, contributing an estimated 75 volunteer hours on that day. They worked alongside hundreds of volunteers from other companies on community improvement tasks (school clean-ups, park beautification, charity support projects, and more), exemplifying our commitment to community impact at scale.

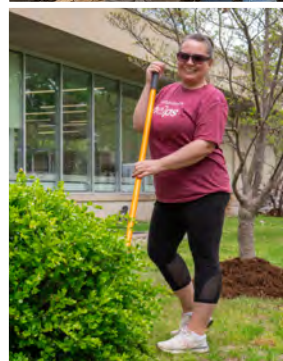
Haworth Member Garden

Haworth North America

This past year, Haworth formally pledged to donate all organic produce grown in the Haworth Member Garden at our Holland, Michigan HQ building to Community Action House for use in meal kits that serve food-insecure families in the local area. By year-end, the team had donated over 103 pounds of fresh organic produce.

The pledge has allowed Haworth members to use their paid volunteer hours to support the growth of the garden. Volunteers contributed to new development projects such as building a trellis, installing an automated watering system, and maintaining organic crops.

Two new members have also begun Master Gardener training and have completed their foundational gardening courses. They are now leaders of the gardening program.



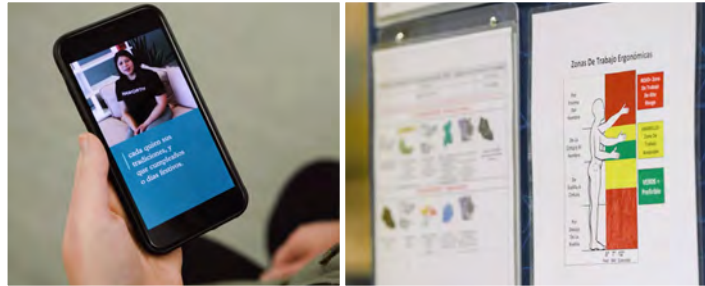


Cultivating Belonging

*Create Environments inside and beyond Our Walls, Where Every Person Feels a Sense of Belonging, Support, and Empowerment to Contribute—While Advancing Inclusive Design and Diverse Thinking across Our Global Organization and Communities**

We are focused on developing and promoting diversity of thought. Our commitment to creating a welcoming and supportive environment for all our global stakeholders helps to shape an industry where everyone belongs. All over the world, our collaborations and research are driving inclusive design standards inside and outside our walls.

* Specific number targets were eliminated due to Executive Orders in the US.



Language Bridge

Haworth North America

In 2025 we increased participation in the Haworth Language Bridge (HLB) program. The HLB supports members with limited English language proficiency by fostering inclusion and belonging in the workplace. Spanish was chosen as the first supported language because of its prevalence in Holland, Michigan, where our headquarters and largest plant are located. The program includes translated job postings, applications, benefits documents, and bilingual HR support, along with paid English classes and an employee resource group for Spanish speakers.

Additionally, we conducted an ISO-aligned audit to standardize safety communications using colors, shapes, and symbols rather than text, improving clarity and accessibility for all members.

The ongoing HLB initiative promotes open dialogue and reflects Haworth's commitment to diversity and community.

AIS Radiance Program

AIS

The Radiance Program engages more than 150 individuals each week, supported by 36 job coaches from 16 partner organizations across Massachusetts, including the CAPS Collaborative (serving a range of neurodiverse and physically challenged students).

Participants aged 18 to 58 work alongside AIS production teams, where they perform meaningful contributions while gaining technical skills, independence, and confidence. Traditional AIS team members embrace Radiance participants and integrate them into their workflows, exposing them to a variety of tasks and providing opportunities for social interaction.

These experiences build technical knowledge, focus, independence, and teamwork, while helping participants gain confidence and pride in their abilities. Several participants have gone on to part-time employment with AIS, which is a true reflection of the program's impact.





Restitch Your Life

Cassina

Begun in 2025, Ricucire la tua vita (Restitch Your Life) is a social inclusion initiative promoted by Cassina. Its goal is to support the economic and personal empowerment of women who are survivors of gender-based violence or who experience situations of vulnerability, marginalization, or risk of social exclusion. The project reflects Cassina's commitment to social responsibility and inclusion.

The initiative is carried out with the patronage of the Province of Monza and Brianza and the Municipality of Meda, and in collaboration with local employment services, including Afol Monza Brianza and the Social Services and Employment Desk of the Municipality of Meda. These stakeholders play a key role in identifying and supporting participants, facilitating access to training and employment opportunities within Cassina's sewing production departments.

The training program started in October of 2025 in partnership with the Giuseppe Terragni Vocational Training Centre of Afol Monza Brianza. Through December, participants received 160 hours of certified vocational seamstress training. The program combined theoretical modules with hands-on activities, including practical experience taught by Cassina members. To ensure flexibility and address potential safety needs, the initiative also supports remote, home-based sewing, as this is an established company practice.

Two selected participants are now participating in a six-month extracurricular internship within Cassina's production facilities. Three other participants will begin work experience placements at other companies in Meda. Cassina is also actively seeking job opportunities for the other participants.

Through "Restitch Your Life," Cassina champions equal opportunities, social inclusion, and gender-based violence prevention, while strengthening ties with local institutions and fostering responsible business practices along its value chain. The initiative represents a concrete example of how corporate expertise and craftsmanship can generate positive social impact.





About Us

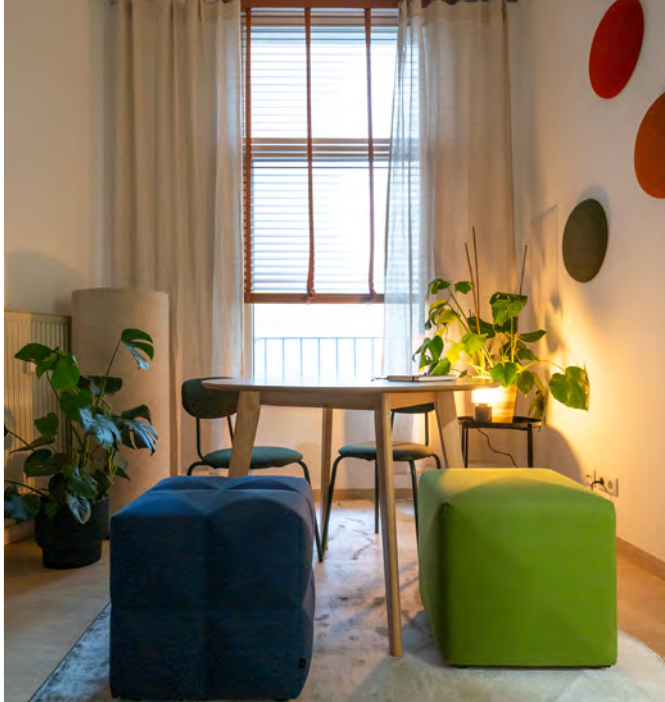
Governance & Transparency

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Safe Spaces for Young Refugees

BuzziSpace

In Berlin, BuzziSpace partnered with architect Valeriya Sidorenko to help transform a former retirement home into a welcoming refuge for unaccompanied minors. Through the donation of acoustic furniture and wall solutions, the project created a calming environment to support emotional well-being, connection, and recovery for children navigating trauma and transition. This reflects BuzziSpace's belief that thoughtful design can be a powerful tool for healing, dignity, and hope.

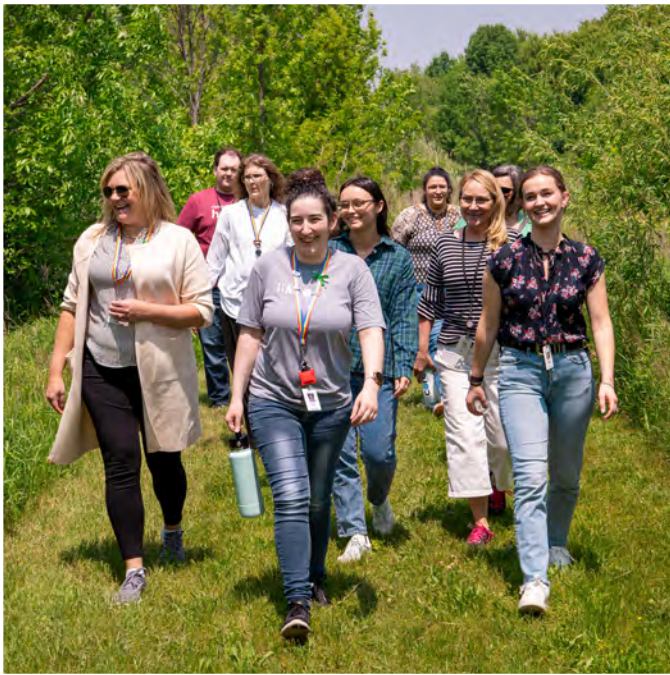
Cancer & Illness Prevention

Haworth Lifestyle

In 2025 Haworth Lifestyle renewed its partnership with the Italian League for the Fight Against Cancer (LILT). The collaboration enabled a series of initiatives focused on prevention and early diagnosis, including webinars dedicated to cancer prevention and on-site screening for members in several company locations.

During the year, 188 women from the Lifestyle group's brands took part in breast cancer screenings. For the first time, the with LILT partnership was extended to offer men dedicated testicular cancer screening exams, as well, with 71 members taking part.

In addition, the Lifestyle group carried out a flu vaccination campaign, with 1,010 members from Cappellini, Cassina, Interni, Poltrona Frau, and Zanotta participating.



Member Resource Groups (MRGs)

Haworth Global

Haworth continues to prioritize inclusion and belonging through our MRGs, which play a critical role in fostering community, innovation, and professional growth within our organization. Each MRG provides a platform for members to connect, share experiences, and drive meaningful initiatives. These groups

contribute significantly to creating an inclusive workplace, supporting professional development, and encouraging active engagement within our communities.

Our MRGs had an impressive year, hosting or participating in a combined total of 70 events. These events saw engagement from over 1,135 members, showcasing the vibrant and active community within our organization.

Haworth has eight MRGs:

FUEGO

Friends United & Engaged to drive Growth & Opportunity on behalf of the Latin community

FUEL

Female Uplift Empower & Lead

GEEKS

Group of Engaging and Enthusiastic Knowledge Seekers

HOME

Haworth's Organization for Mental Empowerment

PRISM

Pride, Raising awareness, Involvement, Support, and Mentoring alliance

Veterans

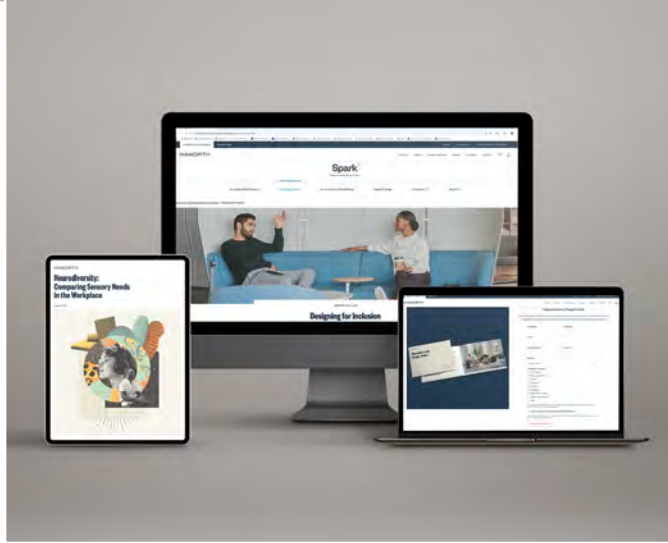
Honors military veterans while providing support, resources, and opportunities for connection and growth

Young Professionals

Supporting early-career members through networking, mentorship and growth opportunities

DEIB

Diversity, Equity, Inclusion, and Belonging (International)



Neurodiversity Research

Haworth Global

We believe that thoughtful, inclusive design and practices are essential for building belonging and supporting the well-being of everyone. Through in-depth research and content development, we explore and share how individuals with diverse cognitive styles experience work environments, identify strategies to remove barriers, and help every team member feel valued and included. By sharing these resources globally, we empower organizations to design spaces and processes where neurodiversity thrives and every voice matters.

In 2025, we provided a range of resources and content to help global stakeholders and customers understand and support neurodiversity in the workplace and beyond. We published a white paper sharing our research and a design guide with tools and tips for creating inclusive spaces. Our Spark articles touched on our research insights, and we presented two continuing education courses on neurodiversity in the workplace and on educational campuses.



Neurodiversity Design Collaboration

Haworth EMEA, BuzziSpace

In 2025, we continued a collaboration with talented students from the Chelsea College of Arts in London. The first year, Victor Bourdariat, a Designer who leads neurodiversity projects at Haworth in Europe, worked with students to create products to improve the office experience for neurodivergent people. He guided the students through the full process from concept to prototype. Victor then selected four finalists to present their designs during Clerkenwell Design Week.

From the four Clerkenwell entries, Victor chose a winner for the Haworth Design Award: Punpun Phophlontong's project Water Lilies. Punpun created a floral inspired space divider that brings a calming sense of nature to the workspace. The design allows users to open and close the divider for visual privacy as needed. BuzziFelt from BuzziSpace was used to control acoustics and reduce distracting noise, as well. Made from 100% upcycled plastic bottles, the material absorbs high frequency tones like talking, typing, and ringing sounds. There will certainly be more to come from our collaboration with Punpun, as the design continues to evolve.



Activity, Community, & Well-Being

Poltrona Frau

In 2025, Poltrona Frau reinforced their commitment to a workplace where well-being and social connection are nurtured as shared values.

After years of limited availability, the corporate swimming pool at Poltrona Frau was relaunched to accommodate members and their families throughout the summer. The initiative was

met with great enthusiasm, with the pool frequently at full capacity. Lunchtime aqua gym sessions were also widely attended, providing moments of collective well-being.

Additionally, Poltrona Frau organized new e-bike excursions and trekking outings for members to explore the Marche region. The Sunday outings continued throughout the autumn, offering valuable opportunities to enjoy nature, sharing, connection, and team building.

Mental Health Awareness and Support

Haworth Lifestyle

In 2025, we launched a new initiative to promote member well-being, in partnership with Unobravo, an Italian company specializing in accessible online psychological care.

Through this collaboration, members have access to three fully covered therapy sessions and reduced rates for subsequent appointments. Members can also invite up to three family members to receive vouchers for discounted sessions.

In addition to a launch webinar to introduce the program to members, we held two special webinars, open to all members. The Mental Health Day session focused on understanding and dialogue around mental health, while a session on the International Day for the Elimination of Violence against Women focused on raising awareness and collective responsibility for this critical issue.

This initiative reflects Haworth Lifestyle's dedication to making therapy more accessible and breaking down the stigma that too often surrounds mental health issues. It helps nurture resilience and creates a culture where well-being is valued as much as performance.

Learn more and view our
Corporate Social Responsibility
Report Appendix at [haworth.com](https://www.haworth.com).

HAWORTH Group