

2022 Corporate Responsibility Report

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Letter From the Owners

Dear Friends and Stakeholders,

We are delighted to present the Stylex Corporate Responsibility Report, a testament to our unwavering commitment to sustainability and responsibility. Since 2014, we've attained LEVEL® certification for our products, expanded our offerings, and adhered to the e3-2019 Standard, underlining our dedication to sustainable practices.

This report is crafted in line with GRI's G4 Sustainability Reporting Guidelines, reflecting our core values of ethical conduct, environmental sustainability, social engagement, employee empowerment, supply chain responsibility, innovation, transparency, and accountability.

Our mission is to effect positive change, and we're passionate about the road ahead. We maintain a deep commitment to Environmental, Health, and Safety Responsibility. We conduct yearly assessments of environmental and occupational risks, implementing continuous improvement projects to enhance safety and ensuring compliance with all pertinent regulations.

Our commitment extends to the well-being of our employees, promoting diversity, community, and fostering a safe work environment. Our community engagement efforts aim to make a positive impact in the regions where we operate. We uphold labor laws and inclusivity standards, including the Equal Employment Opportunity Act and Affirmative Action requirements. These principles apply to all Stylex properties, including our manufacturing facility in Delanco, NJ, our warehouse in Delanco, NJ, and our showrooms in Chicago, IL, and New York, NY.

We invite you to join us on our journey toward a more sustainable and responsible world. Thank you for your continued support.

Sincerely,

Bruce Golden CEO

John Golden Chairman

About Our Company

Stylex, a family-owned American design brand founded in 1956 and co-owned by CEO Bruce Golden and Chairman John Golden, employs over 200 individuals at its corporate office and manufacturing facility in Delanco, New Jersey. We specialize in crafting enduring furniture by channeling our unwavering passion for the design process and innovation, with expertise in materials, texture, color, and detail. We cater to architects and designers for corporate, hospitality, institutional, and government end users.

Our aspiration is embodied in our guiding principle: to make things better by making better things. This drives us to design products that endure in response to the way we live and work, offering solutions for purposeful and joyful living, and fostering dynamic, social environments. In doing so, we remain committed to leaving the world in a better state than we found it.

Our legacy and pursuit of excellence fill us with pride, while the future excites us with its limitless potential. Stylex sees a distinctive opportunity to generate a positive impact on the world—a commitment we wholeheartedly embrace.

About Our Corporate Responsibility Report

Welcome to the Stylex Corporate Responsibility Report, a glimpse into our dedication to sustainable and responsible practices.

Our sustainability journey commenced in 2014 with our attainment of the prestigious LEVEL® certification for our products, a BIFMA sustainability accolade; since then, we've consistently adhered to the e3-2019 Standard and introduced new certified products, expanding our current product lineup: Luna, Oko, Ease Up, Umo, Cove Lounge, Dau, Verve, Click, Underline, Free Address, Still, Trim, Dela, Cove Tables, Adorn, Obair, Metrum, F4, Yoom, NYC, Share, Ridge, Nestle, Sava, Dia, Insight, Brooks, Mark 2, Zephyr, and Welcome.

This report engages our valued stakeholders, encompassing employees, dealers, customers, suppliers, community, unions, organizations, regulators, and consultants. It reflects our ongoing commitment to LEVEL certification, supported by an Environmental Management System (EMS) equivalent to the ISO 14001:2015 standard.

We assess environmental aspects and impacts, set objectives, and review them annually. This report offers 2022 insights, with plans for regular updates featuring year-over-year data and performance indicators.

Aligned with our mission, this report follows GRI's G4 Sustainability Reporting Guidelines. Learn more about GRI and BIFMA LEVEL at www.globalreporting.org and www.levelcertified.org.

Explore the pages ahead for valuable information. Share your thoughts at info@stylexdesign.com. Thank you for joining our sustainability journey!

Our Commitment to Corporate Responsibility

At Stylex, we firmly believe that our success is intertwined with our responsibility to positively impact society and the environment. We are dedicated to conducting our business in a way that prioritizes ethical practices, environmental stewardship, and social well-being.

We commit to:

Ethical Conduct: Upholding the highest standards of integrity, transparency, and honesty in all our interactions. We will conduct our business with fairness, accountability, and respect for all stakeholders.

Environmental Sustainability: Minimizing our ecological footprint by implementing sustainable practices across our operations. This includes reducing waste, conserving resources, and continuously seeking innovative solutions to mitigate environmental impacts.

Social Engagement: Engaging with the communities in which we operate to contribute positively to their well-being. We will support education, health, and social initiatives that promote equality and improve quality of life.

Employee Empowerment: Providing a safe, diverse, and inclusive work environment where employees are empowered to excel and grow. We commit to fair wages, professional development, and work-life balance.

Supply Chain Responsibility: Collaborating with our suppliers to ensure they adhere to ethical and sustainable practices. We will prioritize responsible sourcing, fair labor conditions, and environmental conservation throughout our supply chain.

Innovation for Impact: Continuously seeking innovative solutions that address global challenges and contribute to a better future. We will invest in research and development that drives positive change in our industry and beyond.

Transparency and Accountability: Communicating openly about our progress, challenges, and goals. We will regularly measure and report our achievements in corporate responsibility to maintain transparency with our stakeholders.

We understand that corporate responsibility is an ongoing journey, and we are committed to evolving our practices to align with the changing needs of society and the environment. By embracing these principles, we aim to create lasting value for our stakeholders while contributing to a more sustainable and equitable world.

Code of Ethics and Conduct

At Stylex, we are committed to maintaining the highest standards of integrity, honesty, and ethical behavior in all our business activities. This Code of Ethics and Conduct outlines the principles that guide our interactions with colleagues, customers, partners, shareholders, and the communities we serve. By adhering to these principles, we foster a culture of trust, respect, and responsibility.

1. **Integrity and Transparency:** Our dealings are guided by integrity, honesty, and transparency. We communicate truthfully and avoid deceptive practices.
2. **Diverse Respect:** Every individual is treated with respect, valuing their unique backgrounds and contributions. Discrimination and harassment are strictly prohibited.
3. **Fairness and Impartiality:** Fairness and equity drive our operations. Decisions are merit-based, treating all impartially and without bias.
4. **Responsible Asset Use:** Company resources are used solely for legitimate business purposes. Unauthorized distribution or misuse is strictly prohibited.
5. **Confidentiality and Privacy:** We protect confidential information and respect individual privacy. Misuse of such information is strictly prohibited.
6. **Gifts and Conflicts:** To prevent conflicts of interest, we limit gift acceptance. Gifts exceeding \$25 must be reported, excluding normal service gratuities.
7. **Confidentiality Policy:** Unauthorized disclosure of confidential, proprietary, or nonpublic information is prohibited.
8. **Law and Regulation Adherence:** We strictly adhere to applicable laws, regulations, and industry standards. Violations result in disciplinary action.
9. **Health, Safety, and Environment:** Health, safety, and environmental concerns are paramount. We adhere to safety regulations and promote awareness.
10. **Quality and Excellence:** Our commitment to excellence is reflected in our products, services, and operations. Continuous improvement is a priority.
11. **Community Contribution:** We positively impact our community through philanthropy and responsible initiatives, fostering meaningful change.

Reporting Violations: If you believe a violation of this Code has occurred, you are encouraged to report it through the appropriate channels. Retaliation against individuals who report violations in good faith is strictly prohibited.

Consequences of Non-Compliance: Violations of this Code may result in disciplinary action, up to and including termination of employment or business relationships.

By upholding this Code of Ethics and Conduct, we collectively uphold the values that define Stylex and contribute to a workplace of integrity and mutual respect.

Environmental Responsibility

Environmental Policy

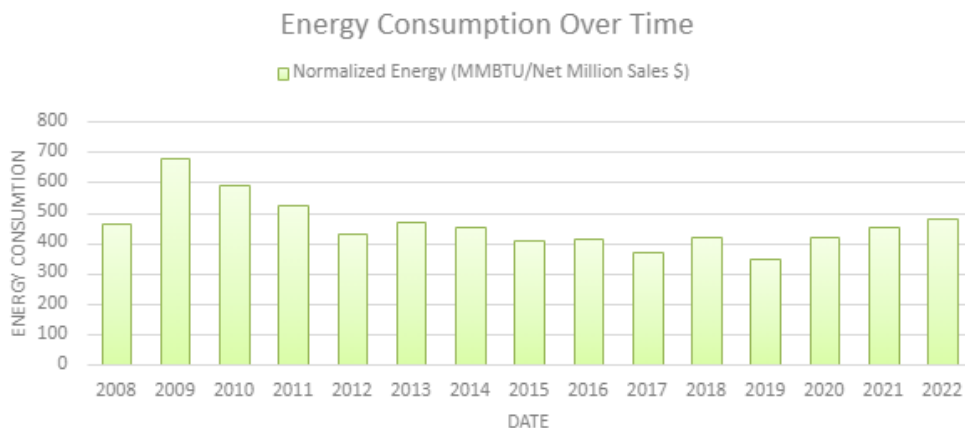
We aspire to be exemplary stewards of our environment. As a manufacturer, we know that our operations have a significant impact on the environment. That's why we are committed to reducing our environmental impact across our entire value chain. We have set objectives and targets to reduce our greenhouse gas emissions, water usage, and waste production and disposal. We are also working to source more sustainable materials and to improve the energy efficiency of our operations with strict adherence to local, state, and national environmental regulations.

We believe that these efforts are essential for our long-term success. We are committed to continuing to innovate and to find new ways to reduce our environmental impact.

Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy

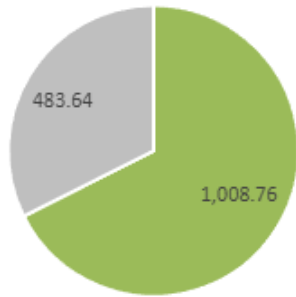
Stylex's energy conservation commitment embraces reduced energy consumption and greenhouse gas emissions, aligning with local, state, and national regulations. An integral part of our EMS, we set energy conservation objectives, transparently sharing performance metrics. While energy use and emissions have increased, our EMS projects drive absolute reductions. Notably, energy intensity dropped by 9%, and Greenhouse Gas Emissions decreased by 27% since 2009-2011. With a 5% yearly consumption reduction goal, we persistently work to minimize our impact.

In our bid to offset our manufacturing impact, we've secured an agreement with our electricity provider for 50% clean and renewable electricity. This propels us toward our carbon-neutral 2030 goal, underlining our commitment to sustainability.



2022 GHG Emissions

■ Scope I (tCO₂e) ■ Scope II (tCO₂e)



Normalized GHG Emissions Over Time



Waste Management and Reduction Efforts

Embedded within our environmental management system (EMS), Stylex embraces a resolute Zero Waste-to-Landfill objective. Our continuous commitment involves implementing strategies that progressively divert all waste generated from our manufacturing operations away from landfills.

Our ongoing efforts toward this mission encompass sourcing alternative solutions for fabrics and lightweight plastics like bags and shrink wrap. While we've successfully recycled metals, cardboard, and wood waste, our current focus is forging partnerships to recycle materials that are less conventional.

Water and Chemical Management

At Stylex, responsible water and chemical management is paramount. Our commitment spans meticulous water resource management to prudent chemical handling. We prioritize reducing potential health impacts from products and processes. Rigorous assessments ensure safe chemical use and compliance with our policies and hazard communication plans.

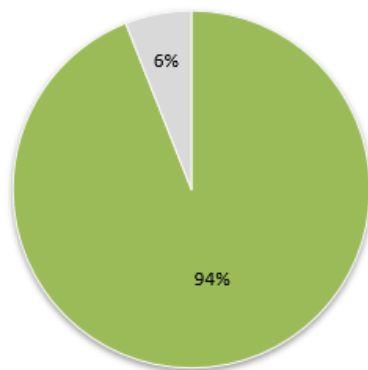
Our proactive approach includes maintaining up-to-date Safety Data Sheets and a comprehensive chemical inventory. This transparency empowers systematic identification, monitoring, and tracing. By upholding transparency and accountability, we lead in responsible water and chemical management for a sustainable future.

Supply Chain Sustainability

At Stylex, our sustainability commitment extends throughout our supply chain. Collaborating with suppliers, we drive positive environmental and social change. Guided by our principles, we prioritize responsible sourcing, ethical practices, and reduced environmental impact.

1. **Supplier Selection and Collaboration:** Partnering with like-minded suppliers, we rigorously assess environmental and social practices, ensuring alignment with our Code of Conduct. We provide guidance and support for sustainable operations, conducting regular audits to ensure continuous improvement.
2. **Responsible Sourcing:** Prioritizing responsible extraction and production, we minimize negative impacts on ecosystems and communities. We emphasize transparency and traceability across our supply chain to make informed decisions that uphold environmental conservation and human rights.
3. **Carbon Footprint Reduction:** We optimize transportation routes, use low-emission vehicles, and explore sustainable logistics like rail and sea freight to reduce carbon emissions.
4. **Ethical Labor Practices:** We uphold international human rights standards, promoting fair wages, safe working conditions, and equal opportunities. Our zero-tolerance policy against forced labor, child labor, and discrimination underlines ethical labor practices.
5. **Waste Reduction and Circular Economy:** We collaborate to reduce packaging waste, encourage recycling, and design products for durability and repairability, extending lifecycles and minimizing environmental impact.

As we prioritize supply chain sustainability, we nurture partnerships, integrate sustainability into our value chain, and contribute to a responsible global economy.



■ Signed SCOC ■ No SCOC

Product Responsibility

Product Design for Sustainability

Stylex has firmly integrated a Design for the Environment focus into our product development process. This underscores our commitment to assessing and optimizing the sustainable footprint of every product we introduce. As we launch new products, a critical eye is cast on maximizing their sustainability. Our trajectory is set towards an ever-more sustainable product portfolio.

To mitigate the environmental impact of our offerings, we initiate conscientious measures at the design and development stage. Whether a substantial alteration to an existing product or the inception of a new one is at hand, we meticulously evaluate the environmental implications of each chosen material—its source, utilization in our products, and potential for end-of-life recovery. This approach propels us to incorporate materials that are renewable, recycled, recyclable, and biodegradable. Moreover, we factor in design considerations aimed at conserving raw materials, water, and energy.

Designing for Durability and Upgradeability

Stylex's product philosophy prioritizes enduring utility. By incorporating high-quality materials, we ensure our products boast enhanced durability. Each Stylex item is crafted meticulously to withstand repeated use, repair, and handling. We emphasize replaceable components and upholstery to simplify maintenance, service, and reassembly—extending product usability for multiple cycles by both current and future users.

Elevating Standards through Environmental Certifications

In our commitment to sustainability, Stylex holds a range of esteemed environmental certifications. Our dedication to indoor air quality is evident through our products' majority bearing of GREENGUARD Gold Certificates, attesting to their alignment with UL's strict Gold Standard for Chemical Emissions. You can access our products' certificates either on the product pages of our website or at: <https://spot.ul.com/>.

Furthermore, our attainment of LEVEL® certification our adherence to 2019 ANSI/BIFMA e3-Sustainability Standard. This certification encompasses energy use, social initiatives, materials, and health impacts, reinforcing our commitment to holistic sustainability. Through LEVEL®, we provide comprehensive insights that empower customers to make informed, eco-conscious choices. Explore the world of LEVEL® at www.levelcertified.org.

Product Take Back Program

At Stylex, responsible stewardship of our products extends beyond their initial use. Our Product Take Back Program provides a practical solution for the end of our products' intended life cycle.

Through our partnership with ANEW, a 501(c)(3) nonprofit organization, we offer clients a comprehensive take-back solution for surplus office furniture and materials, regardless of their condition. ANEW's mission aligns with ours—to connect surplus resources with non-profits, public agencies, and underserved communities, minimizing landfill impact and maximizing corporate social responsibility.

By repurposing surplus items, we strengthen community networks and reduce environmental impact. Stylex proudly supports ANEW, integrating this partnership into our strategic sales strategy since 2014. Learn more at www.anewfound.org.

Initiate a Product Take Back through ANEW by emailing Stylex at info@stylexdesign.com. For additional end-of-life recovery options, refer to our Product Disassembly Instructions and End of Life Recovery Options documents, available in the Resources section of each product on our website. Together, let's build a sustainable future.

Employee Well-being & Diversity

Cultivating a Supportive Culture

As a family-owned entity, Stylex values the strength of a close, high-functioning team in today's competitive landscape. With a history dating back to the mid-1950s, some team members have been with us for over 30 years. Our unwavering commitment is to uphold the highest standards in all aspects of our operations. Recognition and rewards at Stylex are based not only on individual contributions but also on the support offered to fellow team members.

We maintain a resolute focus on fairness in our interactions—with customers, employees, and manufacturing partners. Additionally, our concern extends to the betterment of our operating communities.

Health, Safety, and Compliance

At Stylex, our commitment to safety is unwavering. We adhere to health and safety requirements, aiming to eliminate potential hazards and protect our team's well-being. Our focus on creating a healthy workplace, free from risks like smoke, underscores our dedication.

- **Ownership's Commitment:** Stylex's owners prioritize environmental and health and safety responsibilities. Regular risk evaluations lead to continuous improvement initiatives that reduce hazards and ensure compliance with regulations.
- **Legal Adherence:** We proudly maintain a clean record, with no environmental, health, or safety violations in the past three years. Our compliance spans local, state, and federal regulations, including the Occupational Health and Safety Act and Environmental Protection Acts.
- **Scope:** This policy encompasses all Stylex buildings, including our Delanco, NJ manufacturing facility, warehouse, and Chicago, IL Merchandise Mart showroom. Our commitment to health, safety, and compliance guides us across all operations.

In 2022, Stylex experienced a notable increase in injuries, with the injury rate rising from 2.3 in 2021 to 7.9. In response to this challenge, Stylex initiated a stretching initiative to improve employee mobility and introduced a safety shoe program to mitigate foot injuries. To ensure ongoing safety, our safety team consistently convenes to discuss safety measures and formulate action plans, reinforcing our unwavering commitment to the well-being of our team.

Diversity and Inclusion

Championing diversity & inclusivity is smart business. As the American workforce becomes more diverse, discrimination becomes a costly misstep. Outstanding team members transcend ethnic, religious, and gender boundaries; excellence has no bounds. Stylex casts a broad net for applicants, embracing all candidates, resulting in a diverse company population spanning national origins, genders, and ethnicities.

Aligned with Affirmative Action and Equal Employment Opportunity principles, Stylex firmly opposes discrimination. From race to gender identity, our commitment to respect and dignity remains unwavering. We firmly believe that diversity and inclusion are integral to our success. Our aim is to cultivate a workplace where everyone feels welcomed, valued, and respected, regardless of their background, identity, or beliefs.

Our HR Manager maintains an open door, fostering dialogue and innovative ideas for improved inclusivity. Creativity is celebrated from all sources as we persistently pursue betterment.

Equal Employment Opportunity and Human Rights

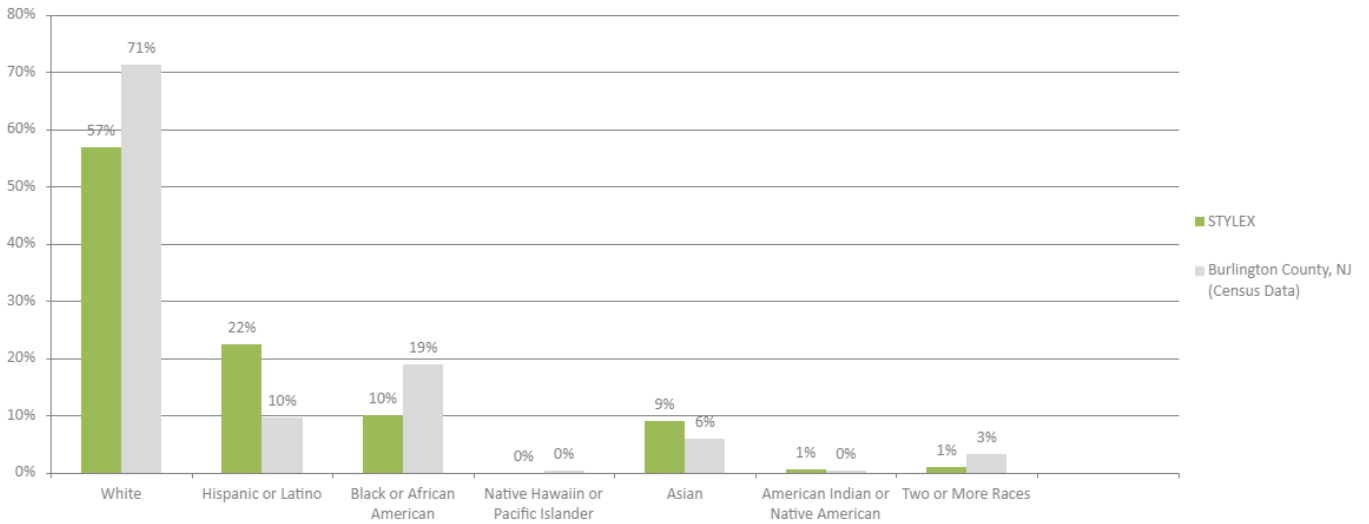
At Stylex, our commitment to fostering an inclusive and equitable workplace is at the heart of our corporate values. We firmly believe that all individual's unique skills and perspectives contribute to our collective success. As part of our dedication to equal employment opportunity, we have implemented comprehensive policies across various facets of our organization. From recruitment and hiring to pay equity, we ensure that all employees have a fair and unbiased path to growth and advancement. This commitment is not just a statement, but a fundamental practice that shapes our workplace culture. Below, we outline our initiatives that reinforce our pledge to provide equal opportunities for all employees, regardless of their background or identity.

- **Recruitment and Hiring:** Maintaining a fair and unbiased recruitment process, we ensure candidates are evaluated solely on qualifications, skills, and experience. Actively reaching out to underrepresented groups through diverse partnerships, we strive to attract a wide range of candidates.
- **Promotion and Advancement:** Our merit-based promotion policies offer equal growth opportunities for every employee, irrespective of gender, race, ethnicity, or other characteristics. We monitor promotions to prevent disparities and ensure fairness.
- **Training and Development:** Our commitment to continuous learning provides all employees, regardless of background, with development opportunities. Our training programs offer resources to help employees thrive and excel in their careers.
- **Collaborative Solutions:** Within our plant, functional groups collaboratively address day-to-day operational challenges, emphasizing collective decision-making to enhance efficiency and innovation.
- **Bargaining Agreements:** As of 2022, 86% of hourly employees are covered by mutually beneficial bargaining agreements, such as with United Steelworkers District #10 AFL-CIO-CLC, Local Union 4889-30. These agreements promote positive working arrangements.
- **Freedom of Association:** Upholding employees' freedom of association and collective bargaining rights as per ILO Core Conventions 87 & 98, we contribute to social stability and positive impacts.
- **Pay Equity:** Committed to pay equity, we conduct regular comprehensive reviews of our compensation structure to identify and rectify wage gaps. Our goal is to ensure fair and equal pay for all employees based on their contributions. We also uphold labor laws and inclusivity standards like the Equal Employment Opportunity Act and Affirmative Action

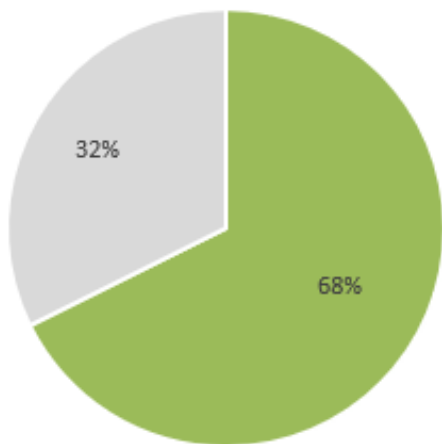
requirements.

- **Employee Rights:** Our dedication to employees' rights encompasses fair work hours, wages, and conditions, aligned with global regulations against forced, compulsory, child labor, and at-will employment.

Population Comparison - 2022



2022



■ Union ■ Non-Union

Community Engagement

At Stylex, community involvement is a core value. We actively seek opportunities to contribute to the betterment of the communities where we operate. This includes volunteer work, donations, sponsorships, and more. We encourage our employees to take part in these activities, recognizing that our workforce is a vital part of our community's vitality. As Stylex expands, our impact on the community grows too.

We're dedicated to supporting our local communities. Though formal programs haven't been established, we've consistently taken steps to give back. Whether donating chairs, supporting the local library, or assisting individuals in need, we've acted to address immediate needs. Our aim is to increase our impact over time.

Below are some examples of our Community Engagement in action:

- **Stylex Scholarship Program:** Launched in 2020, this initiative assists children of our employees in pursuing higher education. By supporting education, we contribute to a better-educated community that enjoys improved health and employment prospects. Throughout 2022, we had 12 separate recipients.
- **Partnering for Textile Sustainability: Extending Purposeful Impact**
We're proud to join forces with FABSCRAP Philly, a non-profit organization dedicated to the collection and repurposing of unused textiles. With our surplus fabric resources, we're committed to ensuring these materials find extended purpose and contribute to a more sustainable future. This collaboration not only exemplifies our dedication to responsible resource management but also represents a significant step towards building a community of like-minded individuals united in the pursuit of textile recycling and positive environmental change. Throughout 2022 we contributed over 8000 pounds of material and volunteered on May 7, 2022 in Philadelphia to aid in sorting materials for re-use.
- **American Red Cross Blood Drives:** We organized two blood drives local to our Delanco, NJ facility to benefit the American Red Cross, contributing to critical healthcare needs. The drives took place on June 6, 2022, October 31, 2022, and December 23, 2023; collectively, 47 units of blood were collected.
- **Stylex Annual Food Drive:** Our yearly food drive aids local families through the Fishes and Loaves Food Pantry. By providing food donations, we support those facing hardship in our community.
- **DIFFA:** We contributed funds and furniture to support the Design Industries Foundation Fighting AIDS (DIFFA) located in Secaucus, NJ in March 2022. This organization raises awareness and funds for HIV/AIDS-related causes.

Proud Legacy, Bright Future

In conclusion, Stylex, a family-owned American design brand founded in 1956, takes great pride in our unwavering commitment to responsible and sustainable practices. Our core values of innovation, excellence, and environmental stewardship drive us to create furniture that endures and contributes positively to our world. Guided by our guiding principle to "make things better by making better things," we've embarked on a journey towards a more sustainable future, leaving the world in a better state than we found it.

As we move forward, Stylex remains steadfast in our mission to create positive change. We are excited by the limitless potential of the future, embracing new opportunities to generate a lasting, positive impact on the world. We thank all our stakeholders for joining us on this journey towards a more sustainable and responsible tomorrow.

Supplier Code of Conduct

Purpose and Scope

This Supplier Code of Conduct outlines the business conduct standards that Stylex expects its suppliers to uphold. It applies to suppliers, vendors, contractors, consultants, agents, and other service providers engaging in or seeking to engage in business with Stylex globally. This Code also serves as a self-assessment tool for our suppliers.

Please review each guideline and confirm your commitment to comply with the required principles by signing and returning a copy of this Code to Stylex, or providing Stylex with a similarly written commitment:

Stylex requires its suppliers to engage in responsible business practices, characterized by integrity, honesty, and transparency. Suppliers are expected to adhere to the following standards:

- Comply with all relevant laws and regulations in their operating countries
- Ensure safe and humane working conditions for all employees
- Uphold human rights and prohibit forced or compulsory labor in any form
- Treat employees fairly and honestly, including in matters of wages, working hours, and benefits
- Foster a diverse workforce and establish a workplace free from discrimination, harassment, and abuse
- Respect employees' right to freedom of association, in line with local laws
- Prohibit the use of child labor in all operations
- Engage in fair competition without corruption, refraining from bribes, kickbacks, or any unethical advantages
- Adhere to Stylex's policies concerning gifts, entertainment, conflicts of interest, and interactions with Stylex employees
- Conduct operations with environmental care, complying with all applicable environmental laws and regulations

Acknowledgment of Terms

I, on behalf of _____, a supplier to Stylex, accept and agree to these terms. I confirm that I hold the position of Chief Executive Officer (CEO), Chief Financial Officer (CFO), or designate, and have the authority to bind my company to these terms.

Appendix B: GRI G4 Index

GRI G4 Index

Categories	Subcategories	Aspects	Indicators		Response	Page
General Standard Disclosures	Strategy and Analysis		G4-1	Statement from the most senior decision-maker of the organization	Letter from Our Owners	2
	Organizational Profile		G4-3	Name of the organization	Stylex Inc.	
			G4-4	Primary brands, products, and services	About Our Corporate Responsibility Report	3
			G4-5	Location of the organization's headquarters	About Our Company	3
			G4-6	Number of countries where the organization operates	Stylex operates solely out of a single facility, located in Delanco, New Jersey, USA.	
			G4-7	Nature of ownership and legal form	About Our Company	3
			G4-8	Markets served	About Our Company	3
			G4-9	Scale of the organization	About Our Company	3
			G4-11	Percentage of employees covered by collective bargaining agreements	Equal Employment Opportunity and Human Rights	12
	Identified Material Aspects and Boundaries		G4-18	Process for defining the report content and the Aspect Boundaries	About Our Corporate Responsibility Report	3
			G4-19	Material Aspects identified in the process for defining report content	About Our Corporate Responsibility Report	3
			G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	No Significant Changes	
	Stakeholder Engagement		G4-24	List of stakeholder groups engaged by the organization	About Our Corporate Responsibility Report	3
			G4-25	Basis for identification and selection of stakeholders with whom to engage	About Our Corporate Responsibility Report	3
	Report Profile		G4-28	Reporting period for information provided	About Our Corporate Responsibility Report	3
			G4-29	Date of most recent previous report, if applicable	October 2021	
			G4-30	Reporting cycle	Annual	
			G4-31	Contact information for questions regarding the report or its contents	info@stylexseating.com	
	Ethics and Integrity		G4-56	Organization's values, principles, standards and norms of behavior	Code of Ethics and Conduct	5

Environment		Energy	G4-EN3	Energy consumption within the organization	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	6
			G4-EN5	Energy Intensity	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	6
			G4-EN6	Reduction of energy consumption	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	6
		Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	6
			G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	6
			G4-EN18	Greenhouse gas (GHG) emissions intensity	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	6
			G4-EN19	Reduction of greenhouse gas (GHG) emissions	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	6
		Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None	
		Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None	
		Social	Human Rights	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken
Supplier Human Rights Assessment	G4-HR10			Percentage of new suppliers that were screened using human rights criteria	Equal Employment Opportunity and Human Rights	12
Labor Practices & Decent Work	Occupational Health and Safety		G4-LA6	Total of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Health, Safety, and Compliance	10
			G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	None	

		Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership, and other indicators of diversity	Diversity and Inclusion	11
		Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Equal Employment Opportunity and Human Rights	12
		Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None	
	Society	Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%	
		Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	None	
		Supplier Assessment for Impacts on Society	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Equal Employment Opportunity and Human Rights	12
	Product Responsibility	Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Product Design for Sustainability	9
					Water and Chemical Management	7
		Customer Health and Safety	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life	None	

		Marketing Communications	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	None	
		Compliance	G4-PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None	

Appendix C: Product Grouping

The representative products were selected based on multiple criteria. The complexity, material selection, and frequency of sales of a produce were all taken into consideration.

PRODUCT GROUPING		
PRODUCT ANALYSIS GROUP	CONSTRUCTION MATERIALS	WORST CASE
Tables - Occasional	Stone Top, Steel Frame	Trim
Tables - Multi-Use	MDF & Laminate, Steel Pedestal Frame, Cast Aluminum mounting plate	Obair
Seating - Executive/Task	Steel Frame, Upholstered Back, Plywood Seat Pan;	Insight
Seating - Stacking	Steel Frame, Wood/Plastic Back, Wood/Plastic Seat, Foam Cushion;	Welcome
Seating - Lounge	Wood Frame, Foam Cushion, Steel Arm	Metrum
Seating - Guest/Side	Steel Frame, Wood/Plastic Back, Wood/Plastic Seat, Foam Cushion;	Dela
Seating - Stacking	Unibody Polypro Frame, Plastic Seat Pan, Foam Cushion	Ease Up
Seating - Stool	Steel Frame, Wood/Plastic Back, Wood/Plastic Seat, Foam Cushion;	Welcome
Privacy Panels - Accessories	MDF corrugate, fiberglass, plywood, steel, aluminum, plastic	Still
Casegoods - Storage	MDF/Particle Board, Wood Veneer, steel, aluminum, plastic	Free Address