



ergotron®

**CORPORATE
RESPONSIBILITY REPORT**
2024

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REPORT BOUNDARY – Ergotron has developed this 2024 Corporate Responsibility Report to disclose information and data for the fiscal years of 2023 and 2024, covering January 1, 2023, through December 31, 2024. In October 2023, Ergotron acquired Enovate Medical, a manufacturer of workstation solutions and services designed to improve clinical workflows and support real-time Electronic Health Record (EHR) charting at the point of care. The information contained in this report, unless otherwise noted, includes the fully-integrated Enovate Medical facilities and represents all global operations where Ergotron maintains operational control.

Ergotron remains a part of The Sterling Group, a middle-market private equity firm focused on the industrial sector.

INTRODUCTION



A MESSAGE FROM OUR CEO

Since the 1980s, Ergotron has been known for delivering ergonomic innovations that support the way people work and care for others. Our proprietary technologies, including Constant Force™ and unique battery management technologies, combined with our trusted product lines, including WorkFit® and CareFit™, have set industry standards for performance, safety, and reliability. The 2023 acquisition of Enovate Medical expanded Ergotron's ergonomic workflow solutions, especially within the healthcare industry.

Since joining Ergotron in 2024, I've seen the company's deep commitment to understanding customers' real-world challenges. Our teams start by listening, then design solutions that solve workflow problems with durability, adaptability, and ease of use. Every product is built to last, undergoing tens of thousands of use cycles in our on-site testing lab to ensure they perform reliably over time. The thoughtful modular design allows components to be swapped or reconfigured without replacing the entire system. That kind of long-term reliability isn't just good engineering, it's smart, sustainable design that cuts down on waste, reduces downtime, and delivers more value over the full life of the product.

We're also helping customers meet their sustainability goals. Over the past two years, we focused on obtaining carbon footprint certification for a number of our products, which was completed by the end of June 2024. Following this pilot project, we began to apply the same methodology to calculate carbon footprint information on additional product lines in early 2025, with plans to expand this approach to our

entire portfolio in the near future. We continue to invest in materials and design that reduce environmental impact.

But it's not just the products we deliver that make us successful, it's the service and support that our customers have come to know and expect from Ergotron. Our company culture centers around customer-centric innovation, quality, and integrity. Our people truly live these values in their commitment to our customers, one another, and the communities in which we live and work. Through their dedication to reducing our environmental impact, we have continued to divert nearly 90% of our waste from landfill and we have reduced our operational emissions by more than 18% since 2022. In the community, we continue to support organizations such as the Children's Dream Fund and the American Cancer Society, while also providing educational opportunities with local educational institutions to support future engineers and business leaders.

Looking ahead, we're energized by what's next. We remain committed to designing workflow solutions that make it easier to interact with technology, advancing both efficiency and well-being. I hope you'll join us in shaping what comes next.

A handwritten signature in black ink, reading "Scott Gill".

SCOTT GILL

Chief Executive Officer
Ergotron, Inc.



ERGOTRON AT A GLANCE

Founded in 1982 by Harry Sweere, Ergotron is proud to be the sit-stand pioneer company. Our headquarters is located in St. Paul, Minnesota, though our products can be found around the world in a variety of settings, including classrooms, offices, and healthcare facilities. Reflecting on our four decades of industry experience, we continue to design and build innovative products to improve how people work, play, and care for others.

1982
FOUNDED
by HARRY SWEERE

40+ YEARS
OF INNOVATING
WORKFLOW SOLUTIONS

200+ PATENTS ISSUED AND PENDING



67 COUNTRIES
SERVED



1000 EMPLOYEES
WORLDWIDE



8 GLOBAL
MARKETS SERVED



Our Purpose



We help people work better

Our Core Values



Customer-Centric Innovation

- Address unmet product and service needs through a deep understanding of our customers' experiences
- Continuously innovate our cross-functional business processes to deliver exceptional value to customers and partners



Built to Last

- Focus on the long-term success of our business – build the future of Ergotron together
- Ensure every product we make, service we deliver, and platform we develop starts with a foundation in exceeding customer expectations for quality and reliability
- Maintain rigorous internal processes to deliver on our customer promises



Always Improving

- Understand and appreciate that we can always do better
- Focus on the most critical improvements for our customers' experiences
- Work together as a team everyday to streamline and accelerate our processes in service to customers, employees, and partners while enhancing safety, quality, delivery, and cost



Integrity

- Do the right thing by our people, customers, partners, and the communities where we live and work
- Act and communicate with empathy, respect, and openness

Our Commitments

1 Ethics Commitment

- Protection of identity, proprietary information, intellectual property, and disclosure
- Improper advantage prohibited
- Adherence to fair business practices and business integrity

2 Environmental Commitment

- Environmental compliance and applicable permits
- Pollution prevention
- Safe disposal and handling of hazardous substances, wastewater, and waste
- Airborne emissions compliance
- Product content compliance

3 Labor Commitment

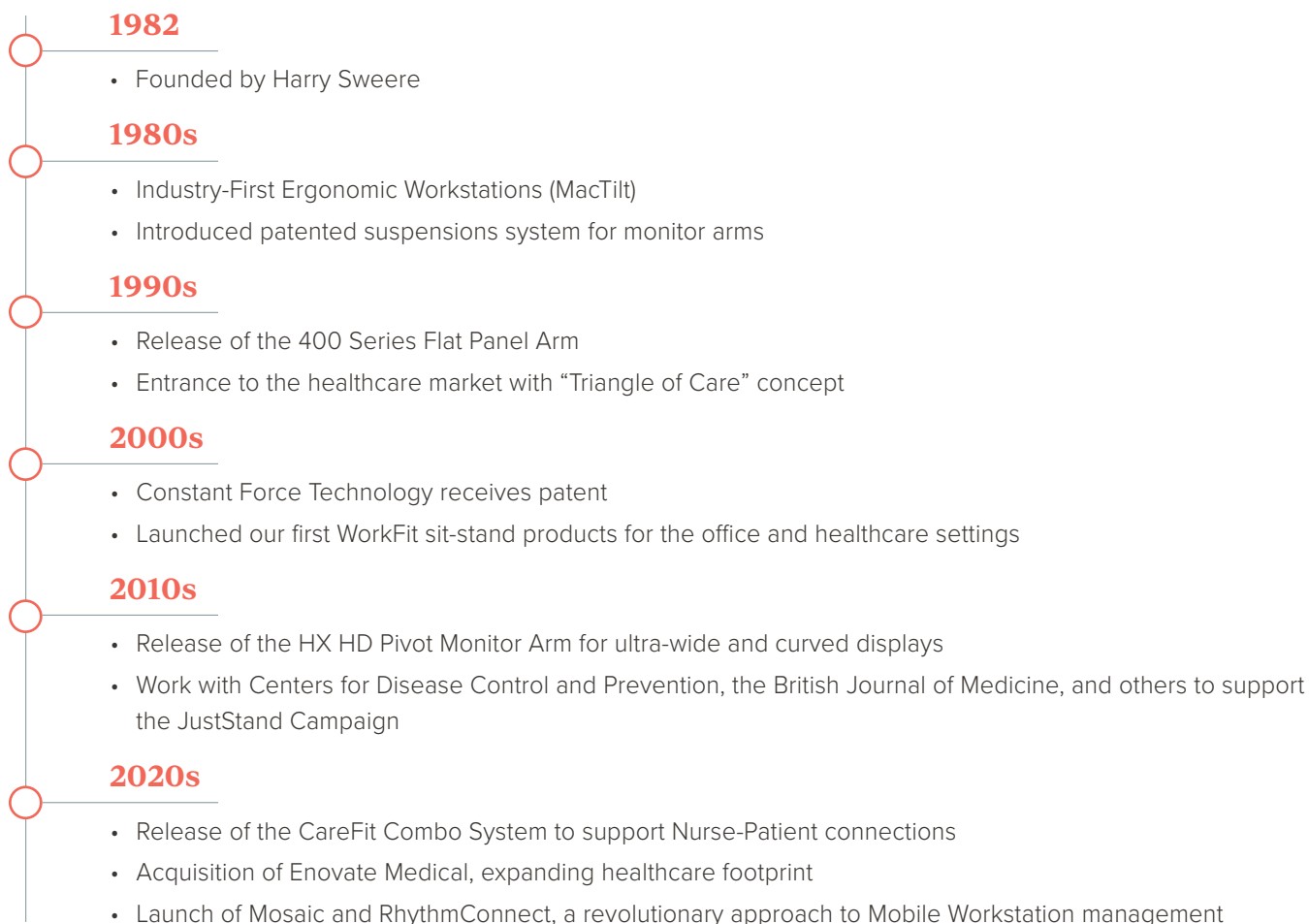
- Freely chosen employment and association
- Child labor prohibited
- Wage, hour, and benefit compliance
- Humane treatment of all people
- Non-discrimination and harassment-free environments

4 Health and Safety Commitment

- Occupational safety, injury, and illness procedures
- Emergency preparedness, response, and plans
- Clean, sanitary work and living environments provided
- Industrial hygiene compliance
- Prevention of unsafe, physically demanding work
- Machine safeguarding and protection

Our History of Innovation

Since 1982, we have been innovating ergonomic solutions to support better posture for computer-based workers. As digitalization continues to transform our world, and more workers are sitting for prolonged periods of time, we know there is a negative link to physical and mental health. What began with one of the first monitor tilt bases ever created has since expanded to standing desks, mobile carts, workstations, and more. Today, we continue our tradition of innovation, empathy, and care by enabling our ergonomic equipment to readily integrate with information technology (IT) solutions to address the newest challenges our customers face.



Our Leadership in Ergonomics

We are widely recognized for our thought leadership and expertise. With our recent acquisition of Enovate Medical, a manufacturer of healthcare-oriented workstation solutions and services aimed at improving and supporting real-time EHR charting at the point of care, we are further integrating hardware and software solutions into our portfolio. By doing so, we are continuing to improve visibility and enhancing mobility for users while lowering the total cost of ownership for our customers. Designed with the user in mind, our workstations continue to provide height-adjustable systems, monitor mounts, and computer carts that support a variety of workspaces that exist in offices, manufacturing facilities, schools, and medical facilities.



**Reducing Occupational Sitting Time and Improving Worker Health: The Take-a-Stand Project, 2011*

***Association Between Sitting Time and Cardiometabolic Risk Factors After Adjustment for Cardiorespiratory Fitness, Cooper Center Longitudinal Study, 2010–2013*

CORPORATE RESPONSIBILITY

We engineer workflow solutions that improve the way people use technology while at work. By helping people work better, we help improve workplace efficiency and overall well-being. This commitment shapes everything we do, from the design and use of our products to their useful end-of-life. We prioritize continuous improvement, integrity, and ownership—principles that are embedded in our core values and guide how we operate as a responsible global organization, for our customers, employees, communities, and the environment.

“We carefully and proactively take into consideration global standards, regulations, and directives that may affect our customers, users, employees, communities, and the environment.”

For example, we monitor and follow directives like the European Union Directive 2011/65/EU Restriction on the use of certain Hazardous Substances (RoHS) and California’s Safe Drinking Water and Toxic Enforcement Act of 1986 (commonly known as Proposition 65), to ensure our products protect human health and the environment. Our products are

therefore free of perfluorooctanesulfonic acid (PFOS) and its derivatives. We also design many of our products to promote a more circular economy with modular applications, allowing individual components to be swapped out, extending the life of the entire integrated unit. When a product has reached its end-of-life, we encourage our customers to safely dispose of components by providing recycling and disposal guides and providing further information through our Customer Care support team. We continue to monitor additional regulations and disclosure requirements such as California’s Senate Bills 261, 253, and 219, as well as the EU’s Corporate Sustainability Reporting Directive (CSRD) and the Omnibus package of sustainability rules.



The following pages outline how we are addressing health and safety, employee development, and product responsibility and reducing our environmental impacts, demonstrating our ongoing commitment to corporate responsibility.



PRODUCTS AND SOLUTIONS

We proudly deliver professional-grade, human-centered ergonomic workflow solutions to a wide variety of industries and markets around the world, promoting user wellness, productivity, and efficiency. Our products are not only safe and exceptionally durable but also meet or exceed a number of global safety standards, comply with restricted materials directives, and with modular design features, they enable circularity and provide extended useful life.

Ergotron products and solutions are transforming workspace environments around the world, leveraging our innovative technologies such as Constant Force. Our product lines include our WorkFit desk converters, sit-stand LearnFit® desks, StyleView® and CareFit series of medical carts and mobile workstations, and others.

Mounts



Well-being is within an arm's reach. Our professional-grade adjustable monitor mounts are engineered for durability while providing flexibility to workspaces, promoting comfort, and enhancing productivity.

Standing Desks



Furniture that moves with you, at your natural pace. Our sit-stand solutions enable our customers to find their best, most ergonomic fit while encouraging active workstyles and improving workflows.

Charging Systems



Ergotron's charging stations are designed to power digital tools both inside and outside the classroom or office setting, safely and securely. Our equipment is designed with global safety standards in mind to prevent fires and electrical arcing and minimize pinch points and tipping hazards.

Workstations



Rethink and make the most of any workspace with a workstation that adjusts to users' needs, whether in a comfortable sitting arrangement, a crowded room, or a hallway. Our workstations include mobile workstations, post workstations, and wall workstations to meet your needs.

Mobile Carts



Designed to let work move, wherever it may go. Our configurations are designed to adapt to the physical needs of each individual while promoting healthy computer use. Powered and non-powered mobile workstations move wherever they are needed to support patient-centered care or agile advanced manufacturing processes.

Services and Software



Our specially trained technical professionals provide ongoing product and service support throughout the product's lifecycle. These certified services and solutions—such as installation, maintenance, and warranties—provide peace of mind to our customers so they can ensure they get the most from their investment.

Our product portfolio includes:

01



Constant Force™ Technology: Our ergonomic arms use Constant Force Technology for easy movement, with unsurpassed load and cycle testing to ensure long-lasting durability. No matter which way they are lifted, tilted, or turned, our coiled-spring CF Technology provides smooth transitions throughout the range of motion with precision and ease. Knowing that it is from Ergotron, customers can have peace of mind and be assured that our products provide long-lasting dependability with our ergonomic solutions.

NX Monitor Arm: Designed for home, office, and retail environments with space and budget constraints, this sleek and intuitive arm delivers ergonomic solutions in a streamlined package. The NX Monitor Arm is Clean Air GOLD certified by Intertek, meeting standards for low volatile organic compound (VOC) emissions. With a five-year warranty, this monitor arm is designed to last, making the most of users' investment and desk space.



02

03



LX Pro Monitor Arm: Released in early 2025, this product represents the next generation of Ergotron's LX arms and brings forward 20 years of quality engineering. Providing flexibility and adaptability, this monitor arm allows for a variety of configurations with attachment options and accessory kits to fit the needs of our customers. Leveraging our Constant Force Lift Technology, the LX Pro's customizable positioning reduces strain and promotes better posture through improved joint stability, increased tilt range, and an updated weight range. The LX Pro continues our commitment to offering solutions that adapt to ever-changing workplace needs.

TRACE Monitor Mount: Our award-winning TRACE Monitor Mount also features our Constant Force technology and our linear guide system, providing smooth vertical and lateral movements for the user. Named after its ability to trace the user's movement, the mount allows for effortless transitions between individual and collaborative work settings. With 240 degrees of motion, TRACE mounts adjust intuitively between tasks and postures, allowing more ergonomic, flexible workspaces. We have designed interchangeable accessories and features to continuously meet the needs of the modern workspace.



04

05



Mosaic Cart: Another early 2025 release, our Mosaic Cart provides more than a mobile workstation; it helps healthcare professionals deliver exceptional care. With its modular design, the Mosaic Cart provides flexibility, customization, and scalability while also empowering IT teams with a tech-forward approach, which simplifies workstation management and evolving healthcare requirements. The cart employs our CF Technology, allowing caregivers to adjust the height of the cart as well as fine-tune the position of the monitor and keyboard for optimal comfort. The powered version of our carts offers a range of technological options, including radio-frequency identification (RFID) badge scan, USB fast-charge, one-touch ticketing, and more. The Mosaic Cart is designed to empower caregivers and simplify IT management.

GOVERNANCE

At Ergotron, we are passionately committed to conducting our business with the highest regard for social, environmental, and ethical standards. Reflecting on our core values, we conduct ourselves with integrity, ownership, and openness, treating each individual with the utmost respect and compassion.

We have a number of company-wide policies focused on ensuring we are abiding by applicable laws and regulations. This includes our Code of Ethics Policy, Anti-Money Laundering Policy, Competition Policy, Human Rights Policy, and more. We also continue to voluntarily support and adhere to the Responsible Business Alliance (RBA) Code of Conduct, further demonstrating our commitment to ethical business practices. Together, these policies provide clear expectations for our employees’ actions and acceptable behaviors as they relate to topics of anti-bribery and anti-corruption, fair competition, fraud, trade compliance, modern slavery and human trafficking, data privacy, insider trading, whistleblowing and anti-retaliation, and more.

Our compliance system focuses on continuous improvement, open communications, and feedback, and establishes and monitors performance objectives, including training and compliance requirements. Employees are informed of company and location-specific policies, including company expectations and culture, during their initial onboarding and orientation process. All employees are required to participate in biennial training against our corporate policies, including our Code of Ethics, and acknowledge their understanding of our expectations. Our existing employees receive training and refresher courses according to specific policy requirements, which may vary according to the specific role, function, and location of the employee. It is the responsibility of each employee to ensure that they understand our Code of Ethics and other applicable policies.

In 2024, our global training program targeted our Code of Ethics, Anti-Bribery and Corruption, Anti-Money Laundering, as well as Sexual Harassment Prevention and Hostile Work Environment, with each having achieved 100% completion by current employees, including Enovate Medical.

ETHICAL BUSINESS PRACTICES

Ethics Commitment

- Protection of identity, proprietary information, intellectual property, and disclosure
- Improper advantage prohibited
- Adherence to fair business practices and business integrity

Corporate Compliance Policies

- Anti-Bribery and Corruption
- Anti-Money Laundering
- Anti-Slavery and Human Trafficking
- Code of Ethics
- Competition
- Conflict Minerals
- Data Protection
- Human Rights
- Trade Compliance
- Whistleblower Policy

2024 Global Training and Completion Rates	2024
Code of Ethics	100%
Global Anti-Bribery and Corruption	100%
Anti-Money Laundering	100%
Sexual Harassment Prevention and Hostile Work Environment	100%

Grievance Mechanisms

We value integrity and openness, and that includes the way we treat one another, our customers, our community, and the world around us. Therefore, we have a strict zero-tolerance policy for unethical conduct or illegal practices. Our Whistleblower Policy outlines the appropriate pathways to communicate and raise concerns if the need should arise. We encourage our employees to first raise their concerns with their immediate manager or Human Resources Officer; however, we understand that this may not always be possible or the most appropriate pathway. In such circumstances, we do provide a third-party service for employees to raise a concern via telephone. We also provide an online grievance tool, which is available 24/7 and supports 50 languages. The grievance tool is open to all stakeholders, including employees, suppliers, contractors, and community members, allowing them to report a suspected or known violation of company policy and/or applicable laws and regulations.

We endeavor to protect confidentiality and provide anonymity where possible and in accordance with local laws. Retaliation against anyone who has reported a concern in good faith is prohibited, in alignment with our anti-retaliation clause. We evaluate and investigate reported concerns in accordance with our Whistleblower Policy and compliance with local laws and regulations. Findings of the investigations are shared with the appropriate parties as well as our Board of Directors' Audit Committee. Failure to comply with company policies, depending on the severity, may result in disciplinary actions, up to and including employment termination.

To learn more about our policies, please visit our website:

www.ergotron.com/en-us/company/legal

SUPPLY CHAIN MANAGEMENT

We are known for our legacy of innovation and delivering high-quality products to our customers around the world, which support a variety of working environments. We understand that our success is also dependent upon the relationships we have built with our suppliers. Having supply chain partners who are equally committed to quality, service, and ethical business practices is therefore critical to our operations and our reputation.

To help us maintain strong business relationships with our nearly 1,000 direct and indirect suppliers, we have implemented a robust supply chain management system. Ergotron buyers undergo training courses such as on competition law, data protection, anti-bribery and anti-corruption, anti-slavery and human trafficking, and more, to ensure that they are educated and informed of our responsible business practices as well as potential legal requirements.

Supplier Management Requirements

- Non-Disclosure Agreement
- Supplier Add Form
- W-9 (U.S. Suppliers Only)
- Supplier Data Sheet
- Dun & Bradstreet Report (Financial Review)
- Denied Party Screening
- Master Service Agreement or Purchase Order Terms & Conditions
- Code of Conduct
- Quality Agreement
- ISO Certificates (if applicable)
- Supplier Quality Process Audit
- Sourcing Supplier Audit Form

Our buyers are also tasked with ensuring that suppliers meet Ergotron's sourcing and quality expectations, leveraging our supplier onboarding screening process. This process is the first step towards approving or rejecting all new and potential vendors at our Eagan, Minnesota, and Dongguan City, China (DGE) facilities. The screening is based on alignment with our internal policies and the supplier's ability to meet our quality standards. Once approved, we continue to routinely monitor and engage with our suppliers, validating their ongoing compliance with our sourcing and quality expectations. Since 2022, when the process was first introduced, 100% of our existing Eagan and DGE suppliers have completed the onboarding screening process. For our Enovate Medical suppliers, we are continuing integration of our systems and are working towards screening their existing suppliers. As any new suppliers are introduced, they are subject to the screening process.

Throughout the course of our business relationship, suppliers are expected to comply with our Supply Partners Code of Conduct (Supply Partner Code), which has been informed by the RBA Standards as well as our own Code of Ethics. Our Supply Partner Code covers suppliers, vendors, contractors, consultants, agents, and others who provide goods and services to Ergotron. As part of our Master Supply Agreement, our suppliers also acknowledge their willingness and ability to comply with our Conflict Minerals Policy, Human Rights Policy, Modern Slavery Policy, as well as our Quality Agreement, in addition to relevant legal obligations.

To further support supplier management efforts, we also periodically conduct various on-site audits against our strategic suppliers, validating compliance or identifying improvement opportunities. If a vendor is found to be non-compliant, depending on the severity, we will issue a corrective action plan or we will discontinue the business arrangement. Additionally, we maintain our independent, third-party hotline for any stakeholder, including our suppliers, to raise concerns regarding known or suspected violations of our policies, laws, or local regulations.



DGE Supplier Management Program

Our DGE suppliers are monitored for their acknowledgement and compliance with our Supplier Code of Conduct. Through 2024, **80%** of our DGE suppliers had signed our Supplier Code of Conduct, representing nearly **99%** of our DGE supplier spend.

In addition, DGE suppliers undergo anti-slavery audits every two years with the help of an independent third party. In 2022, this covered **94%** of their total DGE supplier spend, and in 2024 this covered **97%** of their spend. No supplier contracts have been terminated as a result of these audits.

PRODUCT QUALITY AND SAFETY

Our commitment to product quality and safety is built upon our core values and our company vision as we desire to be the leader in workflow expertise, providing innovative ergonomic solutions. To achieve this, we are dedicated to continuous improvement and innovation, and because we are obsessed with our customers, we are committed to providing unmatched customer experience as we seek to solve workflow challenges.

Ergotron's Quality Steering Team includes dedicated members of our Quality Team across the organization, including process owners who are responsible for key Quality Management System (QMS) processes. The committee meets regularly and provides quarterly updates to our Executive Team on product performance and key metrics. The Quality Steering Team helps share best practices, oversees product quality training, and helps ensure the promotion and awareness of regulatory and QMS requirements throughout the organization.



Product quality is a shared responsibility across Ergotron, deeply embedded within our company culture and reinforced across the company through daily practices, shared expectations, and leadership behaviors.

We have also implemented robust structures designed to maintain personal ownership and accountabilities and support continuous improvement.

Our commitment to quality principles is reinforced through a variety of channels, including onboarding, training, and quarterly communications tailored to the needs of each location and its employees. For example, our employees based at our global headquarters and our EMEA location receive a high-level overview of our history of human-centered design, product durability, and quality culture. During this training, our QMS is introduced alongside our testing protocols and document control procedures, with emphasis placed on individual ownership and accountability. In addition, at select locations, our eLearning system provides ongoing, role-specific training on key elements such as our QMS framework, third party standards, and document control. These modules are refreshed as responsibilities evolve or operational changes are introduced, supporting a continuous improvement mindset, grounded in the Plan-Do-Check-Act (PDCA) approach.

Though onboarding practices may vary by location, our commitment to quality is reinforced across all locations and remains a core pillar of our company culture. To ensure continued awareness, updates to the QMS framework are shared through our quarterly "All Employee QMS" flyer, which outlines employee responsibilities and where to find further information.



Product Innovation

Professional-grade quality and safety begins with innovative product design, focusing on the challenges our customers face today and may face in the future. Beginning with our research and development (R&D) teams, we are evaluating new technologies and product concepts and assessing new raw materials.

Our design verification team evaluates these designs and concepts for functionality and performance, including prototyping. This includes conducting reliability and cycle testing, stability testing, shipping and packaging testing, as well as seeking out various third-party certifications that range from environmental performance certification to electrical and fire safety standards. Finally, our quality control team ensures quality and performance throughout the production processes, including outgoing quality control audits and conducting reliability and safety tests. In 2023 and 2024, there were no product recalls.

Our passion for innovation, continuous improvement, and openness has led to more than **200 patents** being granted to our dynamic portfolio of mounting, mobility, and sit-to-stand solutions in the U.S. and abroad.



Research and Development

- New Lift Technology
- New Product Concepts
- Advanced Materials



Design Verification

- Verification of Performance
- Reliability and Cycle Counts
- Robustness and Safety
- Stability Tip Tests
- Shipping/Packaging Tests
- Certifications



Quality Control

- Finished Good Quality Control
- Outgoing Quality Control Audits
- Reliability and Safety Tests
- In-Process Quality Control



Product Certification

To further support our commitment to product quality and safety, we have sought out third-party certifications. We currently maintain six unique International Organization for Standardization (ISO) certifications across our Eagan, Minnesota; Amersfoort, Netherlands; and our DGE location, with all three locations maintaining their ISO 9001:2015 for QMS and our DGE and Eagan maintaining ISO 13485:2016 for Medical Device QMS.

In addition, many of our products have industry-specific certifications. Our medical carts are all fully certified, including the power system, to UL/EN/IEC 60601-1 and CAN/CA C22.2 No.601.1 M90 standards. Having full cart certification eliminates the fear of electromagnetic interference (EMI) and controls leakage to the U.S. National Fire Protection Agency (NFPA) levels, an important safety standard for the medical industry.

We also seek further validation against the standards set forth by Business and Institutional Furniture Manufacturers (BIFMA) and Underwriters Laboratories (UL). For example, our LX Desk Monitor Arm is certified to Intertek's Clean Air GOLD standard, demonstrating low VOC emissions, contributing to better indoor air quality, and helping support customers as they seek Leadership in Energy and Environmental Design (LEED) certification and other similar initiatives.

Finally, we began the work to obtain ISO 14067:2018 certification related to product carbon footprints based on the cradle-to-gate lifecycle carbon analysis (LCA) of several of our products, which was completed by the end of June 2024. We are proud to report that in early 2025, we applied the same method of calculating the carbon footprint data on 42 additional products made at our DGE location, further supporting our customers as they seek to achieve various carbon-related goals.



Ergotron provides the only open-architecture carts in the industry certified at both the power and cart level.

Product Innovation

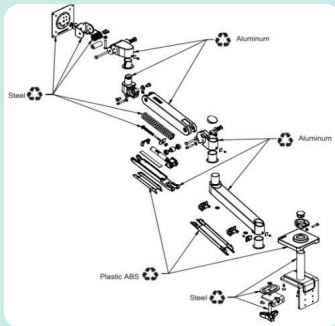
We are a premium, professional-grade brand that has spent the last four decades innovating and improving how people create, collaborate, and work in ever-evolving workplaces.

We are proud to offer products that are modular, enabling customization unique to each customer's needs. The ability to upgrade components provides our customers with a greater return on investment as individual parts can be replaced or upgraded seamlessly, minimizing disruption to workflow and extending the life of the product while minimizing waste generation.

Finally, when a product has reached its end-of-life, we provide recycling guides that assist in disassembly and identifying recyclable components such as aluminum, steel, electronics, and plastics from the product. These guides have been developed in alignment with the Directive 2012/19/EU on Waste Electrical and Electronic Equipment (EU WEEE) regarding takebacks of products to help inform our customers of how and where they can recycle or dispose of products at the end of their life cycle. This modular approach lends itself to the circular economy and reinforces our commitment to the environment as we seek to design products that reduce our impacts on the environment.

For more information on recycling, please visit our website:

www.ergotron.com/environment



Recycling guides identify materials that are widely recyclable such as aluminum, steel, and plastics.



Customer Engagement

We are customer-obsessed and want to maintain customer loyalty for years to come. To help us build our relationships and trust with our customers, we offer industry-leading warranties, provide extended service programs, and have specially trained support professionals who can provide assistance from start to finish. With many of our products designed to exceed thousands of movement cycles and having warranties for up to 15 years, we are dedicated to providing exceptional customer support and service. Our trained staff assist customers with workspace assessments to identify the right product and services, evaluate configurations, support installations and set-up, and provide technical assistance when needed.

Throughout the year, we seek feedback from customers through a variety of channels, including our online chat assistance tool, surveys, and telecommunications. This approach allows us to monitor our entire customer base and respond to customer challenges as they arise. Our quality team shares the “Voice of the Customer” feedback results with our product management, sales, engineering, and operations leaders during their monthly briefings as part of our continuous improvement process.

On average, we receive 60 customer feedback survey responses per month, and in 2024, our net promoter score (NPS) was 70.9, far exceeding our goal of 50. Our customers

have told us through these engagements that providing modular component parts for purchase after the warranty period was driving customer value and loyalty. Customers also indicated that being able to connect immediately with a live support person had been a key contributor to their loyalty to our brand; therefore, we extended the hours of our website chat feature. We remain committed to engaging and extending our relationship with our customers and community in an ongoing manner.



We are thrilled to have been awarded the Gold Partner of the Year from CDW Canada. The award celebrates our shared commitment to delivering exceptional customer outcomes.



Ergonomic Equation

Three basic elements define our Ergonomic Equation of Comfortable Computing. These three elements – Neutral Position, Voluntary Motion, and Rest Time – supported by ergonomic workstations, can lead to less pain for workers at the end of the day.

1

Neutral Posture

- Properly position your display, mouse, and keyboard
- Being in your “power zone” minimizes stress to your body, feels natural and comfortable, while using less energy

2

Voluntary Motion

- Incorporate movement into your routine
- Moving from one posture to the next can help prevent the cumulative hazards of poor posture, improve blood circulation, and more

3

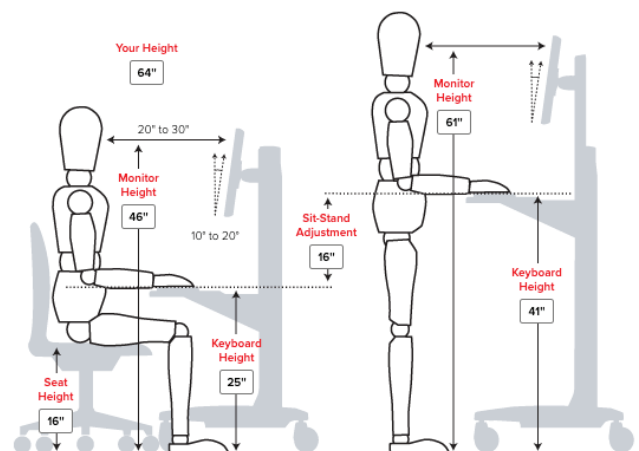
Rest Time

- Take brief and frequent breaks
- Taking a break from the current posture, including occasional stretching, is a great way to relax the eyes, wrists, and body

By understanding the Ergonomic Equation, workstations can be set up according to the Business and Institutional Furniture Manufacturers Association (BIFMA) G1 Ergonomics Guideline, which provides dimensional recommendations for computer workspaces to improve user comfort and performance.

To learn more about our approach to workspace ergonomics, including tips for monitors, keyboards, and sit-stand desks, please visit our website:

www.ergotron.com/environment



ENVIRONMENT

ENVIRONMENTAL COMPLIANCE

Ergotron's commitment to the environment is embedded within our core values as we conduct our business with integrity in our pursuit of innovation and continuous improvement.

As such, we are focusing on ways in which we can responsibly reduce our environmental footprint through product quality and innovation, resource-efficient improvements, and other state-of-the-art management practices across our manufacturing processes.

Our global Environmental, Health, and Safety (EHS) program is reinforced locally by safety committees. These committees collectively help ensure that environmental, health, and safety compliance is embedded throughout our company. Our internal Environmental Management Site houses the critical aspects of our program, such as policies and procedures, as well as performance metrics such as energy management, greenhouse gas (GHG) emissions performance, and more. Our employees are introduced to our EHS and environmental compliance expectations initially during their onboarding process. Throughout the year, we provide additional training and refreshers to ensure employees are familiar with and remain engaged with our broader EHS commitments as well as their role and location-specific needs. For example, our DGE location provides annual training on topics addressing emergency preparedness and response, occupational health and hygiene, regulatory compliance, and more.

Throughout 2023 and 2024, we remained committed to providing our customers with products that meet or exceed various environmental standards, both mandatory and voluntary. To help keep our stakeholders informed of our progress, we maintain an Environmental Update on our website. For example, we monitor and maintain compliance with the EU RoHS Directive and the EU Registration, Evaluation, Authorization, and Restriction of Chemicals (EU REACH) regulation. We share our applicable ISO 14067 certifications for qualifying products and share additional carbon emission calculations upon request, which may help customers achieve various LEED certifications or comply with the Green Building Council Australia (GBCA) Green Star criteria. We continue to monitor emerging regulations, such as those in California, as we continue to identify ways to reduce our environmental impacts.



Environmental Commitment

- Environmental compliance and applicable permits
- Improper advantage prohibited
- Pollution prevention
- Safe disposal and handling of hazardous substances, wastewater, and waste
- Airborne emissions compliance
- Product content compliance

Chemical and Material Management

As part of our environmental compliance program, we are committed to complying with all applicable national and international regulations, especially those related to hazardous substances. We have positioned ourselves to be in full compliance with RoHS, eliminating all lead, cadmium, fire retardant polybrominated biphenyls (PBBs), and polybrominated diphenyl ethers (PBDEs), and other toxic substances.

Our Hazardous Chemicals Management System is based upon ISO 14001 standards for Environmental Management Systems, with our DGE location maintaining its full ISO 14001:2015 certification. Ergotron's Hazardous Chemicals Management Procedure provides instructions regarding how each chemical is procured, handled, used, stored, and disposed of, along with the management of safety data sheets (SDS). All employees who are responsible for the purchase of or use of chemicals are required to go through annual training on their safe handling and proper management. Each location also has an established emergency preparedness response plan, which mandates drills to prepare employees should a hazardous situation occur.



Product Packaging

In addition to phasing out substances of concern to reduce our environmental impacts, we are also evaluating ways in which we can either reduce or replace packaging components. Since 2021, we have been working towards our goal to eliminate the use of expanded polystyrene (EPS), transitioning into alternative materials such as paper-pulp packaging that is easier to recycle and, in some regions, may be compostable. Through the end of 2023 we achieved a completion rate of more than 54.9%, and by the end of 2024, we reached approximately 77.5%. We anticipate that by the end of 2025, we will have fully transitioned away from EPS packaging as a company.

We also consider the design of packaging and the use of space, identifying ways in which we can consolidate or more efficiently package our products for shipping. We provide region-specific labels to reflect the packaging materials used, providing our customers the information necessary to recycle the packaging elements. Additionally, we are encouraging our packaging suppliers to use recycled content within their products and utilize reusable packaging when delivering to Ergotron. As a result of our ongoing efforts and our commitments, we are pleased to report that we remain fully compliant with the EU directive (94/62/EC) on packaging and packaging waste.

By transitioning away from EPS, we are providing easier to recycle packaging and have realized over **\$400,000 USD** in cost savings since 2021.

Environmental Compliance Index*		
Restricted Materials EU RoHS (2011/65/EU)	Restriction on the use of lead, cadmium, mercury, hexavalent chromium, PBBs, and PBDEs.	100% Compliance
EU REACH (EC No. 1907/2006)	Ensures a high level of protection of human health and the environment.	100% Compliance
Sustainable Building	Green Star guideline from GBCA for adoption of sustainable building practices	Eligible product line compliant with GBCA criteria
Batteries EU Battery (2006/66/EC)	Restriction of mercury and cadmium in batteries and specifying labeling and recycling requirements.	100% Compliance
Electronic Equipment EU WEEE (2012/19/EU)	Management of collection and handling (including recycling) of electrical products.	100% Compliance
Packaging EU (94/62/EC)	Reduction of packaging and packaging waste	100% Compliance
Recycling	Company initiative related to manufacturing and waste management	>90% of potential waste kept from disposal

*As of May 2025

GHG EMISSIONS AND ENERGY MANAGEMENT

As part of our commitment to environmental responsibility, we are actively identifying ways in which we can minimize our operational impacts by incorporating energy efficiency and other best practices to reduce our energy demand and lower GHG emissions. We monitor and analyze various energy metrics and trends to identify best practices and opportunities to further lower our impacts.

Scope 1 and 2 GHG Emissions

We calculate our absolute GHG emissions based on facilities for which we have operational control in accordance with the World Resources Institute’s (WRI) Greenhouse Gas Protocols. Our scope 1 and 2 emissions are primarily associated with energy sources such as purchased electricity, natural gas, liquified petroleum gas (LPG), diesel fuel, and others.

Operational Emissions Performance (Metric Tons CO2e)	2022	2023	2024
Scope 1	680	576	567
Scope 2 (location-based)	1,927	1,611	1,548
Scope 2 (market-based)	1,949	1,658	1,592

In 2023, we completed the acquisition of Enovate Medical located in Murfreesboro, Tennessee (TNE). We took the opportunity to review and restate our 2022 data to include this acquisition, while also improving the accuracy of our emissions. In 2024, we identified a new source of energy at our Amersfoort location which used aquifer thermal energy storage for their heating and cooling needs. While not material to the overall footprint, we have included the corrections back to 2022 to allow for greater transparency and accuracy of our data.

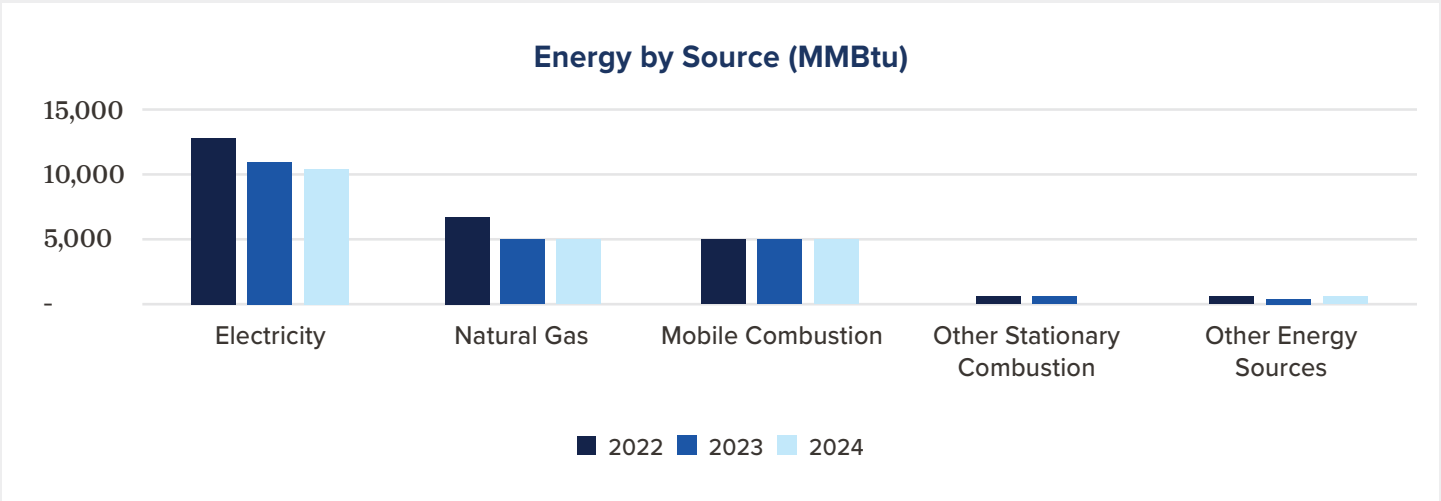


Since 2022, we have reduced our total market-based operational emissions by nearly 18%, and decreased location-based emissions by 19%.

This is in part due to the completion of projects over the past several years which have focused on energy efficient upgrades to production equipment as well as heating, ventilation and air conditioning (HVAC) units, LED lighting projects, and other local initiatives.



Energy Management



In 2024, including Enovate Medical, we consumed approximately 21,413 Million British Thermal Units (MMBtu) of energy. The majority of our operational emissions continued to come from grid-purchased electricity, representing nearly 74% in each of the past two years. Our TNE and DGE locations represent the greatest source of energy consumption and GHG emissions. From 2022 to 2024, our energy consumption has been reduced by more than 16.6%.

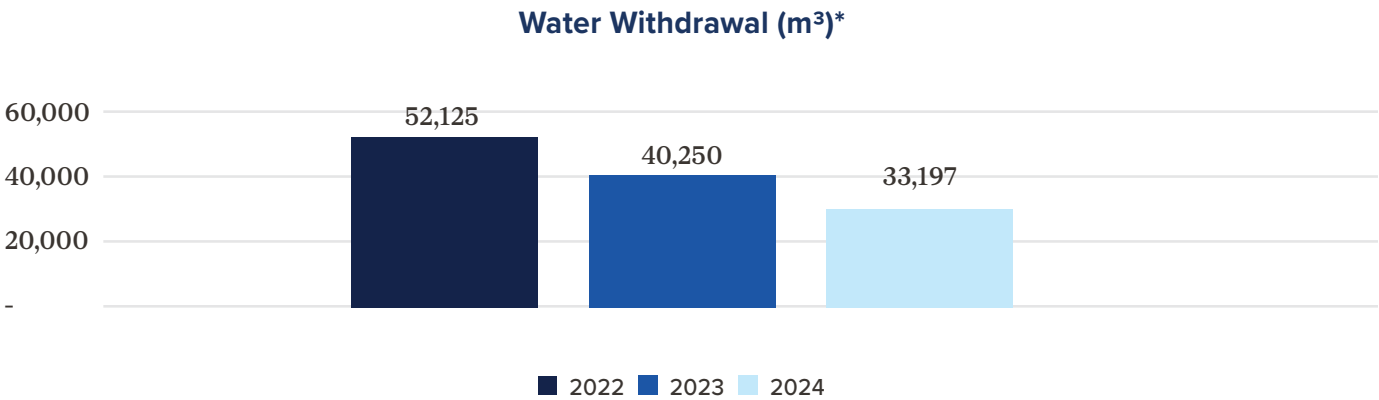
EFFLUENTS AND WASTE

In addition to reducing our energy demand, we are also addressing demand for raw materials and, ultimately, waste generation. We are designing our products to last while utilizing modular components that reduce waste during the use phase. At the end-of-life, we encourage our customers to recycle using our Recycling Guides.

To combat operational waste, we have implemented a formal waste management procedure outlining the processes by which we handle waste. We have established a precedent for aggressive reclamation and recycling, with all scrap being disassembled and location trash being sorted into their appropriate waste or recycling streams. As a result, we estimate that over 90% of our potential waste is diverted from landfills and is instead sent to recycling, reuse, or composting facilities. We also ensure that hazardous waste is disposed of properly, following our Hazardous Chemicals Management System. At this time, we are unable to provide waste metrics as our waste is often hauled away via dumpsters and is not weighed by our vendors.



WATER USE AND CONSERVATION



We also seek to reduce our water use where possible as a further demonstration of our commitment to the environment. Through 2024, our primary use of water remained for hygienic purposes. We continue to monitor water usage at the local levels, utilizing water meters, water invoices, and estimates from landlord records. All water used in our operations is sourced from local municipalities or third parties.

In 2023, including our acquired TNE location, we withdrew 40,250 cubic meters (m3) of water. We lowered this volume in 2024 by 17.5% to 33,197 m3. This is in part due to water awareness, but also reflects a reduction in total headcount at our DGE facilities. Our Amersfoort location is not able to track water withdrawal due to its lease agreements and is therefore not included in the total water withdrawal metrics for 2022 to 2024. We estimate it is likely to be immaterial, given it is a shared office space compared to our production locations of DGE and TNE. We will continue to explore opportunities to reduce and improve water use within our operations.

SOCIAL

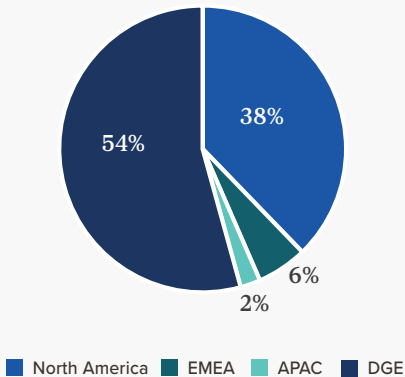
EMPLOYEE METRICS

At Ergotron, our employees remain at the heart of our success. Each day, our more than 1,100 employees around the world share their culture, skills, and passions with our team, providing us with unique insights and opportunities for developing forward-thinking, innovative, and optimized solutions. We prioritize creating an environment that fosters innovation, flexibility, and work-life balance across our global operations, which enables us to hire and retain the best possible talent and ensures that we are able to keep moving forward, together.

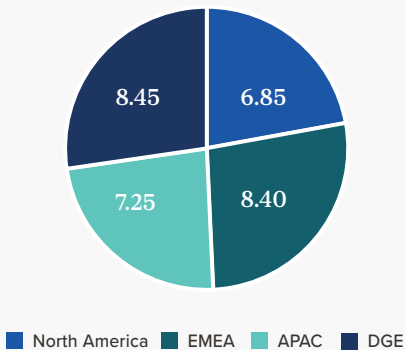


★ Ergotron physical locations (production and offices) ● Ergotron employee presence (sales and support)

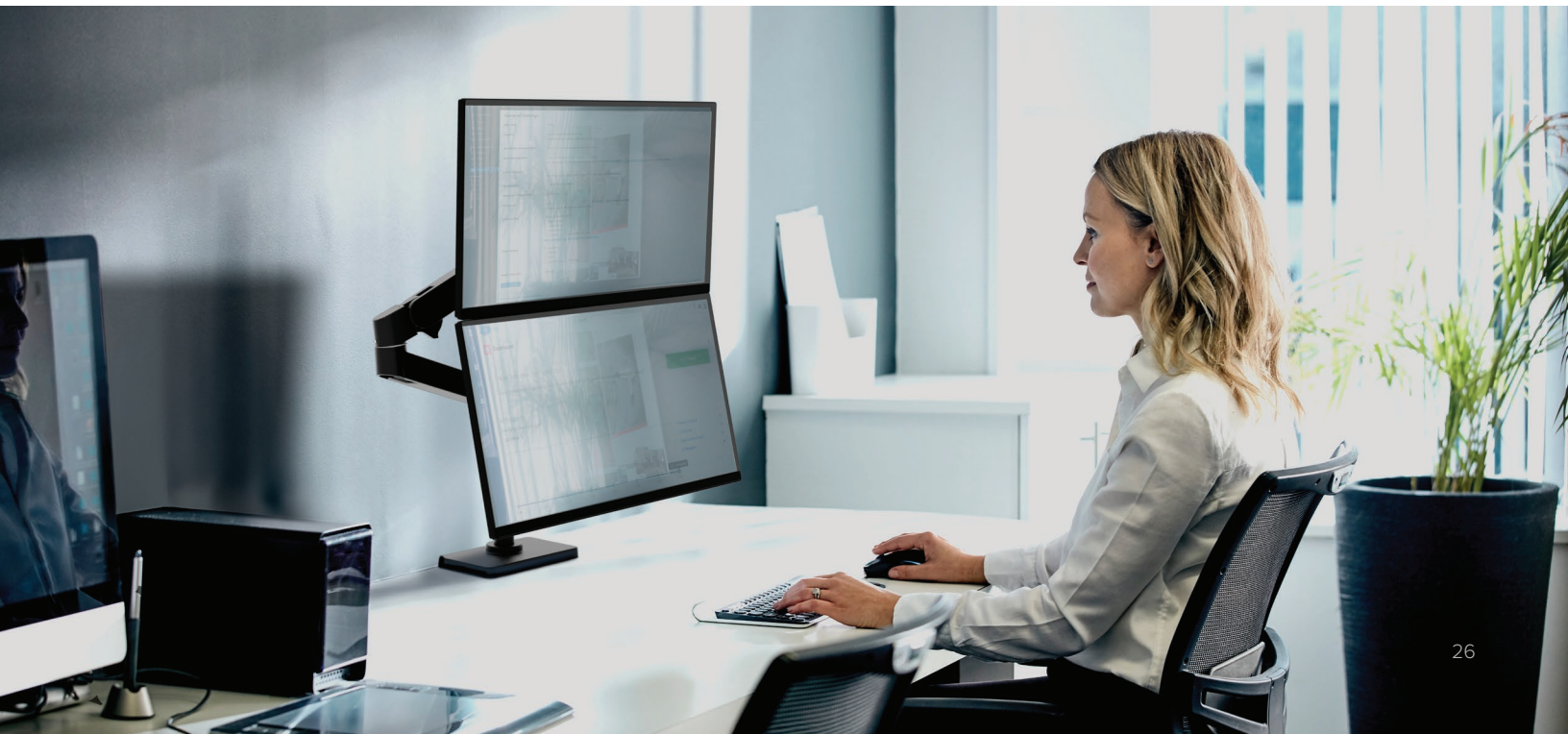
2024 Employees by Region



2024 Employees Tenure by Region (Years of Service)



*Excludes Enovate Medical



EMPLOYEE ENGAGEMENT

To help us understand the needs and expectations of our employees, we continue to use a dual-survey approach that reflects the unique culture dynamics across our organization.



Since 2020, our DGE location has conducted an annual engagement survey tailored to respect their local culture.

Employees across our other locations have historically participated in a separate company-wide engagement survey. Both surveys are administered by an independent third party, offering the opportunity to provide anonymous feedback on topics such as coworker relationships, benefits, company potential, and overall employee experience.

In 2023, the results from both survey efforts highlighted the strength of our company culture and the meaningful connection our employees feel to their work. These insights reflect our continued investment in engagement, transparency, and leadership alignment across regions.

The 2023 company-wide engagement survey achieved a 97% completion rate, with an overall “Employee Experience Score” of 8.7. We were proud that 88% of employees felt their contributions were important to the company’s success, and 87% reported being very proud of the work they do. At our DGE location, the annual survey yielded a 95% “positive” rating, with strong feedback on engagement, transformational leadership, and culture alignment.

In 2024, we temporarily paused the company-wide engagement survey to allow space for key organizational transitions, including leadership changes and the integration with Enovate Medical. During this time, we used informal check-ins, pulse surveys, and roundtable discussions to gather insights, support change management efforts, and monitor morale across the organization. Our DGE location continued its annual engagement survey, which showed encouraging progress, including a 3.6% increase in trust and empowerment compared to 2023. This improvement reflects ongoing efforts to foster transparency, accountability, and alignment at the local level, even during a period of broader organizational change.

The feedback received has been encouraging over the past several years, with employees having frequently reported feeling empowered in their roles, supported by leaders who demonstrate our core values, and are capable of maintaining a healthy work-life balance. Results are regularly shared with the Executive Leadership Team, department leaders, and people managers, and are used to inform initiatives, set future priorities, and support continuous improvement. Historically, we have seen steady progress in areas such as employee empowerment, departmental relationships, learning and development, and overall company potential.

Looking ahead, we intend for our next company-wide engagement to evolve into a broader organizational health assessment, aligning with our strategic emphasis on cross-functional collaboration, operational excellence, and enterprise-wide growth. We anticipate launching this updated survey approach in late 2025.

2023 Global Engagement Survey Snapshot

- **89%** I know that my co-workers will help me if I ask
- **89%** People of all cultures and backgrounds are respected within the organization
- **88%** say they are very proud of the work they do
- **87%** I trust my manager
- **87%** My manager shows appreciation for the work I do

2024 DGE Engagement Survey Snapshot

- **98%** Report a sense of urgency
- **87%** Recognized Institutional Consistency and Fairness
- **+3.6%** Improvement in Trust and Empowerment compared to 2023

EMPLOYEE BENEFITS

Ergotron is passionate about the health and well-being of everyday workers, including our own. We prioritize maintaining the health and safety of our employees, providing fair remuneration and wages, and offering comprehensive benefits designed to meet the needs of our employees. Our benefits are offered by location while meeting or exceeding local laws and regulations.

Examples of benefits provided in the U.S. include medical, vision, and dental coverage as well as disability and life insurance. Throughout 2024, we continued to harmonize our benefits systems and processes following the Enovate Medical acquisition, with TNE remaining on its own benefits plan. Beginning on January 1, 2025, the TNE location will be offered the same benefits package as the rest of our U.S.-based employees, which includes paid parental and grandparent leave, educational assistance, an employee assistance program, and more.



“Sit. Stand. Switch.”
is our way of encouraging ergonomics in our own workspaces. We encourage our employees to “switch” every thirty minutes to promote a healthy, safe working environment.

Example of U.S. Benefits Offered*		
Medical Coverage	Basic Term Life and Accidental Death & Dismemberment Insurance	Short-Term Disability, Long-Term Disability, Parental & Grandparent Leave*
Vision and Dental Coverage	Critical Illness, Hospital Indemnity, and Accident Insurance	Education Assistance*
Retirement Savings Plans with company match	Employee Assistance Programs*	And more

**These and other varying benefits exist specific to employee location, in compliance with local laws.*

Fit2Be Step Challenge Event: North America & EMEA teams: Kick-off even for Fit2Be three-week step challenge to support the American Cancer Society’s fight against cancer.



EMPLOYEE DEVELOPMENT

Development is a critical component to retaining our employees. Our development programs include a mix of self-paced learning, experiential development, and real-time, on-the-job training, which enables our employees to move their careers forward. From the first days at Ergotron, new hires are introduced to our company culture during our onboarding program, which is designed to familiarize employees with our products, policies, and procedures. Through our benefits program, we offer a tuition reimbursement program and support individuals who seek certifications or otherwise complete specialized courses that support their career progression. We also provide access to digital training courses such as decision-making, coaching, mastering difficult conversations, and more.

Employee Development Programs

- Employee Tuition Reimbursement
- Leadership Development Program
- Unconscious Bias
- Financial Fundamentals
- Management Fundamentals
- Employee Onboarding
- Leadership Toolkit
- Change Management Resource Repository
- Talent Retention Toolkit
- 360 Feedback

Below are examples of common development and career progression opportunities we continue to provide. These programs reflect our strategy to encourage deeper development conversations with our employees and offer a hands-on approach to personalize growth plans. By strengthening the manager-employee partnership and being intentional about creating stretch opportunities, we seek to build organizational depth and are preparing future thought leaders for critical roles within our company.

1

Individual Development Planning (IDP) Toolkit: Launched in 2023, our IDP Toolkit supports employee growth by empowering individuals to take ownership of their career development and growth, while also equipping leaders to be effective partners in the process. The toolkit provides resources to support career planning and goal setting as well as guidance materials for development conversations between employees and their managers. The toolkit is available on our intranet, encouraging all employees to participate and reflect on our broader commitment to fostering a culture of continuous learning, ownership, and career advancement.

2

Financial Fundamentals: Also introduced in 2023, this learning series is designed to strengthen financial literacy and business acumen across our organization. This self-paced course was originally designed to help employees understand earnings before interest, tax, depreciation, and amortization (EBITDA) and how these results influence business decisions and company value. We have since expanded the program to cover foundational concepts – including how to read financial statements, interpret valuations, and understand how everyday work contributes to financial outcomes. This series helps employees connect their roles to broader business performance and strengthens their ability to support Ergotron’s organizational success and their own professional growth

3

Leadership Development Program: We are continuing our Leadership Development Program through our partnership with McLean & Company to invest in our current and emerging leaders. This is a three-year commitment with a cohort of approximately 30 leaders annually. Since 2022, approximately 90 leaders have completed the blended learning program that focuses on skills such as team management, people development, and personal leadership skills

4

Talent Retention Toolkit: Our Talent Retention Toolkit is designed for managers and is equipped with practical strategies for employee engagement and growth within the organization. The toolkit provides guidance on engaging employees based on tenure, tailoring conversations based on their years of service.

Management Fundamentals

Launched in 2022, our Management Fundamentals program is designed to equip emerging leaders with the skills, confidence, and support needed to grow in their careers. With nearly 90 participants over the past three years, the program has helped a significant number of individuals advance into higher-level roles or take on increased responsibilities. This momentum reflects our commitment to developing internal talent, strengthening our leadership pipeline, and supporting career growth in alignment with organizational goals.



“The Management Fundamentals Program helped me prepare as a leader by understanding the framework behind a leadership role. Learning the concepts, participating in team scenarios, and hearing experiences from others helped me understand the perspective of situations as both a team member and a leader. This program helped with my personal development of a leadership role while also showing how to develop others individually and as a team.”

— Michael Langevin
Supervisor, Supplier Performance Engineering

EMPLOYEE HEALTH AND SAFETY

Our goal is to create and maintain a safe workplace environment for every employee and visitor. For us, preventing occupational injuries is a top priority, and it reflects who we are as an ergonomic leader.

As previously mentioned, our company-wide EHS program oversees our policies and procedures which are designed to ensure we remain in compliance with applicable local, regional, and national environmental, health, and safety laws and regulations. Our local safety committees reinforce our EHS program and ensure that individuals have the proper training and equipment in place to keep our workforce, contractors, and visitors safe.

Health and Safety Commitment

- Occupational safety, injury, and illness procedures
- Emergency preparedness, response, and plans
- Clean, sanitary work and living environments provided
- Industrial hygiene compliance
- Prevention of unsafe, physically demanding work
- Machine safeguarding and protection

For our new employees, during the onboarding process, they are introduced to our environmental management system, ensuring they are aware of and familiar with our company policies, procedures, and expectations.

Throughout the year, we provide mandatory and comprehensive training to our employees, disseminating information about our policies and procedures as well as sharing knowledge of workplace safety. In addition, employees may go through location- and job-specific training related to various topics, such as confined space, electricity safety, and hazard identification.

In compliance with the U.S. Occupational Safety and Health Administration (OSHA) and the appropriate regulatory bodies outside of the U.S., we track and report safety metrics such as near-misses, accidents, and incidents. We use these metrics to further inform our health and safety initiatives, adjusting and updating our processes and procedures as well as training programs if necessary. Our local safety committees conduct regular safety checks at their facilities at least monthly to ensure compliance with our safety requirements, timely implementation of corrective actions, and management or elimination of any newly identified risks. The safety committees meet on a monthly basis with the management team to discuss performance results and share best practices.

In the event an incident occurs, we conduct a careful investigation to evaluate the situation that transpires in compliance with all applicable laws and regulations, including cooperating with relevant authorities. Depending

on the severity of the event, the information is escalated to our Executive Leadership Team according to our standard procedures. Furthermore, we share relevant incident information through our monthly QMS newsletters to our entire workforce. This approach allows us to communicate corrective actions and share updates and performance metrics while reducing the risk of repeated events.

In 2024, our global facilities had a Lost Time Incident Rate (LTIR) of 0.45 associated with six incidents during the fiscal year. Unfortunately, this was an increase from one lost time incident in 2023. We continue to monitor near-misses and events to help us identify improvement opportunities, and we engage with outside legal counsel to ensure that we are compliant with applicable laws and regulations.

Example of EHS Training Programs:

- Environmental Management
- Spill Prevention and Clean Up
- Hazard Communication Training
- Respiratory Protection Training
- Lockout/Tagout
- Hot Work Safety
- Emergency Preparedness Response Training
- Accident and Incident Investigation Training
- And more

Employee Health and Safety Metrics	2023	2024
Lost Time Incidents	1	6
Lost Time Incident Rate (per 200,000 working hours)	0.07	0.45
# of Corrective Actions	1	6

LABOR AND HUMAN RIGHTS

In addition to our commitment to physical health, we remain steadfast in our approach to the mental health and well-being of our employees by providing a workplace that is safe and respectful, reflecting our core values of openness, ownership, and integrity. We respect human rights within our operations and within our supply chain, and we strive to prevent and eliminate the risk of modern slavery and human trafficking.

Adhering to the Electronic Industry Code of Conduct (EICC), we have incorporated aspects of the RBA Code of Conduct into our Code of Ethics and our Human Rights Policy with regard to labor, health and safety, environment, ethics, and management systems. We also align our policies with the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work. Our Management Commitment establishes a system for compliance and review, including continuous improvements, developing performance objectives, and clarifying accountability and ownership of compliance throughout our facilities. We comply with applicable laws and regulations as they relate to forced labor and child labor. Likewise, we expect and require our suppliers and vendors to also conduct their operations in alignment with our values and business policies regarding worker rights.

Labor Commitment

- Freely chosen employment and association
- Child labor prohibited
- Wage, hour, and benefit compliance
- Humane treatment of all people
- Non-discrimination and harassment-free environments

Equity, Diversity and Inclusion (EDI)

We believe in attracting and maintaining a strong, competitive workforce that treats one another with respect and dignity. Over the past two years, we have transitioned our EDI initiatives to being embedded within our human resources (HR) practices, organizational initiatives, and leadership engagement activities. We believe this approach supports our commitment to fostering an equitable, diverse, and inclusive work culture in which all employees are empowered to be their authentic selves in the workplace.



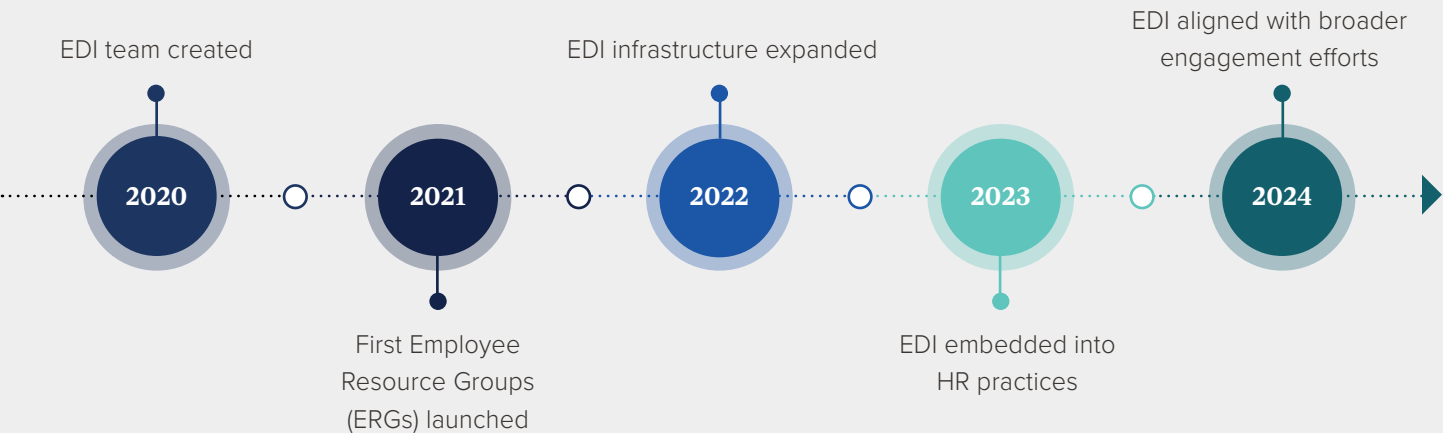
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“At Ergotron, we believe that diversity of thought leads to better business outcomes. We remain committed to fostering a broad and inclusive workforce, providing equitable opportunities for all employees, and ensuring that every voice is valued. While the national conversation evolves, these principles continue to guide how we operate and build a stronger organization.”

— Scott Gill
CEO of Ergotron

.....

EDI Journey



We believe the survey results reflect the ongoing support and engagement opportunities we provide to our employees, such as our Employee Resource Groups (ERGs). Sponsored by our executive leaders, our ERGs help employees of similar

backgrounds and affinities find opportunities to expand their network, learn, and thrive. We provide opportunities for each of our employees to engage with and become members of these organizations.



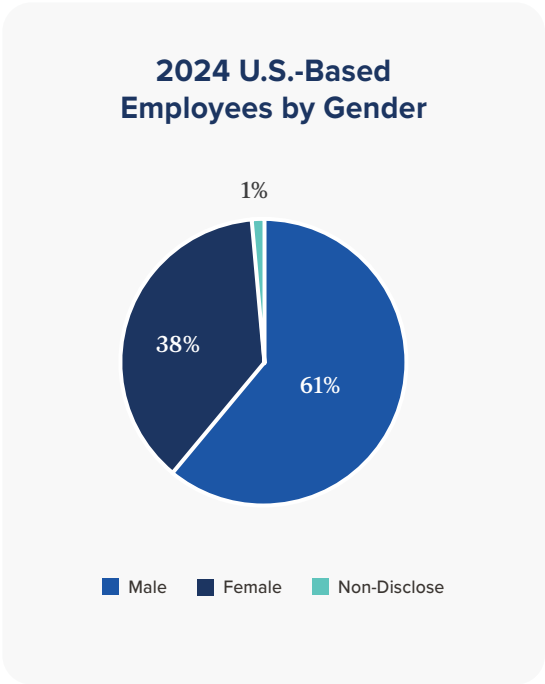
Based on our latest global employee survey, **89% of our respondents felt that the company respects people of all cultures and backgrounds, 85% believed that management creates inclusive environments, and 74% recognized that we promote the values of diversity and inclusion.**

Our Equal Employment Opportunity (EEO) Program Administrator, along with the support of our HR teams, continues to track and monitor key metrics related to EDI in compliance with our commitment to being an equal opportunity employer. This includes gathering necessary EEO data in the U.S., such as ethnicity, gender, and race by job category. We continue to offer self-paced courses to address topics such as “Unconscious Bias” and “Be an Active Ally” to encourage awareness. We remain committed to ensuring foundational progress is maintained and continuing to support ingenuity, inclusion, and innovation in our processes.

Non-Discrimination and Anti-Harassment

With a company culture focused on openness and integrity, we celebrate and respect one another for our differences. We are proud that our coworkers report that they are comfortable being their authentic selves at work, that their individual differences are valued, and that our company policies are fair. To protect this, we have set strict policies and guidelines regarding discrimination and harassment. Under no circumstances do we tolerate discrimination against any employee or applicant based on race, creed, religion, national origin, gender, sexual orientation, disability, age, marital status, familial status, or any other classes protected under applicable laws.

As an equal opportunity employer, we provide equal employment opportunities to all employees and applicants in accordance with all applicable laws and regulations. Our employees are informed of our policies and procedures during their initial onboarding, annual communications, and refresher trainings on topics such as microaggressions and our Code of Ethics. Our employees are encouraged to speak up and report any issues or concerns to their managers or HR as soon as possible, or leverage our reporting hotline if necessary.



Women in the Workforce (WiW): WiW is an Employee Resource Group committed to creating space for women and advocates connection, collaboration, and leadership. Through monthly gatherings, members engage in development sessions, peer networking, and shared discussions that promote career advancement, and leadership growth. The group also offers opportunities for members to step into informal leadership roles, building confidence and visibility within the organization. WiW is supported by senior leaders who recognize the importance of employee-led initiatives that foster inclusion and strengthen organizational culture.



“Women in the Workforce reinforces our values of equity and continuous improvement while actively contributing to our overall success as a team and company. I think a company that recognizes the importance of supporting women throughout their careers and is committed to their success creates synergy and builds a sense of empathy and community among members and the organization.”

— Angie Baty
Distribution Program Manager

COMMUNITY IMPACT AND ENGAGEMENT

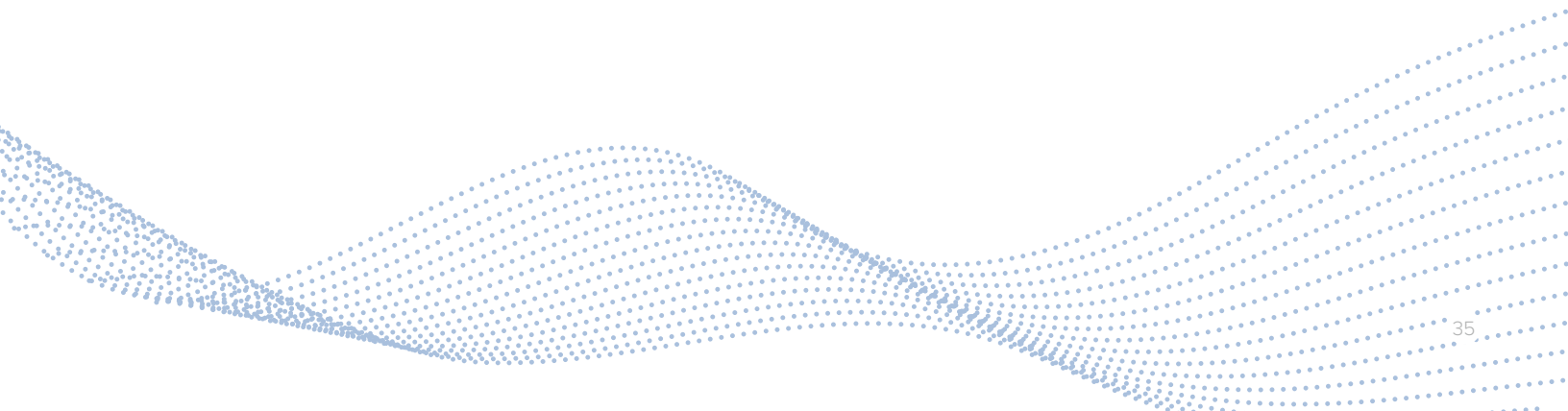
As we continue to support our employees and customers, we are also committed to uplifting and engaging the local communities where we live and work. In recent years, we have refined our approach to our community impact and engagement opportunities, aligning more closely with our company values, priorities, and strategies. The majority of our engagement efforts remain identified and led by the local department or location, in addition to the Employee Events Committee. Our Steering Committee has final authority and is responsible for reviewing the nominated initiatives to ensure alignment with our company values and incorporating other considerations such as reputational and safety risks, as well as total cost.

2023 and 2024, our donations exceeded **\$38,000 USD** to local community organizations to support cancer research, healthcare grants, and more.

Some of our largest financial donations have been to local charities such as the Community Foundation of Greenville, the Children’s Dream Fund, and the Upstate Foundation. We also partner with the American Cancer Society each year. Over the past two years, we donated more than \$38,000 through direct employee giving, company match, and fundraising events. We also supported student career development and exploration by maintaining a formal relationship with local educational institutions, including a project partnership with a regional university and a student work program with a local high school. The projects allow us to sow the seeds of future engineers, designers, and business leaders.

1 Employee Events Committee: Our Employee Events Committee plays a key role in fostering a vibrant, inclusive workplace culture. As one of our ERGs, the committee brings employees together through meaningful events that reflect our core values and support a sense of connection and belonging. From volunteer initiatives and wellness activities to company-wide celebrations, their efforts help strengthen engagement, build community, and reinforce our commitment to a positive employee experience.

2 Feed My Starving Children: Food packing event through Feed My Starving Children (FMSC). Helping the fight against world hunger by sending nutritious meals to kids in need around the world.





CLOSING AND NEXT STEPS

Over the past two years, we underwent a number of exciting changes. We completed the acquisition of Enovate Medical, launched new products, and met our packaging goal to remove EPS foam. As we look to the future, we know that our employees and customers alike will continue to thrive because of the products we make. We look forward to generating our next biennial report with updates that further showcase our corporate responsibility journey.

For additional information regarding the content of this report, please contact us at

communications@ergotron.com

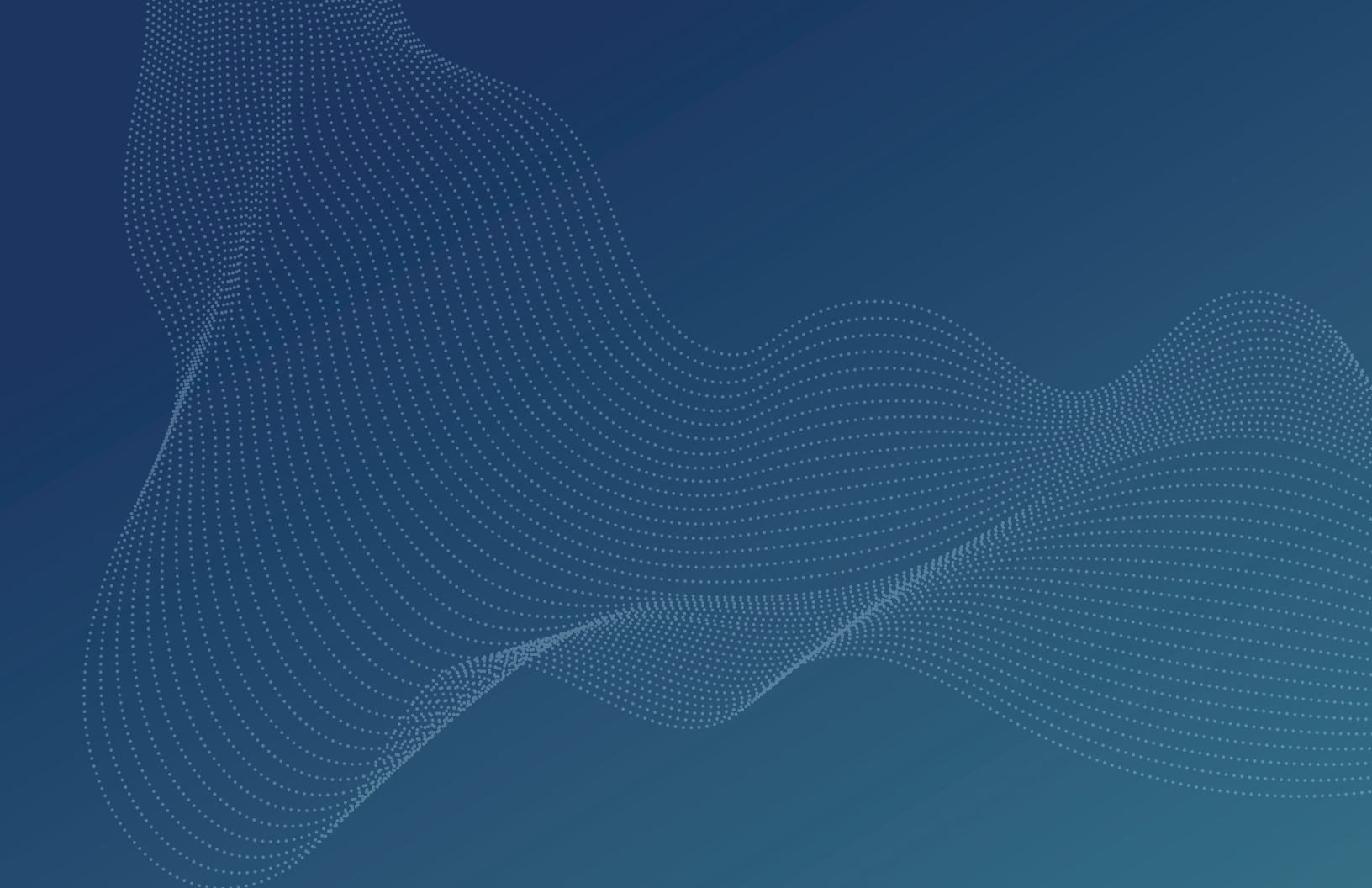
Appendix – Key Performance Indicators

This report is intended to disclose information and data for Ergotron’s fiscal years of 2023 and 2024. In October 2023, we acquired Enovate Medical. While we have taken careful steps to integrate their results into our historical metrics, it is an ongoing process and is anticipated to be complete before our next report is published.

Environmental Data	Units	2022	2023	2024
Energy				
Energy consumption within the organization	MMBtu	25,661	21,933	21,413
Emissions				
Scope 1	Metric Tons CO2e	680	576	567
Scope 2, Location-based	Metric Tons CO2e	1,927	1,611	1,548
Scope 3, Market-based	Metric Tons CO2e	1,949	1,658	1,592
Water				
Water consumption within the organization	m ³	52,125	40,250	33,197
Waste Management				
Percent waste diverted from landfill	Number	~90%	~90% ³	>90%
Environmental Compliance				
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	USD	0 ³	0 ³	0
Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Number	0 ³	0 ³	0
Social Data	Units	2022	2023	2024
Employment				
Global workforce	Number	~1,100	~1,050	~1,100
Number of issues reported to hotlines for grievances	Number	0 ³	0 ³	0
Percentage of employees that completed compliance training	Number	>95% ³	>95% ³	>95%
Supply Chain Engagement				
Total global suppliers	Number	695 ^{3,4}	670 ³	994
Total Direct Material Suppliers	Number	250 ³	251 ³	385
Total Indirect Suppliers	Number	4453	4193	609
Percent spend with direct material suppliers screened	Number	>50% ³	100% ³	>99% ³
Percentage of new suppliers that were screened using human rights, labor practices, or other social impact criteria	Percent	>50% ³	>99% ³	>97% ³
Health and Safety				
Lost Time Incidents (LTI)	Rate	0.1 ³	1	6
Lost Time Incident Rate (per 200,000 working hours) (LTIR)	Number	0.10	0.07	0.45
# of Corrective Actions	Number	Not reported	1	6

³ Excludes TNE location as of the publication of this report.

⁴ We previously only reported Eagan’s Direct Material Suppliers in 2022. We are now reporting both Direct and Indirect Suppliers for Eagan and DGE.



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Literature made in the U.S.A. Content subject to change.

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Patent information available at www.ergotron.com/patents

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