impact report

better today
than yesterday

teknion

tekniion

2026 Impact Report

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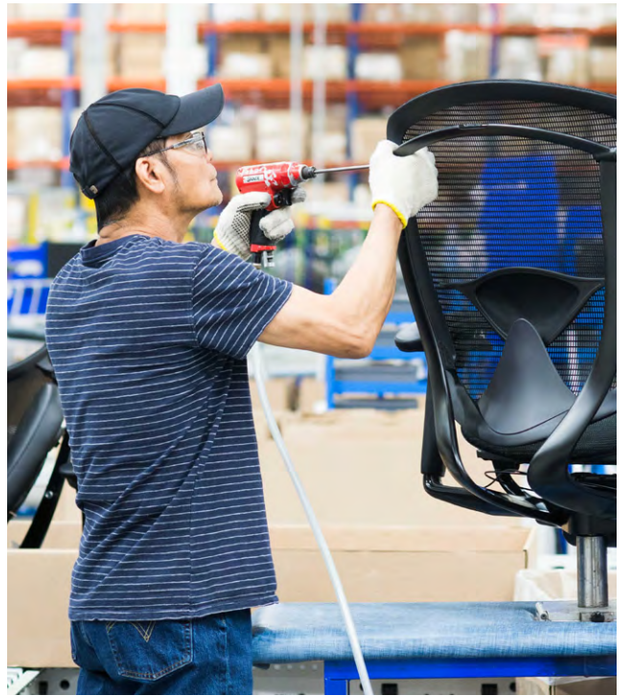
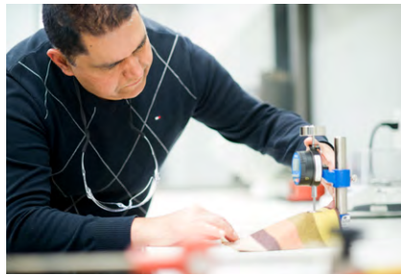
Cover: Recycling of glassine labels used during manufacturing turns waste into household insulation.





Letter from David Feldberg

Doing the Right Thing, Not the Now Thing

Thank you for taking the time to review our 2026 Impact Report. Sustainability is embedded in our culture and has helped shape how we advance and evolve as a company – because we all understand what is good for our planet, people, products and communities is also good for business.

As always, our journey toward greater sustainability is predicated on two core values: The first is sticking to the right things, not the now things. That means not chasing certifications and finite goals that shift and change over time but staying committed to common sense initiatives designed to minimize environmental impact and affect positive change, incrementally, year over year. For example, we continue to pursue absolute carbon reduction rather than relying on offsets to ensure we are truly reducing our footprint, incrementally, over time.

The second is maintaining our entrepreneurial spirit that has defined who we have been since my father Saul founded Teknion over 40 years ago. I am proud to lead an enterprise of design thinkers, problem solvers and change makers who continue to advance some of our biggest priorities: transitioning to a lower carbon economy; keeping our employees and customers healthy and well; minimizing our materials and waste; and keeping our products out of landfill.

Advancing sustainability is a constant effort and the further we go, the harder it becomes to achieve that incremental change. But I remain optimistic, because I know with the help and commitment of each of us, we will make tomorrow better than yesterday.

David Feldberg, President & CEO

Sustainability is embedded in our culture and has helped shape how we advance and evolve as a company – because we all understand what is good for our planet, people, products and communities is also good for business.

Introduction from our Sustainability Team

Sustainability is intrinsic to who we are as a company, a reflection of the value-driven capabilities that define us and our success. While everyone from the plant floor through to our executive leadership is empowered to contribute to corporate responsibility at Teknion, as the Sustainability Team, our role is to ensure we remain accountable and transparent.

Transparency + Accountability

As a team, our attention has always been directed at how we map and share our journey toward greater sustainability – where we are succeeding, where we need to improve and how we are tracking against our own goals. In this report we track our progress against goals from our last report, in addition to sharing new programs and initiatives we have undertaken. This ensures we keep working towards our larger and long-term objectives while exploring what's possible and adjusting our approach based on our learnings as we progress.

Maxine Mann, President, Worldwide Markets

Margo Gordon, Vice President, Human Resources

Farjad Shah, Manager, Sustainability Programs

David McDivitt, Vice President, Sustainability

Areas of Focus

We continue to focus our efforts in these categories: planet, product, people and place. As a manufacturer, we look for more ways we can reduce carbon and how efforts in managing resources and waste contribute to reducing emissions and embodied carbon in our products. We also understand that Scope 3 emissions are our largest contributor to our carbon footprint and that it is imperative that we get our suppliers on board with emission reduction efforts.

We Remain Committed to Reducing Our Carbon Footprint

As a manufacturer we want to minimize the environmental impact of our activities. That is why we remain committed to owning our manufacturing and supply chain as it affords us greater control to push sustainability forward. We continue to monitor, assess, and challenge ourselves to minimize our emissions and ultimately reduce our carbon footprint.

Our Targets

Moving Forward

The following near-term targets have been submitted and approved by SBTi:

1. Scope 1 + 2: 50% GHG reduction from 2018 to 2030.
2. 85% engagement of our suppliers (by spend) on SBTi goals to reduce our Scope 3 emissions by 2028.

From Our Last Report

Scope 1: Continue to leverage ISO 14001 and CDP as frameworks to measure and guide efforts to reduce our emissions across all facilities.

Scope 2: Prioritize regional initiatives that lower the purchase and usage of energy coming from high emitting sources like coal-fired power plants.

Scope 3: Find ways to reduce or eliminate emissions created by our sales force through travel, including choosing like-minded vendors and suppliers that are committed to reducing CO2 emissions and using innovative ways to connect to clients.

Foundation Programs + Policies

Environmental Management

- ISO 14001

Sustainable Forestry

- FSC

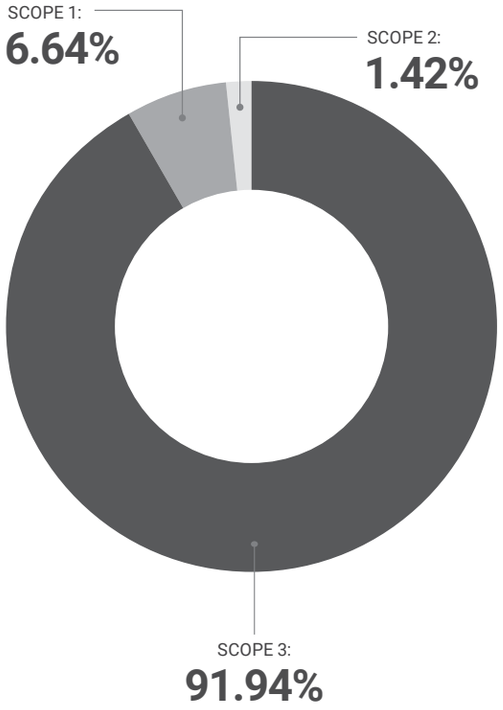
Carbon

- CDP
- SBTi

Carbon Reduction

Carbon Emissions

Emissions Breakdown by Scope:



Total Emissions:

	(tonnes CO2e)
SCOPE 1	
On-site emissions & owned vehicles	**11,816**
SCOPE 2	
Electricity	**2,530**
SCOPE 3	
Purchased goods & services emissions	104,448
Capital goods emissions	6,519
Fuel-and-energy-related activities*	1,945
Upstream transportation & distribution emissions	8,168
Waste generated in operations emissions	4,298
Business travel emissions	1,767
Employee commuting emissions	8,424
Upstream leased assets emissions	210
Downstream transportation & distribution emissions	10,839
Use of sold products emissions	1,842
End-of-life treatment of sold products emissions	15,172
TOTAL	**177,978**

*Not included in Scope 1 or Scope 2.

Our Scope 3 carbon reporting is a full carbon inventory across our entire organization including all 11 Scope 3 categories relevant to Teknion.

Carbon Reduction

Our carbon reduction efforts are tailored by region to strategically target the energy type that will make the largest impact in terms of reducing our emissions.

Natural Gas

We have implemented a variety of projects aimed at reducing our use of natural gas in our Toronto and Quebec manufacturing bases, including:

Heating

In Quebec, intelligent zoned heating systems have been installed that switch from natural gas heating to electric during off peak hours; reducing GHG emissions and saving money.

Forklifts

Propane-fueled forklifts are being replaced with electric ones in our Toronto facilities.

Electric forklifts are estimated to save over **145 tonnes** of CO_2 yearly.

Reducing the paint line run time in Toronto saves **70.5** metric tonnes of GHG per year.

Paint Lines

In Toronto, we have optimized our paint line schedule to enable our paint dry ovens to run less without any drops in output.

Air Seals

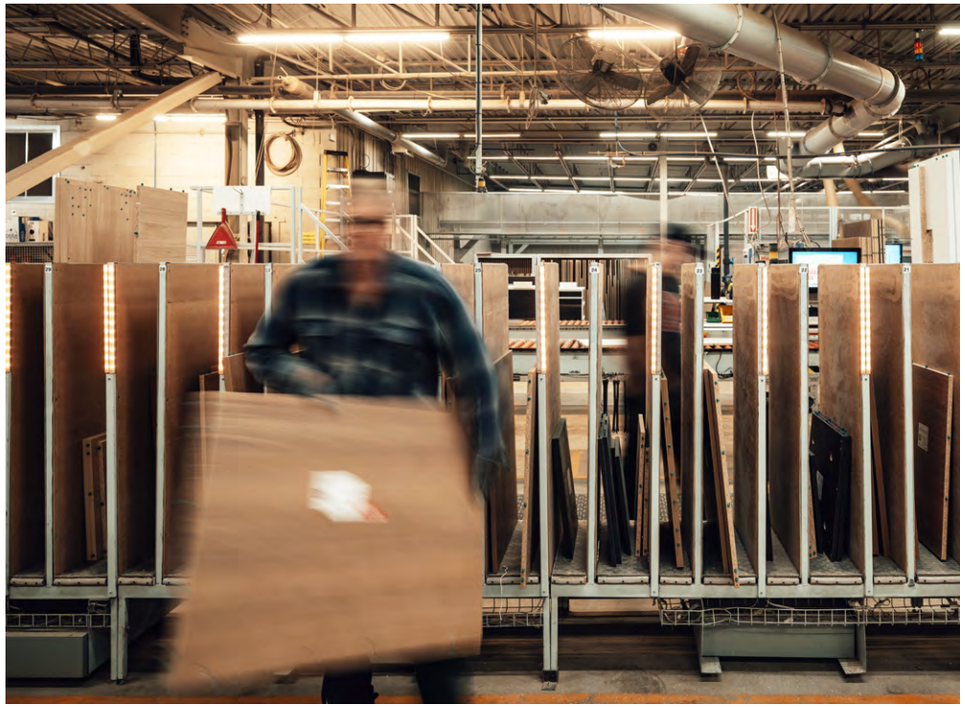
The installation of air seals in our Toronto and Quebec facilities ensure shipping doors open and close faster to reduce heat lost over the colder winter months. Air seals in Toronto are projected to reduce our use of fossil fuels by 10–15% per year.

Laminate Press

In Quebec, we are in the process of replacing our laminate press from gas to a heat recuperation system.

15%

reduction in gas consumption or 29 tonnes of CO_2 per year through the process of replacing our laminate press in Quebec



Carbon Reduction

Electricity

We have targeted initiatives in our Toronto and Calgary manufacturing facilities to reduce our electricity usage:

LED Lighting

We are replacing our existing lighting with more energy efficient LED lighting systems.

- Toronto LED projects at one facility will save **273,445 kWh** or **46.2 tonnes** of CO2 per year
- LED projects at our Calgary facility save **345 tonnes** of CO2e per year

Highlight

The phasing out of coal fired plants used for energy generation in the local energy grid is also helping to reduce emissions at our Calgary facilities.

345 tonnes

of CO2e saved per year by switching to LED lights at our Calgary facility

Transportation: Regionalized Assembly + Manufacturing

We have established local manufacturing and assembly of select architectural products in the UK and Bangalore to reduce transportation and associated emissions. Local manufacturing and assembly of Tek Vue and Focus architectural products are also undertaken in Malaysia. Luum textiles are stocked in the UK to eliminate the need to ship.

Resource Management

We continue to find innovative solutions that minimize raw material use and the emissions associated with it to reduce waste.

Optimizing Yield + Minimizing Waste

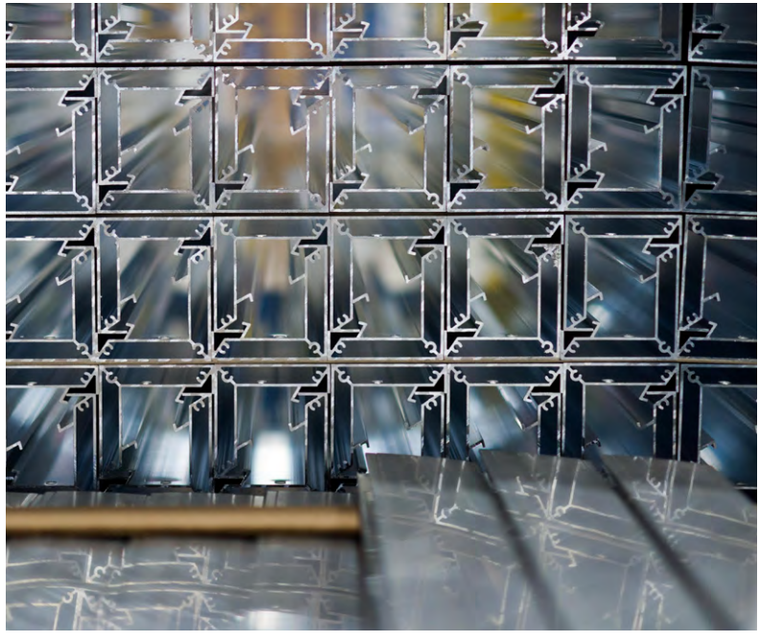
By switching from ordering a single, standard size of laminate, steel and PET felt to a range of sizes, we can ensure better yield and less waste.

Aluminum, Steel + Laminate

For aluminum extrusions, we avoid creating off-cut waste by purchasing the raw material cut-to-length for our high-demand products. New and more efficient nesting equipment also ensures maximum yields with minimal waste when cutting laminate and flat steel sheets.

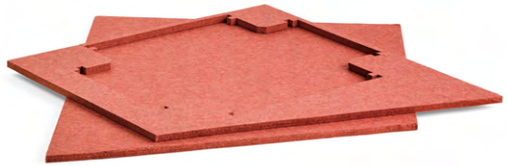
PET Felt

We reduce off-cut waste by ordering various sheet sizes of PET felt for our acoustic screens. Additionally, we take any leftover off-cuts and repurpose them to create new products, toolboxes and pencil trays.

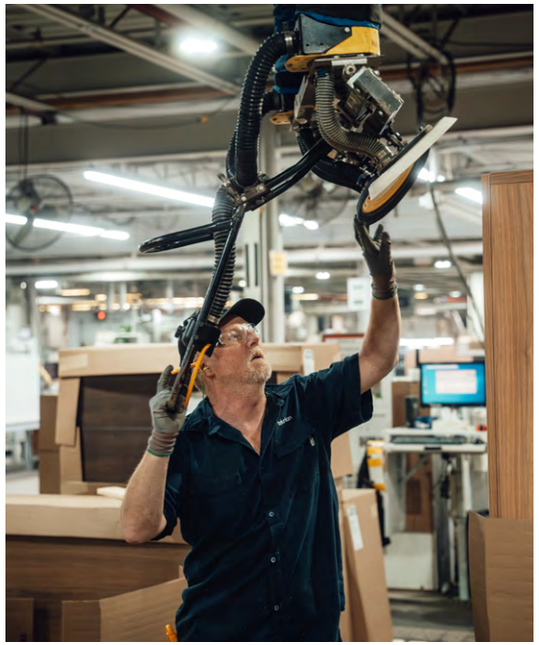


We have saved **30.5 tonnes** of aluminum waste over two projects alone by using cut-to-length extrusions.

4.5%
improvement in material yield for Laminate, Steel and PET felt, over the past 10 years



We achieved savings of **$69,300** in raw materials for one part over the course of a year simply by optimizing PET felt ordering.

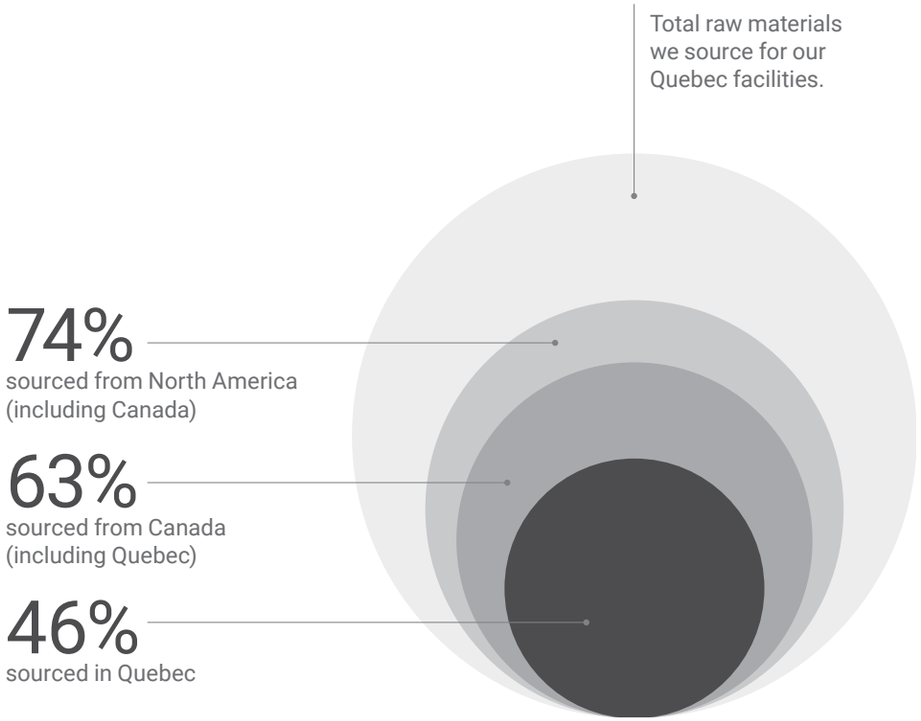


Nesting software and equipment and equipment for laminate cutting has generated total savings of **$264,675**.

Resource Management

Local Procurement

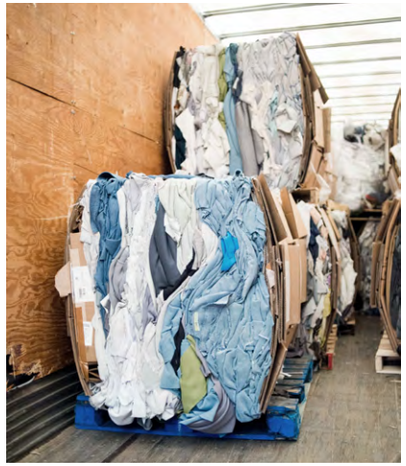
Where possible, we source our raw materials locally to reduce emissions generated from transportation and support our local communities.



Reducing Textile Waste

Investing in an in-house textile test lab enables us to meet and exceed industry standards for quality and durability, and just as importantly, gain insight into ways to reduce waste. We test for properties like stiffness, hardness, rigidity and elongation under static and dynamic loads for our Luum textiles. We then enter the results of these tests into a database outlining each textile's properties and its performance under a variety of tests and applications. This data allows us to accurately predict the performance of our textiles without having to create and test hundreds of physical mock-ups, thereby enabling us to use 60%–85% less fabric than traditional testing methods.

60–85% less fabric used through our in-house textile test lab.



We recycle scrap textiles from our manufacturing process. We divert around 116,000 kg of textile waste per year in our Toronto panel facility, sending them to a company that grinds the textiles to recycle them into carpet underlayment. It also goes to a company that creates recycled insulation that Teknion then uses for its panels, a true example of circularity.

116,000 kg
of textile waste diverted per year in our Toronto panel facility

Packaging + Waste Reduction

Labels

Working with a local partner in Quebec, we grind up and upcycle the discarded glassine backers of the labels applied to our component parts into a home insulation product.

14.4 tonnes
of labels recycled annually

Finding ways to reduce packaging not only minimizes our use of raw materials, it also reduces the amount of waste we generate.

Ground up labels are turned into a home insulation product.

Packaging + Waste Reduction

Foam + Plastic

Foam packaging and plastic wrapping have been replaced with fabric for inter-plant shipping for Architectural Interiors product.

To reduce Styrofoam, we use waste cardboard as protective buffers when packaging our PET acoustic and Infinity screens.

- This saves **$59,000** per year

Cardboard + Wood

Eliminating cardboard trays at one facility alone has saved us **$21,000** per year.

96%
waste diversion rate in our Quebec manufacturing facilities

To reduce waste, we now use fabric off-cuts to wrap our Interior Architectural products during shipping between plants instead of foam and plastic.

Polyester

The use of recycled polyester textile to create straps for packaging in our Quebec facilities creates a closed loop process. We shred our used polyester straps internally and send them back to the original strap supplier, who creates new straps from the shredded material. These straps then come back to our facility for us to use again.

- **10 tonnes** of polyester straps are recycled per year at our Quebec facility

Product Materiality + Lifecycle

Examining our entire product lifecycle from design (material selection and sourcing) through to end-of-life (recycling, re-using or donating), we constantly seek better ways to create products that contribute to the wellbeing of our customers, employees, and the communities in which they are made.

Our Targets

Moving Forward

1. Remove chemicals of concern (including those on the Red List) from our products.
2. Align products to the new BIFMA Level e4 program.

From Our Last Report

Transparency: We continue to add more products and materials across our family of brands to the product transparency programs we adhere to.

Extend Divert: We are extending our Divert Program across all regions to minimize impact and maximize sustainable returns.

Foundation Programs + Policies

Chemicals of Concern

- Declare
- Red List Free

Indoor Air Quality

- SCS Indoor Air Advantage

Environmental + Social Impacts

- BIFMA e3 Level

Materiality

- 3E

Transparency

- Mindful Materials

Lifecycle Assessment + Embodied Carbon

- EPD

Materiality

We continue to explore ways to reduce the use of raw materials and eliminate harmful chemicals.

Transparency

Consolidating information in our e3 (formerly TOXNOT) database enables us to create environmental product declarations (EPDs) and lifecycle assessments (LCAs) faster and more easily.

We are currently renewing the existing EPDs and LCAs for our products in addition to creating new ones to cover a cross section of products and categories.

100%
of products are at Level 3 certified

Chemicals of Concern

We continue to minimize and eliminate all chemicals of concern from our products to ensure healthier products for our customers and employees. We have eliminated PFAS from all our paint and Luum textiles and we continue to add PVC-free options as we work to eliminate PVC from our products.

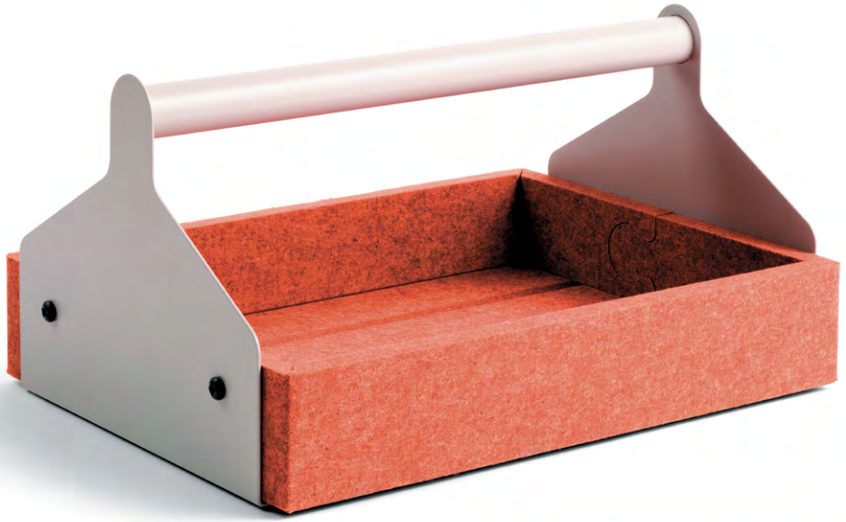
Additionally, our Luum textile have always been free from PFAS, flame retardants and antimicrobials. Luum only works with leather tanners that are chrome-free. Healthcare products use TPE or silicone instead of vinyl for coated materials for luxury performance with bleach cleanable capabilities.

Luum launched Lithoprint, a polyurethane textile that's PVC-free and made in North America for a smaller carbon footprint.

Recycled Content

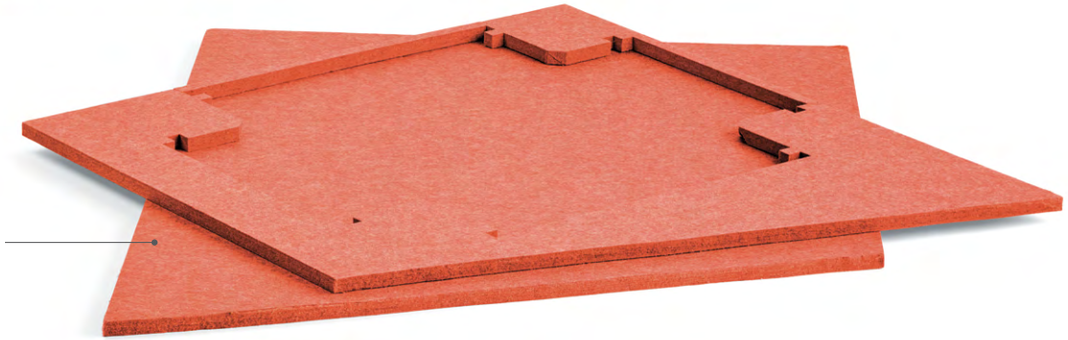
PET

Our toolbox and pencil tray products are made from PET off-cuts from our screen manufacturing process.



≈40%

of PET off-cuts diverted from landfill



To minimize our use of raw materials we're increasing the use of recycled content in our products.

Recycled Content

Textiles

Luum's successful fabric return and reuse sample program was launched in 2022. Teknion will pick up customer's samples (in the U.S. and Canada), where they are redistributed, minimizing Luum's carbon footprint. Luum also works with a textile mill in Italy to upcycle textile waste into new fabrics. This proprietary process involves carefully sorting and recycling discarded textiles according to color to avoid using any water and dyes.

124,000
textile samples diverted from landfill

Design for the Environment (DfE)

Our Design for the Environment (DfE) principles are integral to our product development process.

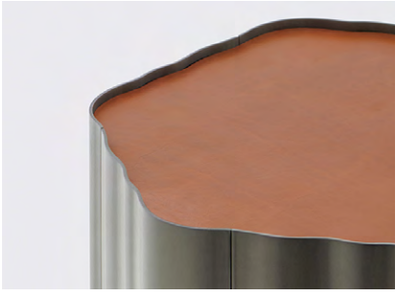
We've established 10 guidelines for ensuring we carefully consider how our products are designed, manufactured, delivered, used, and disposed of, so that we conserve energy and resources, design out waste, and build in longevity.

Integral to the product development process, our DfE also includes steps early in the design phase to calculate and find ways to minimize the embodied carbon of our products over their lifecycle so we can reduce the resulting contribution to climate change.

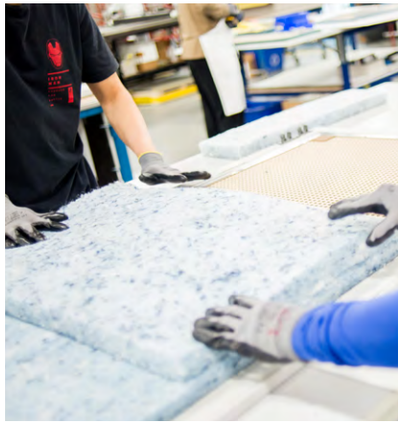
10 guidelines
that ensure we carefully consider how our products are designed, manufactured, delivered, used, and disposed of, so that we conserve energy and resources, design out waste, and build in longevity

Product Development Highlights

- Freehand tables are made from aluminum and are recyclable
- Altos Acoustic fascias contain recycled denim as insulation
- Sinatra seating is made from **100%** recycled plastic
- Jotta, a conference chair, allows users to reupholster, refurbish and replace components to extend its life



Freehand tables are made from aluminum and are recyclable.



Altos Acoustic fascias contain recycled denim as insulation.

Jotta conference chair.

Design for the Environment (DfE)

Aarea

Aarea, a collection of conference, casual and work lounge seating, is designed with a minimum of components, incorporates high recycled content and the ability to disassemble and recycle the product at end of life.

90.6%
high degree of recyclability

39.4%
recycled content

Lifecycle Management + Circularity: Divert

Established to help achieve our customers' goal of zero waste, Teknion's Divert Program is a turnkey service that provides the people and expertise to support our customers in diverting their decommissioned furniture and building assets from landfill.

We've extended Divert to our Global Accounts group, enabling clients to benefit from the program's financial, social and environmental benefits no matter where they're located.

We're also piloting integrating Divert as part of a new product purchase. This will enable ensuring a net zero footprint for the customer at the point of purchase.

Divert's Impact

(CA + US to end of 2025)

- **869** projects
- **916** nonprofits supported
- **40,223 tonnes** CO2e avoided

Project Spotlight:
Finnegan Law

Finnegan Legal is a multinational law firm and Teknion's client for 11 years. They were looking for ways to consolidate real estate, better utilize their space and support new ways of working while maintaining a hybrid environment. As they renovate offices, they use Divert to ensure their existing furniture is decommissioned responsibly. With 11 locations around the world, it could have been a daunting task to manage but Divert made the process simple and seamless.

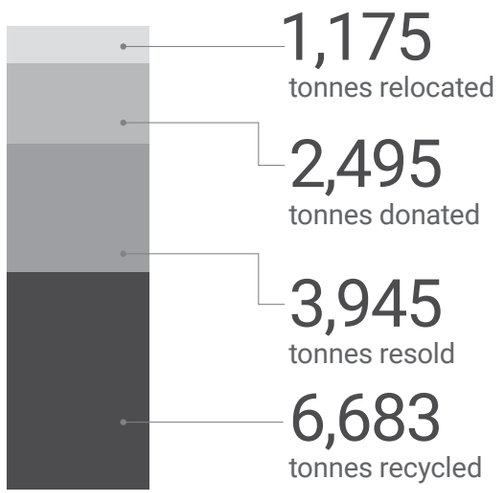
- **8 projects** completed worldwide: Boston (2), Washington (3), Palo Alto CA, London UK, Taipei, Taiwan
- **99.8%** landfill diversion = 116.6 tonnes of product
- **12.3%** resale = 14.4 tonnes
- **16.2%** donation = 18.93 tonnes and 17 nonprofits that benefited (at a fair market value of $41,338)
- **71.3%** recycled = 83.2 tonnes
- **258.3 tonnes** of CO2e emissions avoided

Total Diversion:

15,598 tonnes of waste diverted

40,223 tonnes CO2e avoided

Diversion Breakdown:



Divert was established to help achieve our customers' goal of zero waste.

Luum: Sustainability Woven in by Design

From the beginning, Luum textiles have woven sustainability principles into its design and development process.

Taking a Unified Field Approach, every product is carefully designed with purpose to coordinate with existing lines for lasting compatibility and relevance within a concise set of SKUs. As a result, we're able to avoid churning out hundreds of new products to respond to fashion and design with an intentional vision to create products that are timeless, yet relevant.

- **70%** of Luum's entire textile portfolio has a sustainable impact including everything from recycled and biodegradable content to renewable materials and waste reduction to the elimination of chemicals of concern
- **83%** is Declare certified
- **99%** meet Healthcare without Harm, meaning:
  - Low VOCs
  - No added flame-retardant chemicals
  - No PFOA/PFOS or PFAS
  - No PVC
  - No added antimicrobials
- **+80%** are clean air gold certified
- **100%** are clean air certified

Materiality

Luum textiles include options that:

- Use North American Wool
- Use recycled garment waste
- Use biodegradable and recycled polyester
- Reuse existing base cloth for embroidery
- Produce no waste patterns that do not require matching

76%
of our textile offering contains recycled or renewable content

Working with a textile mill in Italy, Luum upcycles textile waste into new fabrics. First discarded textiles are carefully assorted according to color to avoid using any water or dyes.

Textiles are then shredded and spun into yarn.

The new yarn is then woven to create the final textile.

In-house Textile Test Lab

We've invested in an in-house lab to test our textiles beyond industry standards.

Working with the Association for Contract Textiles (ACT), our initial objective was to leverage the lab to help us successfully undertake the necessary engineering and testing involved in removing PFAS and flame retardants from our Luum textiles. Additionally, setting up our own lab has allowed us to expand our scope to include objective testing for quality and durability beyond industry standards.

60-80%
less fabric used than traditional testing methods

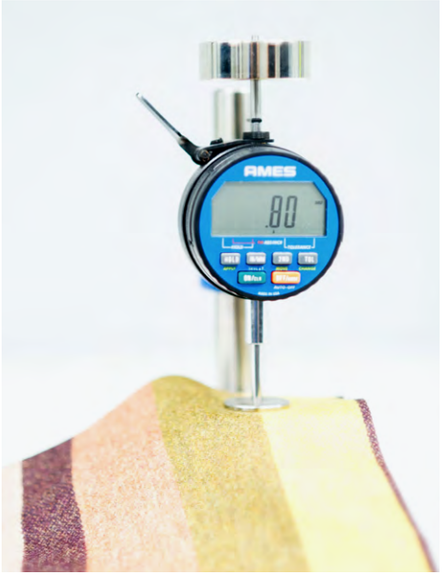
Our Testing Process

Our objective testing process involves measuring the stiffness, hardness, rigidity, and elongation properties of our textiles under static and dynamic loads. We also undertake snag testing, an extra layer of testing beyond regulation to ensure our textiles can stand up to pulling and snaring. All the textiles' performance metrics are entered into a database that tracks each textile's material characteristics and responses to testing.

Mapping our textile characteristics this way enables us to predict the performance of each textile based on how and where we use it, enabling us to avoid the costly and wasteful process of mocking up and testing how our fabrics will perform when applied to every new product we introduce. As a result, we use 60%-80% less fabric than traditional testing methods.

Snag testing

Setting up our own lab has allowed us to expand our scope to include objective testing for quality and durability beyond industry standards.



Measuring textile thickness

Stiffness testing

A Place Where Every Employee Feels They Belong

Our employees and the diversity they bring with them are the defining strength of our company. Their collective insights, skills, and abilities drive our growth. Ultimately, our cultural goal is to create a place where individual initiative and ideas are valued and supported, and where opportunity is equally available to all.

Our Targets

Moving Forward

1. Use JUST label results to inform recruitment and retention efforts to ensure our workforce is as diverse as the communities in which we operate.
2. Expand Indigenous Peoples legacy spaces and programming across our Canadian locations.

Just.

Organization Name: Teknion Corporation
Organization Type: Manufacturing
Headquarters: Toronto, Ontario
Location(s) Covered: Levi, Quebec, Canada - Mount Laurel, Philadelphia, USA - Toronto, Ontario, Canada
Number of Employees: 2,971

SOCIAL JUSTICE & EQUITY INDICATORS

Diversity
- Racial & Ethnic Diversity
- Gender Diversity
- Recruitment

Health
- Physical Health + Safety
- Well-Being

Inclusion
- Belonging
- Accessibility
- Engagement
- Workforce Empowerment

Benefits
- Health Care
- Retirement
- Family/Medical Leave
- Professional Development

Compensation
- Living Wage
- Pay Scale Equity
- Racial & Ethnic Pay Equity
- Gender Pay Equity

Stewardship
- Community Connections
- Volunteering
- Charitable Giving
- Procurement

THE JUST LABEL 3.0
TEK-003
EXP. 11/01/2027.

INTERNATIONAL LIVING FUTURE INSTITUTE

Foundation Programs + Policies

Social Impact

- JUST

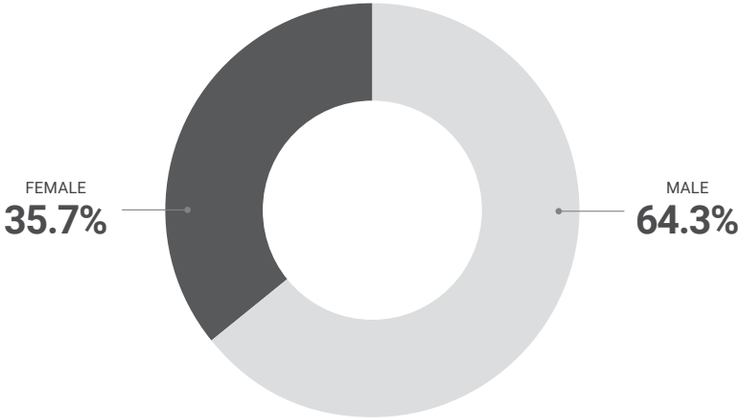
Governance, Risk + Compliance

- GRC

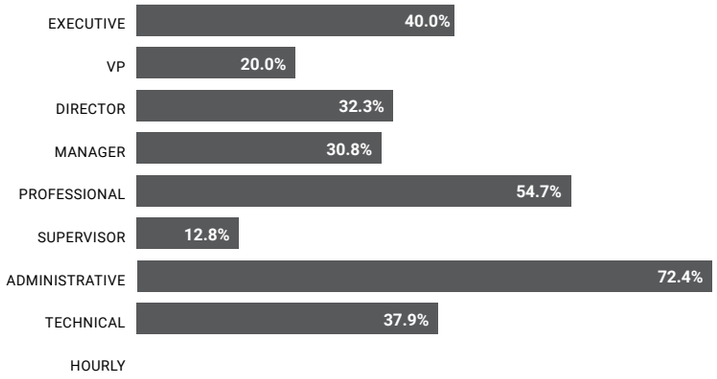
Representation

Representation of Women

Overall:



By Position:



Highlight

At Studio TK:

40%
of our mid-level officials and managers are women

75%
of our production staff are women

40%
of our operatives are women

Education + Training

Gord Downie + Chanie Wenjack Fund Legacy Space

At our corporate headquarters in Toronto, we're starting our collective reconciliation journey through a combination of awareness and education about our history with the Indigenous Peoples in Canada.

Partnering with the Gord Downie & Chanie Wenjack Fund, our first steps toward creating a path toward reconciliation is the development of a legacy space. Legacy spaces are welcoming and inclusive places to learn, reflect and grow cross-cultural understanding. Guided by our Legacy Space Committee, a cross functional team that includes Indigenous representation, the space reflects the themes of past (history), present (acknowledgement) and future (healing). A mix of art and artifacts representing local and national Indigenous Peoples alongside education resources provide opportunities for employees and customers to expand their knowledge and spark conversation.

Legacy spaces are welcoming and inclusive places to learn, reflect and grow cross-cultural understanding.

David Feldberg, President & CEO, participates in a smudging ceremony at the Legacy Space opening.

Indigenous Partnerships

We continue to seek partnerships with Indigenous owned businesses, recently adding an Indigenous-owned dealership, Ojibiik, into our dealer network for a total of four nationwide.

Education + Training

MentorAbility at Teknion

The Canadian Association for Supported Employment promotes the recruitment, employment, and retention of persons experiencing disability.

One of its programs, MentorAbility, focuses on facilitating unique mentoring opportunities between employers and persons experiencing disability.This enables job seekers who have a disability to explore career opportunities, and participating companies to learn inclusive employment strategies as well as connect with a pool of potential future employees. Teknion employees from design, sales, customer service and manufacturing have signed up as mentors.

Left to right:
OJ Sharma, Logistics Digital Process Improvement Team Lead
Zaur Zamanov (behind), Export Supervisor
Carolann McKee, Manufacturing Communication Representative
Koorosh Eslami, Program Manager
Paolo Aguila, Industrial Designer
Georgina Diaz Olivares, Planning and Application Specialist
Michelle Coen, Talent Acquisition Specialist

Not present:
Savannah Seara-Robitaille, Project Manager
LauraLee Ross, Workplace Specialist + A&D Market Manager
Ziv Finkelstein, Proposal Specialist

Supporting the Next Generation of Talent

To support the next generation of talent, we've partnered with local learning institutions to provide a range of internship opportunities. Some of our recent interns include process engineers from NC State University working at our Studio TK facilities and an IT specialist from the Ontario University of Information Technology in our Toronto offices.

Leadership Training

Working with Johnston County Community College in North Carolina, our Supervisory and Leadership team at Studio TK received Six Sigma training to hone their skill set and support professional growth.

140+
courses offered, covering a range of topics like unconscious bias training, the art of storytelling, and work-life balance

Professional Development

Knowledge Sharing

We share our knowledge to advance our customers, the industry, and ourselves across a variety of forums including town halls, workshops continuing education courses, webinars and coaching.

Our Insights + Strategy team delivers verifiable, client-first intelligence on the future of work. Engaging less as a traditional research and strategy team and more as a team of investigative journalists, they focus on the issues most important to our customers. The team works with several external consultants on a range of topics – from design inclusivity to leadership and collaboration to industry trends – to share new perspectives and spark conversations about what's possible and what's next.

Some recent workshops include:

- Hospitality, Wellness and Sustainability
- Immersive Technology and Equity & Inclusion
- Sound Mitigation
- Leading and Designing with Empathy

Highlight

BAIDA (Black Architects + Interior Designers Association) Canada

Teknion organized and hosted a career event for approximately 60 students alongside several industry professionals from the Daniels Faculty at the University of Toronto. The event offered students starting out in the architecture and design industry career advice, guidance and mentorship from seasoned professionals.

Ethics

Code of Conduct

It has always been the policy that all activities should be conducted with the highest standards of honesty and integrity and in compliance with all legal requirements.

As representatives of Teknion and its subsidiaries, the conduct of each director, officer and employee when dealing with others (including other employees, customers, suppliers, competitors, government authorities or the public) should exemplify these high standards at all times.

Our Code of Business Conduct and Ethics Policy (the "Code") and our Supplier Code of Conduct ensures all employees, officers and directors of Teknion Corporation and its subsidiaries (collectively, "Teknion") and our suppliers act with integrity.

Our Code of Business Conduct and Ethics Policy, and Supplier Code of Conduct ensure that our employees, officers, directors, subsidiaries and suppliers act with integrity.

Employee + Community Wellbeing

We contribute to causes that strengthen the wellbeing of the communities in which we operate. We also find different ways to engage with our employees, customers, partners, and community that go deeper, stretch wider and have a more meaningful impact on the world around us.

Our Targets

Moving Forward

Expand our outreach in our local communities by sharing our unique skills.

From Our Last Report

Support the communities in which we work and live to create a sense of belonging and generate opportunities for all.

Expand our Impact Committee efforts across all regions.

Attain WELL Health Safety Rating for all showrooms in 2022 and increase our WELL AP and faculty members.

Scale WELL principles beyond showroom certification to include WELL Portfolio at a global level.

Foundation Programs + Policies

Health + Wellness

- WELL Certified
- WELL at Scale

Health + Safety

- Health + Safety Policy

Cyber Security Program

- Business Continuity Plan
- Cyber Risk Team
- Security Policy
- Protecting Assets and Authorized Access

Community Engagement

Impact Committee (IC)

The Impact Committee is a cross functional team that identifies project opportunities to connect with local organizations with the goal of strengthening community.

Recent Project: MABELLEarts

MABELLEarts is a charitable, community-based organization that brings people together across real and perceived differences to make a positive impact on each other and the neighborhood. MABELLEarts also serves as a hub for a local, underserved community of newcomers to Canada, families, and seniors living in a collection of low-income apartment buildings run and subsidized by Toronto Community Housing.

When students needed technology to continue learning and seniors needed to stay connected, Teknion's Impact Committee stepped in and provided a mix of new and used furniture through Teknion's Divert Program, along with design expertise to create a computer lab and a local community room. When MABELLEarts expanded to open their Belle Clubhouse, Teknion continued to provide support with additional furniture donations for the new space, extending a successful partnership.

Grand opening of MABELLEarts computer lab.

MABELLEarts Belle Clubhouse.

Monthly Event Calendar

A range of events are organized monthly to celebrate, support and engage with the local communities in which we operate worldwide.

- United Way campaigns in our Quebec facilities have raised over **$800,000** since 2008

Participation in the Toronto Pride Parade.

Friends of Ruby

Friends of Ruby is a Toronto-based organization dedicated to the progressive well-being of 2SLGBQTIA+ youth through mental health services, social services and housing. Teknion and one of our local dealers are working with Friends of Ruby to provide furniture donations for their new space and to replace what was lost in a recent flood within their building.

Community Engagement

Luum Weaving Workshops

Suzanne Tick, Founder and former Creative Director at Luum is passionate about sharing the transformative power of weaving with the communities in which we operate. Toward that end she leads numerous weaving workshops for a variety of people including underserved or at-risk members of the community. A recent workshop she hosted was in partnership with the organization Why Not Prosper.

Why Not Prosper helps women from prison systems discover their own strength by providing them with the support and resources that will empower them to become responsible, economically self-sufficient and contributing members of the community. In the workshop, Why Not Prosper members brought in an assortment of materials: court documents, baby clothing, graduation sashes, jewelry, shoelaces, and other objects to weave an artwork that tells their personal journey from incarceration to reintegration.

These pieces will be exhibited at F.I.R.M., the United States first museum dedicated to previously incarcerated women artists.

The artists began by describing the significance of their materials and then shredded or cut up those physical remnants of their past experiences and memories that are no longer relevant to their lives today. Each artist wove the strands of materials into the weft of the lap looms, paying homage to their personal style, their life story and their hopes for the future.

Laval University Art Contest

In partnership with the Laval University Arts and Design School in Quebec City, we invited students from the Art and Design program to create sculptures from Teknion manufacturing waste materials including fabric, aluminum extrusions, edge banding and laminate. First, second and third place sculptures were also displayed in our Quebec office.

Contest winners received scholarships totaling **$18,000** in prize money raised by Teknion in collaboration with our suppliers.

TMU Student Tour

We recently opened our doors to design students at Toronto Metropolitan University (TMU) to tour our new seating facility to learn more about the intersection of design, sustainability and the manufacturing process firsthand. Students were then tasked with applying this knowledge into their coursework as part of an assigned project.

Health + Wellness

WELL at Scale

We have extended the WELL Building Standard's principles beyond our showrooms via WELL at Scale. WELL at Scale enables us to scale our health and wellness strategies across our entire 3.2M sq.ft. or 297,000 m^2 real estate footprint.

We have incorporated 3 pillars – Move, Nourish and Feel – as part of our Well at Scale program. Activities and resources to support these pillars are provided as part of a quarterly wellness calendar. Programs like Tai Chi in the Plants and group fitness classes in the office provide opportunities for employees to connect, refresh and recharge.

Teknion WELL Metrics

Teknion ranked among global performers in the following areas within the WELL Standard:

- **81st** percentile for Sound concept points
- **71st** percentile for Nourishment concept points
- **66th** percentile for Thermal Comfort concept points

WELL AT SCALE

3
WELL Facilities

8
WELL Platinum showrooms

13
WELL health & safety locations

33
WELL APs

3,324
people impacted in 7 countries, across 30 locations

Health + Wellness

Corporate Recess

Ballers Union is a Toronto-based organization dedicated to building community within a historically underserved neighborhood using basketball to teach life skills like hard work, integrity and perseverance. Originally identified as a project for the Task Force committee, Teknion partnered with the budding organization to help furnish their space.

Realizing there were further opportunities to work collaboratively, Ballers Union helped develop Corporate Recess for Teknion. Corporate Recess was launched as a lunchtime fitness program that offered employees space to move, to be physically creative and be seen and socialize with their peers in a fun way.

Highlight

In 2023 we doubled our JUST score for the Health and Well-being category through efforts like Corporate Recess.

Employee Wellness

Health + Safety Committee

All office and manufacturing facilities in Canada, the U.S. and Internationally, have their own Health and Safety Committee.

9 facilities have one or more years with no lost time (NLT) injuries, including two facilities with more than five years of NLT

Green Committee

The green committee at our Quebec manufacturing facilities organize monthly activities around sustainability, with a focus on how they can take care of the environment. A recent activity was to plant a small garden where employees could grow and harvest herbs and vegetables for their lunch.

appendix

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Approach + Methodology

Approach + Methodology

Our reporting approach is guided by our comprehensive ESG materiality analysis that identified our priority issues using the following methodology:

1. **Benchmarking + Framework:** to identify the most relevant ESG topics.
2. **Engagement:** to understand what our constituent groups feel are important or material.
3. **Materiality + Prioritization:** to guide our future planning and reporting.

The table represents these levels. Topics within each category are listed in alphabetical order, not by priority. Based on this list, we then validated and finalized our framework, adding where needed to ensure reporting covered all priority topics. We will reassess these topics, priorities, and framework through ongoing engagement.

Highest Priority	High Priority	Priority
• Climate Change • Customer Well-being • Data Protection + Privacy • DE+I • Employee Well-being • Greenhouse Gas Emissions • Health + Safety • Material Transparency + Reporting • Waste Management	• Business Continuity • Chemical Management / Toxicity • Community Relations • Employment Practices + Employee Relations • Human Rights • Material Sourcing + Responsible Procurement • Pay Equity • Product Lifecycle/ End of Life • Supplier Conduct • Sustainable Product Design • Risk Assessment • Water Stewardship	• Accountability + Reporting • Business Ethics • Compliance • Transportation + Logistics