







SUSTAINABILITY SNAPSHOT

In 2022, JANUS et Cie started a voluntary journey, together with Haworth and our Lifestyle Design Group sister companies, with a shared goal in mind: reduce our overall impact on the environment and improve our positive contribution to society. We are implementing a decarbonization strategy to address our impact on the environment to ultimately achieve the target of net-zero emissions by 2050, and we are launching structured initiatives to support local communities and DEI&B within the company.

Here at JANUS et Cie, we recognize the significance of environmental preservation and the well-being of the planet. The JANUS et Cie Sustainability Plan is divided into four pillars: Environment, People, Product, and Society. It encompasses measurable and qualitative objectives, which represent short, medium, and long-term commitments contributing to the realization of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. Below is a snapshot of our 2022 progress and commitments:

SUSTAINABILITY PILLARS	TARGETS	COMMITMENTS	2022 PROGRESS
 ENVIRONMENT	<ul style="list-style-type: none"> Energy efficiency & GHG emissions reduction Sustainable logistics Waste management Biodiversity Water management 	<p>Energy efficiency & GHG emissions reduction: JANUS et Cie has set targets to reduce the impact on environment related to energy consumption, in accordance with the ones presented by Haworth Inc. to the Science Based Targets initiative:</p> <p>Cut GHG emissions in half by 2030 Work toward net-zero emissions by 2050 In addition, we intend to be Carbon Neutral for Scope 1 and Scope 2 by 2025*</p>	<p>Sustainable logistics: Offset 602 tCO_{2e} from ocean logistics</p> <p>Biodiversity: Over 80% of teak products were sustainably sourced, purchasing SVLK or FSC certified teak</p>
 PEOPLE	<ul style="list-style-type: none"> Diversity, equity, inclusion and belonging (DEI&B) Training and member development Occupational health and safety Talent attraction and retention Member welfare and well-being 	<p>Diversity, equity, inclusion and belonging (DEI&B): Create a voluntary committee</p> <p>Member welfare and well-being: Achieve 75% or greater engagement in the annual member engagement survey</p>	<p>Diversity, equity, inclusion and belonging (DEI&B): In 2022, we developed a plan to create a DEI&B committee. In 2023, a voluntary committee for DEI&B was established and meets regularly. In addition, two workshops on DEI&B were arranged through Lifestyle Design.</p> <p>Talent attraction and retention: Internship program developed in 2022. First intern successfully completed the program in 2023 interning in our Product Development department.</p> <p>Training and member development: 3,535 hours of training provided</p>
 PRODUCT	<ul style="list-style-type: none"> Product quality and safety Circular design, sustainable materials, and product innovation Sustainable packaging Responsible sourcing, responsible supply chain & human rights 	<p>Circular design: Develop Circular Design Guide and design products in accordance</p> <p>Sustainable packaging: 100% renewable, reusable, recyclable, or compostable packaging on select collections</p> <p>Responsible sourcing, responsible supply chain & human rights: Implement a Supplier Code of Conduct</p>	<p>Product quality and safety: 100% of new seating product launched assessed following external BIFMA performance standards</p> <p>Sustainable materials: Many of our products' aluminum frames are made with approximately 10% recycled content and are 100% recyclable at the end of the product lifecycle; they are powder coated using low-emission technology, which do not emit VOCs.</p>
 SOCIETY	<ul style="list-style-type: none"> Client satisfaction Community engagement Client data privacy and protection 	<p>Community engagement: 1,000 hours of community engagement per year through volunteerism and educational opportunities of JANUS et Cie members by 2025</p> <p>Client satisfaction: Develop client satisfaction reporting</p>	<p>Community engagement: JANUS et Cie supported A Child's Dream, a Los Angeles-based charity which collects and distributes donated toys to underprivileged children in the community</p> <p>Client data privacy and protection: Zero substantiated complaints, identified leaks, thefts or losses of client data</p>



*The scope of the target has been extended from the manufacturing facility to all operations, including warehouses and showrooms.