

SUSTAINABILITY REPORT 2021

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LETTER TO STAKEHOLDERS

As a proud member of Haworth's Lifestyle Design family, JANUS et Cie is focused on delivering outstanding quality, superior craftsmanship, and exceptional service in premium outdoor design for the residential, commercial, hospitality, and marine sectors. The company's namesake—the Roman god JANUS, whose two faces look both forwards and back—is the foundation of a unified mission: honoring heritage and craft while cultivating talent, perspective, and passion to form the future of design. This long-term view is realized through the lens of a unique corporate culture that encourages curiosity, creativity, and collaboration in the pursuit of excellence.

Since our founding in 1978, JANUS et Cie has placed the highest value on our colleagues, our clients and the services we provide. This philosophy and vision have led us to consider our overall impact on the environment, as well as our dedication to society and the governance of the company. Here, we share our ongoing commitment to the future as we implement a strategy that further places our core values in the foreground, which we outline in our first sustainability report.

JANUS et Cie will continue to focus on the core values we share with Haworth and our sister brands: we listen to our clients, we rely on our members, we honor integrity, we embrace continuous learning, we lead with design, we create value, and we work to make the world a better place. We cultivate hope for the future by embracing diversity, protecting our environment, and creating economic value. In our small way, we help make the world a better place for people to work and live.

As a key leader in design, we voluntarily challenged ourselves to place an emphasis on the necessity to direct our goals towards greater sustainability.

We recognize the importance of protecting the environment and safeguarding the planet. The JANUS et Cie Sustainability Plan includes both quantitative and qualitative objectives, which represent short, medium, and long-term commitments, contributing to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.

Our goal is to improve the monitoring of energy consumption. For this reason, we are part of a broader program coordinated by Haworth, which has made a commitment to reduce GHG emissions in line with Science Based Targets initiative (SBTi). JANUS et Cie is committed to moving towards greener and more sustainable logistics and transport solutions aimed at mitigating the impacts associated with logistics. In addition, the company evaluates and leads the development of new products according to defined principles of sustainable design through the use of sustainable and recyclable content, such as plantation-grown teak and JANUSfiber®.

At the heart of our organization are the people who avidly contribute to the company's initiatives and projects. To further support our members, we will create a Diversity & Inclusion Team, as well as provide proper training and continuous learning and feedback opportunities where all voices are welcomed and heard. The people who work at JANUS et Cie bring experience, cultural diversity, and dedication to their work. JANUS et Cie invests in the development of the personal and professional skills and competences of its managers and members, establishing and maintaining pleasant working conditions, which foster professional growth and nurture the acquisition of new talent.

In addition to supporting the environment and our people, JANUS et Cie launched our first student design competition in 2021, celebrating and cultivating emerging talent in the design industry. The design brief focused on the importance of inclusivity, challenging the students to appeal to a full range of physical abilities and age groups in their designs.

We are proud to announce the building blocks for our future and we look forward to continuing to improve our approach so that we can leave a positive impact on tomorrow. Each Earth Day, we will update our stakeholders on the gains and advances we have made in the previous year.



Greg Gainer
Chief Executive Officer

JANUS et Cie®

Product

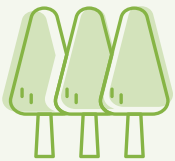


85% Bio-based and recyclable packaging

MindClick Sustainability Assessment Program Leader

11.0
mln kWh
Energy consumption

2,133
tCO₂e
Scope 1 and Scope 2
Location-based GHG
emissions



PEOPLE

340+
MEMBERS

+1,800
Hours of required
training provided



63%
of workforce comprised of women

society

zero Substantiated complaints, identified leaks, thefts, or losses of client data

23%
Purchases from
local suppliers



AWARDS AND ACKNOWLEDGEMENTS

Awards



**Interior Design's
HiP Award**
Chopstix Collection



Best of NeoCon
AllSize Extendable Dining Table



Graphis Design Gold
Beverly Showroom Design



Red Dot Award
Chopstix Armchair

JANUS ET CIE
AT A GLANCE

About JANUS et Cie

For more than 40 years, JANUS et Cie has been an industry leader in design-driven furnishings for the outdoors. The luxury furniture brand is now part of Haworth’s Lifestyle Design family with Cappellini, Cassina, Ceccotti Collezioni, INTERNI, Luminaire, Luxury Living Group, Karakter, and Poltrona Frau, serving commercial, hospitality and residential clients with a dedicated focus on outstanding quality, superior craftsmanship, and unparalleled service.

A client-centric, innovative industry leader, JANUS et Cie is committed to providing collaborative solutions and building strong relationships with global clients where they live, work, play, relax and learn.



JANUS et Cie offers a diverse catalog of over 6,000 pieces—each design remarkably distinguished in concept and form—which, in addition to furniture, includes a growing commitment to decorative accessories and performance textiles. Acclaimed by the most discerning designers, architects and juried competitions, this powerful body of work has inspired for decades a demand for beautifully imagined furnishings to be used both indoors and outdoors and has influenced an entire industry in the process.

JANUS et Cie timeline



JANUS et Cie timeline



JANUS et Cie timeline



Geographical presence of JANUS et Cie

In the years following the company’s foundation in 1978, JANUS et Cie has transformed from a single showroom headquartered in West Hollywood, CA to a global design resource. Global teams serve stakeholders across all regions—the Americas, EMEA (Europe, Middle East, and Africa) and Asia-Pacific. JANUS et Cie has showrooms in the United States, Italy, Mexico, and Australia, as well as offices in Santa Fe Springs, CA, Carpinteria, CA and Singapore. In terms of total workforce, JANUS et Cie has over 340 members worldwide.



Global partnerships

JANUS et Cie is an active member of several national and international industry associations:

- **American Society of Interior Designers.** The American Society of Interior Designers (ASID) is a community of people—designers, industry representatives, educators, and students—committed to interior design. Through professional activities and a network of 47 offices in the United States and Canada, the organization is committed to advancing the interior design profession and, in the process, demonstrating and celebrating the power of design to positively change people’s lives.
- **International Interior Design Association.** The International Interior Design Association (IIDA) is the Commercial Interior Design Association with a global reach. With a network of over 15,000 members, they support design professionals, industry affiliates, educators, students, companies to increase the value and understanding of interior design as a profession that enhances business value and has a positive impact on health and well-being of people’s lives every day.
- **Interior Design Continuing Education Council.** International Design Continuing Education Council Inc. (IDCEC) inspires and guides providers of continuing education programs to provide high-quality lifelong learning activities for design professionals. IDCEC offers learning opportunities and registration services to design professionals in a single platform.
- **Design Leadership Network.** The Design Leadership Network (DLN) is an organization based on membership in the service of principals of design and architecture firms, media companies and manufacturers of products and services aimed at the high-end design public. The organization supports members and partners by producing programs, experiences and information that educate, inspire, and connect with the goal of helping build better companies, become stronger leaders, and grow.

- **CoreNet Global.** CoreNet Global is a non-profit association, headquartered in Atlanta, Georgia (US), representing nearly 10,000 members in 50 countries with strategic responsibility for the real estate assets of large corporations. The organization’s mission is to advance the practice of corporate real estate through professional development opportunities, publications, research, conferences, designations and networking in 46 local chapters and networking groups globally.
- **Business And Institutional Furniture Manufacturers Association.** Business and Institutional Furniture Manufacturers Association (BIFMA) is the non-profit trade association for corporate and institutional furniture manufacturers. BIFMA promotes product safety and sustainability throughout the life cycle of commercial furniture and sponsors the development and refinement of standards, educates about their importance and application, and translates their necessary complexity into formats that are more easily understood and implemented.

JANUS et Cie’s governance

JANUS et Cie thinks beyond its business with a collective purpose to make the world better. The corporate governance system of JANUS et Cie is structured in such a way as to guarantee compliance with the guiding principles of **transparency**, **safety**, and **sustainability** at all levels of the organization. The organization’s Board of Directors is made up of three members entrusted with ensuring the management of the company.



JANUS et Cie’s Board of Directors

<p>Greg Gainer Chief Executive Officer</p>	<p>Timothy Powell Chief Financial Officer</p>	<p>Angelyn Justian Corporate Counsel</p>
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The organization recognizes the importance of identifying the sustainability risks and opportunities related to its business in order to manage them in the best possible way.

The company is developing and reviewing a sustainability strategy based on the assessment of risks and opportunities and evaluating the possible impacts, which occur mainly in the production sites and along the supply chain.

Starting from 2022, JANUS et Cie will strengthen its commitment to a more integrated sustainability management approach, defining a governance model that requires the interaction of different roles dedicated to the management of sustainability issues at a strategic level to anticipate and appropriate opportunities from an economic, environmental, and social point of view. The Sustainability Committee will be composed of the following members:

JANUS et Cie’s Sustainability Committee

 <p>Carlos Sousa Chief Operating Officer</p>	 <p>Alexis Contant Senior Vice President of Marketing</p>	 <p>Amity Yates Vice President of Human Resources</p>
 <p>Carolina Zhang Vice President of Product Design and Development</p>	 <p>Julia DiFrancesco Director of Sustainability</p>	

Business ethics and integrity

JANUS et Cie is a leader in the luxury furniture sector and establishes the management of its activities and relationships with the main stakeholders—including clients, retailers, designers and suppliers—on the basis of **ethical principles and values**, marked by the responsibility of each. No JANUS et Cie member should ever use their position for private gain, to promote personal interests or to obtain favors or advantages for themselves or their family members.

A **successful, satisfying and safe working atmosphere** is something that our dedicated team members create and maintain for each other. With this at top of mind, JANUS et Cie thrives on supporting the expectation of its members to live to the highest standards of professionalism and conduct in all areas. The company is committed to ensuring that everyone performs their job duties to the best of their abilities and complies with all company policies and procedures, taking pride in his or her individual fundamental responsibility to maintain respectfulness and courtesy towards colleagues, clients, contractors and suppliers at all times.

JANUS et Cie reserves the right to evaluate and determine whether any conduct is harmful to the interests of the company or the safety, security and well-being of its members, and to implement any appropriate disciplinary sanctions as necessary.

JANUS et Cie has a Code of Ethics policy. All relationships and activities of the company are conducted in compliance with this policy (hereinafter, the “Code”), which is an official document drawn up to define and express, for all members of the organization, the fundamental ethical values and principles of JANUS et Cie. To further this cause, JANUS et Cie provides ongoing training of its members on ethical principles and behavior. In 2021, 100% of all members, including the governance body, received training on the organization’s anti-corruption policies and procedures.

The values of JANUS et Cie

JANUS et Cie strongly affirms that fairness and lawfulness in work and business will always constitute an essential value. JANUS et Cie inspires its members to honor the following values:

We listen to our clients

We apply their insights to our products and services to design inspiring spaces that enrich people’s lives and businesses. Together with our partners and distributors, we create value using our talents, expertise and knowledge.

We honor integrity

We believe that honesty, transparency, and accountability are the foundation of trust. We build mutually beneficial business relationships, beyond legal and ethical practices, meeting our commitments while upholding our values.

We lead with design

We have a rich history of design and research—from beautiful products to high-performing solutions to inspiring spaces. Our members are encouraged to think creatively, collaborate, and take risks to bring great ideas to fruition.

We rely on our members

Through the boundless potential of empowered and engaged members, we are united in a common vision. Our members bring experience, cultural diversity, and dedication to the clients we serve. We invest in continuous learning intended to help them flourish.

We embrace continuous learning

In a rapidly changing world, we seek variety of thought and opportunities to expand our knowledge. By applying this learning every day, we transform our business, enhance our performance, and innovate in ways that exceed our clients’ expectations.

We create value

We deliver innovative solutions to satisfy our clients’ unmet needs. Our success contributes to the livelihood and growth of our members, their families, our shareholders, and our entire network.

We work to make the world better

We think beyond our business to our communities. We cultivate hope for the future by embracing diversity, protecting our environment and creating economic value. In our small way, we help make the world a better place for people to work and live.

SHARED VALUE CREATION

Within its pursuit to guarantee sustainability and leave a positive impact on the surrounding environment, JANUS et Cie creates shared value by pursuing financial success in a way that also yields societal benefits. JANUS et Cie shares that value with its stakeholders in the following ways:



- Engaging with and supporting its supply chain in best practices to produce positive economic impact



- Creating and maintaining U.S. and International employment opportunities with JANUS et Cie, as well as generating opportunities throughout its global supply chain

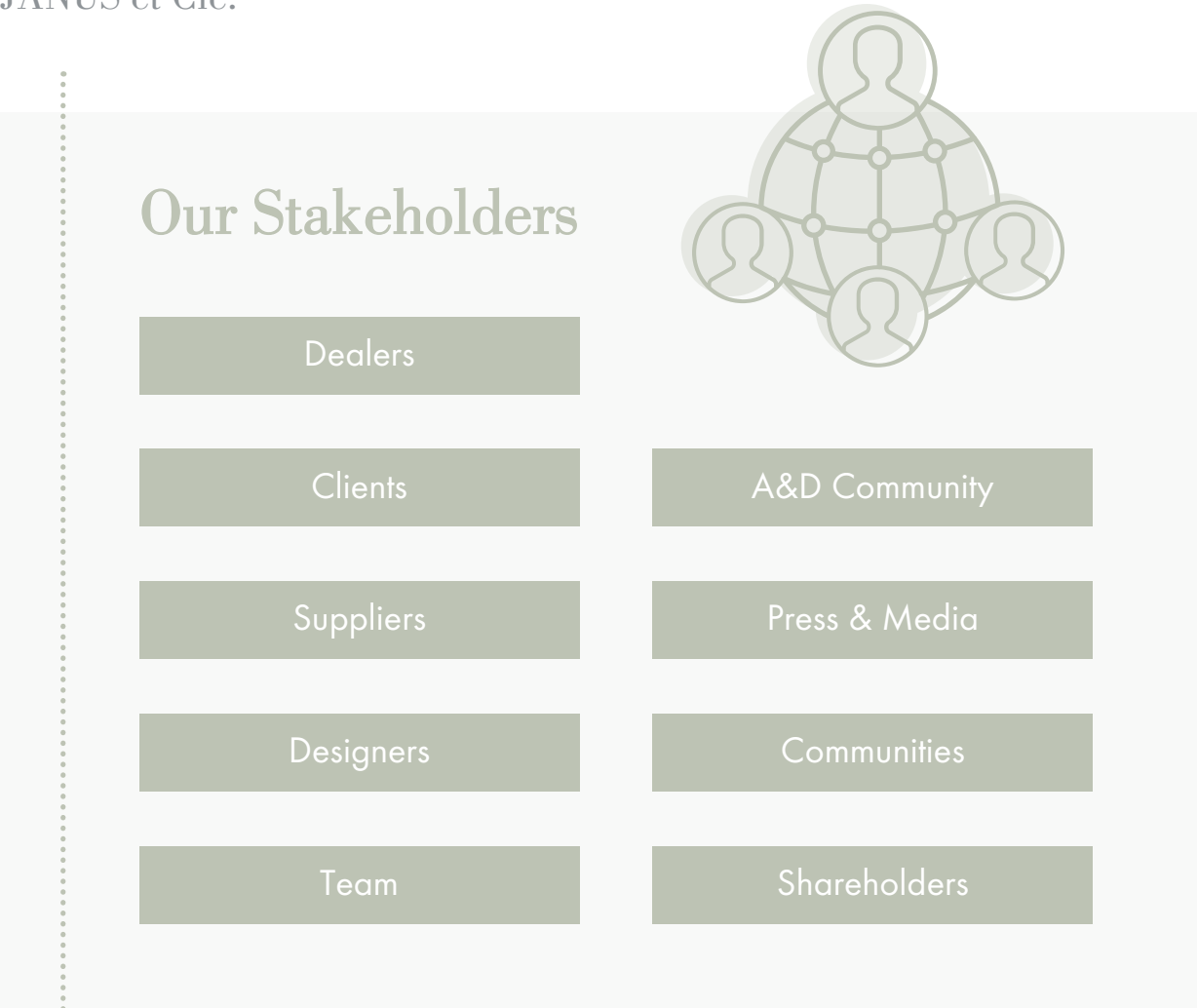


- Utilizing responsible materials to develop products which beautify their settings and delight clients while effectively contributing to a more sustainable environment.



Our priorities: the materiality analysis

JANUS et Cie places the identification and understanding of the needs, requirements and expectations of stakeholders at the center of its business activities through interactive and multi-channel communication, with the aim of creating shared and sustainable value throughout the life of the company. Loyal and lasting relationships are established with its stakeholders based on constant dialogue and involvement, implementing ideas for improvement within the business and providing the widest response flexibility. Below is a representation of the main stakeholders of JANUS et Cie.



In 2022, JANUS et Cie launched a materiality analysis process to identify the aspects in which the company’s activities are most relevant and can have an impact on the context in which it operates. According to the GRI Standards– the reporting system most widely used internationally and, therefore, referenced by JANUS et Cie–the material aspects are defined with respect to their ability to significantly influence the decisions and opinions of stakeholders, as well as in relation to their impact on the company’s performance. The materiality analysis process was divided into three phases:

1

Identification of the relevant topics

During this phase of identifying potential material topics, a benchmark analysis, research and desk analysis were conducted, in which internal and external sources were examined, taking into consideration sources such as reports and articles on context trends, sector trends and regulatory evolution. The result of this activity led to the identification of a long list of potentially applicable topics for JANUS et Cie.

2

Prioritization of material topics

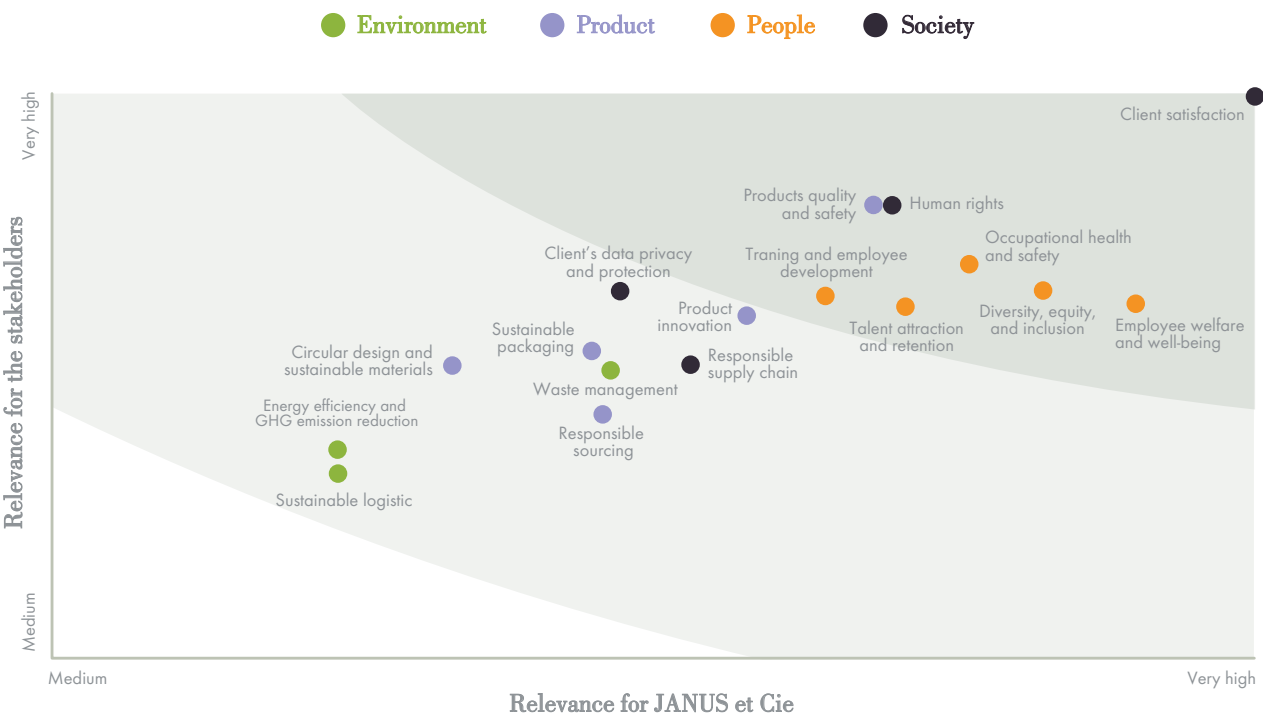
To identify the topics that can substantially influence the economic, social and environmental performance, a workshop was held with the key management team of JANUS et Cie. Being the first year of reporting, this group was called upon to assess the issues from two perspectives, the perspective of the company and that of its stakeholders. The identified topics materialized in the construction of the materiality matrix where:

- the x-axis shows the relevance of the topics for the management team of JANUS et Cie;
- the y-axis shows relevance of the issues for the stakeholders.

3

Validation of the results and the materiality matrix by the key management group

The matrix that represents the topics identified as material are located in the upper right area of the matrix is illustrated in page alongside, divided into four macro areas: Environment, Product, People and Society.



The main topics that emerged as priorities for JANUS et Cie and for stakeholders are the following:

- **Client satisfaction:** establishment of relationships of trust and transparency with clients by providing innovative and sustainable products and services, and ensuring a valuable experience throughout the entire life cycle of the products;
- **Member welfare and well-being:** commitment to ensuring the well-being of members through a healthy balance between work and private life, as well as providing opportunities for sharing ideas and listening to their suggestions and concerns;
- **Diversity, equity, and inclusion:** promotion of an inclusive working environment, starting from the recruiting process, that encourages the respect and value of everyone’s diversity, repudiating any discriminatory behavior.

In addition, certain topics are reported in the “Prerequisites” macro-category, which are to be considered necessary for good company management and therefore are included in the non-financial information, but not subject to evaluation within the materiality analysis and not reported in the materiality matrix.

Pre-requisites

Governance	Business ethics and integrity	Risk management and regulatory compliance	Shared value creation
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“Biodiversity”, “Community engagement”, and “Water management” have been identified as further topics which, although not material, are however relevant for JANUS et Cie. For the definition of material topics, please see the appendix “Material topics’ description”.

Sustainability pillars

The materiality analysis process leads to the identification of relevant topics, which serve as a basis for the construction of the **JANUS et Cie’s Sustainability Plan**. One or more targets and strategic initiatives have been defined within the Plan for each material topic. JANUS et Cie incorporates within the Plan the main areas of Haworth’s sustainability strategy ([Corporate Social Responsibility Report 2021](#)) as part of the Lifestyle Design Group subject to the direction and coordination of Haworth.

This Plan is divided into four pillars that reflect the company’s commitments by material topic and reports concrete actions and activities so that solid foundations are created for long-term sustainable growth.






















The JANUS et Cie sustainability plan

The sustainability strategy of JANUS et Cie has been integrated into its business model by creating The JANUS et Cie Sustainability Plan. The Plan was built upon the basis of the corporate pillars by analyzing the material topics that emerged from the materiality analysis and prioritizing them as they apply to our business model. This method allowed for identification of the most relevant areas upon which to define objectives considered suitable and high priority according to the business model, activities and sustainability priorities that emerged from discussions with stakeholders.

The Plan includes both quantitative and qualitative objectives, which represent short, medium and long-term commitments intended to also contribute to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and planet, now and in the future. At its core are the 17 Sustainable Development Goals (SDGs) and 169 sub-goals, which aim to end poverty, fight inequality, and promote social and economic development.

Below there are reported the SDGs to which JANUS et Cie contributes, the objectives of the Plan, and the initiatives connected to the objectives.

MATERIAL TOPIC	SDGs	TARGET DESCRIPTION	INITIATIVES
Energy efficiency and GHG emissions reduction	       	Cut greenhouse gas emissions in half	Actions to be defined
		Work toward net-zero emissions	
		100% renewably sourced electricity for manufacturing facilities	
Waste management	      	Reduce environmental impact from waste	Improve recycling at JANUS et Cie
			Identify waste management solutions
Biodiversity	 	80% of teak sourced from sustainable sources	Select suppliers who source teak sustainably
Water management	 	Raise awareness on responsible water consumption	Raise member awareness for water conservation
Sustainable logistics	  	Optimize transport logistics with dedicated initiatives	Participation in offset programs in collaboration with logistics partners
			Optimize ocean transport logistics
Circular design and sustainable materials & Product innovation	     	Circular Design Guide	Develop Circular Design Guide
Sustainable packaging		Implement pilot programs for innovative packaging solutions	Identification of opportunities for re-thinking plastic
Product quality and safety		Definition of a policy to ban the use of certain chemicals	Actions to be defined
		Assessment of new Products for Safety impacts	External verification for safety assessment to BIFMA Standards
Responsible sourcing & Responsible supply chain & Human rights	   	Develop and distribute supplier Code of Conduct to key suppliers	Implement a Supplier Code of Conduct
		Definition of a Responsible Sourcing policy	Sourcing teak wood considering sustainability

Continue

Continue

MATERIAL TOPIC	SDGs	TARGET DESCRIPTION	INITIATIVES
Diversity, equity, and inclusion	 	Create a Diversity & Inclusion Team	Creation of an internal team for D&I that raises awareness and promotes initiatives about these topics
		Develop Diversity, Equity and Inclusion training	Action to be defined
		Implementation of a reporting mechanism for members covering ESG issues (e.g. whistleblowing for discrimination cases)	Implementation of a whistleblowing hotline
Training and member development	   	Providing and promoting learning and career opportunities for members	Provide continuous training opportunities for all members
Occupational health and safety	  	Raise awareness through continued safety training addressed to members	Update Lost-Time Injury and Illness Prevention Plan
		Development of initiatives on health and safety	Continuous improvement on safety and well-being plans
Talent attraction and retention	  	Development and implementation of internship program	Define and initiate internship program with local schools and universities
Member welfare and well-being	  	Employee Assistance Program	Continue Employee Assistance Program
		Encourage greater participation in the annual member engagement survey	Maintain a high standard of member engagement
Community engagement	 	1,000 hours of community engagement per year through volunteerism	Action to be defined
Client satisfaction		Communication strategy for sustainability initiatives for JANUS et Cie products	Develop a communication strategy to inform clients about product sustainability
		Client satisfaction reporting	Develop client satisfaction survey
Client's data privacy and protection		Promote cybersecurity awareness in the workplace	Implement cybersecurity awareness communications and training plan

PRODUCT

Product quality and safety

JANUS et Cie offers a diverse catalog of over 6,000 pieces—each design remarkably distinguished in concept and form—which, in addition to furniture, includes a growing commitment to decorative accessories and performance textiles. Acclaimed by the most discerning designers, architects and juried competitions, this powerful body of work has inspired for decades a demand for beautifully imagined furnishings to be used both indoors and outdoors and has influenced an entire industry in the process.

The search for quality and safety has always been fundamental to all product development and production phases at JANUS et Cie—from the initial feasibility study of the client’s request to the realization of the project, and from the development of prototypes to the realization of the product. **The company is aware of the importance of carefully evaluating, monitoring and minimizing the risks associated with production processes and activities** that can give rise, directly or indirectly, to potential non-conformities or defects in the products supplied.

At JANUS et Cie, the objective is to provide products of exceptional quality with an unsurpassed level of client service. To that end, JANUS et Cie is committed to developing products that support a safe environment by designing for a **highly sustainable consumption model and engineering for longevity**.

To do this, JANUS et Cie products are tested to ensure the highest degree of safety in accordance with applicable industry standards and codes. JANUS et Cie tests over 90% of our products using external verification and safety assessments, including stability tests according to renowned standards such as **BIFMA**. BIFMA has developed standards that assist furniture manufacturers and suppliers in ensuring that their products adhere to the durability, structural performance and safety of furniture.

JANUS et Cie is committed to the **elimination of toxic substances** and encourages the use of safer metal surface treatments. Many products are powder coated using low-emission technologies that contain no volatile organic chemicals and reduce most natural exhaust gases in compliance with **LEED standards**. Additionally, JANUS et Cie fabrics are produced primarily with solution-dyed acrylics, which resist stains and fading without the addition of stain-repelling chemicals.

In 2021, JANUS et Cie has not incurred incidents of non-compliance concerning the health and safety impacts of products and services.

Sustainable packaging

JANUS et Cie is committed to implementing **sustainable packaging solutions** as part of its contribution to the sustainability objectives. To date, the company has begun to adopt solutions aimed at optimizing packaging. JANUS et Cie uses 85% **bio-based and recyclable packaging**, recycled with local municipal recycling programs, and believes that the use of recycled kraft paper continues to reduce the need for plastic components for internal packaging.

In its careful selection of materials for the creation of packaging used to contain and protect the product during its transport, JANUS et Cie will continue prioritizing materials with low environmental impact and those which are reusable or recyclable at the end of their useful life.

The Sustainability Plan contains a pilot program initiative for innovative packaging solutions by 2025.

85% Bio-based and recyclable packaging

Program initiative for innovative packaging solutions by 2025

Use of recycled kraft paper to reduce plastic components for internal packaging.

Circular design, sustainable materials and innovation

JANUS et Cie intends to support a circular economy model based on the **sharing, reuse, repair, refurbishment and recycling of furniture** in contrast to the traditional linear economic model, based on the typical “take, make, and dispose” approach. The company plans to define a Circular Design Guide to integrate as a design tool. JANUS et Cie collaborates with world-renowned designers and architects to design, develop and bring to market functional collections with long life cycles through conscious methods and sustainable materials. The company evaluates and leads the development of new products according to defined principles of sustainable materials through promoting the use of premium quality plantation-grown teak and some aluminum frame products with approximately 10% recycled content. JANUS et Cie offers a **replacement parts program** to extend product life if damaged due to normal wear and tear. In the event of furniture being damaged beyond repair and needing to be disposed of, most items have responsible end-of-life options.

Furthermore, JANUS et Cie is a **partner of Marriott International** and its products are in use at numerous hotels and resorts within this group. Marriott International is the largest hotel group in the world and is a major driver of greater sustainability in the industry. Marriott International specifies products that are rated using the **MindClick Sustainability Assessment Program (MSAP)**, which underscores their deep commitment to environmental and social transparency. The assessment program evaluates products based on their operational footprint, with environmental and social metrics such as energy, carbon and water reduction, and labor and human rights. The program also measures metrics such as the carbon footprint of product use and distribution, recyclability, as well as the use of sustainable materials and avoidance of high-risk chemicals.

In 2021, JANUS et Cie was evaluated by Mindclick under the MindClick Sustainability Assessment Program (MSAP) and was ranked as a MSAP Leader based on the average ratings of over 1,000 company-specified products.

FOCUS: Synthetic Fiber

JANUS et Cie’s synthetic fibers are not only recyclable, colorfast, UV-resistant, stain-resistant and suitable for humid and salty environments, but they also require minimal maintenance and endure beautifully in a varying range of temperatures. The fiber lineup includes proprietary handwoven **JANUSfiber®**, made from high-density polyethylene, which is 100% recyclable.

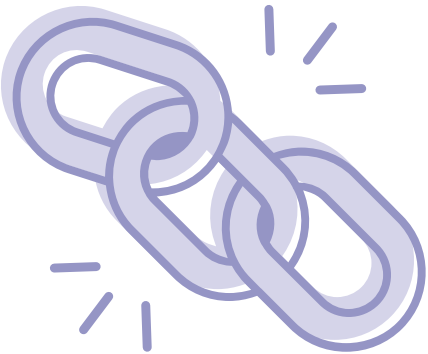


Responsible sourcing and supply chain

In addition to manufacturing operations, sustainability commitments also affect the supply chain. Therefore, sourcing through a **responsible supply chain** plays a key role in building a resilient low-carbon economy. This translates into a global commitment by JANUS et Cie towards the search for, and involvement of, responsible suppliers.

JANUS et Cie is aware of the importance of defining a supply chain that is as sustainable as possible for itself and for its interested parties. The company is committed to strengthening its relationship with the environment and society through partnerships with suppliers who can help ensure responsible use of resources. All members are encouraged to promote those suppliers and contractors who support client satisfaction, quality, and innovation, as well as an ethical environment and supplier safety record. Members must be fair in its selection of suppliers and contractors, and honest in all dealings with them.

In terms of procurement volume, in 2021 JANUS et Cie has 121 suppliers from which it purchases products, accessories, raw materials and packaging, of which 23% is purchased from local suppliers (48 out of 121) and the rest from Asia, Europe and Mexico.



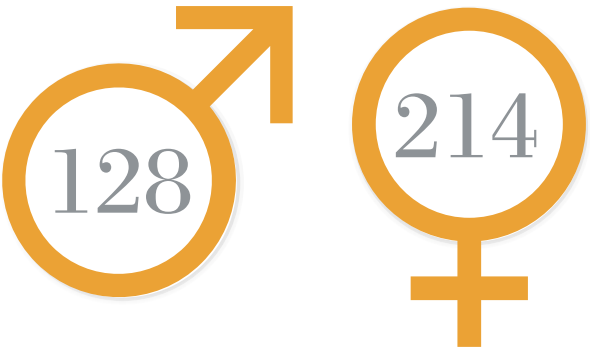
Personnel composition, talent attraction and retention

The principles of JANUS et Cie focus on the value of people, whether they are internal resources of the company or clients, towards whom it is necessary to **act with integrity, promoting cohesion and a common vision.**

The people who work at JANUS et Cie bring **experience, cultural diversity and dedication** to their work. JANUS et Cie invests in the development of the personal and professional skills and competences of its managers and members, establishing and maintaining satisfying working conditions, which foster professional growth and nurture the acquisition of new talent.

Members are divided into three categories: Key Management, Manager/Salary and Hourly in accordance with local laws and job classifications. As of December 31, 2021, JANUS et Cie had 342 active members, of which 63% identify as female and 37% identify as male. More information about the turnover rate and the workforce in JANUS et Cie can be found in the “Performance indicators”.

342 ACTIVE MEMBERS



Member training and development

Continuous learning is a core value in building a professional and inclusive environment where all voices are welcome and heard, and where all members are provided with opportunities to learn and grow. In order to support members, JANUS et Cie offers a wide range of learning and development opportunities. The courses offered focus on topics such as business ethics, diversity and inclusion, workplace violence and bullying, occupational safety and harassment, and cyber security. During the period of the COVID-19 pandemic, health and safety awareness actions and corporate protocols were communicated internally. In addition, JANUS et Cie uses a **workplace communication app** to facilitate member communication procedures and facilitate access to critical safety and resource information related to COVID-19.

Building on a culture based on the value of people, JANUS et Cie organizes **member self-assessment sessions** through a Haworth Inc. Member Central platform designed on the fundamental principles of continuous feedback, clarity in assessments, constant dialogue, transparency and recognition of merit. Each member identifies and enters their own skill development goals and company objectives, which will then be evaluated by the Manager as the final result of all the feedback received during the year and the progress achieved.

In 2021, our members completed 1,828 hours of required training at JANUS et Cie through online and face-to-face training delivered and completed periodically according to member needs.



FOCUS: 2021 Student Design Competition

JANUS et Cie launched the first annual design competition for students. Collaborating in the first year with architectural design firm Populous to develop the brief and foundational platform. The competition celebrates upcoming talents in the design industry and fosters creative innovation around the globe. The 2021 project challenged students to design product for the perimeter participants of an urban playground that is used year-round, offering accessibility for a full range of physical abilities and age groups. Some features of the competition are reported below:

- **ELIGIBILITY.** The competition was open to junior and senior level design students in the United States and internationally, or the last two years of a design program. Only individual applications were accepted, no group or group projects. There was no compensation for participation in the competition.
- **AWARDS.** The judges awarded one grand prize for the overall outstanding achievement and prizes for the four finalists who were determined during the jury process, each based on a specific area of excellence.
- **JURY MASTER CLASS.** The competition was represented by an international jury of the most insightful minds in all disciplines of the world of design. During the competition, these leaders conducted online master classes on various topics relevant to the competition.



Diversity, equity and inclusion

JANUS et Cie appreciates the richness that diversity brings to their workforce, the company and communities.

JANUS et Cie is committed to creating and sustaining a workforce that represents many backgrounds and cultures and ensures that the principles of diversity, equity, and inclusion are respected. In 2021, a suite of training modules was administered to equip each member with knowledge to **support diversity, equity, and inclusion (DEI) practices** and to understand legal compliance regulations. The courses offer practical guidelines for creating an **inclusive and respectful work environment** and highlights unconscious bias and micro-inequalities.

In line with the Code of Ethics policy of JANUS et Cie, all members must be treated fairly, with dignity and respect. JANUS et Cie offers equal employment opportunities and prohibits discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, national origin, age, physical or mental disability, ancestry, marital status, family status, income status, association, criminal record or political convictions. **JANUS et Cie supports all 10 principles of the United Nations Global Compact.** Ongoing activities and 2025 sustainability commitments comprehensively address social and environmental sustainability across the entire value cycle. JANUS et Cie did not suffer any instance of discrimination during the reference period.



FOCUS: Diversity in Front of and Behind the Camera

JANUS et Cie promoted diversity by implementing inclusive hiring for both members and models to support all of their 2021 ad campaigns, resulting in greater representation of diversity within its workforce and on the set.

Toys for Tots

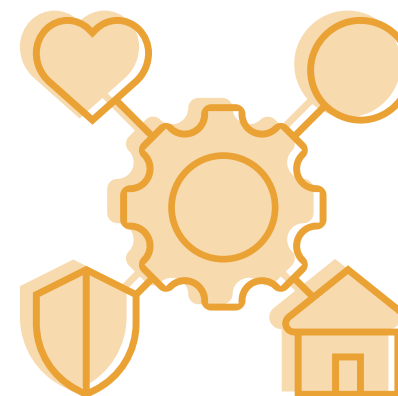
JANUS et Cie members supported the Marine Corps Pasadena Toys for Tots program, which collects and distributes donated toys at Christmas to organizations for underprivileged children who live in Los Angeles County.

Member welfare and well-being

JANUS et Cie is committed to improving response to members' needs and its social responsibility focusing on organizational and individual sustainability aspects.

We know that healthy and happy members will continue to make JANUS et Cie a great success, and for this reason we offer a variety of benefits that they may choose from to suit their individual needs. Our members can choose from the following benefits (subject to eligibility, location, and employment status): health care (including vision and dental), long and short-term disability coverage, retirement plans, and company paid life insurance plans. These benefits are reviewed annually to continually offer the best possible services to JANUS et Cie's members. The company supports the well-being of every member, with the goal of improving the working environment and the productivity of members by investing in their physical, mental, and social well-being. Currently, all members who work over 30 hours are eligible to receive health benefits.

Guaranteeing the well-being of members, creating a positive working environment, and achieving work-life balance are key goals for JANUS et Cie when it comes to the welfare of its active members. Concerning parental leave, JANUS et Cie adopts a parental leave policy that aligns with laws of each country and local government where it operates.



FOCUS: Programs and Discounts for Promoting Well-Being

The JANUS et Cie Employee Assistance Program (EAP) provides members and their households with free, confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities. Moreover, JANUS et Cie offers member discounts through a partner platform, which includes wellness discounts on gym memberships, fitness apps, nutrition services, tax and legal services, and more.

Member health and safety

JANUS et Cie considers the health and safety of workers the top priority and therefore uses all the tools available to disseminate and promote the **culture of health and safety** of workers to prevent illnesses, injuries or accidents at work. JANUS et Cie carries out its activities in compliance with current regulations, national and international standards and the laws of the countries in which it operates. Additionally, JANUS et Cie complies with **OSHA standards**.

In accordance with local regulations, the company has an **Injury and Illness Prevention Program** that outlines potential issues related to its manufacturing and warehouse facilities, such as identifying and communicating workplace hazards and warranty of safe operation of the equipment. The program includes **safety policies and procedures, and training** that address existing environmental and occupational risks. In the event of a work-related injury or illness, members have access to local medical clinics for assistance and support. The risk assessment process is evaluated on an ongoing basis to capture changing work environments and is a vital source for improving performance, helping keep members safe and reducing the number of workplace accidents.

The company supports members in making suggestions and improvements in health and safety through training. JANUS et Cie uses regular training as a tool to maintain a high awareness of the health and safety issues of its members. In fact, safety training is a mandatory part of the JANUS et Cie onboarding process and members receive regular updates on safety training related to their workplace.

Health and safety-focused events are also organized to inform its members about health and safety issues. In 2021, there were four occupational accidents without serious consequences and/or deaths for members and zero occupational accidents for non-employees, but whose work and/or workplace is controlled by the organization.

Client satisfaction

JANUS et Cie is a leader in the premium outdoor furniture sector and serves commercial, hotel and residential clients with a dedicated focus on exceptional quality, superior craftsmanship and unrivaled service.

The JANUS et Cie approach is customer-centric and listens to all clients' requests. Through **active listening**, the company applies insights and needs to products and services to design inspiring spaces that enrich people's lives and activities.

JANUS et Cie believes that client satisfaction monitoring is an important tool in business choices and processes, as it can represent and highlight needs and expectations, combine the flow of information coming from the outside with that coming from within, and help strategically define new service packages or improve existing ones.

To this end, the company collects client feedback during sales activities or client interactions and is involved in the development of a client satisfaction survey to be launched in 2023.

Client data privacy and protection

JANUS et Cie pays the utmost attention to the protection of all data and information relating to its members, clients, suppliers, business partners and anyone related to its operations. The company has a **Privacy Policy**, publicly available on the website, which establishes the principles and guidelines followed by the Group during the collection, processing, management and storage of personal data, such as, but not limited to, data breach procedures, appointment of data processors and rights of the data subject.

The management approach is governed by policies delineated in the company **Employee Handbook** and provide for the conservation and protection of official documents and the timely destruction of information no longer necessary for commercial operations or for legal obligations. Members are trained in information security guidelines to: ensure compliance with federal, state and local record retention requirements; make the information required for business operations available and accessible; preserve the integrity of production records; reduce the number of unnecessary records and the conservation categories to be maintained; and promote the efficient retrieval of information.

JANUS et Cie has an I.T. department involved in investigating any reports of security breaches. Any data breaches are logged in the **Help Desk's ticketing system** followed by a description of the potential breach, the actions taken, and the corrective measures implemented to control and stifle the situation. The level of reporting to management and other interested parties is based on the identified extent of the breach.

In the years 2019 and 2021, JANUS et Cie did not receive any substantiated claims of breach of client data that required investigation. In 2020, a JANUS et Cie member's Microsoft Office 365 mailbox password was compromised, and an external attacker attempted to contact some of the addresses in the compromised mailbox. Following this report, a blockage and restoration was carried out to protect the company.

Energy efficiency and GHG emissions reduction

Energy consumption

JANUS et Cie recognizes the importance of protecting the environment and safeguarding the planet. The organization is aware of the environmental impact that the production process and the sale of its products can generate, and for these reasons it sets objectives to **minimize the impact of its activities**.

JANUS et Cie intends to improve the monitoring of energy consumption and identify improvement actions to reduce consumption. For this reason, JANUS et Cie is part of a broader program coordinated by Haworth, which has made a commitment to reduce GHG emissions in line with Science Based Targets initiative (SBTi). Also, thanks to this project, JANUS et Cie has launched a detailed program for monitoring the energy consumption of its plants for both the production site and the showroom, which will make it possible to identify specific initiatives for reducing consumption and consequent GHG emissions. In addition, initiatives are being studied for the supply of electricity from renewable sources, to further reduce GHG emissions.

In 2021, the energy consumption of JANUS et Cie amounted to 11 million kWh, of which 8.9 million kWh from direct energy, i.e., from the consumption of methane for heating and petrol and 2.2 million kWh from indirect energy, which corresponds to the electricity consumption. An energy supply contract was signed for JANUS et Cie Europe located in Milan which provides, against a surcharge, the Guarantee of Origin for each MWh taken from the grid.

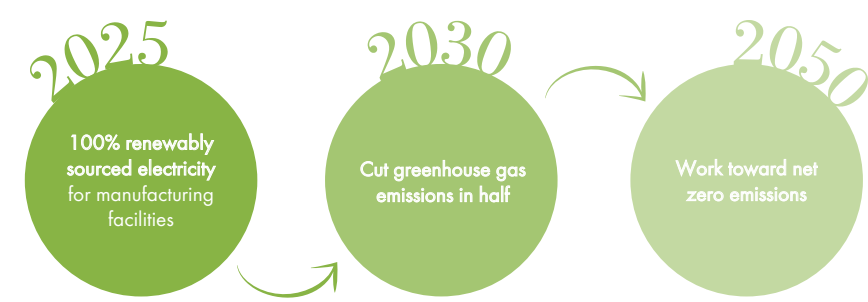


FOCUS: Lights On—Only When Needed

JANUS et Cie continued increasing energy efficiency of their lighting systems. Movement sensors were upgraded throughout the production facility, new LED wall packs to exterior walls were added, and skylights were regularly cleaned and maintained to increase the use of natural light.

Emissions

In the fight against climate change, JANUS et Cie defines the objectives to implement energy efficiency and reduce the intensity of greenhouse gases, setting the following objectives over time:

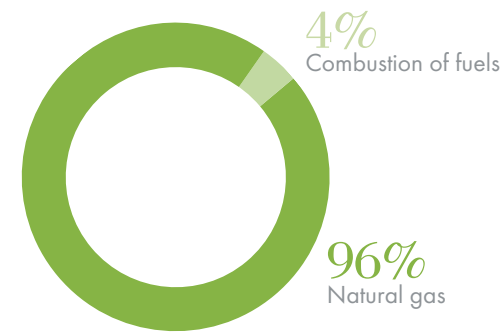


The direct and indirect energy consumption of JANUS et Cie is mainly due to the production activity within the production plant and in the showrooms. It is important to underline that a substantial part of energy consumption takes place with suppliers from whom JANUS et Cie purchases, and a portion of the energy consumption of some showrooms and production facilities are not under the direct control of JANUS et Cie as the related cost is included in the lease agreements.

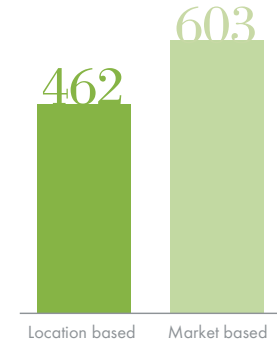
In compliance with the Greenhouse Gas Protocol, hereinafter GHG Protocol, JANUS et Cie has identified and monitored the direct emissions of GHG (Scope 1) and indirect emissions deriving from the energy purchased (Scope 2). During 2021, Scope 1 emissions for the company were equal to approximately 1,671 tCO₂e while Scope 2, market-based and location-based emissions for our entities were respectively equal to 603 tCO₂e and 462 tCO₂e.

To date, in line with the GHG Protocol, the quantification of Scope 3 emissions is recommended but not mandatory and JANUS et Cie intends to review the opportunity to include these indirect emissions in its reporting in favor of greater transparency, sustainability and social, environmental and economic benefits in the future. The company has not suffered fines and non-monetary sanctions for non-compliance with environmental laws and / or regulations. The table below shows the description of all emission categories reported by JANUS et Cie.

Scope 1 GHG emissions (tCO₂e)



Scope 2 GHG emissions (tCO₂e)



Sustainable logistics

Logistics play a strategic role in the activities of JANUS et Cie. The procurement of raw materials and the shipment of finished products are in fact activities of significant importance for the organization that can generate significant impacts from an economic and environmental point of view.

For this reason, JANUS et Cie **optimizes and efficiently manages transport loads** allowing savings in time, costs and transport while also containing CO₂ emissions into the environment. JANUS et Cie is committed to moving towards greener and more sustainable logistics and transport solutions aimed at mitigating the associating impacts and to implementing initiatives that support sustainable mobility. In fact, JANUS et Cie uses the EPA’s **Smartway program** through Expeditors International. SmartWay Transport is the U.S. Environmental Protection Agency’s flagship program to improve fuel efficiency and reduce greenhouse gases and air pollution from the transportation within the supply chain. This program was jointly developed in early 2003 by EPA and Charter Partners represented by industry stakeholders, environmental groups, American Trucking Associations and Business for Social Responsibility and was launched in 2004.

SmartWay Transport is a leader in the reduction of emissions in the ocean freight sector, presenting a model of cooperation between government and industry for the benefit of the public and private sectors. In 2022, JANUS et Cie plans to participate in offset programs with logistics partners to compensate carbon emissions.

Waste management

JANUS et Cie is sensitive to the issue of waste management and the importance of optimizing the use of resources within the production and in the packaging and transport phase.

JANUS et Cie carefully evaluates all the impacts related to actual and potential waste generated from its activities and within its value chain to identify and avoid losses or damage to the surrounding environment.

To this end, JANUS et Cie monitors the aspects related to waste management and adopts solutions aimed at reducing production waste and optimizing packaging such as reducing the most impactful and least recyclable packaging as part of the product launch process in order to reduce possible impacts within the manufacturing plant and in the supply chain.

The activities of JANUS et Cie do not lead to the production of large quantities of waste and, in most cases, the waste produced is not dangerous. The waste generated by the JANUS et Cie headquarters is managed by a third-party organization that meets the requirements of local waste management and recycling laws. The waste collection companies send the waste deriving from production activities to recycling, incineration or landfill processes based on the type of material and the structure of the municipal disposal system.

JANUS et Cie aims to **maximize the efficiency of the material and ensure the maximum use value for the remaining material** and is committed to raise awareness among members to proper management and differentiation of waste wherever possible.

In 2021, JANUS et Cie generated total waste equal to 77.7 tons of non-hazardous waste. More information on their waste generation and destination can be found in the “Performance indicators”.

Material topic descriptions

● Environment ● Product ● People ● Society

Client satisfaction	Ensure clients’ satisfaction through their involvement and listening, guaranteeing a valuable experience during the entire products lifecycle.
Member welfare and well-being	Guarantee member’s well-being, adopting a plan that can satisfy their needs, in order to favor psychophysical health and their feeling of belonging.
Diversity, equity, and inclusion	Favor an inclusive working environment, that encourages the respect and the value of everyone's diversity, ensuring equal treatment and rejecting any discriminatory behavior.
Occupational health and safety	Safeguard the health and safety of all members, ensuring safe working environment.
Talent attraction and retention	Adopt attraction and retention practices, by contributing to the creation of a stimulating working environment, where members can feel satisfied and motivated.
Human rights	Ensure the respect for human rights and fundamental freedoms of people at the Group's own factories and along the supply chain.
Product quality and safety	Develop product with high quality and safety standards, guaranteeing client’s safety by complying with the applicable regulations, especially concerning the use of chemicals.
Training and members’ development	Promote training activities to develop member’s technical, managerial, and soft skills, to guarantee people's self and professional growth.
Product innovation	Promote innovative solutions that can favor client experience and the development of new products.
Responsible supply chain	Integrate criteria for the selection, assessment and monitoring of suppliers according to ethical, social, environmental, and governance aspects, by promoting the development of long-lasting and reliable relations.
Client data privacy and protection	Guarantee client’s data privacy and the security of the information technology infrastructure, by preventing any illegal attempts to access to client’s sensitive information.
Waste management	Promote efficient waste management, by reducing their production and favoring the reuse of materials used during production activities.
Responsible sourcing	Promote responsible sourcing to favor the reduction of environmental impacts of products used, such as, for example, the purchase of certified wood from sustainable forests.
Sustainable packaging	Favor the use of sustainable packaging, encouraging its reuse and recyclability and by phasing out single-use plastics.

Circular design and sustainable materials	Integrate circular economy principles in the products’ design, promoting the use of renewable, recyclable and/or recycled materials, and developing circular practices to prevent waste generation and to ease end-of-life products recovery and valorization.
Energy efficiency and GHG emissions reduction	Promote the fight against climate change by developing energy efficiency initiatives and reducing greenhouse gas emissions throughout the entire value chain favoring the use of energy from renewable sources.
Sustainable logistics	Optimize the logistics by actively involving partners along the entire value chain, by identifying effective transport solutions that could lower their environmental impact.
PREREQUISITES	
Business ethics and integrity	Respect for the principles of integrity, professional ethics and honesty in business conduct, through internal control systems to ensure reliable relationships with all stakeholders.
Governance	Guarantee an efficient and responsible corporate governance, that applies a transparent approach and that acts in line with the international best practices.
Risk management and regulatory compliance	Ensure the adequate management of all risks, by providing appropriate mitigation actions. Guarantee the respect of the applicable regulations.
Shared value creation	Ensure long term value creation for all stakeholders, by guaranteeing economic and financial stability managing the business.

Global locations: showrooms and offices

Showrooms

- Australia
- California
- District of Columbia
- Florida
- Georgia
- Massachusetts
- Illinois
- Italy
- Mexico
- New York
- North Carolina
- Texas

Offices

- California
- Singapore



Performance indicators

102-8 Information on employees and other workers

Total number of employees by type of contract, gender and region (n.)			
	2021		
	MEN	WOMEN	TOTAL
North America (USA + Mexico)	113	202	315
Permanent contracts	113	202	315
Asia	8	6	14
Permanent contracts	8	6	14
Australia	3	1	4
Permanent contracts	3	1	4
Europe	4	5	9
Permanent contracts	4	5	9
Total	128	214	342
Permanent contracts	128	214	342
% Permanent contracts	100%	100%	100%

Total number of employees by employment type (n.)			
	2021		
	MEN	WOMEN	TOTAL
Full-time	128	210	338
Part-time	0	4	4
Total	128	214	342

Total number of external workforce (n.)			
	2021		
	MEN	WOMEN	TOTAL
Self-employed workers	5	4	9
Temporary workers	11	11	22
Total	16	15	31
Ratio of directly employed and indirectly employed workforce	13%	7%	9%

302-1 Energy consumption within the organization

Direct energy consumption within the organization per sources (kWh)	
	2021
From non-renewable sources	
Natural gas	8.826.409
From company-owned vehicles	
Petrol	32.439
Total direct energy consumption	8.858.848

Indirect energy consumption within the organization per sources (kWh)	
	2021
Electricity	2.190.003
from non-renewable sources	2.153.633
from certified renewable sources	36.370
Total indirect energy consumption	2.190.003
Total energy consumption	11.048.851

Source of emission factor for: Petrol – BEIS 2021

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

Direct (Scope 1) GHG emissions (tCO2e)	
	2021
From non-renewable sources	1.671
Heating	1.600
of which natural gas	1.600
Combustion of fuels	71
of which petrol	71
Total direct (Scope 1) GHG emissions	1.671

Energy indirect (Scope 2) GHG emissions (tCO2e)	
Location-based	462
Market-based	603

Source of emission factors:
Natural gas - EPA GHG Protocol Year 2021
Combustion of fuels – BEIS 2021
Electricity – Location-based – IEA 2022, EPA GHG Protocol Year 2021
Electricity – Market-based – AIB 2021, TERNA 2019

306-3 Waste generated
306-4 Waste diverted from disposal
306-5 Waste directed to disposal

Waste generated (t)	
	2021
Totale waste generated	77,7
Hazardous	0
Non-hazardous	77,7
Waste diverted from disposal	77,7
Hazardous	0
Non-hazardous	77,7
Recycling	77,7
Waste directed to disposal	0

Notes:
All the waste generate is treated offsite.
Data refer only to the HQ/Production Facility of JANUS et Cie.

401-1 Total number and rate of hires and turnover

Number of new hires (n.)			
	2021		
	MEN	WOMEN	TOTAL
< 30 years old	6	21	27
30-50 years old	14	25	39
> 50 years old	5	11	16
Total	25	57	82

Turnover rate - incoming (%)			
	2021		
	MEN	WOMEN	TOTAL
< 30 years old	43%	60%	55%
30-50 years old	21%	23%	22%
> 50 years old	11%	16%	14%
Total	20%	27%	24%

Number of terminations (n.)			
	2021		
	MEN	WOMEN	TOTAL
< 30 years old	8	7	15
30-50 years old	8	26	34
> 50 years old	5	10	15
Total	21	43	64

Turnover rate - outgoing (%)			
	2021		
	MEN	WOMEN	TOTAL
< 30 years old	57%	20%	31%
30-50 years old	12%	24%	19%
> 50 years old	11%	14%	13%
Total	16%	20%	19%

403-9 Work-related injuries

Employee work-related injuries			
	2021		
	MEN	WOMEN	TOTAL
Total number of recordable work-related injuries	2	2	4
At workplace	2	2	4
In itinere	0	0	0
Total number of fatalities as a result of work-related injury	0	0	0
At workplace	0	0	0
In itinere	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0
At workplace	0	0	0
In itinere	0	0	0
Worked hours	217,857	358,870	576,727
Rate of recordable work-related injuries	2	1	1
Rate of fatalities as a result of work-related injury	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0

Calculation notes:
Rate of recordable work-related injuries (n. of recordable work-related injuries / n. of worked hours) *200,000
Rate of fatalities as a result of work-related injury (n. of fatalities as a result of work-related injury / n. of worked hours) * 200,000
Rate of high-consequence work-related injuries (excluding fatalities) (n. of high-consequence work-related injuries (excluding fatalities) / n.of worked hours) *200,000
Near-miss frequency rate (n° di "near work-related injuries" / n° of worked hours) *200,000

404-1 Average hours of training per year per employee

Average training hours by employee and professional category (h/n)			
	2021		
	MEN	WOMEN	TOTAL
Key Management	8,3	8,7	8,5
Manager / Salary	5,6	5,8	5,7
Hourly	3,5	3,7	3,6
Total	8,3	8,7	8,5

Training hours by topic (n.)	
	2021
Code of Ethics	793
Technical-specialist, professional	118
Induction for new hires	375
Cyber Security	542
Total	1.828

404-3 Percentage of employees receiving regular performance and career development reviews

Percentage of employees receiving regular performance and career development reviews (%)			
	2021		
	MEN	WOMEN	TOTAL
Key Management	100%	100%	100%
Manager / Salary	100%	100%	100%
Hourly	100%	100%	100%
Total	100%	100%	100%

405-1 Diversity of governance bodies and employees

Total number of employees by age, professional category and gender (n.)			
	2021		
	MEN	WOMEN	TOTAL
KEY MANAGEMENT	11	10	21
< 30 years old	0	0	0
30-50 years old	6	4	10
> 50 years old	5	6	11
MANAGER / SALARY	66	166	232
< 30 years old	4	32	36
30-50 years old	37	95	132
> 50 years old	25	39	64
HOURLY	51	38	89
< 30 years old	10	3	13
30-50 years old	24	11	35
> 50 years old	17	24	41
TOTAL	128	214	342
< 30 years old	14	35	49
30-50 years old	67	110	177
> 50 years old	47	69	116

Total number of employees by age, gender and employment contract (n.)			
	2021		
	MEN	WOMEN	TOTAL
PERMANENT CONTRACTS	128	214	342
< 30 years old	14	35	49
30-50 years old	67	110	177
> 50 years old	47	69	116
TOTAL	128	214	342
< 30 years old	14	35	49
30-50 years old	67	110	177
> 50 years old	47	69	116

Note: No active member is employed with a temporary contract.

METHODOLOGICAL NOTE

Methodological note

This document represents the first edition of the Sustainability Report of JANUS et Cie and its subsidiaries (hereinafter the “Group”). Its drafting and publication constitute the start of a voluntary process undertaken by JANUS et Cie integration of ESG aspects (Environment, Social, Governance).

To report and communicate the Group’s sustainability performance in a transparent and comparable way, the Sustainability Report was prepared in compliance with the reporting standards “Global Reporting Initiative Sustainability Reporting Standards” (hereinafter “GRI Standards”) issued in 2016 by the Global Reporting Initiative (GRI), according to the “Core” option.

The definition of the material issues for the Group and for its stakeholders took place following a materiality analysis process, in line with the GRI Standards and industry best practices, as described in the chapter “JANUS et Cie’s Sustainability Path”.

To this end, various indicators have been selected to describe the trend of material aspects and relationships with stakeholders. For some of the material topics it was not possible to identify, within the GRI Standards, indicators suitable for describing and reporting of the Group. For these cases, only GRI 103: Management Approach 2016 is reported. For a better understanding of the Standard Disclosures used, please refer to the “GRI Content Index”.

The data reporting period corresponds to that of the fiscal year ended 31 December 2021. The scope of the data and information includes JANUS et Cie and its subsidiaries.

Specifically, the following companies have been included into the report: JANUS et Cie, JANUS et Cie Australia, JANUS et Cie Singapore, JANUS et Cie Singapore Services Pte Ltd, JANUS et Cie UK Ltd, JANUS et Cie UK Holding, JANUS et Cie de Mexico, JANUS et Cie Europe.

All of the GRI indicators reported within the “GRI Content Index” connected to the material topics have been reported. If the scope is different, this has been specified in the text.

Currently data and information provided refer to the year 2021. It should be noted that to ensure the reliability of the data, the use of estimates has been limited as much as possible, which, if present, are appropriately reported and based on the best methodologies available.

In particular, with reference to energy consumption and emissions, it should be noted that the methodological approach of the GHG Protocol, the greenhouse gas emissions for the 2021 financial year have been divided in Scopes 1 and 2—the latter calculated according to the “Location-based” and “Market-based” approaches.

This document was submitted for approval by the Group’s CEO and Sustainability Committee on December 16, 2022.

The periodicity of this publication is set according to an annual frequency. For information relating to the JANUS et Cie’s Sustainability Report, please contact: sustainability@janusetcie.com.

GRI CONTENT INDEX

GRI indicator	Document and paragraph of reference / Page	Notes / Omissions
102-1 Name of the organization	JANUS et Cie at a glance	
102-2 Activities, brands, products, and services	JANUS et Cie at a glance	
102-3 Location of headquarters	Geographical Presence of JANUS et Cie	Santa Fe Springs, CA
102-4 Location of operations	Geographical Presence of JANUS et Cie	
102-5 Ownership and legal form	JANUS et Cie at a glance	
102-6 Markets served	JANUS et Cie at a glance, Geographical presence of JANUS et Cie	
102-7 Scale of the organization	Highlights People, Personnel composition, talent attraction and retention	Information unavailable for 102-7.ii, iii, iv, and v.
102-8 Information on members and other workers	Highlights People, Personnel composition, talent attraction and retention	
102-10 Significant changes to the organization and its supply chain		Not applicable. This is JANUS et Cie’s first sustainability report.
102-11 Precautionary Principle or approach	JANUS et Cie’s governance, Business ethics and integrity Product (entire chapter) People, Diversity, equity and inclusion People, Member’s health and safety Society, Client data privacy and protection Environment (entire chapter)	
102-12 External initiatives	JANUS et Cie at a glance	Information unavailable. JANUS et Cie does not have these initiatives at this time.
102-13 Membership of associations	JANUS et Cie at a glance, Global Partnerships	
102-14 Statement from senior decision-maker	Letter to stakeholders	
102-16 Values, principles, standards, and norms of behavior	JANUS et Cie’s governance, The values of JANUS et Cie	
102-40 List of stakeholder groups	JANUS et Cie’s sustainability path, Our Priorities: The Materiality Analysis	
102-41 Collective bargaining agreements	People, Member’s welfare and well-being, Industrial relations	Not applicable. JANUS et Cie doesn’t have workers covered by collective bargaining agreements.
102-42 Identifying and selecting stakeholders	JANUS et Cie’s sustainability path, Our Priorities: The Materiality Analysis	
102-43 Approach to stakeholder engagement	JANUS et Cie’s sustainability path, Our Priorities: The Materiality Analysis	
102-44 Key topics and concerns raised	JANUS et Cie’s sustainability path, Our Priorities: The Materiality Analysis	
102-45 Entities included in the consolidated financial statements	Geographical Presence of JANUS et Cie Methodological note	
102-46 Defining report content and topic Boundaries	Methodological note	

GRI indicator	Document and paragraph of reference / Page	Notes / Omissions
102-47 List of material topics	JANUS et Cie’s sustainability path, Our Priorities: The Materiality Analysis Appendices, Material topics’ descriptions	
102-48 Restatements of information		Not applicable. This is JANUS et Cie’s first sustainability report.
102-49 Changes in reporting		Not applicable. This is JANUS et Cie’s first sustainability report.
102-50 Reporting period	Methodological note	01/01/2021 – 31/12/2021
102-51 Date of most recent report	Methodological note	Not applicable. This is JANUS et Cie’s first sustainability report.
102-52 Reporting cycle		Annual
102-53 Contact point for questions regarding the report	Methodological note	
102-54 Claims of reporting in accordance with the GRI Standards	Methodological note	
102-55 GRI content index	GRI content index	
102-56 External assurance	Methodological note	Not applicable. JANUS et Cie’s sustainability report is not subject to external assurance.
PREREQUISITES		
Governance		
103-1, 103-2, 103-3: Management approach	JANUS et Cie’s governance	
102-18 Governance structure	JANUS et Cie’s governance	
102-22 Composition of the highest governance body and its committees	JANUS et Cie’s governance	
405-1 Diversity of governance bodies and employees	JANUS et Cie’s governance People, Diversity, equity and inclusion	
Business ethics and integrity		
103-1, 103-2, 103-3: Management approach	JANUS et Cie’s governance, Business ethics and integrity	
205-2 Communication and training about anti-corruption policies and procedures	JANUS et Cie’s governance, Business ethics and integrity People, Member’s training and development	Information unavailable for 205-2.c. Currently, JANUS et Cie does not communicate anti-corruption policies and procedure to business partners
Risk management and regulatory compliance		
103-1, 103-2, 103-3: Management approach	JANUS et Cie’s governance, Business ethics and integrity Product, Product quality and safety - Environment, Energy efficiency and GHG emissions reduction	
307-1 Non-compliance with environmental laws and regulations	JANUS et Cie’s governance, Business ethics and integrity Environment, Energy efficiency and GHG emissions reduction	JANUS et Cie has not incurred in any fines and non-monetary sanctions for non-compliance with environmental laws and / or regulations.

GRI indicator	Document and paragraph of reference / Page	Notes / Omissions
416-1 Assessment of the health and safety impacts of product and service categories	Product, Product quality and safety	
Shared value creation		
103-1, 103-2, 103-3: Management approach	Shared Value Creation	
201-1 Direct economic value generated and distributed		Confidentiality constraints.
PRODUCT		
Circular design and sustainable materials		
103-1, 103-2, 103-3: Management approach	Product, Circular design, sustainable materials and innovation	
306-1 Waste generation and significant waste-related impacts	Environment, Waste management	
306-2 Management of significant waste-related impacts	Environment, Waste management	
306-3 Waste generated	Environment, Waste management	
306-4 Waste diverted from disposal	Environment, Waste management	
306-5 Waste directed to disposal	Environment, Waste management	
Responsible sourcing Sustainable packaging		
103-1, 103-2, 103-3: Management approach	Product, Sustainable packaging Product, Responsible sourcing and supply chain	
301-1 Materials used by weight or volume	Product, Sustainable packaging	Information unavailable. JANUS et Cie does not currently have detailed information on the packaging materials used by weight or volume. JANUS et Cie will address this need by 2025, as per the initiatives of the Sustainability Plan.
301-2 Recycled input materials used	Product, Sustainable packaging	Information unavailable. JANUS et Cie does not currently have detailed information on the packaging materials used by weight or volume. JANUS et Cie will address this need by 2025, as per the initiatives of the Sustainability Plan.
Product innovation		
103-1, 103-2, 103-3: Management approach	Product, Circular design, sustainable materials and innovation	

GRI indicator	Document and paragraph of reference / Page	Notes / Omissions
Product quality and safety		
103-1, 103-2, 103-3: Management approach	Product, Product quality and safety	
416-1 Assessment of the health and safety impacts of product and service categories	Product, Product quality and safety	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product, Product quality and safety	JANUS et Cie has not incurred incidents of non-compliance
PEOPLE		
Diversity, equity and inclusion		
103-1, 103-2, 103-3: Management approach	JANUS et Cie’s governance People, Diversity, equity and inclusion	
405-1 Diversity of governance bodies and employees	JANUS et Cie’s governance People, Diversity, equity and inclusion	
406-1 Incidents of discrimination and corrective actions taken	People, Diversity, equity and inclusion	JANUS et Cie has not incurred in any incidents of discrimination during the reporting period.
Employees’ training and development		
103-1, 103-2, 103-3: Management approach	People, Members training and development	
404-1 Average hours of training per year per employee	People, Member’s training and development	
404-3 Percentage of employees receiving regular performance and career development reviews	Performance indicators	
Occupational health and safety		
103-1, 103-2, 103-3: Management approach	People, Member’s health and safety	
403-1 Occupational health and safety management system	People, Member’s health and safety	
403-2 Hazard identification, risk assessment, and incident investigation	People, Member’s health and safety	
403-3 Occupational health services	People, Member’s health and safety	
403-4 Worker participation, consultation, and communication on occupational health and safety	People, Member’s health and safety	
403-5 Worker training on occupational health and safety	People, Member’s training and development People, Member’s health and safety	
403-6 Promotion of worker health	People, Member’s welfare and well-being	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People, Member’s health and safety	

GRI indicator	Document and paragraph of reference / Page	Notes / Omissions
403-9 Work-related injuries	People, Member’s health and safety	
Talent attraction and retention		
103-1, 103-2, 103-3: Management approach	People, Personnel composition, talent attraction and retention	
401-1 New employee hires and employee turnover	Performance indicators	
Employees’ welfare and well-being		
103-1, 103-2, 103-3: Management approach	People, Member’s welfare and well-being	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People, Member’s welfare and well-being	There are differences between part-time and full-time members in the access to the benefits provided by the organization. For part time members, they have to work over 30 hours per week in order to get the same benefits.
401-3 Parental leave	People, Member’s welfare and well-being	JANUS et Cie parental leave policy aligns with laws of each country and local government where it operates.
SOCIETY		
Responsible supply chain		
103-1, 103-2, 103-3: Management approach	Product, Responsible sourcing and supply chain	
102-9 Supply chain	Product, Responsible sourcing and supply chain	
204-1 Proportion of spending on local suppliers	Product, Responsible sourcing and supply chain	
308-1 New suppliers that were screened using environmental criteria	Product, Responsible sourcing and supply chain	During the reporting period, no new supplier has been screened using environmental criteria.
414-1 New suppliers that were screened using social criteria	Product, Responsible sourcing and supply chain	During the reporting period, no new supplier has been screened using social criteria.
Customer satisfaction		
103-1, 103-2, 103-3: Management approach	Product, Product quality and safety Society, Client satisfaction	
416-1 Assessment of the health and safety impacts of product and service categories	Product, Product quality and safety	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product, Product quality and safety	JANUS et Cie has not incurred incidents of non-compliance
Customer data privacy and protection		
103-1, 103-2, 103-3: Management approach	Society, Client data privacy and protection	

GRI indicator	Document and paragraph of reference / Page	Notes / Omissions
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Society, Client data privacy and protection	JANUS et Cie did not receive any substantiated claims of breach of client data that required investigation during the reporting period.
Human rights		
103-1, 103-2, 103-3: Management approach	Product, Responsible sourcing and supply chain People, Diversity, equity and inclusion	
406-1 Incidents of discrimination and corrective actions taken	People, Diversity, equity and inclusion	JANUS et Cie has not incurred in any incidents of discrimination during the reporting period.
ENVIRONMENT		
Energy efficiency and GHG emissions reduction		
103-1, 103-2, 103-3: Management approach	Environment, Energy efficiency and GHG emissions reduction	
302-1 Energy consumption within the organization	Environment, Energy efficiency and GHG emissions reduction	
305-1 Direct (Scope 1) GHG emissions	Environment, Energy efficiency and GHG emissions reduction	
305-2 Energy indirect (Scope 2) GHG emissions	Environment, Energy efficiency and GHG emissions reduction	
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environment, Energy efficiency and GHG emissions reduction	The company has not suffered fines and non-monetary sanctions for non-compliance with environmental laws and / or regulations.
Waste management		
103-1, 103-2, 103-3: Management approach	Environment, Waste management	
306-1 Waste generation and significant waste-related impacts	Environment, Waste management	
306-2 Management of significant waste-related impacts	Environment, Waste management	
306-3 Waste generated	Environment, Waste management	JANUS et Cie does not currently have detailed information on the quantities of waste produced, either at the production plant or at the showrooms.
306-4 Waste diverted from disposal	Environment, Waste management	JANUS et Cie does not currently have detailed information on the quantities of waste produced, either at the production plant or at the showrooms.
306-5 Waste directed to disposal	Environment, Waste management	JANUS et Cie does not currently have detailed information on the quantities of waste produced, either at the production plant or at the showrooms.
Sustainable logistics		
103-1, 103-2, 103-3: Management approach	Environment, Sustainable logistics	

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