SOCIAL RESPONSIBILITY REPORT 2025

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OVERVIEW

This annual social responsibility report follows the Global Reporting Initiative (GRI) G3.1 Guidelines, which provide a recommended framework and indicators for organizations to report. As of this writing, we are self-reporting at a GRI application level C for calendar year 2025. More details on the G3.1 Guidelines and application levels can be found at globalreporting.org or for the ANSI/BIFMA e3 level certification at levelcertified.org.

This report wholly discusses KI and its manufacturing facilities. It is intended to provide useful information to our valued customers, employees, corporate partners, community shareholders and government-based organizations. Complementary information may be found at ki.com.

For questions regarding this report or its contents, please contact:

TONY BESASIE
Chief Sales and Marketing Officer
920.468.2233 | tony.besasie@ki.com

While sustainable practices have always been a part of the KI heritage, we've sharpened our environmental focus and set more aggressive goals.

BRIAN KRENKE,
CHIEF EXECUTIVE OFFICER, KI

A MESSAGE FROM THE CEO

At KI, the path to environmental sustainability is never ending. That's because sustainability is not about reaching a final destination. Rather, it's about striving for continuous improvement every step of the way. To us, sustainability isn't just about "going green." It's a fundamental way of doing business—one that conserves natural resources and reduces waste, consumption and operating costs.

While sustainable practices have always been a part of the KI heritage, we've sharpened our environmental focus and set more aggressive goals for the corporation. Today, we have clear sustainability objectives and metrics in place to ensure that we "walk the talk." More specifically, we've challenged all our manufacturing facilities to reduce consumption of energy, water, chemicals and CO2 emissions. Additionally, KI has implemented a Design for the Environment (DfE) program that sets guidelines for the engineering and manufacturing of more environmentally friendly products.

This commitment extends to recycling. We're pleased to report significant decreases in landfill materials due to our development of alternative recycling streams for items not typically recyclable. Our employees are doing their part as well by participating in KI-sponsored recycling initiatives targeting electronic equipment, batteries, plastic bags, eye glasses and more.

Underlying these efforts is an ongoing awareness program that seeks to educate and inform employees and the community on important sustainability practices for the home and office environments. But this is just the beginning. As we look to the future, we see countless opportunities to continue to do more by impacting the environment less. It's all part of our "Green Behind the Red" initiative.

We sincerely thank our employees, partners and local communities for supporting our vision for a healthy planet. We look forward to continuing down the path to a more sustainable future, together.

Sincerely,

Brian Krenke
President & CEO, KI

EMPLOYEE OWNED. PEOPLE CENTERED.

Since the very beginning, KI has been doing more than manufacturing furniture. We've been listening. Learning. Helping our customers create unique and inspiring spaces for the people they serve. Not simply because that's our business.

But because that's how we can make a difference in the lives of others—for our customers and end users, our own people and the communities we call home.

KRUEGER INTERNATIONAL, INC. (DBA: KI)
CORPORATE HEADQUARTERS
1330 BELLEVUE STREET
GREEN BAY, WI 54302

VISION, MISSION, & VALUES

At KI, we fulfill our purpose through development, manufacturing, distribution, and sale of value-added innovative products. Our integrated approach to the stakeholders we serve seeks to inspire and improve society. Sustainability is embedded within our corporate resolve with a focus on:

1. ENVIRONMENTAL FOOTPRINT
2. PRODUCT DESIGN
3. SOCIAL CONSCIOUSNESS

VISION STATEMENT

KI will be a steward of the environment and the communities it impacts to benefit this generation and future generations.

MISSION STATEMENT

Reduce our overall impact on the environment by being the company our stakeholders trust to provide sustainable solutions and environment understanding.

VALUES

- Be a trusted market resource
- Operate with integrity
- Build enduring relationships
- Simplify the complex
- Offer simple, durable design
- Offer our customers personalized solutions

MARKETS

- Workplace
- Federal Government
- Higher Education
- Industrial
- Health Care
- K-12 Education

KI AT-A-GLANCE

Number of Employees: **1,635**

Founded in: **1941**

Revenue: **$650,000,000**

Products: **200+**

Square footage of manufacturing space: **1,216,464 ft**

World Headquarters: **Green Bay, WI, U.S.**

ORGANIZATIONAL PROFILE

Since 1941, we have focused on specific core markets (education, business, healthcare and government), learning about each market's unique needs. This Go-To-Market strategy has allowed us to become a trusted expert and help KI customers around the world make smart furniture decisions fulfilled via their preferred method. Our strong market understanding helps us create solutions that fit our customers' environments, brilliantly. That's why we say we are more than furniture... We're Furnishing Knowledge.

MANUFACTURING OVERVIEW

KI operates five manufacturing facilities in the United States and Canada and has developed a quality management system for all facilities and corporate functions based on the ISO 9001 Quality Management Standard. KI has been ISO 9001 certified since 1994 and has developed a culture to meet and exceed customer requirements for products and services.

Our ISO 9001 certification recognizes that we are committed to standards for quality, aesthetics and craftsmanship. Periodic audits from an outside firm are required to retain certification. This ensures the quality system is maintained properly and verifies continuous improvement occurs in every facet of the company.

The KI manufacturing facility in Pembroke, Ontario has been ISO 14000 certified for Environmental Management since 2008. ISO 14000 sets the framework for a company to monitor their environmental impact. Periodic external audits are also required to verify a system is in place and looks at improvement of the facility's environmental performance.

GLOBAL OVERVIEW

With corporate headquarters in Green Bay, Wisconsin, KI is fully established throughout the United States and neighboring countries of Canada and Mexico as well as across Europe and the Middle East. Our presence in these countries is supported by dedicated showrooms, featuring furniture solutions uniquely designed for customer needs and local standards. KI global subsidiaries currently include KI Europe and KI Canada. With nearly 3,000 employees worldwide, KI continues to build relationships globally, extending its trusted expertise throughout the global marketplace.

The company's entries into foreign markets are varied and include exporting, licensing, joint venture and foreign direct investments where appropriate. Services are provided through fulfillment partners in established and emerging markets. KI has been in Europe since 1990. In addition, the UK acts as the E.M.E.A. (Europe, Middle East, Asia) headquarters and central distribution hub.

KI continues to differentiate itself and establish enduring relationships throughout the world by personalizing products and service solutions to the specific needs of each customer through its unique design and "Market of One" manufacturing philosophy.

As an organization, KI has committed to transformational activities over the next several years to make it easier for customers to do business with KI — a primary focus within the KI culture.

OUR BRANDS

Across our diverse family of brands, KI brings together knowledge from multiple industries to strengthen our shared expertise.

EMPLOYEE OWNERSHIP

On April 27, 2018, KI approved a plan to transition to a 100 percent ESOP-owned company. The decision to transfer to an employee-ownership organization was compelling for a number of reasons. Most importantly, it offers employees the continued opportunity to share the benefits of stock ownership. It also provides a long-term plan for future generations of successful business ownership. Moreover, our customers will benefit due to improved KI performance based on employees having a direct stake in results.

MANAGEMENT OVERVIEW

In addition to the core brand, KI owns and operates the following divisions and subsidiary companies: Pallas Textiles, OEI and Spacesaver. While we strive to be as transparent as possible, we have chosen not to disclose information as it relates to the scale and financials of our organization.

Managed through a traditional hierarchy of knowledgeable executives, KI is driven by the company's Leadership Team which, in 2025, was comprised of seven executives. The purpose of the Leadership Team is to set and measure core company strategies and oversee the greater success of the organization.

STAKEHOLDERS

KI stakeholders are identified in the chart at right. The process for identifying these stakeholders involved an analysis of which groups have the most influence over our operations and those who have the ability to impact or be impacted most by our operations, directly or indirectly. This analysis helps identify how the interests of our stakeholders can best be addressed. The remaining content in this report provides examples of how we have worked toward meeting these interests in 2025.

TOM ABRAHAMSON
VICE PRESIDENT | MANUFACTURING OPERATIONS

TONY BESASIE
CHIEF SALES & MARKETING OFFICER

NICK GUERRIERI
CPA, CGMA | CFO/TREASURER

LAUREL HARRISON
SPACESAVER PRESIDENT/CEO

TIM HORNBERGER
VICE PRESIDENT | DESIGN & DEVELOPMENT

BRIAN KRENKE
PRESIDENT & CEO

BETH RELICH
VICE PRESIDENT | HUMAN RESOURCES

BARB STREUBEL
CIO

ENVIRONMENTAL STEWARDSHIP

We recognize and embrace our responsibility to safeguard human health, preserve natural resources and protect the environment. Sustainability is a strong part of who we are and it starts with “the green behind the red” icon – a symbol of our ongoing mission to Impact Less. In fact, the more you look behind the red, the more you’ll find green in everything we do.

ENVIRONMENTAL QUALITY POLICY

KI takes a three-pronged approach to our environmental efforts:

1. MANUFACTURING PROCESSES

Through all our actions, we’re striving to conserve resources, reduce waste, reduce emissions and eliminate the causes of climate change. We make sure every process reduces the impact on the environment, whether it’s constructing a chair or marketing our products.

2. MATERIAL SELECTION / MATERIALS CHEMISTRY

At KI, our sustainability work begins with understanding what goes into our products, and we take an approach that’s both precautionary and proactive. We incorporate renewable and recyclable materials such as bio-based foam or recycled aluminum framework in all of our products as much as we can.

As an industry leader, our materials chemistry practice assesses materials to understand their potential impacts on human and environmental health. We are actively working with our supply chain to phase out materials of concern and develop suitable alternatives.

3. CLOSED-LOOP PRODUCT DESIGN

We design all of our products for longevity by using recyclable components that are easy to disassemble, repair and recycle at the end of the life cycle. We continuously improve performance outcomes, from the optimization of our materials’ chemical profiles to the ability for products to be reused and adapted over time.

By integrating sustainable efforts into our corporate culture, we:

- Limit our negative impact on the environment.
- Reduce environmental risks to our employees and communities.
- Continually assess all of our environmental programs and performance.
- Comply with environmental guidelines, ordinances and laws.

We continually discover new ways to make our corporate headquarters and manufacturing facilities more environmentally friendly. From turning down the heat on weekends to using alternative painting processes to monitoring our lights on timers and sensors, sustainable practices are part of our ongoing mission to conserve energy and water, reduce landfill waste, increase use of recycled content, improve indoor air quality and more.

We encourage our employees to perform their duties in an environmentally responsible manner at KI, but they’ve gone above and beyond with their efforts. Our employees are always on the lookout for ways to be good environmental stewards – from using less paper via encouraging electronic communications to turning off conveyor belts and lights when they leave for the day. In fact, the KI Conserves Campaign asks employees to commit to being a sustainable citizen both at work and at home.

SUSTAINABILITY FOCUS AREAS

In 2025, KI worked toward becoming a leader in sustainable practices within the industry. The commitment to sustainable growth is driven by the core values and mission focused on building a sustainable future. Strategies and goals are aligned with the United Nations (UN) Sustainable Development Goals (SDG) and will be highlighted throughout the remainder of this report.

Our strategy focuses on four key areas: Circular Economy, Environmental Footprint, People, and Community Impact. Within each of these areas KI has identified where their efforts will be focused on.

CIRCULAR ECONOMY

- Circular services
- Circular design
- Material selection

ENVIRONMENTAL FOOTPRINT

- Reduce greenhouse gas emissions and energy consumption
- Creation of renewable energy
- Decrease water usage
- Waste reduction

PEOPLE

- Training and Education
- Safety
- Health & Well-Being
- Labor & Human rights

COMMUNITY IMPACT

- Charitable Giving
- Volunteering
- Community involvement

AWARDS & RECOGNITION

While our goal is not solely to be recognized, our efforts in environmental initiatives have not gone unnoticed. We take pride when our efforts are acknowledged with various local or national awards in sustainability and environmental stewardship. In 2025, KI earned the following recognitions:

Green Masters Award 2025 from the Wisconsin Business Council. KI was one of a select group of companies to earn the designation of “Green Master”, a high honor in the Green Masters Program established by the Wisconsin Sustainable Business Council. As a Green Master, KI has performed actions in each of the nine sustainability areas and has earned recognition along with all participating companies. Applicants to the Green Masters Program are judged on a comprehensive range of sustainability issues, from energy to water use to educational outreach and governance. In 2025 KI also had the honor of being awarded three additional certifications;

Top Performer:
Employee Experience, Manufacturing & Heavy Industrial Category

Top Performer:
Employee Health & Safety, Manufacturing & Heavy Industrial Category

Top Performer:
Sustainable Transportation, Manufacturing & Heavy Industrial Category

KI achieved **level®certification** for 200+ products which are now certified to the newest and most stringent version of ANSI/BIFMA e3-2019 level. This allows interior designers, architects, facility managers and others across industries to easily identify and confidently specify increasingly sustainable furniture manufactured by KI. Choosing level-certified products ensures that the product is produced in an environmentally and socially conscious manner and comes from a responsible manufacturer.

As of May, KI has a total of 37 completed **Environmental Product Declarations** which include:

Pedestal Storage:
700 Series® desking systems and storage, All Terrain® storage and screens, Bobbr, Connection Zone® collection (screen and storage), Tattoo® collection and U-Series® storage pedestals

Lounge Seating:
MyWay® lounge collection

Movable Wall systems:
Evoke®, Lightline® and Genius®

Pods:
WiggleRoom® Pod, WiggleRoom® Super Structure

Contract and Training Tables:
Pillar™, Pirouette®, Toggle®, Portico™, Trek®, Athens®, Hurry Up!®, WorkUp®, InTandem® and Standard Worksurface

Seating (includes stack, stool, and task):
Doni®, Ruckus®, Grazie® and Maestro®

An EPD is created and verified in accordance with International Standard ISO 14025, developed by the International Organization for Standardization. EPDs are based on life cycle assessment according to ISO 14040 and ISO 14044 and are designed to educate consumers about the product and its environmental impact.

Wisconsin Sustainable Business Council	BIFMA Level Certification	Environmental Product Declaration
GREEN MASTERS AWARD	200+ PRODUCTS	37 PRODUCTS

ENVIRONMENTAL GOALS

Our commitment to the environment has not changed over the years. KI is constantly looking for new ways to improve its impact on the environment by setting ambitious, yet reasonable goals we can work on achieving.

GOAL	PROGRESS
Achieve 100% recyclable corrugate packaging at job sites.	Ongoing
Incorporate the largest percentage of recycled content into our products.	Ongoing; looking for suppliers that offer largest recycled pre- and post-consumer content.
Identify and reduce the use of chemicals of high concern and select safer alternatives.	On track to eliminate use of all PFAS chemicals in manufacturing facilities.
Reduce the amount of GHG emissions KI produces by 25% by the end of 2025	Ongoing
Reduce the amount of energy consumption by 25% based on the 2017 baseline by the end of 2025	Ongoing; installing new equipment in manufacturing facilities for time and energy efficiency.
Decrease the amount of fuel consumed throughout KI's manufacturing process.	In progress; analyzing new processes and equipment for better fuel efficiency.
Prevent and eliminate serious injuries and consequences of all accidents through KI's safety program.	Ongoing

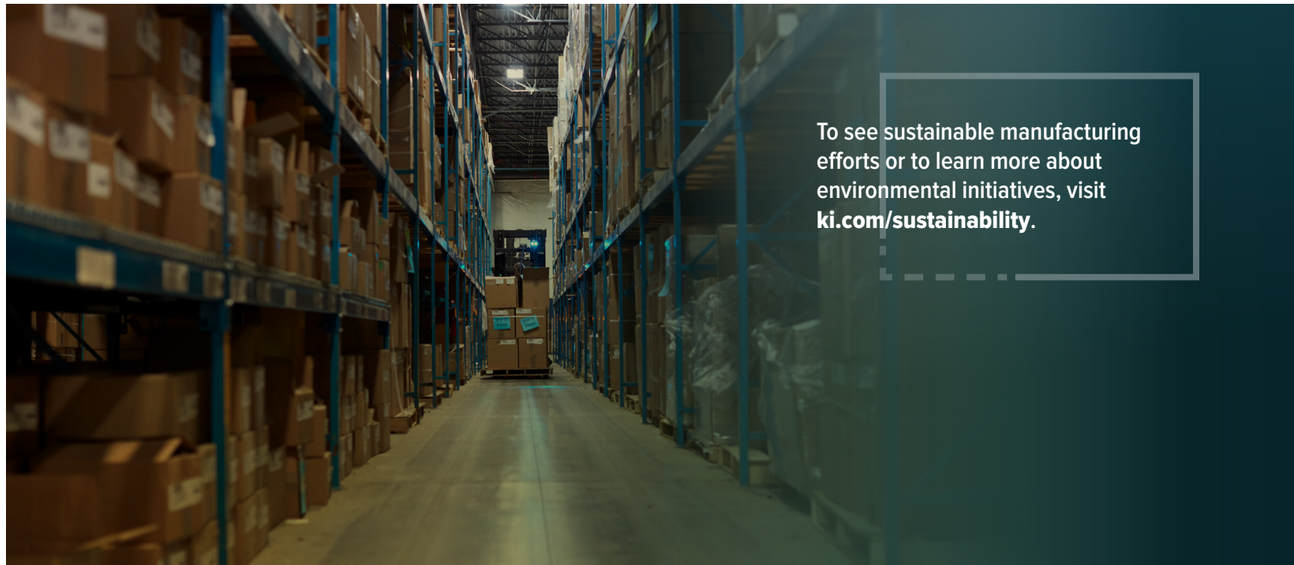
SUSTAINABLE PRACTICES

We've made a comprehensive effort to incorporate sustainable practices and policies into our manufacturing responsibilities. We continuously work toward the following goals:

- Eliminate solvent-based materials, replacing them with water-based or powder substitutes in all manufacturing facilities. This practice also reduces the need to use solvent-based cleaning materials.
- Incorporate the largest percentage of recycled content into our products, making them easier to recycle, disassemble and field repair. We search for vendors and alternative materials that offer the largest recycled pre- and post-consumer content.
- Identify and reduce the use of chemicals of high concern and select safer alternatives. This effort supports our consistent evaluation of our product material portfolio as well as dedicated partnerships to drive transparency.
- Reduce energy. KI works with its utility company to encourage energy reduction during critical peak times. The utility company notifies KI and our energy team representatives perform a walk through to shut off lights and equipment to aid in energy savings.
- Conserve fuel. We select new processes and equipment based on a detailed analysis of environmental consideration, capital and operating costs. Fuel conservation is an integral part of this process.

Our Wisconsin facilities participate in a state program called Focus on Energy, which formalizes energy conservation goals, measurements and approaches. As part of this program, the facilities use energy-efficient lighting systems for offices and manufacturing areas. Automatic shut-off systems further conserve energy. Fuel conservation is addressed in the transportation of both raw materials and finished products as well as facility operations. Focus on Energy also provides financial assistance to KI to install energy-efficient technologies.

focus on energy
Partnering with Wisconsin utilities



To see sustainable manufacturing efforts or to learn more about environmental initiatives, visit **ki.com/sustainability**.

INDUSTRY & SAFETY ASSOCIATIONS

INDUSTRY ASSOCIATIONS

KI continually advocates for positive progress to mitigate the effects of climate change. We partner with leading advocacy groups, universities, consultants and government entities to help implement, advance and evolve our energy initiatives, including:

ANSI/BIFMA e3 level® certification program: level® is a multi-attribute standard created to deliver the most open and transparent means of evaluating and communicating the environmental and social impacts of furniture products in the built environment.

- Carbon Disclosure Project (CDP): CDP runs the global environmental disclosure system. KI subscribes to the CDP to measure and manage our risks and opportunities on climate change, water security and deforestation.
- Global Reporting Initiative (GRI): GRI helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues such as climate change, human rights, governance and social well-being.
- LEED® Certification program: LEED is the world's leading green building project and performance management system, delivering a comprehensive framework for green building design, construction, operations and performance.
- WELL Building Standard™ program: WELL is the leading tool for advancing health and well-being in buildings globally.
- SCS Indoor Advantage™ certification program: KI products are certified for low VOC emissions and transparency for furniture and building materials.
- U.S. EPA Green Power Partnership: The U.S. Environmental Protection Agency (EPA) established the Green Power Partnership (GPP) in 2001 to protect human health and the environment by increasing organizations' voluntary green power use for green power and the development of renewable electricity sources.

CONTINUOUS SAFETY MANAGEMENT

Throughout our manufacturing facilities, KI has implemented a variety of measures to support and promote safe, positive behaviors and lower our injury and lost time rates. Using a continuous improvement philosophy, all employees are empowered to identify and report unsafe conditions and behaviors before they become injuries.

- ISO 9001 — KI implemented a Quality Management System for its manufacturing plants and related corporate functions. These systems were audited and certified to the International Organization for Standardization (ISO). KI is among an elite group of United States manufacturers who have acquired ISO 9001 certification.
- ISO 14000 — The KI manufacturing facility in Pembroke, Ontario, is ISO 14000 Environmental Management System certified. The system is audited and certified by an accredited certification body. Its purpose is to assist organizations (1) minimize negative environmental impacts; (2) comply with applicable environmental laws and regulations; and (3) continually improve environmental performance.

CUSTOMER SAFETY IMPACTS

- CPSIA — The Consumer Product Safety Improvement Act (CPSIA) provides regulations by Section 102 of the Act for school furniture with painted finishes. All applicable KI products are tested by a third-party laboratory.

- BIFMA Compliant is an industry-wide registry of furniture products conforming to BIFMA safety and durability standards. KI products meet these safety and performance standards established by the industry. Products in the registry must be tested in an ISO/IEC 17025 accredited test lab. The new BIFMA Compliant program complements the existing level Sustainability Program.

COMPLIANCE AND CERTIFICATIONS

- KI complies with all laws and regulations enforced in the market KI operates its business in. Compliance is a key aspect of our business model to promote trust, honesty, and transparency for KI customers and consumers. Compliance might be a necessity, but KI goes above and beyond by pursuing out third-party certifications. These certifications ensure the reduced business risk for KI by confirming which issues are important to KI and its customers.
- KI seeks third-party certifications across a wide array of issues related to human health and environmental impacts. These certifications address issues such as IAQ, EPDs, sustainable textile products, and Health Product Declarations (HPDs). All of which can be easily access on the Sustainability section of the KI website.

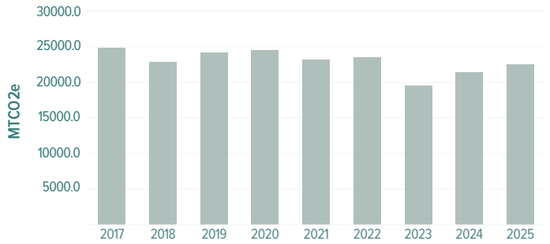
AIR EMISSIONS

Recognizing that climate change is a global environmental challenge, KI is tracking and setting reduction goals while reporting publicly about its direct and indirect greenhouse gas (GHG) emissions.

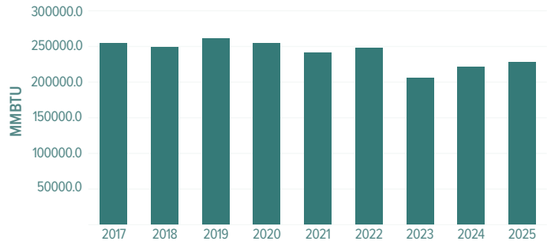
In 2020, KI established a new goal of 25% reduction in GHG emissions and a 25% decrease in Energy Consumption over its 2017 baseline year by the end of 2030. In 2025, KI showed a decrease of 8.14% in GHG emissions and 10.3% energy reduction during the year.

To advance its reduction goals, KI implemented a range of energy-saving technologies, strengthened conservation practices, and enhanced building envelopes. Beginning in 2024, KI also implemented new and improved capital equipment and continues to expand its facility footprint to further improve operational efficiency and performance.

KI NORTH AMERICA – **ABSOLUTE GHG EMISSIONS**



KI NORTH AMERICA – **ABSOLUTE ENERGY CONSUMPTION**

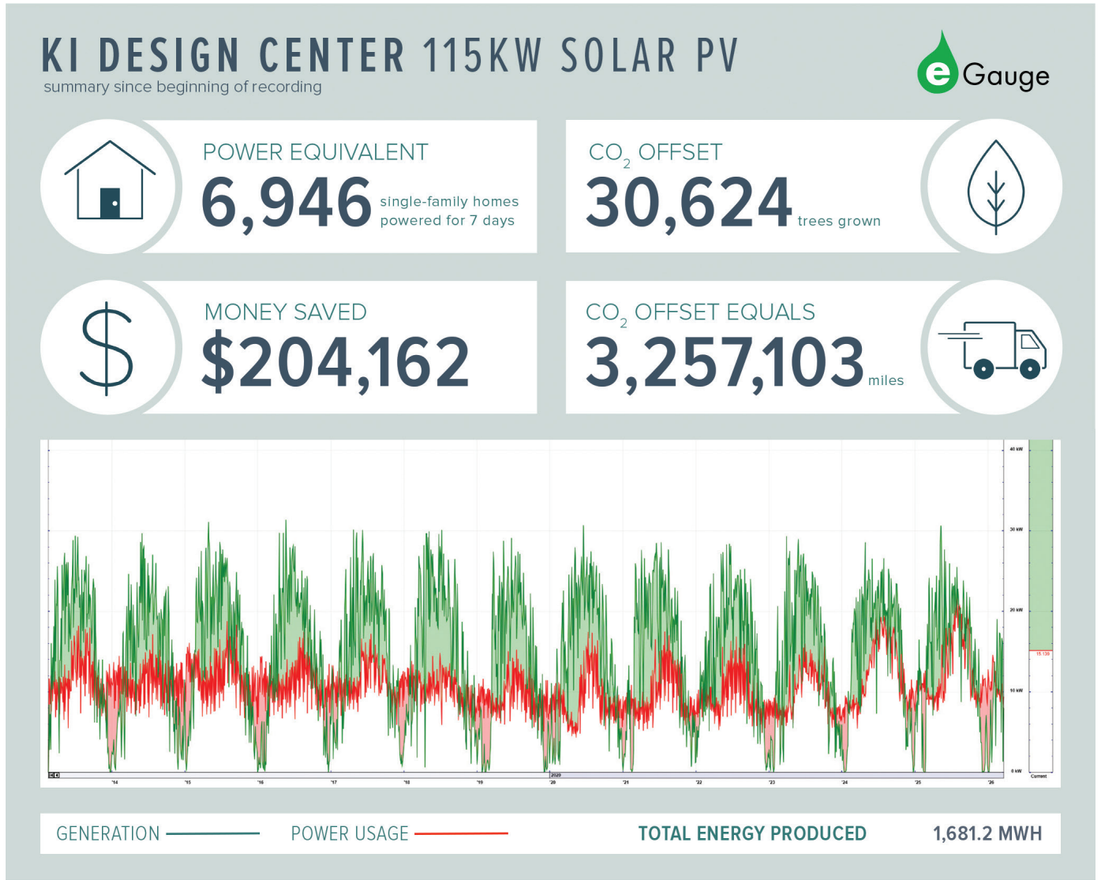


KI shares in-depth information related to our energy usage and greenhouse gas emissions in our annual Carbon Disclosure Project (CDP) submission. Please see our 2025 CDP response report at cdproject.net.

RENEWABLE ENERGY

KI is committed to the creation of renewable energy. In fact, KI is home to one of the largest solar photovoltaic (PV) systems in Northeast Wisconsin. Installed on the rooftop of its corporate design and development center in Green Bay, the 115 kilowatt (kW) array is comprised of 480 PV solar panels and covers approximately 22,820 square feet of rooftop space. This sizable system converts sunlight into electricity, producing approximately 115,000 kilowatt hours (kWh) of clean energy annually while displacing 113 metric tons of carbon dioxide emissions.

In 2025, the solar panel system produced 107.1 megawatts (MWh) of energy. (By comparison, one megawatt is equivalent to the energy produced by 10 automobile engines!) As a result, the renewable energy gathered by this system offset all electrical usage at the corporate design and development center and sent 13.5% back to the grid.



This solar monitoring chart shows the energy produced and money saved since the system was installed in 2013. The solar panel online monitoring system can be viewed at http://ki-solar.egaug.es/index.html.

In further support of renewable energy, KI worked with its Green Bay, WI utilities and purchased an additional renewable energy solar manufacturing certificates through an annual Power Purchasing Agreement (PPA) from NatureWise renewable energy program. The PPA renewable energy certificates offset energy use of electricity by a total of 142,000 KWh, equivalent to 1% offset of the Green Bay location.

KI is a **Green Power Partner** with the Environmental Protection Agency (EPA). The Green Power Partnership is a voluntary program that encourages organizations to use green power as a way to reduce the environmental impacts associated with conventional electricity usage.

Members of the Green Power Partnership are supported by the EPA in terms of tailored education programs that assist in understanding the considerable influences and benefits of green power. This program also assists in locating vendors and suppliers related to green power and helps with carbon footprint reduction instruments.

Together, KI believes these efforts in renewable energy will help the company be as environmentally conscious as possible while making diligent efforts to reduce our overall carbon footprint.

Late in 2017, KI joined PrintReleaf, a platform that converts paper usage into actual trees. PrintReleaf measures our paper consumption totals, then calculates our paper footprint which is equal to a specific and accurate number of trees. As we print, KI replants trees in forests that need it most around the world. Since joining PrintReleaf, KI has planted 4,701 trees in the California, Canada, Ireland, Dominican Republic, Brazil, India, Mexico and Madagascar.

KI Lifetime Biomass Offsets

39,177,123

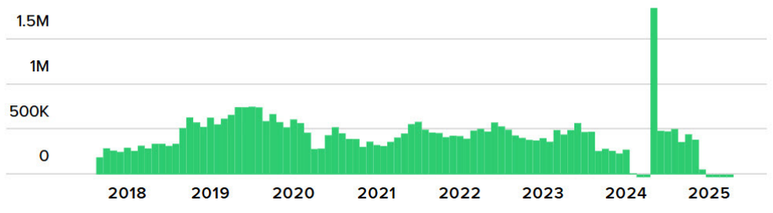
STANDARD PAGES OFFSET

(39,177,123 CERTIFIED / 0 PENDING)

4,701

STANDARD TREES REFORESTED

(4,701 CERTIFIED / 0 PENDING)



In 2025, KI diverted 5.0 million pounds of materials from landfills.

WATER USE

Water use in an essential part of manufacturing products. KI manages, monitors and works on reducing water use each year to lessen the burden on municipal water supplies. Since 2020, KI has decreased its water usage by 5.7% through improving processes, recycling water and reducing demand by installing water-efficient technologies. These actions are taken so that water will be managed sustainably over the long-term for future generations.

WASTE

Recycling is a big component of our manufacturing process. We do our best to reduce the amount of landfill waste generated to make our products. Our five North American facilities and corporate office recycle wood, fabric, light bulbs, aluminum, plastic, plastic bags, office paper, print cartridges, iron, nickel, cardboard, oil, steel, sawdust, batteries and electronics.

PACKAGING

Our goal is to achieve 100 percent recyclable corrugate packaging to eliminate tons of unnecessary materials making its way to landfills.

We are committed to reducing the use of packaging materials by finding alternative methods to safely ship and receive products to and from suppliers, end-users and other manufacturing locations. To reduce landfill waste, we reuse materials such as wood pallets wherever possible. We also incorporate the use of plastic totes, shrink-wrapping, blanket wrapping and racking of products to alleviate the amount of “box” materials used in the shipping process. Plus, packages that leave KI are marked with the universal sign for recycling, encouraging recipients to also be environmentally responsible.

In essence, our **sustainable approach to packaging** is summarized by the following initiatives:

1. Reduce packaging materials.
2. Increase recycled content in packaging materials and reduce use of virgin materials.
3. Ensure all materials can be easily recycled post shipment.

TRANSPORTATION

We have our own private trucking fleet of fuel-efficient vehicles and the smallest diesel engines available.

In fact, the fleet includes SmartWay Certified trucks. The fleet averages miles per gallon, resulting in less fuel usage, decreased exhaust output and economic savings. Approximately, 50% of KI shipments are routed with SmartWay carriers.

Our other transportation-related initiatives include the following:

FUEL BONUS

KI drivers receive a fuel bonus for driving the vehicle in a manner that conserves fuel by increasing mileage, maximizing resources and minimizing waste and pollution.

SCHEDULING

By consolidating destinations for the fleet, freight dispatchers use the maximum amount of truck space available, reducing the number of trucks on the road. This saves on fuel usage and equipment wear and tear, all while reducing emissions.

PACKAGING

Various methods are used to increase space capacity, including palletizing, shrink wrapping and blanket wrapping products and eliminating space-consuming packaging.

SHIP DIRECT

Because our main method of shipping is direct to the customer, we eliminate multiple stops and go directly to the final destination, reducing the number of trucks on the road, fuel usage and equipment wear and tear.

INTERMODAL TRANSPORTATION

We have increased the use of multiple modes of transportation — truck, railroad and ocean carrier — which helps reduce greenhouse gas output.

ANTI-IDLING POLICY

When docked, KI drivers are instructed to shut off their trucks while loading and unloading to save fossil fuel usage and reduce greenhouse gases.

SUSTAINABLE PRODUCT DESIGN

Products are thoughtfully designed for longevity. Care is taken to ensure components can be replaced in the field if wear occurs or a change in aesthetic is desired.

Sustainable materials and manufacturing processes are also considered. At the conclusion of a product's life cycle, it is disassembled and recycled instead of dumped in a landfill. Disassembly instructions are available to customers on ki.com.

DESIGNING RESPONSIBLY

An important part of responsible product design lies in material selection. Whenever possible, we use materials made with a high percentage of recycled content as well as renewable materials such as wheat board, soy board, sunflower board, linoleum, cork, rubberwood, soy-blend foams and more.

Here at KI, we are committed to offering our customers with products that support human safety and environmental health. The material selection process supports this initiative and allows KI to use materials that are free from any problematic chemicals. Such as, perfluoroalkyl, polyfluoroalkyl, and flame retardants. In 2024, KI made the commitment to provide PFAS free products as an option for its customers.

KI has joined a product certification library, Ecomedes, to provide our customers with transparent sustainable information regarding KI products.

In 2025, KI partnered **Purposeful Design** to expand on this initiative. Purposeful Design is a nonprofit furniture manufacturer that rebuilds lives through the dignity of work. Their mission centers on providing employment, woodworking skills, and long-term stability for individuals overcoming homelessness, addiction, or incarceration. Each piece they craft reflects both human resilience and sustainable craftsmanship. KI partners with Purposeful Design to produce handcrafted solid-wood tops for select Tributaire café and occasional tables. The benefits of this partnership are as follows.

- Provides paid employment and economic stability for individuals transitioning out of homelessness, addiction, or incarceration, directly reducing vulnerability for said individuals.
- Participants receive hands-on skills training in woodworking, craftsmanship, and workplace readiness – building long-term employability.
- The partnership expands access to dignified work, fair wages, and career pathways, supporting inclusive economic growth.
- Creates opportunities for individuals facing systemic barriers, helping reduce social and economic inequality.
- Solid wood supports circularity, repairability, and long product life. Small-batch production minimizes waste and promotes responsible material use.

DESIGN FOR THE ENVIRONMENT

Design for the Environment (DfE) is an analysis conducted when KI is considering a new product or refining an existing product. A cross-sectional DfE team from design, procurement, manufacturing and environmental programs work together to find alternatives or materials that improve a product's recyclability and/or biodegradability, minimizes its energy and water use and reduces its environmental impact at the end of its life cycle.

The DfE team reviews manufacturing facilities for their energy and water use and identifies processes that could be more environmentally friendly, including painting, adhesives, metal cleaning, finishes and packaging. This is intended to not only improve the indoor air quality for the end user but also to stress waste minimization, recycling and the use of alternative non-hazardous materials.

While many decisions may be motivated by a desire to protect the environment, we also take into account the effects of raw materials on land use and substitution as well as the broad range of environmental impacts inherent to the life cycle of our products.

KI explores product solutions that aid in the achievement of principles upheld by the Leadership in Energy and Environmental Design (LEED) Green Building Rating System, a priority program of the U.S. Green Building Council. Representing the furniture manufacturing industry, KI LEED Accredited Professionals—both corporate and field-based—work in cooperation with environmental professionals to examine how the company's product offerings embrace such critical areas as energy efficiency; human and environmental health; durability, performance and maintenance; embodied energy and pollution; resource limitation; and waste management.

USGBC MEMBER

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

BUILDING CERTIFICATION CONTRIBUTIONS

We help customers leverage our product performance in the certification of their buildings through contributions to global and regional standards, including LEED® green building rating system, Living Building Challenge (LBC), WELL Building Standard™ and BREEAM®. Ways we have contributed:

LEED CERTIFICATION	LBC	WELL BUILDING STANDARD	BREEAM
Materials and Resources	Place	Air	Indoor air quality
Ergonomics	Health & Happiness	Light	Acoustic Performance
Social Equity in the Supply Chain	Materials	Fitness	Environmental Impact of Materials
Innovation in Design	Beauty	Comfort	Responsible Sourcing of Materials
Low-Emitting Materials		Nutrition	
		Mind	

In 2025, KI achieved certification for 200+ products/product families under the ANSI/BIFMA e3-2019 level® program.

PRODUCT CERTIFICATIONS

KI designs and manufactures low-emission products to help improve indoor air quality for both our customers and employees as well as interiors catering to sensitive environments such as schools and healthcare facilities. We do not use chemicals that exceed any known federal, state or municipal government indoor air quality measurement; rather, we use materials that meet or exceed the requirements for indoor air quality standards.

SCS Global Services is a trusted leader in third-party environmental, sustainability certification, auditing, testing and standards development. We rely on this program to ensure our products meet the most stringent standards for indoor air quality – thus providing a better quality of life for the people using our products, because they are breathing cleaner indoor air.

KI products are tested to meet SCS Indoor Advantage™ certification through SCS Global Services. This certification is imperative for those looking to achieve LEED Certification – especially in educational institutions and healthcare facilities where improved air quality is becoming a requirement rather than an option. View the list of Indoor Advantage Gold certified KI products at scsglobalservices.com.

KI also complies with stringent standards for formaldehyde and other toxic emissions to keep air quality pure. In fact, KI follows California Air Resources Board's (CARB) standards and Toxic Substances Control Act (TSCA) for formaldehyde emissions from wood products, including HWPW, PB and MDF. Specifically, KI is CARB/TSCA Title V1 emissions compliant for all wood composite products, which include panels made from pieces, chips, particles or wood fibers bonded together with a resin.

The Greenhealth Approved seal was developed to make identification of sustainable products easier for healthcare product purchasers. Products that carry the seal have been through a review process and have been found to meet the criteria established by Health Care Without Harm and Practice Greenhealth for sustainability. KI offers more than 54 furniture solutions and options that meet the criteria outlined in Practice Greenhealth/ Greenhealth Approved.

SCSglobal SERVICES
Setting the standard for sustainability

CERTIFIED INDOOR AIR QUALITY
INDOOR ADVANTAGE GOLD FURNITURE

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
TSCA Title VI Compliant

CARB2 COMPLIANT

Greenhealth APPROVED™

The Living Building Challenge is about creating buildings that generate more energy than they use, capture and treat all water on site, and are made using healthy materials. The Living Building Challenge framework helps create spaces that reconnect occupants with nature. Part of the program is selecting products that have gone through an analysis of disclosing where the product is from, what it is made of and where it goes at the end of its life. Declare certification, through the Living Building Challenge, is a transparency platform. KI continues to add products to its portfolio that are Red List Free or Red List Compliant. This allows those seeking a Living Building Challenge building certification the option of selecting this product for their building.

An Environmental Product Declaration (EPD) is a transparent, objective report that communicates what a product is made of and how it impacts the environment across its entire life cycle. A verified EPD can earn your products credits for LEED v4 and other green building rating systems. EPDs satisfy all of the requirements of Product Category Rules (PCR) and follow international standards, including ISO 14044, ISO 14025 and ISO 21930. KI has more than 37 products that have been assessed and continue to grow as we evaluate more products.

Health Product Declaration®
(HPD) Collaborative is one avenue KI uses to provide full transparency about our products' materials, leading to exciting new business opportunities for our specifiers for a healthier building project. HPD uses HBN Pharos Chemical Material Library (CML) to provide reliable substance and hazard information. KI and Pallas Textiles have created more than 135 disclosure documents.

Level establishes measurable performance criteria to address environmental and social aspects of product manufacturing throughout the supply chain, including the areas of materials, energy/atmosphere, human/ecosystem health and social responsibility. Choosing level certified products ensures that the product is produced in an environmentally and socially conscious manner and comes from a responsible manufacturer. A complete list of KI level-certified products can be found at **levelcertified.org**.

In 2025, KI achieved ANSI/BIFMA e3-2019 level® certification for 200+ products/product families under the Business and Institutional Furniture Manufacturers Association's (BIFMA) level Sustainability Program. As a result, interior designers, architects, facility managers and others across industries can easily identify and confidently specify increasingly sustainable furniture manufactured by KI.

Developed in accordance with the American National Standards Institute (ANSI) procedures, level is the label awarded to office furniture products that meet multiple criteria of the stringent, multi-attribute ANSI/BIFMA e3-2019 Furniture Sustainability Standard. Earning the level mark requires validation by an approved third-party certification body.

PRODUCT DURABILITY

KI products are designed for durability, flexibility (mobility and versatility) and easily repaired (in the event a components needs to be replaced due to wear). When an item is no longer needed, products can be disassembled and recycled or reused. We often partner with vendors who assist in the refurbishing and resale of products and components on a per-project basis to extend product life cycles.

Offering products that are durable, flexible and repairable encourage our customers to break their own cycle of unnecessary waste generation.

CLOSED-LOOP DESIGN

Primary research, metrics from Life Cycle Assessments (LCA) and closed-loop design thinking help KI deliver value at every step of the product life cycle — from product design and manufacturing, to delivery and transportation, how it is used and maintained, to end-of-use options.

PRODUCT END-OF-LIFE OPTIONS

At KI, we understand the way environments change and how the needs of our customers evolve. To support this continual evolution, we offer assistance in the removal, repurposing, resale or recycling of used or unneeded products. KI can also assist with brokering furniture from other manufacturers.

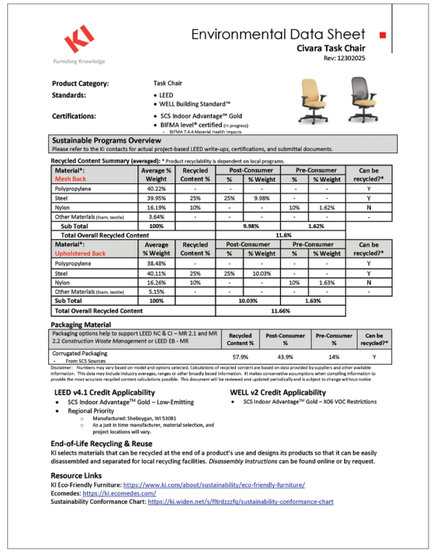
Details of this service are given on a product-by-product basis and are tailored as needed. By producing products that are reconfigurable such as architectural walls and panel systems, KI acts as a responsible steward of the environment, promoting the reuse of products rather than the proliferation of landfills.

DISASSEMBLY INSTRUCTIONS

KI offers disassembly instructions for products to allow quick and simple identification of materials for recycling at the end of the product life cycle. KI manufactures furniture with recyclable materials whenever possible so that the furniture components may be recycled instead of added to a landfill.

ENVIRONMENTAL DATA SHEETS

Environmental Data Sheets (EDS) are available for KI products and product families. They can be found on each respective product page at ki.com and pallastextiles.com. These data sheets provide the information needed in selecting the most environmentally friendly products by communicating the material makeup and various certifications available for each product.



Environmental Data Sheet
Civara Task Chair
Rev: 12302025

Furnishing Knowledge

Product Category: Task Chair

Standards:
- LEED
- WELL Building Standard™

Certifications:
- SCS Indoor Advantage™ Gold
- BIFMA level® certified (in progress)
  - BIFMA T.4.4 Material Health Impacts

Sustainable Programs Overview
Please refer to the KI contacts for actual project-based LEED write-ups, certifications, and submittal documents.

Recycled Content Summary (averaged): * Product recyclability is dependent on local programs.

Material* Mesh Back	Average % Weight	Recycled Content %	Post-Consumer %	Post-Consumer % Weight	Pre-Consumer %	Pre-Consumer % Weight	Can be recycled?*
Polypropylene	40.22%	-	-	-	-	-	Y
Steel	39.95%	25%	25%	9.98%	-	-	Y
Nylon	16.19%	10%	-	-	10%	1.62%	N
Other Materials (foam, textile)	3.64%	-	-	-	-	-	-
Sub Total	100%			9.98%		1.62%	
Total Overall Recycled Content				11.6%			

Material* Upholstered Back	Average % Weight	Recycled Content %	Post-Consumer %	Post-Consumer % Weight	Pre-Consumer %	Pre-Consumer % Weight	Can be recycled?*
Polypropylene	38.48%	-	-	-	-	-	Y
Steel	40.11%	25%	25%	10.03%	-	-	Y
Nylon	16.26%	10%	-	-	10%	1.63%	N
Other Materials (foam, textile)	5.15%	-	-	-	-	-	-
Sub Total	100%			10.03%		1.63%	
Total Overall Recycled Content				11.66%			

Packaging Material

Packaging options help to support LEED NC & CI – MR 2.1 and MR 2.2 Construction Waste Management or LEED EB - MR	Recycled Content %	Post-Consumer %	Pre-Consumer %	Can be recycled?*
Corrugated Packaging - From SCS Sources	57.9%	43.9%	14%	Y

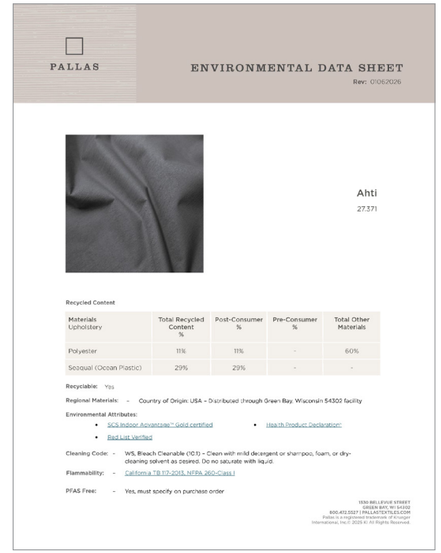
Disclaimer: Numbers may vary based on model and options selected. Calculations of recycled content are based on data provided by suppliers and other available information. This data may include industry averages, ranges or other broadly based information. KI makes conservative assumptions when compiling information to provide the most accurate recycled content calculations possible. This document will be reviewed and updated periodically and is subject to change without notice

LEED v4.1 Credit Applicability
- SCS Indoor Advantage™ Gold – Low-Emitting
- Regional Priority
  - Manufactured: Sheboygan, WI 53081
  - As a just in time manufacturer, material selection, and project locations will vary.

WELL v2 Credit Applicability
- SCS Indoor Advantage™ Gold – X06 VOC Restrictions

End-of-Life Recycling & Reuse
KI selects materials that can be recycled at the end of a product's use and designs its products so that it can be easily disassembled and separated for local recycling facilities. *Disassembly instructions* can be found online or by request.

Resource Links
KI Eco-Friendly Furniture: https://www.ki.com/about/sustainability/eco-friendly-furniture/
Ecomedes: https://ki.ecomedes.com/
Sustainability Conformance Chart: https://ki.widen.net/s/fftrdzzcfs/sustainability-conformance-chart



PALLAS

ENVIRONMENTAL DATA SHEET
Rev: 01062026

Ahti
27.371

Recycled Content

Materials Upholstery	Total Recycled Content %	Post-Consumer %	Pre-Consumer %	Total Other Materials
Polyester	11%	11%	-	60%
Seaqual (Ocean Plastic)	29%	29%	-	-

Recyclable: Yes

Regional Materials: - Country of Origin: USA – Distributed through Green Bay, Wisconsin 54302 facility

Environmental Attributes:
- SCS Indoor Advantage™ Gold certified
- Health Product Declaration™
- Red List Verified

Cleaning Code: - WS, Bleach Cleanable (YC1) – Clean with mild detergent or shampoo, foam, or dry-cleaning solvent as desired. Do no saturate with liquid.

Flammability: - California TB 117-2013, NFPA 260-Class I

PFAS Free: - Yes, must specify on purchase order

1330 BELLEVUE STREET
GREEN BAY, WI 54302
800.472.5527 | PALLASTEXTILES.COM
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4 QUALITY EDUCATION

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

15 LIFE ON LAND

SOCIAL RESPONSIBILITY

KI was founded on the belief that human-centered design can impact the lives of people and ultimately the world, including future generations. Today, KI is committed to incorporating a human-centered, socially responsible approach to everything we do — from hiring to manufacturing; from designing to purchasing; from workforce engagement to community outreach. It is an ongoing process that requires the active, vigilant and creative participation of all involved.

EMPLOYEE SAFETY

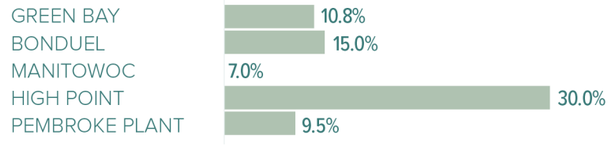
Because KI considers employees our most valuable asset, we maintain a high-quality safety program for the protection of each employee. In keeping with this, KI is committed to maintaining compliance with all applicable local and national regulations that govern our performance in the area of employee health and safety.

The primary goal of the KI safety program is to prevent and eliminate serious injuries and consequences of all accidents. Efforts of the company alone will not prevent accidents. All KI employees receive general and specific training on various safety procedures, thus rendering safety the responsibility of every employee.

A health and safety committee with joint representation can facilitate a positive health and safety culture. The use of committees is one way to involve workers in driving the improvement of occupational health and safety in the workplace. The following chart indicates the extent to which the workforce is actively involved in health and safety.

SAFETY COMMITTEE MEMBER PARTICIPATION

as a percentage of plant workforce



2025 REGIONAL BREAKDOWN OF TOTAL INJURY, OCCUPATIONAL DISEASES, LOST DAYS

MANUFACTURING	INJURY RATE	ODR	LDR
Green Bay, WI	0.93	0.0	11.8
Bonduel, WI	0.47	0.0	0.0
Manitowoc, WI	0	0.0	0.0
High Point, NC	1.14	0.0	5.7
Pembroke, ON	2.5	0.0	0.0
CORPORATE			
Green Bay, WI	0.14	0.0	3.8
TRANSPORTATION			
KI Trucking Drivers	0.0	0.0	0.0

NOTES:

- Injury Rate (IR) = Total # of injuries / Total hours worked x 200,000
- Occupational Diseases Rate (ODR) = Total # of Occupational Disease cases / Total hours worked x 200,000
- Lost Day Rate (LDR) = Total # of lost days / Total hours worked x 200,000

KI is committed to allowing employees to enjoy a better quality of life both at work and at home.

HEALTH & WELL-BEING

KI fosters a culture that prioritizes employee well-being and supports a healthy lifestyle. The organization is committed to enhancing quality of life both in and outside the workplace through comprehensive wellness initiatives. Employees and their significant others have access to a company-wide wellness program and on-site fitness center, and flexible lunch schedules are encouraged to allow time for physical activity during the workday.

Health benefits are structured to reward healthy choices, with opportunities for reduced premiums tied to positive health outcomes. This approach supports a more productive workforce while helping manage healthcare costs and lower employee contribution rates.

Key programs and employee incentives include:

- Sponsorships and registration reimbursement for local fitness events
- Health Savings Accounts paired with two health plan options
- Annual Health Risk Assessments for employees and participating spouses, with premium incentives based on results
- Ongoing education and resources to promote healthy living

These initiatives reflect ongoing commitment to employee health and well-being.

HEALTHCARE PLAN

The KI employee-empowered healthcare plan has been in place for more than 30 years. It is based on the position that private employers are better suited to manage healthcare costs than state or federal governments.

2025 HEALTH & WELLNESS (COMPARED TO REGION)

- KI employees pay lower annual premiums than the national average for comparable plans at other companies.
- KI contributes more annually to employee HSA accounts than the national average.
- Together, lower premiums and higher HSA contributions provide meaningful financial benefits to employees and positively impact the local economy.

INCLUSIVENESS & DIVERSITY

KI is committed to providing a work environment characterized by mutual respect, professionalism, and the absence of harassment and bullying. All individuals associated with the organization, including employees, managers, vendors, and customers, are expected to maintain conduct consistent with these principles.

Equal opportunity is provided to all qualified individuals, regardless of background or protected characteristics, including race, color, religion, sex, age, national origin, disability, veteran status, marital status, sexual orientation, military status, genetic information, or any other protected class.

All employment-related policies and practices comply with applicable federal, state, and local laws, regulations, and executive orders. Affirmative action is applied to ensure equal opportunity in all personnel actions, including but not limited to:

- Recruiting, testing, selection, hiring, promotion and other employment decisions.
- Compensation, benefits, transfers, training, social and recreational programs, job assignments, layoffs, recalls, education and other terms and conditions of employment.

Partnerships with community organizations, including the Aging & Disability Resource Center and the Wisconsin Economic Development Corporation, support outreach and inclusive hiring efforts. The Affirmative Action Plan is reviewed at least annually to strengthen engagement with underrepresented groups, including veterans and individuals with disabilities.

An employee referral-based recruitment approach supports a diverse workforce, particularly within manufacturing operations. With many cultures represented across the organization, efforts are made to accommodate a wide range of needs, including religious considerations.

Equal opportunities for personal and professional growth are a continued priority for all employees.

LABOR & HUMAN RIGHTS

KI fosters a creative and stimulating work environment and empowers all employees to provide the highest possible level of service to the customer. Reflecting the dynamic markets we serve, KI encourages innovation and an entrepreneurial mindset. Employees are supported through a competitive compensation and benefits package, career advancement opportunities, training programs, wellness activities and a fun and exciting environment in which to work.

Efforts to recruit, develop, and retain talent include:

- Support for continuing education through accredited institutions, including reimbursement for business-related courses and seminars
- Active recruitment from area colleges and a structured internship program that provides hands-on experience
- A pay-for-performance compensation model that recognizes contributions and supports earning potential
- In-house training programs, including hand weld certification and forklift operation, to support growth in manufacturing roles
- Participation in state-sponsored apprenticeship programs for highly skilled positions, such as tool and die, maintenance, and automation technicians

KI offers skills development programs that prepare employees to meet strategic priorities in a changing work environment. A skilled and engaged workforce strengthens human capital, supports employee satisfaction, and contributes to strong organizational performance. Lifelong learning is encouraged to help employees build the knowledge and capabilities needed to adapt to evolving labor markets and participate fully in economic life.

Employees may participate in internal educational programs, such as:

- Leadership training
- Emerging leader training
- Manufacturing training
- Safety training

Additional support is provided for external learning opportunities, including:

- Off-site training and seminars
- Educational reimbursement
- Apprenticeship programs

Compensation practices are designed to remain competitive, with entry-level wages averaging 116% above the federal contractor minimum wage.

Moreover, a strong commitment to human rights guides operations, including a strict prohibition of forced, involuntary, and child labor. In line with these principles, these expectations extend to partners across our global supply network.

2025 EMPLOYMENT STATISTICS (LOCAL)

- 1,635 employees (Wisconsin)
- 40th largest employer in Green Bay area

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

bellin run 5+10K 2025

CHARITABLE GIVING

KI is committed to being a good corporate citizen and will continue to give back to the communities where we operate. Our primary giving includes health- and wellness-related organizations as well as those that benefit youth and education. KI supports worthwhile activities through time, talent, products and money as appropriate.

An annual budget is developed each year for charitable contributions. Each of the following areas have budgeted amounts:

- KI product requests
- KI store merchandise requests
- Monetary requests

Key charities are selected during the budgeting process, and funds or products are identified as potential commitments for the upcoming year. KI has made a long-term commitment to support key charities for civic, social and public goodwill, and we review this list annually as community priorities change.

In 2025, total charitable giving, including product donations, totaled $144,094.
A few key organizations and causes KI supported in 2025 include the following:

BELLIN RUN ($12K)

KI is proud to be a sponsor of the Bellin Run for over 30 years. This 10-kilometer run/walk is one of the region's premier sporting events and one of the largest races in the nation. Aligning with KI wellness initiatives, the Bellin Run focuses on encouraging widespread fitness, routine exercise and healthy living.

AMERICAN CANCER SOCIETY MAKING STRIDES FOR BREAST CANCER ($5K)

MAKING STRIDES Against Breast Cancer® American Cancer Society®

The Making Strides Against Breast Cancer event is a powerful and inspiring opportunity to unite the community in support of a shared cause. It honors breast cancer survivors, raises awareness, and generates critical funding for the American Cancer Society. These efforts support research, provide information and services, and expand access to mammograms for women in need.

UNITED WAY OF BROWN COUNTY AND MANITOWOC COUNTY ($20K)

United Way Brown County United Way

United Way convenes donors and community partners to identify needs, allocate resources, and measure outcomes across the communities it serves. Its programs impact a broad range of individuals at the local level. Funding supports initiatives focused on children and families, healthcare, self-sufficiency, crisis response, community partnerships, research, and the 2-1-1 hotline, a free and confidential 24-hour service available in Brown and Manitowoc counties.

Annual employee contributions, combined with corporate support, resulted in a substantial donation to the local United Way program in 2025.

ADDITIONAL DONATIONS

$7,500	Women's Fund	**$3,000**	Veterans Foundation
$6,000	Scholarships	**$3,000**	EPIC Marathon
$5,000	Big Sisters / Big Brothers	**$2,500**	Green Bay YMCA
$5,000	Literacy Green Bay	**$1,500**	Golf Classic Sponsor
$5,000	UWGB Foundation - Phoenix Fund	**$1,250**	Humane Society
$5,000	Make a Wish Wisconsin	**$1,000**	New North

COMMUNITY OUTREACH & INVOLVEMENT

As a company, we've extended our environmental stewardship beyond our four walls. Following are ways we've funded, initiated or participated in similar conservation efforts in our lives and communities:

EARTH DAY EMPLOYEE AWARENESS

On Earth Day, the KI Energy Team encourages employees to participate in an Employee Awareness Fair. We ask local companies to come in and educate our employees about services available in the community.

INVASIVE SPECIES

KI works with local agencies on eradication of invasive plant species (purple loosestrife) found in wetlands around the Green Bay, Wisconsin facility.

RESCH FAMILY EAST RIVER TRAIL

With the generous financial support of KI Executive Chairman Richard J. Resch, this nature and fitness trail borders the East River in Allouez, Wisconsin, just behind KI corporate headquarters. You can often find employees walking, running or biking the 6.28-mile trail during their lunch hour.

SAVE-A-SAMPLE!

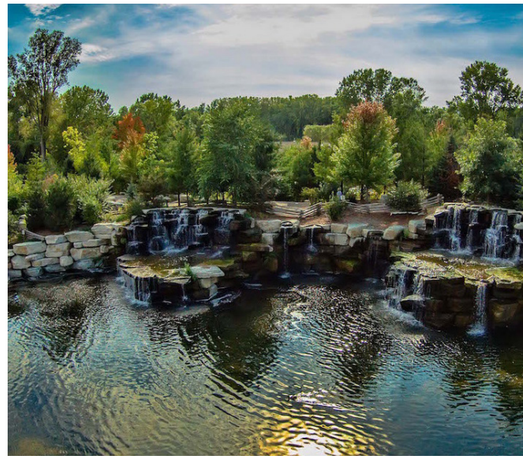
On a national level, KI is a sponsor of the Save-a-Sample! program, which offers a 'second life' for unused brochures, fabrics and finish cards. Materials are donated by some of the country's busiest design firms and are then delivered to local design schools by furniture providers such as KI. As a result, talented students have a much richer set of resources to choose from during the year and thousands of pounds of materials are saved from landfills.

ENVIRONMENTAL CEU PROGRAM

In support of environmental awareness and education, KI offers continuing education programs for architects and designers, facility managers, commercial building owners, end users and dealer partners. These continuing education unit (CEU) courses share knowledge and insights on third-party certification programs for furniture.

GREATER GREEN BAY CHAMBER

KI sponsors the Teen Leadership Program held at the Bay Beach Wildlife Sanctuary in the Dick Resch Center providing insight into sustainability overall for youth attendees.



GRI INDEX

GRI STANDARD DISCLOSURES		SECTION OF KI REPORT	PAGE
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1.2	Description of key impacts, risks and opportunities	Message from our CEO	7
ORGANIZATIONAL PROFILE			
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2.2	Primary brands, products and/or services	Organizational Profile	9
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2.6	Nature of ownership and legal form	Organizational Profile	12
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2.8	Scale of the reporting organization	Organizational Profile	9
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3.1	Reporting period (e.g., fiscal/calendar year) for information provided	Welcome	4
3.2	Date of most recent previous report (if any)	Welcome	4
3.3	Reporting cycle (annual, biennial, etc.)	Welcome	4
3.4	Contact point for questions regarding the report or its contents	Welcome	4
3.5	Process for defining report content	Welcome	4
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	Welcome	4
3.7	Limitations on the report	None	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	None	
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Not Reported	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	None	
3.11	Significant changes from previous reporting periods	None	
3.12	Table identifying the location of the Standard Disclosures in the report	GRI Index	48-49
3.13	Policy and current practice with regard to seeking external assurance for the report	Non	
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4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Organizational Profile	12
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4.4	Mechanisms for shareholders and employees to provide recommendations or direction	Not Reported	

GRI STANDARD DISCLOSURES		SECTION OF KI REPORT	PAGE
4.13	Membership in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: - Has positions in governance bodies; - Participates in projects or committees; - Provides substantive funding beyond routine membership dues; or - Views membership as strategic This refers primarily to memberships maintained at the organizational level.	Environmental Stewardship	16-21
4.14	List of stakeholder groups engaged by the organization	Stakeholders	12
4.15	Basis for identification and selection of stakeholders with whom to engage	Stakeholders	12
ENVIRONMENT			
EN3	Direct energy consumption by primary energy source	Air Emissions	22-27
EN4	Indirect energy consumption by primary source	Air Emissions	22-27
EN16	Total direct and indirect greenhouse gas emissions by weight	Air Emissions	22-27
ECONOMIC			
EC 5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Not Reported	
SOCIAL: LABOR PRACTICES AND DECENT WORK			
LA 1	Total workforce by employment type, employment contract, and region	Inclusiveness & Diversity	41
LA 3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Health & Well-Being, Labor & Human Rights	40-42
LA 6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Employee Safety	38
LA 7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender	Employee Safety	39
LA 11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Labor and Human Rights	42
LA 12	Percentage of employees receiving regular performance and career development reviews	Inclusiveness & Diversity	41
LA 13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Not Reported	
SOCIAL: HUMAN RIGHTS			
HR 4	Total number of incidents of discrimination and actions taken.	Inclusiveness & Diversity KI	39-41
SOCIAL: SOCIETY			
SO 6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Community Outreach	44-45

THANK YOU

The end of this report is just the beginning of what we hope is an ongoing conversation. Please share your sustainability ideas with us at **sustainability@ki.com.**

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