



ergotron®

CORPORATE RESPONSIBILITY
REPORT | 2022

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REPORT BOUNDARY – Ergotron has developed this 2022 Corporate Responsibility Report to disclose information and data for the fiscal year ending December 31, 2022. Unless otherwise noted, the information presented in this report represents all global operations where Ergotron maintains operational control. In July 2022, Ergotron was acquired by The Sterling Group, an operationally focused, middle market private equity firm that builds winning businesses for customers, employees and investors in the industrial sector.

MESSAGE FROM OUR CEO



For more than 40 years, we have developed innovative ergonomic solutions that help our customers thrive. We do this while staying committed to the health and well-being of the people we serve, our employees, the communities where we live and work and the environment that surrounds us all.

We create human-centered designs focused on ergonomics, quality and safety. We're a premium brand with more than 200 patents on our professional-grade products. Our products are designed to last, undergoing extensive testing that meets or exceeds our industry's most rigid quality expectations. Ergotron's award-winning product families such as WorkFit® Sit-Stand Workstations and CareFit™ Workstations are found in offices, hospitals and homes around the world.

At the same time, we continue to seek ways in which to minimize our environmental impact. For example, we have successfully diverted approximately 90% of potential waste from landfills in 2022. This is a direct result of our recycling policies and engagement by our coworkers in our worldwide facilities. When our products reach their end of life, we provide Recycling Guides to our customers on how and where they can recycle the materials.

We also seek compliance with various regional regulations. Perhaps the most exciting update on our journey to minimize our impacts is that we conducted our first carbon footprint evaluation of our operations. We are evaluating these results and will further explore next steps in the coming year.

None of our success is possible without our employees—our most valued asset. We seek to ensure that our people have the tools they need to thrive wherever they work. This includes a robust safety program, opportunities for professional and personal growth, and encouraging work-life integration with volunteer time to strengthen our relationship with the community.

The needs of our customers, employees and communities are always evolving. We continue to challenge ourselves to be the world leader in workflow expertise by innovating ergonomic solutions that support our customers while working and caring for others, all while honoring the world around us. Join us on this journey as we build environments that help people thrive.

A handwritten signature in blue ink, reading "Chad Severson". The signature is fluid and cursive, with a long horizontal stroke at the end.

CHAD SEVERSON
Chief Executive Officer
Ergotron, Inc.

Our Vision

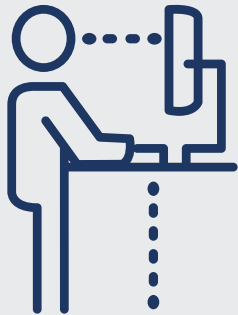
To be the **world leader** in workflow expertise by **innovating ergonomic solutions** that **help our customers thrive** while **working** and **caring** for others.

ERGOTRON AT A GLANCE

Celebrating a rich history of culture and innovation while inspiring people to feel and enjoy a new sense of energy while at work.

FOUNDED IN
1982
by HARRY SWEERE

40 YEARS
OF ERGONOMIC
SOLUTIONS



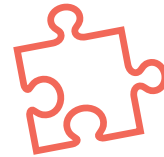
PIONEERS
IN HEIGHT-ADJUSTABLE
ERGONOMIC PRODUCTS



HEALTHCARE



WORKSPACE



OEM MEDICAL

200+ PATENTS ISSUED AND PENDING

SALES IN **67** COUNTRIES
ON **6** CONTINENTS



1,100
PEOPLE WORLDWIDE

Corporate Responsibility at Ergotron

At Ergotron, two of our core values are continuous improvement and integrity, which guide how we work as a global organization. We are continually looking for ways to create a better experience for our employees, customers and communities, while also working to minimize our impact on the environment. From health and safety to equal employment opportunity to our environmental footprint, the following pages detail the programs and policies which shape our approach to corporate responsibility. Information on these policies is readily available to our team, and we regularly conduct training on various topics covered in this report.

Our Core Values

- **CONTINUOUS IMPROVEMENT**

We work to always design a better experience.

- **CUSTOMER-OBSESSED**

Our focus centers on solving problems for our customers.

- **INNOVATION**

We unearth insights to think anew.

- **INTEGRITY**

We do the right thing and treat others with respect.

- **OPENNESS**

We're open to ideas and feedback, acting with transparency and trusting one another.

- **OWNERSHIP**

We own our roles and act when ownership is needed.

Global – We are a global company headquartered in St. Paul, Minnesota, with a presence in North America; Europe, the Middle East, Africa (EMEA); and Asia Pacific.

Leader in workflow expertise – We are pioneers of height-adjustable ergonomic products and bring ergonomic thought leadership and workflow expertise to the forefront of the work environment whether in a healthcare environment or one of the many types of workspaces that exist in offices, advanced manufacturing, and government. We also serve customers through our Original Equipment Manufacturer (OEM) Medical business.

Innovating ergonomic solutions to help our customers thrive – Through our 40-year history, Ergotron has led the industry in bringing innovative ergonomic solutions that enable efficient workflows by connecting people and technology to enhance human performance, health and comfort; this helps caregivers or knowledge workers thrive while they work or care for others.



This award validates our ongoing commitment to designing comfort and intuitive solutions.

Ergotron's **CareFit™ Combo System** received the Gold Nightingale Award at the 2022 Healthcare Design Conference & Expo.





Market Presence

We innovate and deliver professional grade ergonomic workflow solutions through our award-winning product families CareFit™, StyleView®, TRACE™, WorkFit®, ChargeFit™, LearnFit®, Neo-Flex® and more.

These solutions transform healthcare and workspace environments:

Mobile Carts With configurations to fit any workflow, our powered and non-powered mobile workstations move wherever they're needed to support patient-centered care or agile advanced manufacturing processes.

Monitor Mounts Well-being is within an arm's reach with professional-grade monitor arms that promote comfort and productivity in today's flexible workspaces.

Standing Desks Our broad portfolio of sit-stand solutions helps employees find their best fit, while encouraging active workstyles that promote engagement and collaboration.

Wall Workstations Make the most of any space while allowing employees and caregivers to work comfortably sitting or standing in crowded rooms, hallways or warehouses.

Charging Systems Help keep smart devices secured, protected and charged for flexibility to move easily from room to room.

Market Presence *CONTINUED*

Our product portfolio uses these unique technologies:

CONSTANT FORCE™ TECHNOLOGY

Constant Force™ Technology allows for easy adjustment that makes moving easier than ever before. No matter how you lift, tilt or turn an Ergotron product, you will feel the difference. Constant Force-based products provide long-lasting dependability and a premium adjustment experience with no power required. With its easy adjustment and long-lasting dependability, users will enjoy using this groundbreaking technology.



POWERSHUTTLE® TECHNOLOGY

We embed our PowerShuttle® patented technology into our charging carts and cabinets to help charge devices quickly, efficiently and safely. That means fewer charging cords and most importantly, fewer interruptions. Our PowerShuttle carts and cabinets charge faster than our competitors' round-robin charging systems. A sensor constantly measures the current coming into the cart to stay below current limits for your region, keeping you and your technology safe.

LIFEKINNEX™ TECHNOLOGY

Our patented LiFeKinnex™ Power System eliminates power anxiety by keeping carts charged for when they are needed most. Designed for on-cart charging or hot swap, LiFeKinnex lets caregivers focus less on battery life and more on patient care. This safe and reliable power solution also offers a lower total cost of ownership for healthcare organizations.



Ethics & Governance

At Ergotron, we hold ourselves to the highest ethical standards. We conduct our business in compliance with applicable laws and regulations in the areas where we operate, according to our Code of Conduct and Ethics Policy (Code of Conduct), and have a zero-tolerance policy for unethical or illegal practices.

We have also voluntarily committed to supporting and adhering to the Responsible Business Alliance (RBA) Code of Conduct for our global operations facilities. This commitment addresses and enhances our approach to topics such as ethics, environment, labor, and health and safety. Ergotron's Management Commitment establishes a system for compliance and review including continuous improvements, developing performance objectives, and clarifying accountability and ownership of compliance.

In addition to our management system, Ergotron maintains policies to inform ethical business practices such as our [*Human Rights Statement*](#) and [*Modern Slavery Statement*](#), which all new employees are provided during their two-day onboarding orientation. Existing employees receive training and refresher courses every other year, or more frequently should the need arise. Certain policies and training programs also exist relevant to specific roles and functions of the employee, as well as their location. All employees are responsible for adhering to our Code of Conduct and Ethics Policy and other related policies which cover issues such as anti-bribery and corruption, fair competition, fraud, trade compliance, anti-slavery and human trafficking, data privacy, insider trading, and whistleblowing and anti-retaliation, among others. Stakeholders, as well as employees, are encouraged to raise concerns about violations of our policies as well as local laws and regulations via our grievance hotline.

To learn more about our policies, please visit our website: <https://www.ergotron.com/en-us/company/legal>.

CORPORATE COMPLIANCE POLICIES:

- Anti-Bribery & Corruption
- Anti-Money Laundry
- Anti- Slavery & Human Trafficking
- Code of Conduct & Ethics
- Competition
- Conflict Minerals
- Data Protection
- Human Rights
- Modern Slavery
- Trade Compliance
- Whistleblower Policy

ETHICS COMMITMENT:

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

ENVIRONMENTAL COMMITMENT:

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

LABOR COMMITMENT:

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

HEALTH & SAFETY COMMITMENT:

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

Supply Chain Management

At Ergotron, we understand the importance of maintaining strong relationships with all our suppliers as it both directly and indirectly impacts our operations. Our buyers undergo specific training courses such as Competition Law, Data Protection, Anti-Bribery and Corruption, as well as Anti-Slavery and Human Trafficking among several others. We also regularly engage with suppliers to ensure compliance with our sourcing and quality expectations.

We have a robust supplier screening process in place for new potential vendors, including assessments and audits conducted. This process reviews a checklist that Ergotron uses to either approve or reject the vendor based on alignment with our internal procedures. Depending on the severity of a noncompliance, we will either end business or will issue a corrective action plan to the supplier before onboarding. In 2022, all new suppliers underwent this supplier screening process.

We expect our suppliers to conduct their businesses honestly, transparently and with integrity. As part of our standard Master Supply Agreement, suppliers agree to comply with our Conflict Minerals Policy, Human Rights Policy, and Modern Slavery Policy which have been informed by the RBA Standards and other relevant legal requirements. Our Supplier Code of Conduct was implemented in 2018, and as of 2022 has been agreed upon by suppliers representing more than 90% of our 2022 supplier spend. We also utilize a third-party vendor to assist us in conducting various audits against our strategic suppliers on an annual basis. In 2022, this audit approach covered roughly 94% of our procurement spend.

Our production facilities in Dongguan, China, follow a strict sustainable sourcing procedure which outlines how suppliers are selected and managed based on compliance with Ergotron's sourcing requirements. This internal procedure further describes the expectation of our suppliers to sign quality and environmental declarations each year, as well as the agreement to undergo an annual supplier audit in order to maintain a relationship with Ergotron.

In 2022, despite ongoing global supply chain challenges, Ergotron did not experience business-related disruptions or negative impacts. Ergotron maintains open relationships with all third-party suppliers to minimize any potential negative impacts that may be present throughout the supply chain. Our independent, third-party hotline is available for any stakeholder, including our suppliers, to raise concerns regarding violations of our policies, local laws or local regulations.

“The CareFit Slim Medical Cart allowed us to implement a closed loop process to support accuracy and patient safety. Everything from ordering to providing the medication to administering the medication can now be documented and traced on the PC using barcodes.”

– BJÖRN BECHTOLD
Deputy Director for IT and Head of IT Infrastructure
Schwarzwald-Baar Klinikum





Product Quality & Safety

At Ergotron, we innovate ergonomic solutions that help people feel their best while working and caring for others. With this at the center of all that we do, product quality and safety are top priorities for our business. We have extensive human-centered design and engineering expertise through our team of industrial designers, mechanical, electrical, firmware, new product introduction and test engineers who support end-to-end design and testing for new products and technology concepts.

Ergotron products meet – and many times exceed – the industry’s most rigid quality standards. For example, our load testing requirements ensure that nearly all of our height-adjustable workstations can withstand up to four times the anticipated weight limit, to keep people moving safely.

We proactively seek certification for many of our products, providing additional peace of mind to our customers of the reliability and quality they have come to expect from us. For example, our medical carts are fully certified to UL/EN/IEC 60601-1 and CAN/CA C22.2 No.601.1 M90 standards. This means the entire power system and the cart itself are certified in accordance with the National Fire Protection Agency (NFPA) levels, reducing the potential risk of electromagnetic interference and controls leakage, a critical safety requirement in the medical field. Certain carts can also be retrofitted with more locking drawers to allow for the transport of supplies and other materials.

Product Quality & Safety *CONTINUED*

Our professional-grade products are further validated against rigorous industry performance standards, such as those set forth by Business and Institutional Furniture Manufacturers (BIFMA) and Underwriters Laboratories (UL). To ensure continuous improvement of product quality and safety, we have formal quality accountabilities in place to assess, manage, and implement process and progress. Our Quality Steering Committee, led by our Director, Quality and Manufacturing, meets regularly and reports at least monthly to the Executive Leadership Team, including the Chief Executive Officer (CEO) and Chief Financial Officer (CFO) who are members of the Board. This practice, as part of our commitment to continuous improvement, ensures executive leadership is apprised of all progress relating to product quality and safety.

In addition to internal reviews and updates, we track and monitor the feedback from our customers through a variety of channels. For example, we conduct in-depth monthly quality performance

reviews with key customers. These meetings allow us to identify areas of improvement and incorporate customer feedback into new product development. We also provide a digital platform for our customers to leave reviews online and as a means to engage with additional e-commerce customers. Furthermore, we evaluate client feedback and calculate our Net Promoter Score (NPS). We are proud of our latest NPS rating of 66.

Company-wide, we have earned and maintained quality management certification to the ISO 9001:2015 standard, and our US and China facilities hold medical device ISO 13485:2016 certifications. We also have strict internal audit processes with relevant key performance indicators (KPIs) around the quality and safety of our products and services. Our wholly-owned production facility in China also maintains certifications in ISO 14001:2015 for environmental management and ISO 45001 for health and safety. We also are ISO 14001 compliant at our Eagan, MN, and Amersfoort, The Netherlands, locations.

At Ergotron, we are dedicated to professional-grade quality, which is why most Ergotron products are guaranteed for at least five years – with some more than 10 years. That means they will remain free of material and workmanship defects for five years or longer from the date of receipt of the product.

Detailed information about our warranties, inclusions, exclusions, conditions and limitations is available at: www.ergotron.com/support/warranty-policy.



“A drawer with a combination lock allows our employees to take files with them and store them in compliance with the GDPR rules.”

– MARK BREDE
*Head of IT Department
Wilhelmstift
Children’s Hospital*

Environmental Compliance

Environmental compliance is embedded within our company from design concept through manufacturing, to the final product to the product's end of life. We maintain an [Environmental Update](#) on our website to inform stakeholders of our Compliance Index for Products, as well as key initiatives during the year to demonstrate our progress. We are proud to be compliant with several global product environmental regulations, such as the European Union's Restriction of Hazardous Substances (EU RoHS) which restricts the use of lead, cadmium, mercury and other substances.

We continue to pursue compliance with additional and emerging regulations such as the Green Star guidelines in Australia and Japan's JIS C 0950 or "J-MOSS" – the marking for presence of the specific chemical substances for electrical and electronic equipment. Several of our products may also be used to support our customers' goal of achieving various Leadership in Energy and Environmental Design (LEED) certifications such as LEED-CI, LEED-NC and LEED-EB credits for commercial interiors (CI), new construction (NC) and existing buildings (EB) as defined by the U.S. Green Building Council.

At Ergotron, our internal-facing Environmental Management Site houses crucial aspects of our environmental programs such as chemical management policies and procedures, emergency preparedness response, energy management, greenhouse gas (GHG) and volatile organic compound (VOC) emissions, waste management and much more.

EU RoHS (2011/65/EU)	100% Compliance
EU Battery (2006/66/EC)	100% Compliance
EU WEEE (2012/19/EU)	100% Compliance
EU REACH	100% Compliance
EU (94/62/EC)	100% Compliance

**As of July 2023*

Throughout the year, various training and refresher courses are offered related to environmental initiatives. Several programs are mandatory for all employees, such as Environmental Management training, while others are more tailored to their specific role and function. Our "New Employee Welcome" program incorporates environmental management system training in order to empower employees with the knowledge to drive our environmental initiatives forward. Investing in comprehensive training programs equips our workforce to contribute effectively to our broader safety and environment goals.

We continue to evaluate and monitor the changing regulatory landscape to ensure we are operating in compliance with relevant, applicable laws. We remain dedicated to responsible and sustainable practices for the benefit of the planet and the communities we serve.



Chemical & Material Management

We comply with applicable international regulations regarding the use of hazardous substances, including the European Union's Registration, Evaluation, Authorisation, and Restriction of Chemicals (EU REACH). Our chemical management procedures detail how each chemical is used in the course of business operations; how it should be procured, handled, stored and disposed of; and specifies where to find relevant safety data sheets. Each location maintains the list of chemicals, routinely updates our hazardous chemical inventory, and is ultimately responsible for the proper execution of these procedures.

All employees who purchase or use chemicals go through an annual required training on the safe use and management of chemicals. Our Hazardous Chemicals Management System is certified under ISO 14001, where procedures are implemented on-site. We conduct chemical spill drills at our manufacturing sites on an annual basis to ensure all employees are equipped with the proper knowledge and tools necessary in the event of an emergency. Furthermore, we have implemented formal emergency preparedness response plans to prepare employees should an event occur. Our head of Environmental Health and Safety is responsible for maintaining these drills and procedures.

We actively monitor the regulatory landscape to ensure compliance with active legislation and strive to remain aware of impending legislation and potential impacts on our products and operations.

EXAMPLES OF 2022 TRAINING PROGRAMS:

- Environmental Management
- Spill Prevention & Clean Up
- Hazard Communication Training
- Respiratory Protection Training
- Lockout Tagout
- Hot Work Safety
- Emergency Preparedness Response Training
- Accident and Incident Investigation Training
- COVID-19

Product Packaging & Circularity

Ergotron is committed to transitioning to more sustainable packaging solutions, including minimizing the packaging materials used to protect our products during transportation and delivery. In response to the recent EU directive on reduction of packaging and packaging waste (EU 94/62/EC), we are seeking opportunities to minimize non-essential packaging while transitioning critical packaging components to more alternative materials. We are doing this by transitioning away from expanded polystyrene (EPS) and into alternative solutions like expanded polyethylene (EPE) and other reusable packaging solutions. Early successes in this effort have led to the elimination of EPS in our five highest volume products. We are also using paper-pulp packaging and corrugated cardboard which can be more readily recycled or composted after use. We have updated our regional labeling strategies to reflect the materials used, informing and educating our customers so that they can properly recycle the packaging. We in turn encourage our packaging suppliers to use recycled content in their products and use reusable packaging for delivery to our facilities.



Ergotron's *TRACE Monitor Mount*, winner of the [2021 Good Design Award](#) and [2022 Wellness Hot List](#), our patented Constant Force Technology and intuitively adjusts between tasks and postures.

Its flexible design quickly converts to a single or dual monitor configuration and supports large-format display.

Our development capabilities include automated laboratories, thermal testing, 3D printing, and advanced thermal and structural modeling.

As part of our Research and Development (R&D) stage, we consider how each raw material, component and finished good will impact the environment. Additionally, we intentionally “Design for the Environment” throughout each phase of R&D. We do this by maintaining records of the impacts and the decisions we make along the way, and through certification to various compliance standards such as ANSI BIFMA e3 2019 7.6.1, 7.6.2, and/or 7.6.3.

The open-architecture design and adjustability of our products lend themselves for use within the circular economy, meaning that our solutions continue to be useful even when computer hardware is upgraded, or if workspaces are reconfigured. We intentionally design our products to have a long-lasting and useful life, delivering a strong return on investment for our customers, while minimizing waste. For example, many of our height-adjustable products undergo 10,000-cycle tests to ensure years of trouble-free height adjustments.

We offer comprehensive service packages supporting the entire lifecycle of our products. If necessary, our products are often easily repaired, with parts available to facilitate maintenance and servicing. We also provide [Recycling Guides](#), which have been developed in alignment with the Directive 2012/19/EU on Waste Electrical and Electronic Equipment (EU WEEE) regarding takebacks of products, and to help educate customers on how and where they can recycle packaging or products or dispose of at the products end of life.

These initiatives demonstrate our dedication to responsible waste management, sustainable practices, and environmental stewardship in our industry. We are excited by the opportunity to engage with our customers to enhance their understanding and accessibility of recycling and the broader sense of circularity.

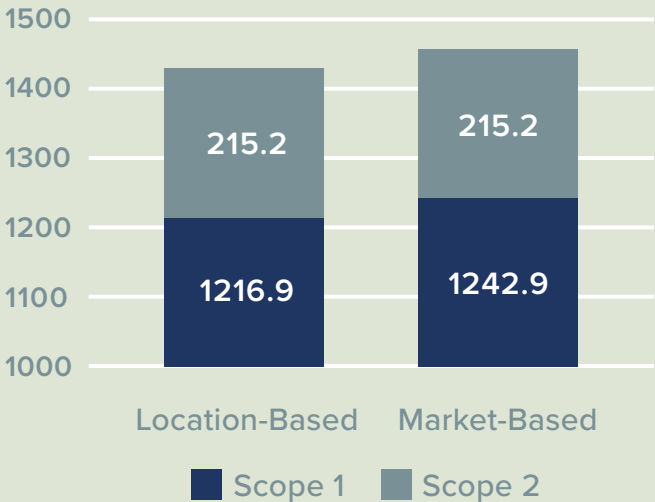
GHG Emissions & Energy Management

Our environmental management team plays a crucial role in monitoring and analyzing various levers for target setting and reporting of relevant data. We track our energy consumption on a monthly basis via supplier utility records and meter readings, and we calculate our global emissions annually.

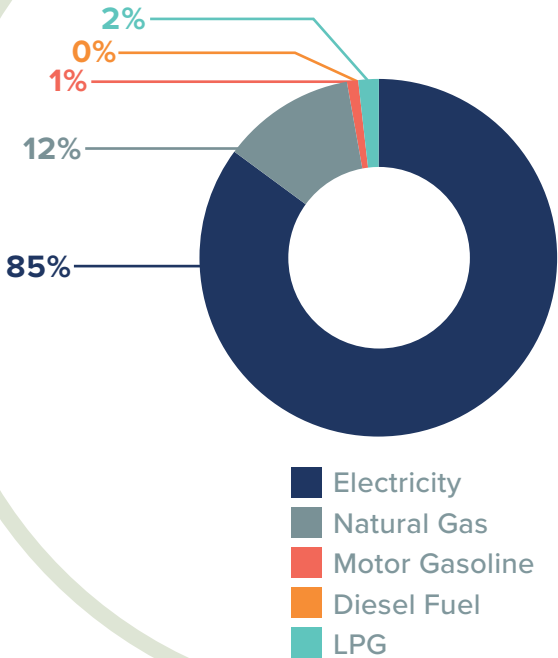
In 2022, our location-based Scope 1 and 2 emissions were 1,432.14 metric tons CO₂e (MT CO₂e). Our market-based emissions were 1,458.14 MT CO₂e. Approximately 85% of our Scope 1 and 2 emissions were from purchased electricity, with the remaining coming from a mix of fuels such as liquified petroleum gas (LPG), diesel fuel, motor gasoline, and natural gas. In total, we consumed 11,286 million British thermal units (MMBtu) of energy across our operations.

Our assembly plant in China accounts for roughly 68% of our GHG emissions footprint. This year, we installed solar lighting in the open spaces in our China facility, as well as upgraded to more energy efficient air conditioning units and production equipment. We are exploring additional solar panel options and have plans to upgrade the existing air compressor to a more efficient model in the upcoming year. On a global scale, we continue to roll out heating, ventilation and air conditioning (HVAC) unit upgrades, LED lighting projects and other energy efficiency initiatives.

2022 EMISSIONS (MT CO₂e)



EMISSIONS BY SOURCE



Effluents & Waste

Another way in which we are committed to reducing our environmental impact is through our reclamation and recycling initiatives. As previously discussed, we have created [Recycling Guides](#) and offer maintenance services to support the best possible end-of-life outcomes for our products.

To address our operational waste, we have developed a formal waste management procedure. This internal document outlines the processes for controlling Ergotron's generated waste and prioritizes reuse and recycling of raw materials. We utilize infrastructure audits to inform our waste management and operational control planning relevant to each facility. Additionally, we adhere to our Chemical Management standard to ensure responsible chemical disposal. We take measures to ensure that solid waste is properly classified and disposed of on time through regular pickups, following the guidelines in our waste management procedure document.

2022 PROJECTS:

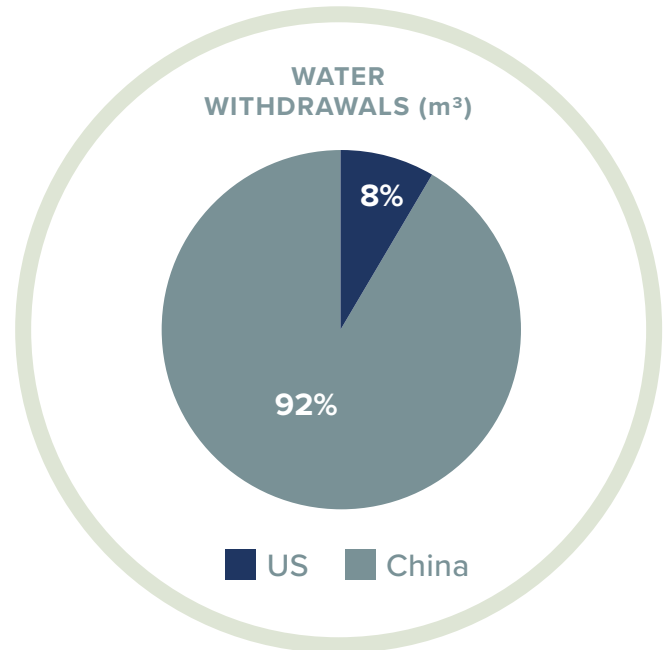
- Landfill diversion program for our Eagan, Minnesota headquarters and our third-party logistics carriers in Tennessee and California have resulted in approximately 90% of potential waste diverted away from landfills to either be recycled, reused or composted.
- Optimizing container space through component bulk packaging at our production facilities as a means to reduce additional waste as well as the emissions associated with empty or below-capacity shipments.

As part of our ongoing commitment to environmental responsibility, we continue to monitor local legislation as it relates to waste and waste management. By integrating these goals and management practices, we are on a path to enhance our waste management efforts, ensuring a positive impact on the environment and the communities we serve.

Water Use & Conservation

Ergotron's primary use for water is for hygienic purposes rather than for use in production. Therefore, we monitor water usage at the local level via utility invoices and water meters.

We source our water from the local municipalities or third-parties. At our US location, our water withdrawals for 2022 were 4,244 cubic meters (m³). Our facilities in China, including their dormitories, withdrew approximately 46,062 m³ of water. Finally, our Dutch location is a rented office space; water is considered part of the lease and is currently not monitored separately.



We are working to better understand our water footprint on a global scale. Across our locations, we are actively exploring opportunities to improve our water efficiencies as well as reduce our total withdrawals. For example, we have already installed water meters within our China operations to help us best understand water use in real-time. In the US, we integrated motion-sensing faucets to reduce unnecessary water usage.

Employee Engagement

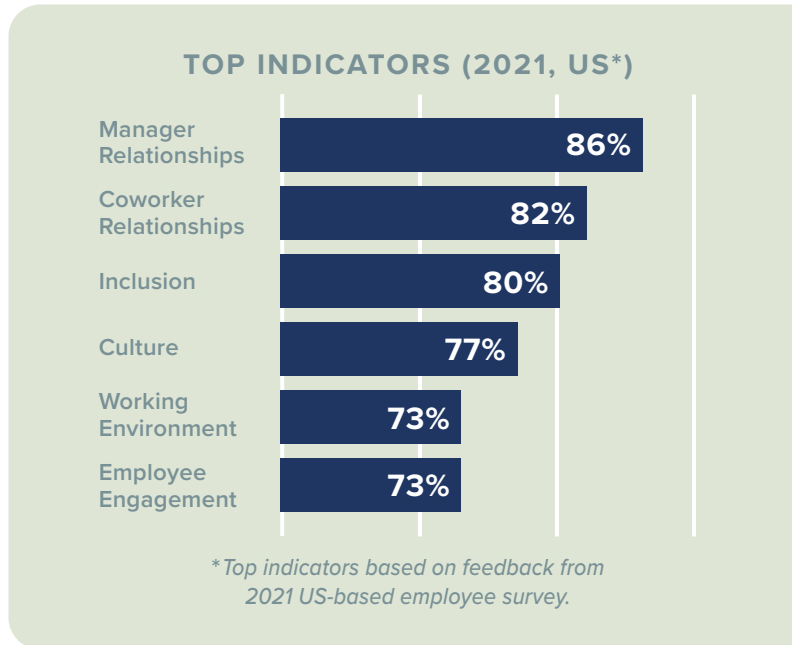
At Ergotron, our approximately 1,100 employees drive our success. We embrace change and celebrate new ideas in a fast-paced industry. As a global company, we value cultural awareness and connectivity across the world, we promote flexibility and we prioritize work-life balance. Our culture, Code of Conduct, and core values empower our mission daily, creating a rewarding and inspiring workplace.

Our employees are encouraged to participate in an annual employee engagement survey. We use a regional approach to these surveys, allowing us to better understand and respond to the unique cultural differences within our global employee base. A third-party company is employed to conduct these surveys, gathering anonymous feedback across a range of metrics such as individual drive to engage, company potential, work life balance, as well as understanding manager and coworker relationships. Our 2022 US-based survey was delayed until 2023.

We are encouraged by the feedback we have received, with employees routinely reporting that they are empowered to make decisions about how they do their work, they believe their managers demonstrate the organization’s core values and they can maintain a balance between work and

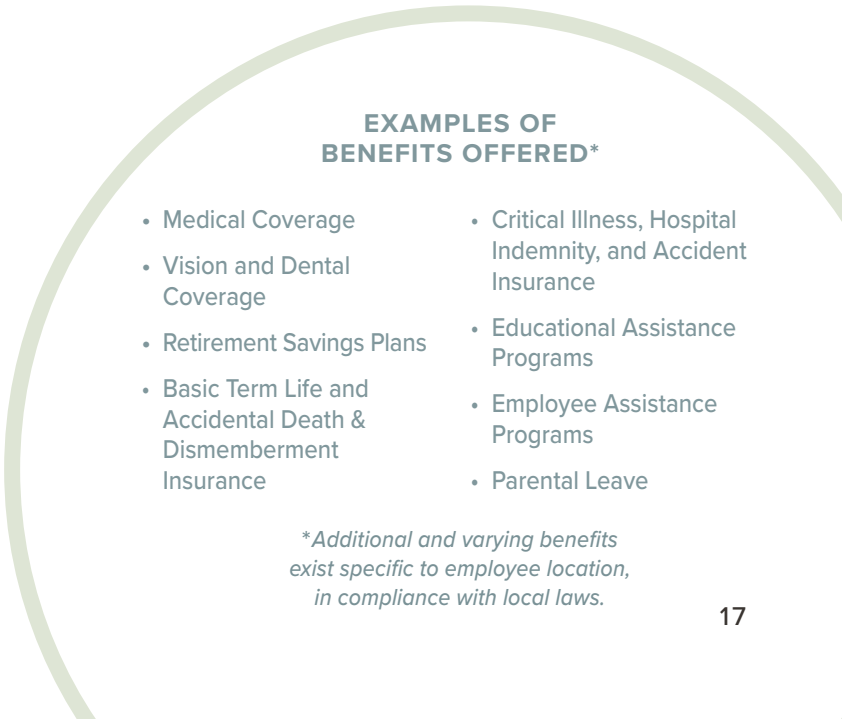
personal life. Results of these reports are shared with the Executive Leadership Team, as well as department leaders and people managers, and are used to inform various initiatives throughout the year as well as inform goals and strategies for the future.

Our most recent surveys were conducted in 2023 and we look forward to sharing more information in our next report.



Employee Benefits

At Ergotron, we take great pride in maintaining excellent working conditions, providing fair remuneration and comprehensive benefits to ensure our employees’ well-being and job satisfaction. We offer a variety of benefits such as medical coverage, vision and dental coverage, disability insurance, as well as an employee assistance program (EAP) and educational assistance, parental and grandparent leave and more. Benefits offered vary according to the location of the employee but are designed to meet or exceed compliance with local laws and regulations. Below are some commonly offered benefits to our employees.





Employee Health & Safety

At Ergotron, our goal is to create and maintain safe workplaces for every employee and visitor. Preventing occupational injuries is a top priority for our organization and our customers. Our management is committed to providing the necessary equipment and training to ensure the safety and health of our workforce, contractors and visitors.

To ensure compliance with applicable local and national health and safety laws and regulations, we have a robust employee health and safety program. This program is overseen and regularly reviewed by our head of Safety, ensuring that we continuously enhance our safety practices. As part of this program, we provide mandatory, comprehensive workplace safety training to all employees, empowering them with the knowledge and skills to work safely and efficiently. We are pleased to report that 100% of our employees have completed their mandatory training against our Global Safety Manual. Key training programs include Production Safety Management, Confined Space, Electricity Safety and Hazard Identification.

We meticulously track all near-misses, accidents and incidents, reporting information to the US

Occupational Safety and Health Administration (OSHA) and the appropriate regulatory bodies outside the United States. We maintain and encourage transparency by making OSHA violations publicly available. This valuable data informs our workplace improvement initiatives and allows us to update our training programs, as needed. Additionally, we have a comprehensive management approach to ensure a secure work environment. Executive accountability is upheld through monthly management meetings. We also engage outside legal expertise to assist us in staying ahead of emerging legislation to ensure compliance and best practices. Moreover, we hold ISO 45001 certification, demonstrating our compliance with international standards for occupational health and safety.

Our commitment to safety is evident in our outstanding statistics and metrics. Each month, we review and assess Lost Time Injury Rates (LTIR) and other safety-related metrics. In 2022, our global operations saw an LTIR of 0.1 per 200,000 hours worked, with two incidents resulting in lost time. We are confident in our safety programs as our global LTIR has been on average at, or below, 0.2 over the past three fiscal years representing FY2020-FY2022.

Labor & Human Rights

As part of our core values, we are committed to openness, ownership and integrity. We endeavor to provide a safe and respectful working environment for all employees as well as partnering with suppliers whose standards for conducting business align with ours. We remain steadfast in our commitment to respect human rights within our operations and strive to prevent and eliminate the risk of modern slavery and human trafficking from our global operations.

Our Code of Conduct is informed by the RBA and our Human Rights Policy has been prepared in alignment with the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work. Ergotron also adheres to the Electronic Industry Code of Conduct (EICC) for our worldwide operations. We seek to ensure conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. We comply with applicable laws and regulations including the prohibition of forced labor, involuntary labor and the use of child labor. Not only do these policies inform our internal operations, but we in turn require all suppliers and vendors to conduct business in alignment with the values reflected in these policy statements.

In the event an issue or grievance is identified, stakeholders are encouraged to submit their concerns and file a report via our online grievance hotline. This tool is hosted by an independent third-party, is available 24/7 and supports 50 languages. Information provided via this website allows for confidential and anonymous reporting, where possible. Ergotron employees are encouraged to report information to their immediate manager or Human Resources Officer as soon as possible. However, that may not be the most appropriate path for each circumstance, therefore a telephone reporting line is provided within our Whistleblower Policy so that individuals may also call to file an anonymous complaint, if necessary.

Grievances raised are evaluated and escalated according to Ergotron’s Whistleblower Policy and in compliance with local laws and regulations. Findings are communicated to the appropriate parties, including the Board Audit Committee. The Board of Directors has ultimate responsibility for the Whistleblower Policy as well as reviewing the effectiveness of actions taken in response to concerns raised.

In 2022, we had zero issues of human rights or labor issues reported to our hotline for grievances by customers, suppliers, workers or the community.

0

**ERGOTRON
HAD ZERO
HUMAN RIGHTS OR
LABOR GRIEVANCES
REPORTED
IN 2022.**

87%

**OF OUR US-BASED
EMPLOYEES SAY
PEOPLE OF ALL CULTURES
AND BACKGROUNDS
ARE RESPECTED
WITHIN THE ORGANIZATION.**

*– 2021 US Engagement
Survey*

Equity, Diversity & Inclusion

Equity, Diversity and Inclusion (EDI) is essential for responsible businesses and for attracting and maintaining an engaged employee base. EDI remains an important topic for Ergotron. We have invested significant time and resources to build upon our EDI initiatives and continue to connect with our employees to understand their insights, as well as their expectations and their needs.

ERGOTRON EDI JOURNEY:

- **2020** – Formed Equity, Diversity & Inclusion Team
- **2021** – Launched Employee Resource Groups (ERGs)
- **2022** – Strengthened and expanded EDI infrastructure

At Ergotron, we celebrate the diversity and the uniqueness of each contributor. As an Equal Employment Opportunity Employer, we provide equal employment opportunities to all employees and applicants in accordance with all applicable laws and regulations. We prohibit discrimination against any employee or applicant based on race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital status, familial status or any other classes protected under applicable law. Our employees are educated on these policies and practices during onboarding and through annual communications and additional biennial refresher courses. Our Equal Employment Opportunity Program Administrator tracks and regularly monitors workforce inclusiveness and uses that information to help guide our recruiting and hiring efforts.

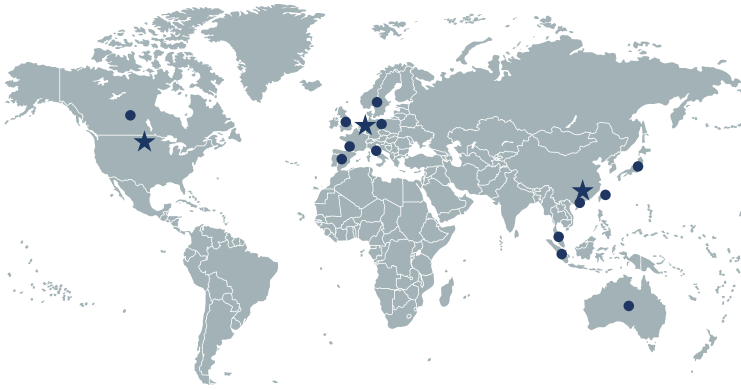
We intentionally lean into the diversity each of our employees brings to the table. This year, we continued to build upon the momentum of our EDI programs and strategies. We focused on ease of access to materials by creating centrally located webpages which host our EDI and ERG materials and content, we were intentional with internal communication and informal leadership positions were created within each ERG to help champions gain visibility and leadership skills. As part of our EDI goals and initiatives, our leadership teams now sponsor the ERGs and related events, along with inviting their networks to participate, broadening the impact and value of the communities created.

In addition to our ERGs, we have a number of EDI training courses in place that have been designed using employee engagement survey results to ensure we are considering our employees' questions and concerns as they relate to EDI. Our EDI program members have developed on-demand tool kits, hosted guest speakers, led discussion-based webinars, and events and instituted an unconscious bias training required for all employees. Performance and outcomes of these trainings as well as other EDI metrics are tracked quarterly to ensure there is increased understanding among employees and make changes to the programs and trainings as necessary.



**AT ERGOTRON,
WE CELEBRATE
THE DIVERSITY
AND UNIQUENESS
OF EACH
CONTRIBUTOR.**

Employee Metrics



2022 Global Employee Locations

With nearly 1,100 employees worldwide, we proudly hire the best talent—the people with proven success working in a global environment. Our annualized indirect labor (IDL) turnover rate stands at 14.43%, and the average tenure of our team members is about 7 years.

We are proud that our employee base includes people from dozens of countries who bring their unique experiences and cultures to the Ergotron team.

Employee Development

While we have been moving our customers forward for more than 40 years, we are incredibly proud to move our employees forward too. We are doing this through various employee development programs offered both internally and externally. For example, to help launch our newest employees' careers with Ergotron, we offer a formalized onboarding program focused on introducing them to our culture and familiarizing them with our products, policies and procedures.

Ergotron offers a tuition reimbursement program as well as opportunities to attain individual certification and complete specialized courses to enhance our employees' capabilities. We offer leadership development webinars to any individuals wishing to expand their skillsets in topics such as mastering difficult conversations, decision making, coaching and developing leadership brand and many more. Our Leadership Toolkit remains on-demand, offering resources for both formal and informal leaders to improve their proficiencies. Our employees have access to a change management resource repository with tools to support change, deal with resistance and move in the direction of change. We continue to invest in our employees as a means to reinvest in Ergotron.

EMPLOYEE DEVELOPMENT PROGRAMS:

- Employee Tuition Reimbursement
- Leadership Fundamentals
- Unconscious Bias
- Strategy Leadership Cascade Training
- Employee Onboarding
- Leadership Toolkit
- Change Management Resource Repository

"A vital part of the Ergotron brand – sitting less and moving more – is something that new employees can see and pick up on even in virtual settings. Standing desks and monitor arms give our team the ability to work in a way that's most comfortable and productive for them. We value well-being, flexibility and choice, and we want our newest employees to understand that, too."

– CRYSTAL LUUKKONEN

*Senior Talent and
Organizational Development
Manager*

Community Impact & Engagement

As a global company committed to making a positive impact, Ergotron actively supports various charitable organizations and initiatives. Giving back to our communities is a core principle we embrace wholeheartedly. There are several ways we give back to the places where we work and live: we donate money and products, provide employee volunteer opportunities, support student career exploration and sponsor and/or participate in charitable events and fundraisers.

The *Make-A-Wish® Foundation* is one of the charities that Ergotron generously supported throughout 2022. Ergotron sponsored the “*Share The Magic Event,*” a heart-warming event that raises funds to benefit *A Child’s Haven, Clement’s Kindness, Make-A-Wish South Carolina* and *Pendleton Place*. Ergotron is proud to be supporting organizations that are helping children to feel stronger and more courageous in everyday life.

Ergotron also partners with *Cristo Rey*, a high school in South Minneapolis, Minnesota, to support their *Corporate Work Study Program (CWSP)*. Their innovative educational model integrates rigorous academics with professional work experience. Students largely self-finance their Cristo Rey education from which they graduate with beyond-the-classroom evidence that they are college-ready and career-prepared. In turn, CWSP supports workforce development challenges by advancing diverse candidates with the social and technical skills to perform the jobs of our knowledge-based economy. We proudly sponsored three students in 2022.

Chad Severson, our CEO, is an active member of the *American Cancer Society’s initiative, “CEO’s Against Cancer.”* Through this program Ergotron has been an advocate for employee wellness, cancer awareness and community engagement. Supporting the importance of movement, Ergotron employees globally have participated in *Fit2Be Cancer Free*. In support of this program, Ergotron has sponsored walking challenges, held fundraisers for the *American Cancer Society* and hosted wellness initiatives throughout the year.

Through collaborations with these exceptional organizations and institutions, we remain dedicated to creating a positive impact on the communities we serve, making a meaningful difference in the lives of those in need.

AT ERGOTRON, THERE ARE SEVERAL WAYS WE GIVE BACK TO THE PLACES WHERE WE WORK AND LIVE:

- *We donate money and products*
- *We provide employee volunteer opportunities*
- *We support student career exploration*
- *We sponsor and/or participate in charitable events and fundraisers*



Thought Leadership

We're proud to be the sit-stand pioneers. Harry Sweere, who founded Ergotron in 1982, was issued patents on some of the first ergonomic tilt stands, mounting arms and desk stands. He set the foundation for the innovative spirit that drives Ergotron today. We are honored to carry his legacy forward, serving as a thought leader in combating sedentary behavior by offering helpful tools and insights into the health benefits of movement.

Several of our products have been influential in metabolic research which is now published by leading scientific journals and organizations.

We also publish several case studies, demonstrating real life application and impact:

- [*Catholic Children's Hospital Wilhelmstift uses Ergotron Carts to accelerate digital adoption goals*](#)
- [*Banque Populaire Rives de Paris uses Ergotron TRACE™ Single and Dual Monitor Mounts*](#)
- [*The Chesterfield Royal Hospital NHS Foundation Trust chose CareFit Combo System*](#)

To learn more about our products and read additional case studies, please visit our website:

[https://www.ergotron.com/en-us/support/resource-library/case-studies.](https://www.ergotron.com/en-us/support/resource-library/case-studies)

Appendix

KEY PERFORMANCE INDICATORS

ENVIRONMENTAL DATA	UNITS	2022
Energy		
Energy consumption within the organization	MMBtu	11,286
Emissions		
Scope 1	metric tons CO ₂ e	215.2
Scope 2, Location-based	metric tons CO ₂ e	1,216.9
Scope 2, Market-based	metric tons CO ₂ e	1,242.9
Water		
Water consumption	m ³	50,306* <i>*Excludes Amersfoort</i>
Waste Management		
Percent waste diverted from landfill	percent	~90%
Environmental Compliance		
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	USD	~1,100
Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	number	0
SOCIAL DATA	UNITS	2022
Employment		
Global workforce	number	~1,100
Number of issues reported to hotlines for grievances	number	0
Percentage of employees that completed compliance training	percent	>95%
Supply Chain Engagement		
Total global suppliers	number	115
Total suppliers audited	number	>50
Percent spend with suppliers audited	percent	~94%
Percentage of new suppliers that were screened using human rights, labor practices, or other social impact criteria	percent	100% of our supplier spend has been screened against all three labor practices criteria
Injuries and Safety Incidents		
Lost Time Injury Rate (LTIR) per 200,000 hours worked	rate	0.1
Total number of work-related fatalities	number	0



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Download additional resources at [ergotron.com](https://www.ergotron.com)

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Patent information available at www.ergotron.com/patents

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