

# 2021 Impact Report: Executive Welcome

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For more than a century, our company's core values have shaped our approach to issues, guided decisions and formed the bedrock of our culture. We've long pledged to protect the environment, treat people with dignity and respect and act with integrity — values that continue to serve as steady guideposts and inspire us to take action. In that spirit, Steelcase is pleased to have set third-party verified science-based targets around carbon, strengthened our DEI efforts and published new governance policies to protect the rights of our people. We're committed to doing what's right and coming together around work that brings purpose, unity and hope for a better world.

This last year alone, Steelcase:

- Announced carbon neutrality and set science-based targets to reduce absolute emissions from our owned and controlled facilities by 50% by 2030, in line with a 1.5°C climate scenario
- Set new DEI goals to build more diverse teams, provide equitable development opportunities and build a culture of inclusion by 2025
- Published a new Global Human & Labor Rights Policy to strengthen our culture of inclusion and formalize the people-first approach we've embraced for decades

We've also made tremendous progress helping our customers design safe and productive spaces by sharing guidance around Covid-19 protocols like physical distancing and other workplace best practices. Steelcase researchers have developed insights and solutions for the future of work based on over 52,000 survey responses and interviews across 11 countries. These solutions balance the benefits of being together with the need for safety, flexibility and privacy, giving us the opportunity to invite people back to something better. We believe better is possible, and we're delighted this collective effort is making an impact.

Finally, this fall I'll step down from my role as CEO and, in January, will retire from Steelcase after 25 years with the company. When I reflect on the progress we've made in materials chemistry, clean energy and building an inclusive workplace with distributed decision-making, I'm proud of all we've accomplished. As we look to further this work, I couldn't be more pleased to see Steelcase move into its next chapter under the capable leadership of Sara Armbruster, who has been with the company for 14 years and is deeply committed to our values. Sara and I are confident in the company's future and look forward to Steelcase continuing as a force for good in the world.