SUSTAINABILITY REPORT 2025

Table of Contents

About This Report	4
Letter From the President	5
About ECD	6-10
Sustainability Directive	11
Employee Health and Safety Management	12
Labor and Human Rights Management	13
Community Outreach and Involvement	14
Inclusion Metrics	15
Energy and Greenhouse Gas	16-17
Product Line	18-19
Global Reporting Initiative Index	20-24
Certifications	25

ABOUT THIS REPORT

This report serves as a comprehensive overview of Ergnomic Comfort Design's (ECD) commitment to environmental stewardship, social responsibility, and ethical business practices. We hope to provide insight into the purpose of this report, and our approach to sustainability.

Our 2024 sustainability report aims to communicate our efforts, achievements, and ongoing initiatives in promoting sustainability within the seating industry by utilizing the GRI Standard. It serves as a platform to inform stakeholders, including customers, employees, suppliers, and the wider community, about our commitment to responsible business practices and the progress we've made in various sustainability areas.

We approach sustainability with a comprehensive perspective, recognizing the interconnectedness of environmental, social, and economic factors. Our sustainability strategy is guided by the principles of accountability, transparency, and continuous improvement. Through collaboration with stakeholders and adherence to industry best practices, we strive to minimize our environmental footprint, enhance social well-being, and contribute positively to the communities in which we operate.

We are proud to announce that we are LEVEL 2 Certified. Developed by the Business and International Furniture Manufacturers Association (BIFMA), 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. It's the leading multi-attribute sustainability standard within the furniture industry, qualifying certified products to contribute to LEED credits and EPA ecolabel and GSA procurement requirements. This certification process evaluates environmentally preferable and socially responsible furniture, contributing to sustainable building ratings. This demonstrates our commitment to meeting rigorous standards and enhancing the sustainability credentials of our products.

LETTER FROM THE PRESIDENT

I am pleased to present Ergonomic Comfort Design's 2024 Sustainability Report. As we reflect on the past year's accomplishments, our commitment to sustainability remains unwavering.

Sustainability is a responsibility we hold dear. Our mission to create innovative, comfortable seating solutions goes hand in hand with our dedication to minimizing our environmental footprint and positively impacting the communities we serve that extends beyond compliance to regulatory standards.

While we are proud of our achievements, we recognize that the journey towards sustainability is ongoing and requires continuous improvement. We remain committed to setting ambitious goals, measuring our progress transparently, and collaborating with stakeholders to drive meaningful change.

As we look to the future, we are excited about the opportunities that lie ahead to further integrate sustainability into our core business strategy. By embracing innovation, fostering partnerships, and remaining consistent in our commitment to sustainability, we are confident that we can create lasting value while safeguarding the planet for future generations.

I would like to extend my heartfelt gratitude to our employees, customers, and partners for their support and dedication to our sustainability journey. Together, we can build a more sustainable and resilient future for all.

Al Agramonte
CEO , Ergonomic Comfort Design

ABOUT ECD

Who We Are

How do you start a seating company? An even better question would be why would you want to start a seating company in the early 1990's when there were already plenty of seating companies around?

Al started in the furniture industry some 40 years ago creating a wood case goods company. As that segment evolved Al and his wife Patricia found themselves in need of a reinvention. A company they worked with approached them and asked if they made seating. They said they could. And they did. In their garage. When all you know is how to work hard and make the best of what you have, that is where you start. Because Al and Patricia knew you have to be financially strong to grow and wanted to build their new company to be financially independent and strong. And they did.

Al knew he could build a better chair to answer the question, "why start a seating company when there are so many out there already?" He could listen to the customer, work with ergonomists, and build chairs which would work for them. From this, Ergonomic Comfort Design (ECD) was born and grew.

ECD is a certified minority owned company based in Corona, California currently offering services across the entirety of the United States. Since its inception in 1993, ECD's goal has been to become a leader in its industry by providing a product designed for a healthier work place. ECD was founded under the simple principle of manufacturing the most comfortable chair with the best function and quality creating a healthier work place environment. It is because of this, that ECD is the first choice of many corporations for their office seating programs.

ECD's ergonomic office seating provides you with a healthy choice providing you the correct ergonomic solution in your increasingly technology filled office. But more than that, we want you to be comfortable

– **Your chair, your way.**

For over 23 years, ECD has built products considering its users needs and evaluations of the product. This approach has brought us to the path we are about to fully embark on

– **Your chair, your way.**

Need a different size seat because you are larger or smaller? We can do that. Need a special arm function? We can do that. Need a special foam because you find that to be more comfortable? We can do that too. Taller, shorter, tailbone issues, highly ergonomic control, simple control, weight activated control? We can do that. Our new path will be to allow users to easily build the chair exactly the way they want it – and change it if their needs change.

ABOUT ECD

GREEN STATEMENT

Over the Years, Ergonomic Comfort Design, Inc. has established its name in the office furniture market by providing one of the most comfortable, high quality and functional ergonomic chairs in the industry. We also pride ourselves in our efforts of producing safer products that follow the guidelines of a cleaner and healthier in door air quality for a better office environment.

MATERIALS SOURCING

ECD strives to use materials that are processed in an environmentally responsible manner or consist of a high level of recycled material. Our vendors are committed to eliminating negative chemicals and vapors, some of which lead to health problems and low productivity. As part of our safety process, we require from our main suppliers a written certification confirming that their components are free form harmful chemicals. We are committed to integrating Design for Environment (DFE) principles into our office seating products. We understand the importance of minimizing our environmental footprint and are dedicated to creating seating solutions that align with sustainable practices. Our compliance with DFE principles is evident through material selection, resource selection, end of life considerations, product durability and compliance with environmental regulations.

FABRIC

Momentum Textiles offers their Terratex Fabric of recycled polyester, which is available in all of our seating products. Omission of finishes makes it possible to recycle Terratex Fabrics upon completion of their useful life span.

MANUFACTURING

ECD uses manufacturing processes that are friendly and non-threatening to our environment. Materials used in the production process contain no Ozone Depleting Substances (ODSs) (chlorofluorocarbons (CFCs) or hydrocloroflourcarbons (HCFCs)). Our systems are in full compliance with EPA requirements concerning Clean Air and Clean Water. We recycle scrap metal, paper and corrugated waste. We work diligently with our local power company to determine effective ways to conserve energy in our operations.

DELIVERY

Our chairs are shipped using reusable packaging materials such as blankets and other such materials as recyclable cardboard boxes.

DISPOSAL

ECD designs and manufactures products with long life cycles to reduce total disposals. ECD products carry a lifetime warranty (with a few exceptions) and are designed to last for well over 10 years, meaning our products limit the dispose and re-purchase cycle that causes many environmental problems. ECD eliminated the printed owner's manual in January of 2006. End users have the ability to log on to www.ecdergo.com and learn how to operate their new chair by watching an animated tutorial. ECD is currently working on eliminating the printed catalog by having an "online" Catalog with brochures and pricing. ECD welcomes visitors to tour our factory and see for themselves our commitment for a cleaner environment. ECD is commited to divert 75% of waste generated from the Ergonomic Comfort Design operations from being sent to the landfill by 2040.

ABOUT ECD

OUR COMMITMENT

ECD is committed to building a product applying the latest available technology and methods of production. ECD's Ergonomic Office Seating provides you with a "healthy" choice to give you the correct ergonomic solution to the needs of your "Hi-tech" working environment without sacrificing styling or design. We are also committed to professional top quality customer service and responsiveness to your needs so that we may guarantee you full customer satisfaction.

OUR RESPONSIVENESS

ECD will strive to build product considering the users needs and evaluation of the product. Then we determine ways to implement those desired improvements.
We request your help by suggesting any product or feature you consider important in your particular need which is missing from our product line. Your suggestions will then be analyzed and considered for the possibility of future production.

OUR GOAL

ECD's goal is to become a leader in our industry by providing a product designed for a healthier working environment.

SUSTAINABILITY DIRECTIVE

Ergonomic Comfort Design (ECD) is committed to conducting business in a manner that upholds the well-being of society, our environment, and the economy.

Our principles are rooted in ethical and legal business practices, encompassing fair hiring procedures, corporate ethics, and stringent guidelines regarding gifts and insider trading. We maintain an unwavering commitment to equal employment opportunities for all applicants and employees, fostering a culture of responsibility and environmental awareness through ongoing training initiatives.

Our primary objective is to provide high-quality ergonomic workplace products characterized by superior repairability and durability. Demonstrating a holistic approach, we conscientiously consider the life cycle of our products and proudly extend a 10-year warranty on all offerings. We proactively implement, maintain, and enhance practices aimed at reducing our environmental and energy footprint. In both design and manufacturing, we adopt environmentally-safe approaches, emphasizing pollution prevention, waste elimination, and efficient resource utilization.

Evaluating potential environmental impacts guides our purchasing decisions, as we continually strive for improvement. Our commitment extends to setting objectives and targets that align with our environmental and energy footprint reduction strategies, reinforcing our role as stewards of the environment by managing natural resources, materials, and chemicals responsibly.

Ergonomic Comfort Design is dedicated to designing and manufacturing more sustainable products through life cycle thinking, prioritizing safer material chemistry to positively impact human and ecosystem health. We collaborate with subcontractors who share our commitment to adopting environmentally conscious approaches, creating a network of partners devoted to sustainability.

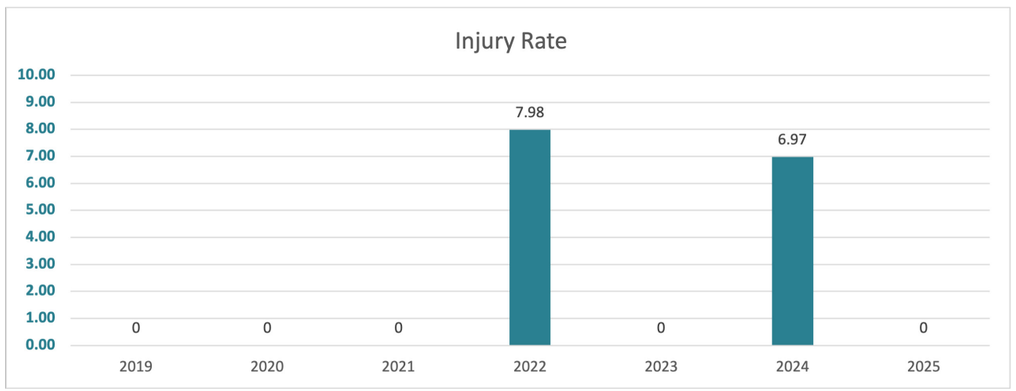
All of our initiatives are carried out in compliance with the laws, regulations and other Ergonomic Comfort Design specific commitments.

EMPLOYEE HEALTH & SAFETY

SAFETY POLICY

Ergonomic Comfort Design, Inc. believes that everyone benefits from a safe and healthful work environment. It is our policy that everything possible be done to protect employees, customers and visitors from accidents. We are committed to maintaining an injury-free and illness-free workplace, and to complying with applicable laws and regulations governing workplace safety.

Year	Recordable Injuries	Total Hours Worked	Injury Rate
2019	0	21,901	0.00
2020	0	17,076	0.00
2021	0	25,077	0.00
2022	1	25,062	7.98
2023	0	27,059	0.00
2024	1	28,706	6.97
2025	**0**	**28,394**	**0.00**



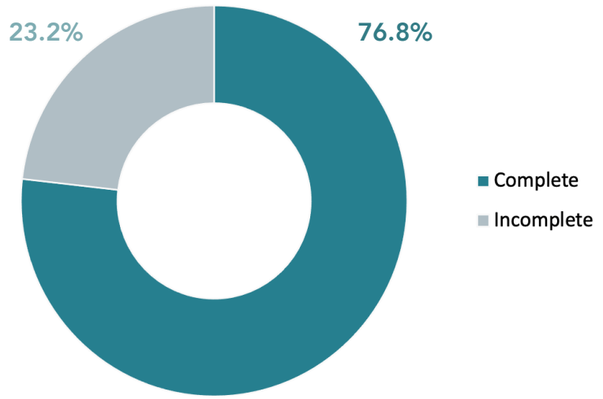
LABOR & HUMAN RIGHTS

ECD EMPLOYEES

Ergonomic Comfort Design is committed to respect the basic human rights of its employees and Associates. Ergonomic Comfort Design commits to providing decent work hours, wages, conditions as well as upholding all regulatory requirements related to forced, compulsory or child labor.

SUPPLIER CODE OF CONDUCT

Our supplier code of conduct (SCOC) explicitly communicates our corporate social responsibility expectations to our suppliers and their chain of suppliers. While many of our suppliers are already working to these or similar standards and may well have supplier standards that reach back into their own supply chains, we continue to work closely with our suppliers to ensure they fully comply with our code of conduct. Integrating the SCOC into all new contracts is one way we assure compliance. We also require that our distributors reach out to those suppliers who manufacture the products we purchase through them and return their signed copies back to Ergonomic Comfort Design.



PERCENT OF SUPPLIERS THAT HAVE RETURNED SIGNED COPIES, BASED ON 2025 SPEND DATA

COMMUNITY OUTREACH

We are committed to actively contributing to our local communities.

Below, you'll find community events and charities we engaged in 2025

Foundations and Charites ECD Has Donated to

HYPHN White Elephant Charity Event

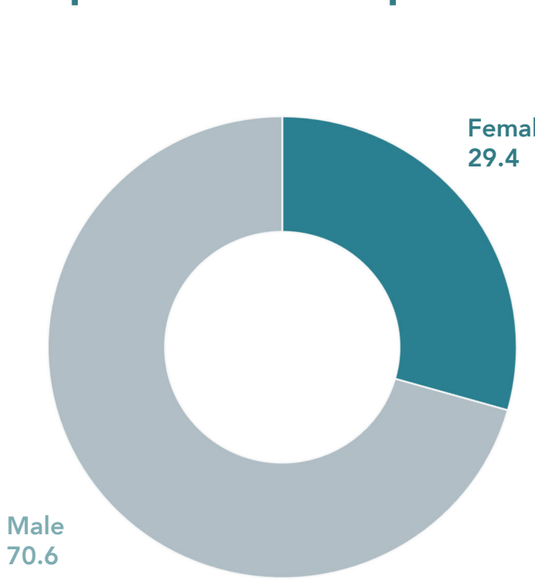
Make-A-Wish Foundation Via MTA Rock and Bowl

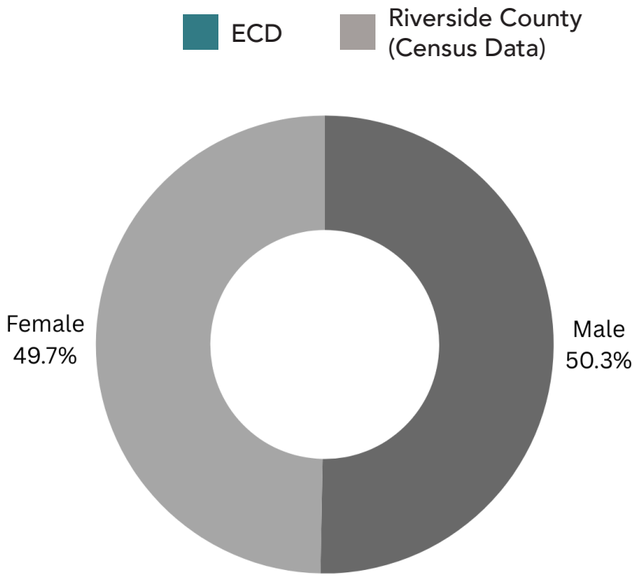
Spondership for Student Sports Team City of SC

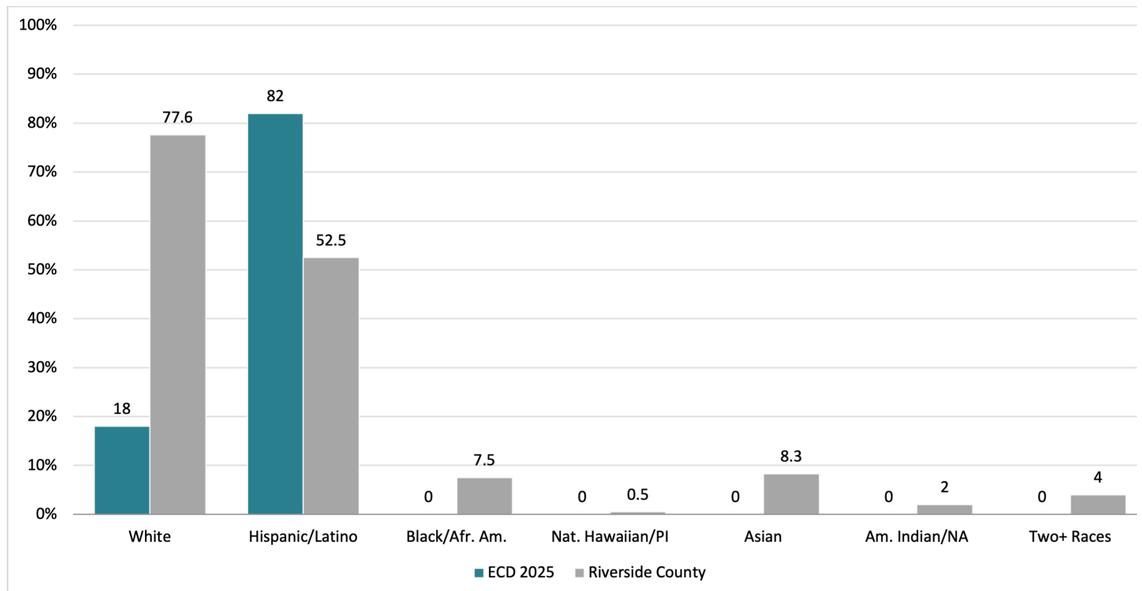
Parent-Child Relationship Chairty

INCLUSION METRICS

Population Comparison



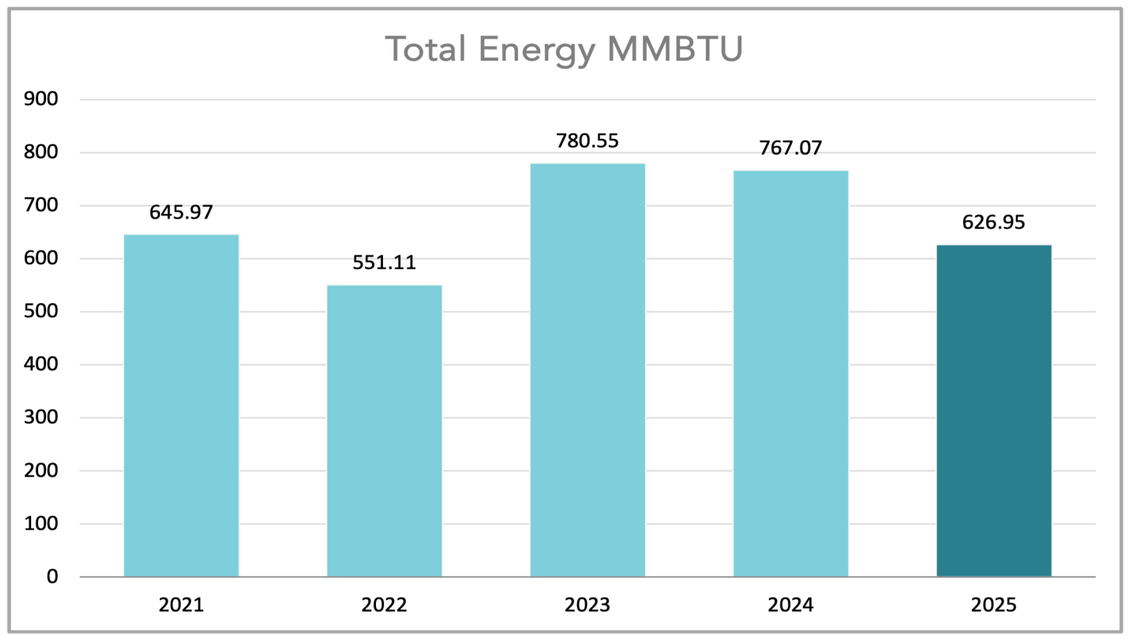




ENERGY & GREENHOUSE

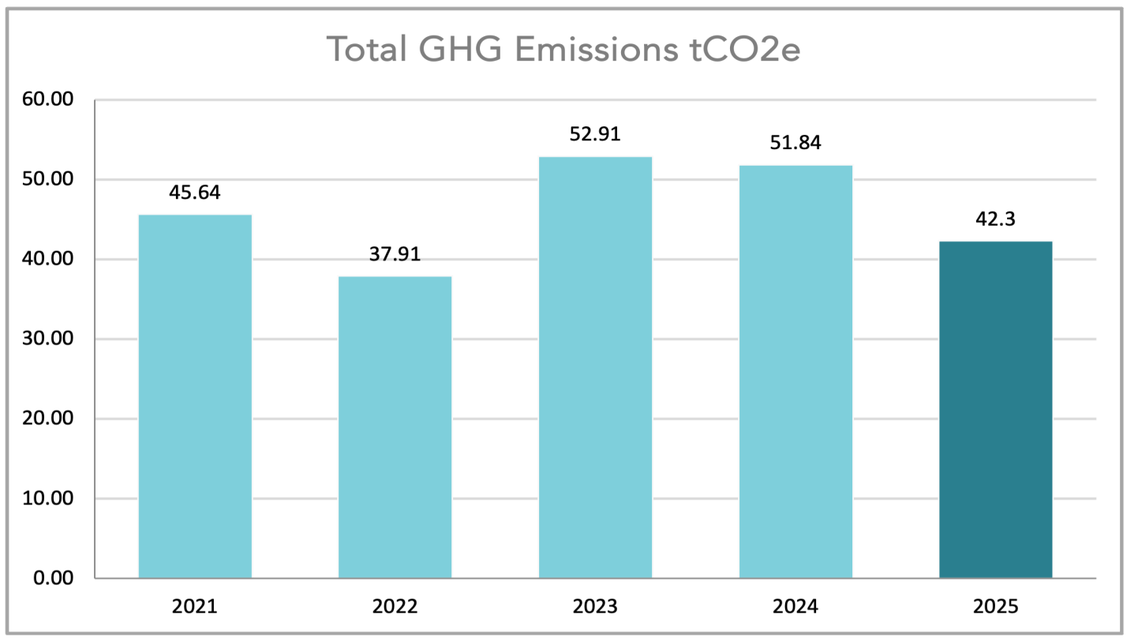
ENERGY CONSUMPTION SUMMARY

	Baseline 2021	2022	2023	2024	2025
Total Energy MMBTU	645.97	551.11	780.55	767.07	**626.95**
Year to Year Change	–	-14.7%	+41.6%	-2.1%	**-18.3%**
Normalized MMBTU / All Sales ($M)	176.6	81.85	104.96	90.01	**85.93**
Absolute % Change to Baseline	–	-14.7%	+20.8%	+18.4%	**-2.9%**
Normalized % Change to Baseline	–	-53.6%	-40.6%	-49.0%	**-51.3%**



GREENHOUSE GAS EMISSIONS SUMMARY

	Baseline 2021	2022	2023	2024	2025
Total GHG Emissions tCO_2e	45.64	37.91	52.91	51.84	**42.3**
Year to Year Change	–	-16.9%	+39.6%	-2.0%	**-18.4%**
Normalized tCO_2e / All Sales ($M)	12.48	5.63	7.12	6.08	**5.8**
Absolute % Change from Baseline	–	-16.9%	+15.9%	+13.6%	**-7.3%**
Normalized % Change from Baseline	–	+54.9%	-43.0%	-51.2%	**-53.5%**



Ergonomic Comfort Design Products

Contorno

InMotion Guest

InMotion Task

Kyos

Lab Mini

Lab Pro

Lagos Black

Lagos Grey

QT

QTU

Quest

Quest Lite

Logixx

Metropolis

Nubé

Marvella

Nubé Grey

Pursue Black

Pursue Grey

Reniassance

Trudeau

Tuscany

Variant

Vive

GLOBAL REPORTING INITIATIVE INDEX

GRI 2: General Disclosures 2021

Disclosure	Response	Page
2-1 Organizational details	About Us/Who we are	Pg.6
2-2 Entities included in the organization's sustainability reporting	About Us/Who we are	
2-3 Reporting period, frequency and contact point	Published in 2026, Covering Calendar Year 2025, Annually, Al Agramonte - Al@ecdergo.com	
2-7 Employees	17	
2-9 Governance structure and composition	Private	
2-22 Statement on sustainable development strategy		Pg.11
2-6 Activities, value chain and other business relationships	About Us/Who we are	Pg.6
2-23 Policy commitments		Pg.11
2-27 Compliance with laws and regulations	We are compliant with all local laws and regulations	
2-29 Approach to stakeholder engagement		Pg.13

GRI 3: Material Topics 2021

Disclosure	Response
3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics	While we have not yet formally conducted a materiality assessment, we recognize the importance of continuously evaluating our organization's impact on the economy, the environment, and society. We remain committed to actively monitoring these areas and striving to minimize any potential negative effects for which we may be responsible.

GRI 206: Anti-competitive Behavior 2016

Disclosure	Response	Page
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	**None**	

GRI 301: Materials 2016

Disclosure	Response	Page
301-1 Materials used by weight or volume		Pg.8
301-2 Recycled input materials used		Pg.8
301-3 Reclaimed products and their packaging materials		Pg.8

GRI 302: Energy 2016

Disclosure	Response	Page
302-1 Energy consumption within the organization		Pg.16
302-2 Energy consumption outside of the organization		Pg.16
302-3 Energy intensity		Pg.16
302-4 Reduction of energy consumption		Pg.16
302-5 Reductions in energy requirements of products and services		Pg.16

GRI 303: Water and Effluents 2018

Disclosure	Response
303-1 Interactions with water as a shared resource	ECD recognizes that water is a limited natural resource in many regions around the world. As such, we are committed to improving the efficiency of our water use across all operations. Within our facilities, water is primarily used for steamers and forklift battery maintenance. While we do not currently track water usage in detail, we remain fully compliant with all applicable water use and discharge regulations in the countries where we operate.
303-2 Management of water discharge-related impacts	
303-3 Water withdrawal	
303-4 Water discharge	
303-5 Water consumption	

GLOBAL REPORTING INITIATIVE INDEX

GRI 305: Emissions 2016		
Disclosure	**Response**	**Page**
305-1 Direct (Scope 1) GHG emissions		Pg.17
305-2 Energy indirect (Scope 2) GHG emissions		Pg.17
305-3 Other indirect (Scope 3) GHG emissions		Pg.17
305-4 GHG emissions intensity		Pg.17
305-5 Reduction of GHG emissions		Pg.17

GRI 306: Effluents and Waste 2016		
Disclosure	**Response**	**Page**
306-3 Significant spills	**None**	

GRI 306: Waste 2020		
Disclosure	**Response**	**Page**
306-1 Waste generation and significant waste-related impacts	Divert 75% of waste generated from the ECD operations from being sent to the landfill by 2040	9
306-2 Management of significant waste-related impacts		
306-3 Waste generated		
306-4 Waste diverted from disposal		
306-5 Waste directed to disposal		

GRI 308: Supplier Environmental Assessment 2016		
Disclosure	**Response**	**Page**
308-1 New suppliers that were screened using environmental criteria	**Supply Chain / Code of Conduct**	

GRI 403: Occupational Health and Safety 2018		
Disclosure	**Response**	**Page**
403-1 Occupational health and safety management system		Pg.12
403-2 Hazard identification, risk assessment, and incident investigation		Pg.12
403-3 Occupational health services		Pg.12
403-4 Worker participation, consultation, and communication on occupational health and safety		Pg.12
403-5 Worker training on occupational health and safety		Pg.12
403-6 Promotion of worker health		Pg.12
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Pg.12
403-8 Workers covered by an occupational health and safety management system		Pg.12
403-9 Work-related injuries		Pg.12
403-10 Work-related Ill health		Pg.12

GLOBAL REPORTING INITIATIVE INDEX

GRI 405: Diversity and Equal Opportunity 2016		
Disclosure	**Response**	**Page**
405-1 Diversity of governance bodies and employees		Pg.15

GRI 406: Non-discrimination 2016		
Disclosure	**Response**	**Page**
406-1 Incidents of discrimination and corrective actions taken	None	

GRI 407: Freedom of Association and Collective Bargaining 2016		
Disclosure	**Response**	**Page**
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Pg.13

GRI 408: Child Labor 2016		
Disclosure	**Response**	**Page**
408-1 Operations and suppliers at significant risk for incidents of child labor		Pg.13

GRI 409: Forced or Compulsory Labor 2016		
Disclosure	**Response**	**Page**
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Pg.13

GRI 409: Forced or Compulsory Labor 2016		
Disclosure	**Response**	**Page**
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Pg.13

GRI 413: Local Communities 2016		
Disclosure	**Response**	**Page**
413-1 Operations with local community engagement, impact assessments, and development programs		Pg.14

GRI 414: Supplier Social Assessment 2016		
Disclosure	**Response**	**Page**
414-1 New suppliers that were screened using social criteria		Pg.13

GRI 416: Customer Health and Safety 2016		
Disclosure	**Response**	**Page**
416-1 Assessment of the health and safety impacts of product and service categories		Pg.4
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None	

GRI 417: Marketing and Labeling 2016		
Disclosure	**Response**	**Page**
417-1 Requirements for product and service information and labeling	Currently Using BIFMA LEVEL 2 Labeling	
417-2 Incidents of non-compliance concerning product and service information and labeling	None	
417-3 Incidents of non-compliance concerning marketing communications	None	