



CONTINUING A PATTERN OF GOOD

2022 Corporate Sustainability Report

ABOUT GLEN RAVEN

At Glen Raven, our drive to improve and our commitment to innovation have helped us grow into a global business offering category-leading brands. Our customers count on our expertise from research and development, design leadership, and quality production, to distribution and logistics and even demand creation. In the markets we serve — shade, marine, furniture, protective and more — customers trust Glen Raven associates as leaders in their fields. Our portfolio includes flagship brands Sunbrella® and Dickson® as well as GlenGuard® protective fabrics, along with customer services through Glen Raven Logistics and Trivantage®, the nation's largest distributor for awning, marine and related industries.

Glen Raven has a global presence with locations in 23 countries across six continents. We are a family-owned company with a deep commitment to our partners, employees, local communities and the environment. Our belief in the importance of relationships forms the foundation of our organizational purpose: "Weaving connections that keep the world spinning".



Letter from CEO

Dear Glen Raven Associates, Partners and Stakeholders:

Our 2022 Sustainability Report highlights progress we've made as a company on nine goals that we introduced in 2019 — goals that encouraged us to think differently and more ambitiously about how we can be a better corporate citizen and provide a better place to work. Beyond sharing data, we are also bringing forward stories that give meaning to 'the why' behind our commitments for Supporting People & Communities and Sustaining our Planet.

Glen Raven's approach has always been to do the right thing and not make a fuss about it — because we believe that doing the right thing is the responsibility of every business. At the same time, we feel it is important to publish this report to recognize our responsibility to champion sustainability and our role in helping communities thrive.

I see the incredible efforts put forth daily by our employees to keep these goals at the forefront of our efforts and I'm inspired by their commitment. I'm also motivated by our customers who share the vision of a more sustainable world and prosperous communities.

We set a high bar for our Sustainability Goals because we believe that our associates, our communities and our partners deserve our best ambitions - and that's exactly what we intend to give.

Thank you for your partnership in these efforts.

C.G. "LEIB" OEHMIG IV
Chief Executive Officer, Glen Raven, Inc.



**Scan to Watch
Sustainability Video**



SUPPORTING PEOPLE & COMMUNITIES GOALS



Increase diversity in leadership by 20% by 2025.



Increase the number of women among first-line supervisors by 25% by 2025.



Gain 100% participation of our associates in volunteer activities by 2025, with a specific focus on early childhood development.



Improve safety with zero at-risk behaviors each year at our facilities worldwide.



I am so proud to work for a company where sustainability matters. We all take great pride in doing what we can to protect the environment."

Wendy Shoffner, Director of Customer Service

SUSTAINING OUR PLANET GOALS



Become 100% powered by certified renewable electricity by 2025.



Become carbon neutral for Scope 1 and 2 emissions by 2030 through a combination of increased efficiency, renewable electricity, and carbon offsets.



Help customers recycle an additional 1 million pounds of Glen Raven products by 2025.



Use five times more recycled raw materials by 2025.



Implement zero-waste-to-landfill practices for all facilities by 2022

Supporting People and Communities: 2022 Highlights



LEADERSHIP DIVERSITY



32%

of leadership roles filled by diverse team members (women and people of color) 6% increase since 2019



38%

of first-line supervisors are women



38

team members are working together to advance core DEI goals



VOLUNTEERISM



600
individual
volunteer efforts



2,100+
total reported
volunteer hours



SUSTAINABILITY GOALS



Increase diversity in leadership by 20% by 2025.



Increase the number of women among first-line supervisors by 25% by 2025.



Gain 100% participation of our associates in volunteer activities by 2025, with a specific focus on early childhood development.



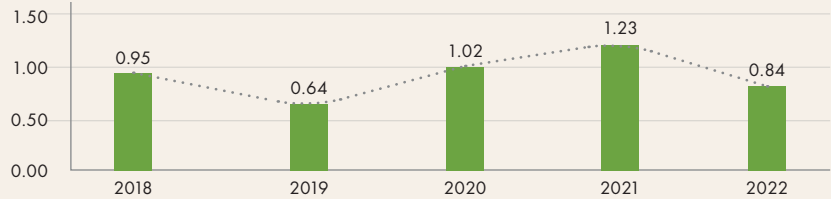
Improve safety with zero at-risk behaviors each year at our facilities worldwide.

SAFETY

All Injury Illness Rate

Total Recordable cases per 200,000 workhours

■ GR AIIR



<1 INJURY CASE

per 200,000 hours worked
(includes all sites)



It is important to us that our associates leave work in the same condition as they arrived... we try to create a safe work environment to where we would feel good about a family member working here without fear of an injury or illness."

Bert Ludwig, Director of Operations, Burlington Yarn Plant, Glen Raven Custom Fabrics





A Budding Relationship with Hillcrest Elementary

Located near our Burlington, NC, corporate headquarters and yarn plant, Hillcrest Elementary is a school close to our heart because it serves several of our employees' children and our friends in this community where we've been since 1880.

There seemed like no better place to pilot a school partnership program to align with our volunteerism goals, which are focused on early childhood development. Since our founding, we've long prioritized education for our employees and the community. "Thirty years ago, we pioneered a program aimed at literacy because we knew it was a need among our own associates," said Leib Oehmig. "Today those needs look different — and so does our response."

Glen Raven partners with Hillcrest to provide resources that help care for teachers and support their classroom goals. Our partnership with Hillcrest kicked off with a dreaming session between Glen Raven associates and Hillcrest leadership. These sessions identified opportunities to provide teacher with supply carts, volunteers for events, and tutors in classrooms — and this support is only the beginning.

Glen Raven has been intentional about the partnership, carefully designing opportunities that align with the school's academic goals and prioritize the care of teachers.

"Glen Raven has consistently engaged with our school administration to support our school improvement goals and carry out our 'Kids First' mission. Their commitment to advocate for the needs of our staff, students, and families is to be commended," said Dr. Jennifer Reed, Principal of Hillcrest Elementary School.

Working to Diversify Glen Raven Leadership

Joanna Bryson, Director at Glen Raven Logistics, is one example of Glen Raven's growing female leadership team and she's eager to bring more women into the traditionally male-dominated industry of logistics.

Since joining the company in 2019, Joanna has led a team of seasoned industry-veterans and eager young professionals, resulting in a dynamic multi-faceted group. She works among all departments, including sales, operations and customer service to streamline processes and facilitate a high-performing culture. She credits mentoring relationships as being key to her professional growth and development.

"Female leadership in our industry has grown significantly and with an established presence, we are able to expand opportunities for the next aspiring generation of women," she says. "To that end, I would encourage young women to seek out mentorship — not just from other female leaders but from people who are in the positions you want to pursue."

Glen Raven is committed to building an inclusive and encouraging culture that opens doors and builds longer tables so more women and people of color can lead and develop their managerial skills. We're "getting after it" by introducing new diversity, equity and inclusion goals within our talent management processes and elevating efforts in our recruiting channels. Our newly-established Diversity, Equity & Inclusion work teams will focus on intentionally operationalizing DEI pillars across the company - because we know that progress is fueled by the thoughts and voices of a diverse workforce that is representative of the communities where we live and work.





Sustaining Our Planet: 2022 Highlights

CARBON FOOTPRINT



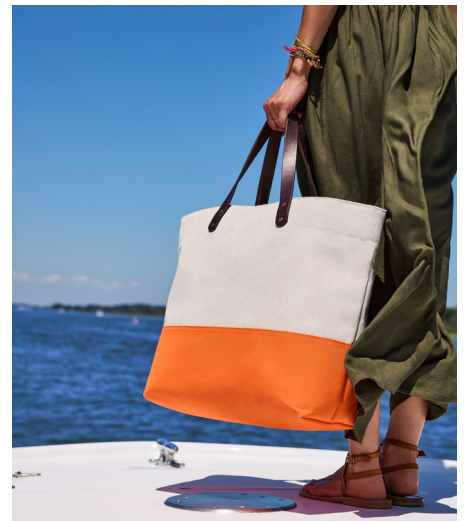
17%

decrease in company carbon footprint from 2019 to 2022, with RECs applied



20%

decrease in product carbon footprint than in 2019, with RECs applied



MINIMIZING WASTE

97%

of waste diverted from landfill



SUSTAINABILITY GOALS



Become 100% powered by certified renewable electricity by 2025.



Become carbon neutral for Scope 1 and 2 emissions by 2030 through a combination of increased efficiency, renewable electricity, and carbon offsets.



Help customers recycle an additional 1 million pounds of Glen Raven products by 2025.



Use five times more recycled raw materials by 2025.



Implement zero-waste-to-landfill practices for all facilities by 2022.

RECYCLED CONTENT



71,981 LBS

of product recycled through the Recycle My Sunbrella Program in 2022



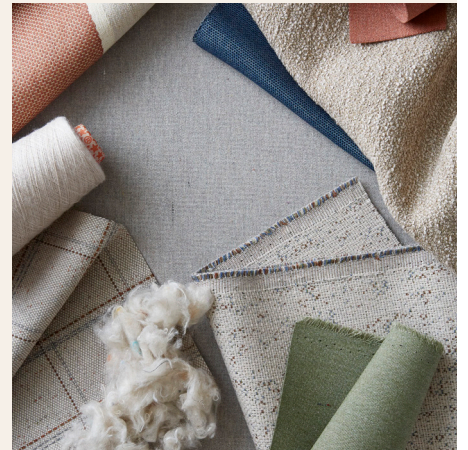
742,544 LBS

of recycled raw materials used in Glen Raven products in 2022



40-100%

amount of post-industrial recycled fibers in Sunbrella® Renaissance Yarn



ENERGY MANAGEMENT

25%

use of renewable electricity in all US manufacturing and business facilities

100%

100% use of renewable electricity in plants in France and in China, in Trivantage® facilities, and in Glen Raven Logistics facilities



Glen Raven Asia Joins Alliance for River Protection



Glen Raven Asia (GRA) is a member of a regional government initiative in the Suzhou Industrial Park to form an "Enterprise Alliance for River Protection," a collaborative effort among manufacturers to protect nearby rivers, lakes, and creeks. It's a way for us to give back and take good care of the "neighborhood" we call home in Suzhou.

As members, GRA associates participate in scheduled activities of river surveillance and protection, including:

- Patrolling the Loujiang River and other water bodies
- Reporting any discovered instances of an illegal discharge of wastes and wastewater
- Collecting litter along the river bank

Since monitoring of the industrial park's water bodies began, significant improvements to the health of the environment have been achieved, including higher degrees of aquatic biodiversity. GRA operates a certified

water pretreatment system and has never released any wastewater to the environment or river.

We're glad to be partnering with other manufacturers and the local government in this important effort that has near and long-term impacts for the Suzhou community.



Members of the fire brigade participated in a training exercise at the South Carolina Fire Academy.

Anderson's "Firebirds" Stand Ready to Protect Fellow Associates

When it comes to matters of safety, it's often the case that you hope your careful planning and training won't be called into action. That sentiment captures well the hard work of our Anderson, SC, manufacturing plant's in-house fire brigade, AKA "The Firebirds."

With the knowledge that every second counts in an emergency, this 17-member unit, made up of associates who work in various departments of the company, was established to provide an immediate response should a small or large fire develop before the Anderson County Volunteer Fire Department can be

onsite. "Small fires can become big fires quickly," says Jack Woodson, Director of Operations for Glen Raven-Anderson. "With our firefighters, we not only have people trained on how to put out flames and as first responders, but also people who can better coordinate with the fire department when they arrive."

To join the brigade, associates went through extensive interviews, a series of physical tests and a week of training at the South Carolina Fire Academy. To keep their skills sharp, the team meets twice a month to practice search and rescue drills, measure their response times

and review protocols for a variety of emergency scenarios. Each member also participates in an annual recertification process with the state.

Beyond personnel, we've invested in enhanced fire protection equipment throughout the plant, including a special mapping with experts to install additional fire hoses and a response vehicle equipped with special foam for chemical fires.

We're thankful for the members of the Firebirds who stand ready to respond and serve fellow associates should an emergency take place.



WEAVING RECYCLED FIBERS INTO NEW FABRIC STYLES

Glen Raven has been making new fabrics from post-industrial fiber waste for more than a decade. Called the Renaissance Collection, this fabric line contains 40-100% of recycled fiber content. In 2009, a unique partnership with fiber and yarn specialists led this breakthrough, and the appreciation for these products in the upholstery markets in the U.S. and in Europe has been growing ever since.

To meet the growing demand, Glen Raven Europe (GREU), which manufactures fabrics at our French facilities, recently built new partnerships to create production capabilities. In the words of Guillaume Battistetti, Purchasing Manager, "It's now time to launch our own process for recycling material and write our chapter of the story."

With that vision in mind, our team spent two years working through an innovative action plan to develop machines and processes dedicated to recovering acrylic fiber from fabric waste. Today, in a neighboring French town, a new plant is spinning recycled acrylic yarn.

Glen Raven showcased this new material at the 2023 Milano Textile Fair. Moving forward, GREU hopes to deliver more recycled fabrics to their customers, and further develop their circular economy systems. This achievement shows the power of teamwork and the drive to improve.

ELIMINATING PFAS FROM PRODUCTS

PFAS (Per- and polyfluoroalkyl substances) refers to a group of over 8,000 chemicals that include some element of fluorine bonded with carbon.

Many PFAS are found in everyday applications such as food packaging, cell phones, cleaning products, pharmaceuticals, and water-resistant clothing and are known for their oil repellency characteristics. Three PFAS chemicals, PFOA, PFOS, and GenX, have been identified by the EPA to pose potential health or environmental risks. Glen Raven does not use those chemistries in our products.

Since 2015, Glen Raven has invested significant resources to develop alternatives to PFAS chemistries. Our global research and development team partnered with accredited research laboratories and universities to develop and evaluate the best alternatives to PFAS-based finishes. We launched our Sunbrella® Assure™ non-PFAS fabrics for the contract upholstery market in 2019 and have now developed optimal non-PFAS solutions for all of our fabrics. We are transitioning to these new solutions and will complete conversion of all new fabric production by the end of 2023. Our fabrics, including our Sunbrella fabrics, will retain their durability, vibrant color, appearance, softness, texture, cleanability and strength.

We feel strongly that this transition to non-PFAS is the right thing to do for our customers, and for the planet.

SUSTAINING OUR PLANET WITH PRODUCT MATERIALS

We care about the safety of our products and their impact on the environment. That's why we seek out industry-trusted, third-party certifiers who test, evaluate, and validate attributes in an unbiased manner.

Glen Raven products are designed with people, communities, and the planet in mind, and will meet all of the performance expectations of the market. A sampling of our product certifications and external programs are:

Healthy Indoor Air Quality



UL GREENGUARD certification is a testing program for low-emitting products and materials. The majority of Sunbrella collections earn the GREENGUARD Gold certification.



Dickson® Flooring Products carry the **FloorScore** certification, the most recognized indoor air quality certification for hard-surface flooring materials, adhesives, and underlayments.

Protection From the Sun's Harmful Rays



More than 100 Sunbrella outdoor shade fabrics hold the Seal of Recommendation from the **Skin Cancer Foundation**. The seal signifies that these fabrics pass the foundation's rigorous testing criteria and offer significant levels of sun protection.

Product Content Transparency



We are members of the **Health Product Declaration® Collaborative (HPDC)** and support its mission to improve the material health of the built environment.

Free From Hazardous Substances/Safe for End Use



Standard 100 by OEKO-TEX® textile certification indicates which Glen Raven products are free from harmful levels of more than 100 hazardous substances and safe for their end use. Most Dickson fabrics and Sunbrella fabrics are certified.



GreenScreen Certified™ Fabrics are free from several classes of chemicals of concern including PFAS, and assures purchasers that the product meets industry Environmentally Preferable Purchasing (EPP) standards. Sunbrella with Assure

finish is Bronze certified to the GreenScreen Certified™ for Furniture and Fabrics standard.

Proven Sustainability



In 2011, Glen Raven Custom Fabrics was the first company to validate fabrics under the **NSF/ANSI 336** Sustainability Assessment, a multi-attribute evaluation tool for responsible manufacturing.

Since 2014, we have been certified by UL Environment. More than 350 Sunbrella styles are Facts® certified to the NSF/ANSI 336 standard.



The recognition from GreenScreen provides professionals with the confidence to specify fabrics with Sunbrella® Assure™ to create beautiful healthcare and commercial spaces with an extra touch of care," said Heather Covert, sustainability manager at Glen Raven. "Glen Raven has prioritized sustainability and innovation for decades and we are pleased that this new certification demonstrates that commitment to making products more sustainably."



www.glenraven.com/sustainability