



— 2024

# SUSTAINABILITY REPORT



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## 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, window, lifestyle products, protective apparel, 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."



Scan to learn more about  
Sustainability at Glen Raven

## LETTER FROM THE CEO

**Dear Glen Raven associates, partners and stakeholders:**

One of our Glen Raven guiding principles is 'Drive to Improve,' and in living that principle, we sometimes set ambitious goals that challenge us to think differently. This process of continuous improvement often means while we may not yet know how we'll get there, we know we'll learn from both the successes and failures along the way.

We kept that principle top of mind in 2019 when we set nine ambitious goals focused on caring for the planet and for people. While we are making progress advancing several goals, we've also experienced areas of challenge. Ultimately, we are focused on this process of continuous improvement and we're encouraged by the 'all-in' energy of our associates, customers, and partners.

In this report, we'll share examples of how these goals have shown up throughout our company over the last year. Our Glen Raven Europe team analyzed and developed carbon reporting, which will help our customers make informed decisions. Our Glen Raven Asia team achieved significant international certifications for safety and energy management.

And when Hurricane Helene caused widespread devastation for our Burnsville team in the fall of the year, our associates responded with deep care for each other and their community. In the weeks following, the determination of our team to bring the plant safely back online and address the aftermath speaks to their integrity and to the principles of Glen Raven.

Amidst the challenges and successes, we continue to recognize our opportunity to help shape this industry and we take responsibility in driving this conversation forward.

Thank you for your partnership and commitment.



**C.G. "LEIB" OEHMIG IV**

Chief Executive Officer, Glen Raven, Inc.

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# OUR SUSTAINABILITY GOALS

## SUSTAINING OUR PLANET

GOAL

PROGRESS

ENVIRONMENTAL  
IMPACT

### REDUCING OUR ENERGY FOOTPRINT



#### ENERGY MANAGEMENT

Become **100%** powered by certified renewable electricity by 2025

**70%** use of renewable energy globally in 2024

#### CARBON FOOTPRINT

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

**60%** decrease in company carbon footprint from 2019 to 2024, with renewable energy credits applied

CIRCULAR  
ECONOMY

### CONTINUOUS IMPROVEMENT IN RECYCLED PRODUCTS



#### RECYCLED MATERIAL USE

Use **five times** more recycled raw materials in our products by 2025

**740,780 pounds** of recycled raw materials in Glen Raven products in 2024

#### RECYCLING WITH CUSTOMERS

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

Since 2019, Glen Raven has helped customers recycle **271,863 pounds** of product

#### MINIMIZE WASTE

Maintain **zero-waste-to-landfill** practices for all facilities

**89.3%** of waste diverted from landfill in 2024



2024 HIGHLIGHTS



Our Glen Raven Asia team achieved the **ISO 50001 certification** for efficient energy use and management, an internationally recognized standard that demonstrates our commitment to using energy responsibly

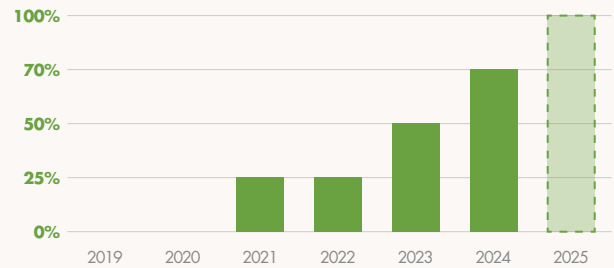


Glen Raven used **70% renewable energy** to power our operations through the purchase of renewable energy credits. This includes **100% renewable energy** throughout our global locations



Glen Raven Europe rolled out tools that calculate the carbon footprint of products, helping to inform buyers about the **environmental impact** of their purchases

RENEWABLE ELECTRICITY USE



Glen Raven Europe launched *Endless Stories*, a collection of upholstery fabrics composed of **50% recycled fibers** from our own production lines



Ensured that **350,000 pounds** of yarn damaged by Hurricane Helene were appropriately recycled and diverted from local landfills



Used more than **740,000 pounds** of recycled content in Glen Raven products



# OUR SUSTAINABILITY GOALS

## SUPPORTING PEOPLE & COMMUNITIES

GOAL

PROGRESS

ASSOCIATES

### INVESTING IN EMERGING LEADERS



### LEADERSHIP DIVERSITY

Increase diversity in leadership by **20%** by 2025

**28.1%** of Leadership positions are filled by people of color and women

Increase the number of women among First-Line Supervisors by **25%** by 2025

**38.2%** of First-Line Supervisors are women

### SAFETY

Achieve **zero incidents** each year at our facilities worldwide

**<1 Injury case** per 200,000 worked. Total TRIR equals **0.67**

COMMUNITIES

### DEEPENING A CULTURE OF IMPACT



### VOLUNTEERISM

Gain **100%** participation of all our associates in volunteer activities by 2025

**37%** of associates volunteered hours in local communities



The Glen Raven marketing team helped with the outdoor classroom build at Hillcrest Elementary School in Burlington, NC, funded by the Glen Raven Impacting Communities Fund.



2024 HIGHLIGHTS

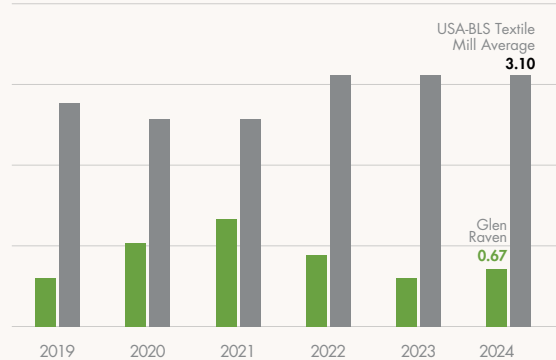


Launched an associate program called Drawdown for Development that helps our associates better understand the business models in action throughout the company, **their individual career goals** and how they can weave their careers into the fabric of our business



Glen Raven Asia achieved the **ISO 45001 certification** for occupational health and safety management

TOTAL RECORDABLE INCIDENT RATE



The Total Recordable Incident Rate (TRIR) is an OSHA tool that measures a company's safety record compared to its peers. In 2024, **Glen Raven maintained a TRIR rate of 0.67 - a rate well below industry standard**



Launched the **Glen Raven Impacting Communities Grant** to fund projects with existing and developing nonprofit partners, including an outdoor classroom, a garden, and support for under resourced children and families

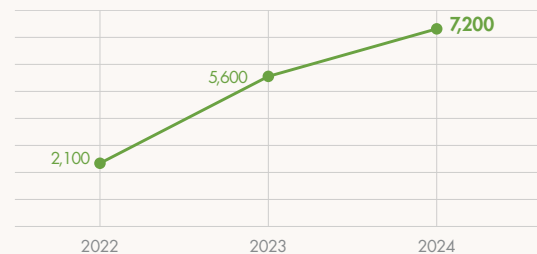


Associates worldwide volunteered more than **7,200 hours** in our communities through projects, grants and board service



Partnered to provide relief after Hurricane Helene damaged the Burnsville community and plant. Our team, alongside nonprofit partners provided **relief meals and supplies**, using our facility as a community hub for resources

VOLUNTEERISM HOURS BY YEAR





[www.glenraven.com/sustainability](http://www.glenraven.com/sustainability)

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