

## Energy and Environmental Policy

**UNCONTROLLED DOCUMENT WHEN PRINTED**  
Verify current revision level prior to use.

### **Scope:**

Sustainability into the Future

At Human Active Technology, sustainability is not just a value—it speaks to accountability. As stewards of the planet and champions of healthier living, we are proud to align ourselves with the principles of the *Common Materials Framework*. This holistic approach guides every decision we make and reflects our commitment to manufacturing processes that are aimed at reducing our impact, lowering our footprint, and making our ecosystems healthier. We believe a commitment to our planet supports the well-being of people, communities, and the environment. We understand that accountability for the health of our planet is a journey. We are dedicated to making a difference and our work has just begun.

Our goal is continuous improvement. We will always mark our progress and set new goals for our organization. Human Active Technology (HAT) will set our sustainability goals each year and our executive leadership team will review our progress each quarter. We have developed working groups advocating for factory, organization and product development to focus on these goals and ensure our objectives are met. At the end of the year, we will share our progress towards these goals, share how we reached them and any reasons we may not have attained any of them. We will use this feedback in implementing systems to achieve our next year's goals.

### **Responsibility:**

- This instruction applies to the entire company.
- **Executive Team:** Set goals and review progress

### **Definitions:**

- N/A

### **Related Documents and Records:**

- N/A

### **Procedure:**

- **Human Health**  
We prioritize materials and processes that ensure safety and wellness for our customers, employees, and suppliers. From the selection of non-toxic finishes to the avoidance of harmful chemicals, we are committed to designing solutions that

promote clean air quality and healthy indoor environments. Our goal is to create products you can trust—pieces that bring beauty and functionality into your spaces without compromising your health. We are currently looking closely at the materials that go into our product and have recently obtained three Third Party Verified Declare Labels. We comply with all local, regional and national regulations in addition to our own requirements. HAT is working to be completely PVC free. We will ensure that all Bills of Material for future products do not contain PVC. Each vendor will fill out a form and sign it indicating that it will not contain PVC. A Declaration of Compliance will be signed. If a PVC part is not available, we will be forced to use PVC, but our design team will always be working to find the better alternative.

We will continue to obtain clean air certifications as we introduce new products.

#### **Human Health 2026 Goals:**

- All new HAT products obtain Declare Label certifications and will focus on the elimination of Red List chemicals
- 100% of new HAT products are Clean Air Certified
- All new products will be PVC free

#### **• Climate Health**

Climate change is one of the greatest challenges of our time, and we are dedicated to reducing our carbon footprint. We have begun the work of understanding our impact by measuring our Scope 1 and Scope 2 emissions. We will develop and execute a strategy to reduce those while we begin work to measure our Scope 3 emissions. We also strive to minimize emissions across our supply chain, from material sourcing to the delivery of our products.

#### **Climate Health 2026 Goals:**

- Establish a Scope 1 and Scope 2 baseline year of 2023
- Improve our 2026 Scope 1 and 2 emissions by 5% over our baseline year. We will do this by establishing a clear scope emission strategy to address all opportunities to optimize.
- Our commitment to energy management
  - HAT will continue to measure and monitor our scope 1 and 2 emissions. We will report this out to our executive leadership team to ensure we are meeting goals and setting objectives for improvement. We will review this annually.
  - Each annual objective will have an action plan to help us achieve it.

#### **• Ecosystem Health**

We are deeply committed to protecting and preserving the ecosystems that sustain life. By choosing materials that are Red List free and environmentally conscious, we contribute to healthier ecosystems and the preservation of biodiversity.

#### **Ecosystem 2026 Goals:**

- Review our community outreach to see if we are doing anything to improve our own local ecosystems. If not, we will investigate the opportunity to make a positive impact locally.

- **Social Health and Equity**

At the heart of our mission is a belief in fairness, equity, and opportunity for all. We want to partner with suppliers who uphold ethical labor practices and ensure safe, inclusive work environments. In fact, we have created a Code of Ethics and will share that with all our suppliers to ensure we are partnered with companies who share our values. We work with the local supply chain, creating local jobs and contributing to the communities around us.

Our designs reflect respect for diverse cultural traditions, and we are committed to making quality products accessible to communities of all backgrounds. By fostering equity and social health, we aim to create a more just future for everyone.

**Social Health and Equity 2026 Goals:**

- Creating a more focused community giving initiative in 2026, with one event per quarter.
- Send our Code of Ethics to all suppliers with a goal of 70% alignment in 2026.

- **A Circular Economy**

By designing for durability, repairability, and recyclability, we seek to extend the life cycle of our products and reduce waste. Our product does not follow short-term design trends, but rather classic aesthetics that will never go out of style. The quality of our product means we can keep it out of landfills, and it can be repaired and refurbished. Together, we are building a future where resources are reused, repurposed, and respected. We take a system design approach to everything we make. Easy to make, easy to ship and easy to specify.

**A Circular Economy 2026 Goals:**

- Creation and publication of disassembly instructions for 100% HAT product in 2026 to help consumers recycle.
- Creation and publication of care and repair instructions for 100% of HAT product in 2026

- **Our Promise**

Looking ahead to 2026 and beyond, Human Active Technology is accelerating its sustainability efforts through innovation and collaboration. We remain dedicated to reducing our environmental impact year after year while engaging employees and empowering communities to join us in building a greener, more resilient future—for this generation and the next.

<b>Revision History:</b>			
<b>Revision Level:</b>	<b>Date:</b>	<b>Description of change:</b>	<b>Revised by:</b>
1	4/21/2026	Initial Release	N/A