

2023  
SUSTAINABILITY  
REPORT

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GASSER CHAIR

**gasser**

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## GRI INDEX REPORT

## INTRODUCTION

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# ABOUT THIS REPORT

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The Gasser Chair 2023 Sustainability Report presents information for the period of January 1, 2023 through December 31, 2023, except otherwise specified.

Gasser Chair transparently reports this information with reference to the 2023 revised Global Reporting (GRI) Universal Standards and uses the Environmental, Social and Governance (ESG) framework.

Gasser Chair supports the United Nations Sustainable Development Goals (SDGs) and presents related SDGs in this report alongside our 2023 activities & 2024 goals.

The Gasser Chair Sustainability Report follows an annual reporting cycle. This is Gasser Chair's inaugural report.

GASSER CHAIR MANUFACTURING AND  
CORPORATE HEADQUARTERS ARE LOCATED  
IN **YOUNGSTOWN, OHIO**.





MARK GASSER

# A LETTER FROM OUR PRESIDENT

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It is an exciting moment for our company. Although Gasser Chair has prioritized minimizing our environmental impact from inception, it is the creation of this report that will galvanize our sustainability efforts in the future. As the President of Gasser Chair, I would like to take this opportunity to assure you that we always acknowledge the virtues of sustainable manufacturing.

We encourage you to not only read this report but challenge it. Gasser Chair has no interest in the marketing buzz a sustainability report can generate but instead, hope it creates understanding as well as collaboration for a better future. While understanding is an important step, betterment is the ultimate goal.

We are pleased to share our inaugural sustainability report with you and are already looking forward to the next.

Cheers,  
Mark Gasser

A stylized, handwritten signature of Mark Gasser in black ink.

President  
Gasser Chair

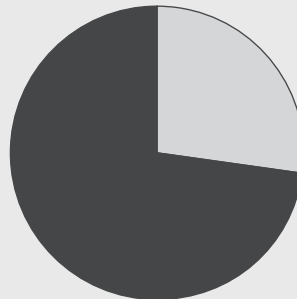
# WHO WE ARE

Established in 1946, Gasser Chair is a family-owned and operated furniture manufacturer base in Youngstown, Ohio. Over 125 highly diverse employees provide commercial furniture revered for its quality. Gasser Chair continuously seeks opportunities to improve the lives of our stakeholders, manufacture the highest quality and environmentally safe product, enrich our community and consistently redefine what “excellence” means in our industry. Gasser’s commitment to the environment has been a matter of policy from the very beginning.



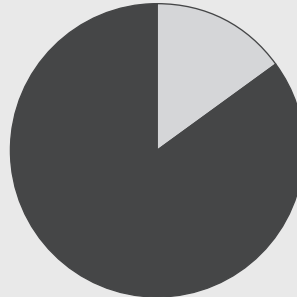
## 41% GENDER DIVERSE

Gasser Chair operates with 41% Gender Diversity and 23% of our employees have been with us for over 10 years.



## 73% LOCALLY SOURCED

73% of all raw materials were locally sourced for 2023 projects and 92% of post-industrial off-fall were upcycled.



## 85% WASTE DIVERSION

Gasser Chair operated with an 85% waste diversion rate in 2023. This means only 15% of what comes into our campus goes into a landfill. We do our best to extend not only our products' life cycle, but also the products we use.

# A SNAPSHOT OF SUSTAINABLE, INNOVATIVE HISTORY

P.1

**1946**

The Gasser brothers begin making their furniture with a new, durable, and infinitely recyclable material called aluminum in their family barn in Youngstown, Ohio. The furniture is designed for longevity and serviceability through material selection and easily replaceable components.

As properties continue to order more commercial furniture, developing a local, reliable supply chain for renewable materials became the focus. To this day most of our raw materials are sourced locally.

**1950s**

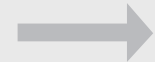
**1970s**

Continuously developing ways to design for longevity, Gasser creates and patents 'Protective Edge' — a highly recyclable component that increases the life of the product dramatically.

All metals that flow through the manufacturing process are required to be recycled or reused.

Our program of taking back products launches, closing the loop in our business model. Gasser maintains responsibility for its products by offering to take back our previously owned furniture, and refurbish or upcycle it, keeping our furniture out of the landfill and extending the furniture's life cycle.

**1980s**



# A SNAPSHOT OF SUSTAINABLE, INNOVATIVE HISTORY

P.2

## 1990s

Manufacturing locations are consolidated to one campus in Youngstown, OH to streamline Lean Manufacturing, an early sustainable manufacturing technique. Wood off-fall starts to be upcycled by local landscapers and art programs.

A full post-consumer recycling program is implemented on the campus.

Environmentally friendly powder coat line added to in-house manufacturing, further streamlining lean manufacturing techniques.

Energy efficiency initiatives are also implemented on the campus, like adding an electronically controlled ventilation system, a radiant heating system, and several conversions of LED lighting systems.

## 2000s

## 2010s

Continuous upcycling efforts of industrial material — such as the hand-poured polyurethane foam cushioning being upcycled into carpet padding.

Post-consumer recycling program is again updated as a second building is added to the Youngstown campus.

Sustainability department is officially created and Gasser commits to Zero Waste by 2024.

Inaugural Sustainability & Global Reporting Initiative report is created.

## 2023



## 2023 HIGHLIGHTS

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# 2023 HIGHLIGHTS P.1

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## 159,225 lbs OF MATERIALS

UPCYCLED & RECORDED

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Throughout our company history, upcycling, recycling, and keeping waste out of landfills has been a priority. Over the course of 2023, our management team identified opportunities for growth within our waste management plan which allowed us to begin to track our recycling and upcycling efforts.

## CARBON FOOTPRINT

REPORTING NOW AVAILABLE

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As the desire for in-depth carbon reporting rises, Gasser proudly supports its customers by offering a Carbon Footprint Analysis of our product. Our goal is to support our customers in their Scope 3 emissions reporting efforts. Accessible, transparent data is available with each invoice upon request.

## TRAINING HOURS

OFFERED FOR STAKEHOLDERS

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Throughout our company history, we have trained hundreds of team members on highly technical and sought-after operating and manufacturing techniques. In 2023, we estimate 150 hours were used for upskilling team members. We also developed 1 AIA LU/HSW & 1 GBCI CE CEU presentation on Circular Economy to support consumer education.

***To book a presentation, contact  
[sales@gasserchair.com](mailto:sales@gasserchair.com)***

# 2023 HIGHLIGHTS P.2

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## SCHOLARSHIPS AWARDED

IN HONOR OF LOUIS, ROGER, AND  
GEORGE GASSER

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To support our local Youngstown State University students, we provide annual scholarships in loving memory of the three brothers who started Gasser Chair:

- The Louis J. Gasser, M.D. Scholarship
- The Roger E. Gasser Sr. Scholarship
- The George Gasser Scholarship

## GASSER GROWS GARDENING PROGRAM

IMPLEMENTED FOR TEAM MEMBERS

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In the late spring of 2023, team members indicated they were interested in gardening on campus. Within a few weeks, a team came together to build 10 raised gardens with leftover raw materials from our woodshop.

We partnered with The Ohio State University College of Food, Agriculture and Environment Master Gardener Program to establish best practices for raised bed gardening in Zone 5/6.

Employees enjoyed the fruits of their labor, reduced stress, and built comradery through the gardening program.

# ENVIRONMENTAL

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Gasser Chair practices  
**Built-to-Order Manufacturing**  
which results in  
fewer raw materials used

**DESIGN  
FOR LIFE CYCLE  
EXTENSION**

We design products that are durable and last longer than the industry average. We design our furniture to use less material and accept materials that are upcyclable. We test our durability beyond industry standards and design easy change, high-wear components into our product to increase the life expectancy even further.

**SOURCE  
RENEWABLE  
MATERIALS**

We source materials that can be used repeatedly and can be replenished naturally over time. Because we design for product life cycle extension, we decrease the amount of raw materials that are used in the first place. Materials are also sourced locally whenever possible.

**JUST-IN-TIME  
PRODUCTION**

We align raw material orders directly with our production schedule, which reduces overall waste and increases production efficiency by receiving goods only as they are needed for the production process.

**DISTRIBUTE**

We support our customers by offering a streamlined and efficient distribution process. We source only recyclable shipping materials and make our own recyclable shipping boxes, promoting a refined distribution process.

**CUSTOMER  
USE AND  
EDUCATION**  
*See full report for  
more details.*

**REPAIR**

The average life span of a Gasser chair is 15-20 years. Because we design for product life extension, maintenance and repair support is made easy.

**REUSE**

**TAKE BACK  
PROGRAM**

Gasser Chair has responsibly recovered our products throughout their lifecycle with our take back program since the mid-1980's.

**DESIGNED  
FOR  
UPCYCLING &  
RECYCLING**

Our products are designed for recycling to maximize recoverability of the materials involved for use in new products. This makes upcycling and recycling the best way to end our products life when the time comes.

## GASSER CHAIR SUPPORTS A CIRCULAR ECONOMY

# WE ARE THE SUM OF OUR PARTS

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The material and design of our products helps create the longevity of our furniture. Gasser Chair carefully evaluates and selects renewable raw materials based on a many qualifications including durability, quality, and reliability.

Whenever possible, we source raw materials locally and regionally, prioritize post-consumer raw materials, and aspire to eliminate single-use products. All sourced materials used to create our product are renewable, reusable and recyclable. We operate with a built-to-order manufacturing method, meaning we only use what we need. A majority of materials sourced have a second life to ensure nothing goes to waste.



## WOOD

**USE:** A recyclable and reusable material.

**SECOND LIFE:** Excess is donated to students in our local art programs or sold to landscapers that turn it into mulch.



## MOLDED FOAM

**USE:** We mix, pour and mold our foam which gives us the ability to control the density and overall sit of our products.

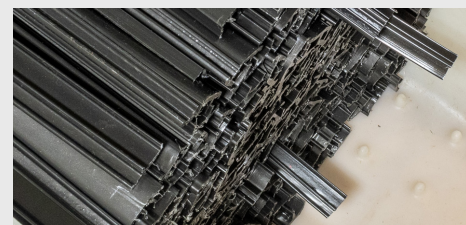
**SECOND LIFE:** Once we have enough post-industrial foam off-fall collected, we ship it a neighboring manufacturer where it is ground up and turned into carpet padding.



## ALUMINUM

**USE:** We source a specific aluminum alloy, commonly used in the aircraft industry, that is tempered to our specifications and is endlessly recyclable.

**SECOND LIFE:** Our post-industrial aluminum off-fall is recycled locally.



## PROTECTIVE EDGE

**USE:** PVC is extruded in-house for full quality control and is a highly recyclable material.

**SECOND LIFE:** We upcycle the excess material by regrounding and re-extruding it to use on internal components.



## UPHOLSTERY

**USE:** We work closely with upholstery mills to be knowledgeable on their sustainable material offerings.

**SECOND LIFE:** We have partnered with several upcycling companies that offer sustainable solutions for our upholstery off-fall like local sew shops and fashion programs.



## ECO-FRIENDLY, REVERSE OSMOSIS POWDER COAT FINISHING

**USE:** We use finish processes that reduce VOCs along with a negative ion generator to eliminate fumes. Additionally, our reverse osmosis powder coat line supplies clean water back into our system.





# BUILT-TO-ORDER

**For nearly 80 years, Gasser Chair has fine-tuned our manufacturing process with sustainability serving as a lead driver.**

Built to last, our quality products offer a longer life cycle in comparison to our competitors, reducing the need to replace our furniture, and ultimately supporting a cleaner planet by reducing landfill waste.

We operate an advanced Lean Manufacturing method. This method improves efficiency in every department, focusing on value add activities while delivering quality products on time. The goal is to achieve the lowest cost and the highest efficiency. Our production technique is a built-to-order or "Pull Supply Chain" strategy which reduces waste

and increasing our ability to offer a variety of solutions to our customers.

Gasser Chair offers private tours of our Youngstown, Ohio manufacturing campus to students, community leaders and industry professionals.

***We welcome those who would like to schedule a manufacturing tour to email [sales@gasserchair.com](mailto:sales@gasserchair.com) for more information.***

# TESTING & COMPLIANCE

Our products are designed and tested for Product Life Extension (PLE). Gasser Chair's furniture is built to exceed the durability, structural integrity and safety protocol of commercial furniture standards ANSI/BIFMA x5.1.

**"There is nothing more sustainable than creating a product that is made to last. "**

— Mark Gasser

## ADDITIONAL TESTS PERFORMED ON DIFFERENT COMPONENTS OF OUR PRODUCTS

TEST NAME	PURPOSE OF TEST
ASTM - D3574-17	Standard Test Methods for Flexible Cellular Materials – Urethane Foam
ASTM - D4157-92	Standard Test Methods for Abrasion Resistance of Textile Fabrics
ASTM - D4833 D4833M-07	Standard Test Methods for Index Puncture Resistance of Geomembranes & Related Products
ASTM - D5034-09	Standard Test Methods for Breaking Strength and Elongation of Textile Fabrics
ASTM - D5053-03	Standard Test Methods for Colorfastness of Crocking of Leather
AATCC 8-2013	Test Method for Color Transfer of Textile Materials

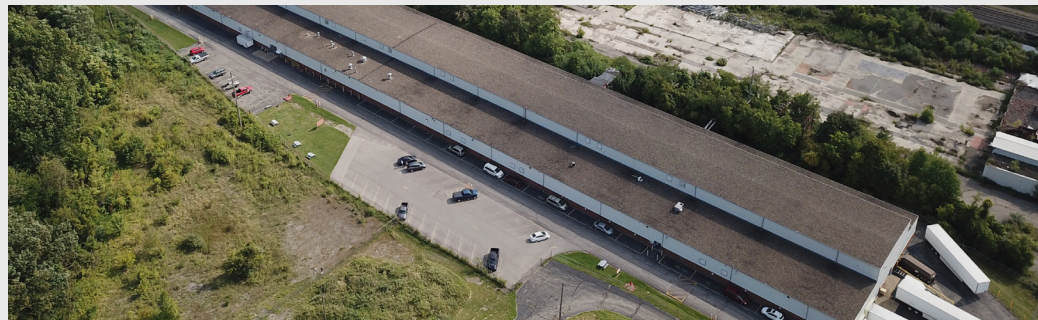


# CARBON FOOTPRINT DECLARATION

**As a manufacturer, Gasser Chair responsibly declares the Carbon Footprint of the products that we creates.**

We measure our environmental impact from the beginning of the manufacturing process to when it leaves our facility, also called a “cradle-to-gate” measurement. Our Carbon Footprint Declaration comes on a per-order basis. As a built-to-order manufacture, our components are unique to each project. We provide this declaration to support our industry and our customers in their sustainability reporting efforts.

The carbon footprint of each product is calculated with the 2030 Calculator by Doconomy. This is a freely accessible tool that gives an accurate depiction of carbon footprint. This calculation includes Material, Manufacturing, Transportation, Energy & Packaging.



*A carbon footprint is a measure of carbon dioxide and other carbon compounds emitted due to the consumption of fossil fuels by a product. Carbon footprint is expressed as CO<sub>2</sub>e.*

## THE CARBON FOOTPRINT OF EVERYDAY ITEMS

**Recycled lightweight paper bag:** 12g CO<sub>2</sub>e

**Average efficiency for a ZOOM call on a laptop:** 20g CO<sub>2</sub>e per hour

**5-watt low-energy bulb:** 28kg CO<sub>2</sub>e for one year

**Smartphone use for 1 year if used an hour daily:** 70kg CO<sub>2</sub>e

**Global mobile phone usage:** 580 million tons CO<sub>2</sub>e

**World average per person, annually:** 7 tons CO<sub>2</sub>e

\*Source: The Carbon Footprint of Everything, Mike Berners-Lee, 2022

# CARBON FOOTPRINT OF THE GTW-100 STACK CHAIR

30.70 kg CO<sub>2</sub>e

**Product:** GTW-100 (Georgetown Stack Chair)

**Total Carbon Footprint:** 30.70 kg CO<sub>2</sub>e

Reporting Data points:

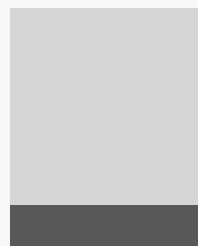
- **Material Acquisition:** 21.59 kg CO<sub>2</sub>e
- **Manufacturing/Processing:** 5.14 kg CO<sub>2</sub>e
- **Assembly:** 2.85 kg CO<sub>2</sub>e
- **Packaging:** 1.11 kg CO<sub>2</sub>e

**MATERIAL ACQUISITION**  
21.59 kg CO<sub>2</sub>e



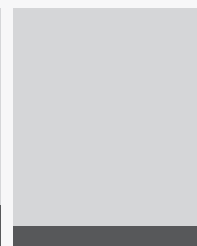
70%

**MATERIAL PROCESSING**  
5.14 kg CO<sub>2</sub>e



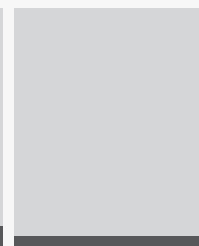
17%

**ASSEMBLY**  
2.85 kg CO<sub>2</sub>e



9%

**PACKAGING**  
1.11 kg CO<sub>2</sub>e



4%

# EXTENDING LIFE CYCLE WITH DESIGN

**At Gasser Chair, we acknowledge our environmental impacts when it comes to the creation of our product.**

One of the most responsible things we can do for the planet is keep products in use longer and repair them more. A sustainable designed product is one that considers the entire life cycle of the product during development, from manufacturing to end of life.



EASY-CHANGE SEAT



COMPLETED CHAIR

## CIRCULAR ECONOMY OF A GASSER CHAIR



REPLACEABLE BACK



ENDLESSLY REUSABLE BASE MATERIAL

### DESIGNED FOR LONGEVITY & REUSE

Since 1946, we have designed and manufactured our furniture with longevity built-in. Our products are designed and manufactured to meet or exceed durability, structural integrity, and safety protocol standards. A truly sustainable design is optimized for reuse, and we strive for just that.

### DESIGNED FOR MAINTENANCE

Our philosophy is to reduce the difficulties and costs associated with maintaining our furniture. Our maintenance-centric design takes into consideration the operation and future maintenance of the unit.

### DESIGNED FOR RE-MANUFACTURING

We have successfully integrated several Long-Term Value Engineering approaches into our manufacturing process. We Design our furniture to Re-manufacture, which means we can return our used product to like-new condition. Learn more about our Take Back Program on the next page.



# CLOSING THE LOOP SINCE THE 1980s

Gasser's chairs are engineered to last and may outlast a customer's needs. When they do, we have a solution: we offer to take them back. Supporting a circular economy and closing the loop is achievable.

Our take-back program launched in the mid-1980's. Since then, we estimate to have refurbished or responsibly upcycled over 350,000 pieces of furniture. That means an estimated 5,425 US tons of product have been kept out of landfill. This is one more way we are supporting a circular ecosystem.



**RETHINK**



**REVIVE**



**REUSE**

# A GOAL OF ZERO WASTE

## **Gasser Chair aims to reduce our environmental impact in all aspects.**

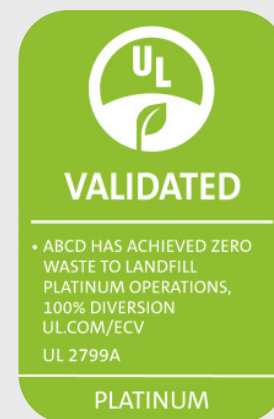
We actively avoid the linear “take, make waste” disposable culture approach to production and consumption. Furthermore, we support a circular approach through the way we use renewable resources. Zero waste is not merely an end goal, but a set of guiding principles implemented to eliminate waste.

From resource extraction through production, to consumption and management of discarded materials, the aim is to close the loop. Gasser Chair is looking to redefine the entire concept of waste and ensure resources remain in use for as long as possible. At the end of the life cycle, they will return to the earth with little-to-no environmental impact.

A 2023 waste audit concluded we operate at an 85% waste diversion. That means 85% of all materials, industrial and post-consumer, brought into Gasser are responsibly upcycled, repurposed or recycled.

## **Gasser Chair plans to achieve the Zero Waste certification UL2799 by the end of 2024.**

Our improvement plan includes strengthening our relationships with local post-industrial vendors and redesigning our post-consumer recycling process.



## SOCIAL

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## Diversity, Equity, Inclusion (DEI) Workforce Reporting

- Gasser Chair operates with **41% Gender Diversity**.
- **23% of our employees have been with us for over 10 years.**
- Ratio of annual total compensation for the organization's highest paid individual to the median annual total compensation for all employees = **5.023**
- Percentage increase in total compensation for the organization's highest paid individual to the median percentage increase in annual total compensation for all employees:  
**For Highest Paid Individual = 2.066%**  
**Median Increase = 0.221% | Ratio = 9.342**
- Team Member Training: **Estimated 150 Hours**



## OUR PEOPLE

Gasser Chair provides a work-  
place environment where all  
team members are welcome and  
have the opportunity to succeed.

We hire for careers, not just  
jobs — and work to provide and  
maintain an inclusive culture  
where people are seen, heard,  
and belong.

**The Gasser family has been long-time pillars of the community, and the support they have given to Youngstown State University is one of the reasons why the Gasser family will be honored as the 2015 Penguin of the Year by the Penguin Club.**

— Paul McFadden, President of the YSU Foundation, 2015

**It is our absolute pleasure to support Youngstown State University students on their educational journey.**



**The Gasser brothers**

LOUIS   ROGER   GEORGE

# SCHOLARSHIPS

## LOUIS J. GASSER, M.D. MEMORIAL SCHOLARSHIP

Louis J. Gasser, M.D. Memorial Scholarship is awarded to a student of the Northeast Ohio Medical University (NEOMED) program. Recipient must maintain 3.0 GPA while an undergraduate and remain in good academic standing while at NEOMED; demonstrate financial need, and be a full-time, traditional student. Students residing

in Mahoning, Trumbull or Columbiana counties in Ohio will be given first preference. If no applicants meet the above criteria, then students from the State of Ohio will be given first preference; if none apply, then out-of-state students. First consideration will be given to renewing student(s).

## ROGER E. GASSER, SR. MEMORIAL SCHOLARSHIP

This endowment was established in 2014 by the Gasser Family to honor Roger and Mary Gasser. Roger co-founded Gasser Chair, where he served as President from 1946-1976. The scholarship will be awarded to

a current student (full or part-time) majoring in engineering who demonstrates financial need and represents YSU with dedication, loyalty, and pride. Applicant must be in good academic standing.

## GEORGE E. GASSER MEMORIAL SCHOLARSHIP

This scholarship was established in 2014 by the Gasser Family to honor the memory of George E. Gasser. As one of three brothers who founded Gasser Chair in 1946, George Gasser served as its President from 1976 to 1987 and Chairman of the Board of Directors and CEO. From 1999 until he retired in 2005. From the start of the family business, Gasser handled the responsibilities of material sourcing and production,

as well as product design, sales and marketing, the primary activities which fueled the Company's growth and success. This scholarship is to be awarded annually to an eligible student athlete who needs financial assistance and represents YSU with dedication, loyalty and pride. The student-athlete must be enrolled full time in the Williamson College of Business Administration and in good academic standing.



# PHILANTHROPY

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**The philanthropic mission of our company is to support the development of healthy and fulfilling lives.**

Our primary interest in giving is to partner with organizations serving the Mahoning Valley, as well supporting the missions of our customers and other stakeholders.

Our strategic priority is education opportunity, wellness, economic, and skill development. The following organizations are the current associates for the 2023 year.

## 2023 Philanthropic Associates

- The United Way of Youngstown
- The International Center for Responsible Gaming (ICRG)
- Women in Gaming
- Networking Executive Women in Hospitality
- Youngstown Area Goodwill Industries
- Compass Family and Community Services
- Henry H Stambaugh Association
- Youngstown State University Foundation
- OHWOW! Science Center
- Potential Development
- Akron Children's Hospital

## Previous Philanthropic Associates

- American Heart Association
- Spirit of Sovereignty
- Easter Seals
- The Wounded Warrior Project
- Folds of Honor
- The Ronald McDonald House
- Beatitude House
- Hospice of Mahoning Valley
- Youngstown City Scape
- Local Schools
- Club management Association of America Foundation Scholarship

*Many of our team members are deeply involved in philanthropic endeavors that could not be captured in this report.*

# CONTINUING EDUCATION

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## TUITION REIMBURSEMENT



Gasser Chair believes in the importance of higher education. We provide our team members with tuition reimbursement through the Educational Assistance Program.

## STAKEHOLDER EDUCATION



Gasser team members travel globally to meet with stakeholders regarding the newest technology and ergonomics in commercial furniture. While we have not historically recorded our educational and training efforts, we plan to have an annual training metric for 2024.

## GASSER CEU COURSE



Gasser recently developed a CEU course designed to educate architects and designers on the Circular Economy Business Model.

**USGBC CEU available - Circular Economy -  
Closing the Loop is the Future of Business –  
1 AIA LU/HSW, 1 GBCI CE**

***If interested in booking this CEU presentation  
please email [sales@gasserchair.com](mailto:sales@gasserchair.com)***

## GOVERNANCE

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# CORE VALUES

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As an entity, Gasser Chair strives to follow the following Core Values as governance principals.

## RESPECTFUL

We create a welcoming and peaceful environment.

Respect is universal; meaning it is extended equally to every Gasser stakeholder (team member, customer, vendor, community).

## ACCOUNTABLE

We work to make each other successful.

Accountability requires team members to own outcomes collectively, both positive and negative.

## PROCESS DRIVEN

We are committed to the best procedure.

A process driven team identifies key performance indicators and communicates them to set-up team member success, eliminate frustration and inefficiency.

## ADAPTABLE

We are open to positive change.

Adaptability is being willing to pivot in order to maximize our potential.

# STANDARDS OF CONDUCT

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"As an integral member of the Company team, you are expected to accept certain responsibilities, adhere to acceptable business principles in matters of personal conduct, and exhibit a high degree of personal integrity at all times. This not only involves sincere respect for the rights and feelings of others, but also demands that in your business life you refrain from any behavior that might be harmful to you, your co-workers, and/or the Company or that might be viewed unfavorably by current or potential customers or by the public at large.

Whether you are on duty or off, your conduct reflects on the Company. You are, consequently, encouraged to observe the highest standards of professionalism at all times.

Types of behavior and conduct that the Company considers inappropriate, include, but are not limited to, the following:

1. Falsifying employment or other company records.

2. Violation of the company's nondiscrimination and/or sexual harassment policy.

3. Soliciting or accepting gratuities from customers or clients.

4. Excessive absenteeism or tardiness.

5. Excessive, unnecessary, or unauthorized use of company supplies, particularly for personal purposes.

6. Reporting to work intoxicated or under the influence of non-prescribed drugs, and illegal manufacture, possession, use, sale, distribution or transportation of drugs.

7. Bringing or using alcoholic beverages on the Company's property or using alcoholic beverages while engaged in company business, off the company's premises, except where authorized.

8. Fighting or using obscene, abusive or threatening language or gestures.

9. Theft of property from co-workers, customers, or the company.

10. Unauthorized possession of firearms on the Company's premises or while on company business.

11. Disregarding safety or security regulations.

12. Insubordination.

13. Failing to maintain the confidentiality of Company, customer or co-worker information.

14. These examples are not all inclusive and we emphasize that discharge decisions will be based on assessment of relevant factors.

Should your performance, work habits, overall attitude, conduct or demeanor become unsatisfactory in the judgment of the Company, based on violations either of the above or of any other company policies, rules, regulations, you will be subject to disciplinary action, up to and including discharge.

Disciplinary action may include, but is not limited to, a verbal warning, written warning, suspension without pay and/or discharge. Any disciplinary action imposed will be determined by the Company, at its sole discretion. The Company does not guarantee that one form of action will necessarily precede another."

# 2023 OSHA SAFETY REPORT

Gasser Chair adheres to Occupational Safety and Health Administrations (OSHA) policies by enforcing standards, providing training, outreach, education, and assistance to ensure safe and healthy working conditions for team members.

**Location:** Corporate Office

**Annual average number of employees:** 24  
**Total hours worked by all employees last year:** 40,442.25

**Total number of deaths:** 0

**Total number of cases with days away from work:** 0

**Total number of cases with job transfer or restriction:** 0

**Total number of other recordable cases:** 0

**Total number of days away from work:** 0

**Total number of days of job transfer or restriction:** 0

**Total number of**

**Injuries:** 0 | **Skin Disorders:** 0

**Injuries:** 0 | **Respiratory Conditions:** 0

**Poisonings:** 0 | **Hearing Loss:** 0

**All other illnesses:** 0

**Location:** PD1

**Annual average number of employees:** 83  
**Total hours worked by all employees last year:** 155,637.25

**Total number of deaths:** 0

**Total number of cases with days away from work:** 2

**Total number of cases with job transfer or restriction:** 0

**Total number of other recordable cases:** 1

**Total number of days away from work:** 70

**Total number of days of job transfer or restriction:** 0

**Total number of**

**Injuries:** 3 | **Skin Disorders:** 0

**Injuries:** 0 | **Respiratory Conditions:** 0

**Poisonings:** 0 | **Hearing Loss:** 0

**All other illnesses:** 0

**Location:** PD3

**Annual average number of employees:** 9  
**Total hours worked by all employees last year:** 15,926.50

**Total number of deaths:** 0

**Total number of cases with days away from work:** 0

**Total number of cases with job transfer or restriction:** 0

**Total number of other recordable cases:** 0

**Total number of days away from work:** 0

**Total number of days of job transfer or restriction:** 0

**Total number of**

**Injuries:** 0 | **Skin Disorders:** 0

**Injuries:** 0 | **Respiratory Conditions:** 0

**Poisonings:** 0 | **Hearing Loss:** 0

**All other illnesses:** 0

# GAMING COMMISSION COMPLIANCE P.1

LICENSE	STATE	LICENSE TYPE
Arizona Dept. of Gaming	AZ	State Certification
Salt River Pima Maricopa	AZ	Vendor Gaming License
Tohono O'Odham Nation Gaming License	AZ	Non-Gaming License
California Gambling Control Commission	CA	Gaming Supplier
Dry Creek Gaming Commission	CA	Gaming Vendor Registration
Enterprise Rancheria Gaming Commission	CA	Vendor License
Santa Rosa Rancheria Gaming Commission	CA	
Tuolumme Me-Wuk	CA	Vendor License
Yocha Dehe Wintun Nation	CA	Vendor License
Mohegan Tribal Gaming Commission	CT	Non-Gaming Vendor License
Delaware State Lottery	DE	Vendor Registration
Seminole Gaming	FL	Vendor License
Winnebago Gaming Commission	IA	
Kansas Racing & Gaming Commission	KS	Non-Gaming Supplier
Louisiana LSP General Gaming Division	LA	Non-Gaming Supplier Permit

# GAMING COMMISSION COMPLIANCE P.2

LICENSE	STATE	LICENSE TYPE
Louisiana LSP General Gaming Division- YRLY	LA	Annual Permit Update
Massachusetts Gaming Commission	MA	Non-Gaming Vendor Registration
Maryland Lottery & Gaming Control Commission	MD	Vendor Registration
Michigan Gaming Control Board	MI	Non-Gaming Supplier and Manufacturer
Prairie Island Indian Community	MN	Class F License Non-Gaming Vendor
Shakopee Mdewakanton Sioux (SMSC)	MN	Vendor License
Cherokee Tribal Gaming Commission	NC	Minor Vendor
New Jersey Dept. of Gaming Enforcement	NJ	Non-Gaming Supplier and Manufacturer
Pueblo of Isleta	NM	Vendor Registration
Pennsylvania Gaming Control Board	PA	Non-Gaming Service Provider
Kickapoo Gaming Commission	TX	Non-Gaming Vendor Registration
Virginia Lottery	VA	Casino Vendor-Minor Service Permit
Lummi Tribal Business License	WA	Business License
Lummi Tribal Gaming Commission	WA	Vendor License
Forest County Potawatomi Gaming Commission	WI	Non-Gaming Vendor



# GRI INDEX REPORT

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2023 SUSTAINABILITY  
REPORT

**gasser**

# GRI INDEX REPORT P.1

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-1	Organizational details: <ul style="list-style-type: none"> <li>• Legal Name</li> <li>• Nature of ownership and legal form</li> <li>• Location of headquarters</li> <li>• Countries of Operation</li> </ul>	<ul style="list-style-type: none"> <li>• Gasser Chair Co., Inc.</li> <li>• Gasser Chair Co., Inc. is a private, family-owned organization</li> <li>• Gasser Chair Co., Inc. headquarters is located at: 4136 Logan Way Youngstown, OH 44505-1719</li> <li>• Gasser Chair operates in the United States of America</li> </ul>
2-2	Entities included in the organization's sustainability reporting	Sustainability Report link: <a href="#">Click Here</a>
2-3	Reporting period, frequency and contact point: <ul style="list-style-type: none"> <li>• Reporting period for, and frequency of, sustainability reporting</li> <li>• Reporting period for financial reporting</li> <li>• Publication date of the report</li> <li>• Contact point for questions about the report</li> </ul>	<ul style="list-style-type: none"> <li>• Calendar year 2023, annually</li> <li>• Calendar year 2023</li> <li>• Feb 13, 2024</li> </ul>
2-4	Restatements of information	<ul style="list-style-type: none"> <li>• Information unavailable – this is Gasser Chair Co., Inc.'s first GRI report</li> </ul>
2-5	External assurance Policy and practice for seeking external assurance External assurance of sustainability reporting	<ul style="list-style-type: none"> <li>• Gasser Chair has hired sustainability specialists to report sustainability efforts</li> <li>• Gasser Chair's sustainability report has not been externally assured.</li> </ul>
2-6	Activities, value chain and other business relationships: <ul style="list-style-type: none"> <li>• Sectors</li> <li>• Value chain</li> <li>• Other relevant business relationships</li> <li>• Significant changes compared to the previous reporting period</li> </ul>	<ul style="list-style-type: none"> <li>• Manufacturing, hospitality, gaming</li> <li>• See Sustainability Report: <a href="#">Click Here</a></li> <li>• See Sustainability Report: <a href="#">Click Here</a></li> <li>• See Sustainability Report Shareholder engagement</li> <li>• No changes to report as this is Gasser Chair's first GRI report</li> </ul>
2-7	Employees: <ul style="list-style-type: none"> <li>• Total number of employees and breakdown by gender and region</li> <li>• Total number of permanent, temporary, non-guaranteed hours, full-time and part-time employees, and breakdowns by gender and region</li> <li>• Methodologies and assumptions used to compile data</li> <li>• Context information necessary to understand the data reported</li> <li>• Significant fluctuations during and between reporting periods</li> </ul>	<ul style="list-style-type: none"> <li>• 127 (hourly and salaried) total workforce with 41% identifying as female and 59% identifying as male in the Youngstown headquarters.</li> <li>• Information unavailable</li> <li>• Data for salaried and hourly employees is compiled through our HR department. Gender information is available through our HR department. The scope of this data covers our corporate and manufacturing facilities.</li> <li>• Link to Sustainability Report: <a href="#">Click Here</a></li> <li>• Not applicable – no significant fluctuations recorded</li> </ul>

# GRI INDEX REPORT P.2

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-8	Workers who are not employees <ul style="list-style-type: none"> <li>• Total number of workers who are not employees and whose work is controlled by the organization</li> <li>• Methodologies and assumptions used to compile the data</li> <li>• Significant fluctuations during reporting periods</li> </ul>	<ul style="list-style-type: none"> <li>• Information unavailable – this data is not readily available and is not tracked today</li> </ul>
2-9	Governance structure and composition <ul style="list-style-type: none"> <li>• Governance structure including committees of the highest governance body</li> <li>• Committees responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment and people</li> <li>• The composition of the highest governance body</li> </ul>	<ul style="list-style-type: none"> <li>• See Sustainability Report: <a href="#">Click Here</a></li> </ul>
2-10	Nomination and selection of the highest governance body <ul style="list-style-type: none"> <li>• Nomination and selection process</li> <li>• Criteria</li> </ul>	<ul style="list-style-type: none"> <li>• Nomination and selection process of the highest governance body is considered confidential.</li> </ul>
2-11	Chair of the highest governance body <ul style="list-style-type: none"> <li>• Report if the chair of the highest governance body is an executive</li> <li>• Explain chair function within organizations management</li> </ul>	Link to Presidents Letter: <a href="#">Click Here</a>
2-12	Role of the highest governance body in overseeing the management of impacts <ul style="list-style-type: none"> <li>• Role of the highest governance body</li> <li>• Overseeing the organization's due diligence</li> <li>• Role of highest governance body reviewing effectiveness</li> </ul>	President, CEO, Board of Directors, VP's and Ownership
2-13	Delegation of responsibility for managing impacts <ul style="list-style-type: none"> <li>• Responsible delegates</li> <li>• Reporting process</li> </ul>	President, CEO, Board of Directors, VP's and Ownership
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>• Gasser's Sustainability Report is reviewed by the senior executives and the Board of Directors. The report is reviewed by the President, Sustainability Manager, Environment and Safety Officer, and the Executive Directors.</li> </ul>

# GRI INDEX REPORT P.3

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-15	Conflicts of interest: <ul style="list-style-type: none"> <li>Processes for the highest governance body</li> <li>Disclosure to stakeholders</li> </ul>	Information unavailable
2-16	Communication of critical concerns: <ul style="list-style-type: none"> <li>Communication to highest governance body</li> <li>Total number and nature of critical concerns communicated</li> </ul>	<ul style="list-style-type: none"> <li>Code of Ethics Link: <a href="#">Click Here</a></li> <li>Total number and nature of critical concerns communicated are considered confidential</li> </ul>
2-17	Collective knowledge of the highest governance body: <ul style="list-style-type: none"> <li>Measures taken to advance the knowledge, skills and experience of the highest governance body</li> </ul>	Collective knowledge of the highest governance body: <ul style="list-style-type: none"> <li>Measures taken to advance the knowledge, skills and experience of the highest governance body</li> </ul>
2-18	Evaluation of the performance of the highest governance body: <ul style="list-style-type: none"> <li>Evaluation process</li> <li>Independence and frequency of evaluations</li> <li>Actions taken in response to evaluations</li> </ul> <p>Independence and frequency of evaluations:  <ul style="list-style-type: none"> <li>Actions taken in response to evaluations</li> </ul> </p>	<ul style="list-style-type: none"> <li>Corporate Governance Principals</li> <li>Superior and self-evaluations are performed on an annual basis</li> <li>We take actions in response to evaluations of the Leadership team's performance on economic, environmental and social topics when leadership determines they are in the best interest of the company. Actions may include changes in membership and organizational practice, additional training or other actions</li> </ul>
2-19	Remuneration policies <ul style="list-style-type: none"> <li>Remuneration policies for members of the highest governance body and senior executives</li> <li>How the policies relate to the management of the organization's impacts on the economy, environment, and people</li> </ul>	<ul style="list-style-type: none"> <li>Gasser Chair is a privately owned and operated entity and handles remuneration internally</li> <li>Several of our senior executives have individual performance objectives that are tied to key environmental areas of focus as we transition our company to a carbon neutral position</li> </ul>
2-20	Process to determine remuneration: <ul style="list-style-type: none"> <li>Process for designing remuneration policies and determining remuneration</li> <li>Results of votes of stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Process for designing remuneration policies and determining Remuneration is considered confidential</li> <li>Results of votes of stakeholders is considered confidential</li> </ul>
2-21	Annual total compensation ratio: <ul style="list-style-type: none"> <li>Ratio of annual total compensation for the organization's highest paid individual to the median annual total compensation for all employees</li> <li>Ratio of the percentage increase in total compensation for the organization's highest paid individual to the median percentage increase in annual total compensation for all employees</li> <li>Contextual information necessary to understand the data</li> </ul>	<ul style="list-style-type: none"> <li>Link to Governance page: <a href="#">Click Here</a></li> <li>Link to Governance page: <a href="#">Click Here</a></li> <li>Not necessary</li> </ul>