



gasser

2024
SUSTAINABILITY
REPORT

GASSER CHAIR



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INTRODUCTION

2024 SUSTAINABILITY REPORT

About this Report

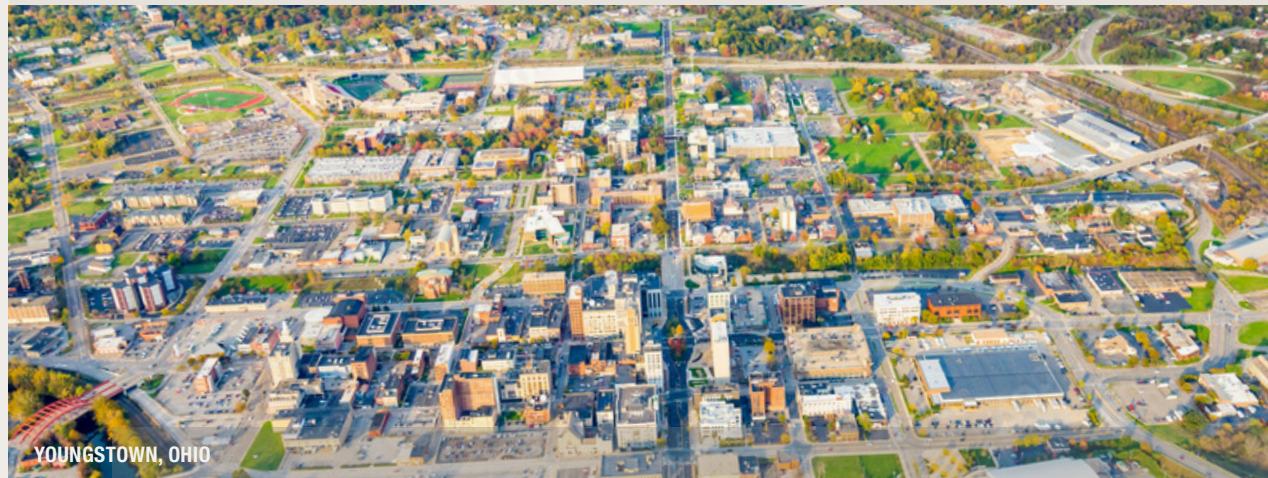
The Gasser Chair 2024 Sustainability Report presents information for the period of January 1, 2024 through December 31, 2024, except where otherwise specified.

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 2024 activities & 2025 goals.

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

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



YOUNGSTOWN, OHIO

A Letter from our CEO

At Gasser, sustainability is not just a practice—it's a mindset that defines who we are. We have prioritized minimizing our environmental impact from inception. Our sustainability journey is built on five foundational pillars: **Supporting a Circular Economy, Waste Diversion, Responsible Production, Equitable Development, and Community Investment**. These pillars guide us as we work toward a future where environmental stewardship, social responsibility, and innovation go hand in hand.

In 2024, we made meaningful progress, including diverting 87% of our waste from landfills and upcycling or recycling over 546,000 pounds of material. These achievements are a direct reflection of our core values: **Respectful**—we create a welcoming and peaceful environment; **Accountable**—we work to make each other successful; **Process-Driven**—we are committed to the best procedures; and **Adaptable**—we are open to positive change.

As we move forward, we remain committed to strengthening each of these pillars. Our work is far from over, and we will continue to drive responsible production, reduce waste, and invest in our communities—all while staying true to the values that guide our every step.

Together, we're building a sustainable future—one that supports both a healthier planet and a more equitable world for generations to come.

Warm Regards,
Mark Gasser



CEO
Gasser Chair



MARK GASSER

Our Strategic Framework



Pillars of Sustainability

CIRCULAR ECONOMY

- Increase the use of sustainable materials in product parts
- Reduce waste generation and increasing recycling or upcycling when possible
- Manage chemicals safely and finding suitable alternatives where possible
- Encourage suppliers and dealers to reduce their waste, especially in receiving materials

WASTE DIVERSION

- Increase waste diversion rate from 87% campus-wide to 90% by 2025
- Continue improving industrial upcycling efforts, especially with sourced upholstery
- Reduce single use items in our post-consumer receptacles
- Encouraging suppliers to reduce plastic packaging when possible

RESPONSIBLE PRODUCTION

- Develop LEED emissions reporting Climate Resilience Assessment Energy monitoring and reporting Decarbonization and Efficiency plans
- Education of stakeholders on Carbon Emission Reporting
- Carbon Footprint of product available on quotes
- Track and Reduce energy use at Gasser Campus
- Worker Safety and Training

EQUITABLE DEVELOPMENT

- Operations assessment and policy: site operations
- Prioritize accessibility with-in the advance manufacturing processes
- Team member internal education
- Stakeholder education engagement – Circular Economy CEU
- YSU Scholarship and education reimbursement

COMMUNITY INVESTMENT

We focus on contributions and partnerships with charitable organizations that reflect the priorities of our community stakeholders, align with our core values, amplify our sustainability strategy and enable us to make a positive, measurable impact.

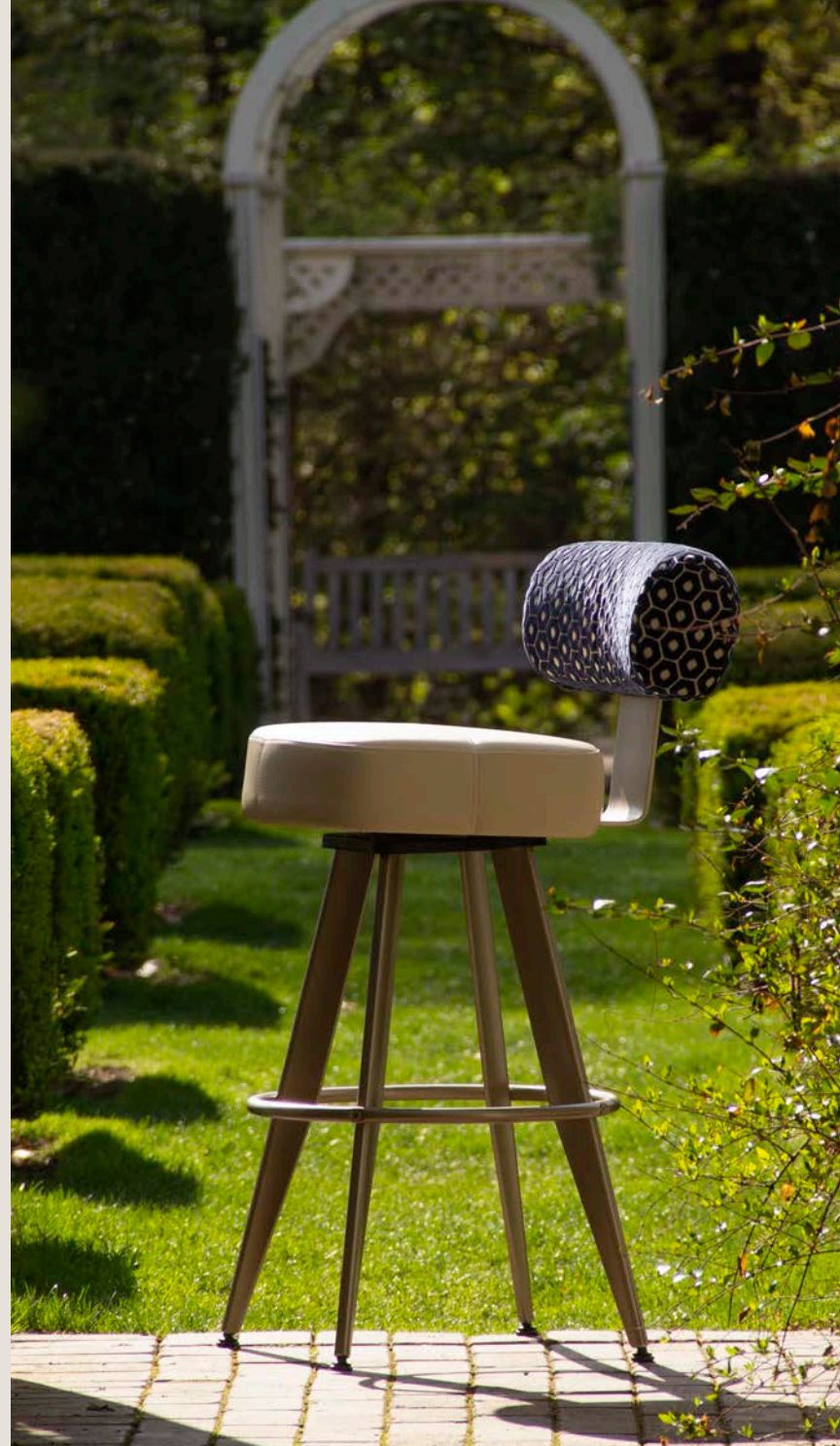
Progress with Intention

2025 SUSTAINABILITY GOALS

1. Educate 100% of team members on sustainability policies and goals
2. Calculate and report operating emissions
3. Increase waste diversion to 88% (currently 87%)
4. Further develop internal post-consumer and post-industrial recycling programs
5. Continue annual sustainability reports and audits

2030 SUSTAINABILITY GOALS

1. Source renewable energy through solar panels on production facilities
2. Achieve Zero Waste Certification through UL 2799
3. Achieve Net Zero Carbon



Who We Are

Established in 1946, Gasser Chair is a family-owned and operated furniture manufacturer based in Youngstown, Ohio. 136 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."

— Mark Gasser, CEO



GASSER EMPLOYEE HOLIDAY PARTY, DECEMBER 2024

CORE VALUES

RESPECTFUL

We create a welcoming and peaceful environment.

ACCOUNTABLE

We work to make each other successful.

PROCESS DRIVEN

We are committed to the best procedure.

ADAPTABLE

We are open to positive change.

CORE FOCUS

PURPOSE/CAUSE/ PASSION

We forge partnerships by providing solutions.

OUR NICHE

We elevate environments by providing ideal seating solutions.

A Snapshot of Sustainable, Innovative History



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

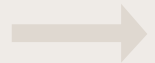
1970s

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





LATE 1950s PHOTO OF GASSER COCKTAIL LOUNGE CHAIR MODEL #L-90



THE GASSER CHAIR BOOTH AT A 1989 NEW YORK TRADE SHOW

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 2025.

Inaugural Sustainability & Global Reporting Initiative report is created.

2023

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2024 HIGHLIGHTS

2024 SUSTAINABILITY REPORT

2024 Highlights P. 1

562,224 LBS
OF MATERIALS
UPCYCLED OR RECYCLED



We are proud to support a circular economy, with landfill diversion as a key priority. In 2024, our management team identified strategic opportunities to improve our waste management plan, allowing us to more accurately track our upcycling and recycling efforts—and significantly reduce the amount of material sent to landfill each year.

87% WASTE
DIVERSION
ACHIEVED



The Gasser Campus proudly achieved 87% waste diversion in 2024 as a direct result of a strategic improvement waste processing plan implemented by our management team. This marks a major step forward in our commitment to a Circular Economy. We are actively working toward earning a Zero Waste Certification on the UL 2799 Standard as we strive for continuous improvement and a future with less waste.

CONTINUING EDUCATION

OFFERED FOR STAKEHOLDERS



Throughout our company history, we have trained hundreds of team members on highly technical and sought-after operating and manufacturing techniques. In 2024, 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 stakeholder education.



To book a presentation, email sales@gasserchair.com

2024 Highlights P. 2

SCHOLARSHIPS AWARDED

IN HONOR OF LOUIS, ROGER, AND
GEORGE GASSER



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

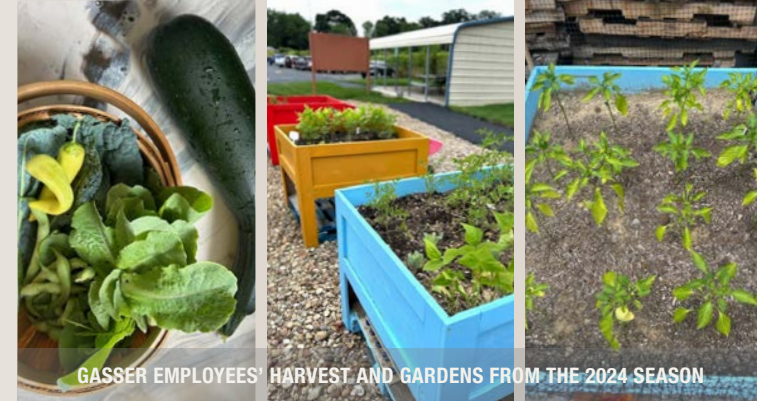
- The Louis J. Gasser, M.D. Scholarship
- The Roger E. Gasser Sr. Scholarship
- The George Gasser Scholarship

CARBON FOOTPRINT

REPORTING CONTINUES



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.



GASSER EMPLOYEES

HARVEST AND GARDENS FROM THE 2024 SEASON

GASSER GROWS GARDENING PROGRAM

CONTINUES FOR TEAM MEMBERS

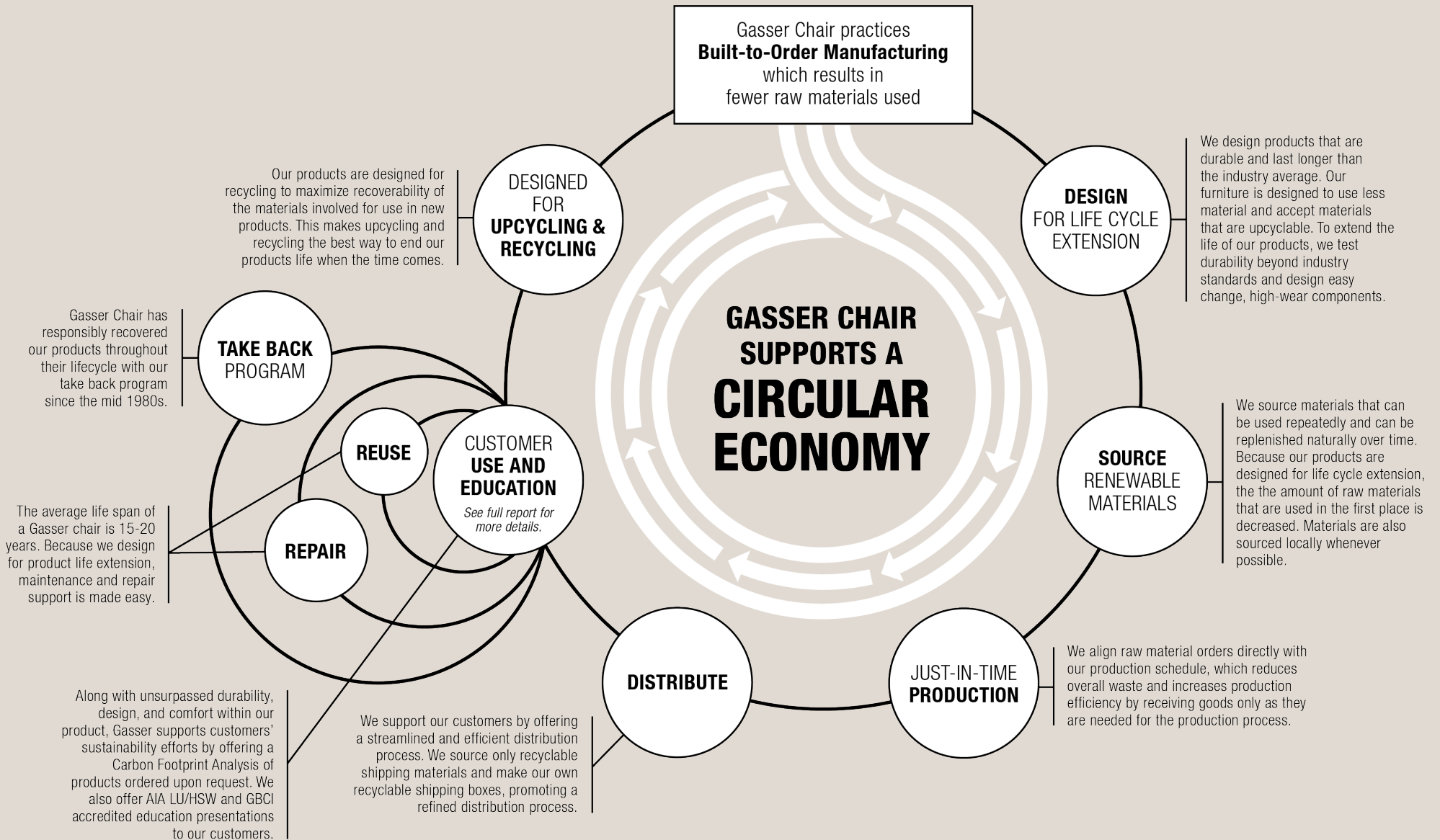
The second year of the Gasser Grows Garden Project wrapped up in the third quarter of 2024 with great success. Team members grew heirloom vegetables such as tomatoes, peppers, beans, peas, cucumbers and herbs.

A gardening program at work can provide several benefits for employees, including reduced stress, increased physical activity, improved team building, a sense of accomplishment, access to fresh produce, and a boost to mental wellbeing by providing a connection to nature and a space to decompress during the workday. It can also promote sustainability and positive company image by demonstrating environmental responsibility.

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ENVIRONMENTAL

2024 SUSTAINABILITY REPORT



We Are the Sum of Our Parts

OUR MATERIALS

Gasser carefully evaluates and selects renewable raw materials based on many qualifications including durability, quality, and reliability. The materials we select contribute to the longevity of our furniture.

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, reuseable 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.



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.



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.



UPHOLSTERY

USE: We work closely with upholstery mills to understand 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.



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.



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

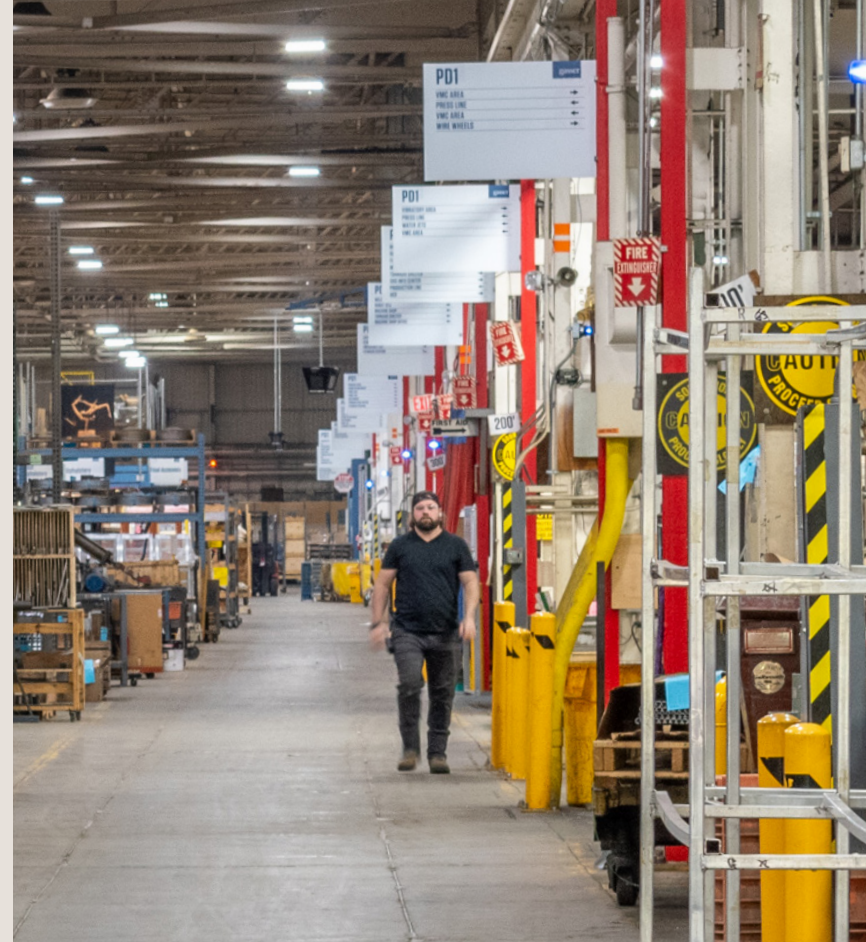
OUR MANUFACTURING PROCESS

For nearly 80 years, Gasser has finetuned our manufacturing process with sustainability serving as a lead driver.

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

We operate an **advanced lean manufacturing method** that improves efficiency in every department and focuses on value add activities while delivering quality products on time with the least amount of cost and highest efficiency. Our production technique is a **built-to-order** or "Pull Supply Chain" strategy, which reduces waste and increases our ability to offer a variety of solutions to our customers.

Our built-to-order approach minimizes waste from the start, reduces energy consumption, and allows for the use of sustainable materials, leading to a lower environmental footprint.



Gasser 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** for more information.





Testing & Compliance

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

Testing and implementing Product Life Extension strategies reduces the demand for new products and resources, lessens waste, and minimizes the overall environmental impact of production disposal. By prolonging product lifespans and enabling reuse, repair, or remanufacturing, these strategies contribute to a more sustainable **Circular Economy**.

Additional tests performed on different components of our products include:

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

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

— Mark Gasser, CEO



OUR PRIMARY YOUNGSTOWN, OHIO MANUFACTURING FACILITY



GASSER CHAIRS BOXED AND READY TO SHIP

CRADLE-TO-GATE

Carbon Footprint Declaration

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

We measure our impact from the creation of the product to the when it leaves our facility, also called "cradle-to-gate" measurement. We offer a Carbon Footprint Declaration to our customers on a per-order basis, as we are a Made-to-Order manufacturer, which means components are likely to be adjusted per project. We provide this declaration to support our industry and our customers in their sustainability reporting efforts.

We measure our products' carbon footprint using the 2030 Calculator developed by Doconomy — a freely accessible tool that is an accurate depiction of carbon footprint. This calculation includes Material, Manufacturing, Transportation, Energy, and Packaging.

A carbon footprint is a measure of a carbon dioxide and other carbon compounds emitted due to the consumption of fossil fuels by a product.

Carbon footprint is expressed as CO₂e.

The Carbon Footprint of Everyday Items:

- Recycled lightweight paper bag: 12g CO₂e
- Average efficiency for a ZOOM call on a laptop: 20g CO₂e per hour
- 5-watt low-energy bulb: 28kg CO₂e for one year
- Smartphone use for a year if used an hour daily: 70kg CO₂e
- Global mobile phone usage: 580 million tons CO₂e
- World average per person, annually: 7 tons CO₂e

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

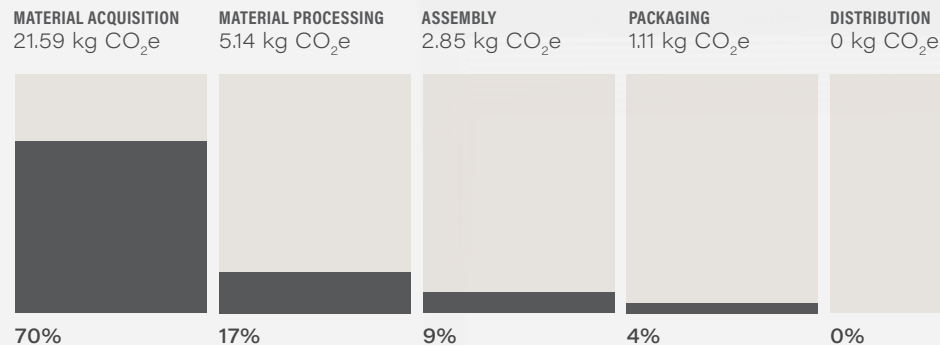
Carbon Footprint of the GTW-100 Stack Chair

30.70 kg CO₂e

Product: GTW-100 (Georgetown Stack Chair)
Total Carbon Footprint: 30.70 kg CO₂e

Reporting Data points:

- **Material Acquisition:** 21.59 kg CO₂e
- **Manufacturing/Processing:** 5.14 kg CO₂e
- **Assembly:** 2.85 kg CO₂e
- **Packaging:** 1.11 kg CO₂e
- **Distribution:** 0 kg CO₂e



Extending Lifecycle with Design

At Gasser, we believe we have a responsibility when it comes to the creation of our product and the environment.

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

DESIGNED FOR LONGEVITY & REUSE

Since 1946, we have designed and manufactured 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 ours is just that. Our first matter of business is building a product that lasts.

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

OUR TAKE-BACK PROGRAM

Gasser 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 our loop is that simple.

Gasser Chair's Take Back Program launched in the mid-1980's. Since then, we estimate to have taken back, refurbished and rejuvenated or responsibly upcycled over 425,000 pieces of furniture, and counting. That means an estimated 5,425 US tons have been kept out of landfill. This is one more way we are supporting a circular ecosystem.

Ask your local sales rep for more information!



RETHINK



REVIVE



REUSE

A Goal of Zero Waste

COMMITTED TO NET ZERO

At Gasser, we aim to reduce our environmental impact in all aspects.

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

From resource extraction through production, to consumption and management of discarded materials, our goals are to close the loop on our circular economy, redefine the concept of waste, and keep products in use for as long as possible.

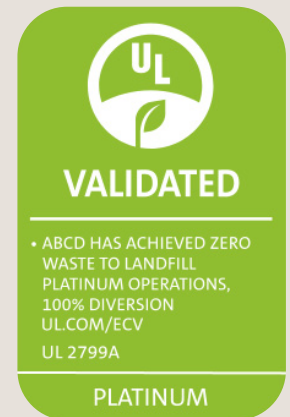
A 2023 waste audit at Gasser’s manufacturing campus reported an 85% waste diversion rate, meaning 85% of all materials brought into Gasser on a daily basis, both industrial and post-consumer, are responsibly upcycled, repurposed or recycled.

In 2024, a new waste audit showed that we are now operating at an 87% waste diversion rate.

We have a plan to differentiate our company even more by achieving the Zero Waste certification UL 2799 by the end of 2030.

To achieve a UL 2799 designation, the Standard for Environmental Claim Validation Procedure (ECVP) for Zero Waste to Landfill, each facility of an organization must prove at least 90% diversion through methods other than waste to energy.

We are aiming to earn a Platinum label, which is the highest Zero Waste to Landfill designation available. This claim is validated by UL Solutions when a facility can prove that it consistently achieves a landfill waste diversion rate of 100%.



Our plan to achieve this designation is innovative and includes strengthening our relationships with local post-industrial vendors who support our upcycling efforts.

Recycling Report P. 1

RECYCLING REPORT

TYPE	GROUP	MATERIAL	NET LB	AVG. \$ PER LB	TOTAL \$	TOTAL LB
Ferrous	Steel	Cast Iron	102 lbs	\$0.07	\$7.14	
		Sheet Iron	5,260 lbs			
		Prepared	1,289 lbs	\$0.09	\$116.01	
		Sheet	29,157 lbs	\$0.05	\$1,556.60	
		Unprepared	17,003	\$0.06	\$1,007.80	
	Steel Group Total					52,811 lbs
Non-Ferrous	Aluminum	AL Sheet	13,599 lbs	\$0.35	\$4,755.21	
		AL Extrusions	64,337 lbs	\$0.49	\$30,768.95	
		AL Turnings	7,192 lbs	\$0.37	\$1,103.40	
		AL Unclean	324 lbs	\$0.14	\$43.70	
		AL Clean	10,730			
		AL Cans	235 lbs			
		Die Cast	73 lbs	\$0.15	\$10.95	
	Aluminum Group Total					96,490 lbs
	Batteries	Car Batteries	3,768 lbs	\$0.10	\$376.00	
		Lithium Ion Laptop Batteries	8 lbs	\$0.10	\$0.80	
		Nickel Cadmium Batteries	3 lbs	\$0.01	\$0.03	
	Batteries Group Total					3,779 lbs
	Brass	Refinery Brass	14 lbs	\$0.30	\$4.20	
		Yellow Brass	416 lbs	\$1.65	\$688.95	
	Brass Group Total					430 lbs
	Copper	#1 Copper	28 lbs			
		#1 Insulated CU Wire	22 lbs			
		#2 Copper	68 lbs	\$2.80	\$189.95	
		#2 Insulated CU Wire	20 lbs	\$0.80		
		Electric Motors	251 lbs	\$0.20	\$50.20	

Recycling Report P. 2

RECYCLING REPORT (CONTINUED)

TYPE	GROUP	MATERIAL	NET LB	AVG. \$ PER LB	TOTAL \$	TOTAL LB
		Lights/Cords CU Wire	22 lbs	\$0.30	\$6.60	
	Copper Group Total					411 lbs
	Die Cast	Die Cast	73 lbs			
	Stainless	Non-Magnetic	98 lbs	\$0.30	\$29.40	
	Stainless Group Total					171 lbs
Computers		PC	46 lbs	\$0.10	\$4.60	
		Power Strips/Supply	14 lbs	\$0.05	\$0.70	
Computers Total						60 lbs
Paper		Cardboard	23,680 lbs			
		Office Paper	13,628 lbs			
		Shredded	4,531 lbs			
		Files	5,000 lbs			
Paper Total						46,839 lbs
Plastics		PVC Regrind	160,000 lbs			
		ABS MC Unground	674 lbs			
		PP MC Parts	130 lbs			
		MC Film	3,983 lbs			
		PP PET MC Straps	122 lbs			
		PET MC Straps	158 lbs			
Plastics Total						165,067 lbs
Post-Consumer	Mixed Recycling	Annual Pick Up Report	31,980 lbs			31,980 lbs
		40 CU Yard	11,500 lbs			
Post Consumer Total						43,480 lbs
Lamps	Fluorescent	4 ft lamps - 209 qty at 1 lb each	209 lbs			
Lamps Total						209 lbs
Total						409,747 lbs

Recycling Report P. 3

UPCYCLED MATERIALS

TYPE	GROUP	MATERIAL	NET LB	AVG. \$ PER LB	TOTAL \$	TOTAL LB
Wood	Sawdust	Sawdust	30,000 lbs			
	Birch Board	Planks - 70 pallets at 400 lbs each	28,000 lbs			
		Cut-Outs - 30 pallets at 375 lbs each	11,250 lbs			
	Pallets	117 Wood Pallets	4,680 lbs			
	Misc.	2 Pallets at 150 lbs	300 lbs			
Wood Total						74,230 lbs
Upholstery	Scrap Fabric	Square Cut-Outs - 52 boxes at 85 lbs	4,420 lbs			
Upholstery Total						4,420 lbs
Foam	Molded	(Sent to be turned into carpet padding)	10,780 lbs	\$0.07		
Foam Total						10,780 lbs
Fasteners		16 qty 450 L containers	15,841 lbs			
Fasteners Total						15,841 lbs
Refurbished		Chairs and Stools - 448 units	9,856 lbs			
		Tables - 8 units	300 lbs			
Refurbished Total						10,156 lbs
Total						115,427 lbs

DONATIONS

MATERIAL	QTY	NET LB	TOTAL LB
Fully-Assembled Chairs	350 units	5,600 lbs	5,600 lbs
Rolls of Fabric and Wood		24,000 lbs	24,000 lbs
Binders	438	1.28 lbs	560 lbs
Batting Foam		700 lbs	700 lbs
Fabric Rolls	69 bolts	55 lbs	3,795 lbs
Pneumatic Tippers	2	350 lbs	700 lbs
Packaging Material	6 gaylords	250 lbs	1,500 lbs
Braid/Thread Rolls	13 rolls	15 lbs	195 lbs
Total			37,050 lbs

Total Diverted from Landfill: 562,224 lbs

Waste Report

WASTE REPORT

DATE	GROUP	TYPE	NET LB	TOTAL LB
1/22/24	Special Waste	Hazardous Waste Service	422 lbs	
3/11/24	Special Waste		13,460 lbs	
3/13/24	Special Waste	Hazardous Waste Service	9,994 lbs	
	Special Waste	Bulk Sludge	2,687 lbs	
4/1/24	Waste		13,400 lbs	
7/10/24	Waste		17,400 lbs	
8/22/24	Waste		13,900 lbs	
1/3 - 12/26/2024	Waste		10,000 lbs (4 CU YD)	
Total				81,264 lbs

BUT FIRST, RECYCLE.

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SOCIAL

2024 SUSTAINABILITY REPORT



Our People

Gasser strives to be a place where everyone is welcome and has the opportunity to succeed.

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

We are a family company, after all.



DIVERSITY, EQUITY, INCLUSION (DEI) WORKFORCE REPORTING

22% of our employees have been with us for over 10 years

Our inclusive hiring practices and the implementation of blind recruitment processes played a key role in hiring **34 new team members** in 2024. While we have made significant strides in hiring diverse talent, we will continue to focus on increasing representation in leadership roles and fostering an inclusive workplace culture.

Percentage increase in total compensation for 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

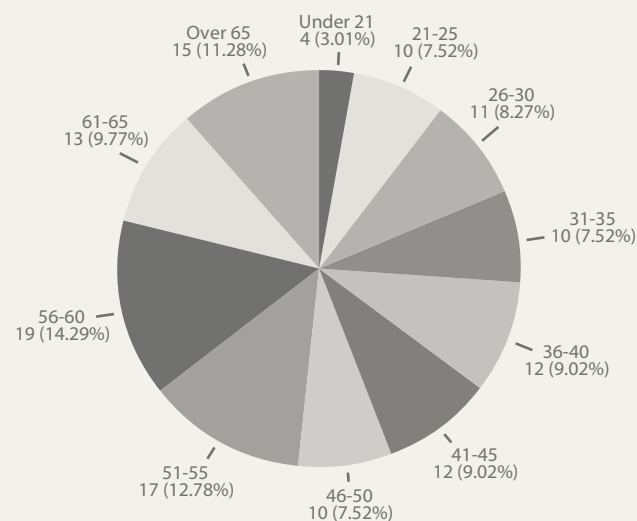
Age Diversity:

Average age of employees: **47**

Standard Deviation: **14.08**

Coefficient of Variation: **.29**

(relative variability of ages, considering both the spread and average age)



W Gassers are 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 Penguin of the Year by the Youngstown State Penguin Club in February.

— 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 against 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 C.E.O. 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 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.

Gasser Cares Upcycling Program P. 1

EMPOWERING COMMUNITY CREATIVITY WITH UPCYCLED RESOURCES

Since the mid 80s, Gasser has supported the local community through donations of unused manufacturing materials. In 2024, Gasser officially established the **Gasser Cares Upcycling Program**, creating a clearer structure and line of communication for community members to request materials.

Gasser Cares focuses on the donation of materials that are by-products of our manufacturing process to local schools and community programs, including plywood, upholstery scraps, rope braid, fasteners, fabric squares, and more. Donation recipients, particularly wood shops and creative departments at local schools, are able to use these resources for educational and creative projects.

The initiative helps give the raw materials a second life, thus reducing waste and preventing them from ending up in landfills. This is a practical application of upcycling, where materials are creatively repurposed, and their value is enhanced rather than diminished.

LET'S COLLABORATE TO INSPIRE
CREATIVITY AND SUSTAINABILITY
TOGETHER.



Contact Jennifer Gasser, Community Outreach, at 330-360-5580 or jlgasser@gasserchair.com to discover how your school or community program can benefit from our diverse range of raw materials.

Gasser Cares Upcycling Program P. 2

AVAILABLE MATERIALS



COMMERCIAL UPHOLSTERY BOLTS



FABRIC SQUARES



BATTING



ROPE BRAIDS



BALTIC BIRCH PLYWOOD



3 RING BINDERS



FASTENERS

Philanthropy

Through our philanthropic endeavors, we aim to provide quality opportunities and promote the development of healthy and fulfilling lives for members of our community.

Our primary interest in giving is to partner with organizations serving the local Trumbull and Mahoning County Region of Ohio, alongside select global organizations that support this mission.

Our strategic priorities are education opportunities, wellness, and economic and skill development. The organizations listed to the right were our associates for the 2024 year and represent Gasser Chair.

2024 ASSOCIATES

- Mahoning Valley Manufacturing
- 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
- Oh Wow! Science Center

PREVIOUS ASSOCIATES

- American Heart Association
- Akron Children's Hospital
- Easter Seals
- Rotary
- Beatitude House
- Hospice
- Youngstown Cityscape

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



Continuing Education

TUITION REIMBURSEMENT



The Gasser Family believes in the importance of higher education. We provide the employee benefit of tuition reimbursement through the Educational Assistance Program for team members seeking to further their education. In addition to promoting academic educational opportunities, we are a proud supporter of Youngstown State University athletics and the Penguin Club, readily offering our time and assistance whenever possible.

STAKEHOLDER EDUCATION



Gasser Chair travels globally to meet with stakeholders regarding advancements in ergonomics and the newest technologies for commercial furniture. While we have not historically recorded our educational and training meetings, we plan to have an annual training number for next year's sustainability report.

GASSER CONTINUING EDUCATION COURSE

We recently developed a new continuing education course that is designed to educate architects and designers on the Circular Economy Business Model.



CIRCULAR ECONOMY

Closing the Loop is the Future of Business

PRESENTER
Alison Gasser, MSSM

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 continuing education course, please reach out to your local representative.

gasser

GOVERNANCE

2024 SUSTAINABILITY REPORT

The philosophies of our **Mission Statement**, **Vision Statement**, and **Principles Statement** guide the company and the family as each continues to grow.



Our Mission

"To remain a thriving, family-owned business that nurtures growth, creates opportunities for advancement, and fairly rewards the dedication of our team."



Our Vision

"Gasser Chair will be a trustworthy organization attentive to the needs of all stakeholders; a team of motivated, passionate people who encourage personal growth while promoting a safe, pleasant and productive workplace."



Our Principles

"At all times we will be professional with honesty and integrity above reproach; treating everyone with dignity and respect."

Our Core Values

As an entity, Gasser 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).

Example: Listening to others; being open-minded to differences; greeting and speaking to all with kindness; we weigh decisions based on the impact to all stakeholders; we provide everyone with the same opportunity to contribute.

Anti: Gossiping; bullying; discriminating.

ACCOUNTABLE

We work to make each other successful.

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

Example: Exhausting all reasonable options to accommodate a team member's request; searching for alternative solutions when necessary; pitching in when possible to help others

Anti: The opposite of passing the buck.

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.

Example: Developing clear, written steps that ensure the desired outcome; learning the correct process to complete each task, at least until a better way has been established and communicated.

Anti: Cutting corners; I'm doing it my way.

ADAPTABLE

We are open to positive change.

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

Example: An adaptable team member welcomes change, rather than complaining about it.

Anti: We've always done it that way.

Standards of Conduct

"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 nondiscrimi-

nation 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 regula-

tions.

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

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 judgement 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."

2024 OSHA Safety Report

We adhere to Occupational Safety and Health Administrations (OSHA) policies by enforcing standards, providing training, outreach, education and assistance to ensure safe and healthful working conditions for team members.

Location: Corporate Office

Annual average number of employees: 28
Total hours worked by all employees last year: 48,964.25

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: 82
Total hours worked by all employees last year: 151,319.50

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: 360
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: 8
Total hours worked by all employees last year: 14,188.75

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