

## 2024 Transwall Sustainability Plan and Impact Report

### Introduction

#### Letter from Our President

Transwall desires to lead the industry in sustainability performance and has continued to innovate our products with circularity in mind. Our organization has been in the building products market since 1963. The longevity of our company is attributed to our hardworking employees that continue to make us successful every day. Transwall goes above and beyond to ensure customer satisfaction is our top priority and has innovated several new products with our partners to create a better world through the power of design.

As a product-focused organization, I recognize the responsibility of incorporating sustainability into our business practices as a means of leading the way towards a brighter future for our employees, customers, and future generations. We strive to be a leader in the building products industry with our commitment to sustainability through our high-quality products and business practices. As part of our sustainability journey, we completed an inaugural impact materiality assessment in 2024 to identify our high priority focus areas. These focus areas include: Product Lifecycle Management, Greenhouse Gas (GHG) Emissions and Energy Management, Employee Engagement, and Customer Satisfaction and Communications. We are committed to developing policies, setting goals, taking action, and tracking progress in these areas.

We are proud of our company's history, and we hope that by incorporating a sustainability management mindset into our business practices, we can continue to be a responsible company for our employees, customers, and the planet.

Sincerely,

Joe Berman, President

## About Transwall

Transwall Office Systems, Inc. (henceforth, 'Transwall') is a building products and furnishings organization headquartered in West Chester, Pennsylvania. Transwall was established in 1963 with one goal in mind – create the best office solutions to bring the highest quality glass office walls and movable partition systems that our customers, business partners, architects, designers, and contractors have come to expect from the Transwall process.

Transwall's movable glass partitions, walls, doors, and interior panel systems help to create functional workspaces. Our glass wall panels and interior glass wall systems have been used to design conference rooms, training centers, medical centers, fitness facilities, studios, convention centers, banks, workspaces for the Federal Government, individual offices, and many other commercial projects.

### Transwall Products

Movable Walls	Glass Walls	Flexible Space Solutions
Zwall	ONE	Lucid
Corporate Wall	ONE LP	Architectural Glazing Solutions
ZWR		Marker Board

## About this Report

Transwall is proud to release the company's inaugural sustainability plan and report in November 2024. Our report reviews the history of the organization and our continued commitment to sustainability and outlines the sustainability initiatives we plan to set forth in coming years. The report includes all of Transwall's direct operations. For questions or comments about this report, please [contact us](#).

## Priority Topic Determination

In 2024, Transwall undertook its first impact materiality assessment to determine priority topics for the organization. This process included discussions with multiple Transwall employees from cross-functional areas, an employee survey, and an industry analysis of our external stakeholders. The industry analysis assessed sustainability commitments and impacts from Transwall's peers, customers, architecture and design clients, and end user clients as well as industry best practices and reporting frameworks such as the Sustainability Accounting Standards Board (SASB). A third-party sustainability consultancy conducted interviews with several Transwall team members and administered an anonymous survey to our entire employee base for feedback on various sustainability topics. Stakeholder feedback is considered an important part of defining the priority topics important to our business and assisted in understanding current sustainability performance, opportunities, and overall strategy. The combined analysis of the industry, frameworks, interviews, and survey allowed us to identify areas of potential opportunity within our organization and concluded that the material topics to our business operations are **Product Lifecycle Management, Greenhouse Gas (GHG) Emissions & Energy Management, Employee Engagement, and Customer Satisfaction**.

## Sustainability Governance and Outlook

With guidance from our senior leadership team and our President and Chief Operating Officer, Transwall is setting out our inaugural sustainability impact report, which describes how Transwall has incorporated a sustainable mindset through our history, provides impacts

from our past year of operations, and lays out our goals for the future of Transwall as a sustainable organization.

Transwall is in the process of developing sustainability policies for our company that will foster a solid foundation for decision-making and formal oversight of our sustainability strategy and plan.

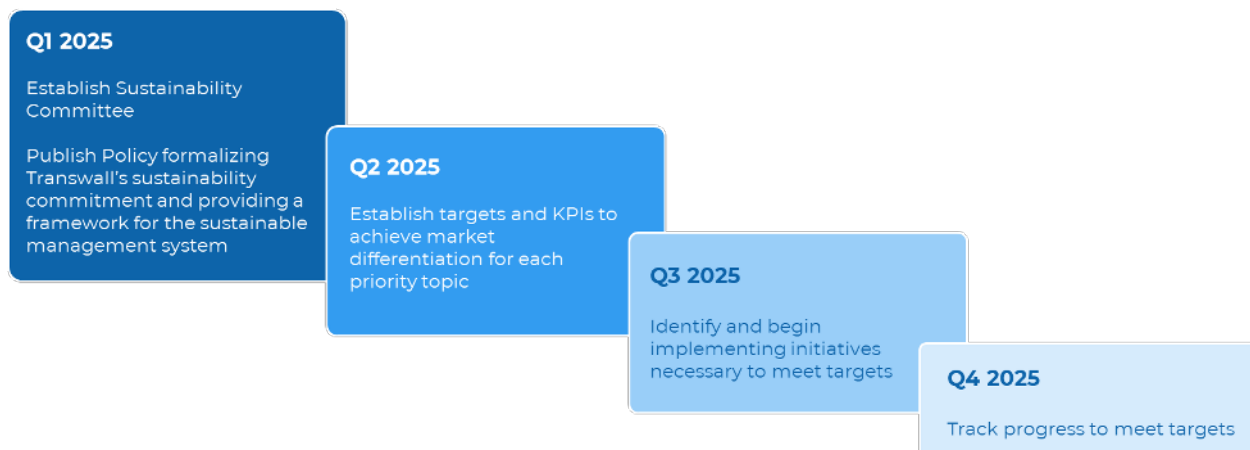
In 2025, we will establish a sustainability committee to help implement these sustainability policies and oversee the plan to ensure accountability of our sustainability management goals. We have realized success with our other internal committees and will apply learnings to best establish a proactive and successful sustainability committee that will be responsible for:

- Establishing policies for our priority topics
- Setting baselines and creating goals and key performance indicators (KPIs)
- Tracking KPIs and goals annually
- Maintaining partnerships with customers and clients to contribute to sustainable progress in the industry
- Training our employees internally and staying up to date with best practices for sustainability in the building products and furnishings industry

Transwall Priority Topics	
<b>Product Lifecycle Management</b> <ul style="list-style-type: none"> <li>• Materials / Responsible Sourcing</li> <li>• Waste</li> <li>• Circularity</li> </ul>	<b>Employee Engagement</b> <ul style="list-style-type: none"> <li>• Training &amp; Development</li> <li>• Satisfaction</li> <li>• Health &amp; Safety</li> </ul>
<b>Greenhouse Gas Emissions &amp; Energy Management</b>	<b>Customer Satisfaction &amp; Communications</b>

## Framework for Long-term Sustainability Management and Performance

With an emphasis on developing Transwall's sustainability performance as a significant market differentiator, our 2025 action plan is just the beginning of our long-term journey of continuous improvement.



Establishing our highest priority areas through the impact materiality assessment in 2024 has laid the foundation for creating our sustainability plan. This plan will outline Transwall's sustainability goals and key performance indicators (KPIs) for tracking and monitoring progress to help reach our goals in our highest priority areas. Our Sustainability Committee will determine accountability for each priority area, define regular cadence for collaboration and progress updates, and drive the following plan and goals through the next year. Through this report, we communicate our current progress and sustainability outlook to our internal and external stakeholders to provide transparency and continual improvement for the betterment of the environment, society, and our employees.

## Transwall 2024 Highlights

- Published our inaugural Sustainability Plan and Impact Report
- Submitted our Environmental Product Declarations (EPDs) for the ONE and LP glass panels for recertification
- Maintained high indoor air quality standards for six movable wall products through SCS Indoor Advantage Gold certification
- Maintained Forest Stewardship Council® (FSC®) certified wood products
- Continue material transparency with Environmental Data sheets for products publicly available on the Transwall website

***Do all we can  
today and  
strive to do  
more each day  
in the future***

## Priority Topic 1: Product Lifecycle Management

Transwall's building products are designed with end-of-life considerations in mind. The longevity, durability, and quality of our products is one of the strongest drivers of our customers' satisfaction. The innovation of each product allows for retrofitting of existing spaces, repair, or recycling when the useful life of the product is no longer applicable.

To manage the impacts of the product lifecycle, we will continue to innovate with our customers and partners to develop products designed for reusability, retrofit, or recycling and strive to source materials that help to meet this aim. This will allow continued circularity of our products and reduce overall waste generation, while maintaining our high standards for product quality.

### Materials and Responsible Sourcing

We are committed to sourcing sustainable and high-quality materials for our products. For office products that require wood materials, Transwall has maintained a site Chain of Custody certification to sell products as FSC® 100% or FSC® Mix. Materials that Transwall uses in our manufactured products come from responsibly managed, FSC®-certified forests.

Transwall also maintains Environmental Product Declarations (EPDs) for products that cover all lifecycle stages for Interior Wall Systems. The EPDs give a summary of the product and producer, the independent verification statement, and a summary of lifecycle impacts conforming to the International Building Code. The lifecycle impacts include global warming potential (GWP), energy and waste consumption, recycled material content, and volatile organic compound (VOC) testing information, among other data. Our goal with maintaining these product certifications is to provide transparency to customers about the environmental

impacts of our products, as well as establish a baseline for Transwall to reduce these environmental impacts wherever possible.

***Architects and designers love Transwall's intelligent use of steel, glass, and aluminum for their contribution to LEED credits. ZWall's core construction materials are recyclable, helping to reduce the amount of drywall and other conventional construction debris at the end of its lifecycle***

Transwall uses local fabrication shops when work cannot be completed in house. To emphasize responsible sourcing practices, most purchased products are shipped directly to customer sites or otherwise sourced locally to the end destination.

To ensure our standards of quality and sustainability are met, Transwall maintains a record of the recycled content of our sourced aluminum. Our supplier provides both pre-consumer and post-consumer recycled content information, and we are proud to maintain over 50% recycled content of the aluminum used in our products.

## Waste

For over thirty years, Transwall has contributed to the reduction of construction waste in landfills. As the essence of our product is reusability, we have significantly reduced the amount of drywall and conventional construction debris deposited in landfills nationwide, year-after-year. At the end of our product's life, the recycling of its core components including steel, glass, and aluminum, is extraordinarily inexpensive and simple.

Our commitment to lean thinking contributes to consistent improvements and efficiency gains in every area of the business, including and especially elimination of waste. Transwall's internal recycling programs include paper, cardboard, glass, paint, steel, and aluminum. Additionally, battery and computer/electronics recycling programs have been designed to encourage employee's personal environmental efforts. A significant amount of our sales and service travel is accomplished via public transportation and recent refinements in manufacturing scheduling have led to the reduction of manufacturing staff travel by one day each week.

All aluminum and steel scrap from manufacturing operations is segregated and recycled onsite to be sold to a scrap dealer. Any scrap generated at customer sites is dealt with on location to limit transportation related emissions.

## Circularity

Our products are known for their adaptability and reusability, both of which contribute to reducing waste annually. At the end of their useful lives, recycling the core steel, glass, and aluminum components of our products is simple and inexpensive.

Transwall products assist in the LEED certification process within key credit sections. We offer a full list of resources for building professionals to utilize within their projects, including LEED documentation and LEED-accredited professionals available to consult on projects.

Five of our products have LEED Data Sheets available for customers that include applicable product certifications, such as SCS Indoor Advantage Gold, FSC® Certified wood, the LEED v4 credit contributions, and the recycled content summary of the product. Transwall also has a site certification to sell FSC® Certified products.

## SCS Indoor Advantage Gold

Corporate Wall  
 ONE by Transwall ®  
 ONE LP  
 REASONS  
 Zwall

Indoor Air Quality Certified to SCS-EC10.3-2014 v4.1

Conforms to ANSI/BIFMA Furniture Emissions Standard (M7.1/X7.1-2011 R2021) and ANSI/BIFMA e3-2019 for the private office and open plan workstation parameters.

Conforms to CDPH/EHLB Standard Method (CA 01350) v1.2-2017 for the open plan, private office, and school classroom parameters.

## FSC® Certification

All wood products sourced by Transwall and all wood product outputs are FSC® Certified, meaning that all materials used come from responsibly managed, FSC®-certified forests, or are a mixture of materials from FSC®-certified forests, recycled materials, or FSC®-controlled wood.

## Environmental Product Declarations

ONE by Transwall ®  
 ONE LP

## Environmental Data Sheets

Corporate WALL  
 ZWall  
 ONE by Transwall ®  
 ONE LP

Our walls are easy to recycle, reuse and are designed with end-of-life options in mind. We take pride in the quality and longevity of our products. One of our long-time customers has been equipped with our movable wall products for more than forty years. These products are made with high-quality glass and aluminum, which not only establishes a long lifecycle for the product but allows the walls to be reused in new locations as the customer site evolves. The site has maintained these products for decades, and is limited in the need for replacement products, just through using the walls in the way they were intended – first through retrofit and reuse, and ultimately recycled when the product no longer fits the needs of the customer.

***A basic ONE panel is constructed of aluminum and glass. ONE is up to 100% recyclable at the end of its useful life.***

As a manufacturer, our pride is based in the quality of products that we create. We stand close with our partners and clients from start to finish of each project, and then always afterwards—Transwall stands behind our craftsmanship.

## Priority Topic 2: Greenhouse Gas (GHG) Emissions and Energy Management

All industries require energy consumption to continue successful business operations. Energy consumption produces GHG emissions, which contribute to climate change. We want to innovate and manufacture our products in the least energy intensive manner possible to minimize our impact on the changing climate.

This coming year, we will baseline our energy usage to start the process of understanding our environmental impact through GHG emissions. Once we establish a baseline, we will take the appropriate steps to begin to reduce our energy and GHG emissions wherever possible.

### Greenhouse Gas (GHG) Emissions

Transwall sources materials locally to the end destination wherever possible and accumulates product loads to limit the number of shipments that go out, reducing the GHG emissions

from transportation. This also ensures the projects move at the speed of the general contractors and the product is ready when they require it.

Each product level Environmental Product Declaration (EPD) details the environmental impacts of our products, including the global warming potential at the production, installation, use, and end-of-life stages. This information allows Transwall and its customers to maintain transparency about product impacts and establish a baseline for which to reduce those impacts as possible.

## Energy

Any manufacturing organization such as Transwall requires energy to produce the high-quality products that we provide for our customers. While this is inevitable, Transwall strives to incorporate energy considerations into product development wherever possible.

Transwall's Corporate Wall movable walls can be glazed to maximize daylight and reduce energy consumption. Corporate Wall's construction materials are also recyclable and reusable, contributing to LEED certification for commercial interiors, new construction, and existing buildings.

## Priority Topic 3: Employee Engagement

Transwall is a family-founded business that prides itself on our low overall turnover and exceptional customer experience. Some of Transwall's workforce has been here for over thirty years, which speaks to our overall engagement. Through ongoing training and development, employee satisfaction metrics, and a robust health and safety program, we strive to continue making our people feel like they are part of the Transwall family and provide a positive atmosphere for our employees for decades to come.

## Training and Development

At Transwall, we are committed to the development of our employees and provide them with training opportunities to support their career growth. All new hires at Transwall complete a 'Transwall 101' training to establish an understanding of each of our processes and departments. As we continue to evolve our HR department, we are in the process of creating an ongoing training plan to be implemented at various points throughout the year to allow for continuing education and learning for our employees.

Transwall invests in our architecture, design, business, and contractor partners as well as our employees through the development and presentation of hundreds of learning programs every year for continuing education. From sustainability to industry trends to acoustical or ergonomic research, we provide presentations and active learning sessions on everything that matters to the design and construction of workplaces that people love:

<p><b>A Sense of Space</b> An exploration of environmental psychology and our need to feel connected to our work environment in a way that empowers workers to succeed.</p>	<p><b>Design for the Ages</b> Exploring the four generations in the workplace and how their various needs impact design. A focus on mindfulness in the workplace, incorporating this into office design, and the A.R.E. (attract, retain, engage) factors that are impacted by good design.</p>	<p><b>Design in Mind</b> What is Neurodiversity and How to Design a More Inclusive Office Environment. Explore how office design impacts the mind and how natural light and outdoor views improve mental wellbeing.</p>
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## Employee Satisfaction

Transwall's culture and engagement is led by the frontline workers, which we believe sets us apart from traditional companies with a top-down approach to employee engagement. This gives our employees the autonomy to create a work environment that they are passionate about, knowing that they are contributing to the success of the organization while cultivating an employee-centric culture.

## Health and Safety

Health and safety is one of our top priorities at Transwall. There is potential for injury in a manufacturing operation, so we ensure that safety is top of mind for employees. Transwall established our Safety committee to help identify risks to address, and our frontline workers have been taking the lead on this initiative. Our safety committee is composed of several employees in varying roles including frontline manufacturing employees. The input we receive from each member is unique, elevating our success in our safety efforts.

## Priority Topic 4: Customer Satisfaction & Communications

Transwall is an engineer-to-order operation, and we customize our standard product to adapt to clients' needs. We work directly with our customers to innovate products that not only best fit their building and design goals but result in products that are reusable for retrofit or otherwise recyclable at the end of their useful life. We strive to maintain these strong relationships through our high-quality products and customization to meet customer needs. In the process, we feel like we can maintain our high-quality and sustainable products and communicate the great work we are doing while simultaneously meeting our customers sustainability goals. The more we can work together to reach our collective goals, the greater the positive impact we will have on people and the planet.

## Customer Satisfaction

Our customers have high standards. We're always developing our modular office walls, system designs, and our production capabilities to meet our customer expectations for great performance paired with aesthetic power.

A prominent customer requested a door with different specifications than any product we had manufactured previously. Working directly with the customer, Transwall innovated an updated door that was much easier to dismantle and reuse in one of their new locations. This encouraged us to develop new walls and other products with this circularity in mind, making them easy to reuse or recycle at the end of their useful life. This original door innovation is now a standard product that is offered to all our customers.

We feel that we have the unique opportunity to partner with our customers to help promote their sustainability goals along with ours to bring about a more sustainable building products industry. By keeping up to date with market trends and customer sustainability goals, we hope to align Transwall's goals with those of our customers to promote collaborative success in the industry.



## Conclusion

In the coming years, we will establish our sustainability initiatives around our priority topics of product lifecycle management, GHG emissions and energy management, employee engagement, and customer satisfaction and communications. We look forward to the benefits that a sustainability mindset will bring to our organization, and we are eager to bring new innovations to the building products and furnishings industry that will push Transwall forward and bring a lasting positive impact to our people, customers, and the planet.