

2025 Sustainability Highlights

At Leggett & Platt, our mission is to enhance lives – by delivering quality products, offering empowering and rewarding careers, and doing our part to bring about a better future. We remain committed to driving long-term value for our stakeholders by focusing on five core pillars that will guide our sustainability strategy through 2030 and beyond: Our People; Innovative Products; The Environment; Supply Chain Management; and Business Governance & Ethics.

OUR PEOPLE



Safety

We've outperformed industry benchmarks, maintaining a lower global incident rate and fewer lost day occurrences across our operations, for the past three years.

Engagement

We launched LPVoice – our first global employee engagement survey – in 2024. We received more than 8,000 responses from employees.

Inclusion

In 2024, more than 900 leaders across our company participated in People First – a training series aimed at building essential habits of a positive and engaging culture.



INNOVATIVE PRODUCTS



Chemical Management

In 2024, we engaged a third party to assess our chemical management program and assist in designing aspirational processes, roles, systems, and needs related to the review, approval, procurement, inventory optimization, and regulatory compliance of chemicals.

Product Certifications

Our product certifications include CertiPUR-US®* in our Specialty Foam business and Carpet and Rug Institute Green Label Plus in our Flooring Products business.

Quality Management

Quality Management Systems are in place at 84 manufacturing and warehouse operations. These operations employ approximately 14,000 employees globally and represent 71% of our manufacturing facilities.



THE ENVIRONMENT



Recycling

We recycle steel, urethane foam, paper, cardboard, plastic, chemicals, and lubricants, and we use some recycled materials in manufacturing processes within our Steel Rod, Work Furniture, and Flooring Products businesses.

Greenhouse Gas (GHG) Emissions

At the end of 2024, our total GHG emissions, measured using a market-based approach, were approximately 21% less than our combined Scope 1 and 2 GHG emissions over the baseline year of 2019, which was due, in significant part, to the decrease of production over the same period.

In 2024, we began compiling our first Scope 3 emissions inventory. This data will inform future hotspot analysis and assist in identifying opportunities to reduce GHG emissions.

As a member of the Global Steel Climate Council (GSCC), our Steel Rod operation committed to reduce GHG emissions from Scope 1, Scope 2, and upstream Scope 3 categories.



SUPPLY CHAIN MANAGEMENT



CTPAT Member

We are a member of the Customs Trade Partnership Against Terrorism program and have been participating in the program since its inception.

Risk Management

We maintain a comprehensive Supply Chain Risk Management program to identify opportunities and address potential risk. Through our third-party risk-monitoring platform, we can systematically monitor varying risk criteria, including financial, sustainability, and operational risks.

Logistics Emissions

Collectively, all modes of our domestic and international logistics showed a reduction in emissions by 2.4%** over the previous year.



BUSINESS ETHICS & GOVERNANCE



Whistleblower Program

Through our Ethics Hotline, our employees, suppliers, and customers are all empowered, without fear of retaliation or punishment, to raise questions or concerns about our operations and business practices and are encouraged to report behaviors that they believe may violate the law or Company policy.

Diverse and Effective Board

Our Board of Directors brings diverse perspectives through their unique backgrounds, experiences, and skills.

As of May 2025, seven out of our eight directors were independent, and five out of our seven independent directors were diverse by race/ethnicity or gender.



Leggett & Platt®



SUSTAINABILITY GOVERNANCE POLICIES

Corporate Governance Guidelines

Human Rights Policy

Supplier Code of Conduct

Supplier Diversity Statement

Environmental, Health, Safety, and Sustainability Policy

Conflict Minerals Policy

Human Trafficking and Slavery Policy

*CertiPUR-US emissions and analysis methods are compatible with other standards such as Ecolabel (EU), LGA (Germany), OEKO-TEX 100 (Class IV Mattress), EU1, Blue Angel (Germany), IKEA, AQS Green Label, and BIFMA criteria.

**Data calculated using Net Zero Action Green Freight Handbook CO₂ emission factors (netzeroaction.org). This includes international and domestic air, ocean, and land freight for shipments billed to our locations only.

ABOUT LEGGETT & PLATT

Leggett & Platt is a diversified manufacturer that designs and produces a broad variety of engineered components and products that can be found in many homes and automobiles. The 142-year-old Company is a leading supplier of bedding components and private label finished goods; automotive seat comfort and convenience systems; home and work furniture components; geo components; flooring underlayment; and hydraulic cylinders for material handling and heavy construction applications.

For more information on our sustainability efforts, visit leggett.com/sustainability and read our **2025 Sustainability Progress Report**.