

Crestron Electronics, Inc.

2024 Sustainability Report





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Introduction



Dan Feldstein

President and CEO
Crestron Electronics, Inc.

Letter From Our CEO

I am pleased to present the 2024 Sustainability Report on behalf of Crestron Electronics, Inc. and its global subsidiaries, a comprehensive overview of our environmental, social, and governance (ESG) undertakings. This report reflects our unwavering commitment to sustainability and our dedication to creating a positive impact on the world around us. At Crestron, we believe that sustainable practices are not just good for the planet but also essential for our long-term business success.

This year's report highlights our progress in key areas such as reducing our carbon footprint, promoting responsible sourcing, fostering a healthy workplace, and driving innovation in sustainable technology. We are proud of our achievements, but we also recognize that sustainability is a journey of continuous improvement. We remain committed to setting ambitious goals, embracing new challenges, and collaborating with our stakeholders to build a more sustainable future for all.

Dan Feldstein

Sustainability Vision Statement

At Crestron, we recognize the impact human activity has on the environment. We are committed to identifying opportunities to mitigate our impact and reduce our carbon footprint through sustainable workplace practices and improvements to product design, manufacturing processes, product life cycle, and end-of-life recycling. We strive to integrate sustainable development and environmental stewardship into all our processes, procedures, and practices.

About Crestron

Founded in 1972 and with nearly 2,000 employees worldwide, Crestron is a global leader in workplace technologies, engineering, and transforming control, automation, and unified communications solutions for enterprise organizations across Fortune 500® corporations, campuses, facilities, hotels, and more. Crestron also leads in the development of premium residential automation solutions for homes, yachts, and MDUs.



Product Applications

- Content Distribution
- Control and Management
- Hybrid Meetings
- Room Essentials
- Wireless Presentation and Conferencing
- Workplace Optimization
- Smart Home Solutions
- Lighting and Environment

Markets Served

- Enterprise
- Education
- Government
- Residential
- Hospitality
- Marine
- Multi-Dwelling Units

Product Categories

- Accessories
- Audio
- Control Hardware & Software
- Control Surfaces
- Interconnects, Interfaces, & Infrastructure
- Lighting & Environment
- Shades
- Video
- Workspace Solutions

Crestron's Global Operations



Sustainability Priorities

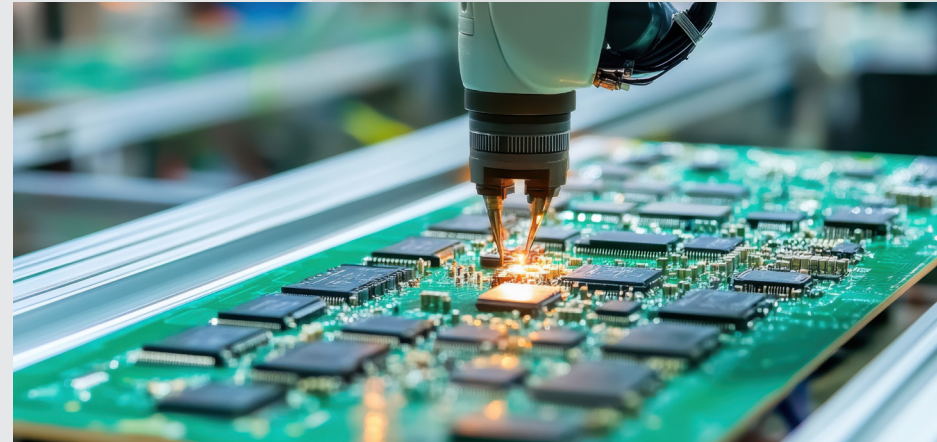
Three Foundational Pillars of Sustainability

At Crestron, sustainability is integral to our operations, product development, and business relationships. Our approach rests on three pillars, which exemplify Crestron's ongoing commitment to corporate responsibility while maintaining our position as an industry leader in commercial and residential technology solutions.



Corporate Environmental Stewardship

As a global technology leader, we recognize our responsibility to minimize our environmental impact. This commitment manifests through comprehensive initiatives to reduce our carbon footprint, optimize resource utilization, and foster environmentally conscious practices throughout our organization.



Sustainable Manufacturing Excellence

Our dedication to sustainability extends throughout our product lifecycle — from design to manufacturing to deployment. We continuously invest in advanced manufacturing processes, environmentally responsible materials, and product innovations that enhance efficiency. Our focus on building high-quality, durable solutions not only ensures longevity but also reduces electronic waste while enabling our customers to achieve their own sustainability objectives.



Channels and Customers

We collaborate with our suppliers, dealers, distributors, and end-users to implement sustainable practices across our value chain. Through education, resource sharing, and joint initiatives, we work to reduce environmental impact at every touchpoint — from manufacturing to operation to eventual product retirement. We partner with organizations like SAVE to help further these efforts.

Double Materiality Assessment



Crestron identified key stakeholders, conducted a double materiality assessment, and developed a detailed stakeholder engagement plan. This process allowed our team to understand the environmental and social impacts of our activities and prioritize actions that align with regulatory requirements and corporate objectives. This report emphasizes our commitment to embedding sustainability into our core strategy, driving positive environmental, social, and economic impacts.

The materiality assessment identified several critical sustainability topics:

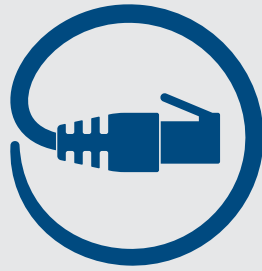
- Supply chain resilience
- Energy consumption
- Employee health and safety
- Waste management

Key material topics were categorized based on their impact and financial materiality, such as emissions contributing to global warming, opportunities in low-carbon technologies, pollution from manufacturing processes, and the importance of implementing circular economy practices. Crestron intends to implement action plans addressing these material topics, set ambitious sustainability targets, and integrate these goals into our long-term business strategy. We aim to align our sustainability efforts with CSRD requirements and lead by example in the AV industry.

Sustainable Products and Supply Chain

Sustainable Product Design and Packaging

Crestron's product sustainability progress to date has largely been focused on the reduction of product packaging and waste, including a shift to more eco-friendly materials and the reduction of accessories.



Circular Economy Initiatives

Crestron was one of the **early leaders in waste reduction** among its peers in the electronics industry, removing power supplies and USB cables for many products and increasing use of Power over Ethernet.

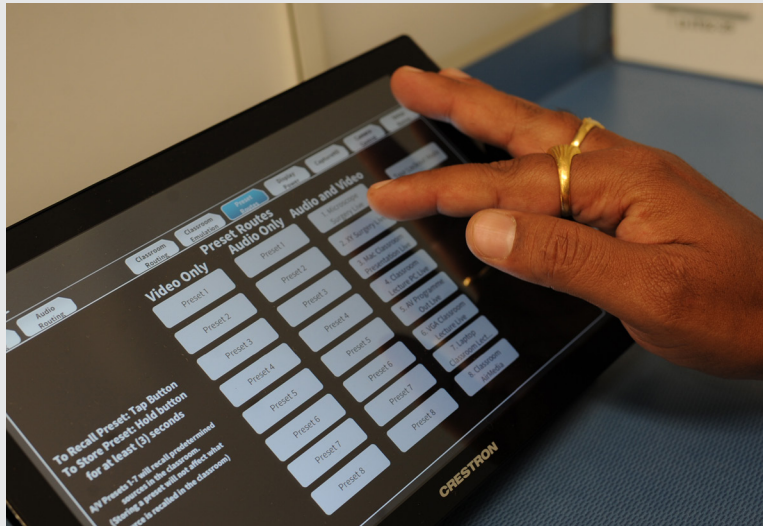


Waste Reduction Initiatives

Crestron's greater utilization of plant-based and recycled materials, in addition to reducing packaging size, have led to a **substantial reduction in packaging content in 2024.**



Energy-Efficient Products



Commitment to Energy-Conservation Products

Crestron designs products to help reduce energy consumption through automation and promote environmental sustainability, while meeting energy code standards adopted by numerous jurisdictions.

We offer energy management solutions that help organizations track and minimize energy usage throughout their facilities. Our intelligent lighting and environmental control systems leverage daylight harvesting capabilities and can control lighting and technology based on occupancy. They can be implemented to dim lighting during times of high energy demand and energy grid stresses, and utilize built-in power monitoring components to track real-time energy usage.

Crestron also contributes to sustainable solutions for private homes. Our home integration and control technologies create intelligent dwellings that, among other things, make the most of natural light and heat, for greater fuel efficiency.



Commitment to Quality

At Crestron, we are dedicated to exceeding customer expectations by providing high-quality products and solutions.

We strive for product life cycle longevity through extensive quality testing, sustainable engineering processes, and post-sales service and support resources.

Our quality management system complies with ISO 9001 standards, ensuring continuous improvement and excellence.

Circular Economy and Waste Initiatives

A key aspect of Crestron's sustainability focus is our longstanding commitment to circularity and waste reduction. We embrace the principles of a circular economy by collecting and analyzing e-waste data on our products to optimize recycling processes, partnering with certified e-waste recyclers, providing comprehensive waste management training, and sponsoring recycling programs at our facilities.



E-Waste Data Collection

Crestron's operations team tracks and analyzes data on e-waste, including the type and quantity of discarded electronics, to optimize recycling processes, improve product design, and minimize impact.



Recycling at Crestron Facilities

Crestron champions recycling at all our facilities. Designated bins, clear signage, and employee training promote proper sorting of waste, diverting materials from landfills and conserving resources.



Waste Training

Educating employees on proper handling, sorting, and disposal of various types of waste materials minimizes environmental impact and ensures regulatory compliance.

Supply Chain and Sustainable Sourcing

Crestron is dedicated to responsible sourcing, promoting ethical and sustainable practices throughout our supply chain. We are focused on minimizing environmental impact, promoting human rights, and ensuring fair labor practices. Through these initiatives, we aim to build a resilient and responsible supply chain that benefits both our business and the planet. Some of our key initiatives include:



Ethical Sourcing of Materials

We require the provision of conflict-free minerals and, when feasible, source recycled materials.

Supplier Assessments

We conduct regular assessments of our suppliers to evaluate their performance on environmental and social responsibility metrics. This helps us identify areas for improvement and ensure compliance with our standards.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines expectations for ethical behavior, including fair labor practices, safe working conditions, and environmental compliance. We expect all suppliers to adhere to this code.

Supplier Collaboration/Support

We engage with our suppliers to promote sustainable practices and provide support for improvement. This includes sharing best practices, offering training, and collaborating on initiatives to reduce environmental impact.

Supply Chain and Sustainable Sourcing

Supplier Code of Conduct

Crestron's Supplier Code of Conduct outlines expectations for ethical, responsible, and lawful practices throughout our supply chain. Key areas covered include:

- **Labor and Human Rights:** Fair treatment, no forced labor, no child labor, freedom of association, and fair wages.
- **Health and Safety:** Providing a safe and healthy work environment, including emergency preparedness, sanitation, and occupational injury prevention.
- **Environmental Responsibility:** Meeting environmental regulations, responsible chemical handling, and pollution reduction.
- **Integrity and Compliance:** Maintaining accurate records, prohibiting bribery and corruption, protecting intellectual property, protecting privacy and providing information security, responsible sourcing of minerals, and ensuring product quality.
- **Reporting Concerns:** Establishing channels for reporting potential violations of the Code of Conduct.

This Code reflects our commitment to upholding high standards of social and environmental responsibility throughout our global supply chain.



Environmental Sustainability Survey

Our annual Environmental Sustainability Survey assesses suppliers' environmental policies, sustainability ratings, standards endorsements, and social responsibility practices to promote ethical and sustainable sourcing decisions.



ESG Supply Chain Risk Assessment

Crestron completes a risk assessment based on results of the supplier survey. In 2024, we targeted key suppliers, 67% of which responded to our survey, up from 35% in 2023. The responding suppliers had an average score of 66/100. We plan to continue to engage these suppliers to support their ESG efforts.

Sustainability Ratings and Certifications

EcoVadis Sustainability Rating

Crestron is committed to an ongoing process of industry benchmarking for our sustainability initiatives, in the spirit of alignment with best practices and global standards, in addition to transparent communications with our stakeholders.

In 2024, we achieved a 52/100 sustainability rating from EcoVadis, a leading provider of business sustainability ratings, which placed us in the 47th percentile. This assessment evaluated our performance across four key themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. The evaluation recognized our strengths in three key areas, demonstrating our commitment to environmental stewardship and social responsibility:

- Environmental Policies
- Measures for Sustainability
- Reporting on GHG Emissions

We are dedicated to continuous improvement and are addressing areas identified for further development to enhance our sustainability performance, which included the following in the 2024 EcoVadis assessment:

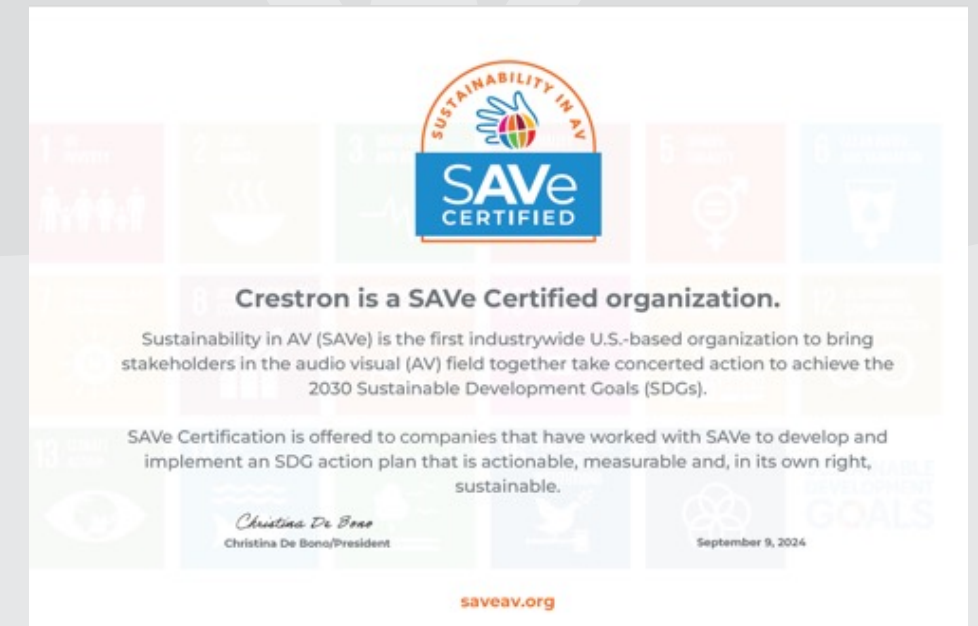
- Documentation
- External Endorsements
- Reporting and Certifications



SAVe Sponsorship and Certification

Crestron is proud to be the first AV manufacturer to have achieved SAvE Certification, a testament to our dedication to sustainability within the audiovisual industry. As a partner of Sustainability in AV (SAVe), the first industry-wide organization focused on achieving the 2030 Sustainable Development Goals (SDGs), we are committed to collaborating with stakeholders across the AV sector to drive positive change.

This certification validates Crestron's efforts in embedding sustainable practices throughout our operations, from product design and manufacturing to supply chain management and employee engagement. By aligning with SAvE's comprehensive framework, we are actively contributing to a more sustainable future for the AV industry and demonstrating our leadership in environmental and social responsibility.



WELL Health-Safety Rating for Facility Management

About the WELL Health-Safety Rating

The WELL Health-Safety Rating is a third-party verified rating for buildings and spaces that prioritizes the health and safety of occupants. It focuses on operational policies, maintenance protocols, and emergency plans to create a safer and healthier indoor environment.

Crestron's Corporate Environmental Health and Safety Department is committed to a safe and healthy work environment for every employee. We have been awarded a rating by the International WELL Building Institute (IWBI) for Facility Operations and Management at our seven locations in the United States, altogether encompassing 793,000 square feet of facilities in New Jersey, New York, and Texas.

Key health-safety feature achievements were in six key areas:

- Cleaning and Sanitation Procedures
- Emergency Preparedness Programs
- Health Service Resources
- Air and Water Quality Management
- Stakeholder Engagement and Communication
- Innovation



Building a Sustainable Culture

Sustainability Workshop Series

Crestron integrates sustainability into its core operations through a series of engaging workshops. These cross-functional sessions focus on key areas like optimizing energy efficiency across all facilities, implementing robust waste management programs (including recycling and e-waste initiatives), and fostering a positive social impact through employee development, health and well-being programs, and community engagement.

Furthermore, Crestron emphasizes sustainable practices throughout the product lifecycle. Workshops dedicated to design and supply chain management explore topics like eco-friendly packaging, sustainable product design, responsible sourcing, and minimizing Scope 3 emissions. By embedding the three pillars of sustainability – environmental, social, and economic – into these workshops, Crestron fosters a culture of responsible innovation and environmental stewardship.

Workshop Topics

Facilities Management Workshop

- Energy efficiency of our corporate offices, distribution centers, and factories
- Waste management (recycling, hazardous waste, e-waste)

Design for Sustainability Workshop

- Sustainable packaging
- Eco-design

Social Sustainability Workshop

- Career training for our employees
- Employee health, safety, and well-being
- Volunteering and social impact programs

Supply Chain and Manufacturing Workshop

- Supplier engagement
- Scope 3 emissions



Environmental Compliance

Crestron is deeply committed to environmental compliance and adheres to all relevant regulations within the electronics industry. We prioritize the safety of our products and minimize environmental impact by diligently complying with regulations such as REACH, RoHS, and WEEE. This commitment ensures our products are free of hazardous substances, promotes responsible recycling, and contributes to a more sustainable electronics industry. We actively monitor regulatory updates and continuously improve our processes to maintain the highest standards of environmental compliance.



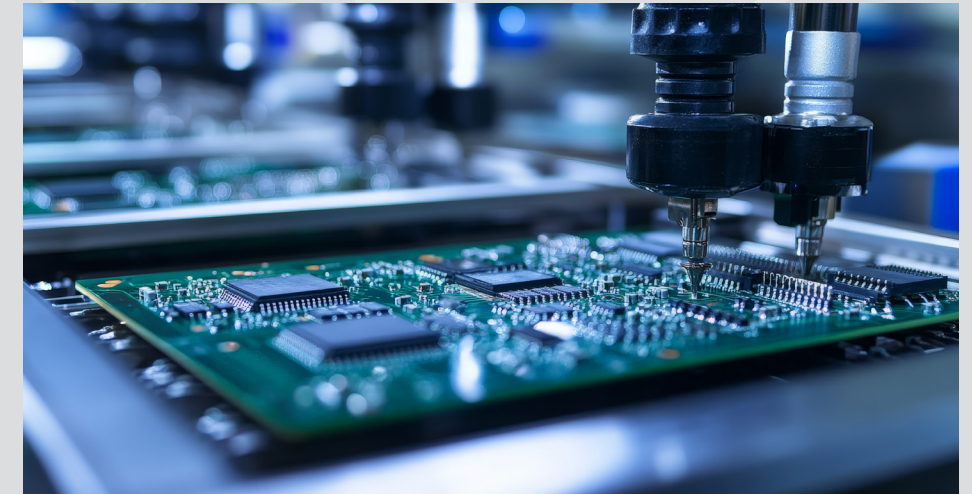
REACH Compliance

We regularly update and issue Declarations of Crestron's Non-Use of SVHCs in Crestron Products, in accordance with the REACH Regulation, EC 1907/2006 of the European Parliament.



RoHS Compliance

We regularly update and issue RoHS 2011/65/EU & (EU) 2015/863 Compliance Statements, certifying that our products are in compliance with this directive of the European Parliament.



WEEE Compliance

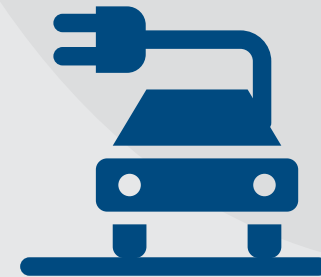
We maintain compliance with EU Directive 2012/19/EU, known as Waste from Electrical and Electronic Equipment (WEEE), including a detailed action plan to implement WEEE standards.

Climate Action



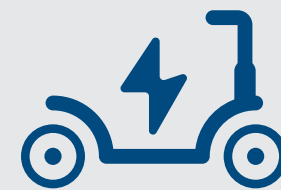
Sustainable Buildings

Crestron is committed to promote sustainable buildings through energy-efficient automation systems, responsible sourcing, waste reduction initiatives, and achieving certifications like WELL and SAVe.



Electric Vehicle Charging Stations

We support the use of electric vehicles by providing convenient charging stations at our New Jersey headquarters, encouraging employees and visitors to choose sustainable transportation options.



Commuting Programs

We promote and support employee travel to the office by bike and/or public transportation in the EU, reducing environmental impact.

Giving Back

At Crestron, in addition to our dedicated focus on technology innovation and engineering excellence, we believe in giving back and being a force for good in our communities and beyond. We are committed to making a positive impact through a variety of initiatives that support the uplifting of human potential through initiatives focused on areas such as education and career development, medical humanitarianism, cultivation of STEM proficiency in our youth, and service to our veterans. We are pleased to work with leading organizations, as well as homegrown volunteer initiatives born from the passions and ideals of the Crestron team.



NJIT Career Closet

Crestron partnered with the New Jersey Institute of Technology to conduct a professional clothing drive to assist in their establishment of a Career Closet on campus. This provides students with job-appropriate attire, while also promoting sustainable textile practices.



Orbis Flying Hospital

Crestron has a long-running partnership with Orbis International, a nonprofit humanitarian organization that works in developing countries, to fight blindness. Crestron's state-of-the-art technology is embedded throughout Orbis' next-generation Flying Eye Hospital.



Crestron Internship/Co-op Program

Each year, Crestron invites talented young minds to participate in the annual internship program. Our interns become a part of the team, with real-world work experience in roles available across departments such as production, engineering, marketing, and more.

Giving Back



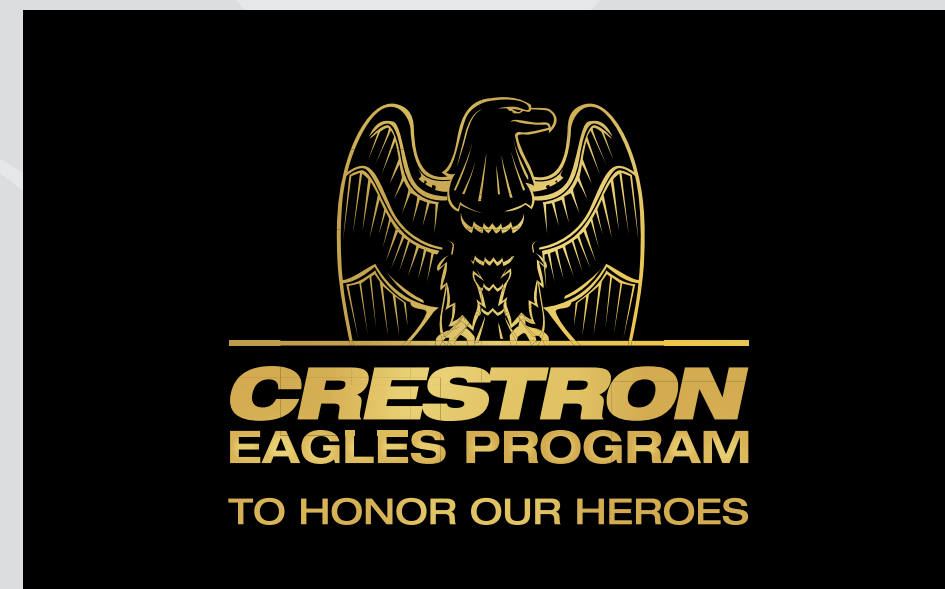
Think Big for Kids

Crestron partners with the Think Big for Kids organization to provide career path awareness, guidance, and opportunities to middle and high school students by participating in career showcases to share potential career path opportunities in our industry.



Girl Scouts

Crestron proudly supports the Girl Scouts of Northern New Jersey, helping to inspire and empower young women to become future leaders through STEM-focused initiatives, educational programs, and mentorship opportunities.



Crestron Eagles

The Crestron Eagles program was initially born to fulfill the need for better recreation spaces in military hospitals. Focused on supporting the emotional well-being of wounded veterans, the program now provides home theater systems to veterans.

Health, Safety, and Wellness

Crestron is committed to fostering a culture where our employees thrive both personally and professionally. Our comprehensive health, safety, and wellness programs are designed to support the well-being of our team in every aspect. From promoting a safe work environment that meets the highest industry standards to providing resources for physical and mental health, we prioritize our employees' overall health and happiness. We offer a range of initiatives that are designed to empower our employees to lead healthy and balanced lives.



Wellbeing Program

The Wellbeing Program offers a range of resources to provide support for employees' physical and mental health, including webinars and awareness programs on nutrition, stress management, and more.

Fitness Center

The Crestron Fitness Center at our Rockleigh, New Jersey headquarters provides employees with free access to fitness equipment, knowledge, and tools to support healthy lifestyles.

Corporate Safety Training

Crestron's corporate safety training provides comprehensive guidelines on reporting work-related injuries/illnesses, emergency action plans, fire safety, ergonomics, and hazard communication.

Emergency Preparedness

The Emergency Preparedness & Contingency Plan provides employees with emergency procedures, plans, and contacts and is designed to minimize injury, loss of human life, and company resources through training and necessary resources.

Health, Safety, and Wellness



Move Better, Feel Better

At our Rockleigh campus, Crestron provides employees with access to onsite physical therapy treatment services, as well as access to Crestron's Bike Share Program to enable employees to engage in active transportation on campus.



Crestron's First Aid Program

The First Aid Program has been implemented in our New Jersey, New York, and Texas locations with the goal of providing timely first aid care and supplies until professional medical assistance is available.



Near-Miss Reporting

Near-miss reporting tracks events or exposure to hazards that could have potentially resulted in a serious injury or illness, facilitating a culture that seeks to identify and control workplace risks.

Looking Forward

Goals and Future Vision

Crestron is dedicated to a sustainable future for our people, our products, and the planet as a whole, with ambitious objectives to be established. The guiding principles for our sustainability priorities include minimizing environmental impact, promoting social responsibility, and driving technology innovation for a better tomorrow.



Minimizing Environmental Impact

We are committed to minimizing our environmental footprint and contributing to a healthier planet. Our future objectives will focus on continuous improvement and proactive measures to reduce our impact throughout the product lifecycle and our operations.

These objectives include:

- Reducing greenhouse gas emissions
- Improving energy efficiency
- Minimizing waste
- Sustainable product design



Promoting Social Responsibility

We believe in fostering a positive social impact through ethical business practices, community engagement, supplier standards, and employee empowerment.

Our continued commitment to promoting social responsibility includes:

- Championing fair labor practices for our company and our suppliers
- Investing in employee well-being
- Supporting local communities
- Upholding ethical standards



Driving Technology Innovation

We are committed to driving technological innovation by focusing on cutting-edge solutions that enhance user experiences, promote sustainability, and shape the future of connected environments. Our future objectives include:

- Development of smart building technologies
- Advancing sustainable AV technologies
- Investing in research and development
- Fostering a culture of innovation

Disclaimer

Except as otherwise noted, the scope of and the information included in this 2024 ESG Report pertains to Crestron Electronics, Inc. and its global subsidiaries, for the period of January 1, 2024 through December 31, 2024.

This document uses qualitative descriptions and quantitative metrics to describe our ESG policies, programs, practices, goals, targets and performance. Many of the methodologies used in preparing this document continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but they should not be considered guarantees and are subject to uncertainty, risks and changes in circumstances that are difficult to predict and many of which are outside of our control. In addition, historical, current, and forward-looking ESG-related (including sustainability-related) statements may be based on standards and frameworks for measuring progress that are still developing, internal controls and processes that continue to evolve, methodologies for measuring data that are still evolving and subject to change, and assumptions that are subject to change in the future, such as unexpected delays, difficulties, and expenses or changes in laws. These factors may also impact our ability to achieve any ESG-related (including sustainability-related) targets or goals we have set, to the timelines and/or anticipated costs. Moreover, given the uncertainties, estimates, and assumptions involved, our ability to meet our targets, goals, or other evolving expectations, is inherently difficult to assess far in advance. Our commitments, targets, aims, and goals may change over time

for many reasons, such as the evolving and changing nature of, or availability of, standards, changes to business, as well as changes in business priorities and stakeholder significance, new industry practices, technology or science, or changes to law or regulatory guidance. The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. Crestron does not undertake to update or revise any such statements.

While information presented in this report has been subject to internal review processes and control, much of this information is subject to assumptions, estimates, third-party information or methodologies that are still evolving and subject to change. While we are not aware of any significant or material flaws with the data and other information we have relied upon for this report, such data and information has not been subject to third-party assurance and we have not independently verified the accuracy of this data or information or the assumptions underlying such data or information.

Also, while certain matters discussed in this document may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with, or reporting pursuant to any applicable regulatory reporting requirements, even if we use the word "material" or "materiality" in this document. Instead, the terms refer to ESG issues that are significant to our stakeholders and Crestron. These "material" issues inform our ESG strategy, priorities, and goals.

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