



## CORPORATE RESPONSIBILITY REPORT

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OUR PEOPLE.  
OUR PLANET.  
OUR PRACTICES.

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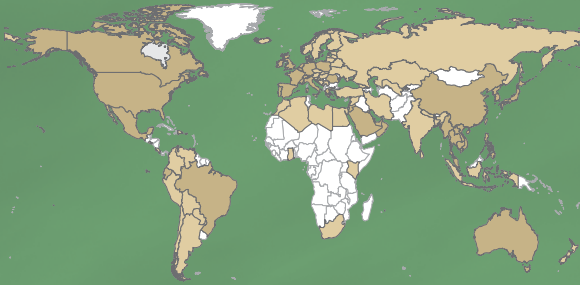
### DISCOVER HOW IT ALL COMES TOGETHER AT JOHNSON HEALTH TECH.

Johnson Health Tech — the parent company of Matrix, Horizon and Vision brands — is one of the largest and fastest-growing equipment manufacturers in the world. But when we were first established in 1975 in Taichung, Taiwan, we didn't just want to be the biggest in the fitness industry. We wanted to be the best, and that meant doing things right when it comes to our people, our planet and our practices.



## AN INTERNATIONAL POWERHOUSE

With **26 global subsidiaries** and **5,285 employees**, we're committed to bringing superior fitness and wellness experiences to all of our world's diverse cultures.



## GLOBAL REACH

An additional network of more than **60 distributors spread across the globe** lets us serve fitness and wellness needs from dense urban centers to remote island getaways and everywhere between.

# Our People

## JOHNSON HEALTH TECH NORTH AMERICA DOES

**MORE** to support our employees while also contributing to local community-building organizations.\*

### Rewarding Active Living

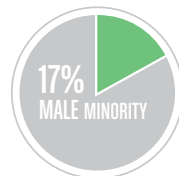
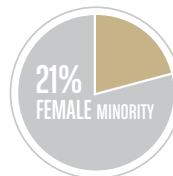
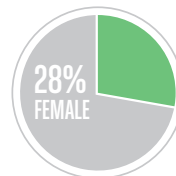
Employees earn reward points for using our **world-class fitness facility** and can take advantage of daily small group functional training, yoga, Zumba, running, cycling, lunch hour basketball, ice skating, cross-country skiing and snowshoeing.

### Valuing Education

Named for our founder, the Peter Lo Scholarship Program honors his vision of corporate philanthropy by awarding **\$10,000 worth of scholarships annually** to employees' dependents.

### Committed to Diversity

As an Equal Opportunity/Affirmative Action employer, our workforce is 28% female, 21% female minority and 17% male minority, numbers that grow yearly as **we strive to be more diverse.**



### Leaning In

JHTNA is an **official Lean In partner**, with four active circles that meet regularly to offer women ongoing inspiration and support ([www.leanin.org](http://www.leanin.org)).

### Day of Caring

During our annual Day of Caring, JHTNA employees volunteer their skills to worthy causes, all on paid company time.



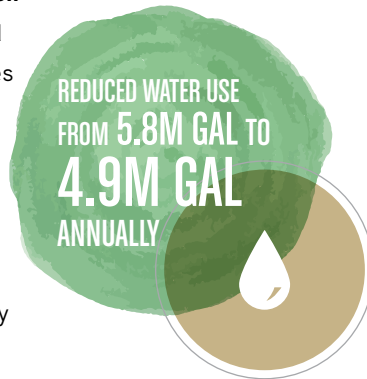
\*All information presented in this section focuses on JHTNA, the North American sales headquarters and global marketing and product headquarters of JHT.

# Our Planet

**WE'RE ALWAYS STRIVING TO FIND NEW WAYS TO CONSERVE OUR NATURAL RESOURCES**, whether that means reducing energy consumption, protecting our water supply or repurposing waste materials.\*

## Reducing Water Consumption

Low-flow shower heads and other water-saving measures reduced our 2017 consumption by approximately **883,000 gallons** and reduced per employee consumption by approximately **3,904 gallons** per year.

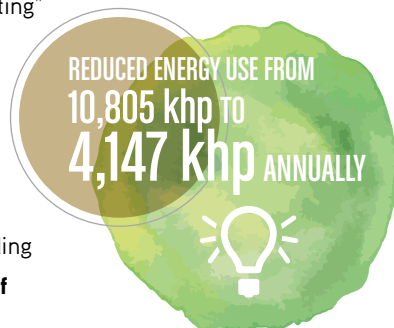


## Storm Water Management

Native vegetative swales, wet ponds, a “green wall” and rooftop infiltration areas collect and filter storm water, **reducing runoff** in local lakes and rivers and providing habitats for native species.

## A Bright Idea for Lighting

A combination of “daylighting” and switching from fluorescent bulbs to cooler LED bulbs has helped us reduce the electricity needed to light and air condition our building by **6,658 kilowatt hours of power per year**.



## Holistic Energy Conservation

In 2008, we installed de-stratification fans, programmable thermostats and lighting occupancy sensors, and we switched our heating from electricity to natural gas. Since then, **electricity use has decreased by 20%** without increasing our natural gas use.

## Green Purchasing

We use 100% recycled printer paper, 100% recycled paper towels, Energy Star Qualified appliances and **environmentally preferable** cleaning products.

## 0% Styrofoam & Scrap Wood Waste

All Styrofoam and scrap wood waste is processed and repurposed by local businesses, so it **never ends up in a landfill**.

## Maximized Recycling

In the last two years, we have recycled approximately 72% of our waste materials, eliminating more than 790 tons of waste from landfills.



## Green Master & LEED Certified

JHTNA has earned Green Master certification for **sustainability** and LEED certification for creating a healthy, highly efficient and cost-saving **green building**.

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# Our Practices

## WE EMPOWER OUR EMPLOYEES AND STAKEHOLDERS

to make incremental changes that improve our products while protecting our planet and our people.

### Responsibly Sourced & Processed

We own our factories and control manufacturing

**from raw materials to finished products,**

so we can make sure that whenever possible, our materials are responsibly sourced and processed in environmentally preferable ways.



### Robotics & Skilled Workers

An intricate mix of robotics and highly skilled employees helps **minimize mistakes and injuries** while maximizing the quality and consistency of our products.

### A Breath of Fresh Air

Our manufacturing facilities feature some of the industry's most **advanced air purification systems** to keep everyone who works there healthy and breathing cleanly.

### Giving Employees a Lift

Lift-assist devices help employees at our manufacturing facilities accomplish their tasks more efficiently while **avoiding major injuries** and reducing general aches and pains.

### A Better, Safer Weld

Precise robotic welding techniques **improve the quality and consistency** of our products while reducing the number of employees involved in this high-risk step in our manufacturing process.

### Meeting the Highest Standards

Thanks to our international reach, we're able to **benchmark best practices** from market to market and evaluate everything we manufacture against the strictest international regulations.

### A Smarter Supply Chain

Our East Coast, Central and West Coast warehouses are strategically positioned to minimize the miles traveled across the US by our product, significantly **reducing our carbon footprint.**

### Committed to Continuous Improvement

As we strive for a healthier future, we are **working with the Mind Click Group** ([mindclick.com](http://mindclick.com)) to identify a sustainability score for our manufacturing facilities and supply chain. Once we've established a baseline, we can set a clear course of action and benchmark our annual improvement.

