

SUSTAINABILITY REPORT 2024

FORBO MOVEMENT SYSTEMS

SIEGLING – TOTAL BELTING SOLUTIONS

At Forbo Movement Systems we provide total belting solutions for the various requirements of a wide range of sectors across the globe. As a global leader and trend-setter in movement systems, we create best-in-class solutions that enable our customers to make their global operations more efficient. But our commitment extends beyond efficiency and competitiveness to driving environmental responsibility. We drive the change by putting all our passion into research and development and continuous improvement in order to increase our customer's sustainability performance.

We are committed to making a difference. By incorporating sustainable practices into our products and operations, we empower our customers to navigate a more environmentally conscious future. We firmly believe that a commitment to sustainability is integral to success, and our solutions reflect this mindset by offering a balance of performance,

environmental responsibility, and service orientation. Our dedication and expertise bring more rewarding perspectives to all our stakeholders.

Our employees are key to the success of our company. Their health and safety are paramount. In our sites around the globe, this aspect enjoys high priority and is vital to good business practices that ensure efficient and sustainable business processes inside the company and across all interfaces. Forbo is committed to fair treatment of all employees and strives to uphold internationally recognized standards of fairness, honesty and integrity.

In this year's sustainability report, we acknowledge the progress we have made in 2024 and look at focus topics for further advancement.



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INTRODUCTION



MESSAGE FROM MARC DEIMLING

In an era characterized by continuous change, our industry faces both unprecedented challenges and extraordinary opportunities. Geopolitical tensions, supply chain disruptions and the escalating effects of climate change have fundamentally reshaped the global landscape. These forces require not only resilience, but also proactive and responsible leadership. The urgency to act has never been greater, and we at Forbo Movement Systems are determined to do so.

Sustainability has been an integral part of our business for many years now, guiding our endeavors to innovate and adapt in a rapidly changing world. The need to minimize our impact on the environment, reduce our carbon footprint and build more sustainable supply chains is no longer just an economic imperative, but a moral obligation. Our industry has a critical role to play in shaping the infrastructure and technologies that will drive a sustainable future, and we are determined to lead by example in encouraging this change.

Our goals for the coming years are ambitious, and achieving net zero by 2050 presents a significant challenge. In our industry, where resource-intensive processes are part of daily operations, this is no easy task. Nevertheless, we are committed to making a difference and taking the necessary steps to drive sustainable change forward. The coming years will be marked by innovation, collaboration, and consistent dedication as we work towards a successful transition to a carbon-neutral future. We are focused on transparent communication and a clear strategy to ensure measurable progress and shared responsibility.

This year, we conducted a double materiality analysis for the first time that will enhance our focus on the most important sustainability issues. This analysis will enable us to better assess and prioritize the economic, environmental and social factors that impact our business. By continuing to integrate sustainability into every aspect of our business, we aim to create lasting value for our stakeholders and make a significant contribution to global efforts to help counter climate change.

We also developed a better understanding of our stakeholders' evolving expectations. Through a comprehensive survey of employees and customers, we gained new insights to help us hone our sustainability initiatives. These valuable perspectives underpin our efforts to ensure that our actions are aligned with the needs of those who rely on our products and services, while advancing broader social goals.

Together, we have the power to set positive change in motion and create a more sustainable future for all. Committed to making a difference.




**Marc Deimling, Executive Vice President
Forbo Movement Systems**

«Our industry has a critical role to play in shaping the infrastructure and technologies that will drive a sustainable future, and we are determined to lead by example in encouraging this change.»

KEY ACHIEVEMENTS IN 2024

In 2024, our commitment to sustainability manifested itself in various key achievements that not only reflect our commitment to environmental protection, but also underline the positive impact we strive to make on both a local and global scale.



195 t

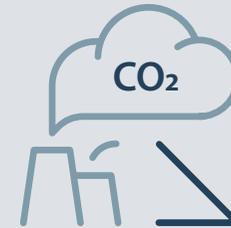
In 2024, we purchased 195 metric tons of environmentally friendly raw materials for the production of our conveyor and processing belts. This

includes, for example, yarns made from recycled PET bottles, organic PVC and epoxidized soybean oil (ESO).



-12%

less energy consumption per m² than in 2023.



-8%

We have reduced our CO₂ emissions per m² by **8%**.



550 t

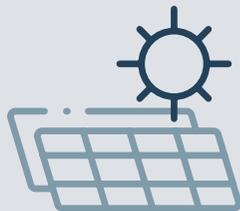
550 metric tons of production waste have been recycled at German production and fabrication sites.



New production line in Pinghu, China, requires up to

-15%

less energy in comparison with traditional systems thanks to direct heating with natural gas burners.



530 kWp

With the installation of additional photovoltaic systems at two European locations, we were able to increase the total output of our solar energy to **530 kWp**.



We achieved **our first**

ISO45001

certification for our sites in Germany demonstrating our commitment to high standards of occupational health and safety.

OUR AMBITION

As an innovative market leader with business operations all over the globe, we are the experts when it comes to specifically developing and supplying durable, high-quality products. In this way, we can actively support our customers' own environmental performance. The Forbo Movement Systems team at all levels delivers on our deep-rooted values in terms of reliability and sustainability to consistently improve our processes and technologies. We are aware of our social impact and committed to making a difference by operating as sustainably as possible. We are a role model in the industry when it comes to saving resources to improve the quality of our lives, protecting our ecosystem and preserving natural resources for future generations.

OUR WAY

We care. We incorporate sustainability in all business operations and consider it in all critical business decisions. We also drive sustainability throughout the industry by engaging with all stakeholders on impactful activities and leading by example.

Our mindset is innovative, and we are open to new approaches. We are passionate about what we do. Superior, interdisciplinary expertise is what defines us – as well as our hands-on mentality.

TOP PRIORITIES

In 2024, we continued working on different sustainability initiatives related to our top priorities and goals. Our focus was not just on meeting but underscoring our commitment beyond commercial and regulatory requirements. This year, we made our goals more nuanced to align with our ambition to achieve Net Zero. This commitment is binding and reflects our dedication to a long-term impact. For more detailed information about our path to Net Zero see page 25. You can find an update on the progress we made per top priority below:

1. To display a carbon-neutral product portfolio

- Our goal is to consistently develop and increase sustainable, resource friendly products that provide sustainability performance benefits in terms of product-use phases and/or that are easier to recycle.
- Increase share of environmental-friendly raw materials.

2. To use renewables

- To ensure 90% of electricity consumption is based on renewable energy by 2030.
- Reduce consumption of natural gas and other fossil fuels continuously

3. To move toward being a zero-waste company

- To reuse/recycle at least 95% of Prolink (plastic modular belts) and Fullsan (homogenous TPU belts) production waste.
- To reuse/recycle all office waste at EU sites.
- Reduction of waste in production processes by 10% (2023 to 2030).

4. To actively contribute to the circular economy

- To develop take-back programs and recycling concepts to positively impact the end-of-life phase of our products.
- To gradually increase the use of recycled raw materials in the Transilon (multi-layered, fabric-based belts) and Extremultus (flat belts) ranges.
- To consistently increase the recycled proportion of post-industrial waste, while decreasing post-industrial waste.

1.



- Forbo Movement Systems purchased 195 metric tons of environmentally friendly materials.
- We launched three new versions of Transilon BioBelt and ECOFIBER in 2024.

2.



- Share of 90% electricity from renewable sources at all sites up to 2030.
- Share of 100% electricity from renewable sources at all sites up to 2050.
- Extension of photovoltaic systems on Forbo Movement Systems owned buildings by 2030.

3.



- Forbo Movement Systems reused or recycled in total more than 57.2% of the Prolink in-house production waste.
- 100% of the inhouse production waste from homogenous non-reinforced Fullsan belts was prepared for reuse or has been reused in the production process.
- In 2024, our European sites recycled 34.5% of the total generated waste, including office waste.

4.



- The recycling project on disused Transilon conveyor belts and production waste of Transilon belts initiated in 2023 has been continued in cooperation with strong partners.
- The recycling quote of post-industrial waste further increased in 2024.

TOP PRIORITIES

5. To ensure ethical and sustainable supply chain management

- 100% of our suppliers agree to our General Terms and Conditions of Purchase regarding sustainability.
- Collaborating with suppliers who respect human rights and do not use conflict minerals within our products.

6. To ensure that all employees are involved in sustainability

- Ensure that regular circular economy and sustainability training will be given to all employees.
- Sustainability program fully implemented throughout the whole organization.

7. To ensure we are a socially responsible, diverse and inclusive company with talented employees

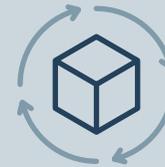
- Ensure equal opportunities and inclusion on gender, age, ethnicity and people with special needs.

8. To achieve a competitive edge via sustainability

Forbo Movement Systems is a role model in the industry, providing sustainable and circular solutions to its customers.

We will continue to challenge our currently set top priorities and midterm goals in order to develop an advanced and comprehensive future sustainability pathway for Forbo Movement Systems. Our integrally sharpened strategic approach towards sustainability is going to enable us even more to effectively steer our sustainability activities, put enhanced checks and balances on our targets and drive sustainability proactively throughout the entire organization and along our value chain.

5.



- We have updated our Vendor and Purchasing Policy regarding standards to prevent human rights violations and the use of conflict minerals by our suppliers.

6.



- Empower our employees regularly with engaging sustainability training sessions, fostering a deeper connection to the subject while equipping them with the knowledge and practical measures to contribute actively to our shared commitment to a more sustainable future.

7.



- Awareness for diversity and inclusion aspects has been repeated by training on "Respect at work".

8.



- We move a step beyond legal requirements and have our processes and products voluntarily audited by independent organizations.
- Winning the "Best of Industry Award" in the category "Best Sustainability Project" in 2023 is a proof for our commitment to sustainability.

OUR SUSTAINABILITY STORY

As an innovative market leader, responsible manufacturer and employer, Forbo Movement Systems sets standards in terms of health, safety, environment and emphasizes superior product quality. Treating resources responsibly is one of Forbo Movement Systems' fundamental principles, as well as investing in R&D capacities to develop sustainable products.

We are committed to acting in accordance with the definition of sustainable development as adopted by the United Nations Commission on Sustainable Development (General Assembly Resolution) in 1987. Under this definition, development is sustainable if it "meets the needs of the present generation without compromising the ability of future generations to meet their own needs and choose their lifestyle."

In order to evaluate and incorporate responsibility for these actions, the company's activities are assessed from three perspectives by the Global Reporting Initiative (GRI): The environmental dimension (E), the social dimension (S), and the governance dimension (G). In the chemical industry, we are a global player that produces belts from composite materials. As a result, we constantly investigate to find solutions that make our products more environmentally friendly and allow us to operate responsibly. Especially today when climate change becomes increasingly apparent. It goes without saying that social and governance dimensions are also very important. However, making our operations and products sustainable is the most effective way of ensuring the world itself is more sustainable. We follow the five R's of sustainability: refuse, reduce, reuse, repurpose, and recycle to create a more eco friendly future.

We care. Sustainability management provides the framework for the programs at Forbo Movement Systems. It drives this topic proactively within the organization and is spearheaded by the sustainability council. The council consists of different members of our management board and the Executive Vice President and is coordinated by the sustainability manager. The roadmap provides a structured approach to the current initiatives and those in the pipeline.

Committed to making a difference.





Dr. Florian Bär, Global Sustainability Manager
Forbo Movement Systems, Hanover, Germany

“Companies focusing on sustainable innovations benefit from cost savings, resource efficiency, and gain market share and customer trust in the long term.”

STATEMENT

Building a Sustainable Future means Merging Technology with Responsibility

We all have a duty to future generations to ensure our planet remains a place worth living in. This is particularly true for manufacturing companies like Forbo Movement Systems. Organizations like ours have a pivotal role to play in switching to more sustainable economies globally.

The pressure to cut the carbon footprint is growing, not just morally, but also because of obvious market developments. Sustainability has long been a key issue for investors, customers, and regulatory authorities. Companies that do not take action in this respect are risking their competitiveness. Sustainability and efficiency should no longer be viewed as mutually exclusive – these days, they are closely linked. Companies focusing on sustainable innovations benefit from cost savings, resource efficiency, and gain market share and customer trust in the long term.

Manufacturing industry is currently undergoing radical change. Issues such as resource conservation, the circular economy and carbon-neutrality are gaining ground. Companies need to incorporate sustainable approaches in their products and along their whole value chains. To Forbo Movement Systems, this means we develop

innovative products and consistently optimize production processes to drastically cut our carbon footprint. As a result, we need true game changers that combine technological innovation with ecological responsibility.

However, the transformation can only succeed if we encourage cross-disciplinary sharing of expertise, ideas, and resources. This approach applies both to in-house and external partners such as the German imug (Institute for Marke Environment Society), universities and companies in our supply chain. The aim is to jointly develop sustainable solutions with an enduring impact.

I value a practice-driven approach, so concentrate on projects that have a measurable effect on our carbon footprint. The foundations already laid, such as the dual materiality analysis and our sustainability strategy, give us clear guidance on where to start. However, it is vital that we do not get tied up in theoretical planning, but take targeted and rapid action. Sustainability needs to be tangible in the real world, which means taking action quickly and efficiently while ensuring that the impact endures.

ABOUT US

The division is headed by Marc Deimling as Executive Vice President. There are vice presidents for the four product lines and the four sales regions. In addition, there are vice presidents for finance & controlling, IT, operations, HR, quality as well as directors for global business development and marketing.

Forbo Move- ment Systems

We are a global industry leader in total belting solutions. We supply high-quality conveyor belts and processing belts as well as plastic modular belts, power transmission belts, and timing and flat belts made of synthetic materials for all branches of the industry and service companies worldwide.

Forbo Movement Systems is a division of Forbo Group, which is listed on the SIX Swiss Exchange. The company's headquarters are located in Baar, Switzerland, in the Canton of Zug. Its two divisions, Forbo Flooring Systems and Forbo Movement Systems, serve a whole variety of industries and markets.

Market segments

We serve all branches of industry worldwide. Our high-quality belts are used in a variety of ways in manufacturing and in the retail and service sectors, for example as conveyor and processing belts in the food industry, as treadmills in gyms or as flat belts in letter sorting systems.

[More information on page 16](#)

Business development

Our expertise is backed by more than 100 years of experience when chrome leather upright belts and other innovative power transmission products went into production. This laid the foundations of our business today. Consistent innovations, product and process developments have made us what we are today, a global industry leader in total belting solutions.

As a tribute to its legacy and to preserve its values, the headquarter of the company's division is still based at the same place it was founded. Today, we still produce a range of our innovative conveyor, processing and power transmission belts at exactly this location, while we are consistently invest in state of the art production technology in all our plants across the globe.

Global footprint

Around 2,300 people are working for Forbo Movement Systems globally. Our international network of branches and service partners covers more than 80 countries with warehouses and workshops. Customers can count on over 300 points of sale and service facilities around the world. The headquarters of the Movement Systems division is in Hanover, Germany.



All current addresses and contact details can be found via the QR code.

OUR HISTORY



1919
Ernst Siegling founds the company in Hanover, Germany. Chrome leather upright belts and other innovative power transmission products go into production.



Company founder, inventor and engineer Ernst Siegling (1891 – 1954).



1955
Construction of a new plant and start of production in Hannover-Vahrenheide.



1954
Hellmut Siegling (1922 – 2006), son of the company's founder, takes over as the company's CEO.



1961
An idea is born regarding a conveyor belt for light materials handling: a new product line is developed bearing the Transilon brand name.



1982
Launch of the new Siegling logo.



1975
Transilon conveyor and processing belts go into production at the plant in Fukuroi, Japan. (The production facility is extended in 1982).



1995
The plastic modular belts go into production under the Prolink brand name.



2005
Commissioning of the European fabrication center in Malacky, Slovakia.



2008
Takeover of the PVC conveyor belt segment from Fenner Dunlop (Georgia Duck) and marketing of the new product group under the Transtex brand name.

Development of a conveyor belt (Amp Miser) with a particularly low friction coefficient that dramatically cuts energy consumption.



2018
Opening of a new site in Pinghu, China, with production/fabrication, sales and management.



1930–1940
Successful launch of the first flat belts with adhesive coatings and the first electrically conductive belts for spaces with an explosive risk.



1943
Invention of the first multilayer flat belt made of nylon and chrome leather, patented under the Extremultus brand name.



1970
A second plant is constructed in Garbsen as a fabrication facility.

1956
Foundation of EXTREMULTUS, Inc. with sales and fabrication facilities on Long Island, N.Y. (USA).
Relocation to Englewood, N.J. in 1960.



1993
Production is started at the Carolan Manufacturing Center (CMC) in Huntersville, N.C. (USA).

1997
The Forbo Siegling (Shenyang) Belting Ltd. production facility in China is founded and commissioned (photo).

Extension of the production facility for thermoplastic power transmission belts and machine tapes in Wallbach, Switzerland.



2013
Forbo Siegling develops a bio-degradable conveyor belt made of renewable materials.

Commissioning of a new 5-meter-wide machine to coat conveyor and processing belts in Hanover.



2007
New corporate and management culture with a global outlook: Siegling Belting becomes Forbo Movement Systems.

2021
Production of a new Fullsan homogenous belt type starts in Hanover, Germany.



OUR VALUE STREAM

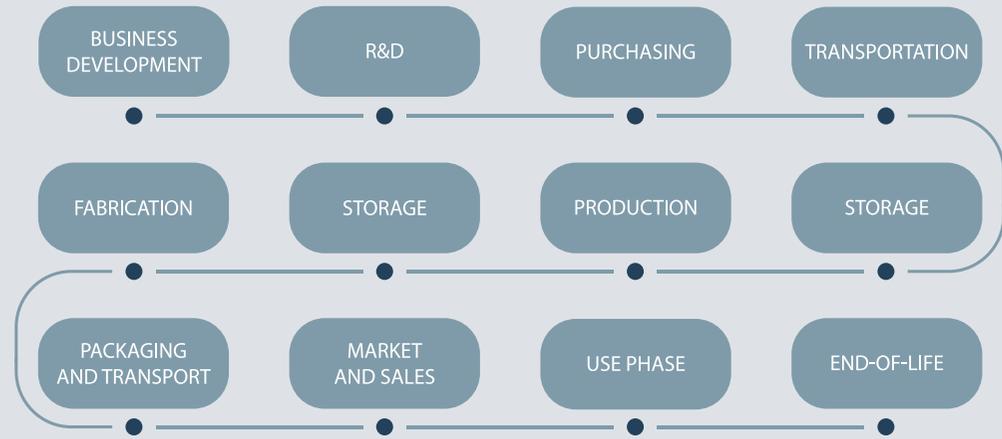
UNLOCKING OPERATIONAL EXCELLENCE

Our company places huge emphasis on all-embracing customer centricity, which is reflected in our diverse customer landscape. The specific needs of the many regions we operate in, require a precise understanding of the market and open interaction with our customers based on mutual trust.

Our business development team consistently conducts market research to identify new belting requirements. This process does not just include analyzing existing market trends, but also talking to customers directly. Frequent surveys and feedback guarantee that we understand the ever-changing requirements of our customers and respond appropriately. To initiate new market-driven product developments, the results are discussed with our research and development (R&D) experts.

Our procurement department is the point of contact for the R&D team so that raw materials can be purchased in a responsible manner. We have already been working with most of our strategic suppliers for many years. The main product groups' category managers maintain an overview of which suppliers could cover new requirements for raw materials or are prepared to engage in development.

Our global supply chains mean that we factor in longer periods of time to procure our raw materials and stock them at the relevant production sites. As a result, we reduce potential bottlenecks on the raw materials market and ensure efficient production of our belts.



In our production plants, we produce large-sized roll material at high levels of precision. Our global production network enables us to coordinate sites efficiently, improve supply chains, and incorporate technological innovations seamlessly. This does not just create cost savings, but also boosts our agility in adapting to new market conditions.

To quickly deliver a wild variety of conveyor and power transmission belts to the market, our strategy is to keep our rolls in stock close to the target markets and regions. The fabrication centers have high-tech fabrication equipment, can cut large quantities of belt sizes and respond to demanding customer requirements fast and at very high standards of quality.

Finished orders for customers are packaged securely for shipping. Transport is organized by the respective department.

Once customers have received the material, belts are either fitted by them, or by our service technicians. The utilization phase begins.

Recycling belts at the end of their useful lives is exacerbated by the challenge of isolating their individual components and the degree and type of contamination. We are taking various approaches to find technical solutions step by step. The challenges encourage us to conduct further research and development to establish efficient recycling methods and further reduce the environmental impact of waste disposal.

For us, a well-managed value stream is not just a roadmap; it is a strategic tool that fosters continuous improvement, enables sustainable growth, and ensures competitiveness in today's dynamic market landscape.

OUR PRODUCTS



SIEGLING TRANSILON CONVEYOR AND PROCESSING BELTS

Multi-layered, fabric-based belts, or belts made from homogenous materials. They ensure efficient materials flow and economical process flows in all areas of light conveyor technology.



SIEGLING TRANSTEX CONVEYOR BELTS

Multi-layered, fabric-based belts with a particularly robust design, and therefore ideal for heavy-duty conveying.



SIEGLING PROLINK MODULAR BELTS

Different types of modules made of homogenous plastics and connected with hinge pins. They are often ideal for combining conveying and processing.



SIEGLING EXTREMULTUS FLAT BELTS

Multi-layered, fabric-based power transmission belts, or belts made from homogenous materials. When used for power transmission and conveying, they optimize power transmission and many production processes.



SIEGLING FULLSAN HOMOGENOUS BELTS

Homogenous, thermoplastic, polyurethane belts ideal for exceptionally hygiene-critical applications. All Sieglings Fullsan belts are protected from contamination by oil, grease and bacteria.



SIEGLING PROPOSITION TIMING BELTS

Form-fit belts made of homogenous plastics and with various tension members; they are perfect for challenging acceleration, timing and positioning processes.

OUR MAIN MARKET SEGMENTS

INDUSTRIES AND APPLICATIONS

Forbo Movement Systems' high-performance flat belts and conveyor belts are often indispensable system components.

We offer an extensive product range for diverse demands in the most diverse of industries and guarantee long service lives and excellent efficiency.



FOOD INDUSTRY

Food processing, agriculture and packaging sectors



LOGISTICS

Intralogistics, distribution centers and baggage sorting



RAW MATERIALS

Building materials, wood and stone



INDUSTRIAL PRODUCTION

Automotive, tires, chemicals, energy, steel- and metalworking industries



PRINTING

Rotary printing, sheet-fed printing, digital printing and post-press



PAPER

Paper production and processing as well as letter sorting



TEXTILES

Yarn manufacturing, nonwovens and textile printing



SPORTS AND LEISURE

Treadmill belts, belts for ski lifts and other leisure activities

REPORTING SCOPE, FRAMEWORK AND STANDARDS

Reporting scope

Unless otherwise stated, the environmental data published in this report concern those production sites, which together account for about 95% of the production volume, as well as the fabrication centers. Our report covers our major production and fabrication sites in China, Denmark, Germany, Japan, Slovakia, Switzerland, and the United States. The sales offices and warehouses were not incorporated. The units included in the scope of the report are considered to be the most significant in terms of the impact of our business.

Unless otherwise stated, the data published in the “About us”, “Social” and “Governance” section of this report apply to all of our locations, including sales offices and warehouses.

Reporting period and cycle

The reporting period covers the 2024 financial year, which reflects the calendar year. To enhance comparability and to make the development of the key figures visible, Forbo Movement Systems creates a data history and publishes an annual sustainability report.

Global Reporting Initiative (GRI)

The GRI (Global Reporting Initiative) is an independent, international organization that helps businesses and other organizations take responsibility for their impact, by providing them with the common global language to communicate this impact.

Forbo Movement Systems’ sustainability report is developed in reference to the GRI. The GRI Content Index can be found in the annex. We informed the GRI about the “in reference to” the GRI reporting.

United Nations Sustainable Development Goals

Forbo Movement Systems follows multiple United Nations Sustainable Development Goals (SDGs). The 17 SDGs provide a comprehensive roadmap for cultivating a more prosperous and sustainable future for all by 2030, designed for both global governmental and organizational application. Realizing the potential of the SDGs relies on global collaboration and unwavering commitment – principles that seamlessly align with our own aspirations.

Forbo Movement Systems analyzed the 17 SDGs in terms of their importance for our business and selected 5 SDGs as priorities.



Greenhouse Gas Protocol

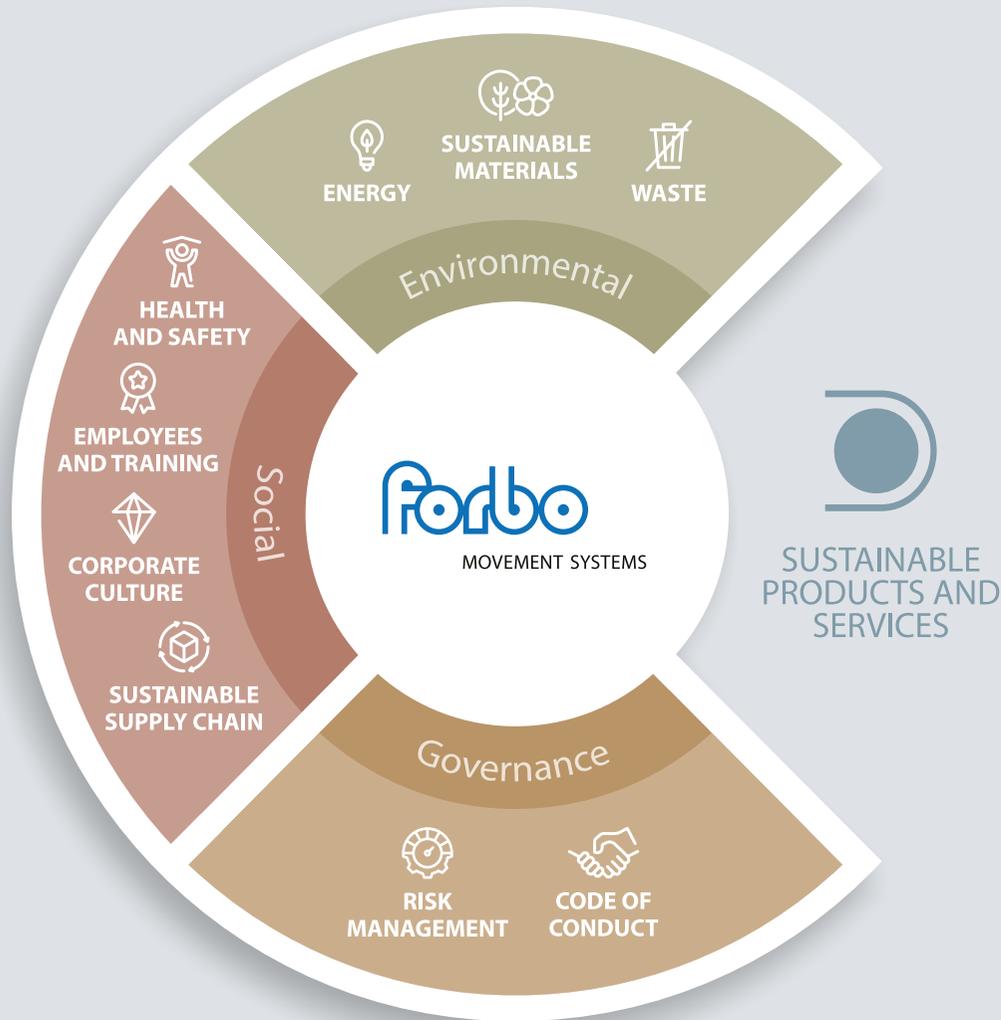
Forbo Movement Systems reports its Scope 1 to Scope 3 carbon emissions based on the Greenhouse Gas Protocol’s operational control approach.

Collaboration and acknowledgment

To develop sustainable strategies and solutions, good collaboration with external stakeholders from a range of different areas is a must. Forbo Movement Systems’ most important strategic initiatives, partnerships, and memberships are listed below:

- Ecovadis
- CEN – European Committee for Standardization
- NIBA – The Belting Association
- GATE – The Alliance of the Airport Industry
- IABSC – International Association of Baggage System Companies
- ASBE – American Society of Baking
- BEMA – Baker Equipment Manufacturers and Allieds
- EHEDG – European Hygienic Engineering & Design Group
- Federal German Association of Energy Consumers (VEA – Bundesverband der Energie-Abnehmer e.V.)
- Regional Networks for Energy Efficiency and Climate Protection (REGINEE – REGionale Netzwerke für EnergieEffizienz und Klimaschutz)
- BAVC – German Federation of Chemical Employers’ Associations
- USDA – The U.S. Department of Agriculture
- HACCP – Hazard Analysis Critical Control Point management system for food safety
- NSF – National Sanitation Foundation

FOCUS TOPICS



In 2021, the sustainability council identified nine key topics that formed the basis for our sustainability concept. These topics continue to determine our priorities and guide our sustainability initiatives so that we can offer our customers relevant and responsible products and services.

With regard to environmental sustainability, we have identified three focus topics: **energy, waste, and sustainable materials.**

Under the social affairs focus, we have clustered different topics and determined **employees and training, corporate culture, health and safety, and sustainable supply chain** as focus topics.

We included **risk management** and the **Code of Conduct** in the governance section.

We view **sustainable products and services** as the result of all our sustainability efforts. Our social, environmental, and governance initiatives collectively support our product portfolio and contribute to sustainable outcomes.



ENVIRONMENT

DOUBLE MATERIALITY ANALYSIS

In 2024, Forbo Movement Systems conducted its first double materiality analysis related to climate change, evaluating sustainability factors from both inside-out and outside-in perspectives following the ESRS for ESRS E1 (climate change). The inside-out perspective evaluates the effects of business activities on the environment, whereas the outside-in perspective assesses how sustainability impacts financial health and operations. This approach focuses on identifying financial materiality by analyzing the economic impacts of environmental, social, and governance (ESG) issues, as well as evaluating financial risks and opportunities related to climate change.

Forbo Movement Systems' double materiality analysis focuses predominantly on outside-in financial materiality: how environmental, social, and governance (ESG) factors influence our economic performance, identifying both financial risks and potential opportunities. To capture these, we analyzed financial materiality and related risks in a rigorous risk assessment process, including a heat map analysis. This assessment allows us to prioritize and manage the most critical sustainability-related risks, positioning Forbo Movement Systems to take proactive measures that both protect and advance our economic position. The materiality analysis offers us insight into risks and opportunities that derive from climate change, preparing our company for the future if regulatory, physical, and market conditions related to sustainability will change.

In collaboration with a specialized agency, we identified several industry-relevant, risks, and opportunities originating from climate change effects. Using a combination of association and scientific institute publications as well as stakeholder interviews, these risks and opportunities reflect both industry-specific and company-specific insights. We engaged with key external and internal stakeholders – including suppliers, customers, and employees – to gain a holistic perspective and identify the areas most relevant to Forbo Movement Systems' operations and strategy.

Moving forward, we will continue refining our list of risks and opportunities based on stakeholder feedback and evolving industry standards, enhancing our ability to anticipate and manage sustainability challenges. This initial double materiality analysis serves as a foundation, enabling us to assess sus-

tainability-driven risks and opportunities and take proactive steps to address them, ensuring that Forbo Movement Systems not only complies with regulatory standards but also contributes positively to environmental and social well-being.

The risks and opportunities relevant to Forbo Movement Systems are those above the threshold value of 40 (on a scale of 0 to 100). They are shown in the heat maps on the following page, sorted by time horizon: short-term, mid-term and long-term. The coloring is according to the illustration in the European Financial Reporting Advisory Group (EFRAG) Implementation Guidance¹. Climate-related transition risks and physical risks as well as climate-related opportunities are differentiated and mapped. Transition risks are business-related risks that follow societal and economic shifts toward a low-carbon and more climate-friendly

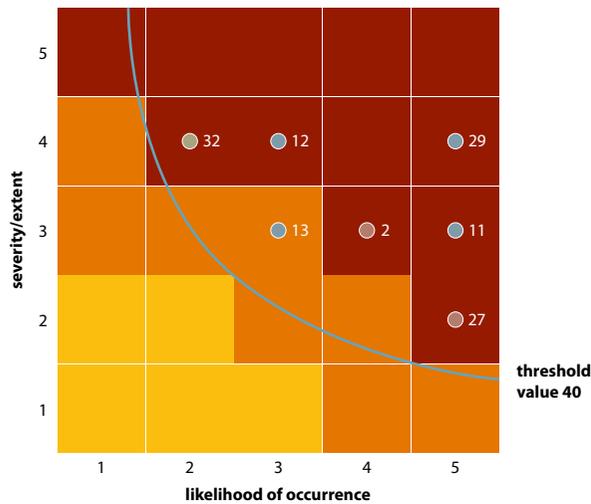
future. These risks can include policy and regulatory risks, technological risks, market risks, reputational risks, and legal risks. Physical risks refer to potential environmental factors or natural events that can significantly impact our company, whereas change-related opportunities are the potential benefits and competitive advantages that arise from adapting to environmental challenges and shifting to sustainable practices, such as cost savings, innovation, resilience, and enhanced brand reputation.

¹EFRAG Implementation Guidance, May 2024. Source: www.efrag.org



RELEVANT RISKS AND OPPORTUNITIES

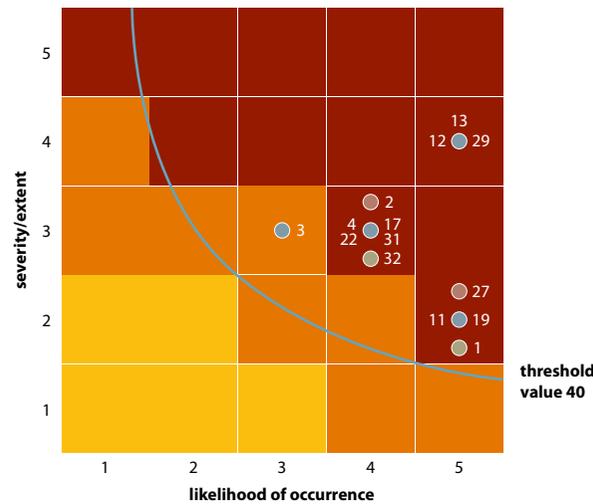
Short-term



● Transition risk ● Physical risk ● Climate change-related opportunities

- 2: Periods of heat can make air conditioning necessary
- 11: Rising costs for electricity from purchased renewable sources
- 12: Modernization of energy-efficient production facilities can entail costs
- 13: Energy requirements for buildings can lead to modernization costs
- 27: Extreme weather phenomena can lead to operational failure
- 29: Transparency requirements can cause personnel costs
- 32: Utilizing waste heat can reduce costs

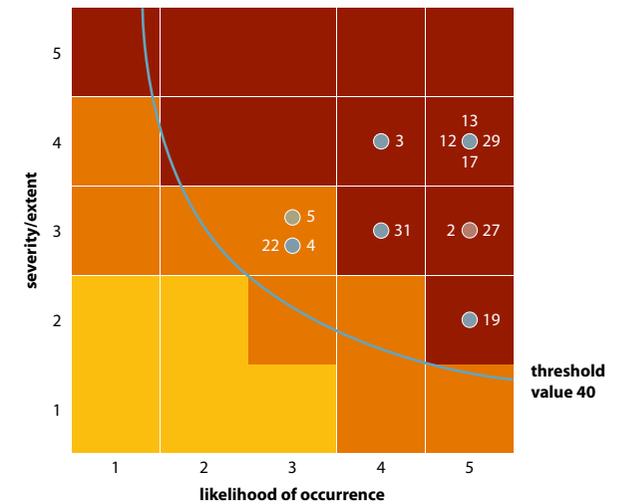
Mid-term



● Transition risk ● Physical risk ● Climate change-related opportunities

- 1: Feeding waste heat into the district heating network can generate income
- 2: Periods of heat can make air conditioning necessary
- 3: Rising gas grid fees can increase operating costs
- 4: Switch to electrical energy cannot be carried out due to grid restrictions
- 11: Rising costs for electricity from purchased renewable sources
- 12: Modernization of energy-efficient production facilities can entail costs
- 13: Energy requirements for buildings can lead to modernization costs
- 17: Regulatory requirements for emission protection can result in costs
- 19: Consultancy services for climate protection can incur costs
- 22: Rising CO₂ prices can increase transport costs
- 27: Extreme weather phenomena can lead to operational failure
- 29: Transparency requirements can cause personnel costs
- 31: A failure of Cross Border Adjustment Mechanism (CBAM) can lead to competitive disadvantages
- 32: Utilizing waste heat can reduce costs

Long-term



● Transition risk ● Physical risk ● Climate change-related opportunities

- 2: Periods of heat can make air conditioning necessary
- 3: Rising gas grid fees can increase operating costs
- 4: Switch to electrical energy cannot be carried out due to grid restrictions
- 5: Demand for environmentally friendly products can increase sales
- 12: Modernization of energy-efficient production facilities can entail costs
- 13: Energy requirements for buildings can lead to modernization costs
- 17: Regulatory requirements for emission protection can result in costs
- 19: Consultancy services for climate protection can incur costs
- 22: Rising CO₂ prices can increase transport costs
- 27: Extreme weather phenomena can lead to operational failure
- 29: Transparency requirements can cause personnel costs
- 31: A failure of Cross Border Adjustment Mechanism (CBAM) can lead to competitive disadvantages

We have defined targeted measures for the relevant risks and opportunities identified in our double materiality analysis, as outlined in the table below:

Topic	Description	Measure(s)	Topic	Description	Measure(s)	
1	Feeding waste heat into the district heating network can generate income.	Feeding the otherwise unused waste heat from thermal post-combustion into the municipal district heating network can generate additional income.	Planned measures: Examination of the possibilities for feed-in per production site.	12	Modernization of energy-efficient production facilities can entail costs.	Additional costs due to the modernization of existing energy-inefficient production facilities. Measures to date: Vacuum extrusion in Japan. Planned measures: Replacement of more efficient motors (IE4); modernization of dryers; replacement of old compressors.
2	Periods of heat can make air conditioning necessary.	Prolonged periods of summer heat caused by climate change can make it necessary to retrofit costly air conditioning to production facilities (increased cooling energy requirements for machines and reduced employee performance (lower productivity)).	Measures to date: Installation of air conditioning in JP, US, CN; use of cooling vests/ cooling pads in DE. Planned measures: Installation of necessary air conditioning (DE,CH).	13	Energy requirements for buildings can lead to modernization costs.	Additional costs due to the obligation to modernize existing energy-inefficient buildings and requirements for new buildings. Measures to date: Lunderskov – New roof on production hall – Thermal modernization of the building entrance – Installation of a free-cooling chiller for the cooling system Hanover – Replacement of the hall and emergency lighting in Hall 1 (energy-saving) Japan – Modernization of the water heating system (heavy fuel oil boiler LPG) – Installation of more modern air conditioning units – Replacement of fluorescent tubes with LEDs Switzerland – Installation of more energy-efficient ventilation systems in Hall 2 and the warehouse Planned measures: additional insulation, replacement of oil and gas heating systems with e.g. air-heat pumps; modernization of the administration building (Hanover, Garbsen, Fukuroi, USA).
3	Rising gas grid fees can increase operating costs.	Rising natural gas grid fees due to "underutilization" of the gas grids as a result of increased use of renewable energies (increased operating costs of the grids are passed on to users).	Planned measures: Switch to other energy sources such as electricity (needs to be evaluated).			
4	Switch to electrical energy cannot be carried out due to grid restrictions.	The switch from expensive fossil fuels, which currently offer no alternative, to electrical energy cannot be realized due to grid restrictions.	Planned measures: early notification of increased energy requirements → early expansion of grid capacities and installation of energy storage systems.			
5	Demand for environmentally friendly products can increase sales.	Increased demand for environmentally friendly products can increase operational sales (e.g. offering bio-based products). By responding proactively to climate change, Forbo can position itself as a pioneer in the industry and win new customers.	Measures to date: Integration of bio-based PVC in standard conveyor belts; use of rPET fabrics. Planned measures: Development of environmentally friendly products (climate protection, sensible use of raw materials), use of water-based adhesives.			
11	Rising costs for electricity from purchased renewable sources.	Rising costs for electricity from purchased renewable sources.	Measures to date: Construction of PV system in Wallbach, Garbsen (2023) and Lunderskov. Planned measures: further systems in planning (Hanover, Pinghu, other locations) Goal: Reduce electricity costs by utilizing self-generated electricity.			

Topic	Description	Measure(s)	
17	Regulatory requirements for emission protection can result in costs.	Political decisions due to climate change are tightening the regulatory requirements for companies (emission protection (CO ₂ & exhaust gas), water conservation, wastewater treatment, energy conservation/reuse, e-mobility, product and waste recycling). This is accompanied by rising costs that have to be incurred in order to fulfil the new requirements.	Measures to date: Monitoring of political requirements and basic research in order to be able to react to changes as quickly as possible. Planned measures: ongoing measures will be continued.
19	Consultancy services for climate protection can incur costs.	Increasing demand for consulting services, as internal expertise on climate protection and technical solutions is limited, can result in higher costs.	Planned measures: budget additional costs, build up internal expertise.
22	Rising CO ₂ prices can increase transport costs.	Rising CO ₂ prices could lead to considerable increases in transport costs along the upstream and downstream supply chain as well as for internal transport and thus significantly increase operating costs.	Planned measures: Pricing in, reduce logistics requirements through regional production (evaluate), cooperation with low-CO ₂ logistics service providers.
27	Extreme weather phenomena can lead to operational failure.	More frequent and more intense extreme weather phenomena can lead to unexpected business interruptions, damage to infrastructure and considerable financial losses.	Measures to date: Renewal of the lightning protection system in Hanover, business contingency plan drawn up, modernization of the downpipes and drainage pipes for rainwater drainage. Planned measures: Continuation and expansion of current measures.
29	Transparency requirements can cause personnel costs.	In order to achieve our own climate targets and due to the transparency requirements of customers and stakeholders, increased organizational and personnel costs may be necessary, which may lead to significant financial expenditure.	Measures to date: Utilisation of platforms and systems to meet requirements as efficiently as possible (EcoVadis, management systems, certifications, etc.). Planned measures: Budget planned, increase in personnel capacities planned.
31	A failure of CBAM can lead to competitive disadvantages.	If CBAM (Cross Border Adjustment Mechanism) is not implemented as planned, European companies (suppliers) could be at a disadvantage compared to the rest of the world, which could lead to a loss of sales.	Planned measures: Check how the global production footprint can be optimally utilised (findings from total cost analyses).

Topic	Description	Measure(s)
32	Utilising waste heat can reduce costs.	Unused waste heat can be utilised to reduce the company's own energy consumption (e.g. for absorption coolers), which can reduce costs. Planned measures: Testing the use of ORC systems (Organic Rankine Cycle) to generate electricity; testing the use of absorption coolers.



To enhance our strategic focus and accountability, we will streamline our measures on four main topics:

- Electricity from renewable sources
- CO₂-low production
- Recycling of production waste
- (Further) development of products with sustainable raw materials.

ENVIRONMENT

We are consistently striving to develop and improve our products to incorporate sustainability into all our products and processes. Some of these products contain sustainable raw materials. We are improving our internal processes on an ongoing basis and investigating ways of preventing and reducing waste. We are also liaising with partners along our downstream and upstream supply chain to provide pioneering solutions.

Our resource management is based on continuously improving consumption efficiency. We do so by coming up with and systematically implementing measures to optimize the consumption of electricity, natural gas, oil and raw materials. Therefore, continuous energy saving and recovery measures, as well as using self-generated energy, e.g. from photovoltaic systems, plays a major role on our road to Net Zero. Another important factor is the reduction and practical recycling of remnants and waste. In addition to our Kaizen philosophy, we are working on projects to avoid waste and developing new ways for recycling our waste generated from production and fabrication processes. These initiatives are part of our broader approach toward achieving Net Zero in 2050, which is embedded in our carbon emission reduction targets detailed on **page 25**.



ENERGY

- Renewable energy sources
- Energy efficiency



WASTE

- Refusal and reduction of waste
- Recycling of waste



SUSTAINABLE MATERIALS

- Recycled input material usage
- Renewable material usage
- Bio-based raw materials and packaging



CARBON EMISSION REDUCTION TARGETS

In accordance with the Paris Agreement, the Forbo Group has set the targets as the overarching goal across the organization, which specifies a linear reduction in carbon emissions up to Net Zero.

The Scope 3 emissions primarily depend on the Purchased Goods and Services category. We are expecting a moderate reduction in Scope 3 emissions by 2030. However, in the long term, significant savings are possible as soon as the supply chain is made even more sustainable via better processes and increased use of environmentally friendly raw materials. Promising projects are already underway to actively press head with this change. As part of our product development, we are increasingly adding environmentally friendly materials to our products. Even if current material costs are now making broader acceptance even more difficult, we are counting on the increasing availability and cost-effectiveness of these sustainable options. Which is why Forbo Movement Systems has created a roadmap on how to achieve Net Zero in Scope 3 by 2050.



Key Measures

Reduction of Scope 1 and 2 emissions

Measure	Until	Comment
Operational efficiency improvement	2030	More efficient production processes and machines (e.g. new line in Fukuroi)
Alternative waste gas cleaning systems	2030	Installation of filters for solvent-free production processes in Hanover and Huntersville
	2050	Solvent loaded waste gas is currently oxidized; the use of water-based adhesives will eliminate these process emissions
Installation of photovoltaic systems	2030	Installation of photovoltaic systems on buildings owned by Forbo Movement Systems
Purchasing electricity from renewable sources	2030	Share of 90% electricity from renewable sources in Europe, the US, and Japan
	2050	Increase share to 100% electricity from renewable sources at all sites
Increase share of E-cars	2030	Increase share of company E-cars to 50% by 2030
	2050	Increase share of company E-cars to 100% by 2050

Reduction of Scope 3 emissions

Measure	Until	Comment
Reduction of waste	2030	Reduction of waste in production processes by 10%
Reduction of emissions generated from raw materials	2030	Use of recycled input materials E.g., use of 5% r-PET fabrics; 75% of all fabrics could be exchanged (30% fewer carbon emissions; currently 25-75% more expensive than virgin material)
		Use of bio-based input materials (currently approx. 75% more expensive) E.g., bio-based PVC, bio-based plasticizers, etc.
	2050	Collaboration with suppliers: Measures to reduce emission factors Replace 3% PVC by sustainable fillers (e.g., Calcium carbonate)
		Increase share of bio-based or eco-friendly input materials Increase share of recycled and re-used input materials
Alternative transportation	2050	Assess alternative transportation options (E-trucks, E-fuels, etc.)

ENVIRONMENT

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We are committed to the Sustainable Development Goals (SDG) of the United Nations. Forbo Movement Systems analysed the 17 SDGs in terms of their importance for our business and selected defined SDGs as priorities:



Forbo Movement Systems is a global player with numerous production and fabrication sites worldwide. Consequently, we create first-class workplaces at the most diverse locations all over the world. Our products have a positive effect on other industries. Our energy-efficient Transilon Amp Miser conveyor belts decrease energy consumption while belts are running, which cuts carbon emissions.



Forbo Movement Systems emphasizes research and development and is committed to maximum quality standards and a high degree of innovation. We do not just satisfy our customers, but make a key contribution to resource efficiency, a circular economy and long product service lives. Forbo Movement Systems has a global network of service points with very skilled professionals. As a result, customers experience less downtime and our products last longer.



Forbo Movement Systems is working on numerous measures to respond to climate change. We are improving our production processes on an ongoing basis. Our goal is to use resources more efficiently, increase the use of clean and environmentally friendly technologies and deliver regularly innovations. The focus is on energy and emissions, the use of materials and preventing waste. Forbo Movement Systems already has ISO 14001 and 50001 certification at some European sites and is working steadily on making energy and environmental management improvements.



Reaching the SDGs exceeds the capabilities of individual stakeholders by far, which is why Forbo Movement Systems believes it is important to collaborate with a range of bodies from the worlds of business, politics and society.

Forbo Movement Systems is aware of the innovative potential that lies in strategic partnerships and close collaboration with customers, suppliers, academia, and industry initiatives. For instance, in 2023, we started a project on the recyclability of our belts in collaboration with a major customer and a recycling company. Forbo Movement Systems also frequently liaises with suppliers about sustainable raw materials and collaborate with universities and research organizations.

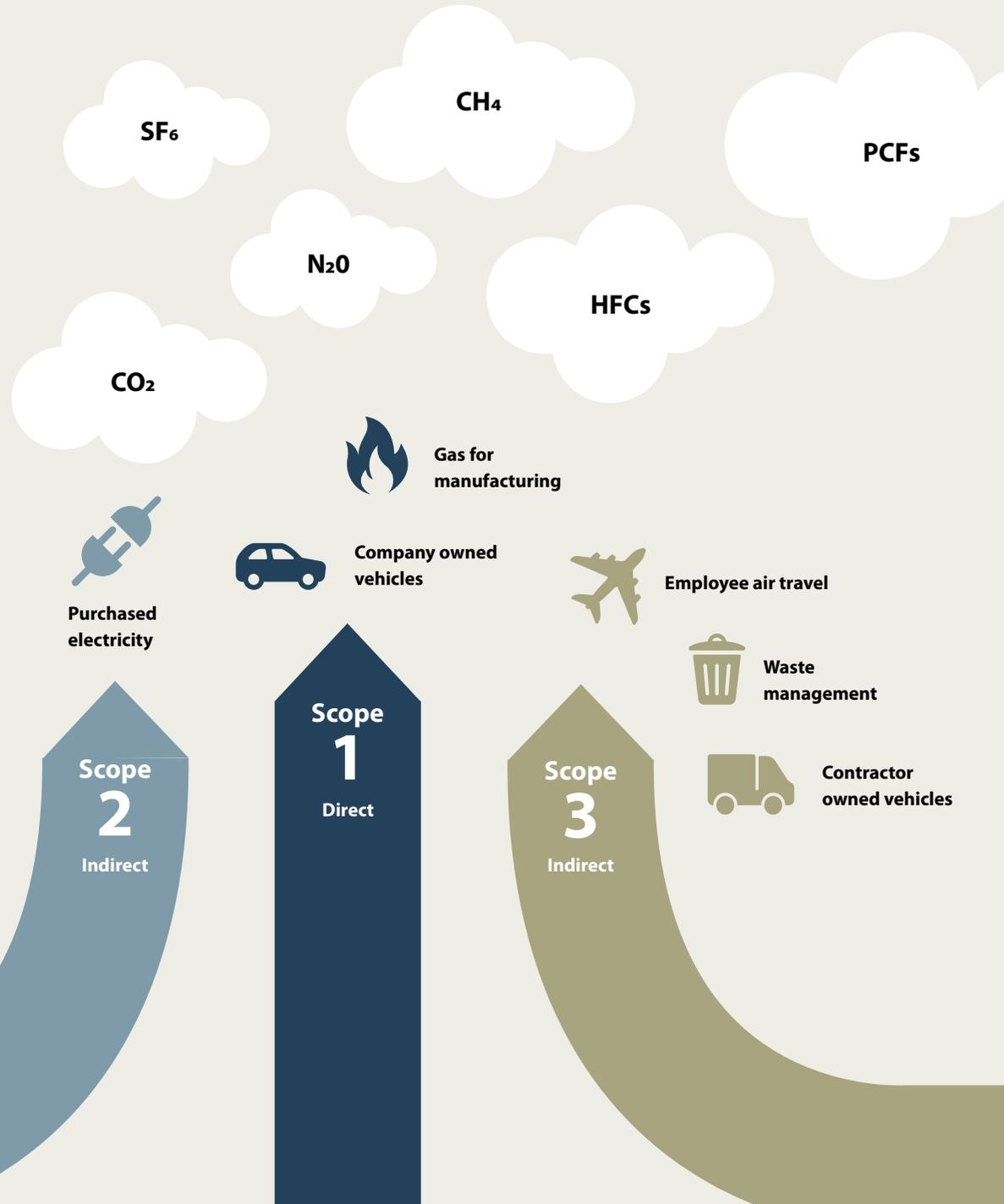
In Germany, Forbo Movement Systems is involved in a further collaborative project with REGINEE – Regionales Netzwerk für Energieeffizienz und Klimaschutz (Regional Networks for Energy Efficiency and Climate Protection). The network is part of the National Energy Efficiency Action Plan (NAPE) and the German government's Energy Efficiency and Climate Protection Networks initiative (IEEKN).

RESULTS 2024

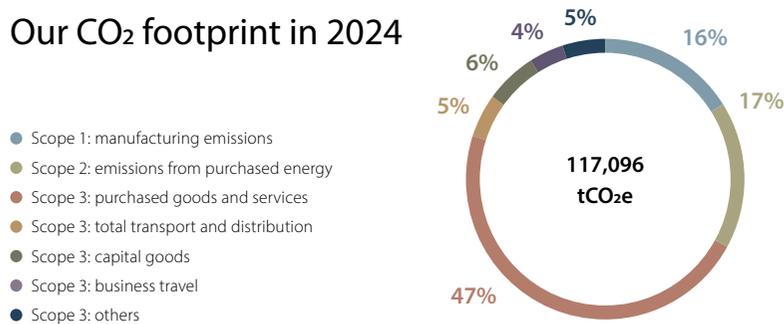
CARBON EMISSIONS

For people, communities, and eco-systems, climate change is one of the biggest challenges of our times. This is why we strive for continuous sustainability development and its reporting.

In our report on greenhouse gas emissions, we are following the recommendations of the Greenhouse Gas Protocol (GHG Protocol). The GHG Protocol divides the emission sources to be accounted for into three Scopes. Scope 1 includes direct emissions generated by combustion processes. Scopes 2 and 3 comprise the indirect emissions caused by the external electricity supply (Scope 2) and our business operations along the supply chain (Scope 3). We calculated our corporate carbon footprint for Scope 1 and Scope 2 for the first time in 2022. In 2023, we also calculated our corporate carbon footprint for Scope 3 for the first time. During 2024 we improved our data quality and calculation methods to get more detailed information about the key drivers of our greenhouse gas emissions. This increased transparency allows Forbo Movement Systems to steer climate-related activities as part of our sustainability management system in a more targeted way and to take action in order to cut carbon emissions consistently.



Our CO₂ footprint in 2024





Scope 3 emissions

Indirect emissions from the extraction, production, and processing of the energy sources used, as well as emissions from activities in different areas along the upstream and downstream value chain are amalgamated as Scope 3 emissions. Based on the GHG Protocol, these activities are divided into 15 categories. Out of the 15 categories proposed from the GHG Protocol, we have included ten categories in the calculation as being relevant to our business activities.

We identified 96% that is related to upstream emissions, while around 4% stem from the downstream value chain. Of all categories, category 1 (purchased goods and services) is by far the most relevant one. It is followed by capital goods and business travel. The transport and distribution emissions (upstream and downstream total) are also relevant to our business. The other categories have been summarized under the 'others' category.

Scope 1 and Scope 2 emissions

In 2024, we improved the process and data quality for both scopes. During this process, we corrected some errors in the 2023 data, which affects the Scope 1 and Scope 2 emissions and compels us to readjust our baseline.

The carbon emissions reported for Scope 1 and Scope 2 in 2024 are greater than in 2023. This was due to much higher production and the associated increased demand for energy and fossil fuels, as well as greater process emissions. However, our product carbon emissions are 8% better than in the previous year because we improved the ratio between production volume and emissions. Scope 1 and Scope 2 account for 33% of our total carbon emissions in 2024.

Scope 1 and Scope 2 carbon emissions at our sites:

38,551 t CO₂e

Scope 1 and Scope 2, Our products' carbon emissions:

6.68 kg CO₂e per m²



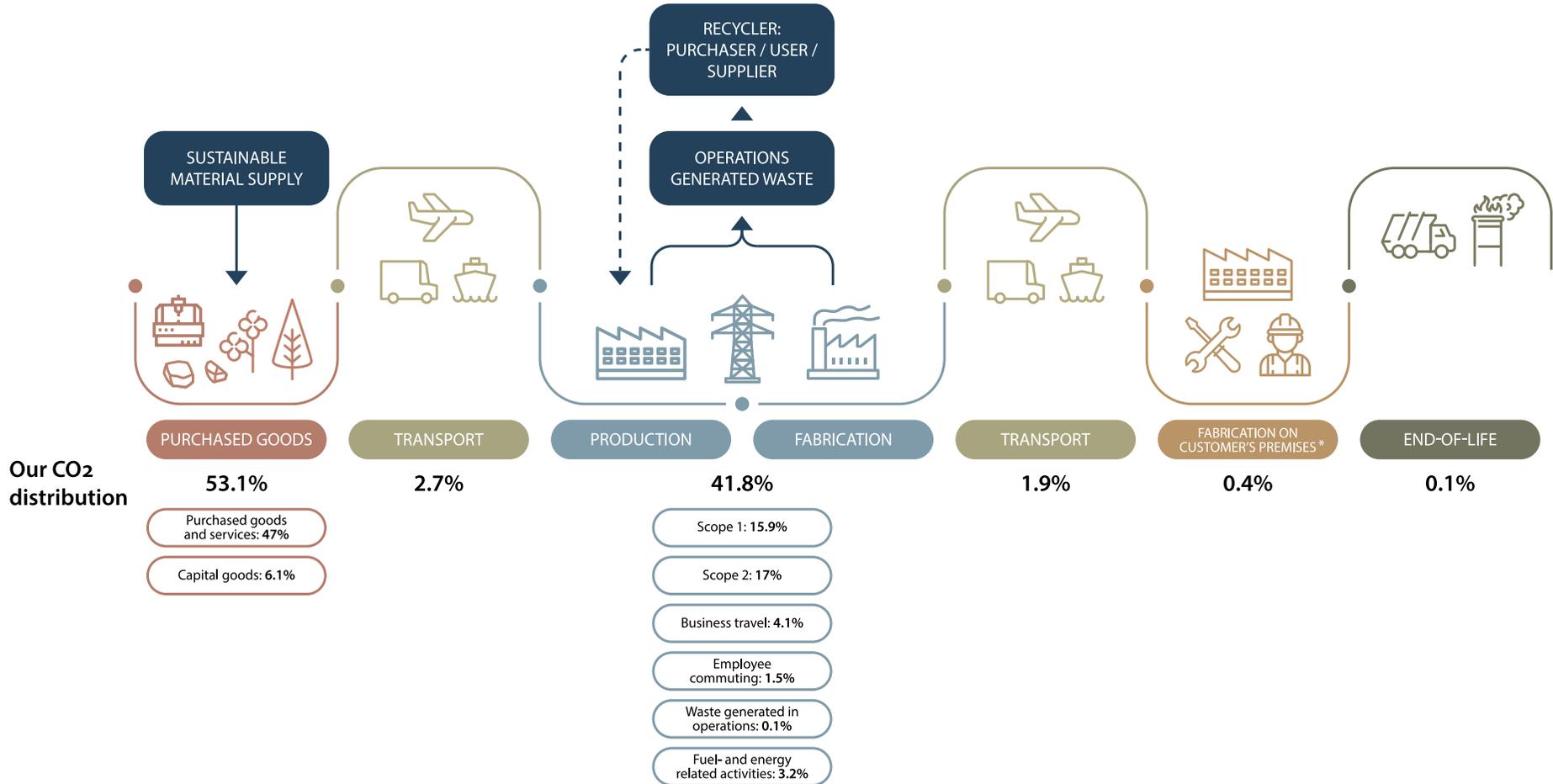
The materials we purchase are mainly plastics, such as polyester fabrics, polyvinylchloride or polyurethane. These materials inherently mean high carbon emissions, which becomes visible in our Scope 3 purchased goods and services.

As we are a manufacturing organization with production and fabrication facilities, capital goods are an essential category too. Carbon emissions related to capital goods fluctuate as the investment is counted for the year of the purchase in accordance with the GHG Protocol. One step to reducing investments is consistent and thorough maintenance of the machinery. This is essential to Forbo Movement Systems.

Our feedstock also influences the emissions released at the end of a product's life. To make sure our products are still valuable items at the end of their service lives is a relevant lever in reducing carbon emissions. This is where we have started to partner with others and look for innovations. Forbo Movement Systems is also a truly global organization. Even though numerous meetings have been transferred from in-person to online, we still need to visit partners and business sites personally, which is reflected in our carbon footprint for business travel.

Our carbon footprint along the value chain

Our Scope 1 to Scope 3 carbon emissions are clustered along our value chain. This new transparency will enable us to act even more responsibly and choose the right course towards reducing our greenhouse gas emissions and help to protect our planet.



CO₂ EMISSIONS ALONG OUR VALUE CHAIN

Scopes and categories	All data in t CO ₂ e:	2023	2024
Scope 1: Total direct emissions from owned / controlled operations *		17,932	18,668
Scope 1: direct emissions from owned / controlled operations, stationary combustion		15,543 *	15,757
Scope 1: direct emissions from owned/ controlled operations, mobile combustion		772	572
Scope 1: direct emissions from owned / controlled operations, process emissions		1,614	2,261
Scope 1: direct emissions from owned / controlled operations, reffridgerant losses		3	78
Scope 2: total indirect emissions from the use of purchased electricity, steam, heating, and cooling (market based approach)		17,797	19,882
Scope 2: total indirect emissions from the use of purchased electricity, steam, heating, and cooling (market based approach)		17,797	19,882
Scope 2: total indirect emissions from the use of purchased electricity, steam, heating, and cooling (location-based approach)		19,240	20,938

* Adjusted figure compared to the 2023 report.

** not in scope

Scopes and categories	All data in t CO ₂ e:	2023	2024
Scope 3: total emissions from extraction, production, and processing of the energy sources used as well as emissions that result from activities along the upstream and downstream value stream		81,156	78,546
Upstream emissions (Scope 3)		70,793	75,723
Category 1: purchased goods and services		46,345	55,012
Category 2: capital goods		9,476	7,144
Category 3: fuel and energy related activities		3,437	3,774
Category 4: upstream transportation and distribution		2,102	3,219
Category 5: waste generated in operations		2,504	89
Category 6: business travel		5,279	4,787
Category 7: employee commuting		1,650	1,698
Category 8: upstream leased assets **		-	-
Downstream emissions (Scope 3)		10,364	2,823
Category 9: downstream transportation and distribution		1,709	2,280
Category 10: processing of sold products		380	446
Category 11: use of sold products **		-	-
Category 12: end of life treatment of sold products		8,274	97
Category 13: downstream leased assets **		-	-
Category 14: franchises **		-	-
Category 15: investments **		-	-
Total		116,886	117,096

ENERGY

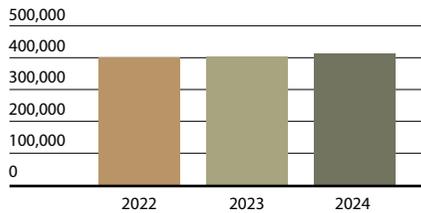
OUR PROGRESS

Our total energy consumption in 2024 is influenced by the actual production volume, which was almost 18% higher than the previous year. We have produced more without our energy requirements increasing proportionately. As a result, we improved our energy efficiency by 12.4%. The specific energy consumption decreases from 82 MJ/m² in 2023 to 72MJ/m² in 2024.

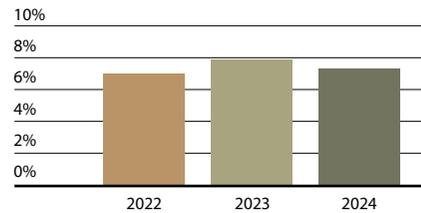
The proportion of energy from renewables has fallen because the rise in production took place disproportionately at locations where electricity is mainly generated from fossil fuels.

Furthermore, energy-saving steps were increasingly taken at sites that use electricity from sustainable sources. This has led to a further reduction in electricity from renewables overall.

Development of total energy consumption [GJ]



Share of energy from renewable source



ENERGY

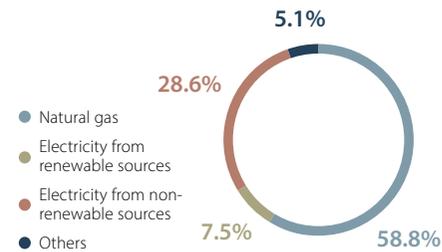
OUR PROGRESS



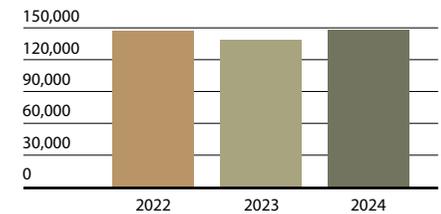
In 2024, natural gas was again the key energy source for our business operations, followed by electricity from renewable and non-renewable sources. Compared to the previous year, both fossil fuel and electricity consumption have increased. This is due to higher production compared to the previous year.

The 2024 proportion of electricity from renewables has fallen slightly compared to 2023. This is due to commissioning of new production machinery at a site that is not yet supplied with electricity generated from renewables. In this case, a switch to renewable electricity is planned for 2025.

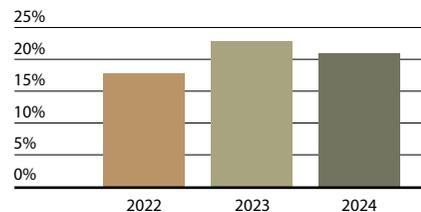
Energy consumption by energy sources



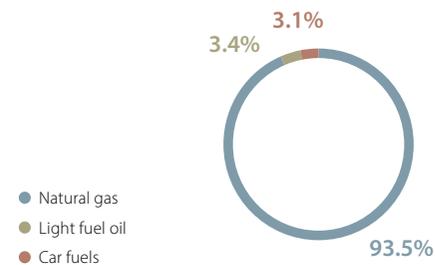
Development of electricity consumption [GJ]



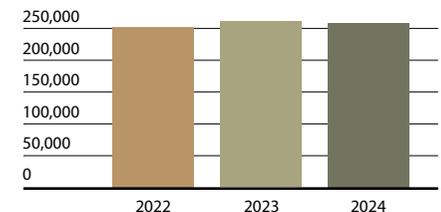
Share of electricity consumption from renewable source



Fuel consumption by fuel source



Total fuel consumption [GJ]



ENERGY

OUR INITIATIVES IN 2024

In 2024, we carried out several key energy initiatives in line with our sustainability strategy. Our goal is to modernize our machinery, infrastructure, and buildings in terms of thermal and energy efficiency. We are also consistently striving to substitute fossil fuels used in our products for other alternatives and increasingly using green electricity, which is generated from renewables. At the same time, we are taking specific energy-saving measures to cut our energy consumption.



332 photovoltaic modules are installed in Garbsen, Germany, and make an important contribution to our long-term sustainability strategy.

Commissioning of photovoltaic systems

An important project in 2024 was to commission photovoltaic systems at our sites in Wallbach, Switzerland, and Garbsen, Germany. These systems mean we can cover a lot of our energy requirements with renewable solar energy and therefore cut our carbon footprint. The systems comprise a total of 723 highly efficient modules with an output of 308,460 kWp. The investment costs were around 380,000 euros (**more on page 35**).

Building modernizations

We carried out major modernizations of buildings at various sites. In Lunderskov, Denmark, we refurbished the production shed's roof and carried out thermal renovation on the building's entrance area. To cut energy consumption, a free cooler was also installed for the cooling system. At our site in Hanover, Germany, we replaced the shed and emergency lighting in one of the production sheds with energy-saving technologies. In Fukuroi, Japan, the water heating system was switched from heavy fuel oil to liquefied petroleum gas (LPG), modern air conditioning units were installed and fluorescent tubes replaced with energy-efficient LED lighting. In Wallbach, Switzerland, to improve energy efficiency, we added more energy-efficient ventilation systems to a production shed and warehouse.

ISO 14001

To incorporate environmental protection as a business goal and to systematize our environmental initiatives, we had our key European sites, our plant in Japan and in China re-certified according to ISO 14001 in 2024. Frequent internal and external audits verify the performance of the environmental management system.



EN ISO 50001

The German sites are leading within Forbo Movement Systems when it comes to maintaining an EN ISO 50001 energy management system. The goal is to cut energy consumption consistently. A dedicated energy management team develops long-term strategies to ensure this goal is achieved. The steps we take to cut energy consumption are based on increasing awareness of the areas where consumption is caused. Our sites in Hanover and Garbsen, Germany, have been re-certified in 2024. The improvements piloted at these locations will be transferred to other sites.



Modernization of production machinery

We also focused on modernizing our production machinery. In Pinghu, China, we commissioned new, highly efficient production machinery and installed new energy-efficient temperature control units with frequency-controlled pumps in Lunderskov, Denmark. At the Fukuroi site in Japan, we replaced the inverters for extruders and feed systems and added thermal insulation to the heating chambers to boost energy efficiency even further. We also modernized the whole production line. In Wallbach, Switzerland, we updated various machines, such as the PK500, and replaced motors on other machines. In Huntersville, US, we improved the efficiency of the M1 by optimizing the control system.



The new calendar line is one of two new production machines that have been installed at the Fukuroi plant in Japan.

Modernization of fabrication machinery

We also took steps to modernize fabrication machinery. At the Fukuroi site in Japan, we are replacing old machines with modern, more efficient models, including a welding machine for profiles, a SmartFix press, a punching and a grinding machine. In Huntersville, US, we installed more energy-efficient heating presses for the production line in 2024, which are ideal for common belt widths.

Energy management

To monitor energy consumption of our production machinery even more closely and pinpoint potential savings, we installed meters on devices that consume a lot of energy and linked these meters to special analysis software. We also appointed an energy manager for our sites in Hanover and Garbsen, Germany, who is in charge of putting energy-saving measures into practice and actively monitoring them.

Modernization of the heating control system

At the Wallbach site in Switzerland, the heating control system underwent extensive refurbishment in 2024. This measure focuses on optimizing gas consumption and reintegrating a heat recovery unit (HRU) to cut energy costs and minimize carbon emissions.

We modernized the heating control system in shed 5 to enable more precise control of the gas burner depending on the set-point and actual temperatures. The aim was to optimize energy use by reusing the waste heat from the HRU's heat recovery station and reactivating automatic operation. These adjustments mean the heating system can be operated at the minimum level required to achieve the target temperatures.

The project involved replacing the old control system with a modern one to enable more precise energy use and better monitoring of temperature control. We also reactivated the HRU, allowing waste heat to be utilised efficiently and reducing the use of fossil fuels. The HRU uses the waste heat from regenerative thermal oxidation (RTO), which really helps to cut gas consumption.

We also improved the way the building heating system operates so that the gas boiler is available for peak loads and weekends, but the automatic mode was adjusted so that it only heats to the target temperature. This reduces unnecessary energy consumption.

The new heating control system integrates smart technologies that enable comprehensive monitoring and analysis of energy consumption. The



Extensive measures to modernize the heating control system and optimize operation at our site in Wallbach, Switzerland, provided quantifiable results.

system allows monitoring of energy flows in real time and identification of any improvement potential at an early stage. As a result, consistent increases in the building heating system's efficiency are guaranteed.

The measures to modernize the control system and optimize operation have already delivered quantifiable results. The reintegration of the HRU and the more efficient operating mode have produced natural gas savings totaling 301 MWh per year, which at an efficiency of 85% means a saving of CHF 26,700 annually.

The investment costs for the modernization of the control system, the adjustment to the RTO control system and the subsequent improvement in terms of operation amounted to CHF 42,000.

All these steps mean we are not just committed to reducing our energy consumption and increasing energy efficiency, but are also actively contributing to the use of renewables. These initiatives underpin our sustainable corporate strategy and boost our position as a responsible and environmentally aware company.

SUCCESS STORY

Sustainability on the Roof

In 2024, we installed photovoltaic systems at our sites in Garbsen, Germany, and Wallbach, Switzerland. This development marks an important step in achieving our long-term sustainability strategy. The systems have 723 highly efficient modules with an output of 308,460 kWp. Some 332 modules are installed on the production sheds' roofs in Garbsen, Germany, and 391 modules in Wallbach, Switzerland. The investment costs totaled around 380,000 euros.

“Our new photovoltaic system in Garbsen means we can cover between 15% and 20% of our annual electricity consumption with re-

newables. As a result, we can significantly reduce the consumption of conventional, mostly fossil-fuel-generated electricity,” reports Uwe Fahrenholz, Head of Global Fabrication, Forbo Movement Systems. “Because the systems are east and west facing (which is ideal), the system can produce electricity throughout the day. On sunny days, it allows us to generate up to 800 kWh of clean energy, all of which is used for our day-to-day operations, both on the production line and in our office buildings.”

As well as saving significant costs because we use our own electric-

ity, the systems really help to cut our carbon emissions. Thanks to solar power at these two sites, our carbon emissions are 70 metric tons lower each year. Which means we are really helping to protect the climate. By using renewables, we are cutting our dependence on fossil fuels and decreasing consumption of resources.

“Our decision to install the photovoltaic system underscores our desire to be eco-friendly and invest in the future sustainably. The energy generated decreases our electricity costs and boosts our position as a future-driven company with a strong environmental focus,” emphasizes Marc Watzal, Operations and Technical Manager in Wallbach for Forbo Movement Systems.

By installing photovoltaic systems, we are taking a huge step in our goal to making a lasting improvement to our carbon footprint. In combination with other actions, such as consistently improving our energy efficiency and cutting resource consumption on the production line, we are aiming to cover all our energy requirements from sustainable sources in future (**see page 8: Top priorities | mid-term goals**).



The new photovoltaic system allows us to cover 20% of our annual electricity consumption at our Garbsen site with renewables.



Some 391 very efficient photovoltaic modules were installed on the roof of our production shed at the Wallbach site.

WASTE

OUR PROGRESS

Waste occurs the moment resources are extracted, during production and fabrication, while the product is being used and at the end of its life. Forbo Movement Systems' responsibility is to manage this waste in the best possible way, prevent, reduce and find ways of recycling it. If no other solutions exist, we ensure that waste is disposed of sensibly and properly.

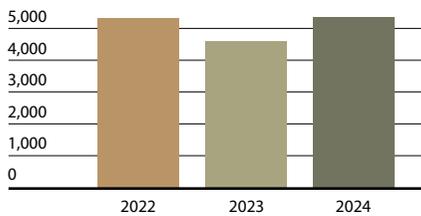
Our top priority is to conserve all resources by using all materials responsibly. We are fully focused on consuming and recycling products, packaging, and materials without incinerating them and not discharging waste into the soil, water, or air, that harm the environment or people's health.

Progress

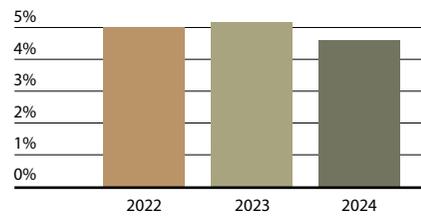
In 2024, the calculation methods were adjusted and collation of waste data was much more precise than in the previous year. Due to the 18% increase in production volume, the total amount of waste also increased (+16%). However, significantly more waste was recycled compared to the previous year. We recycled 16.4% of our hazardous waste by sorting it according to type and discarding it. More than 47% of non-hazardous waste was recycled globally.



Development of waste [t]



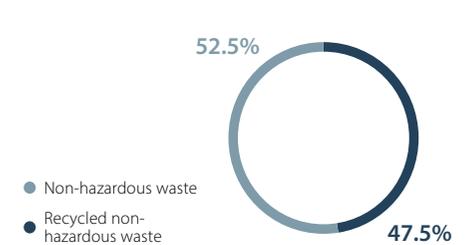
Share of hazardous waste on total waste produced



Share of recycled hazardous waste on total hazardous waste



Share of recycled non-hazardous waste on total non-hazardous waste

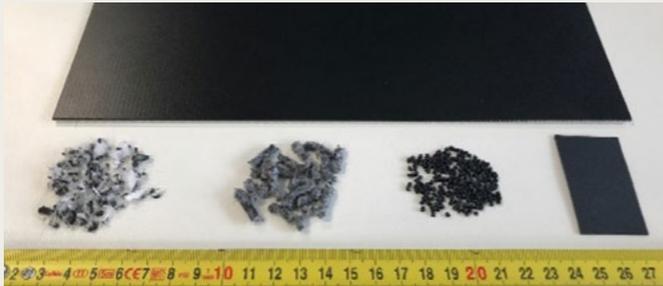


WASTE

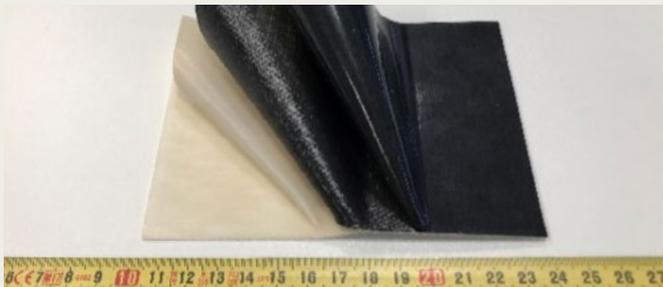
OUR INITIATIVES IN 2024

Recycling Transilon Series

In the Global Innovations & New Technologies department, our company has been working on an innovative TPU recycling project aimed at sustainably recycling waste from the Siegling Transilon series, which is made of PET fabric and TPU material. Two approaches are being pursued: the first involves recycling with pre-shredding.



The second approach dispenses with pre-shredding and instead relies on mechanical separation of the material, for example by splitting.



Recycling Fullsan Series

Another research and development project is also playing a major role in making our production processes sustainable. This recycling project is examining processing the one-type recycled material from the Fullsan series, which is extrudable thermoplastic polyurethane (TPU) so that it can also be processed on a calender.

The underlying reasons for the project are that waste and scrap generated in the start-up process cannot be fully reused for Fullsan. In this case, only a certain percentage of recycled material can be added.

The biggest challenge is to process the recyclate on our calender. To develop suitable solutions, tests are planned in the technical lab. This involves examining whether the recycled TPU material can also be processed on a calender. The focus is on analyzing the material's characteristics and its behavior under different process conditions.

These innovative strategies are helping us to press ahead with developing sustainable recycling solutions and processing up to 92 metric tons of recyclate in the future. And we are making an active contribution to encouraging the circular economy and conserving resources.

WASTE FOCUS PROJECT 2024

In 2024, we rolled out the Waste and Scrap project started in 2023. The goal was to significantly decrease production and manufacturing-related waste, such as cutting remnants and high-quality scrap in our global production facilities. We systematically conducted a causal analysis at all sites and prioritized the five products producing the most waste each month. As a result, we took specific steps to curb the waste, which are showing the first signs of success.

Incorporating our employees in the process is key to our approach. We gather ideas and raise waste prevention awareness in all production facilities. Consequently, we are not only fostering innovation, but also a corporate culture that takes an active stance on sustainability.

Our launches of a global monitoring system and standardized documentation of waste data are the foundations for precise and transparent management. To prevent waste due to incorrect storage, we are also focusing on a comprehensive survey of warehouses at our sites. Initial pilot inspections have already indicated potential for improvement and action will be taken accordingly in the future. Thanks to our global setup, we can coordinate sites worldwide and encourage people to share expertise.

The project's first milestone focused on improving our waste footprint in the short term. We want to make savings of 200,000 euros by taking specific action. The second milestone is to create actual targets for 2025. In this case, we are focusing on cutting the quantity of waste and steadily increasing the number of waste sources to be analyzed. To do so, we use the quality tools learnt from previous projects to analyze causes. In this step, we are developing detailed strategies to achieve our long-term sustainability goals. The third milestone concerns medium and long-term initiatives that extend beyond the quality management department's direct responsibility. These measures which affect other areas and processes are crucial to guaranteeing sustainable transformation.

Our goal is still to ensure sustainable production that's geared to the future and combines both commercial and ecological benefits.



Excellent storage conditions are dry and clean areas, protected from light and any adverse environmental factors. This ensures that the raw materials and finished products stored always meet specifications and are ready for the production process.

STATEMENT

Making Energy Sustainable

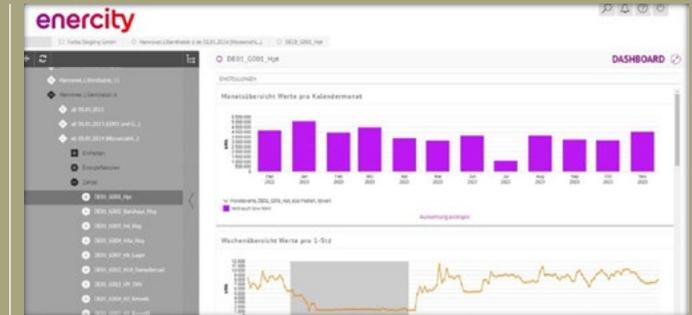
To boost energy efficiency, we have been running a pilot project with our local energy utility, *enercity*, at our headquarters in Hanover since 2023. Our aim is to stabilize the way we manage our energy and to make our energy consumption transparent. We also want to sustainably reduce energy consumption by taking specific steps.

A detailed gap analysis allowed us to pinpoint the main sources of consumption (significant energy uses: SEUs). The findings helped us to develop key performance indicators and energy baselines to manage consumption. The installation of meters on these high consumers enables us to measure and analyze consumption accurately and develop options for specific courses of action. This data-based approach is a sound basis for taking decisions and assessing the financial feasibility of energy-saving measures as per DIN EN 17463 (VALERI – Valuation of Energy Related Investments). Since 2021, this standard has been helping organizations to identify financially beneficial climate protection measures and exploit the energy-saving potential to the full.

In view of more stringent legal requirements on energy data and management, our approach is not only pioneering but also essential. We expanded our internal audits to include additional energy-management aspects, emphasizing our aspiration to press ahead with improvements systematically and consistently.

Our partner *enercity* harnessed its expertise and liaised closely with us to pinpoint and put energy-efficiency measures into practice. “By partnering with Forbo Movement Systems, we demonstrated how customized energy-management software can also help to achieve climate targets. Because precise recording and analysis of consumption in real time is the foundation for making sustainable improvements,” explains Holger Lödning, project engineer at *enercity*.

To achieve greater energy efficiency globally and reduce our carbon footprint even further, we will, in future, also implement this pilot project’s findings at our other sites worldwide.



Recording and analyzing consumption in real time is the foundation for sustainable improvement.



Sven von Fintel, Vice President Global Quality
Forbo Movement Systems, Germany

“We aim to stabilize the way we manage our energy, make our energy consumption transparent in order to sustainably reduce our energy consumption.”

SUSTAINABLE MATERIALS

Renewable material usage

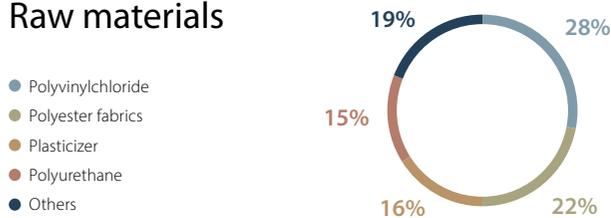
Much of our packaging consists of renewable materials because we use cardboard and wooden boxes to ship our products. Our conveyor belts are made of composite materials, which means that opportunities for including renewable raw materials are limited to specific products.

Materials used



In 2024, Forbo Movement Systems purchased 18,365 t of input materials for our primary products. Polyester fabrics make up the largest share of raw materials, followed by polyvinyl chlorides, plasticizers and polyurethanes. Around a fifth of the raw materials are reported as "other". This includes additives such as calcium carbonates and soybean oil.

Raw materials



Recycled input material usage

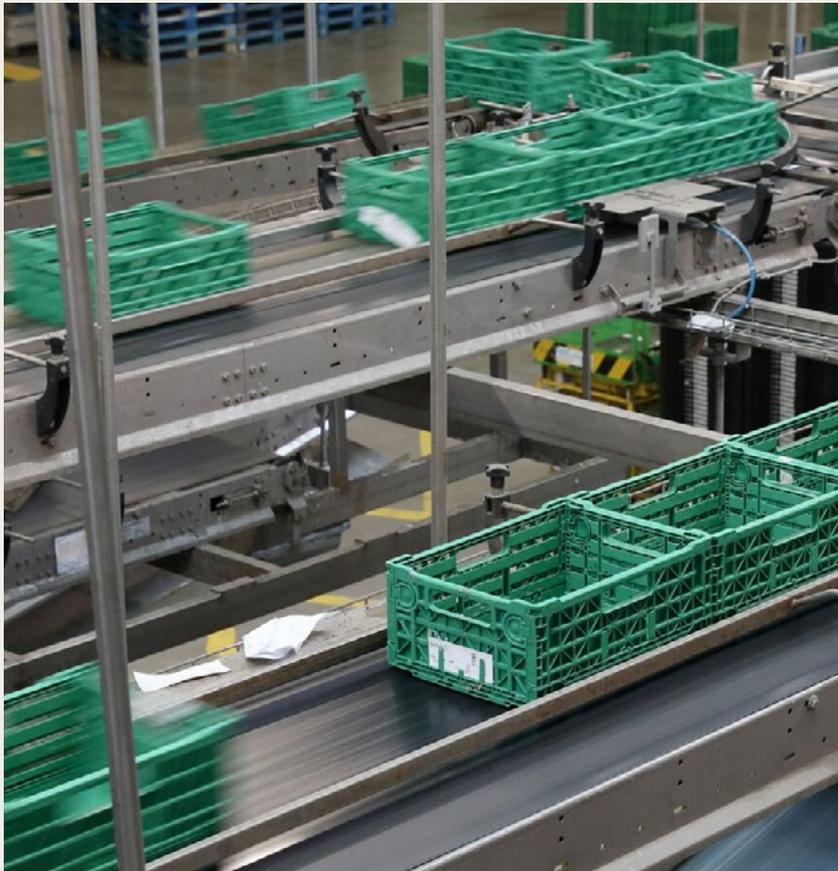
In 2024, we launched three further Transilon ECOFIBER belts made with fabrics from recycled PET yarns. Yarns made from recycled PET bottles produce the same high-quality fabrics as virgin yarns made from conventional polyester. Yarns made from recycled polyester allow us to mitigate the impact of vast quantities of discarded plastic bottles that pollute our oceans or end up in landfills worldwide. In addition to our basic version with 100% rPET tension member fabric, we now also offer these belts with bioPVC top face and a Texglide finish underside.

Bio-based raw materials

We are striving constantly to integrate validated bio-based raw materials, such as bioTPU, bioPVC or bioPEBA in our product portfolio. We are also consistently scouting the market for bio-based alternatives and liaise with suppliers to see ways of making these materials match our material specifications.



SUSTAINABLE PRODUCTS AND SERVICES



Due to our sustainability commitment, we manufacture products that do not just improve our own but also our customers' sustainability performance by reducing carbon emissions, or supporting the closed-loop concept.

To increase trust in the sustainability promises we make, we collaborate with independent partners to certify the benefits. Our promises are based on proper scientific testing methods.

GREEN PRODUCTS

SUSTAINABLE PERFORMANCE PRODUCTS

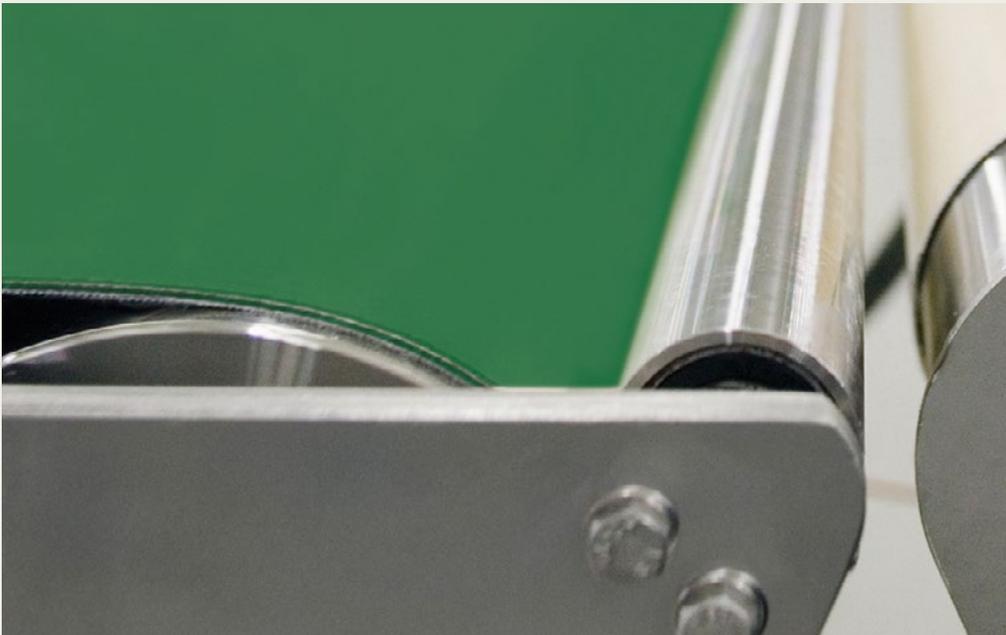
SUSTAINABLE SERVICES

END-OF-LIFE RECYCLING

GREEN PRODUCTS

WE BELIEVE THEY ARE POSSIBLE

Forbo Movement Systems reduces carbon emissions by replacing the raw materials used in our products with more sustainable alternatives, such as recycled input material, or renewable raw materials. We aim for offering our customers a broader range of sustainable products and enhancing the positive impact of sustainable raw materials on our carbon emissions, without making our product portfolio more complex.



ECOFIBER

Transilon ECOFIBER is all about using materials sustainably and operating production lines cost efficiently.

The basic Transilon ECOFIBER version's whole tension member fabric is made from recycled PET bottles. As a result, we can save valuable raw materials during its manufacture, without compromising on quality or durability. At the same time, we're cutting energy consumption and carbon emissions substantially.

Two upgrades boost sustainability even further, with the top face made of organic PVC and the underside in a Texglide finish. The organic PVC is made from bio-based oils and produced exclusively with renewable energy. Compared to raw materials made of fossil fuels, over 60% of carbon emissions are saved during production.

Just like our Amp Miser models, we add patented Texglide to the underside. Texglide consistently acts like a dry lubricant and minimizes energy consumption and carbon emissions while the belt is running. For long conveyors with heavy loads, savings of up to 50% of the total power requirements are possible. The savings potential has been independently confirmed by German inspection body TÜV Rheinland. When we produce Transilon ECOFIBER, we save valuable raw materials without compromising on belt quality and service life.

BIOBELT

Green used to mean simply a conveyor belt's color. In BioBelt's case the color refers to the belt's composition. Made of 20% or more renewable raw materials, BioBelt is the eco-friendly alternative to traditional conveyor belting that can easily replace standard belts in many applications. Developed by a global team of researchers, BioBelt is the right choice for any conveyor operators who adopt more than just a sustainability mindset but consistently pursue a sustainability strategy. Successful tests in real-world conditions show that BioBelt products are just as ideal for airports as for parcel sorting, logistics centers and for industrial production.

SUSTAINABLE PERFORMANCE PRODUCTS

Focusing the design of our products on sustainability characteristics also has a positive impact on the carbon footprint, for instance, by reducing the resource consumption required during a product's service life. Other examples are lower water requirements for cleaning the belts or lower energy consumption to operate them.

Product durability and performance of the belt pays off, both to our customers and the environment. Our belts are an eco-friendly and efficient alternative to other methods of transportation in intralogistic processes.



EASY RELEASE

Some products tend to adhere to belts or are intrinsically sticky. In this case, conveyor and processing belts are required that guarantee reliable release from the belt at transfer points and therefore help avoid malfunctions. With their excellent durability as well as particularly good cleanability, Transilon and Prolink belts contribute to the sustainability of your applications. Downtime is minimized, cleanability is improved and consequently water consumption can be reduced.

PATENTED SMARTSEAL

This in-house developed innovation prevents oil, grease and water, and therefore bacteria, from penetrating the belt's carcass. At the same time, it prevents fluff from protruding at the edges. With high demands for hygienic conveyor belts made of synthetic materials and fabric tension members, our Smartseal belts improve the durability of the product and meet hygiene standards (HACCP).

EXTREMULTUS POWER-TRANSMISSION BELTS

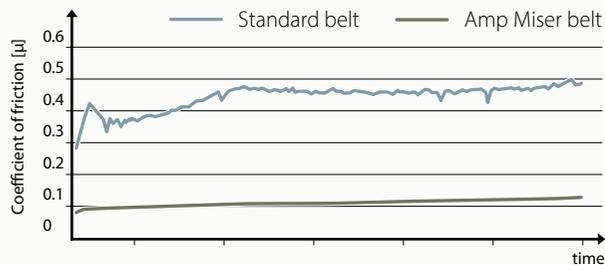
Drag belts are special developments with exceptional mechanical and electrostatic characteristics that make conveying and handling electronic components safer and more efficient. Easier accumulation with the one of the latest belt versions, which has consistently low friction coefficients on the top face and underside, means energy savings of up to 50% compared with standard types. Thanks to its superior abrasion resistance and stable, fray-free belt edges, the product also has a long service life. What's more, the highly conductive characteristics allow the static electricity generated in the conveyor to be dissipated in a more controlled manner.

AMP MISER ENERGY-SAVING CONVEYOR BELTS



By efficiently powering high-speed order fulfillment, this advanced conveyor system moves retail packages seamlessly from A to B. Fitted with Amp Miser belts, it minimizes energy consumption and reduces wear, ensuring durability and optimized performance for high-load, high-frequency operations.

Compared with standard types, in typical applications with long conveyors and heavy loads, **up to 50% energy savings are possible.**



Amp Miser energy-saving conveyor belts are engineered to significantly reduce friction where energy losses are highest: between the belt’s underside and the slider bed. With our patented Texglide layer applied to the underside fabric, the belts feature a low-friction, self-lubricating surface that minimizes energy consumption, reduces operational costs, and extends the life of conveyor components. Amp Miser belts are especially beneficial for applications with continuous material flow and high belt usage, such as in airports, logistics, and distribution centers. Tests show that Amp Miser belts can cut energy use by up to 50%, making them a highly efficient choice for large-scale systems.

Designed to provide measurable advantages, Amp Miser belts reduce power consumption, helping companies lower the cost of machine operation while exceeding energy efficiency standards and regulatory requirements. By significantly lowering carbon emissions, these belts enhance the environmental responsibility of OEMs. Reduced energy consumption aids compliance with emissions regulations and generates potential savings in manufacturing costs, as optimized energy and resource use often translate into commercial benefits.

Furthermore, Amp Miser belts lower motor and bearing temperatures, extending the lifespan of these components. The advantages to end users are obvious because they benefit from reduced energy costs across the whole conveyor system, achieving fast returns on investment. Increased conveyor efficiency enables higher throughputs, allowing conveying of more products within the same timeframe. Additionally, less wear and tear on motors, bearings, and Variable Frequency Drives (VFD) leads to lower spare part costs and lifetime expenses.

To OEMs, Amp Miser belts offer design flexibility and cost savings. The belts’ decreased friction allows for smaller motors and VFDs, which cuts initial setup costs while maintaining high efficiency. They also support longer conveyor systems powered by a single drive, reducing installation and component expenses. With the capacity to handle higher

loads without the need for larger motors, Amp Miser belts give OEMs a cost-effective way of delivering high-capacity, energy-efficient systems.

First-generation Amp Miser belts have been on the market for 13 years, the second and current generation for seven years with reference projects all over the globe and are used by major OEMs and key end users such as the biggest courier, express, and parcel (CEP) companies.

German inspection body TÜV Rheinland has certified the superior energy-saving potential of our Amp Miser belts. To maintain our commitment to producing best-in-class products that

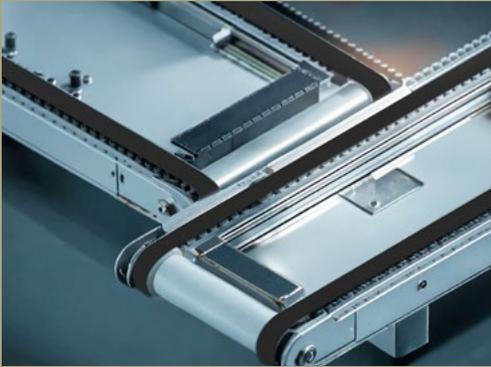


See our certificate here

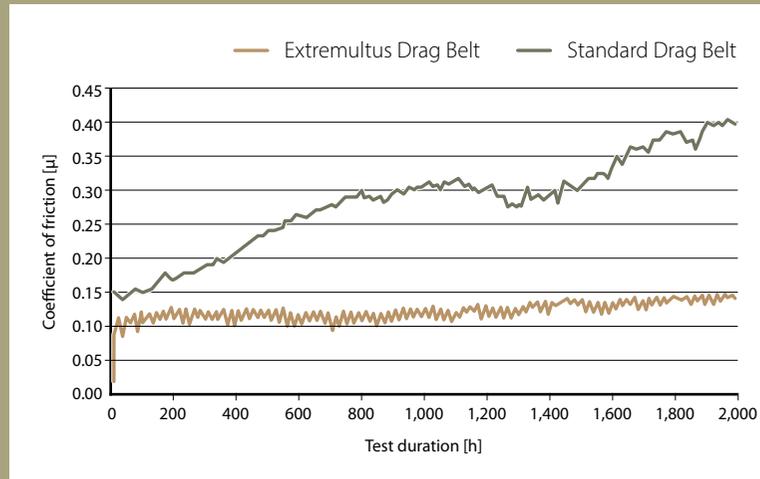
lead the industry, we have partnered with an independent certification provider. This collaboration includes certifying our whole product portfolio, verifying the accuracy of the Amp Miser energy-saving calculator, and validating the absolute carbon emissions in key target countries.



Last year, our innovative new Amp Miser version won the Best of Industry Award 2023 in the Best Sustainability Project category. In presenting this award, MM MaschinenMarkt recognizes innovations and new approaches that excel in meeting the challenges of the present and the future.



Our Extremultus drag belts are optimized to deliver constant low friction on the underside and top face and save up to 50% energy.



Compared with standard types, up to 50% energy savings are possible.

SUCCESS STORY

Precision Meets Low Friction

To maximize environmental sustainability and enhance product value for customers, we have been successfully conducting research and development for decades. Our close collaboration with OEMs and end users has led to special developments like the latest version of our drag belts. This type has exceptional mechanical and electrostatic characteristics that are ideal for automation applications. These also make conveying and handling electronic components safer, seamless and more resource efficient.

Forbo Movement Systems drag belts are optimized to deliver constant low friction on the underside and top face and save up to 50% energy compared with standard types. What's more, superior

abrasion resistance and strong, fray-free belt edges make them last much longer. The surface resistance is decreased by a conductive underside and top face. Consequently, these highly conductive characteristics enable controlled discharge of static electricity generated due to a triboelectric effect between the belt underside and sliding rail and the belt's top face and products conveyed.

Our Extremultus drag belts are deployed in multiple applications as for example in transfer systems. They are very common in assembly automation, electronic manufacturing machinery, medical technology and solar-module and battery-production machinery. By enabling perfect positioning, our drag belts also help

make precision engineering more efficient. With friction partners made of conductive polyamide, we used the new drag belt for a customer's assembly line transfer systems. We were able to halve the friction coefficient consistently for several thousands of hours. In this application, the drag belts also achieved a very constant surface potential of less than 30 volts. They equally managed an exceptionally low and consistent surface resistance of less than 0.2 Mega ohms (MΩ). These dynamically measured figures, based on ISO 21178, comply with electrical conductivity specified in the EN 12882 standard. They also meet our own HC (highly conductive) requirements. Therefore, the Extremultus drag belts are categorized as outstandingly conductive.

Michael Ackermann
 Director Global Product Line Management Extremultus
 Forbo Movement Systems, Wallbach, Switzerland

“The use of our Extremultus drag belts enables our customers to transport electronic components safely and efficiently and minimizes the risk of uncontrolled discharge.”

The enhanced design of Extremultus drag belts means way less abrasion and wear – and longer service lives. A consistently low belt temperature due to lower friction also really helps to make belts last longer. At high temperatures, the plastic ages more quickly, which can make it brittle and increase the risk of failure or abrasion. By avoiding excessive heat, the belt stays flexible and efficient, which boosts the reliability and durability of the system overall.

STATEMENT

Meeting Sustainability Goals with Prolink Modular Belts

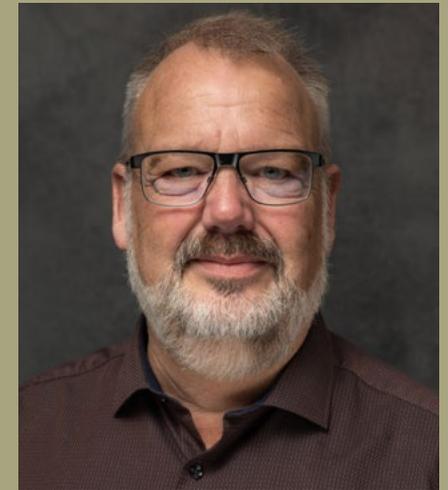
At Forbo Movement Systems, we are committed to making a difference by driving sustainability through innovative solutions. Our Siegling Prolink modular belts are designed to help customers achieve their sustainability goals while maintaining productivity and reducing operational costs. With optimized belt designs and a low coefficient of friction, our belts help reduce energy consumption, making production lines more efficient and environmentally friendly.

As sustainability is becoming increasingly important in our business decisions and priorities, Prolink modular belts offer multiple advantages and opportunities that align with the principles of the circular economy. Designed for easy recycling, repair, and reuse, these belts contribute to reduced waste at the end of their lifecycle. In addition, Prolink belts often outperform other transport technologies in terms of product lifespan, with some belts having been in use for over 20 years. This long-lasting durability minimizes waste by reducing the need for frequent replacements. And even more: Siegling Prolink offers clear, sustainable advantages in repairs, as individual components or parts of the belt can be replaced, further extending the entire product's lifespan. In the case of localized belt damage, there's often no need to replace the entire belt as only a few components need to be replaced.

Recycling is one of our primary areas of focus. Since Prolink materials are made from thermoplastics, they are fully recyclable. These materials can be granulated, cleaned, and repurposed to mold new parts, contributing to a circular production process. We have already implemented in-house recycling practices for products that remain within our organization, ensuring efficient reuse and minimizing waste. This initiative is part of our broader commitment to sustainability and responsible manufacturing. Post-consumer products and items outside our direct control present an opportunity for development, as it can be challenging to ensure these materials remain uncontaminated throughout their lifecycle. Additionally, belts composed of mixed polymers introduce complexity in recycling processes. However, we are actively researching innovative technologies that enable washing, cleaning, granulation, and separation of different polymer types. While there is still progress to be made, we are exploring approaches to provide customers with a solution to return their used belts for recycling into new products, aligning with our commitment to sustainability and innovation.

Our modular plastic belts offer unlimited possibilities and support a wide range of industries and applications with state-of-the-art conveyor technology. In addition to our broad standard range, we

also offer specialized spiral belts and designs for very tight curves, enabling space-saving production line layouts that optimize facility footprints. This allows businesses to maximize output while reducing energy and space usage. By delivering high-quality, innovative solutions alongside strong technical support, we strive to help businesses achieve their goals while contributing to a more sustainable future.



**Peter Broe, Global Product Manager Prolink
Forbo Movement Systems, Denmark**

“Our Prolink belts help reduce energy consumption, making production lines more efficient and environmentally friendly.”

SUCCESS STORY

Sustainability²: Prolink in Deposit-sorting Machines

Anker Andersen A/S produces industrial high-speed counting and sorting machines for handling refillable and non-refillable used beverage containers. Forbo Movement Systems supplies Prolink series 8.1 and 4.1 in polyoxymethylene (POM) for the customer's HLZ MD Ultra product. Made of stainless steel (AISI304), the machine is designed to handle any mix of PET bottles, cans and glass bottles.



The HLZ MD Ultra has a scanner unit that registers the barcodes, matrix codes and security marks of the beverage containers passing through.

Anker Andersen has grown enormously to more than 500 counting and sorting units sold in 2024. This massive growth requires flexibility and scalability from their suppliers. “Thanks to innovative engineering and continual improvement, our modular belts keep pace with changes”, says Peter Broe, Global Product Manager Prolink, Forbo Movement Systems.

To meet the increasing demand, Forbo Movement Systems developed new injection molding tools in close collaboration with Anker Andersen, optimizing the dimensions of the Prolink modules to fit the dimensions of the plastic modular belts. This optimized design results in a reduction in belt fabrication time. And what's more, it also minimized the waste produced by cutting modules to the required width. Reducing production waste enhances sustainability by conserving natural resources, lowering energy consumption, and minimizing pollution.

The Prolink belts in polyoxymethylene (POM) offer superior durability under these tough conditions. An optimized module and hinge shape in series 8.1 allows a quiet transition between the slide bars and when entering and leaving the slider bed. Series 4.1 with its small pitch is ideal for applications requiring small transfer gaps. Wide sprocket teeth ensure superior sprocket engagement and strength. The special design of our Prolink series with a low friction coefficient means lower energy consumption, too.



Prolink series 8.1 and 4.1 in polyoxymethylene (POM) fitted to market-leading, high-performance counting and sorting systems.

“This application scores twice where sustainability is concerned. Our products help make machine production more environmentally friendly, which in turn assists recycling because used beverage containers are counted and sorted. As a result, there is less landfill waste, greater raw-material efficiency, lower energy use and greenhouse gas emissions when new containers are produced from virgin materials”, emphasizes Peter Broe.

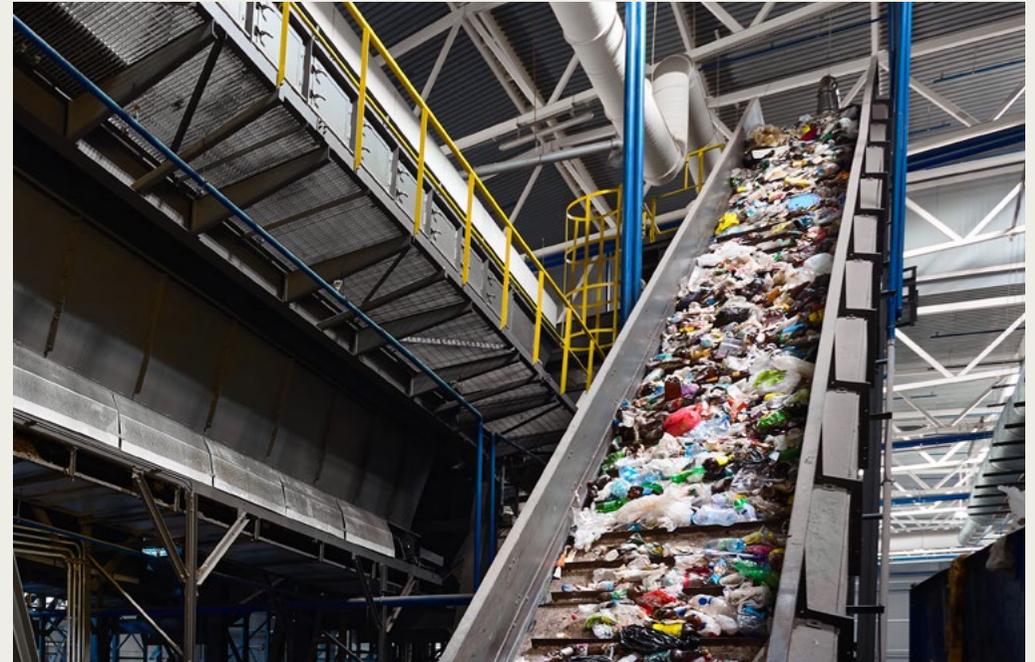
SUSTAINABLE SERVICES

In addition to sustainable products, we provide a global network of highly skilled service teams to increase our products' service lives in any location. Instead of replacing belts, we extend their useful lives by repairing them wherever feasible. Service staff trainings in basic sustainability concepts offer our customers added value by extending the belts' lifetimes, identifying machines' energy efficiency potential and changing belt settings in customers' sites.



END-OF-LIFE RECYCLING

We as a manufacturing company are part of the chemical industry. We are aware that it is our responsibility to look after products at the end of their useful lives. We are at the start of a long journey, but eager to invest in identifying technically and financially sound solutions. There is a long way to go, but we will pursue this path with others. With colleagues, public bodies, suppliers and customers we will move forward step by step to close the loop.





SOCIAL

SOCIAL DIMENSION

Our employees are key to the success of our company. Their health and safety are paramount. In our sites around the globe, this aspect enjoys high priority and is vital to good business practices that ensure efficient and sustainable business processes inside the company and across all interfaces. Forbo is committed to fair treatment of all employees and strives to uphold internationally recognized standards of fairness, honesty and integrity. We work closely with existing suppliers and develop new suppliers to decrease considerable risks to people and the planet. In addition, we strive to make a positive contribution to the well-being of society and the local communities in which our company operates.



HEALTH AND SAFETY



- Occupational health and safety processes
- Employee assistance program
- Monitoring of lost time injury frequency rate
- Quality, environmental, health and safety policy in place
- Customer benefits (low noise belts)

SUSTAINABLE SUPPLY CHAINS



- Responsible sourcing
- Supplier assessment and audits
- Code of Conduct

EMPLOYEES AND TRAINING



- Employee training (academy)
- Recruitment (hiring highly skilled and motivated individuals who contribute to our growth and success)

CORPORATE CULTURE



- Forbo Way to Win (company values)
- Employee involvement

SOCIAL DIMENSION

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We are committed to the Sustainable Development Goals (SDG) of the United Nations. Forbo Movement Systems analysed the 17 SDGs in terms of their importance for our business and selected defined SDG as priority:



Our employees' health and safety have top priority. Health and safety throughout our processes, from warehousing the raw materials to handling hazardous materials and chemicals all the way to operating machines are fundamental aspects. Employees are provided with the training and information required, as well as safe health and safety equipment. The goal is to prevent any accidents and maximize safety.

We offer our customers high-quality, safe products, which have a positive impact on health and safety in their own companies. Examples include using belts that are quiet when they operate on machinery (low noise belts), or where certification above and beyond the statutory standards means greater safety on the customers' premises.



STATEMENT

Sustainability is a joint effort

The quest for sustainability is an ongoing process that can only be successful if everyone gets involved. At Forbo Movement Systems, we are convinced that our employees' skills play a pivotal role in our sustainability strategy's success. These skills do not just entail professional expertise but a mix of three core dimensions: willingness (the motivation to find sustainable solutions), ability (the required knowledge and skills) and empowerment (the organizational conditions creating the freedom to act in the first place). Our goal is to attract all our employees as active internal stakeholders in the sustainability process and boost their skills consistently.

To achieve this objective, we are stepping up our communications strategy. We will be providing frequent information on our internal media or at staff meetings to explain our sustainability objectives and demonstrate the progress and successes we have already achieved. We will also be presenting specific examples of how all of us can participate in the process. As a result, we will be creating transparency and awareness that sustainable action is perceptible in and has an impact on the working environment.

In this respect, our managers have a key role to play. They lead by example and set the tone for their teams. Frequent training

sessions help to raise awareness of the importance of sustainable behaviour. They also show how every employee can make a contribution to achieving our sustainability objectives while doing their jobs.

These efforts are paying off. Our employees are working on a variety of initiatives to make our company more efficient and resource friendly. They are minimizing waste and reducing water and energy consumption, while developing sustainable solutions for our customers.

This joint effort means we are shaping a sustainable future for Forbo Movement Systems step by step. We are convinced that if everybody takes part, we can achieve our sustainability objectives and position ourselves as a sustainably successful and resource-friendly company.



Stefan Worm,
Vice President Global Human Resources
Forbo Movement Systems, Germany

“Our employees’ capabilities, attitudes and levels of empowerment are the key success factors on our path to sustainability.”

SUSTAINABILITY SURVEY AMONG INTERNAL STAKEHOLDERS

A recent employee survey has provided valuable insights into our organization's approach to sustainability, reflecting the concerns, priorities, and aspirations of our workforce. The feedback underscores a strong commitment to enhancing our sustainability efforts across environmental, social, and technological dimensions.

Importance of long-term sustainability and growth

A key focus for employees is the long-term sustainability and growth of the company. They emphasize the importance of balancing immediate goals with strategic, forward-looking initiatives that ensure resilience and adaptability in a changing market environment.

Priorities for environmental sustainability

In the area of environmental protection, our employees mentioned waste reduction, energy efficiency and responsible use of resources as top priorities. There is a strong commitment for the company to take a proactive position to minimize its environmental impact, optimize energy consumption and lead by example in sustainability.

Technological progress

Employees also emphasize the importance of technological progress, particularly in the areas of automation and digital transformation, to increase efficiency and competitiveness. They believe that investment in these areas is essential not only for growth, but also for sustainable business practices.



Social sustainability and workplace culture

Health and safety, labor practices, human rights, diversity and inclusion were highlighted as key social sustainability priorities. They emphasize the need for fair pay, recognition, development opportunities and a strong sense of belonging.

Communication and transparency

Finally, the survey highlights the need for clear and transparent communication, both in relation to sustainability efforts and broader organizational topics. Employees value open dialog and regular updates from managers in order to feel involved and informed.

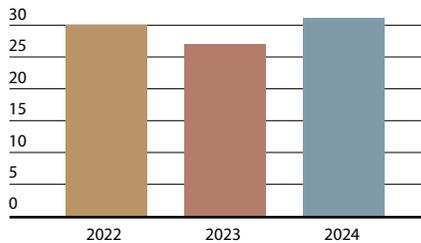
The results of the survey show that employees are engaged and want to drive sustainability in all environmental, technological and social areas. By addressing these priorities, we can strengthen the long-term sustainability of our organization and ensure that it remains resilient and competitive in the future.

HEALTH AND SAFETY COMMITMENT TO PRIORITIZING SAFETY

At Forbo Movement Systems, our sustainability policy is based on safety in the workplace. Health and safety are not just a duty, it is vital to our commitment towards our employees, customers and the society.

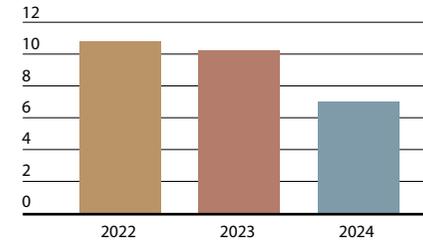
We apply the lost time injury frequency rate (LTIFR) and work-related injuries with recorded lost days as our key performance indicators of our safety initiatives' effectiveness. In 2024, the LTIFR is 7.0. Compared to 2023 work related injuries with recorded sick days decreased by 31.4%. We progressed to wind down days lost by work-related injuries even further from 549 last year to 508. We are approaching our long-term goal of zero tolerance for accidents at work.

Lost time injuries

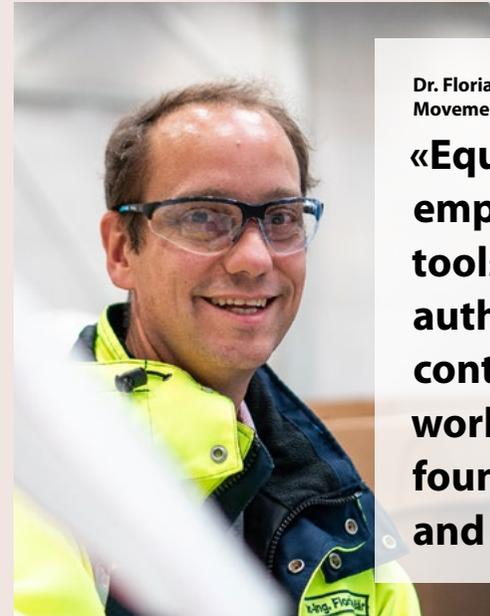


In 2024, to continue reducing accidents at work and therefore the risk to our workforce, numerous measures were drawn up and implemented at our production and fabrication sites worldwide. Our established health and safety policy also supports our objective to cut the number of accidents and prevent any injuries to our employees, or harmful impact on their health. Consistent improvement processes help us to implement company policy. The calculation for 2024 is being made for the entire division for the first time. This means that the calculation for 2024 is based on a different basis than for 2023. This and our efforts lead to a significant reduction of 31.4% in direct comparison.

Lost time injury frequency rate (LTIFR)



The lost time injury frequency rate represents work-related injuries with recorded sick days in relation to the total labor hours worked, multiplied by a million. The indicator is reported to top management every month as part of our safety reporting system. We consistently analyze all potential sources of accidents and incidents that occur. We initiate appropriate measures to improve our overall safety performance. Our workforce's growing safety awareness is key to lowering the total accident frequency rate.



Dr. Florian Bär, Global Sustainability Manager Forbo Movement Systems, Germany

«Equipping our employees with the tools, knowledge, and authority to actively contribute to a safe work environment is the foundation of our health and safety culture.»

OUR HEALTH AND SAFETY INITIATIVES IN 2024

Safe and healthy working conditions are a necessary prerequisite for running a business. Hence, it is our utmost to guarantee safe working conditions and well-being for our employees, business partners and other stakeholders involved with our products.

We comply with local health and safety legislation. Our employees receive regularly updated guidelines and instructions to keep them well informed about national and regional regulations. In organizational terms, we proved being able to respond flexibly and pragmatically to individual situations and regulations regarding working hours. By offering options such as remote working, flexible working time patterns, analyzing and targeting psychological strain and taking other organizational steps, we are able to protect our employees' health successfully.



Training

In 2024, regular training courses on improvements in the working methods are conducted at our employees' workplaces.

Investments

We consistently take steps to lower the risk of accidents in the workplace. For instance, in 2024, we equipped forklift trucks with a safeguard system, purchased height adjustable desks and tested and provided exoskeletons to ease heavy lifting.

Documentation and reporting

Any accident or near-miss at work as well as the associated corrective actions are documented at all our production and fabrication sites. This documentation is regularly reviewed by the local and divisional management team and reported alongside the development of the LTIFR to the top management team each month. As part of this process, the actions taken to ensure safety in the workplace are consistently monitored and actively managed.

We foster a positive reporting culture among the workforce to ensure that incidents are reported fairly and openly to line managers. Our employees can rely on quick feedback from managers about incidents. They receive all necessary resources to take preventive action to prevent further incidents alike.



Internal audits and employee awareness

Frequent internal audits help to raise employee awareness of health and safety and risks at workplace. For example, at our site in Huntersville, US, internal audits in different workspaces are carried out every two weeks.

During regular town hall meetings employees are updated on the health & safety situations and engage actively with improvement proposals that are verified and executed right away.

ISO 45001 certification

In 2024, we achieved the internationally recognized health and safety certification at two sites. In future, this will allow us to act even more professionally within an official health and safety management system.

Exoskeletons prevent back problems

To prevent back problems and keep employees fitter, we use exoskeletons at our Hanover production and Garbsen fabrication sites. Exoskeletons are mechanical structures that support the muscles while wearers are carrying out physical work. To prevent injuries caused by strain and to maintain performance, they support the body while employees are doing particular types of work.



Protective equipment and prevention

We provide our employees with high-quality protective workwear, as well as respiratory masks with special filter systems. This ensures that they have superior protection from potential hazards and can work in a safe environment. Moreover Forbo provides e.g. voluntary influenza vaccination free of charge. These measures underline our commitment to employee health and safety. At the same time, it allows us to foster a productive and responsible workplace culture in our company.

Employee assistance program

A healthy workplace equals a healthy mind and body. Employees in Germany, Austria and Switzerland can use the independent employee assistance program. A third-party platform offers support on a number of personal matters, such as caring for people at home all the way to financial issues. Moreover we started to assess mental well-being at work places in Germany to incorporate them into the regular hazard analysis and provide for remedial measures once deemed required.

First-aid kits and defibrillators

We have installed first-aid kits in strategic places at all our German sites. This equipment allows fast and effective action should injuries or accidents occur – not just for trained first responders. We have fitted defibrillators in all our departments so that life-saving steps can be taken in an emergency.

Collaboration with trade associations and special needs authorities

We collaborate closely with trade associations and special needs authorities in Germany. As a result, we are always up to date on safety guidelines and regulations. We talk to trade associations frequently to ensure our health and safety standards are up to date. Consequently, we strive continuously superior levels of safety. We also work closely with special needs authorities so that employees with disabilities are given appropriate support. This collaborative approach helps ensure that these employees are given the help they need to reach their full potential.

Evacuation drills

Guaranteeing the safety of our employees requires preventive action and specific preparation for any emergencies. Which is why we carry out frequent evacuation drills to ensure that our staff can react quickly and efficiently should one arise. These drills help familiarize people with the evacuation plan and allow realistic simulations of emergencies. A structured analysis of these drills allows us to identify weak points in our evacuation plans and to improve our preparations for emergencies on an ongoing basis.

SUSTAINABLE SUPPLY CHAIN



As part of corporate due diligence, Forbo Movement Systems prevents the risk of human rights breaches, not just at its own sites, but also along the supply chain. This includes Forbo Movement Systems' relationships with suppliers, customers, and other business partners.

To prevent human rights violations at an early stage, we work with professional suppliers. We also require our suppliers to comply with either the Forbo Code of Conduct, or comparable regulations in their own companies. We encourage honest collaboration with our suppliers and carry out random audits of our business partners.

We do not just select our strategic suppliers based on commercial parameters, but ethical and ecological ones too.

Potential suppliers must pledge to respect human rights and working conditions, rule out child labor and treat other cultures and our ecological resources with respect.

We carry out annual audits and report whether good grounds exist to suspect child labor in the regions it procures its feedstock from. This is carried out on the basis of the UNICEF index¹.

If, for instance, there is good reason to suspect child labor, a predefined process is initiated that eliminates and/or mitigates the risk of potential cases. In situations like these, certification to a recognized standard may be required within a specified period.

Forbo's principles and internal guidelines on respecting human rights and the way employees engage with one another, as well as the relevant social standards, are set out in the Code of Conduct and available to the public on our website.

We also conduct an annual inspection for minerals and metals from areas of conflict and at high risk.

¹Children's Rights in the Workplace Index, June 2023
www.unicef.ch



Due diligence on child labor and conflict minerals

1 Annual supplier checks

We conduct and document annual checks to ascertain if there are reasonable grounds to suspect child labor based on UNICEF Children's Rights in the Workplace Index and the nature of supply chain.

2 Risk assessment

The first step in the supply chain audit is to categorize the countries in which Forbo Movement Systems operates using the UNICEF Children's Rights in the Workplace Index, which provides a child labor risk assessment for each country. The categories of the index are 'basic', 'enhanced' and 'heightened'. Forbo Movement Systems sometimes operates in countries where the due diligence response is not classified by UNICEF as 'basic'. For these countries, further checks are carried out on all suppliers using a detailed, risk-based approach. Our buyers assess the risk of child labor associated with each procurement category in the respective supply chain.

3 Mitigation and prevention

If we find reasonable risk or suspicion of child labor within a supplier's operations, we take the following measures:

- Document details such as product description, supplier name, address, and production sites.
- Achieve recognized third party certification to industry standard best practices.
- Suppliers provide a self-declaration about their labor practices.
- A specific clause on child labor is added to our supplier agreements or contracts.
- We conduct on-site supplier audits at least once every five years to ensure adherence to our standards.

EMPLOYEES AND TRAINING

In 2024, we carried out 344 upskilling initiatives. They included global Forbo Movement Systems Academy qualifications, statutory and general training courses, awarding English licenses, international and regional sales force training, as well as conducting management training sessions.

In 2024, more than 2/3 of all employees completed training courses such as language classes, sales, product & market trainings or instructions on IT security, Code of Conduct and others to further enhance people competencies. The purpose of these training sessions is to lower health and safety risks.

Moreover, the division-wide online training courses cover important topics such as competition law and the prevention of corruption. All employees are to complete this training when joining Forbo Movement Systems and to repeat it annually ever since. 2024, the new online training on respect at work was repeated the first time to raise employee awareness of topics such as bullying and engaging with one another in an empathetic way.

There were also specific training programs for management as well as method-driven training. The Forbo Movement Systems Academy (FMSA) will continue to offer product and service training courses that are available to employees on an ongoing basis.

Training and upskilling initiatives in 2024 at a glance

- Leadership training for enhancement of management skills
- Movement Systems' strategy execution process (STEP), to help and facilitate teams using this method
- Product expertise programs and communication for new products and services, features and unique selling propositions
- Code of Conduct course as part of the familiarization program as well as a refresher session for all our employees
- A cyber security program
- Training on competition law, prevention of corruption, data privacy and respect at work



Over 9,000
training sessions

In 2024, more than 9,000 training sessions were completed globally.



CHF 298,000
training costs

In 2024, we spent CHF 298,000 on developing our workforce to enhance our employee's skills, knowledge, and overall performance, thereby fostering professional development and organizational growth. This figure reflects third-party training costs for our employees worldwide.

OUR WORKFORCE

At Forbo Movement Systems, diversity in workplace has always included a diversity of people of different origins, genders, ages, religions, disabilities, and political or sexual orientation. In our commitment to sustainability, the diversity of our workforce proves our values.

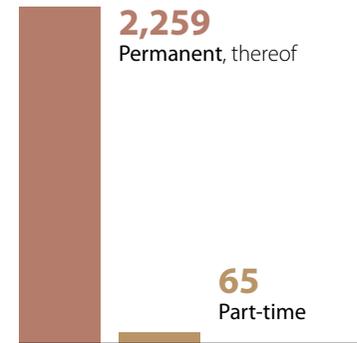
Embracing diverse perspectives, backgrounds, and talents, we foster an environment where every individual can grow personally and professionally. We actively collaborate with workshops supporting handicapped individuals, such as Vahrenheider Werkstätten, close to our production plant and headquarter in Hanover, Germany, producing the belting sample books.

Recognizing that a flexible work environment is essential to adapt to the dynamic needs of our team members, we enable our employees to work part-time and use flexible working time models. This option not only contributes to an improved work-life balance for our employees, but also enhances the well-being of our employees and contributes to the overall efficiency and resilience of our organization.



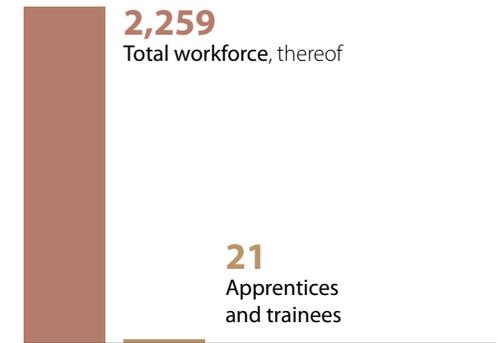
Our workforce

Total number of Forbo employees

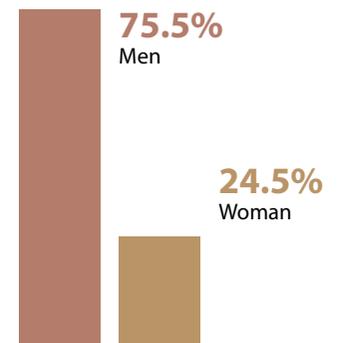


Apprentices and trainees

Number of Forbo employees

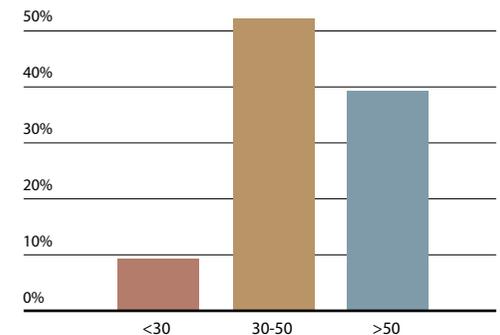


Share of female and male employees



Age structure

in %



CORPORATE CULTURE

Forbo's culture is embedded in the Forbo Way to Win values program. This covers the entire organization and today forms part of the onboarding program for new employees at Forbo Movement Systems.

In the Forbo Way to Win, we have defined three core values that each encompass three guiding principles: inspiring, daring and caring. These principles are part of our everyday working life. Thanks to our global reach and links to local communities, we are proud to have longstanding relationships with our employees, many of whom have belonged to our organization all over the world for many years. We cherish the diversity of our organization and the inclusive culture we pursue. We have embarked on a journey to embed sustainability, step by step, in our everyday lives to an even greater extent.



GOVERNANCE



ACT RESPONSIBLY IN GOVERNANCE FRAMEWORK

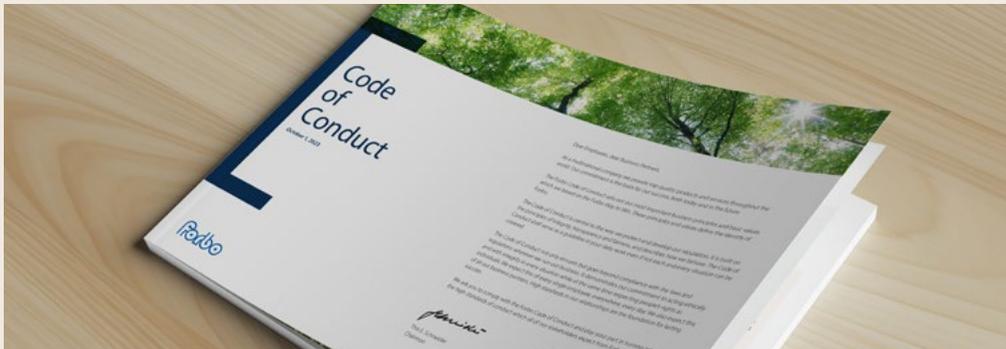
A strong commercial base is vital when developing a sustainable organization. Our goal is to deliver consistently on innovations and optimize the design, service level, performance, range and quality of our portfolio for all stakeholders. In pursuit of this objective, we will act responsibly and within our guidelines on corporate governance, risk and crisis management and our Code of Conduct. At any time, we respect local and international laws and regulations.



**CODE OF
CONDUCT**



**RISK
MANAGEMENT**



Code of Conduct

Forbo's Code of Conduct applies to all our employees. It clearly stipulates that the company does not engage in any dubious or corrupt business practices, nor does it tolerate such practices. The Code of Conduct is part of the Forbo training program and is mandatory for all employees.



Risk management and evaluation

The Forbo Group assesses risks annually and analyzes business processes within the organization for the divisions. Risk evaluation includes internal controls and business risks as well as specific topics regarding fraud and corruption. Risk assessment and management form an integral part of the organizational processes at Forbo Movement Systems and are taken into account in all decision-making processes. Periodic risks, financial risks and specific hazards are identified and evaluated internally. After pinpointing and evaluating the risks, we apply risk management methods from one or more of the following main categories: avoid, reduce, spread, accept.

ANNEX



GRI CONTENT INDEX

Statement of use Forbo Movement Systems has reported the information cited in this GRI content index for the period 01.01.2024 to 31.12.2024 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021		
1. Organization and reporting practices		
	2-1 Organizational details	Sustainability Report, pages 12-14, Annual Report
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report, page 17
	2-3 Reporting period, frequency, and contact point	Sustainability Report, page 17
	2-4 Restatements of information	Sustainability Report, pages 28, 31, 54
2. Activities and workers		
	2-6 Activities, value chain and other business relationships	Sustainability Report, pages 12-17
	2-7 Employees	Sustainability Report, pages 58-59
3. Governance		
	2-9 Governance structure and composition	Sustainability Report, page 10, Annual Report
	2-10 Nomination and selection of the highest governance body	Annual Report
	2-11 Chair of the highest governance body	Annual Report
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report
	2-13 Delegation of responsibility for managing impacts	Annual Report
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report, page 10
	2-15 Conflicts of interest	Sustainability Report, page 62, Code of Conduct
	2-16 Communication of critical concerns	Annual Report
	2-17 Collective knowledge of the highest governance body	Annual Report
	2-18 Evaluation of the performance of the highest governance body	Annual Report
	2-19 Remuneration policies	Annual Report
	2-20 Process to determine remuneration	Annual Report

GRI CONTENT INDEX

4. Strategy, policies and practices

2-22 Statement on sustainable development strategy	Sustainability Report, pages 17, 26, 51
2-23 Policy commitments	Sustainability Report, page 62, Annual Report, Code of Conduct
2-24 Embedding policy commitments	Annual Report
2-25 Processes to remediate negative impacts	Sustainability Report, page 62, Annual Report, Code of Conduct
2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report, pages 11, 62, Code of Conduct
2-28 Membership associations	Sustainability Report, page 17

5. Stakeholder engagement

2-30 Collective bargaining agreements	Sustainability Report, page 62, Code of Conduct
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GRI 3: Material Topics

3-1 Process to determine material topics	Sustainability Report, pages 20-23
3-2 List of material topics	Sustainability Report, pages 22-23, 25
3-3 Management of material topics	Sustainability Report, pages 33-34, 37-38, 40-44, 48, 55-62

TOPIC STANDARDS

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed	Annual Report
201-3 Defined benefit plan obligations and other retirement plans	Annual Report
201-4 Financial assistance received from government	Annual Report

GRI 205: Anti-corruption 2016

205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report, pages 58, 62, Annual Report
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GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report, page 58, Annual Report, Code of Conduct
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GRI 301: Materials 2016

301-1 Materials used by weight or volume	Sustainability Report, page 40
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GRI 302: Energy 2016

302-1 Energy consumption within the organization	Sustainability Report, pages 31-32
302-2 Energy consumption outside of the organization	Sustainability Report, page 30
302-3 Energy intensity	Sustainability Report, page 31
302-4 Reduction of energy consumption	Sustainability Report, pages 33-34
302-5 Reductions in energy requirements of products and services	Sustainability Report, pages 43-45

GRI CONTENT INDEX

TOPIC STANDARDS

GRI 305: Emissions 2016	305-1 Direct (Scope) GHG emissions	Sustainability Report, pages 27-30
	305-2 Energy indirect (Scope) GHG emissions	Sustainability Report, pages 27-30
	305-3 Other indirect (Scope) GHG emissions	Sustainability Report, pages 27-30
	305-4 GHG emissions intensity	Sustainability Report, page 28
	305-5 Reduction of GHG emissions	Sustainability Report, pages 22-23, 25, 33-34, 37
GRI 306: Waste 2020	306-1 Waste generation and significant wasterelated impacts	Sustainability Report, pages 36-38
	306-2 Management of significant wasterelated impacts	Sustainability Report, pages 36-38
	306-3 Waste generated	Sustainability Report, page 36
	306-4 Waste diverted from disposal	Sustainability Report, page 33
	306-5 Waste directed to disposal	Sustainability Report, page 33
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report, page 57
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report, pages 55-56
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report, pages 50-56
	403-3 Occupational health services	Sustainability Report, pages 54-56
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report, pages 50-56
	403-5 Worker training on occupational health and safety	Sustainability Report, pages 50-56
	403-6 Promotion of worker health	Sustainability Report, pages 50-56
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report, page 58
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report, page 58, Annual Report
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report, page 57

GLOSSARY

Term	Definition
Biopolymers	Natural polymers produced by the cells of living organisms.
bioTPU (thermoplastic polyurethane)	Corn-based biopolymer.
bioPEBA (polyether block amide)	Advanced thermoplastic elastomer (TPE) that has very low material density and excellent resilience over a wide temperature range.
bioPVC	New development in which fossil raw materials are replaced 100% by a renewable alternative.
Business model	The underlying structure of how a company creates, delivers and captures value.
Calcium carbonate (CaCO ₃)	Calcium carbonate is a bio-mineralized or naturally produced resource. It is the major constituent of limestone, marble, chalk, eggshells, bivalve shells, and corals. Calcium carbonate is constantly renewed by various natural processes.
Carbon dioxide equivalent (CO ₂ e)	Metric measure used to compare the emissions from various greenhouse gases on the basis of their global-warming potential, by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential. Carbon dioxide equivalents are commonly expressed as million metric tons of carbon dioxide equivalents.
Carbon emissions	Emissions of CO ₂ are from burning oil, coal and gas for energy use, burning wood and waste materials, and from industrial processes. In this report, this term is used in place of greenhouse gas emissions.
Carbon footprint	The total emissions of greenhouse gases (in carbon equivalents) from which-ever source is being measured – be it at an individual, organization or product level.
Carbon-neutral	Through carbon offsetting organization to individual are counterbalancing the emissions they produce to make themselves carbon-neutral.
Climate Change	A long-term shift in global weather patterns or average temperatures. Scientific research shows that, compared with climate change patterns throughout Earth's history, the rate of temperature rise since the Industrial Revolution is extremely high. Rising temperatures can lead to extreme weather such as droughts, sea level rises and retreating glaciers.

Term	Definition
Circular economy	An economy where waste and pollution are designed out, products and materials are kept in use and natural systems are regenerated.
Conventional energy sources	Conventional sources of energy are the ones that are commonly used, and generally non-renewable sources of energy, which are being used since a long time. Examples of conventional sources of energy include oil, natural gas, coal, biomass, and electricity.
Corporate Carbon Footprint	A Corporate Carbon Footprint covers all direct and indirect emissions related to a company's activities. This means that emissions across the entire value chain are included.
Corporate Sustainability Reporting Directive (CSRD)	The Corporate Sustainability Reporting Directive (CSRD) requires companies to report on the impact of corporate activities on the environment and society, and requires the audit (assurance) of reported information.
Double Materiality Analysis	A double materiality analysis is a concept that refers to the fact that companies reporting on sustainability must consider the relevance of a sustainability matter from two perspectives: Impact on people and environment (inside-out perspective) and risks and opportunities (outside-in perspective).
End-of-life recycling	End-of-life recycling refers to the process of recovering and reusing materials from products that have reached the end of their usable lifespan, minimizing waste and environmental impact.
Energy efficiency Energy-efficient	Energy efficiency is measured as the amount of energy output for a given energy input. Energy efficiency means the ratio of output of performance, service, goods or energy, to input of energy.
Energy consumption	Energy consumption is the total amount of energy required for a given process and is measured in kilowatt hours (kWh). This includes the use of electricity, gas, diesel, oil, and biomass.
Energy recovery	Energy recovery includes any technique or method of minimizing the input of energy to an overall system by the exchange of energy from one sub-system of the overall system with another, i.e. harnessing energy freed by the thermal afterburner for heating and/or for power generation.
Fuel	Fuel is any material that can be made to react with other substances so that it releases energy as thermal energy or to be used for work.

GLOSSARY

Term	Definition	Term	Definition
Global Reporting Initiative (GRI)	The GRI (Global Reporting Initiative) is an independent, international organization that helps businesses and other organizations take responsibility for their impact, by providing them with the common global language to communicate this impact.	Non-renewable energy sources	Non-renewable sources of energy are the ones that are commonly used and have been used since a long time. Examples of non-renewable sources of energy include oil, natural gas, coal, biomass, and electricity.
Global warming	An increase in the world's average temperature due to human activities, such as burning fossil fuels, that release greenhouse gases into the atmosphere.	Original Equipment Manufacturer (OEM)	Organization that produces goods for other companies to sell under their own name.
Greenhouse gases Greenhouse gas emissions	Gases that trap heat in the atmosphere including carbon dioxide, methane, nitrous oxide and water vapor.	Paris Agreement	The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 Parties at the UN Climate Change Conference in Paris, France, on 12 December 2015. It entered into force on 4 November 2016. Its overarching goal is to hold the increase in the global average temperature to well below 2°C above pre-industrial levels and pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels.
Greenhouse Gas Protocol	The Greenhouse Gas Protocol is the main global standard for public and private sector entities to measure emissions. Its standards apply to operations, value chains, and climate change mitigation actions.	Photovoltaic system	A photovoltaic system is composed of one or more solar panels combined with an inverter and other electrical and mechanical hardware that use energy from the sun to generate electricity.
Incineration	Incineration is a waste treatment process that involves the combustion of substances contained in waste materials.	Polyethylene terephthalate (PET)	Type of plastic used especially to make bottles.
IRO	IRO stands for Impacts, Risks and Opportunities. This triad is the central basis of the European Sustainability Reporting Standards.	Polyurethane	Any of various synthetic polymers produced by the polymerization of a hydroxyl (OH) radical and an NCO group from two different compounds.
Key performance indicators (KPI)	Financial and non-financial indicators for the performance of a company.	Production waste	Waste generated in connection with production or fabrication and the opposite to consumption waste, which primarily comprise municipal waste and waste comparable to it.
Landfill	A method of disposal of rubbish, by burying it underground.	Polyvinyl chloride (PVC)	Synthetic thermoplastic material made by polymerizing vinyl chloride.
Lost time injury frequency rate (LTIFR)	The lost time injury frequency rate formula equals the time lost to incidents multiplied by a million, divided by the total hours worked on a rolling 12-month basis.	Recycling	Processing materials that would otherwise be thrown away and turning them into reusable material. In closed loop recycling materials from a product are recycled to make the same, or a similar, product without significant degradation or waste. This can be done repeatedly. In open loop recycling materials from a product are used to make a different type of product.
Materiality analysis	A materiality analysis is a process that enables a business to identify their most important areas to focus on so that they can be highlighted as a priority, as well as to understand which are of most concern to stakeholders and how they impact the business model (and vice versa). The analysis looks at the impact our business has on the environment and society, as well as the commercial relevance of the issues.	Recyclable; recyclability	A product or material that can be collected, processed and manufactured into a new product.
Net Zero	Net zero refers to achieving a state in which greenhouse gas emissions from activities within a company's value chain have no net impact on the climate.	Regenerative thermal oxidation (RTO)	Regenerative thermal oxidation (RTO) is a process for thermal exhaust gas purification. It is preferably used to reduce hydrocarbon emissions.

GLOSSARY

Term	Definition
Resource management	Application of sustainable practices by managing resources in a way that will benefit current and future generations.
Renewable energy	Energy that comes from natural sources that are constantly replenished like wind, water and sunlight.
Renewable raw materials	Renewable raw materials are derived from sources that replenish themselves in short periods of time.
Renewables	Renewable resources or energy sources.
Research and development (R&D)	Set of innovative activities undertaken by companies in developing new services or products, and improving existing ones.
r-PET	The term r-PET is used when the plastic is made entirely or at least to a certain percentage from recycled PET. This is the more sustainable version of PET (polyethylene terephthalate), the plastic that is mainly used for drinking bottles.
Scope 1 emissions	Scope 1 includes direct emissions generated by combustion processes
Scope 2 emissions	Scopes 2 comprises the indirect emissions caused by the external electricity supply.
Scope 3 emissions	Scopes 3 comprises the indirect emissions caused by our business operations along the supply chain.
Significant energy uses (SEU)	Significant energy uses (SEUs) are energy uses identified by the organization as having major energy consumption and/or considerable opportunity for improvement. They are a key component of the 50001 ISO certification.
Solar panels	Solar electric which is used to produce electricity also known as photovoltaic (PV) systems, solar cells that convert light into electricity.
Supply chain	A network between a company and its suppliers to produce and distribute a specific product to the final buyer.
Sustainable business processes	Designing processes and the built environment in keeping with principles of sustainability.

Term	Definition
Sustainable Development Goals (SDGs)	A collection of 17 interlinked global goals designed to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. They were adopted by the UN in 2015.
TPE (thermoplastic elastomer)	Class of copolymers or a physical mix of polymers (usually a plastic and a rubber) that consist of materials with both thermoplastic and elastomeric properties.
Value chain	A business model that describes the full range of activities needed to create a product or service.
Zero waste	A target of sending no waste for disposal via landfill or burning.

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