

creating better environments

# SUSTAINABILITY REPORT 2024

## FORBO FLOORING SYSTEMS

# WE CREATE BETTER ENVIRONMENTS

At Forbo Flooring Systems, we are committed to improving environments in every space where people work, live, connect, relax, heal, learn, and play. Our vision is at the core of who we are, guiding everything we do.

We aim to be your reliable partner, offering circular flooring solutions crafted from renewable materials, making it simple for you to choose sustainable options that align with your values. Circularity is at the heart of our sustainability strategy, expressed through our guiding principle: "Going Round to Move Forward." Achieving full circularity in the flooring industry is no small challenge, but we are committed to taking concrete steps to get there. Our efforts focus on reducing our carbon footprint, expanding the use of recycled and renewable materials, and embedding sustainability throughout our entire value chain.

This mission is driven by the commitment of our team. Our top priority is to ensure a safe and healthy work environment, protecting the well-being of our employees, customers, and stakeholders.

Strong ethical governance is vital to protecting the long-term interests of all our stakeholders. We continually raise the bar on accountability and take proactive steps to identify and manage potential risks.

In this year's sustainability report, we reflect on the significant progress made over the past year and introduce our targets that shape the path still ahead.





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# INTRODUCTION





# MESSAGE FROM JEAN-MICHEL WINS

I am pleased to present you our 2024 Sustainability Report which reflects a year of progress and continuous effort on realizing our ambitious climate and circularity goals. Over the past two decades, we have taken bold actions to accelerate progress toward our sustainability targets, all while ensuring the safety and well-being of our people across the value chain. This year's report underscores our deepened commitment to sustainability and responsible corporate citizenship, guided by Environmental, Social, and Governance (ESG) principles. These principles steer our efforts toward transparency, accountability, and creating a positive impact on the world around us.

Our materiality assessment ensures that we do not only focus on our targets but also ensure the most important topics for all our stakeholders are considered.

Since 2004, we have reduced greenhouse gas (CO<sub>2</sub>) emissions across our factories by 81%, achieving a significant milestone in Scope 1 & 2

emissions reductions. Our forward-thinking approach, pioneering in LCA and publication of the first Environmental Product Transparency Passport, once again positions Forbo Flooring Systems as a leader, driving meaningful change across the sector.

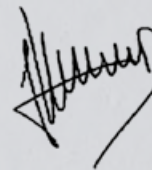
A standout achievement of 2024 is our commitment to the circular economy, brought to life through our 'Going Round, Moving Forward' philosophy. This approach shapes our decisions and innovations, emphasizing sustainable practices that address the full life cycle of our products. We now have 14 countries offering our 'Back to the Floor' program.

As we face the challenges of a changing world, our focus remains clear: sustainability is not just a goal but a continuous journey. To this end, we introduced our new Sustainability Program 2030 to set the path for the near future. With this program, we aim to decarbonize our entire value chain in line with the Paris Agreement and design products that are circular by nature, ensuring responsible resource use.

Today we offer Fast Flooring loose-lay solutions in every product category and we are committed to extending our offer in the years to come. The 'Back to the Floor' program reinforces our commitment to practical decision-making. By staying closely connected to our processes, we help customers make informed, sustainable choices that align with their values.

This report reflects not only our achievements but also our ongoing commitment to a more sustainable future. We invite you to explore the stories of innovation, collaboration, and determination that define our 2024 sustainability efforts.

Thank you for your continued support and partnership as we build a more sustainable future together.

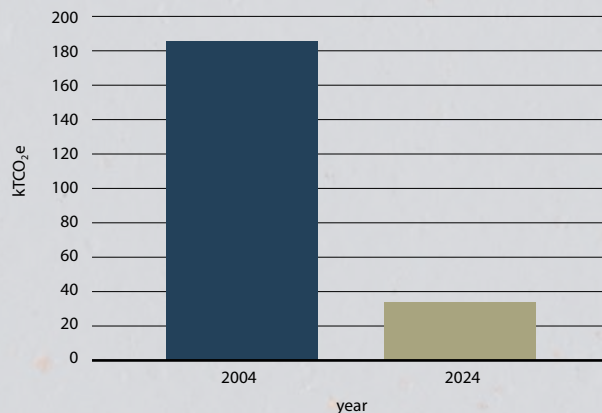



**Jean-Michel Wins**  
Executive Vice President Forbo Flooring Systems

**« We aim to decarbonize our entire value chain in line with the Paris Agreement and design products that are circular by nature, ensuring responsible resource use. »**

## Two decades of reducing our emissions

Scope 1 and 2 emissions of our plants



# KEY ACHIEVEMENTS IN 2024

We take pride in our key achievements, driven by sustainability principles. We prioritize minimal impact materials, opt for biobased solutions, and design Fast Flooring products for easy recycling. Actively engaging in take-back initiatives, we take steps to minimize waste and contribute to a circular economy, reducing our environmental footprint.



## -81%

scope 1 and 2 greenhouse  
gas emissions,  
since 2004



## 40%

recycled content  
on average per  
product



## 205 MWh

of **self generated electricity** from our  
solar panels, which is comparable to the  
average use of electricity of  
129 households in the EU in a year



## 50%

of the materials in our products  
were **certified biobased, recycled,**  
and/or **abundant minerals**



## 14 countries

offering  
**'Back to the Floor',**  
our take-back and  
recycling service program



## 83%

of the floors sold had a **third  
party verified Environmental  
Product Declaration (EPD)**



## 27%

of the floors sold are **climate  
positive** cradle-to-gate



## 637 tonnes

of flooring collected in 2024 via  
our **'Back to the Floor'**  
recycling service program



# ABOUT US

## The company

Forbo Flooring Systems delivers comprehensive, installation-ready flooring solutions globally. We have 15 production facilities in 7 countries and distribution companies in 27 countries. The division has sales offices in Europe, the Americas, and Asia/Pacific. The headquarters of the Forbo Flooring Systems division is in Assendelft, the Netherlands. Our division's global presence and proximity to dynamic markets make us the preferred local partner for customers with shared global requirements.

Our products and services deliver quality, durability, and performance. Our focus on sustainable, circular solutions reflects the strength and stability of our partnerships.

All our floor covering production sites that are considered most material in terms of their environmental impact and accounted for in this report are ISO 9001 and ISO 14001 certified.

## Product portfolio

Forbo Flooring Systems offers an extensive selection of environmentally friendly natural linoleum, including key brands like Marmoleum® for sheet, tile, and plank options; Marmoleum® Click for floating floors; Marmoleum® Sport for indoor sports floors; and Marmoleum® Ohmex for anti-static panels. Furniture Linoleum and Bulletin Board serve as surfacing materials for various applications.

Our diverse collection extends to innovative vinyl floor coverings, such as Allura® for luxury vinyl tiles and planks, Eternal® for heterogeneous vinyl, Sphera® for homogenous vinyl, Step® for slip-resistant vinyl, Sarlon® for acoustic vinyl, Modul'up® for loose lay vinyl sheet, Colorex® and Sphera® for static dissipative vinyl floors, and Novilon® for residential vinyl flooring.

In the realm of textile floor coverings, we provide a unique selection, including Flotex® – a washable high-tech flooring made from densely packed 6.6 ny-

lon fibers. Brands like Tessera®, Needlefelt, Coral®, and Nuway® cater to various needs from tufted carpet tiles and planks to needlefelt and rigid entrance floors.

Completing our portfolio is a range of building and construction adhesives, featuring waterborne options for floor coverings and construction applications, levelling compounds, and water barriers under the Eurocol® brand. Additionally, our liquid floor coverings, Liquid Design, Beton Design, and Deco Design, are suitable for both flooring and wall covering applications.

## Market sectors

Forbo Flooring Systems produces linoleum, vinyl, and textile floor coverings, along with building and construction adhesives and levelling compounds, primarily for commercial projects. Some products are also available for residential consumers through retailers specializing in interior decoration. The brand Eurocol represents a portion of the building and construction adhesives in DIY stores.

Our diverse product portfolio offers comprehensive, ready-to-install solutions for global buildings. Our floor coverings have been installed in various sectors, including public buildings, education facilities, and healthcare institutions, demonstrating durability and functionality over the years.

Today, our floor coverings are increasingly popular in retail, hospitality, leisure, and commercial offices, allowing for customizable designs. We also serve specific sectors like the high-tech industry (data centers, IT, and pharma environments) and the transport sector (railways, automotive, and marine) for carriages, coaches, and vessels.

Building and construction adhesives are active across these sectors, extending to ceramics (floor and wall applications), parquetry, wooden floor coverings, and sports floor installation materials for both indoor and outdoor sports.

# COLLABORATIONS AND ACKNOWLEDGEMENTS

## Our partners

Forbo Flooring Systems actively collaborates with international associations and organizations to establish pilot projects and alliances aimed at testing and introducing innovations and new developments. This strategic engagement is especially significant in the context of advancing initiatives for the circular economy.

Our partnerships extend to prominent entities such as:

- European Resilient Flooring Manufacturers' Institute (ERFMI)
- European Floor Covering Association (EuFCA)
- European Carpet and Rug Association (ECRA)
- Various national industry and trade associations European Committee for Standardization (CEN) through national member committees
- The Floorcovering Committee of the International Organization for Standardization (ISO)
- Partners for Innovation - Moonshot Circular Floor Covering

In addition, we cooperate with esteemed universities and innovative start-ups. Through these collaborative efforts, we strive to consistently enhance the environmental profile of both our company and our product portfolio.

By working hand-in-hand with these diverse stakeholders, Forbo Flooring Systems remains committed to driving progress in sustainability, fostering responsible business practices, and contributing to the broader goals of creating a more circular and environmentally-conscious future.

## Collaboration

Through ERFMI, the European Resilient Flooring Manufacturers' Institute, Forbo Flooring Systems is an active participant in the EU-funded circular flooring project that, together with the Fraunhofer Institute in Germany and other partners, has successfully developed proof of principle and a pilot of the proven vinyl dissolution concept that enables the recycling of post-consumer vinyl waste into recovered PVC to be reused in the industry. 'Circular Flooring' aims to establish a circular recycling process for plasticized PVC from post-consumer waste flooring.

17 PARTNERSHIPS FOR THE GOALS





# REPORTING FRAMEWORK, STANDARDS AND SCOPE

Forbo Flooring Systems' sustainability report is developed in reference to the Global Reporting Initiative (GRI) and aligns with multiple United Nations Sustainable Development Goals (SDGs). The 17 SDGs offer a clear roadmap to create a prosperous and sustainable future by 2030, applicable to governments and organizations worldwide. Realizing the potential of the SDGs relies on global collaboration and unwavering commitment, principles that seamlessly align with our own aspirations.

## Reporting scope

This report's environmental data covers 11 of our floor covering manufacturing sites across Europe. Additionally, it includes our 3 building and construction adhesives operation sites unless otherwise stated. The Social and Governance data in this report cover all our manufacturing sites, as well as our worldwide sales offices and warehouses, unless otherwise stated.

## Life Cycle Assessment

Life Cycle Assessment (LCA) helps us evaluate the environmental impacts of a product throughout its entire life cycle. This approach allows us to comprehensively examine the environmental implications associated with a product, encompassing its entire journey from the acquisition of natural resources to the production and use stages, and finally to waste management, including disposal and recycling.

When we refer to a "product," we encompass a broad spectrum, including goods, technologies, and services. Our commitment to LCA reflects our dedication to understanding and minimizing our environmental footprint in all aspects of our operations. We disclose LCA in our Environmental Product Declarations (EPDs).

## Forbo Eurocol

Since 2023, we incorporate data and outcomes from Forbo Eurocol, wherever feasible. This business unit, responsible for manufacturing adhesives, primers, and leveling compounds used in the installation of various floor and wall products, differs from our business of producing and selling floor coverings. As a result, some numerical figures may not align perfectly.

## The greenhouse gas protocol

We utilize the greenhouse gas emissions measurement and management framework as a leading tool in our efforts to address climate change. Created by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), this protocol provides a standardized method to measure our carbon footprint and take steps to reduce it.

It is widely adopted across the globe, enabling businesses, governments, and organizations like ours to quantify emissions from diverse sources. By doing so, we ensure transparent and comparable

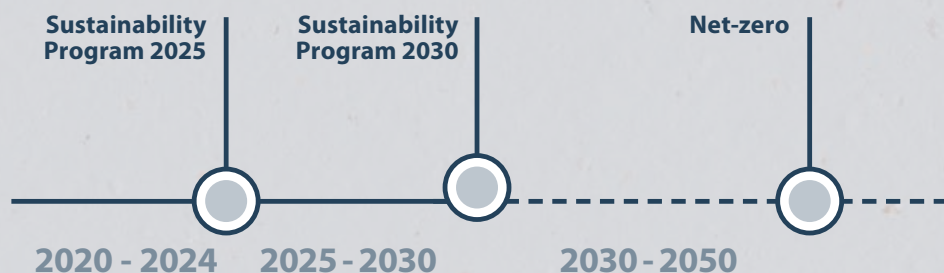
data, which is pivotal in formulating effective climate strategies and reducing the environmental impact of our collective activities.





# OUR AMBITION

Forbo Flooring Systems is dedicated to reducing its carbon footprint to meet the climate change goals set by the Paris Agreement. We are committed to achieving net-zero GHG emissions (Scope 1, 2, 3) by 2050 at the latest. Our products are designed with circularity in mind, ensuring sustainability throughout their life cycle. We prioritize safety, respect human rights throughout our value chain, and maintain transparency through an ethical approach. Our tagline, “creating better environments,” reflects our dedication to sustainability. We are driven by the responsibility to contribute to a healthier planet for future generations, taking tangible actions to become a zero-waste company and fully embrace the principles of the circular economy.



## Sustainability Program 2025: achievements and next steps

In 2024, we achieved key milestones set by our 2020-2025 Sustainability Program, successfully completing most of our targets. Building on this success, we are accelerating our efforts with the launch of a new 2030 Sustainability Program.

The new program celebrates the successful conclusion of our previous initiative while introducing new objectives to amplify our impact and build on our achievements.

2025 Sustainability Program	Status 2024
<b>Environmental targets</b>	
100% clean electricity in all manufacturing plants	✓ achieved
>95% of product waste from production is recycled	🔄 ongoing
>75% of raw material suppliers adhere to environmental sustainability criteria	🔄 ongoing
>20% recycled content option available in every product category	✓ achieved
-20% scope 1&2 CHG emissions	✓ achieved
<b>Social targets</b>	
Updated diversity, equity and inclusive policy in all entities	🔄 ongoing
Active Child Labor and Conflict Mineral Due Diligence Policy	✓ achieved
<10 lost time injury frequency rate	✓ achieved
<b>Governance targets</b>	
ISO9001 quality management system continuously improved	✓ achieved
100% whistleblower policy in place	✓ achieved
ISO14001 environmental management system in place	✓ achieved
SA8000 social accountability management system improved	✓ achieved

Base year 2019



# OUR SUSTAINABILITY STRATEGY

## Sustainability strategy 2030

Our 2030 sustainability strategy pushes the boundaries focusing on reducing CO<sub>2</sub> emissions, enhancing circularity, and putting people at the center.

By tackling every stage of a product's life cycle, from design and sourcing to manufacturing, maintenance, and recovery, we are taking bold steps toward a sustainable future. Initiatives like take-back programs play a vital role in achieving these goals.

## Our ambitions

### ENVIRONMENTAL

- Decarbonize our value chain in line with the Paris Agreement
- Create products that are circular by design, with a responsible use of resources

### SOCIAL

- Ensure a safe, healthy and engaging working environment
- Protect human rights across the whole value chain

### GOVERNANCE

- Act ethically and with integrity in every situation
- Offer functional, healthy, safe and sustainable products with transparent claims

## Biosphere and technosphere: two interconnected cycles

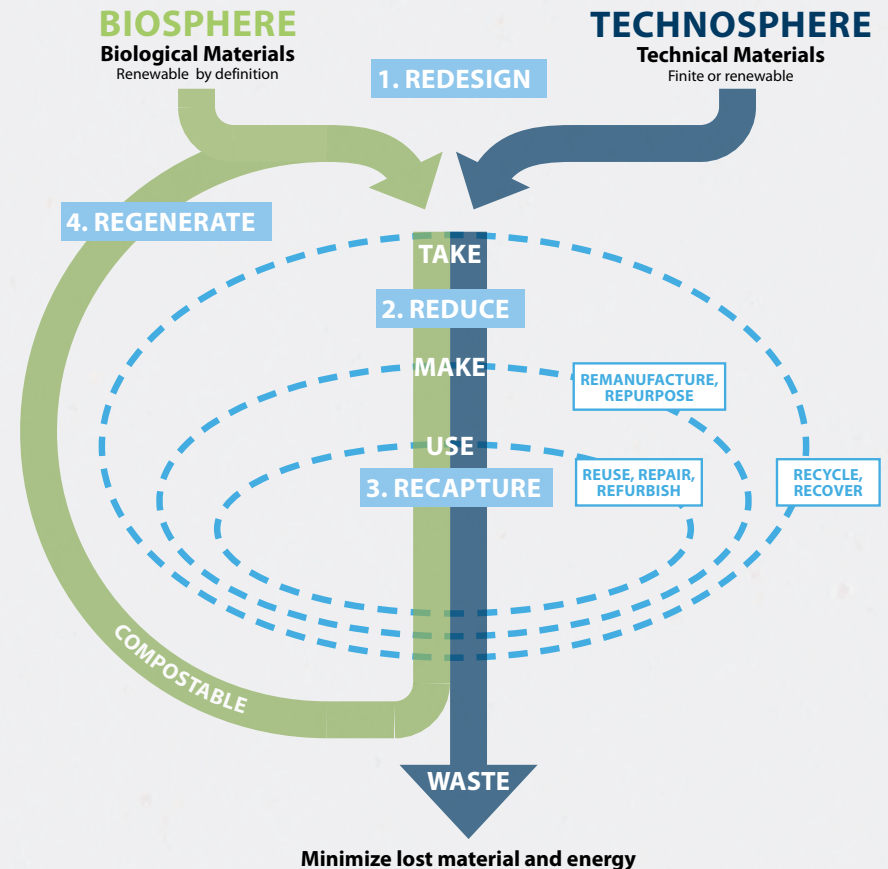
Our product portfolio features both biological materials and technical materials, all designed with circularity in mind. Bio-based products use renewable natural resources to reduce emissions and contribute to a circular economy. For situations where biobased options are not yet practical, we work to minimise the environmental impact by keeping product and materials in the loop at the highest value as possible. This diverse approach allows us to meet a wide range of needs while driving sustainability forward.

We focus on two interconnected cycles to achieve the best environmental outcomes: the biosphere and the technosphere. The biosphere includes natural biological systems like plant-based materials, which are inherently circular. The technosphere covers human-made technologies that are made from either renewable resources like bio-based plastics, or finite resources, such as metals or petrochemicals derivatives. Our responsibility lies in shifting from linear processes to circular ones.

## Sustainability in action

At Forbo Flooring Systems, we are actively reducing our carbon footprint by improving circularity. By applying R-strategies like Redesign, Reduce, Recapture, and Regenerate, we are creating sustainable, closed-loop solutions for both biological and technical cycles.

## Forbo Flooring Systems circularity model



### The objectives per phase are to:

1. Design out waste and pollution
2. Reduce material and energy extraction
3. Keep materials and products at their highest value
4. Regenerate nature and capture value at each stage of decomposition

# OUR SUSTAINABILITY TARGETS 2030

## Environmental targets

Our 2030 targets focuses on eight key goals, such as cutting greenhouse gas emissions and increasing recycled content across all product categories. These goals reflect our commitment to sustainability, focusing on lowering our carbon footprint and improving environmental performance across the supply chain to drive a positive, lasting impact.

## Social targets

Our 2030 social targets focus on enhancing living spaces, empowering our workforce, and fostering fairness across the value chain. Aligned with Forbo Group's social policies, our goals address key areas like health and safety, recruitment, and employee engagement. Additionally, we are committed to contributing to community welfare and to collaborating with our suppliers on responsible sourcing.

## Governance targets

We have established specific governance goals to ensure our operations and decision-making align with the highest corporate governance standards. These goals outline actions to enhance transparency, accountability, and ethical conduct at every level of our organization.



Base year 2023: \* applies to all our production sites | \*\* applies to all our production sites and sales offices



## INTERVIEW WITH FRANCESCA MILOCCO

# The launch of our sustainability strategy 2030

## Francesca, can you explain the main focus of Forbo Flooring Systems' new Sustainability Strategy 2030?

Certainly. Our Sustainability Strategy 2030 is centered on three pillars: Emissions, Circularity, and People. These are interconnected areas that together drive our commitment to the Paris Agreement goals. Decarbonizing our entire value chain is a major focus for us. But we are aware that reaching these goals requires more than just switching to renewable energy. While renewable energy can cut about 55% of global emissions, the other 45% is tied to the way we create and use products and food.\* So, to reach our targets, we need to redesign our economy and make circularity a fundamental principle.

## Why is the transition to a circular economy so crucial for Forbo Flooring Systems' strategy?

Our economy traditionally operates in a linear way - take, make, use, waste but nature is inherently circular, with no concept of waste. Everything serves a purpose. Only 7.2% of materials globally are cycled back into the economy.\*\* This linear approach isn't sustainable; it's depleting our natural resources and driving global crises like climate change, biodiversity loss, and resource scarcity. Without a healthy natural ecosystem, our economies can't thrive. This is why we feel it's our responsibility as a company to lead the transition toward a circular economy.

## How does Forbo Flooring Systems' plan to implement circularity within the 2030 strategy?

We are looking at leverage points across the entire value chain. This involves everything from designing products with longer lifespans to developing end-of-life solutions and increasing recy-

clered content. We are also committed to working closely with our partners, including customers, suppliers, and even competitors, because moving from a linear to a circular economy requires a collective effort. We need "virtuous collaborations" that amplify our impact and drive systemic change across industries.

## How does the People pillar fit into this sustainability strategy?

People are at the heart of our 2030 strategy. Sustainability is ultimately about creating positive change for individuals and communities. As we work to decarbonize and transition to circular practices, we are also committed to ensuring these changes benefit our employees, customers, and society. This involves promoting safe, healthy workplaces, supporting the well-being of people in our value chain, and ensuring that our actions contribute to a thriving planet for all.

## What inspires you personally in this ambitious 2030 strategy?

I often say that we need to identify the leverage points to create a ripple effect of positive impact. This strategy is not just about Forbo Flooring Systems achieving its own goals; it is about inspiring wider change. If we succeed in shifting toward a regenerative, circular economy, we will not only be contributing to a healthier, life-supporting planet—we'll be demonstrating that sustainability and business success can go hand in hand.



Dr. Francesca Milocco, Global Sustainability Program Manager

**'We need to identify the leverage points to create a ripple effect of positive impact.'**

\*According to the Ellen MacArthur Foundation

\*\*According The Circular Gap Report from 2023

# OUR FRAMEWORK AND FOCUS TOPICS

## People, planet, profit

Since 2009, Forbo Flooring Systems has prioritized sustainability through our annual Sustainability Policy. This policy is inspired by the 1986 UN declaration and the 'triple bottom line' framework: people, planet, and profit.

## People

We adhere to the SA8000 standard, aligning with the International Labor Organization (ILO), international human rights norms, and local laws. By adhering to these rigorous standards, we ensure fair treatment for our employees and the communities in which we operate.

## Planet

Our circular framework tackles a range of environmental challenges across the value chain, including greenhouse gas emissions, waste management, water usage, packaging, and raw materials. This framework emphasizes sustainability at every stage of our operations: from product development and design, to sourcing raw materials, through production and distribution, and extending to longevity and ease of maintenance as well as recycling at the end of a product's life.

This approach highlights our commitment to embedding sustainable practices comprehensively across our business.

## Profit

In terms of profit, Forbo Flooring Systems leverages its strong market position to promote sustainability. Our economic stability enables us to drive continuous improvement and embed a culture of sustainability. Integrity, risk management, and assessment are integral to Forbo Flooring Systems' processes, ensuring that profit is pursued ethically and responsibly in every decision we make.

## Materiality assessment

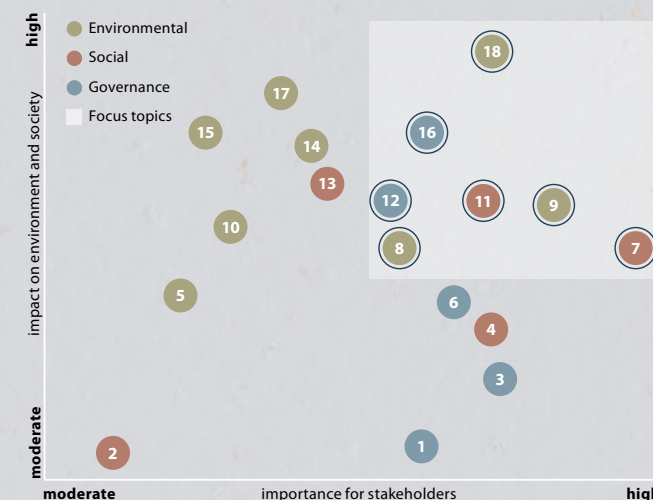
At Forbo Flooring Systems, we regularly engage with our stakeholders to ensure that our sustainability priorities remain aligned. In our materiality assessment, conducted in the financial year 2022, we identified 18 primary ESG (Environmental, Social, and Governance) topics, detailed in the table on the right.

The majority of these material topics are integrated into our 2025 Sustainability Program and Corporate Policy, while others are addressed through entity-level strategies. This comprehensive assessment involved a wide range of stakeholders. It considered our environmental impact, as evaluated by internal experts, and the significance of these topics to both internal and external stakeholders, including our business partners.

The stakeholder-driven matrix validates our commitment to executing a focused sustainability strategy. It is especially encouraging to see that key priorities, such as a low carbon footprint, high portfolio quality, and a safe, healthy environment, rank among the highest criteria.

## Double materiality assessment

For our 2030 Sustainability Program, we are conducting a double materiality assessment in accordance with the Corporate Sustainability Reporting Directive (CSRD). The results of the double materiality assessment will guide us in identifying key sustainability impacts, risks, and opportunities, while shaping strategic priorities for the short, medium, and long term. In accordance with the Swiss Ordinance on Climate Disclosures, we conducted a double materiality assessment in 2024, evaluating both financial and impact materiality for climate-related matters. The results are published in the Forbo Group [Sustainability Report](#).



## Focus Topics

- 7 Human rights
- 8 Non-fossil based products
- 9 Transparency
- 11 Health & safety
- 12 Corporate governance
- 16 Quality
- 18 Carbon footprint

## ESG Topics

- 1 Management of risks
- 2 Public engagement
- 3 Customer privacy
- 4 Diversity and Inclusion
- 5 Sustainable packaging
- 6 Legal compliance
- 10 Recycled content
- 13 Healthy indoor environment
- 14 Waste management
- 15 Recycling post-consumer flooring
- 17 Circular flooring products



# ENVIRONMENT





# DEDICATED TO PRESERVING OUR PLANET

The flooring industry undeniably has a notable environmental impact, starting from the extraction of raw materials to the end-of-life of the product. We firmly believe that it is our responsibility to tackle this issue, not only for the benefit of our planet but also to secure a better future for the generations to come.

In 2015, the United Nations introduced 17 Sustainable Development Goals (SDGs) with the aim of achieving them by 2030. As part of our environmental strategy, we specifically focus on 5 of these SDGs. This section provides insight into how our initiatives contribute to these goals, demonstrating our dedication to supporting the global agenda for sustainability and driving real change.



## PROGRESS ON OUR 2030 ENVIRONMENTAL TARGETS IN 2024

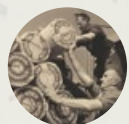


Base year 2023:

\* applies to all our production sites

\*\* applies to all our production sites and sales offices





**1928**  
**Founding of Forbo Group**  
through the merger of three European linoleum factories

**1995**  
**Contributed to the first LCA in the industry**  
together with the Swedish Council for Building Research

**2000**  
**Founder LCA in flooring industry**  
in collaboration with Leiden University, confirming the low carbon footprint of Marmoleum



**2008**  
**Public environmental report**  
disclosing performance and ambitions to all our stakeholders

**2011**  
**Launch of post-installation take-back services**  
in the USA, Sweden, and the Netherlands.

## Our history: 96 years of creating better environments

For nearly a century, our mission has been to create flooring solutions that not only serve today's needs but also safeguard the world for tomorrow.

Sustainability is not just a goal for us; it is the essence of everything we do. We aim to make the world greener, healthier, and more liveable with our circular flooring solutions.

In our sustainability journey, you will find a timeline of our initiatives over the years.



**SUSTAINABILITY program 2025**

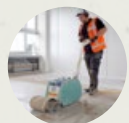
**2020**  
**Launch Sustainability Program 2020-2025**  
with targets on the key environmental and social topics

**2018**  
**Switched to biogas in Bamber Bridge**  
Tessera carpet tiles now manufactured without fossil energy

**2014**  
**Entire portfolio phthalate-free**  
leading the industry towards healthy indoor environments

**2013**  
**Introduction fast flooring in vinyl**  
allowing for end of life reuse & recycling

**2012**  
**Reduced Scope 1 & 2 GHG emissions by 76% vs 2004**  
by switching to clean electricity in all plants



**2021**  
**Successful recycling of 20-year-old Marmoleum**  
into a new floor in Assendelft, in collaboration with Delft University of Technology



**2022**  
**'Back to the Floor' all over Europe**  
introduction of our take-back service in Norway, Finland, Germany, Belgium, and Denmark

**2023**  
**Climate positive verification**  
Marmoleum cradle to gate without offsetting, and introduction of Marmoleum Cocoa with end-of-life recycled content

**2024**  
**New sustainability strategy defined**  
and program for 2030

**2025**  
**Start execution sustainability program 2030**

**2050**  
**Net-zero**

# METHODOLOGY EMBEDDING CIRCULARITY IN OUR SUSTAINABILITY STRATEGY

In this section, we explain our approach to the Greenhouse Gas Protocol and our Life Cycle Assessment, as well as our Five-Step Circularity Framework.

## Five-step Circularity Framework

The environmental challenges in our value chain extend beyond greenhouse gas emissions, covering complex and interconnected topics such as waste, water, packaging, materials, and biodiversity.

To address all these areas, we group our environmental initiatives under a five-step circular framework, which includes the following stages:

1. Product development and design
2. Sourcing and raw materials
3. Production and distribution
4. Long-lasting and easy to maintain
5. Recycling and end of life

Throughout these stages, we continuously seek opportunities to apply the R-strategies, such as redesign, reduce, recapture, reuse, repair, refurbish, remanufacture, repurpose, recycle and regenerate.

These goals are central to our mission to eliminate waste and pollution, keep products and materials circulating at their highest value, and regenerate natural systems.





# OUR APPROACH AND RESULTS

## PRODUCT DEVELOPMENT AND DESIGN

We are committed to developing flooring solutions that create value both during use and beyond, focusing equally on environmental sustainability and user satisfaction.

Our main objective is to design flooring using renewable and recycled materials, delivering products that support environmental health while enhancing user experience.

We achieve this through three key approaches: transparency, circularity and renewability.

### Transparency

Transparency is the foundation for making the right circular choices. With life cycle assessments as our constant guide in doing right, we continue to lead the industry towards new environmental standards. We have third-party verified EPDs for almost all our products and now also integrate human and environmental health declarations, setting a new industry standard.

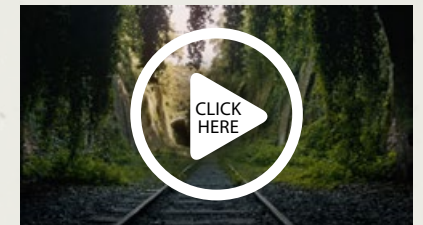
### Circularity

True circularity is to go all the way around. We think circular in everything we do. We work on creating products that keep the end in mind – and do this throughout our design process and choice of materials. Our 'Back to the Floor' program is active in many markets, contributing to reuse and recycling.

### Renewability

Renewable materials are an important part of a fully circular future. That's why we continue to increase the bio-based content in our portfolio.

Through this approach, we aim to provide flooring solutions that seamlessly integrate with the environment while meeting the varied needs of our users.



Going Round Moving Forward video

## Product development and design

At Forbo Flooring Systems, we design floor coverings that last well beyond their initial use, delivering value across multiple life cycles. To achieve this, we engineer products that prioritize environmental stewardship and user satisfaction. Our approach is built on three key pillars: transparency, circularity and renewability.

## Transparency thought evaluating and sharing product impact: LCAs and EPD

We use Life Cycle Assessments (LCAs) across our product range to evaluate and enhance sustainability at each stage, from raw material extraction to end of life. Our journey with LCAs began in 2000, when we partnered with Leiden University in the Netherlands to conduct our first assessment, becoming pioneers in mathematically assessing the life cycle impact of linoleum flooring. Shortly thereafter, we led the industry by including ecological and human toxicity impacts in these assessments.

Today, we adhere to the latest international LCA standards, actively contributing to their ongoing development. The results are disclosed through Environmental Product Declarations (EPDs), which provide transparent, verified data in a consistent format. These are critical tools for architects, planners, and building owners, helping them integrate sustainability into building design. In 2024, 83% of our flooring product sold had a published EPD, verified by UL Environment in accordance with EN 15804+A2, EN 16810, and ISO 14025 standards.

## Circularity with fast flooring: sustainable and reusable solutions

Our fast flooring solutions provide adhesive free, easy-to-install floor coverings that are designed for reuse and recyclability. With no glue required, these products can be effortlessly removed and recycled at the end of their lifespan. Produced in Europe with 100% renewable electricity and ISO 14001 certified facilities, they meet stringent environmental standards and are phthalate-free, promoting healthier indoor environments. These solutions also include stress-reducing designs, high light reflectance options, and dementia-friendly features, ensuring broad usability and comfort.



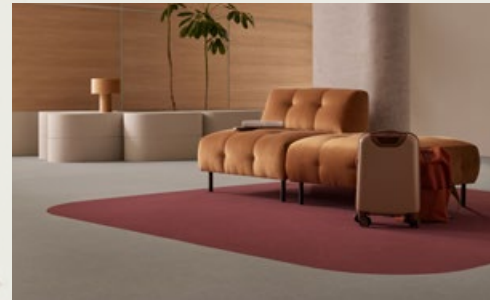


## Innovative design for a sustainable future

At the heart of our approach to designing flooring solutions is a strong commitment to sustainability and a focus on meeting the diverse needs of our customers. Today's customer demands more than just aesthetics, they also seek practicality, durability, and environmentally

conscious choices. This drives us to prioritize customer needs throughout our design process, while ensuring our flooring performs exceptionally well.

Our ultimate goal is to enhance interior environments by providing sustainable flooring solutions that meet user needs while positively impacting the environment. Our approach is guided by four core principles that define our commitment to quality and sustainability.



### 1. Timeless visual appeal

Our flooring solutions are thoughtfully designed to have a timeless and neutral visual appeal. We understand that floors are an integral part of interiors, requiring designs that will remain stylish for years. This not only ensures lasting beauty, but also minimizes environmental impact by reducing the frequency of replacements.

### 2. Future-ready functionality

Our design strategy extends beyond the present use of a space. We anticipate future changes in a building's function, aiming for flooring solutions that are flexible and adaptable to evolving user needs. Whether it is an office becoming a creative workspace or a living area transforming into a home school, our flooring solutions remain relevant, prolonging the sustainability of the space.

### 3. Enhancing well-being and atmosphere

We acknowledge the pivotal role of creating the right atmosphere, both mentally and physically, in any space. Our flooring solutions contribute to the well-being of occupants in living, working, and recreational environments. We prioritize elements such as acoustics, lighting, and overall ambience to create flooring solutions that offer comfort and tranquility while enhancing aesthetics. This fosters an environment where people feel comfortable and can perform at their best.

### 4. Custom-made solutions

Our custom flooring program allows for personalized designs, from zebra prints to corporate logos, offering more than just a unique touch. By precisely tailoring floors to fit specific spaces, we minimize cutting waste and unnecessary surplus during installation. This approach not only enhances the aesthetic value of your interior but also aligns with our commitment to sustainability, efficient resource use, and reducing material waste throughout the production and installation process.

## INTERVIEW WITH MARIJKE GRIFFIOEN

# Designing for sustainability with Marmoleum Solid

## How did you incorporate sustainable practices into the design process of the Marmoleum Solid collection 2024, and what challenges did you encounter?

The Marmoleum Solid collection embodies sustainable, high-end design by combining longevity, material purity, and environmental impact. It is crafted from natural resources such as linseed oil, jute, wood flour, limestone, and even upcycled cocoa shells. These natural materials are reflected in the muted mineral colour palette, designed to pair seamlessly with wood and stone for timeless interior aesthetics.

The collection's philosophy of "slow design" ensures a long lasting appeal, reducing waste by minimizing the need for frequent replacements. Customers increasingly seek products that balance beauty with sustainability, emphasizing transparency about their composition. To enhance durability, the Topshield Pro finish was added, protecting the floor's look and functionality over time and extending its lifespan for sustainable use.

## The Marmoleum Cocoa line incorporates recycled cocoa bean shells. What inspired this choice, and how does it enhance the product's sustainability and design?

Marmoleum Cocoa exemplifies our innovative use of natural materials by integrating upcycled cocoa bean shells. The idea originated in 2005 as we explored natural waste streams for tactile and sustainable solutions. After further development, the first Marmoleum Cocoa collection launched in 2017 and quickly gained recognition, winning prestigious design awards like the iF Award in 2017 and in 2024 and Red Dot Award in 2024.

The inclusion of cocoa shells reduces waste and adds a unique texture and visual depth to the flooring, resonating with the growing demand for sustainable and distinctive design. This success highlights the importance of aligning innovations with market readiness and customer expectations.

## How did market trends and customer feedback influence the development of the Marmoleum Solid collection?

The Marmoleum Solid collection was shaped by extensive market research and close collaboration with architects worldwide. By monitoring global trends and creating internal trend reports, we crafted a collection that aligns with Forbo Flooring Systems' identity while meeting diverse customer needs. Its versatility ensures it works well in various settings, from modern workspaces to public areas, solidifying its reputation for innovation and functionality.

## What future trends do you foresee in sustainable flooring design, and how is Forbo Flooring Systems preparing to meet them?

Take-back programs are gaining momentum, reflecting the market's demand for closed-loop solutions. Forbo Flooring Systems is enhancing its initiatives to reclaim and recycle materials, reducing waste and supporting circular production. Additionally, collaboration with students and educational institutions plays a key role. Their fresh perspectives help Forbo Flooring Systems anticipate future design and sustainability demands, ensuring we remain at the forefront of innovation in sustainable flooring.



Marijke Griffioen, Designer Linoleum

**‘By monitoring global trends and creating internal trend reports, we crafted a collection that aligns with Forbo Flooring Systems' identity while meeting diverse customer needs. □**



# OUR APPROACH AND RESULTS

## SOURCING AND RAW MATERIALS

We ensure the sustainability of our products by adhering to the highest standards in material sourcing and selection. Our dedication to source environmental responsibility is further reinforced through rigorous third-party verifications, including Life Cycle Assessments (LCAs), Environmental Product Declarations (EPDs), and Health Product Declarations (HPDs). These verifications validate our efforts in making a tangible impact on sustainability.

To accelerate environmental progress, we implement three interconnected strategies, each tailored to the unique needs of our product categories:

### Maximizing biobased materials

Biobased materials are key to achieving a net-zero economy. Forbo Flooring Systems has a long history of using natural resources like linseed oil, wood flour, jute, and natural resins in Marmoleum. Overall Marmoleum forms a large share of floor coverings sold, contributing to our overall environmental performance.

### Ensuring product recyclability

We enhance the reusability and recyclability of non-biological, or so-called technical products. PVC, used in our vinyl floors and textile backings, can be recycled multiple times without losing quality, reducing the need for new production, energy use, and emissions.

### Increasing recycled content

We are committed to increasing recycled content in our products to reduce landfill waste and reliance on virgin resources. Our recycled materials come from external partners and our own processes, including off-cuts and post-consumer materials through our 'Back to the Floor' program.



## Sourcing and materials

To minimize our environmental footprint, we take responsibility for making sure our raw materials are as eco-friendly as possible. We prioritize responsible sourcing from our suppliers and have taken measures to ensure more sustainable packaging solutions are in place.

## Monitoring supplier environmental commitments

Our supply chain team has made significant progress this year in embedding environmental sustainability into our vendor rating process, an integral aspect of partnerships with Forbo Flooring Systems. Suppliers are evaluated based on their transparency and commitment to environmental responsibility. These criteria are now key elements in our contractual agreements, covering essential aspects such as:

- Quality
- Environmental impacts
- Anti-corruption
- Human rights
- Health and safety
- Social accountability (SA8000 standard)
- Community relations
- Financial risk

The requirements related to quality, environmental responsibility, and ethical sourcing are regularly reviewed and updated. Beyond these contractual commitments, we actively support our suppliers in participating in carbon reduction initiatives, aligning their practices with industry standards, and contributing to the development of a more sustainable supply chain.

These requirements have led to more meaningful dialogue and collaboration with our suppliers, as we work together to find continuous improvements and drive sustainable progress.

## Sustainable materials strategy

We use three complementary strategies to promote environmental change, tailored to the specific product category:

1. Maximizing the use of biobased materials
2. Increasing the amount of recycled content
3. Ensuring materials are recyclable

This approach ensures that we have a range of sustainable options aligned with the values of our customers.

## Maximizing the use of biobased materials

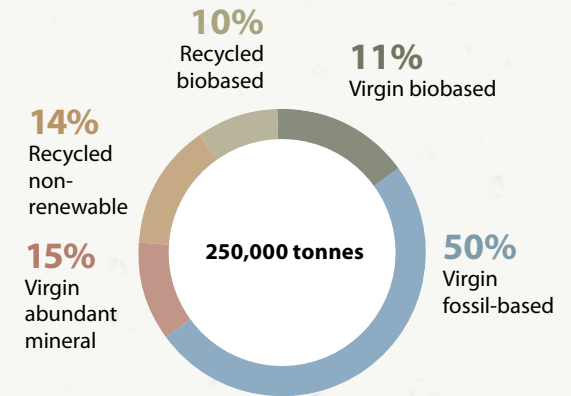
Biobased materials are vital in speeding up the transition to a net-zero economy, benefiting not only our linoleum products but also various other product lines. At the core of Forbo Flooring's sustainability principles is a rich legacy of using biobased materials as the primary components of linoleum. These renewable resources, often plant-based, include linseed oil, wood flour, jute, and natural resins. Marmoleum is unique as it has a CO<sub>2</sub> uptake in the product itself. Photosynthesis of all plants used in Marmoleum absorbs more CO<sub>2</sub> than is emitted by transport and production processing of the end product. Forbo Flooring Systems is world leader in linoleum, and 27% of our total floors sold are climate positive (or carbon negative) from cradle to gate.

## Ensuring materials are recyclable

Our sustainability efforts focus on maximizing the usability, reusability, and recyclability of products and packaging materials. PVC, commonly used in our high-quality vinyl floors and textile backings, stands out due to its ability to be melted and recycled numerous times without losing quality. This feature keeps PVC in the recycling loop for longer, reducing the need for new production and cutting energy consumption and emissions. It also keeps PVC out of landfills and incinerators.

When products reach the end of their life cycle, our first choice is to recycle them back into our own products through our 'Back to the Floor' initiative, a true example of a closed-loop system.

## Materials source in 2024



**50% of the materials we used were biobased, recycled, and/or abundant mineral**

RECYCLED MATERIALS		24%
Recycled input materials used		
Recycled procured		16%
Recycled from reclaimed products and materials		<1%
Waste diverted from disposal		
Recycled from production		8%



## Increasing the amount of recycled content

As well as sourcing renewable and recyclable materials, we are committed to increasing the proportion of recycled content in our products. This helps prevent materials from ending up in landfills or being incinerated and reduces the necessity for extracting virgin resources.

The recycled content in our products originates from two primary sources: recycled materials from external partners, including sources like discarded fishnets and upcycled cocoa husks and materials recycled from our own products, which may come from our production process or be sourced from the market through our 'Back to the Floor' program. This approach allows us to create products containing up to 75% recycled materials.

### Overview | recycled content in our flooring products





## INTERVIEW WITH OUR SUPPLIER AQUAFIL

# Circular economy innovations and sustainable solutions

**Aquafil has been a pioneer in adopting the circular economy, especially within the textile sector. How has this approach evolved, and what new initiatives might be relevant for partners like Forbo Flooring Systems?**

Aquafil has been a leader in circular economy practices, particularly in textiles, engineering plastics, and flooring. One of our most notable achievements is the ECONYL® Regeneration System, which recycles waste like old carpets, fishing nets, and textile scraps into new ECONYL® nylon. Over the years, we have expanded partnerships with brands and manufacturers sharing our vision, such as integrating post-consumer carpet waste into our processes. For partners like Forbo Flooring Systems, these advancements provide valuable collaboration opportunities. For instance, Forbo Flooring Systems' carpet tile recycling projects could benefit from our established infrastructure and expertise in regenerating waste materials. Additionally, our R2R (Regenerated to be Regenerable) concept for wall-to-wall carpets aligns closely with circular economy principles, offering further avenues for innovation.

**How does Aquafil produce ECONYL® recycled Polyamide 6, and what are its benefits for sustainable innovation?**

ECONYL® nylon is created through a highly advanced chemical regeneration process that transforms pre- and post-consumer waste into high-quality nylon. The process consists of four key steps:

- Rescue: collecting and sorting waste, separating Polyamide 6
- Regenerate: breaking down the polymer into monomers through depolymerization, purifying them, and re-polymerizing into new nylon

- Remake: producing new yarns and chips from regenerated nylon
- Reimagine: Using regenerated materials to create new products like carpets, fabrics, and tiles

This process ensures that ECONYL® matches the quality of virgin nylon, offering excellent durability, UV resistance, and colour fastness. For Forbo Flooring Systems', incorporating ECONYL® reduces dependency on fossil fuels, aligns with circular economy goals, and supports the creation of sustainable yet high-performing products.

**What challenges does Aquafil face in achieving fully circular production, and what lessons can you share with partners like Forbo Flooring Systems?**

Moving toward fully circular production involves several challenges. Collecting sufficient Polyamide 6 waste globally requires complex logistics, while sorting contaminated or mixed materials adds significant difficulty. Balancing cost-effectiveness with sustainability goals is critical, as is developing technologies to recycle mixed fibers. Navigating diverse waste regulations across countries further complicates the process.

Our journey highlights the importance of strategic partnerships, prioritizing recyclability in product design, and investing in research and development. These approaches have been essential in advancing our circular economy initiatives and can provide valuable insights for partners like Forbo Flooring Systems.



Cristina Stefani, Marketing & Business Development Manager at Aquafil

**‘Our journey highlights the importance of strategic partnerships, prioritizing recyclability in product design, and investing in research and development. □**



# OUR APPROACH AND RESULTS

## PRODUCTION AND DISTRIBUTION

Our commitment to sustainability goes far beyond just using eco-friendly materials. We aim to maximize the sustainability of our entire product range by actively pursuing a zero-waste production cycle and working to increase the proportion of recycled content in all our products. Every step we take is geared towards reducing our environmental impact and improving the overall life cycle of our offerings.

Our flooring solutions are designed to be as environmentally friendly as possible, considering every phase from inception to end-of-life. In line with this commitment, we ensure that our products are manufactured using 100% renewable electricity wherever available. This allows us to produce genuinely CO<sub>2</sub>-neutral or even CO<sub>2</sub>-negative products, like Marmoleum, without having to rely on carbon offset measures. We believe in creating true impact by reducing emissions at the source.

### Energy

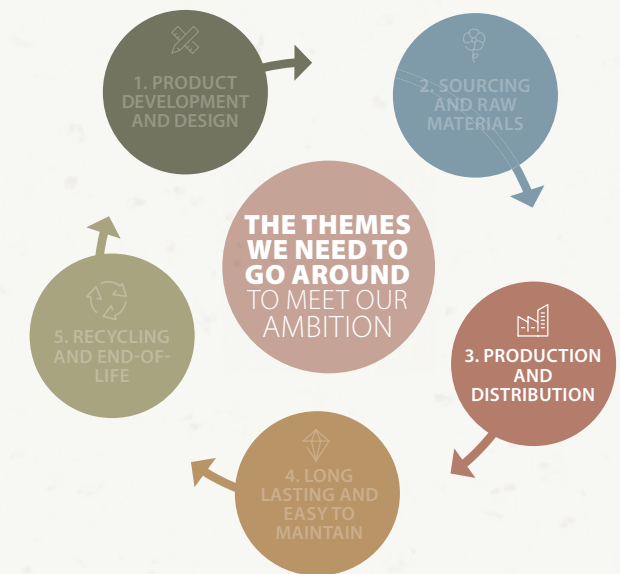
To reduce Scope 1 and 2 emissions, we are shifting towards renewable energy sources across our production sites and improving the energy efficiency of our processes.

### Waste

We aim to become a zero-waste company by minimizing waste production and maximizing reuse or recycling of materials. Manufacturing facilities prioritize waste prevention, with innovations like the nearly waste-free Sphera production line setting a high standard for efficiency and waste reduction.

### Water

Water use is minimal within our operations, especially in linoleum and vinyl manufacturing, where no water is required. In textile production, water use is limited to dyeing processes, with efforts continually focused on reducing water consumption and increasing resource efficiency across all product lines.



## Production and distribution

As a flooring manufacturer, we recognize the environmental impact of our production and distribution processes, and we are committed to mitigating it. This is why we are focusing on transitioning to the cleanest available energy sources and adopting low-carbon solutions throughout our entire value chain.

Our goal is to continually improve by designing waste out of our processes and acting as responsible stewards of water resources. Whether in production or logistics, we are taking a proactive stance to reduce our footprint and support a more sustainable future.

## Energy transition

Reducing Scope 1 and 2 emissions requires a transformation of our energy usage across our manufacturing sites. We ensure that all electricity comes from non-fossil sources, and we continue to invest heavily in improving energy efficiency while reducing our reliance on gas and diesel fuel.

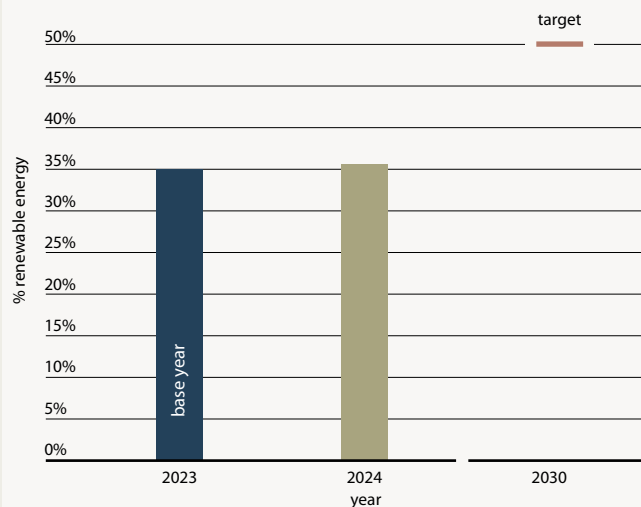
In 2024, our energy mix included natural gas, renewable electricity, diesel oil, biogas, district heating, and nuclear power. Currently, 35.6% portion of our energy comes from renewable sources. We are committed to increasing this share to 50% by 2030. This ambitious goal is a crucial part of our energy transition strategy.

In addition to purchasing renewable electricity, in 2024 we also produced 204,831 kWh of self-generated electricity from our solar panels. This amount is comparable to the average annual electricity consumption of 129 households in the EU.\*

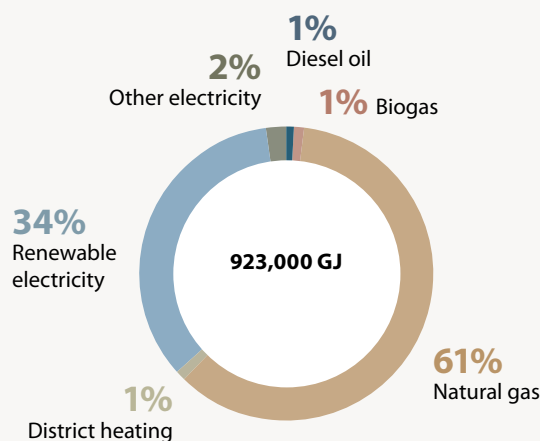
Our energy intensity improved significantly, with a 4% reduction in energy used per square meter (SQM) of flooring compared to 2023. This progress highlights our commitment to continuously improving our processes and reducing our carbon footprint.

\*Source: Eurostat - Electricity and heat statistics 2024.

### Share of renewable energy in our plants

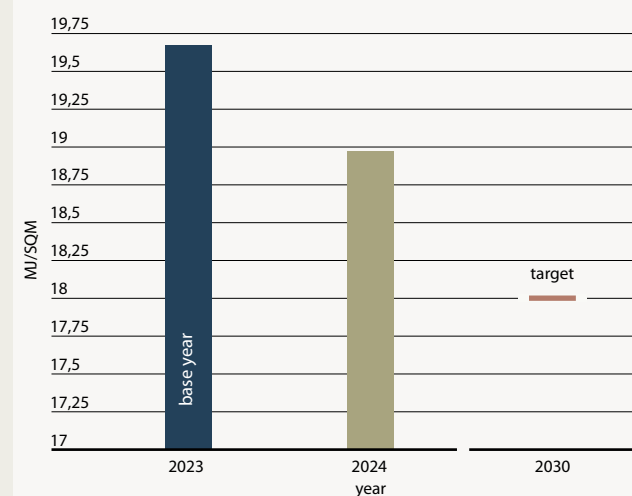


### Energy usage in 2024 in our plants



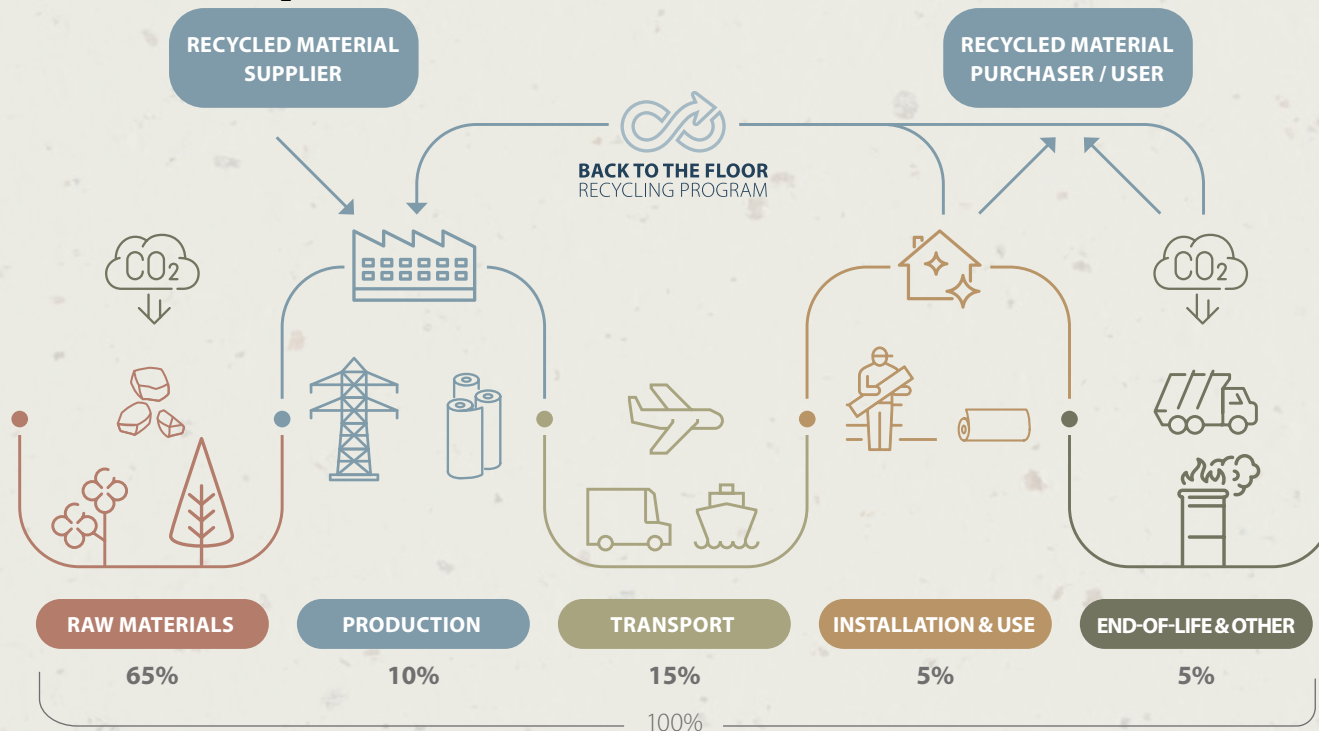
Note: All figures in the graph are rounded

### Energy intensity in our plants



Note: Forbo Eurocol excluded



CO<sub>2</sub> FOOTPRINT PER PHASE OF OUR VALUE CHAIN**RAW MATERIALS**

CO<sub>2</sub> generation from indirect and direct suppliers forms the majority of our carbon footprint. Decreasing buying volumes through applying circularity has the highest impact. Suppliers must provide clear, verifiable data on their carbon footprint for us to make informed choices and supporting transparency.

**PRODUCTION**

Reducing the amount of energy needed in production and switching to renewable energy makes the biggest impact to reduce our direct emissions.

**TRANSPORT**

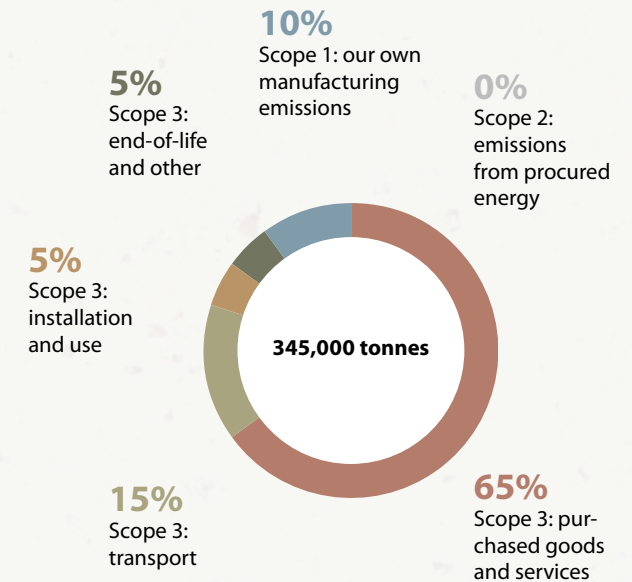
It includes all upstream and downstream transport and distribution, as well as employee commuting and business travel. Optimized by providing more and more last moment configuration options and regional distribution hubs that are close to the customer.

**INSTALLATION & USE**

This phase has a low environmental impact with innovative surface treatments and effective cleaning and maintenance instructions.

**END-OF-LIFE & OTHER**

It includes the end-of-life treatment of the sold products as well as other small categories of scope 3. With our 'Back to the Floor' program we are fully focused on closing the loop and making sure that responsibility for our products doesn't stop the moment the material leaves the factory.

CO<sub>2</sub> footprint of our value chain

The breakdown shows that a majority of our fossil carbon footprint comes from the raw materials we procure, our own manufacturing, and transport.

## Scope 1 and 2 fossil emissions

The greenhouse gas (GHG) emissions from our production sites come directly from the energy we use. We are proud to announce that we have surpassed our Scope 1&2 reduction target of 20% vs 2019 already in 2023. Building on this success, we are accelerating our efforts setting a target to further reduce our emissions by 45% in 2030 and to achieve net-zero by 2050 at the latest.

## Scope 3 fossil emissions

A substantial portion of our total GHG emissions comes from our indirect emissions from Scope 3. At Forbo Flooring Systems we are committed to achieve net-zero across the value chain by 2050 at the latest. To ensure progress, we have established intermediate targets for 2030, aiming to reduce our Scope 3 emissions by 30% vs 2023.

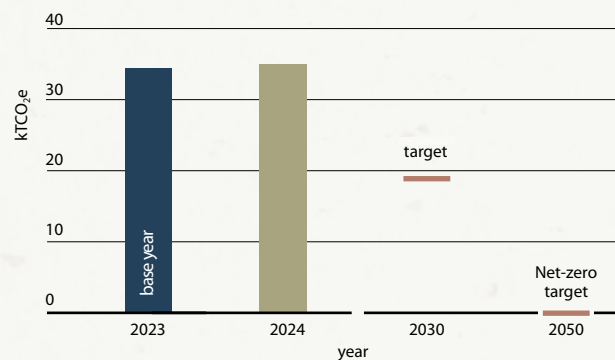
## Scope 1, 2 and 3 biogenic emissions

Forbo Flooring Systems relies significantly on renewable raw materials, which play an essential role in our sustainability efforts. These renewable resources contribute to carbon uptake during the purchased goods and services stage, storing carbon until the point of biodegradation or incineration. CO<sub>2</sub> related to biomass, known as biogenic CO<sub>2</sub>, is reported separately from fossil emissions in accordance with the GHG Protocol and GRI guidelines. For biogenic CO<sub>2</sub>, a positive number indicates emissions from the combustion or degradation of biomass, while a negative number indicates sequestration from biogenic sources.



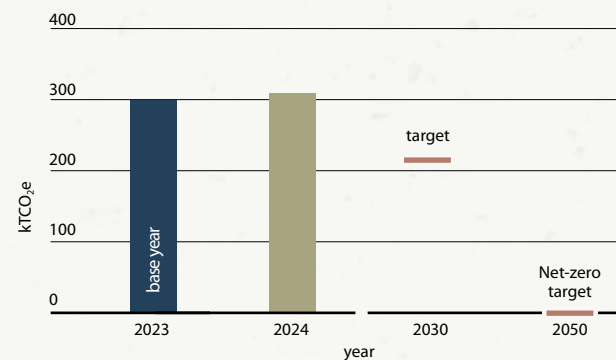
### Scope 1 and 2 fossil emissions

Target 2030: - 45% reduction versus base year 2023



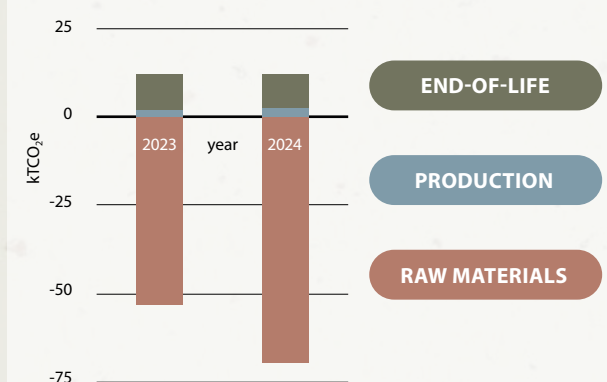
### Scope 3 fossil emissions

Target 2030: - 30% reduction versus base year 2023



### Scope 1, 2 and 3 biogenic emissions

40% increase of sequestered CO<sub>2</sub> in 2024 versus 2023





## Value chain emissions

For a detailed overview of our emissions, please refer to the tables below.

Scopes and categories	Fossil (non-biogenic) Emissions Metric tons CO <sub>2</sub> e		Biogenic (non-fossil) Emissions Metric tons CO <sub>2</sub>		Net Emissions Metric tons CO <sub>2</sub> e	
	2023	2024	2023	2024	2023	2024
<b>Scope 1: Total direct emissions from owned/controlled operations</b>	<b>34 165</b>	<b>34 607</b>	<b>2 092</b>	<b>2 242</b>	<b>36 257</b>	<b>36 849</b>
Direct emissions from Stationary combustion	31 775	32 217	571	470	32 346	32 687
Direct emissions from Mobile combustion**	2 390	2 390	-	-	2390	2 390
Direct emissions from Process sources	-	-	1 521	1 772	1 521	1 772
Direct emissions from Fugitive sources *	-	-	-	-	-	-
Direct emissions from Agricultural sources *	-	-	-	-	-	-
<b>Scope 2: Total Indirect emissions from the use of purchased electricity, steam, heating, and cooling (market based)</b>	<b>298</b>	<b>350</b>	<b>-</b>	<b>-</b>	<b>298</b>	<b>350</b>
Total Indirect emissions from the use of purchased electricity, steam, heating, and cooling (market based)	298	350	-	-	298	350
Total Indirect emissions from the use of purchased electricity, steam, heating, and cooling (location based)	28 534	29 358	-	-	28 534	29 358
<b>Scope 3: Total Indirect emissions that occur in the value chain</b>	<b>304 398</b>	<b>310 018</b>	<b>- 43 427</b>	<b>- 59 995</b>	<b>260 971</b>	<b>250 023</b>
<b>Upstream Scope 3 emissions</b>	<b>248 474</b>	<b>254 033</b>	<b>- 53 092</b>	<b>- 69 699</b>	<b>195 382</b>	<b>184 334</b>
Category 1: Purchased goods and services	220 190	225 248	- 53 092	- 69 699	167 098	155 549
Category 2: Capital goods **	8 727	8 727	-	-	8 727	8 727
Category 3: Fuel- and energy-related activities (not incl. in Scope 1 or Scope 2)	4 879	4 923	-	-	4 879	4 923
Category 4: Upstream transportation and distribution	11 992	12 528	-	-	11 992	12 528
Category 5: Waste generated in operations	326	247	-	-	326	247
Category 6: Business travel **	341	341	-	-	341	341
Category 7: Employee commuting **	2 019	2 019	-	-	2 019	2 019
Category 8: Upstream leased assets *	-	-	-	-	-	-
<b>Downstream Scope 3 emissions</b>	<b>55 924</b>	<b>55 985</b>	<b>9 665</b>	<b>9 704</b>	<b>65 980</b>	<b>65 689</b>
Category 9: Downstream transportation and distribution	35 603	36 497	-	-	35 603	36 497
Category 10: Processing of sold products	16 227	15 932	-	-	16 227	15 932
Category 11: Use of sold products	-	-	-	-	-	-
Category 12: End-of-life treatment of sold products	4 094	3 556	9 665	9 704	13 759	13 260
Category 13: Downstream leased assets *	-	-	-	-	-	-
Category 14: Franchises *	-	-	-	-	-	-
Category 15: Investments *	-	-	-	-	-	-
<b>Total Emissions: Scope 1, Scope 2 (market-based), Scope 3</b>	<b>338 861</b>	<b>344 975</b>	<b>- 41 335</b>	<b>- 57 753</b>	<b>297 526</b>	<b>287 222</b>

\* Not applicable to Forbo Flooring Systems

\*\* These numbers are recalculated every three years (2022-2025) because little change is expected in between

The CO<sub>2</sub> emissions reported are calculated in accordance with the criteria of the Greenhouse Gas Protocol. The operational control approach was used for consolidation. The emissions are expressed in metric tons of carbon dioxide equivalent CO<sub>2</sub>(e) and were calculated using IPCC AS6 GWP100 and DEFRA conversion factors.

The methodology for calculating Scope 1 biogenic, Scope 2 location based and Scope 3 fossil and biogenic emissions were adjusted due to enhanced data availability, update of the conversion factors and revision of the assumptions made.

Therefore, the 2023 data were adjusted compared to the previously published data.

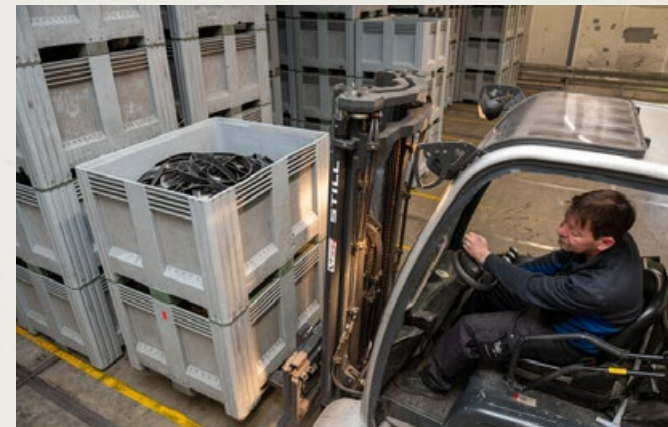
### Preventing waste at the source

Reducing waste in our production is vital to protecting the environment. As we aim to become a zero-waste company, our manufacturing sites are focused on minimizing waste at its source. All of our factories adhere to internal efficiency goals, fostering a culture that prioritizes preventing waste creation. To support these efforts, our major factories maintain ISO 14001 certification and follow strict quality management practices to reduce production errors. Any remaining obsolete materials are either reused or recycled in the most efficient way possible, ensuring that as little as possible ends up in landfills.

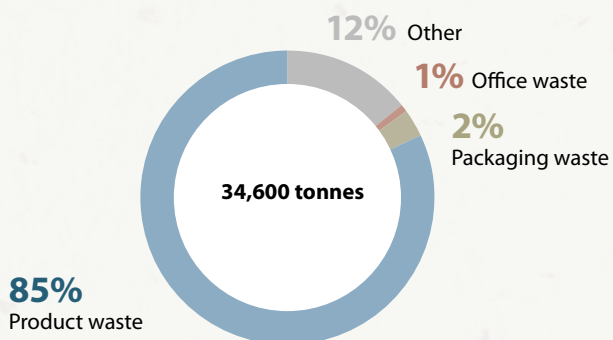
### Recycling production waste

While waste reduction is our priority, a small amount of production waste is inevitable. To ensure even these materials are repurposed, we have made significant investments in both internal recycling facilities and external partnerships to handle materials that we cannot reuse ourselves. In 2024, 80% of our production waste was recycled, either internally or externally. We prioritize finding the highest value solutions as possible and we aim to reuse or recycle 95% of our production waste by 2030.

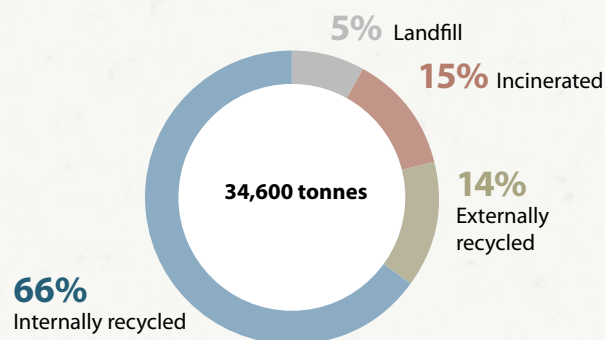
Most of the waste generated by our factories is classified by government standards as non-hazardous. However, we treat the small fraction of hazardous waste with extra care, working closely with waste management partners to ensure compliance with regulations and proper disposal practices.



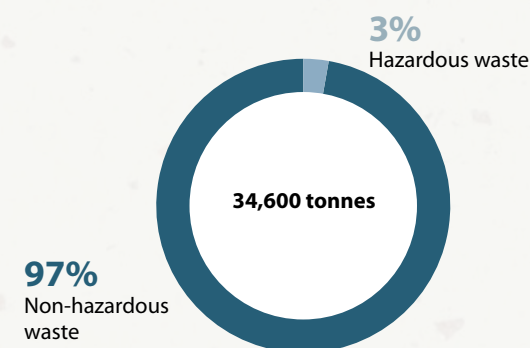
The waste we generated in our plants in 2024



The waste streams from our plants in 2024



Share of (non-) hazardous waste in our plants in 2024



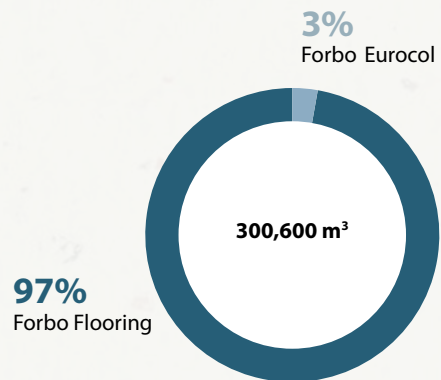


### Efficient use of water

We prioritize sustainable practices in our flooring production. Notably, our linoleum and vinyl manufacturing processes do not require water, underscoring our commitment to resource efficiency.

In our textile product category, water is mainly involved during the yarn production phase, particularly in dyeing. Water use for needlefelt and Flotex is kept minimal, reflecting our commitment to reducing environmental impact. Additionally, water is used in the formulation of adhesives in our building and construction products, but always with efficiency in mind.

#### Water withdrawn from our plants





## INTERVIEW WITH JOCHEN SCHWEMMLE

# Forbo Eurocol's advances in emission reduction, circular packaging, and sustainable material

**Eurocol's products, such as the 616 Eurostar Lino Green, meet strict emission standards and hold certifications like REDcert2 and EMICODE EC1PLUS. What steps has Eurocol taken to minimize emissions, and how do these certifications align with your goals?**

Eurocol is committed to reducing emissions across its operations. We have targeted Scope 1 and Scope 2 emissions by switching to electricity from certified green sources and using district heating where possible. Measures such as optimizing machine hours, installing LED lights, and re-allocating goods to reduce heating demands help further minimize energy use. In production, we exclusively use zero-VOC raw materials, ensuring the process itself is emission-free. Certifications like REDcert2 and EMICODE EC1PLUS validate these efforts, demonstrating compliance with greenhouse gas (GHG) reduction targets and promoting sustainable practices to customers.

**The 616 Eurostar Lino Green replaces 98% of fossil-based materials with biobased and renewable sources. What are the challenges and benefits of this transition?**

Transitioning to biobased materials presents two main challenges. First, the technical performance of these products must match traditional materials to meet customer expectations. Second, the cost of biobased alternatives remains higher, limiting adoption. However, as awareness of sustainable solutions grows and prices align, acceptance will increase. Collaborating with key suppliers and educating customers is vital for driving this transition. The environmental benefits are clear: a reduced carbon footprint and a step toward replacing fossil resources with renewable alternatives.

**Eurocol has initiatives to recycle plastic packaging. Could you elaborate on how this works and your plans for expansion?**

Eurocol was an early adopter of recycled plastic packaging. We are now testing recycled lids to replace virgin plastic components. Our goal is to create a circular system where used packaging is recycled and returned to producers. This requires collaboration across the supply chain from customers collecting packaging to recycling companies processing it. Beyond plastic, we are exploring single-material paper bags for powder products to simplify recycling. Additionally, we are promoting larger packaging formats, such as 1,000 kg big bags, to minimize waste and improve efficiency.

**How is water management integrated into Eurocol's sustainability strategy?**

Water use is optimized through innovations like reusing rinse water in adhesive production, reducing waste. We prioritize raw materials that are safe for aquatic life and have implemented technical upgrades, such as fixed pumps, to reduce cleaning needs. These measures align with our broader goals of minimizing waste and improving resource efficiency.

**How do LCAs and EPDs guide Eurocol's sustainability goals?**

Life Cycle Assessments (LCAs) and Environmental Product Declarations (EPDs) provide transparency on our products' carbon footprints. This data helps us develop lower-impact formulations and comply with environmental standards like the Environmental Performance of Buildings (MPG). Our goals include transitioning to environmentally responsible ingredients, reducing emissions, and fostering circular packaging, all supporting Forbo Floorings' 2030 sustainability targets.



Jochen Schwemmler, Vice President Forbo Eurocol

**‘We prioritize raw materials that are safe for aquatic life and have implemented technical upgrades, such as fixed pumps, to reduce cleaning needs. □**



# OUR APPROACH AND RESULTS

## LONG LASTING AND EASY TO MAINTAIN

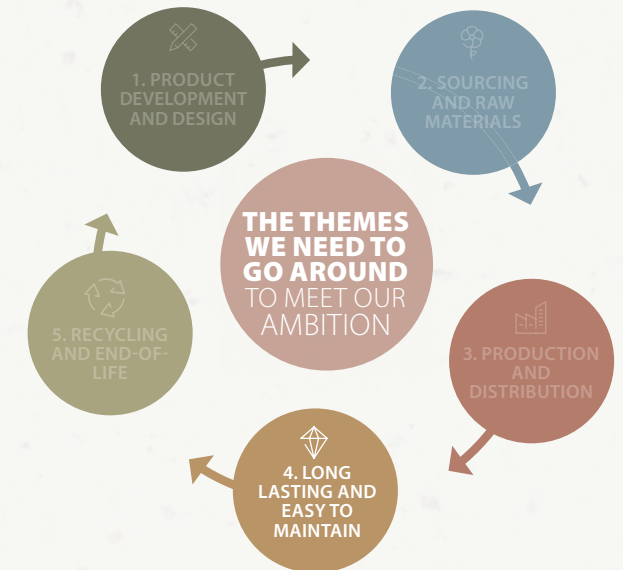
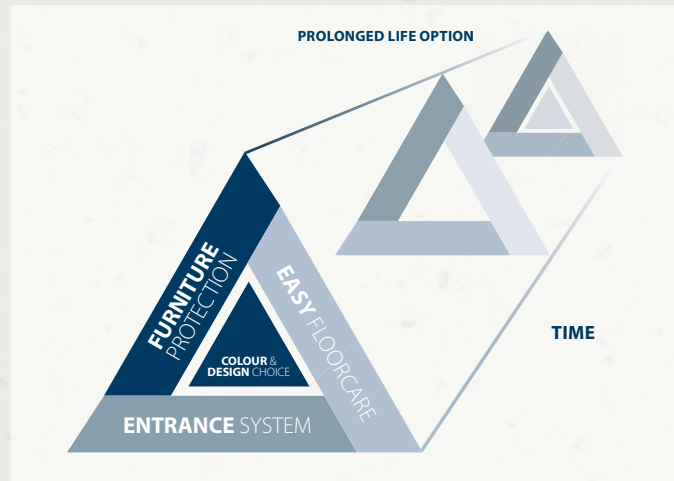
Durability and longevity go hand-in-hand, the less energy used in creating, installing, removing, repairing, and recycling products, the smaller our overall energy footprint. This principle guides the design of our flooring solutions, engineered to withstand tough environments while remaining easy to maintain, ultimately lowering cleaning costs significantly.

We also offer reusable short-term flooring options, contributing to sustainability through repeated use.

To maximize the lifespan and minimize the environmental impact of our floors, four key factors must be considered:

- Furniture leg protection
- Effective entrance flooring systems
- Proper cleaning and maintenance
- Thoughtful colour and design selection

These elements work together to create a balanced approach to long lasting flooring. Each factor is represented by one side of a triangle, illustrating their interdependence. When all four elements are in place, the life of the flooring is extended, as represented by the Flooring Triangle below, emphasizing how each aspect contributes to durability and reduced waste.



## Long lasting and easy to maintain

The best flooring is one that stands the test of time: the longer it lasts, the less energy is wasted on creating, installing, removing, repairing, and recycling. That is why we focus on crafting floors that are durable, low-maintenance, and capable of withstanding even the most demanding environments for decades to come. Our flooring solutions are designed not just to last, but to maintain their quality with minimal effort, reducing both costs and environmental impact over their lifespan.

To extend the lifespan of our flooring, four key factors need attention: furniture protection, entrance flooring systems, cleaning and maintenance, and choosing the right color and design.

### Furniture leg protection

Proper furniture leg protection is key to preventing damage. The movement of tables and chairs can easily cause scratches and wear on flooring surfaces if left unchecked. Adding protective caps or felt pads to the base of tables and chairs is an effective solution to prevent surface scratches, helping to preserve the floor's condition and extend its lifespan. These small protective measures can significantly contribute to maintaining the aesthetic and structural integrity of the flooring, especially in heavy use environments.

### Entrance flooring systems: protection from the start

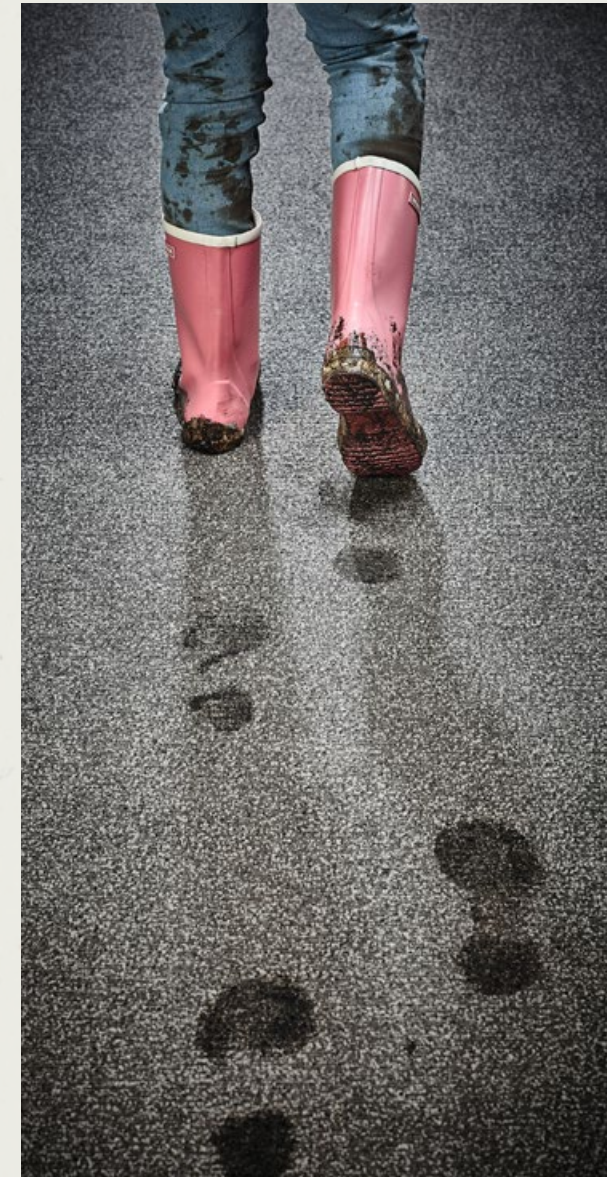
An astonishing amount of dirt enters a building by walking in but also through wheeled traffic, such as wheelchairs, strollers, and carts up to 80%, according to independent research. This finding highlights the importance of an effective entrance flooring to reduce dirt ingress and protect indoor floors from unnecessary wear. Entrance flooring systems like Forbo Coral and Nuway play a crucial role here, capturing up to 95% of incoming dirt and moisture. Independent testing has shown their remarkable effectiveness, which not only helps in maintaining a clean environment but also safeguards the flooring from potential damage, ultimately extending its lifespan and reducing maintenance costs over time.

## Cleaning and maintenance for long-lasting results

A consistent cleaning and maintenance routine is essential for extending a floor's lifespan, improving both durability and indoor air quality. The frequency of cleaning depends on factors like footfall, hours of use, hygiene requirements, and the surrounding environment. Establishing a proper maintenance schedule helps prevent the build-up of dirt and minimizes wear. To avoid chemical damage, it is important to use cleaning products with a neutral pH, as high pH products can damage the surface finish. While neutral pH cleaning solutions are gentler on the surface, proper rinsing is still vital to prevent issues such as cracking or discolouration, ensuring the flooring remains in good condition over the years.

### Thoughtful colour and design choices

Design and colour selection can significantly impact the longevity and visual appeal of flooring. For environments like schools or public buildings with heavy foot traffic, cleaning may be limited. Choosing a marbled design in softer tones can help conceal wear and dirt. This helps maintain a more presentable appearance over time. The right design choices not only enhance the visual aesthetic of a space but also contribute to the overall durability of the flooring by making maintenance easier and less frequent. This thoughtful approach ensures that the flooring retains its quality and appeal, even under challenging conditions.





## INTERVIEW WITH BEATRICE BALLE COUREAU

# Flotex's durability and maintenance benefits

## Flotex is known for its impressive lifespan of 20 to 30 years. What specific features contribute to this durability?

Flotex is exceptionally durable due to its unique construction. Its densely packed nylon fibers are highly resistant to wear and retain their shape even under heavy traffic. The high-density pile, with 80 million fibers per square meter, prevents flattening and ensures long-term performance. Additionally, the PVC backing adds structural strength and waterproofing, protecting against moisture and mold while maintaining dimensional stability. Lastly, Flotex's fade-resistant colors ensure it retains its aesthetic appeal even in sunlight-exposed areas, making it a reliable choice for years.

## Flotex is designed for easy cleaning and upkeep. How does this benefit sustainability and user satisfaction?

The ease of maintenance significantly enhances both sustainability and user satisfaction. Regular vacuuming or spot cleaning is enough to keep Flotex looking new, reducing the need for replacements and lowering environmental impact. Its construction prevents dirt from embedding itself, so most spills can be cleaned with water alone, contributing to a healthier indoor environment. Additionally, its simple cleaning requirements make it cost-effective and accessible, offering long-term value and convenience for users.

## Forbo Flooring Systems manufactures Flotex with 100% renewable electricity and includes up to 59.7% recycled content in the backing. How does this impact sustainability?

Manufacturing Flotex with 100% renewable electricity reduces its carbon footprint, while the use of recycled content in the backing conserves natural resources and minimizes waste. These sustainable practices reflect Forbo Flooring Systems' commitment to resource efficiency and environmental responsibility.

## Flotex has received the Allergy UK Seal of Approval for its allergy-friendly properties. Why is it unique in this regard?

Flotex's dense, smooth fibers trap dust and allergens on the surface, making them easy to remove during cleaning. Unlike traditional carpets, which trap allergens deep within, Flotex releases them efficiently to standard vacuums without requiring harsh chemicals. This unique property ensures cleaner indoor air, earning it the Allergy UK Seal of Approval.

## Flotex is utilized in diverse environments, from offices to healthcare settings. What attributes make it so versatile?

Flotex's durability, hygienic properties, and sound insulation make it suitable for various applications. Its resistance to wear handles high traffic in offices and public spaces, while its ability to prevent allergen buildup supports healthier environments in schools and healthcare facilities. The sound insulation reduces noise, aiding productivity and focus. Additionally, Flotex's design flexibility allows it to blend seamlessly into different settings, from professional spaces to vibrant educational environments. These attributes ensure its longevity and ease of use in demanding spaces.



Beatrice Balle Coureau, Product Manager Flotex

**‘Manufacturing Flotex with 100% renewable electricity reduces its carbon footprint, while the use of recycled content in the backing conserves natural resources and minimizes waste.□**

# OUR APPROACH AND RESULTS

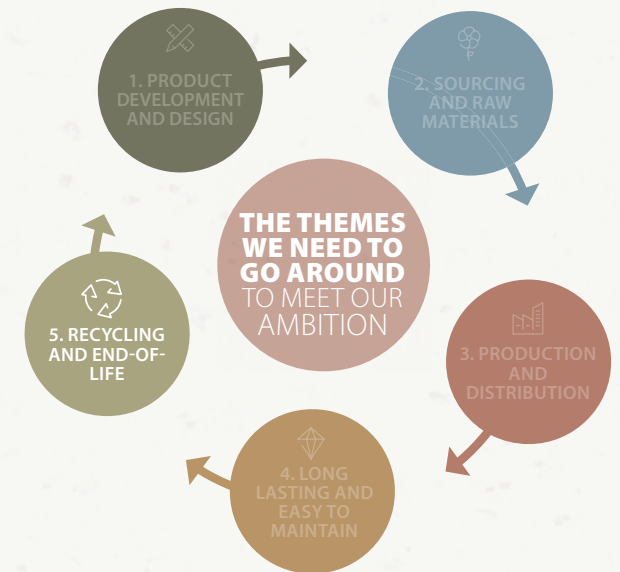
## RECYCLING AND END-OF-LIFE

We are committed to achieving true sustainability by closing the loop. By consistently improving our products, we aim to ensure they can be effectively recycled at the end of their life. Through partnerships with local recycling programs, our floors are designed not only with recycled materials but also with future recycling in mind, ensuring they can be remanufactured or repurposed again and again.

Our goal is to create fully recyclable flooring solutions while supporting practical, economically viable take-back initiatives.

### 'Back to the Floor': reuse and recycling as a service

Until we can achieve fully circular flooring on a global scale, we are focusing on developing regional solutions that are sustainable and practical. This includes actively offering installation waste take-back programs whenever they are the most environmentally responsible choice, while also considering the carbon footprint of the required logistics. By addressing these challenges region by region, we can overcome current limitations and pave the way for a more sustainable future. Our 'Back to the Floor' programs are currently running successfully in 14 countries, helping us build momentum towards a circular flooring approach worldwide.





## Recycling and reuse services

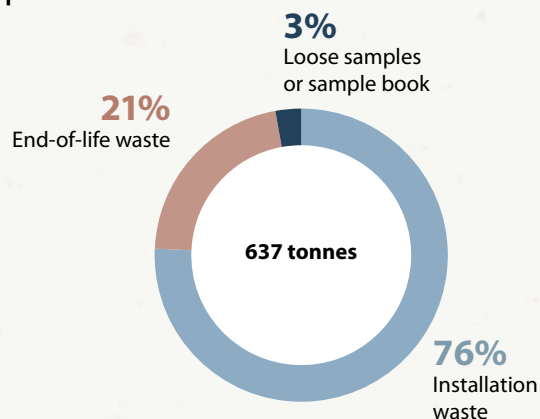
To achieve true sustainability, we need to close the loop. We do this by continually enhancing our modular products and finding effective ways to recycle them at the end of their life cycle. Our commitment to closing the loop means taking responsibility for our products even after they leave the factory. Therefore, we developed our 'Back to the Floor' program. It includes taking back installation waste, samples and even taking back used old floors. We want to do it right and in a transparent way, ensuring that the flooring residues do not end up in landfill. We aim to retain the highest circular value, preferring reuse, remanufacturing, repurposing and recycling solutions over energy recovery from incineration.

While we work towards fully circular flooring on a global scale, we are developing regional solutions through take-back programs, considering the carbon footprint of logistics. This approach helps us address current challenges and prepare for the future. These 'Back to the Floor' programs are now active in 14 countries. In 2024 alone, we collected 637 tonnes of post-consumer flooring waste.

Additionally, our construction and building adhesives business launched a circular packaging program in Germany and the Netherlands, offering take back service. In 2024, 125 tonnes of packaging material were collected via the Eurocol packaging take back service.

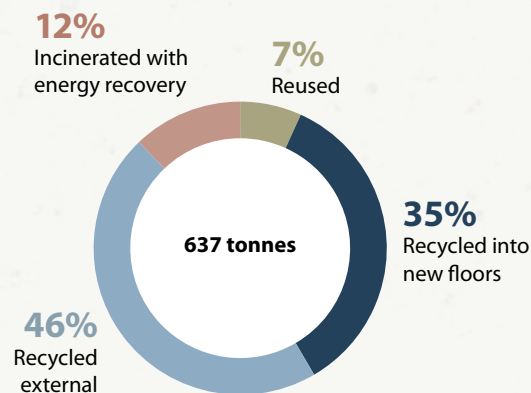


### Take-back service from our flooring products in 2024



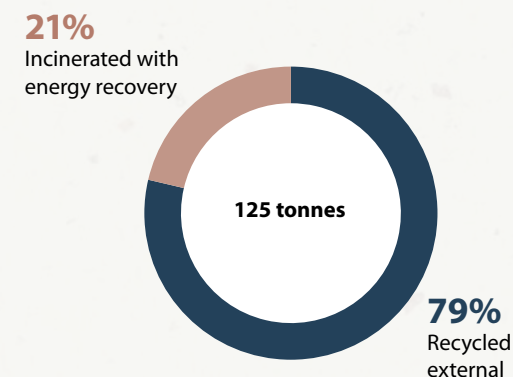
Note: Forbo Eurocol is excluded

### Destination of the flooring post-consumer waste in 2024



Note: Forbo Eurocol is excluded

### Destination of the Eurocol packaging waste from our take back service in 2024





'Back to the Floor' and end-of-life

In an effort to reduce flooring waste, and as part of our 'Back to the Floor' program, we encourage installers and end users to recycle as much as possible. By offering certificates to recognize their contributions we issue certificates showcasing their commitment to sustainability. These certificates foster pride and inspire sustainable practices, creating a ripple effect in the industry. The initiative aims to make recycling a standard practice in the flooring sector, reducing landfill waste and promoting environmental stewardship.

Achieving true sustainability means completing the circle. We remain dedicated to this goal by continuously advancing our modular solutions and exploring end-of-life recycling options. By working alongside local recycling programs, we contribute to the circular economy. Our flooring products are designed from recycled content, giving old materials new purpose.

Our circular-ready flooring offerings are growing every year. Loose-lay installations, for example, enable us to take back used products without contamination from glue or screed, making them easier to re-use or recycle. We strive to ensure all flooring materials are fully recyclable and actively promote viable take-back programs. While recognizing that some materials cannot be endlessly recycled, we focus on finding the most sustainable solutions.

A major challenge lies in ensuring that the collected material is clean. This is crucial for reintroducing it into our production cycle. If waste from a project site is contaminated, it is recycled externally to ensure it still serves a useful purpose. With proper education and guidance, we aim to keep non-flooring contaminants, such as coffee cups and building debris, out of our recycling streams.



	2023	2024
Reclaimed products and materials (tonnes)	250	762
Reclaimed products and materials (%)	0.1%	0.4%



Video hospital post-installation Charleroi



Video end-of-life Marmoleum



INTERVIEW WITH RIANNE DIJKSLAG

# Our vinyl recycling efforts

## How is Forbo Flooring Systems incorporating recycled installation waste into its flooring products?

We are actively using as much installation waste as possible in our flooring. Over the past years, we have dedicated more time to this project, and the volumes we are collecting have increased. We expect this trend to continue over the next decades. We maintain regular contact with various countries where this initiative is relevant, ensuring we bring more material back to the factory. Currently, around 70% of the collected material can be directly remanufactured in new flooring. However, to maintain product quality, we only accept clean Forbo Flooring Systems vinyl suitable for recycling. We conducted a pilot with an external partner to help sort materials, and, with its success, we are ready to scale up collection volumes.

## How does Forbo Flooring Systems integrate recycled content into its different vinyl product types?

Quality is our top priority, so it is easier to add recycled content in some products than others. For example, products with a compact backing, like heterogeneous project vinyl and LVT, can incorporate a lot of recycled content in the backing. However, products with a mechanical or acoustic backing are more challenging since recycled content cannot yet be added to the backing. While a small percentage can be included in the intermediate layer, visual and technical limitations make it harder to add recycled content to the top layer. For certain products, achieving this would require

significant investment, which is challenging given current market demand and pricing.

## What future steps does Forbo Flooring Systems envision to further increase sustainability in its vinyl products?

We aim to increase the volume of recycled content in products wherever possible, offer effective end-of-life solutions, and incorporate purchased recycled or biobased materials. Currently, these biobased and recycled options are expensive, but we expect that rising demand will make them more affordable in the near future.

## What are the main logistical challenges Forbo Flooring Systems faces in scaling vinyl recycling?

The main challenge lies in the logistics and documentation required across different countries, as many do not yet have a standardized collection system. Nevertheless, by collaborating with different countries, we are steadily increasing the volumes of material we can reuse.



Rianne Dijkslag, Director Product Management & Design Vinyl

**‘Currently, these biobased and recycled options are expensive, but we expect that rising demand will make them more affordable in the near future.’**



# CASE STUDIES

## From linseed to floor: Marmoleum Cocoa

Marmoleum Cocoa is a eco-friendly, sustainable flooring solution made from natural materials, including a unique addition of upcycled cocoa bean shells. This innovative design not only enhances the texture and visual appeal but also reinforces Marmoleum's commitment to circularity and environmental responsibility, offering a beautiful, durable, and sustainable flooring option.





## CASE STUDIES

### Marmoleum Cocoa Wins iF Design Award 2024 for sustainable innovation



Marmoleum Cocoa has received the iF Design Award 2024, one of the most respected international design recognitions. The award honors products that excel in innovation and design, selected by an independent jury from 10,800 global submissions.

The sustainable approach behind Marmoleum Cocoa was a key factor in its selection. By reusing cocoa shells from the nearby Zaanstreek cocoa industry, Forbo Flooring Systems has created a unique speckled pattern while reducing waste. This local recycling effort gives Marmoleum Cocoa both a distinctive look and a reduced environmental impact, underlining Forbo Flooring Systems' commitment to thoughtful, sustainable design.

### Great interest in Marmoleum Design Challenge

The international design competition organized by Forbo Flooring Systems and architecture and design magazine Dezeen attracted significant interest, with around 400 participants from 61 countries submitting designs by the April 30, 2024 deadline. Open to architects and designers globally, the challenge was to create a 10-square-meter interior using Marmoleum flooring, designed to foster relaxation and well-being in places like hospitals, schools, or offices. Participants could also use Furniture Linoleum and Bulletin Board, with Marmoleum optionally extending up to one meter on walls.

The competition's winner, Finnish design studio Tuominen Patel, impressed the international jury with its innovative design, "Breathe." This pastel-coloured break out room is crafted for busy office or training environments, offering versatility with movable partitions on castors that allow

the space to adapt to various needs, from small meetings to yoga classes. The studio's concept centers on the belief that "togetherness enhances well-being," an emphasis on community that resonated deeply with the jury.



Video Forbo Flooring x Dezeen - Marmoleum Design challenge



# CASE STUDIES

evolve+



## TESSERA EVOLVE+

# Product evolution for enhanced sustainability

Standard Tessera carpet tiles already contain over 60% recycled content and are produced using 100% renewable energy, resulting in lower embodied carbon levels.

By evolving this standard carpet tile construction, Forbo Flooring Systems has further improved the sustainability of selected Tessera carpet tile ranges, increasing the recycled content and substantially lowering the embodied carbon (A1-A3), all without offsetting and all verified by range specific Environmental Product Declarations (EPDs).

The most sustainable ranges can be easily identified as being part of the evolve+ series, and all are made using over 75% recycled content, renewable energy, and less than 2 kg CO<sub>2</sub>e/m<sup>2</sup> of embodied carbon A1-A3.

The current Tessera Topology and Create Space 1 ranges achieve these enhanced sustainability criteria, and will be joined in 2025 by new designs Twine and Tranquillity, along with the existing range Chroma which will be produced in Aquafil ECONYL® yarn.

# Tessera carpet tiles with SOFTbac® backing

Tessera carpet tiles feature SOFTbac® as an alternative backing option, offering added comfort and acoustic performance. This innovative backing layer, crafted from 100% polyester fibers, including 90% post-consumer recycled materials from water bottles, provides a more luxurious feel than standard carpet tiles and reduces foot fatigue.

SOFTbac® not only improves underfoot comfort, but also enhances durability by reducing pile crush, indentations and wear from castor chairs. Its sound absorbing properties make spaces quieter, while the thermal insulation can help to retain warmth, reducing a buildings energy consumption.



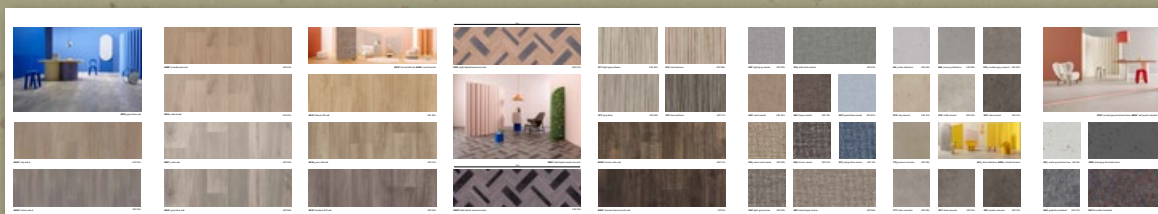
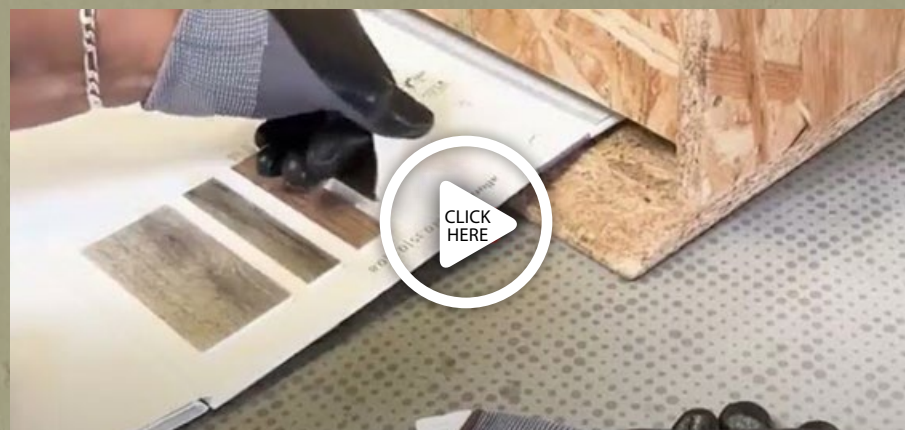
## CASE STUDIES

# Forbo Flooring Systems France leads with sample take-back program

As part of its commitment to sustainability, Forbo Flooring Systems has introduced innovative sample take-back initiatives, setting a benchmark for other countries. Since November 2021, flooring sample parcels have included prepaid return slips, allowing customers to return samples free of charge. In 2023 alone, nearly 1,900 samples were returned, a significant success in reducing waste and reusing valuable materials.

This year, the program expanded to include used sample books. By the end of 2024, Forbo Flooring Systems had collected and recycled over five tonnes of materials, collaborating with LBFI and ESAT to support material collection and recycling efforts. Beyond environmental impact, the initiative has a social dimension, creating employment opportunities for people with disabilities. This comprehensive approach aligns with Forbo Flooring Systems' goal to reduce its ecological footprint while making a positive social impact.

**Video see how  
we recycle samplebooks**





# SOCIAL





# CREATING A HEALTHY AND SAFE ENVIRONMENT

As people spend a significant portion of their time indoors, it is vital to ensure a healthy and high-quality indoor environment. At Forbo Flooring Systems, we consider all factors that contribute to safety, hygiene, and well-being. This means providing low-emission floor coverings, using safe raw materials, and offering products that are allergen-free and easy to maintain.

The UN's commitment to sustainable development is encapsulated in the 17 Sustainable Development Goals (SDGs), established in 2015 with the ambition of achieving them by 2030. Within the framework of our environmental strategy, we specifically concentrate on five of these SDGs. This section dives into the details of how our initiatives directly contribute to these goals, providing insight into our dedicated efforts to support the broader global agenda for sustainability.



## PROGRESS ON OUR 2030 SOCIAL TARGETS IN 2024



Base year 2023:

\* applies to all our production sites

\*\* applies to all our production sites and sales offices

Note: these targets were established in 2024 for our Sustainability Program 2030.

INTERVIEW WITH CLEMENS VAN DE SLUIS

# FeelGood@Work: enhancing and sustaining workplace well-being

**The FeelGood@Work initiative officially concluded in early 2024 in Assendelft, the Netherlands. Could you outline the key achievements of the project and the feedback received from employees?**

FeelGood@Work focused on addressing a range of workplace improvements identified during an earlier needs assessment. These included improvements to office and workstation setups, improvements to site paving, improvements to climate control systems, and renewal of restroom facilities. These changes aimed to create a more functional and comfortable work environment. Feedback from employees has generally been positive, reflecting an appreciation for the visible improvements in their day-to-day surroundings.

**Now that the FeelGood@Work project has concluded, how will sustainable workplace improvements continue to be addressed?**

With the conclusion of FeelGood@Work as a standalone initiative, its principles have been embedded into our existing structures and processes. This ensures that workplace improvements remain an ongoing focus. Future priorities will be determined based on needs, available capacity, and budget. By integrating these efforts into regular operations, we aim to maintain a sustainable approach while continuing to address the evolving needs of employees.

**How have the round table discussions and management dialogues contributed to workplace culture and mutual understanding?**

These monthly sessions have provided a structured platform for open communication between employees and management. They allow us to discuss shared concerns, exchange experiences, and provide feedback. This ongoing dialogue has been instrumental in fostering mutual understanding and ensuring that both employees and management remain connected and aligned on key themes that impact everyone.

**The FeelGood@Work initiative has had an impact on workplace atmosphere. What do you see as the key factors driving this improvement, and how can this positive momentum be sustained?**

The combination of workplace improvements and open communication has played a significant role in enhancing the work atmosphere. These efforts have contributed to stronger trust and collaboration, both within teams and between employees and management. Maintaining this positive momentum will require a continued focus on transparent communication, collaboration, and proactively addressing workplace needs.



Clemens van de Sluis,  
Manager Engineering Assendelft factory

**‘The combination of workplace improvements and open communication has played a significant role in enhancing the work atmosphere.’**



# FOCUS ON HEALTH, SAFETY, AND WELL-BEING

## Dynamics of a building

Modern buildings are increasingly designed with occupant well-being in mind. Flexible, adaptive spaces are a priority, and timeless colours and materials allow for seamless transformations that cater to personal preferences. In these environments, floors and walls do more than divide space, they actively contribute to creating comfortable, health-supportive settings.

At Forbo Flooring Systems, we believe in designing spaces around people and their needs. We call this philosophy 'the dynamics of a building'. By carefully selecting colours, materials, and layouts that align with each space's function, we create harmonious, engaging environments that feel both inviting and purposeful. Today's flooring solutions go beyond aesthetics and durability; they play a proactive role in enhancing well-being, especially in the workplace.

## Designing for people, places, and purpose

Our view is to create healthier environments by focusing product development on people's needs within buildings. We define each space's role through five key dynamics, aligning design and function to meet well-being goals. By centering our products around these dynamics, we create spaces where people feel comfortable, energized, and connected.

Each Forbo Flooring Systems floor covering is thoughtfully designed with colours, textures, and specifications that support each unique environment. From linoleum to vinyl and textiles, our portfolio offers flooring solutions tailored to enrich occupant experience across all building spaces.

By integrating this approach into all our designs, Forbo Flooring Systems delivers coordinated, human-centered flooring solutions. These contribute to healthier, more functional indoor spaces across every segment and application, promoting well-being through intentional design.

## The importance of a healthy indoor environment

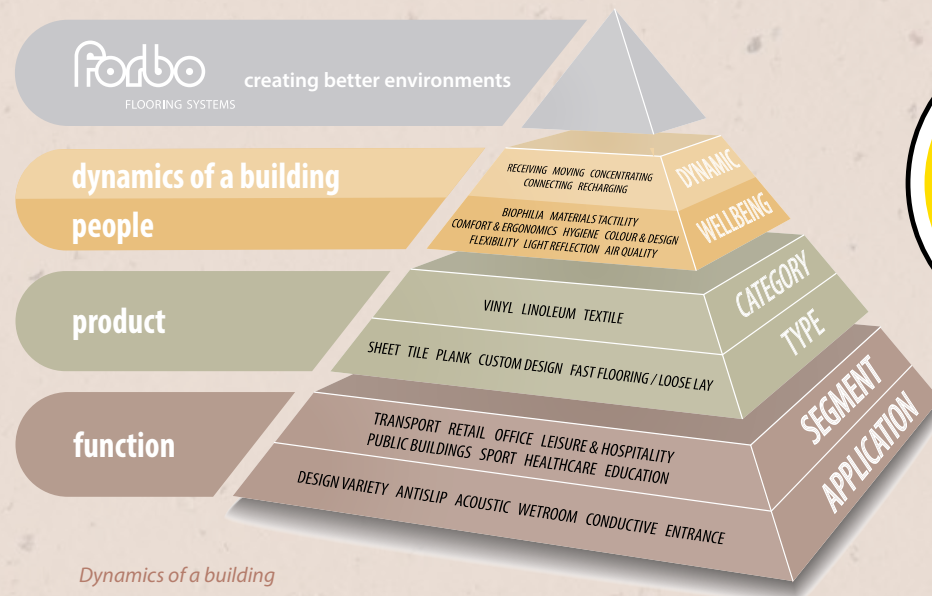
With more than half the global population in urban areas and people spending up to 90% of their time indoors, the importance of healthy interior spaces has never been greater. Flooring significantly impacts these environments where people live, work, and socialize. We create products that not only perform but also enhance comfort and well-being.

Virtually all our products have third party validated Environmental Product Declarations (EPDs) and Health Product Declarations (HPDs), ensuring full transparency about their impact on both human health and the environment.

## Allergy-free flooring

Our Marmoleum floors have earned the prestigious "Seal of Approval" from Allergy UK, verifying that they are free from allergens and dust mites with proper cleaning. Independent testing confirms that Marmoleum resists microbial growth and inhibits the spread of bacteria like MRSA and Staphylococcus aureus. Made from natural ingredients such as linseed oil, Marmoleum is naturally anti-microbial, supporting healthier spaces.

Flotex is the only textile floor covering to receive the Allergy UK Seal of Approval™. Its unique fiber structure traps allergens, which are then easily removed by vacuuming, contributing to cleaner, allergen-free indoor air quality.



# OUR COMMITMENT TO EMPLOYEE WELL-BEING

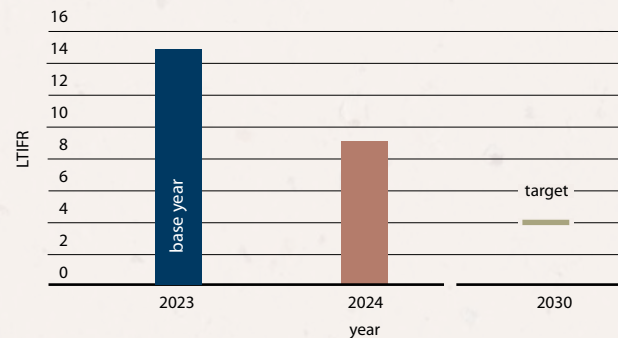
## Investing in workplace safety

Safety is at the heart of our operations. We invest in modern equipment and promote safety-conscious behaviors throughout our workspaces, acknowledging that most accidents happen during routine tasks. Employees are encouraged to report hazards, no matter how minor, using “stop-and-go” cards when they feel uncertain about procedures. Comprehensive training is provided across all roles, from the factory floor to the office, fostering a culture where safety is everyone’s responsibility. By empowering individuals to act proactively, we create a safer environment together.

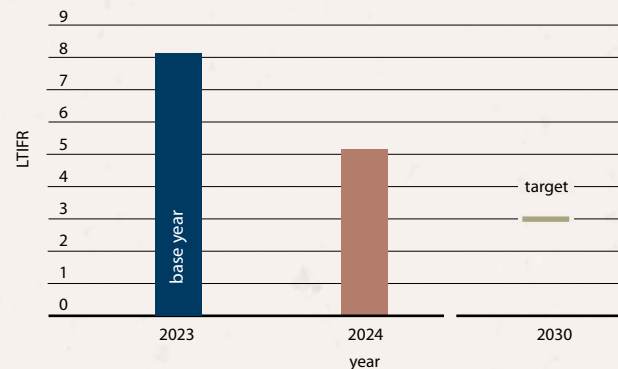
To track our safety performance, we use key indicators like the Lost Time Injury Frequency Rate (LTIFR), which is the number of lost time injuries multiplied by 1,000,000, divided by the total hours worked. In 2024, our LTIFR stood at 9 already achieving our target of LTIFR < 10 by 2025. With the new Sustainability Strategy 2030 we widened the scope to Forbo Flooring Systems. The new target is LTIFR < 3 by 2030.

In 2024, we created a new management role focused on safety and quality, underscoring our commitment to the highest standards in these critical areas. This new position reflects our proactive approach to embedding safety and quality across all aspects of our operations.

Lost time injury frequency rate in our production sites (LTIFR)



Lost time injury frequency rate in Forbo Flooring Systems (LTIFR)





## Prioritizing health & happiness

The health and well-being of our employees are top priorities. Beyond having a comprehensive absenteeism protocol, we actively promote a healthy lifestyle through wellness initiatives and provide access to mental health resources. Our goal is to help our employees lead balanced, fulfilling lives by supporting both their physical and emotional well-being.

## Encouraging open dialogue

We comply with the Social Accountability Standard SA8000, which provides a structured grievance process for employees across several regions. SA8000 also ensures a confidential channel for addressing sensitive issues, handled swiftly through standardized processes. We foster open communication and transparency, ensuring that every concern is heard and addressed with care.

## Building an inclusive culture

Diversity at Forbo Flooring Systems means valuing different backgrounds, skills, and perspectives. By actively fostering an inclusive environment, we ensure equal opportunities for all, bringing together diverse talents to drive innovation and adaptability. Although our work is technically oriented, we make a conscious effort to consider diversity in roles, configurations, and work models. Our aim is to create a workplace where everyone feels valued, respected, and empowered to contribute their best.

We are also committed to supporting individuals with disabilities, partnering with organizations globally to promote their integration into the workforce.

## Training and education

The division-wide annual performance review provides a starting point and an appraisal for training. In this appraisal, individual training requirements are matched with the training needs indicated in the Forbo Flooring Systems strategy as well as any legal training requirements that are in place. Forbo Flooring Systems operates a wide range of training formats, from management development to the enhancement of factory floor skills. For specialist training, our employees can attend seminars and conferences or follow one of the educational courses offered by expert institutions and learning centers.



On-the-job training for our production and warehousing operators includes:

- Site and company introduction
- Hazard identification, control, and risk assessment
- Job safety analysis
- Job-specific training

Our employees	2024
Total number of headcounts by December 31, 2024	2,633
Number of our employees that work parttime	243
% of promotions from within in senior management positions	2

In 2024, the following international training programs have been conducted:

- Leadership principles course for management
- Forbo Flooring Systems' STEP strategy execution process, to help and facilitate teams using this methodology
- SA8000 module in order to improve knowledge on this standard
- Sustainability training, supporting our 'Sustainability 2025 program' as well as our 'Going Round, Moving Forward' campaign on circularity
- Product knowledge programs for new collections, features, and USP's, e.g. Marmoleum Solid, Step Safety vinyl and Flotex
- Code of Conduct full program e-learning as part of the introduction program as well as a refresher course for all our employees
- A cyber security program for new employees and ongoing training for all employees in the target group
- Trainings on competition law and prevention of corruption, data privacy and respect at work



Several local and international training programs are in place. The development of learning and training programs is evaluated every year, with improvements implemented whenever we see opportunities to do so. In 2024, we continued the use of e-learning modules, which is an important element in our employee training. We also continued our webinar learning sessions for our external audiences. The total spend on external training costs: CHF 1.01 million. In the Forbo Flooring Systems strategy, the people objectives include programs to continuously improve and standardize knowledge and skills in the division, as well as reducing time to knowledge for new employees, with a focus on sales. In addition, programs are included to identify, develop, and retain talents, as well as create challenging and attractive workplaces for high performers. In this context, the updated succession planning & talent mapping process was launched in the last quarter of 2023 has been further implemented.

### Living our company values

Our company culture is built on the Forbo Way to Win values program, emphasizing the principles of being inspiring, daring, and caring. These values are ingrained in our onboarding programs and daily operations, fostering a strong connection with our employees and local communities. By living our values, we create a supportive and dynamic workplace that benefits both our team and our business.

### A great place to work

At Forbo Flooring Systems, we prioritize physical and mental well-being, diversity, and opportunities for growth. We offer flexible work models, encourage ongoing education, and collaborate with universities to train young talent. Our commitment to work-life balance and personal growth fosters an inclusive, supportive environment where every employee can thrive, making us an employer of choice for those seeking fulfilling careers.

### Community engagement and social responsibility

Forbo Flooring Systems actively partners with local communities and organizations to improve quality of life and address social and sustainability challenges. By fostering collaborations that encourage creativity and innovation, we aim to make a positive impact that goes beyond our business operations.

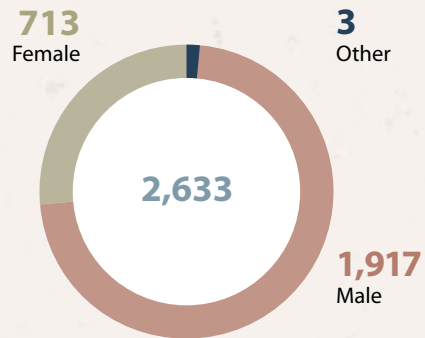


### Giving back through charity and donations

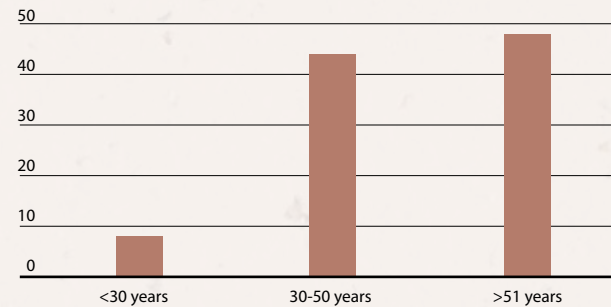
We are committed to giving back to society by contributing product donations, installation support, and financial aid to social and charitable organizations. Our employees around the world participate in team-based philanthropic efforts that aim to improve public health and social welfare. Supporting causes that align with our values and mission is an essential part of our commitment to the communities we serve.



### Forbo Flooring Systems' employees in 2024



### Age structure in % of total



### Workforce

Number of Forbo Flooring Systems' employees

**2,633**  
Total workforce

**32**  
Apprentices /  
trainees

**21**  
Disabled  
employees



# UPHOLDING FAIR TREATMENT THROUGHOUT OUR VALUE CHAIN



## Adhering to SA8000 standards for ethical working conditions

At Forbo Flooring Systems, social accountability is a cornerstone of our sustainability initiatives. As part of our commitment to social equity and the fair treatment of workers across our supply chain, we have adopted the Social Accountability Standard, SA8000. This standard aligns with the labor principles set out in the Universal Declaration of Human Rights and the conventions of the International Labor Organization (ILO).

Our SA8000 certification reinforces our dedication to global human rights and ethical working conditions. This includes the elimination of forced and child labor, safeguarding health and safety in the workplace, preventing discrimination, ensuring fair wages, and upholding the right to collective bargaining. We view this standard not just as a set of guidelines but as a complement to national labor laws worldwide, enabling our suppliers to meet SA8000's rigorous requirements.

## Active oversight and supplier compliance

Through the SA8000 standard, we maintain active oversight across our supply chain, ensuring each supplier adheres to our fair treatment standards. Our team is closely involved in verifying compliance, demonstrating our commitment to creating responsible and ethical supply chains.

## Addressing child labor and conflict minerals

Beyond SA8000 certification, we have implemented comprehensive policies to identify, prevent, and address risks associated with child labor and conflict minerals in our supply chain.

## Annual supplier checks

We conduct annual evaluations of suppliers, documenting any areas where child labor risks might exist based on supply chain characteristics.

## Risk assessment for high-risk categories

The first step involves categorizing the countries where our suppliers operate based on the UNICEF Children's Rights in the Workplace Index, which assesses child labor risks. This index classifies countries into three categories: basic, enhanced, and heightened.

In cases where suppliers operate in countries where the due diligence response is not classified as basic by UNICEF, we conduct additional screening using a detailed, risk-based approach. Furthermore, our buyers evaluate the risk of child labor within each procurement category across the supply chain, ensuring a thorough assessment of potential risks.

## Mitigation and preventive actions

When risks related to child labor are identified, we take prompt, structured actions. These include:

- Documenting details like product descriptions, supplier names, addresses, and production sites
- Requiring third-party certifications aligned with industry best practices.
- Mandating self-declarations from suppliers regarding their labor practices
- Including specific child labor clauses in all supplier contracts
- Conducting on-site audits at supplier facilities at least once every five years to verify compliance with our standards



# CASE STUDIES

## Flooring for Welfare Program

Forbo Flooring Systems wants to make a difference in communities in need through its 'Flooring for Welfare' program. Through applying strict selection criteria this initiative provides free, high-quality flooring materials to support community and welfare projects, helping create safe, comfortable, and functional spaces for those who need it most.

By partnering with organizations dedicated to community well-being, we aim to enhance environments for social services, care facilities, and public spaces, fostering positive and supportive spaces for individuals and families. Through 'Flooring for Welfare', Forbo Flooring Systems is proud to contribute to projects that build a foundation for better living conditions and community growth.



**FLOORING  
FOR WELFARE**

## Forbo Flooring Partners with Salvation Army to support sustainable flooring access

Forbo Flooring Systems has partnered with the Salvation Army Trading Company to support its take back scheme and charity furniture shops through donations of reusable Tessera carpet tiles. This collaboration provides a second life for Forbo Flooring Systems high-quality carpet tiles, which are removed from corporate refurbishment and renovation projects.



The initiative allows communities to access affordable, durable flooring while implementing circular practices and preventing usable products from ending up in landfill. By reusing Tessera carpet tiles, Forbo Flooring Systems and the Salvation Army contribute to a more sustainable future, emphasizing the value of quality products in supporting local communities.

## Marmoleum donation for Chinese elementary school



By donating Marmoleum, Forbo Flooring Systems was able to help a Chinese elementary school effectively and sustainably. We heard from a sales partner that the children at Shiqiao Town Central Primary School, located in a mountainous region, where getting their education in classrooms with unfinished cement floors for many years. The hard and uneven floor was a tripping hazard and was difficult to clean. As the school did not have the funds to renovate the floor, Forbo Flooring Systems donated 1,200 square meters of Marmoleum.

The newly laid floors improve safety and hygiene and foster a good learning environment, as the

classrooms are brighter and the children can now even play on the floor: "The atmosphere has improved considerably," says the elementary school principal, Du Haibo. "It is a real pleasure for children and teachers to teach and learn on such a natural and environmentally friendly floor." With this project, Forbo Flooring Systems has taken on social responsibility in China. It also reflects well on us, and we have been praised by the local education authorities and reported on by several major Chinese media. In cooperation with our partners, we hope to help more schools in need with Marmoleum in 2025.



## CASE STUDIES

### Green Walk brings sustainability to Dutch workplace culture

The Green Walk has become a fixture at the Assendelft factory and office in the Netherlands,, evident in reminders by light switches, the Print-Less contest, and even at New Year gatherings where employees share sustainability ideas. But what's behind this initiative?

At its core, the Green Walk aims to grow sustainability awareness among employees through simple, collective actions. The initiative's goals are threefold: encourage team members to share their green ideas, promote eco-friendly habits, and keep everyone informed on sustainability efforts.

Examples of Green Walk activities range from participating in clean-up days, like Nederland Schoon (Netherlands clean) on March 23<sup>rd</sup>, to small, practical steps like turning down the

heat on Warmetruiendag (Warm sweater day), February 2<sup>nd</sup> or choosing to print less. Updates on the latest green projects are shared through intranet, narrowcasting, and Caleidoscoop (our internal magazine), fostering an easy connection to sustainability.

The Green Walk is steadily growing, with more employees joining in the mission to create a greener workplace one step at a time.



### Students and linoleum: creative sustainability in collaboration with HMC Amsterdam

For years, the Hout- en Meubileringscollege (HMC) in Amsterdam has partnered with Forbo Flooring Systems to inspire students to design sustainable furniture using linoleum. Students in the Creative Craftsman program create modular furniture with a circular approach, focusing on reusability. One innovative experiment involves engraving floral patterns into Furniture Linoleum using a CNC machine, with the design extending seamlessly onto the oak base layer. On November 9, these creations were showcased at HMC Amsterdam's Open Day – a display of young talent and sustainable design.





# GOVERNANCE

A modern interior design featuring a blue leather sofa, a brown armchair, and a wooden coffee table on a checkered floor. A large, golden honeycomb patterned wall is in the background.



# STRENGTHENING GOVERNANCE FOR SUSTAINABLE GROWTH

At Forbo Flooring Systems, we recognize the critical role of ethical governance in safeguarding the long-term interests of our stakeholders. We are committed to maintaining accountability and continuously work to identify, assess, and manage potential risks that may affect our operations.

The Forbo Code of Conduct encompasses our key business principles and core values. It ensures not only compliance with laws and regulations at every location of our business operations but goes beyond that. It demonstrates our commitment to act ethically and with integrity in every situation while respecting the rights of individuals. We expect this from every employee as well as all our business partners.

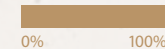


## PROGRESS ON OUR 2030 GOVERNANCE TARGETS IN 2024



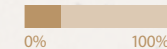
**100%**

whistleblower policy  
in place\*\*



**BONUS**

targets based on ESG  
KPIs integrated in  
bonus plan\*\*



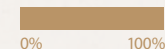
**SA8000**

social  
accountability  
management  
system active in all  
sites\*



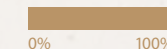
**ISO9001**

quality management  
system continuously  
improved\*



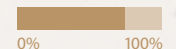
**ISO14001**

environmental  
management system  
continuously improved\*



**≥95%**

floors sold with  
third party verified  
EPD\*



Base year 2023;

\* applies to all our production sites

\*\* applies to all our production sites and sales offices

Note: these targets were established in 2024 for our Sustainability Program 2030.



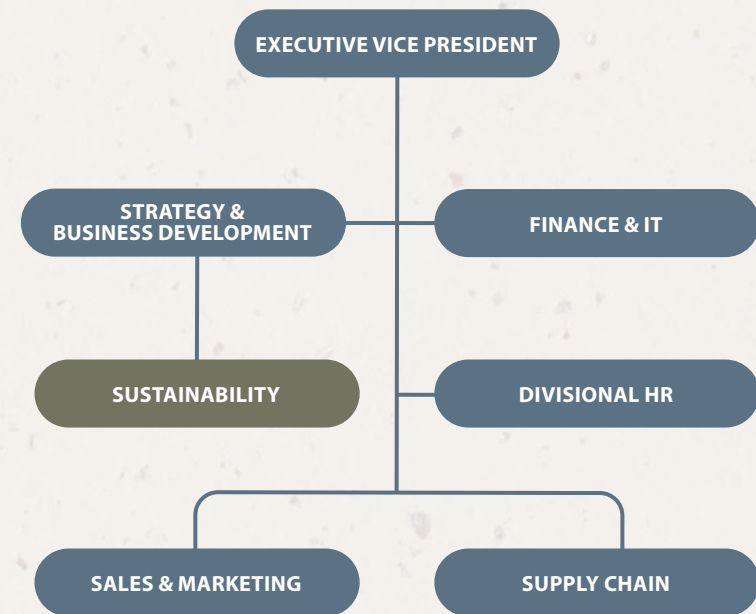
# OUR ORGANIZATION

## Leadership and management

Forbo Flooring Systems is led by the Executive Vice President Jean-Michel Wins, with a management team comprising vice presidents responsible for supply chain, with their respective business units, sales and marketing with their respective sales regions, and central functions such as finance & IT, HR. Additionally, directors oversee global quality, procurement, logistics and marketing, ensuring cohesive leadership across all operational areas.

## Centralized approach to sustainability

Our sustainability initiatives are led by a central sustainability team under the guidance of the Vice President Strategy & Business Development. Every year, our manufacturing sites, sales teams and central functions create Sustainability Year Plans to address key issues. Quarterly sustainability meetings track progress and drive continuous improvements, reflecting our commitment to responsible growth.



## Commitment to the triple bottom line

Our Sustainability Policy, endorsed by the Executive Vice President, emphasizes our dedication to ecological, social, and economic sustainability. Many of our manufacturing facilities meet ISO 9001, ISO 14001, and SA8000 standards, while our sales organizations adhere to ISO 9001. Through annual improvement programs, all teams work to advance their sustainability performance as part of our 'Sustainability 2030' initiative. A global sustainability program manager oversees goal-setting and progress tracking to ensure alignment with our sustainability vision.

## Monitoring and evaluating sustainability goals

Sustainability is a key metric for all business units and sales regions, forming a core part of our 'Sustainability 2030' program's monthly reviews. The program aligns research and development goals with our Sustainability Policy's principles, and our STEP strategy execution program enables us to measure sustainability progress for each business unit, sales region, and central function.

## Upholding our Code of Conduct

The Forbo Code of Conduct lays out our core principles and values, which are rooted in integrity, transparency, and fairness. This code guides employees' behavior and is aligned with the 'Forbo Way to Win' principles. Beyond ensuring compliance with laws and regulations, the code promotes ethical actions and respect for individual rights among our employees and partners worldwide. Through mandatory e-learning, we reinforce awareness of the Code of Conduct, competition law, and anti-corruption principles. New employees receive training on the Code during onboarding, and it's accessible on our corporate website.

## ISO 9001 and ISO 14001 certifications

In 2013, Forbo Flooring Systems made the significant decision to certify our global sales organizations under ISO 9001, setting a new standard for quality in the flooring industry. This certification extends beyond local production sites to include global sales offices, showcasing our commitment to excellence. The latest recertification was completed in April 2022 in line with ISO 9001:2015 standards. Additionally, our adherence to ISO 14001 helps us manage our environmental impact responsibly, ensuring continuous improvement in environmental performance.

## Preventing and detecting corruption

Forbo Flooring Systems maintains a strict zero-tolerance policy on corruption, recognizing that it undermines competition, trust, and job security. Our Code of Conduct includes specific anti-corruption measures, prohibiting bribery, unfair commissions, and inappropriate gifts. Employees must report received gifts to their superiors, and Forbo Flooring Systems does not make donations to political entities. We conduct thorough assessments before entering new partnerships, including desk analyses, risk evaluations, and contract clauses to ensure adherence to anti-corruption principles. The Forbo Corporate Compliance Officer oversees these reviews to maintain high ethical standards.

## Reporting unethical behavior through the Forbo Integrity Line

To uphold transparency and trust, we offer the Forbo Integrity Line, a secure, confidential channel for reporting unethical behavior, corruption, or other wrongdoings. This resource is easily accessible on our websites, and individuals who use it are protected from any form of retaliation, with the option to report anonymously.

## Comprehensive risk management

Our risk management practices are guided by our Articles of Association, Organizational Regulations, and the Board of Directors' guidelines, in alignment with the Directive on Information relating to Corporate Governance (DCG) and relevant publications by the SIX Swiss Exchange.





A modern office lounge area featuring two bright green sofas and two black armchairs with wooden legs. Small black side tables are placed between the seating. The floor is covered in a blue and grey patterned carpet. In the background, a glass-walled meeting room is visible, containing a table and chairs. To the left, there is a long wooden shelf with a dark sphere and some papers. The overall design is clean and contemporary.

**ANNEX**

# GRI CONTENT INDEX

<b>Statement of use</b>	Forbo Flooring Systems Flooring Systems has reported the information cited in this GRI content index for the period 1, January 2024 to 31, December 2024 with reference to the GRI Standards.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	7, 59 & Annual report
	2-2 Entities included in the organization's sustainability reporting	9 & Annual report
	2-3 Reporting period, frequency and contact point	2024, annually, question@forbo.com
	2-4 Restatements of information	31 & Annual report
	2-5 External assurance	Forbo Flooring Systems Flooring Systems has not had this report externally assured.
	2-6 Activities, value chain and other business relationships	Annual report
	2-7 Employees	Annual report
	2-8 Workers who are not employees	Annual report
	2-9 Governance structure and composition	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	Executive leadership team is responsible for reviewing and approving reported sustainability information
	2-15 Conflicts of interest	Annual report
	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
	2-21 Annual total compensation ratio	Annual report
	2-22 Statement on sustainable development strategy	Forbo Flooring Systems is committed to the United Nations Sustainable Development Goals (SDGs) as a pathway to bring about sustainable development that addresses shared global challenges



	2-23 Policy commitments	Annual report and page 60
	2-24 Embedding policy commitments	Annual report
	2-25 Processes to remediate negative impacts	Annual report
	2-26 Mechanisms for seeking advice and raising concerns	Annual report
	2-27 Compliance with laws and regulations	Annual report
	2-28 Membership associations	8
	2-29 Approach to stakeholder engagement	Annual report
	2-30 Collective bargaining agreements	Annual report
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	14
	3-2 List of material topics	14
	3-3 Management of material topics	14
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Annual report
	201-2 Financial implications and other risks and opportunities due to climate change	Annual report
	201-3 Defined benefit plan obligations and other retirement plans	Annual report
	201-4 Financial assistance received from government	Annual report
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not reported
	202-2 Proportion of senior management hired from the local community	Not reported
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Annual report
	203-2 Significant indirect economic impacts	Not reported
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Not reported
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Covered by our Supply Requirements Document, not externally reported
	205-2 Communication and training about anti-corruption policies and procedures	Annual report
	205-3 Confirmed incidents of corruption and actions taken	Annual report
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual report
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Annual report
	207-2 Tax governance, control, and risk management	Annual report
	207-3 Stakeholder engagement and management of concerns related to tax	Annual report
	207-4 Country-by-country reporting	Annual report

<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	24, for transparency this information is also published in our Environmental Product Declarations (EPD)
	301-2 Recycled input materials used	24, for transparency this information is also published in our Environmental Product Declarations (EPD)
	301-3 Reclaimed products and their packaging materials	24-25
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	28
	302-2 Energy consumption outside of the organization	Not reported in MJ but as CO <sub>2</sub> -equivalent. Scope 3 emissions
	302-3 Energy intensity	28
	302-4 Reduction of energy consumption	28, 30, 31
	302-5 Reductions in energy requirements of products and services	28, 30, 31
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	33
	303-2 Management of water discharge-related impacts	Not reported
	303-3 Water withdrawal	33
	303-4 Water discharge	Not reported
	303-5 Water consumption	33
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Forbo Flooring Systems does not own, lease or manage any sites adjacent to or in areas of high biodiversity value
	304-2 Significant impacts of activities, products and services on biodiversity	We have not identified our activities or products as having significant impacts on biodiversity. Forbo Flooring Systems is committed to sourcing materials and engaging in manufacturing operations that support biodiversity. With this, we are committed to developing a circular economy and use of recycled and biobased materials.
	304-3 Habitats protected or restored	Forbo Flooring Systems does not have programs of this kind,
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Forbo Flooring Systems does not have operations in areas with IUCN Red List species and national conservation list species habitats
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	29, 30, 31
	305-2 Energy indirect (Scope 2) GHG emissions	29, 30, 31
	305-3 Other indirect (Scope 3) GHG emissions	29, 30, 31
	305-4 GHG emissions intensity	29, 30, 31
	305-5 Reduction of GHG emissions	29, 30, 31
	305-6 Emissions of ozone-depleting substances (ODS)	Forbo Flooring Systems measures these emissions annually through our environmental metrics program, but they are minimal and we do not report them publicly.
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Forbo Flooring Systems does not currently report on this. It plans to formalize this process in the coming years.
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	32
	306-2 Management of significant waste-related impacts	32
	306-3 Waste generated	32
	306-4 Waste diverted from disposal	32
	306-5 Waste directed to disposal	32



<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Forbo Flooring Systems screens all raw material suppliers annually. This is not reported externally.
	308-2 Negative environmental impacts in the supply chain and actions taken	Forbo Flooring Systems screens all raw material suppliers annually. This is not reported externally.
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Annual report and page 52.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Forbo Flooring Systems does not currently report on this information.
	401-3 Parental leave	Not reported
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Not reported
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	50
	403-2 Hazard identification, risk assessment, and incident investigation	50
	403-3 Occupational health services	Annual report
	403-4 Worker participation, consultation, and communication on occupational health and safety	Annual report
	403-5 Worker training on occupational health and safety	51
	403-6 Promotion of worker health	51
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	51
	403-8 Workers covered by an occupational health and safety management system	51
	403-9 Work-related injuries	50
	403-10 Work-related ill health	Not reported
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	52
	404-2 Programs for upgrading employee skills and transition assistance programs	52
	404-3 Percentage of employees receiving regular performance and career development reviews	Annual report
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Not reported
	405-2 Ratio of basic salary and remuneration of women to men	Not reported
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Not reported
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Forbo Flooring Systems uses Supplier Requirements Documents to assess suppliers. This includes SA8000. No incidents reported.
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Forbo Flooring Systems uses Supplier Requirements Documents to assess suppliers. This includes SA8000. No incidents reported.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Forbo Flooring Systems uses Supplier Requirements Documents to assess suppliers. This includes SA8000. No incidents reported.
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	In place, not reported.

<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	No incidents reported
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Annual report
	413-2 Operations with significant actual and potential negative impacts on local communities	Annual report
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Forbo Flooring Systems uses Supplier Requirements Documents to assess suppliers. This includes SA8000.
	414-2 Negative social impacts in the supply chain and actions taken	Forbo Flooring Systems uses Supplier Requirements Documents to assess suppliers. This includes SA8000. No incidents reported.
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	Not reported
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	We publish Health Product Declarations (HPD) for our products.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We publish Health Product Declarations (HPD) for our products.
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	We have DoP's, CE-mark & UKCA-mark for our products.
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not reported
	417-3 Incidents of non-compliance concerning marketing communications	Not reported
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Open channels to report in place, no incidents reported.



creating better environments

## Contact

FORBO FLOORING SYSTEMS  
Forbo Flooring B. V.  
Industrieweg 12  
P.O. Box 13  
NL-1560 AA Krommenie

[question@forbo.com](mailto:question@forbo.com)  
[www.forbo.com/flooring](http://www.forbo.com/flooring)

