CSR Report 2024

we **care** / we **act**

Gerflor®

Editorial

Gerflor solutions are part of our daily lives, whether at home, in gyms, healthcare facilities, schools, workplaces, public places or transportation.
This commits us to improving every day the well-being and health of our customers, users, communities while anticipating the needs and challenges of future generations.

"we **care** / we **act":** our mission statement is about awareness and action.
Faced with the climate emergency and various environmental challenges, we act with determination and pragmatism to reduce our environmental footprint and contribute to greater circularity and positive social impact.

I strongly believe actions speak louder than words, let me remind you of a few key 2024 achievements:

- **A 45% reduction in our carbon footprint for scopes 1 & 2** compared to 2019 (in kg CO_2 eq/m²), notably through the installation of 68,500m² of photovoltaic panels for self-consumption.
- **More bio-based materials:** 80% sustainable content, including bio content, in our new Taraflex® and Premium ranges.
- **Gerflor "Second Life" take back program** now active in 13 European countries. In 2024, we recycled 56,000 tons of flooring – equal to 6 Eiffel Towers!
- **Increased recycling capacity**, with the acquisition of a new recycling facility in Germany at the end of 2024.
- **Paris 2024 Olympic & Paralympic Games** - a major showcase of Gerflor's expertise: 33,000 sqm of sports floors, 100% re-used after the Games.
- **People** at the heart of our commitment: we trained 2,800 Gerflor employees about CSR and launched the Gerflor Safety Culture program to reach the "zero accident" ultimate target.

By the end of 2025, we will conclude our "2019–2025" roadmap. As part of this CSR report, we are pleased to present **our new 2030 commitments**.
Our climate targets are in line with the Paris Agreement and have been validated by the Science Based Targets initiative (SBTi).

Together, let's continue to act with pragmatism, innovation and commit to a more sustainable development !

Bertrand Chammas
Chairman & CEO

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Find out more on gerflor.com

Find us on social media:

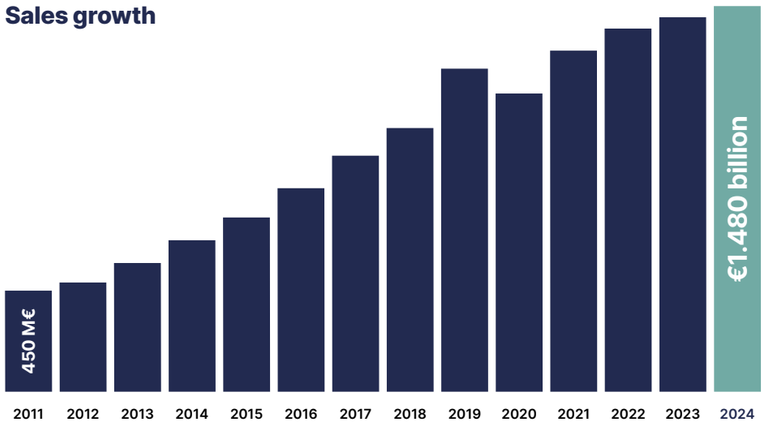
For over 80 years, the Gerflor Group has been designing, manufacturing and marketing innovative, decorative solutions with a focus on environmental and social responsibility.
Its product portfolio includes resilient flooring, wall coverings and finishing elements.
Gerflor supports professionals and individuals on a daily basis at every stage of their project, from product selection to end-of-life management by offering recycling solutions.
The Group employs 5,200 people in 24 factories and 30 subsidiaries and distributes its products and services in more than 120 countries.
Gerflor's solutions are used in commercial, educational, hospital, sports and residential buildings.

The Gerflor Group

2024 Key Figures

Growth for over 20 years, based on organic development and strategic acquisitions.

Sales growth



€1.480 billion
turnover

5200
employees

24
factories

30
subsidiaries

Distribution of our manufacturing sites and business subsidiaries

America

Europe

Middle East and Africa

East Asia and Australia

● Sales Offices ● Manufacturing Plants ● Headquarters

Produce locally for each market

Europe is our main production area and our largest market.
Our head office is located in France.

More than 50% of the products sold are manufactured locally, on every continent.

Our history

From one generation of entrepreneurs to the next, we have built innovative brands with the goal of improving the lives of our users. The adventure began with internationally renowned brands, Mipolam, Taraflex® and Gerflex. Since 2006, we have focused on enriching our portfolio with strong and expert brands in their respective markets.

Our distribution network is also expanding, strengthening the availability of diversified solutions that meet the current needs of our customers.

Pioneer brands

1937 → 1947 → 1952

mipolam — The 1er homogeneous soil

TARAFLEX — The first indoor sports floor

Gerflex — The first self-adhesive tiles

Expert flooring brands

2007 → 2012 → 2014 → 2015 → 2018

Spm — ROMUS — CONNOR SPORTS — SPORT COURT — GRADUS — DLW

2021 → 2022 → 2022 → 2022 → 2023

PROGRESS PROFILES — dumaplast — DINAC — STAGESTEP — SNAPLOCK INDUSTRIES

Geographic expansion

Selection of Gerflor subsidiaries built on the acquisition of distributors

2007 Norway

2008 USA

2009 Finland

2011 Saudi Arabia

2015 Czech Republic

2018 Australia

2019 Switzerland

2021 Italy

2021 Croatia

2021 Türkiye

Our products and markets

Experts in solutions for floors and their surroundings, we offer a wide range of technical and decorative solutions, specific to each application market. Our approach is spread over 10 markets which makes our business model both robust and balanced.

A diversified product portfolio

Our range offers a wide choice of materials and formats for floors and walls, as well as accessories for integrated application solutions.

Floor tiles and planks

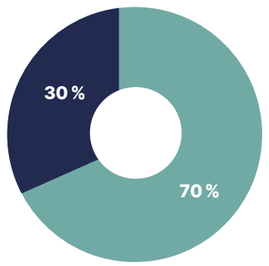
Flooring Rolls

Finishing Elements

Wallcovering Panels

Wallcovering Rolls

Sales mainly driven by renovation.



- Renovation
- New construction

10 Market applications

Industry

Health

Hospitality

Offices

Sports

Education

Shops

Transport

Housing

Public buildings

4,000 exclusive designs, developed by our Artistic Direction team.

Our strategic priorities

Because each project is unique, we are committed to making life easier for our customers and users with safe, decorative and innovative products that protect their health and are environmentally friendly.
Our actions to address this are based around three key pillars: customers, innovation and social responsibility.

Customer Culture

Our floor and wall solutions are present in all aspects of personal and professional life: at school, at home, in the office or even in shops, gyms, transport or hospitals. We therefore have a strong responsibility as a manufacturer: to combine innovation and design to enhance living spaces, making them safe, comfortable and easy to live in. For commercial projects, we support our professional clients to offer them the best conditions for success, from the selection of a material suited to the project, through different implementation options, optimised usage conditions and end-of-life solutions.

Innovation

Our R&D team is spearheading our corporate and continuous improvement policy and actively monitors new market trends. 145 engineers and technicians design products that meet the constantly evolving expectations of our customers.

Social Responsibility: we care, we act

Reducing the impact of our products on the environment at every stage of their life cycle is at the heart of our concerns. We proactively integrate eco-design and circular economy principles.
Concerned about the health and well-being of our employees and users, we are constantly improving our practices aiming to lead by example.
We are committed to society more broadly, with a proactive responsible purchasing policy, a strict ethical framework for our commercial relations and support for the regions in which we operate.
"we care, we act" is much more than a slogan. It is a line of conduct that guides all aspects of our business.

FOCUS.
Our values guide our actions.
Our strategic axes are inspired by the group's values. "**T.R.A.C.E**" is shared with each of our employees and is at the heart of our management processes:

Teamwork
Respect and integrity
Agility and entrepreneurship
Customer success
Engagement & responsibility

Our CSR approach is evolving daily.
At Gerflor, we are fully aware of our impact on the planet and on people's lives. This is why each business line is part of a CSR approach on a daily basis. Since 2020, the Group has prioritised its key issues in alignment with the United Nations Sustainable Development Goals (SDGs). Our new roadmap "Target 2030" will guide our action to contribute to a better future, step by step.

Governance and CSR priorities

A long standing effort

Driven by strong customer commitments, we have structured our CSR policy over the past 30 years.

The certification processes of the various group entities have constituted the first formal steps of our CSR policies:

1995 - ISO 9001: Quality certification for company performance and customer satisfaction.

2003 - ISO 14001: Environmental certification for the environmental performance of our products and facilities.

2006 - EN 9100: Aerospace quality certification for the reliability and quality of services.

2011 - ISO 45001: Health and safety certification aimed at preventing risks to the health and safety of our employees, contractors, and other stakeholders.

2013 - ISO 50001: Energy certification for resource management and addressing climate change

We strive to work with a prevention and continuous improvement approach.

FOCUS.
Ecovadis

In February 2024, we received our Ecovadis CSR evaluation and achieved a score of 64/100, an improvement over our previous score of 53/100. GERFLOR SAS (GROUP) is among the top 10% of companies assessed by Ecovadis in the Plastic Products Manufacturing sector and the top 4% in the Environment category.

Our actions are guided by our commitments to our stakeholders:

- Deliver innovative products that prioritise health and environmental safety
- Continuously innovate to deliver the best service to our customers
- Guarantee health, safety, and well-being at work for our employees while supporting them in their skills development and professional growth
- Adhere to rigorous ethical standards to ensure balanced and fair interactions with our business partners
- Foster a sustainable economic dynamic in the territories where we are established to fully assume our responsibility towards society.

Since 2021, our CSR reports have formalised and communicated our CSR achievements and ambitions.

FOCUS.
FORVIS MAZARS verified selected data from this report in June 2025.
The audit report is available at www.gerflor.com
The audited data is identified in the Key Performance Indicators table.

Over 100 Gerflor staff members dedicated to quality.

Governance and management bodies

Decisions are made within operational executive committees and shared with the teams during regular supervisory meetings.

Quarterly Supervisory Committee

Appointed by the shareholder representatives, composed of 9 members representing the shareholders based on their experience, skills and independence.
It is chaired by a representative of the majority shareholder, independent from the organisation.
An audit committee meets annually in the presence of the Statutory Auditors.

Executive committee weekly

- 1 CEO
- 11 independent executive members appointed by the president

Business Sector Executive Committee

- Business
- Marketing
- Technical
- Quality
- Supply Chain
- Industrial
- CSR
- Purchasing
- Human Resources
- Digital Transformation

Thematic steering committees:

- Product Committee & Regulatory Monitoring
- HSE / Industrial Committee
- Recycling Committee
- Supply Chain CSR Committee
- Responsible Procurement Committee
- Green IT Committee
- Corporate Social Responsibility (CSR) / Human Resources (HR)
- Committee CSR / Ethics Committee

FOCUS

In 2024, the entire executive committee underwent training on the Corporate Sustainability Reporting Directive (CSRD)
and participated in workshops to develop the double materiality assessment.

Monthly CSR Executive Committee meeting

It validates the CSR strategy, defines the objectives and actions needed to achieve them, and finally validates the achievement of these objectives.

- Director of Strategy and CSR
- Corporate Social Responsibility / Quality, Safety and Environment Manager
- Sustainable Development Marketing Manager
- Business Unit Leadership

CSR representatives in all departments

Stakeholders

**We strive to involve our stakeholders as comprehensively as possible in the development of our CSR approach.
Several customer surveys are conducted annually in different markets and countries.**

All stakeholders are represented by one or more members of the management committee.

FOCUS.

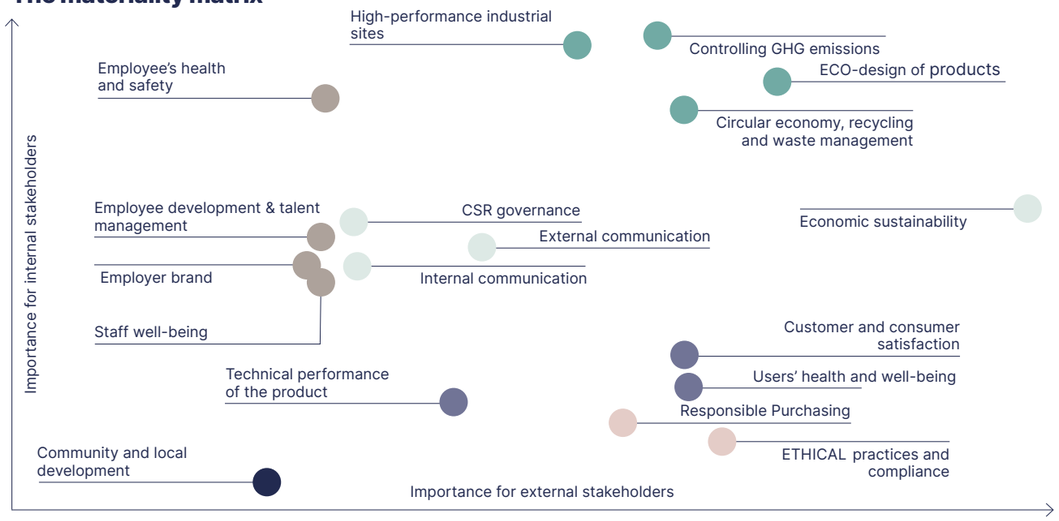
Gerflor is an active member of associations in the resilient flooring sector:

- KALEI in France
- ERFMI and MMFA at the European level

Prioritisation of key issues 2020-2025

Since 2020, the prioritisation of our CSR issues and the direction of our actions have been established by integrating the expectations of our stakeholders. Based on this foundation, we have established a materiality matrix.

The materiality matrix



Matrix legend:
- the environment
- communities and local development
- fair practices
- the consumer
- employment relationships and working conditions
- governance

These priorities are consistent with the company policy pursued for the past 20 years. Beyond economic performance, we have consistently oriented our actions towards:
- The success of our clients and business partners
- The culture of health and safety prevention
- The search for more eco-friendly solutions
- The expertise and commitment of our employees.

FOCUS.
Listening to our customers.
Our surveys reveal a major and growing interest in bio-based solutions, the circular economy and the carbon footprint of products.

Our 2025 main commitments

For each of the material issues, we set quantified objectives for 2025 in 2020.

	Priority issues	2025 vs. 2020 objectives
Environment — Page 22	**- Management of greenhouse gas emissions** **- Eco-design and conserving natural resources** **- Circular economy.**	→ **-20 %** in $kgCO_2eq/m^2$ on GHG Report scopes 1 and 2 *vs* 2019 → **35 %** looselay products → **30 %** recycled content in products → **10 %** organically sourced materials → **60 000 tons** recycled materials consumed/year.
Customers — Page 48	**- Health and well-being of users** **- Customer and consumer satisfaction.**	→ **100 %** products < 100 µg/m³ VOC → **-10 %** customer incidents.
Staff members — Page 64	**- Health and safety of staff members** **- Skills development.**	→ **Tf1 < 4** = (number of yearly accidents/number of yearly worked hours) x 1,000,000 → **2%** wage bill invested in training.
Society — Page 78	**- Ethical practices and compliance** **- Responsible Purchasing.**	→ **90 %** of staff trained → **90 %** suppliers signatories of the Responsible and Ethical Purchasing Charter.

Prioritisation of key issues 2026-2030

In 2024, we aimed to go further and reworked the prioritisation of material issues for the period 2026-2030. This exercise, validated by the Executive Committee, identifies 8 double materiality issues.

Identification of challenges

Based on current challenges and frameworks such as the Global Reporting Initiative (GRI) and the European Financial Reporting Advisory Group (EFRAG) within the context of the Corporate Sustainability Reporting Directive (CSRD), 19 CSR challenges have been identified as potentially material for Gerflor.

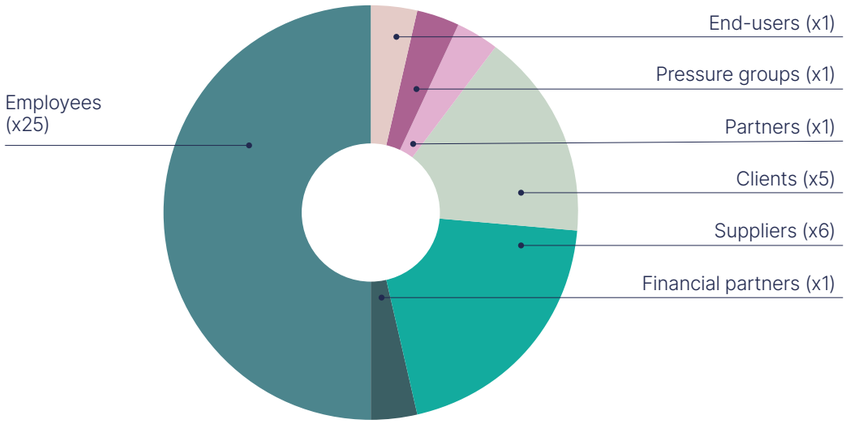
Prioritising challenges

In order to prioritise the material issues, we conducted a double materiality analysis relying on:
- Consultation with internal and external stakeholders at Gerflor
- Expert assessments
- Financial analysis of Impacts, Risks and Opportunities with the Finance Department.

Stakeholder consultation

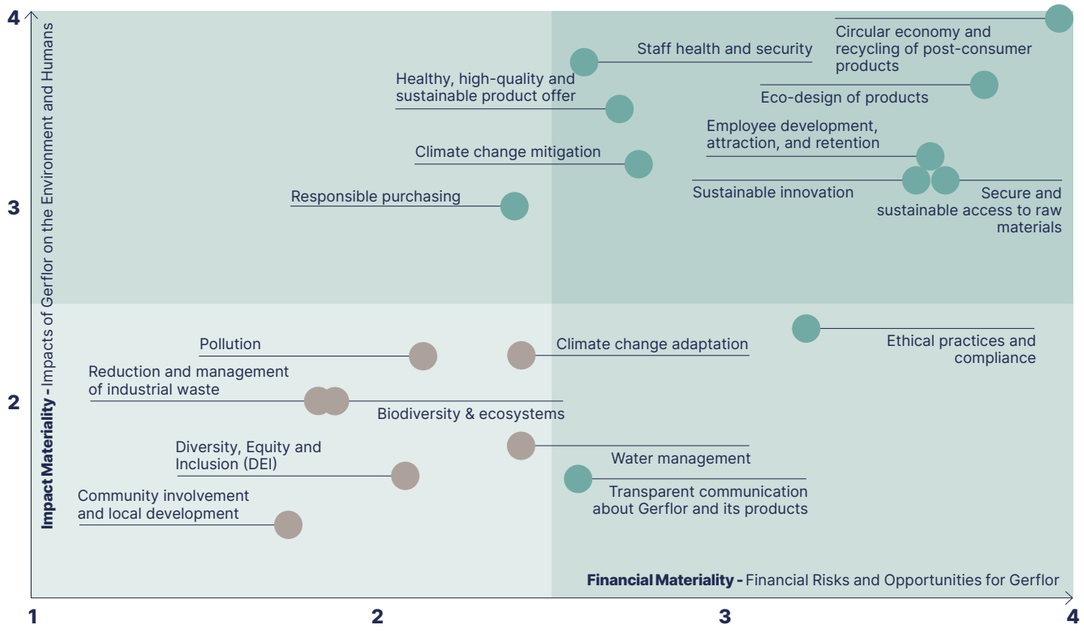
40 stakeholders were approached to carry out the materiality analysis (25 internal and 15 external).
4 consultation methods were used.

- 7 interviews
- 31 online questionnaires
- Analysis of past surveys conducted with clients and end-users
- 1 Executive Committee (Codir) workshop:



A stakeholder is an individual or collective entity that can influence the company and vice versa.

The double materiality matrix identifies **11 material issues, including 8 that are double,** as well as 7 non-material issues:



Matrix legend:
- Non-material
- Single materiality
- Double materiality
- Material issues
- Intangible issues

These issues are part of the continuous actions already taken:
- Climate change mitigation
- Secure and sustainable access to raw materials
- Circularity of our activities
- Health and well-being of our users
- Health and development of our employees.

Towards 2030 New ambitions

Aligned with these priority issues for 2026-2030, we are setting an ambitious and quantified roadmap. These include 10 key objectives that demonstrate our engagement to act on climate action, resource efficiency, circularity, our users and our employees.

2030 Targets

we **care** for **climate**

we **act** with an ambitious decarbonisation roadmap

-30% CO_2
scopes 1, 2, 3 in tons eq CO_2, vs 2019. Science Based Targets[1]

we **care** for **resources**

we **act** with a more responsible sourcing

75%
biobased, mineral and recycled[2]

30%
recycled content[3]

we **care** for **circularity**

we **act** by closing the loop and reducing waste

65 000
tons of waste treated[4]

45%
looselay[5]

we **care** for your **health** and **well-being**

we **act** by creating safe and comfortable environments

100%
of our products perform better than Indoor Air Quality standards[6]

95%
sales covered by EPD[7]

we **care** for **people**

we **act** by offering a safe and inclusive workspace

30%
women[8]

40%
internal mobility[9]

Towards 0
accident[10]

More details:
1. Scopes 1, 2 & 3, in absolute value, market-based. Trajectory approved by SBTi (Science Based Targets Initiative). 2. Origin of raw materials for the entire Floor & Wall portfolio, on average, by weight; including 15% virgin salt, a primary element in vinyl manufacturing. Compared to 71% in 2024. 3. Average content in the Floor & Wall vinyl portfolio, by weight. Compared to 21% in 2024. 4. Recycled in our factories and recycling units. Compared to 59 040 tons in 2024. 5. % of Floor activity with non-glued products, easy to remove, easy to re-use. Compared to 40% in 2024. 6. 100% of vinyl and linoleum sold to the building market below 100 micrograms /m^3 (TVOC 28 days). 7. % of Floor & Wall activity covered by Environmental Product Declarations (EPD). Compared to 44% in 2024. 8. % women in our global workforce and among our managers. Compared to respectively 26% and 27% in 2024. 9. % job openings filled with internal hires worldwide. Compared to 25% in 2024. 10. Towards 0 accident: Lost time accident per million hours worked: below 3 vs 8,9 in 2024, for Gerflor employees worldwide.

A CSR strategy aligned with the SDGs*

Through voluntary action, we aim to contribute to the United Nations' Sustainable Development Goals (SDGs).

We are focused on creating long-term value and having a positive impact on our sphere of influence, as well as on society and the environment through each of our activities. Through our actions, detailed in this report, we contribute to 10 of the 17 SDGs*:

FOCUS.
10 out of 17.
The group impacts 10 out of the 17 SDGs.

*Sustainable Development Goals

Faced with the climate emergency, the scarcity of raw materials and associated risks (more regulations, raw material instability, disruption linked to more common natural disasters), Gerflor is committed:

- To act with an ambitious decarbonisation roadmap
- To innovate for more sustainable and responsible products
- To ensure the environmental performance of our manufacturing and logistics sites
- To promote circularity by optimising re-use, and investing in recycling solutions.

Our commitment to the planet

The carbon footprint of the Gerflor Group

To make progress, it is essential to have appropriate measurement tools. Since 2011, we have carried out greenhouse gas (GHG) assessments in France. Since 2019, we have expanded this analysis internationally.

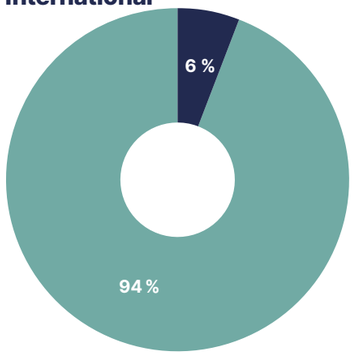
In accordance with international standards, these assessments take into account the direct and indirect emissions of our operations.

2024 GHG Inventory - International

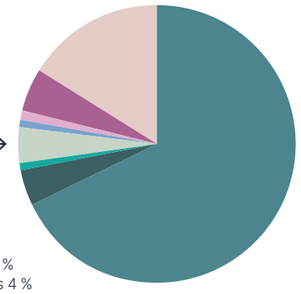
SCOPE 1 & 2

Direct GHG emissions:
- Energy combustion
- Vehicle fuel combustion
- Refrigerant leaks.

Indirect emissions associated with energy:
- Electricity consumption
- Steam consumption.



Scope 3 detail



SCOPE 3:
- Purchases 68 %
- Capital assets 4 %
- Energy-related activities 1 %
- Upstream freight 4 %
- Waste 1 %
- Business travel 0 %
- Employee commuting 1 %
- Downstream freight 5 %
- End-of-life of products 16 %

Reduction of greenhouse gas emissions for scopes 1 & 2

vs. 2019, emissions intensity per m², market-based approach

2024 RESULT	2025 TARGET
-45 %	-20 %
kg eq CO_2/m^2 vs 2019	

2025 target significantly exceeded:

29% reduction due to our energy efficiency optimisation actions at production and logistics sites and the improvement of our energy mix.

The remainder is driven by the decarbonisation efforts of the countries where we operate.

A carbon trajectory endorsed by the SBTi (Science-Based Targets Initiative)

Since 2022, Gerflor has adopted the ACT methodology (Accelerate Climate Transition). This methodology was developed by ADEME (French Environment and Energy Management Agency) and the Carbon Disclosure Project (CDP) to help companies make their low-carbon transition. In particular, it helps to identify the main issues, prioritise reduction paths and anticipate the associated transition risks, in order to create a relevant and ambitious action plan.

This structured approach led us to submit our carbon assessment to the SBTi in order to validate:
- **Ambitious climate action**
- **Transitioning towards a low-carbon economy**
- **The alignment of greenhouse gas reduction targets with climate science data.**

Result: The SBTi approves our targets for short-term GHG emission reductions.

By 2030:
- Gerflor pledges to reduce its Scope 1 and 2 greenhouse gas (GHG) emissions by 46.2% in absolute terms compared to the reference year 2019*
- Gerflor is also committed to reducing its scope 3 GHG emissions by 27.5% over the same period.

*The scope of the target includes biogenic emissions and removals related to land and bioenergy raw materials.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Established in 2015 within the framework of COP 21 and the Paris Agreement, the SBTi is a partnership between the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).
Globally, 7500 companies have approved their climate targets with the SBTi.

Measures on energy-related emissions (scopes 1 and 2):
Continue optimising energy efficiency in our facilities:
- Increase the share of renewable energy and decarbonised energy to reach 50% by the end of 2025
- Change our modes of operation particularly in terms of internal logistics.

Actions on indirect emissions (scope 3):
- Ecodesign our products
- Intensify recycling actions
- Engage our supply chain:
  - regarding the nature and/or production methods of raw materials
  - regarding the logistics of these same materials as well as those of our products
- Transform our travel habits.

Concrete initiatives have been implemented across various aspects for many years and continued into 2024, as detailed in the following pages.

FOCUS.

1PACTE CLIMAT

Since 2022, Gerflor has been participating alongside major groups such as Bouygues, Saint-Gobain, Air France-KLM, and Eiffage in the French initiative 1PACTE Climat. It is a voluntary initiative that aims to highlight the key role of companies and their specific commitments in the fight against climate change.

Our products' footprint

To meet climate challenges and combat the scarcity of natural resources, our stakeholders demand increasingly environmentally responsible solutions and products. Gerflor is committed to communicating transparently about the carbon impact of its products and emphasising eco-design, the use of sustainable raw materials, product durability and circular economy principles.

Product Eco Design

Since the carbon footprint of products is determined from the initial design sketches, our R&D and marketing departments integrate eco-design principles from the earliest stages of the product development.
Convinced of the necessity to eco-design our products, we began establishing a framework with environmental and health criteria at the beginning of the 2000s.
Today, 8 major eco-design criteria dictate our product design brief, from product conception through to recycling.

FOCUS.
Our main eco-design criteria:

Safety of materials

Longevity

Ability to disassembly

Recyclability

Recycled content, mineral and bio-based content

Product weight reduction

Ease of maintenance

Carbon footprint

Product transparency

Gerflor commits to transparent communication regarding the environmental impact of its products.
Our specialised internal team carries out Life Cycle Analyses for each product and, following third-party certification, the **FDES** (Environmental and Health Declaration Sheets) or **EPD** (Environmental Product Declaration) are made available to our customers.
These documents provide detailed information on the impact of our products and also serve as inputs for our R&D department in its eco-design approach.
We also document our products with Environmental Product Sheets. They summarise the main environmental attributes of the product, such as its carbon footprint, its raw materials, the percentage of recycled materials, recyclability, and the environmental certifications obtained. These sheets can be consulted on our websites.

44%

Sales in Europe covered by a European EPD

Guarantee durable floors overtime

Because the lifecycle of a product is one of the major criteria in terms of environmental impact, we are committed to manufacturing durable products.
Whether in vinyl, linoleum, wood, or polypropylene, our floor coverings are all wear-resistant.
Across our product ranges, we design products suitable for intense pedestrian traffic (e.g. public building halls, shops, etc), regular mechanical traffic (e.g. forklifts in warehouses), or exposure to challenges such as indentation, scratches, chemical agents, temperature variations, humidity, etc.
Most of our flooring has a service life of 25 years. We offer a commercial guarantee of 10 to 15 years for our professional flooring.

Increase the proportion of sustainable raw materials

Faced with the scarcity of natural resources and climate change, Gerflor is committed to increasing the share of sustainable raw materials in its products: recycled, bio-based and mineral materials.

FOCUS.
More than

70%

of Gerflor product content are bio-based, mineral or recycled.

The GTI® range of tiles, specifically engineered to endure mechanical traffic.

Increase the recycled content in our products

Gerflor's vinyl coverings integrate an average of 21% recycled materials. These secondary raw materials originate from production offcuts from our factories, installation offcuts, and end-of-life products collected from our customers and to a lesser extent, from other industries.

Material to be recycled

% recycled (on average) in our vinyl ranges

2024 RESULT	2025 TARGET
21 %	30 %

The result is below the target for several reasons:
- An unfavorable product mix in our 2024 sales, notably due to a negative impact from newly acquired entities within the group,
- Volumes of installation offcuts and end-of-life products collected from our customers remain insufficient.

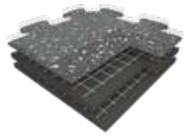
We will continue our efforts to reach the medium-term target of 30%:
- Increase collection,
- Continue technical efforts to substitute more virgin materials with recycled ones,
- Improve the performance of the newly acquired entities within the group.

Please note:
- All our recycled content is monitored and conforms to the REACH regulation. The integration of recycled materials neither degrades the quality nor the performance of the products
- The recycled content rate of each product is available on its environmental data sheet
- In 2024, the organisation SCS certified the percentage of recycled content in our ranges of tiles and click planks manufactured in France.

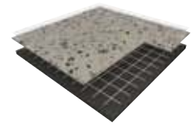
FOCUS.
Examples of average % of recycled content:

80 %
in the rolls
Batéco

59%
Attraction®
technical tiles



60 %
technical tiles
GTI® Pure



43%
Premium compact
rolls

Increase bio-based content

For a long time, we have been offering predominantly bio-based ranges such as linoleum or Connor Sports wood flooring. We are also working to integrate more bio-based content into our vinyl ranges.

2008

Saga²
Cork backing

2011

Mipolam Symbioz™
17% bio based content

2014

Connor Sports Acquisition
- Sports flooring made from North American maple wood
- FSC certified

2018

Acquisition Linoleum DLW
- 76% bio-based
- 97% natural
- Cradle to Cradle Silver Certified

2024

Launches of Premium and Taraflex® with bio-based content

2023

Texline Nature
First range of residential rolls with bio-circular content

2021

Mipolam Bioplanet
17% bio-based content

Premium and Taraflex® with bio-based content

2024 was a key date in our bio-based strategy.
We have introduced 15 to 24% plant-based materials as a substitute for fossil materials in our flagship ranges, Taraflex® and Premium.
From now, over 80% of the content of these products is bio-based, mineral, or recycled in origin.

Taraflex Brochure®

Premium Brochure

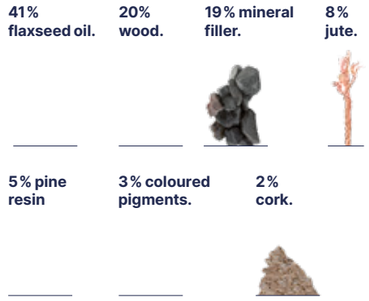
% of activity conducted with products incorporating bio-based materials

2024 RESULT	2025 TARGET
9.8%	**10%**
BIO-BASED	BIO-BASED

By the end of 2025, thanks to the launch of the new Taraflex® and Premium product lines, we will far exceed our predefined target.

Our DLW Linoleum range

Our compact linoleum range contains up to 98% bio-based or mineral materials. It is certified Cradle to Cradle Silver.



The bio-circular PVC of Texline Nature is certified by the ISCC, according to the mass balance principle

*Including 4% ISCC-certified bio-circular ethylene, according to the mass balance principle, and 6% salt.

The environmental performance of our operations

Gerflor factories continuously work to reduce their environmental impact: smoke treatment to capture dust and VOCs, noise nuisance limitation, energy optimisation and use of decarbonised energy, drastic reduction of water consumption thanks to optimised closed-loop cooling circuits, waste sorting at source and material recovery.

As with products, operational units (buildings, processes, utilities) are designed or modified with environmental performance criteria for each area (air, soil, energy, resources, waste, carbon, risk).

Certified sites

With a commitment to continuously improve quality, environmental and energy performance, our sites have engaged in ambitious certification initiatives: Most of our sites hold ISO 9001 certification for quality management and ISO 14001 certification for environmental management.
Our key production sites in France, Germany and China are ISO 50001 certified (energy management), accounting for 73% of the Group's total energy consumption.

FOCUS.
100 % green electricity in Germany.
In Germany, where our homogeneous flooring ranges are produced, the electricity for our factories comes from renewable energy sources.
This electricity is guaranteed by Certificates of Origin.

→ Modernised sites to reduce our energy consumption. Gerflor Factory Tarare, France.

Reducing our energy consumption

Greener factories
To reduce the energy consumption of our plants, we have acted on several levels:
- Redesign of production lines, such as the 2-meter roll manufacturing line which allows energy savings of 30 % compared to the old technology
- Replacement of heating and cooling utilities with new technologies (redesign of energy scheme, high-efficiency boilers, aerothermal energy) redesign of energy distribution circuits, insulation of specific points, and recovery of residual heat from our main factories (Tarare, Saint-Paul, Grillon, Troisdorf, Delmenhorst, Carrickmacross)
- Tracking and analysis of consumption baselines during short stoppages (weekends) and long stoppages (technical stoppages)
- Tracking and analysis of consumption by manufacturing order
- Widespread adoption of photovoltaic panel installations for on-site consumption
- Utilisation of biomass energy at the Amasa site (United States) from the valorisation of wood shavings resulting from the cutting of parquet planks to fuel the factory's heating system
- Integration of energy performance and decarbonisation into all project specifications.

Managing risks within the value chain.
From the choice of raw materials to the recycling of manufactured products, including transport, storage, processing/manufacturing and product use, Gerflor analyses environmental risks.

FOCUS.
At sites in peri-urban areas, we engage in **regular communication with neighbouring communities** to keep them informed of changes and gather their input.

Energy consumption kWh/m²

2024 RESULT	2025 TARGET
-35 %	**-10 %** by 2025 in France and Germany.

↳ Energy savings significantly exceeding the target thanks to our optimisation actions at production sites and improvements to our energy mix. We can specifically mention the installation of 10,000 m² of photovoltaic panels at the DLW site in Germany, covering up to 40% of self-consumption.

Limit our water consumption
In an effort to responsibly manage resources, we have implemented actions to reduce our water consumption. This includes:
- Ongoing monitoring of consumption, identifying leaks and atypical consumption patterns
- The replacement of cooling towers with adiabatic coolers to reduce water and energy consumption
- Analysis of water flow circuits
- Incorporating water consumption considerations into all specification guidelines.

-48 %
in water consumption compared with 2021, despite acquisitions.

Developing renewable energy
By the end of 2024, we have deployed 68,500m² of photovoltaic panels on 5 of our industrial and logistics sites around the world. We will continue these efforts to achieve 50% decarbonised energy in our energy mix by 2025.

Limiting, reusing, recycling and recovering waste
Improving machine efficiency, ensuring their reliability, and scheduling production are daily strategies to avoid waste.
The packaging of materials and products is challenged. Production offcuts are recycled in the plants. Eventually, every container, material, product or residue that cannot be used in our plants is collected for re-use, recycling or energy recovery by one of our specialised partners. Our 2025 objective is to ensure no recyclable material ends up in landfill or incineration.

Landfilled waste in France in 2024
-17.5 %
compared to 2020

Vinyl Tiles and Planks Factory, Saint-Paul-Trois-Châteaux, France.

FOCUS.
Our eco-designed factory for vinyl tiles and planks.
Operational since 2018, our Saint-Paul-Trois-Châteaux factory was designed to:
- Be a recycling centre that can integrate up to 55% recycled content into products
- Minimise energy consumption per square metre produced through a *gravitational mixing process* and a *continuous manufacturing process* that constantly optimises the product temperature.

A recycling unit 100% integrated in the manufacturing process.

Decarbonise transport: the FRET21 initiative

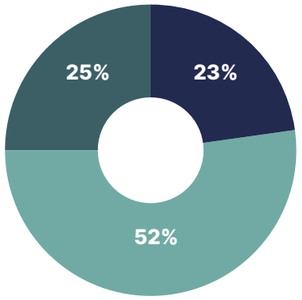
In 2022, Gerflor joined the voluntary FRET21 program, supported by ADEME, to reduce the carbon footprint of its global transport operations.

A three-year action plan has been implemented with **37 initiatives based on 4 levers**:
- Loading efficiency
- Travelled distance
- Modes of transport
- Responsible procurement practices.

In 2024, we continued our efforts.
We have, for example, reduced the carbon footprint of deliveries from our Belgian factory by more than 20% by optimising routes, consolidation points, and introducing **rail/road connections**. We have also supported the transition from diesel to **biofuels** for our shuttles between Tarare and Fos sur Mer, which are now operating on HVO.

Result: In 3 years, we have already reduced our CO_2 emissions by 7%, equivalent to avoiding 240 round-the-world car trips*. We have exceeded our initial target, which was -5% in 3 years.

2087 tonnes of CO_2 avoided by the end of 2024



- Optimisation of distance travelled
- Optimisation of the transport method
- Change of means of transport

Transport powered by natural gas →

*Source: ADEME.

Evolve towards digital environmental responsibility

In an era of digital transformation, it is our responsibility to consider digital pollution. Since 2020, we have launched voluntary initiatives with close collaboration between CSR and IT teams. For example, we have extended the lifespan of IT equipment, integrated refurbished equipment into our fleets, automated the switching off and on of digital equipment, simplified electronic signatures and regularly communicated on eco-actions of Green IT.

Since 2021, we have calculated the carbon impact of Gerflor's digital activities, defined our target for reducing this impact, and framed the Green IT approach with a Responsible Digital Charter which is broken down into four action areas:
- Responsible digital practices integrated into the life of the company
- The measured impact
- Sensitised staff
- Responsible digital procurement.

Result: A 3% reduction in digital footprint between 2021 and 2023 despite a 9% increase in staff.
In 2024, a 4% increase compared to 2021 is due to an ongoing change in the way our data is stored. The benefits of this evolution are expected for 2025/2026.
It should be noted that the carbon intensity of digital activities per staff member has decreased by 13% compared to 2021.
In 2025, we will reconsider the objective of decarbonising digital operations to better intergrate the organisation's ongoing growth.

FOCUS.
Since 2022, we have been organising events for Cyber Clean Up Day:
- Clearing email inboxes
- Collection of old electronic equipment from employees to reintegrate them into recycling channels for re-use.

Reduce and decarbonise employee travel

Emissions related to travel have been quantified. Based on this, the initiatives undertaken are:
- Review of the vehicle allocation system for employees
- Training of travelling sales representatives in eco-driving
- Installation of electric charging stations in Gerflor car parks
- Integration of electric commercial vehicles into the company's fleet.
  The fleet of hybrid or electric vehicles in France rose from 3% in 2020 to 11% in 2024.

Recycling: part of our processes for over 20 years

For over 20 years, we have been working with a circular approach to preserve resources. Over the years, our approach has been structured around three principles: reduce, re-use and recycle. We reduce waste production at all levels of the life cycle of our products. For more than two decades, we have been promoting re-use by offering glue free installation solutions. When waste is unavoidable, we prioritise recycling over incineration or landfill. Recycling allows waste to be transformed into a valuable resource, which can be reintegrated into the production of new products, minimising the consumption of virgin raw materials and mitigating the carbon footprint of our activities.

Solutions for collection and recycling at every stage of the lifecycle

Our vinyl and linoleum floor and wall coverings, except for rare exceptions, are recyclable.
We strive to recover material for recycling at every stage of the product's lifecycle, from production to installation and end of life.

Production waste
Technical tests, quality rejects and cuts generate production offcuts. These offcuts are collected from the production lines, then crushed into granules and reintegrated into new manufacturing processes. Every factory within the Gerflor Group also functions as a recycling centre.

Installation waste
A site generates between 3 and 10% offcuts, depending on the type of products. The Seconde Life program allows for the free collection of offcuts from installation sites or installers for recycling.

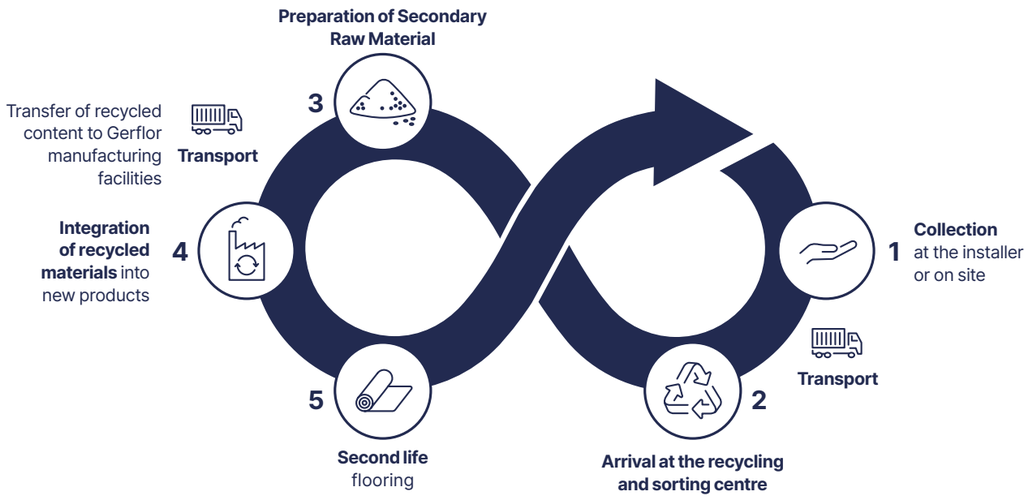
End of life products
We recycle both adhesive-free products and glued products mixed with other materials (adhesive, levelling compound) at the end of their life as part of the Second Life program. This service is offered on a targeted basis and under varying conditions by country.
Before any collection, we verify the REACH compliance of the products to be collected.
Any product whose composition is not guaranteed undergoes a specific testing and treatment process. This ensures that only REACH-compliant secondary raw materials are used in our new products.

→
Installation offcuts

The Second Life Program, our collection system in 10 countries

Launched in 2011, this scheme is free for installation companies and distributors and is tailored to their requirements. It also accepts competitors' flooring. Once collected, the products are directed to one of our two recycling centres to be transformed. The secondary raw material obtained is then transported to Gerflor factories to be incorporated into new products.

Second Life program was available in 2024 in 10 countries, either in full deployment or as a pilot initiative: France, Germany, Belgium, Luxembourg, the Netherlands, Norway, Finland, Italy, Poland and the UK.



Partnerships for collection in 3 countries

Gerflor actively participates in collective initiatives to offer shared solutions to its customers: in Sweden (GBR initiative), Australia (ResiLoop), and Switzerland (CRP Suisse).

Collection of installation offcuts and end-of-life floors

13 countries

Volumes increased fivefold over five years

Second Life deployed in 10 countries and partnerships in 3 additional countries.

Vinyl, a material 100% recyclable.

A unique recycling partnership with PAPREC

Since 2017, we have partnered in a joint venture with the recycling leader PAPREC to operate a recycling facility in France dedicated to resilient flooring.
Called Floor to Floor, this facility sorts collected products and recycles them according to strict specifications so that the material can be reintegrated into new products.

PAPREC + Gerflor = FLOOR TO FLOOR

Recycling linoleum floors

Linoleum floors contain up to 97% materials of natural origin. They are collected via the Second Life program and then follow a specific recycling circuit. Installation offcuts are sent directly to the DLW linoleum factory for preparation and reintegration into new floors. The glued end-of-life products are processed at a recycling centre to separate the adhesive and residual levelling compound. After this separation process, the linoleum material is micronised and then redirected to DLW for reintegration into products.

Eucertplast certified recycling programmes

The entire Gerflor recycling program has been certified by Eucertplast since 2014. Eucertplast is the European reference in term of recycling schemes third part certification.

A new recycling unit in Germany

To support the growing volume of Second Life products and the Group's strong commitment to the circular economy, Gerflor has invested in a new recycling unit located near its Troisdorf plant in Germany. Starting in early 2025, the site will process installation offcuts and end-of-life products - including glued floors, whether vinyl or linoleum - from various European countries.

Recycling in our factories and recycling centres (in tonnes)

2024 RESULT	2025 TARGET
59040 T	60000 T

We are on track to achieve the 2025 target.

Re-use: the second driving force of our circularity approach

The European Directive 2008/98/EC states that re-use should be prioritised over recycling whenever possible. To decarbonise our activities by 2050, re-use is a major lever.

Adhesive-free installation: paving the way for tomorrow's re-use

For over two decades, Gerflor has been innovating and positioning itself as a leader in looselay installation.

2000

Gerflor has invented and patented the first looselay vinyl rolls featuring textile backing.

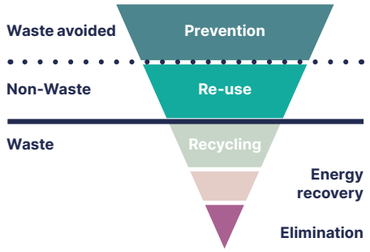
2010s

Gerflor patents innovative clipping solutions for tiles and planks

2023-2024

Gerflor accelerates the deployment of looselay solutions:
- Taralay Impression Hop (high traffic rolls)
- Taraflex® SL (Sports Rolls)
- Creation Zen (Tiles and adhesive-backed planks).

These demountable solutions facilitate re-use while preserving the integrity of the substrate upon removal, avoiding time-consuming and carbon-intensive levelling compound operations.
In 2024, we created a guide and video tutorial to assist our customers in repurposing looselay flooring rolls (PMO 450).



Partner of Ecoscale, the CSTB's assessment tool for circularity

Gerflor was involved from the outset in the development of the Ecoscale tool by the CSTB (Scientific and Technical Centre for Building, France). Ecoscale is an assessment tool for the circularity of building products and equipment, focused on 4 indicators: recycled & renewable materials, disassemblability, reusability and recyclability. 7 Gerflor products now benefit from an Ecoscale assessment.

2024 highlight : 100 % re-use of Paris 2024 Games

Gerflor, official supporter of Paris 2024, supplied 40 sports courts for the competition, amounting to over 33,000m² of sports flooring. All of these floors were dismantled at the end of the competition and were re-used, particularly by schools or local communities.

Official court of the Paris 2024 Games. This floor was used for the Paris 2024 Olympic Games and reinstalled here.

A collective environmental responsibility

Raising awareness and training are key drivers for accelerating environmental transition at all levels of the organisation. 2024 saw an acceleration of our internal programs.

"The environment, a shared responsibility": this is the title of the environmental training offered in 2024 by the Gerflor Training School to all Gerflor staff. Through this e-learning program, everyone is encouraged to play a role in reducing environmental impact, whether involved in production, eco-design, procurement, logistics, customer support, or the continuous enhancement of daily practices. The training focuses on the notions of carbon footprint, circular economy, and raw materials. It presents Gerflor's initiatives and the work remaining to be done.

2800 employees worldwide have completed this training, accounting for 66% of the relevant workforce.
9 in-depth webinars led by internal experts were offered as optional, and were attended by more than 500 employees.

More than 300 staff members from R&D, sales, and marketing functions have also received in-depth training on Life Cycle Analyses FDES (French Environmental and Health Declaration Sheets), and EPDs.

GERFLOR Training School

Our priority is to offer healthy and comfortable spaces to live in.
We comply with the most stringent environmental and sanitary standards.
We are continuously dedicated to improving the acoustic properties of our products.
We pay particular attention to their aesthetics, which contribute to enhancing all interior living spaces.
We create interior designs specifically intended to support young children's learning, reassure people with mental health issues, or make life easier for people with disabilities.
To meet our customers expectations, we offer them a personalised service, from design to installation, including advice, support and recycling.

Our commitment to our customers

Healthy products

100 million people around the world live on our floors
500 million patients are heal every day on our floors.
The health and safety of our users is a paramount concern.

REACH Compliance and Product Safety

European regulation managed by the ECHA (European Chemicals Agency), REACH European chemicals products, REACH Registration, Evaluation, and Authorisation of REACH (Registration, Evaluation, Authorisation and Restriction of CHEMICALS) lists the substances chemicals having or suspected of having an impact on human health, as well as the ways they can be used.
We guarantee to our users that the delivered products contain no substances from the candidate list (SVHC), nor those subject to restriction (Annex XVII) or authorisation (Annex XIV) for building use.

Exemplary products for indoor air quality

Each person spends 90% of their time indoors today. Indoor quality is thus a major challenge which Gerflor has been taking on for decades. We impose stringent thresholds on ourselves to limit Volatile Organic Compounds (VOCs) emissions: 93% of our floor and wall products sold have performance values at least 10 times better than the strictest regulatory thresholds.

FOCUS.

All Gerflor products are A+ certified which is the best emission level for building products.
Gerflor floor coverings are Floorscore® certified, allowing our clients to secure an additional point in the LEED™ certification system. All Gerflor linoleum products are certified with the Blue Angel, a leading German certification for product emission levels.

Adhesive free products

In line with this approach, to reduce VOC (Volatile Organic Compounds) emissions associated with adhesives, we have developed innovative products that can be laid without adhesive. These products can be installed without adhesive or with only double-sided adhesive around the perimeter of the pieces.
We believe that these looselay solutions embody the future of floor coverings. In addition to addressing concerns for better indoor air quality, they allow for easier and faster installation (saving time and money during installation) and simpler re-use or recycling at the end of life (without adhesive residue or even levelling compound residue). Gerflor establishes itself as a leader in looselay installation.
Since 2000, Gerflor invented and patented the rolls Looselay vinyl with textile backing, a patented Gerflor technology. These products have become an industry standard for adhesive-free installation. Looselay solutions currently represent 40% of Gerflor sales.
Besides offering rolls, we provide tiles and planks, either looselay or click-fit, with various click-fit technologies patented by Gerflor.

Sales made with looselay products

2024 RESULT	2025 TARGET
40%	35%

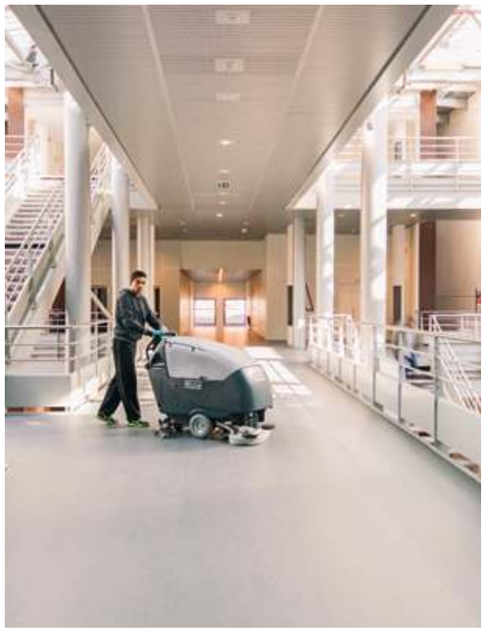
2025 target largely exceeded thanks to the success of glue-free products and new looselay solutions joining the group (e.g. Snaplock).

Innovate to ease cleaning and enhance hygiene

Facilitating maintenance
Facilitating and optimising the cleaning of our floors is a priority. Cleaning can account for up to 30% of the product's carbon footprint over its lifecycle as it requires water, energy and cleaning agents. Maintenance solutions can greatly reduce the product lifecycle cost by saving on cleaning time, consumables, or metallisation operations.
Gerflor has invested in innovation to create high-performance surface treatments. These treatments are essential for protecting the floor covering from stains and dirt and for facilitating maintenance.

Ensuring optimal hygiene
Having served the hospital sector for decades, Gerflor possesses strong expertise in hygiene and disinfection and has developed a complete range of solutions:
- Floors
- Walls
- Coved skirting
- Clean Corner System
- Hot welding

This waterproof system eliminates dirt accumulation areas and ensures optimal hygiene by minimising infection risks.



Evercare® and Protecsol® 2 varnishes help reduce the frequency of cleaning and water and cleaning product consumption, significantly reducing the CO_2 impact.

For the well-being and comfort of all users

Our mission is to contribute to the well-being and comfort of our users by offering easy-to-live-with and inclusive solutions.

Beautiful interiors

Gerflor Group has always maintained an integrated artistic direction.
Its mission is to enhance the well-being of our users through atmospheres tailored to our 10 market segments.
Every year, our artistic department collaborates with our clients, as well as influential architects and designers, on future trends.
Gerflor offers a catalogue of more than 4000 proprietary designs.

Improve acoustic comfort and insulation

Aware of the impact of noise pollution on comfort and quality of life, especially within the residential, hospitality, healthcare, and education sectors, we have developed innovative acoustic products. Our solutions, such as Clic acoustic tiles and planks, ranges of acoustic rolls and Saga², incorporate foam or cork layers to reduce footfall noise and dampen sound.

Our resilient surfaces are also designed to reduce impact noise.

In commercial or industrial settings, the absence of closely spaced joints in our roll or GTI® solutions helps to limit noise from the movement of rolling loads and trolleys, compared to tiling.

FOCUS.
Acoustic reduction of GTI® tiles
Reduction of rolling noise from trolleys: -8dB
Floor impact noise reduction: -4 dB
Reduction of footstep noise: -17dB
(Source: internal study; comparison vs. a 'rigid' floor)

Contributing to the health and safety of sporting practice

Our sports floors ensure shock absorption, energy return, and reduction of friction and slipperiness, allowing athletes of all ages and skill levels to practice safely.

Gwendoline Matos, Paralympic Goalball athlete, supported by Gerflor.

Providing tailored solutions for para sports

In 2024, Gerflor provided 19 courts for the Paris 2024 Paralympic Games, adapted for six Paralympic sports: Boccia, Goalball, Para Badminton, Sitting Volleyball, Wheelchair Rugby and Wheelchair Basketball. The floors have been tailored to suit the specific requirements of each sport, with variable constructions and thicknesses according to the needs for cushioning, energy restitution, or rolling (especially for wheelchair sports). In goalball, a cord has been incorporated on the game lines to assist athletes in spatial orientation.

Improving ergonomics in industry

In an industrial environment, dynamic and repetitive tasks (walking back and forth) and/or static tasks (standing on the line) can influence muscle fatigue, stress and the risk of workplace accidents.
A biomechanical study conducted by the LIBM (Interuniversity Laboratory of Motor Biology in France) compares Gerflor GTI® vinyl tiles to what is termed a 'hard' floor (epoxy resin, tiles, concrete, etc.).

The researchers equipped the workers with sensors and established that the GTI® allowed:

- 10% reduction in muscle strain
- 15% reduction in impact and vibrations on the body during walking
- 20% improvement in perceived comfort while walking.

The GTI® received the Innovation Award for Ergonomics from the German Institute for Health and Ergonomics (IGR) in 2022.

Supporting individuals with neurocognitive disorders through inclusive design

Neurocognitive disorders, such as Alzheimer's, occur in many neurological diseases due to the progressive degeneration of certain neurons. These pathologies affect memory, thinking, behaviour, as well as the ability to perform daily activities. They affect 55 million people today and will affect 132 million by 2050 (source: WHO). By using inclusive design, Gerflor enhances accessibility, well-being, and ensures participation for everyone. Gerflor offers more than 70 designs validated and accredited by the Dementia Services Development Centre (DSDC). This organisation is an independent and internationally recognised centre of knowledge and expertise, dedicated to improving the lives of people with neurocognitive disorders.

FOCUS.
Best practices for choosing an inclusive floor and wall covering solution

1. Contrasting colours between two rooms
2. Soft and subtle patterns
3. Safer matte floors
4. Good sound insulation
5. A consistent installation direction to reduce anxiety
6. Optimal cleanliness.

Facilitate building accessibility to people experiencing disabilities

Gerflor has developed a range of comprehensive solutions including stair nosings, tactile strips, guidance paths and signage to facilitate access to public-access buildings for the visually impaired. Our ranges of flooring, wall coverings and finishing elements offer extensive colour palettes with LRV (Light Reflectance Value) differences of over 70%. Besides visual comfort, these highly contrasting LRV values facilitate movement, better highlight obstacles and reduce the risk of accidents, especially for visually impaired individuals.

Enhancing comfort and safety in wet rooms

To enhance accessibility for people with reduced mobility, Gerflor offers zero-threshold shower solutions. The Taradouche system includes anti-slip floor coverings, flexible wall coverings adapted to zero-threshold standards and the accessories necessary for implementing a zero-threshold solution. This solution is particularly suited to the needs of healthcare facilities, nursing homes and hospitals, for any open shower space. Gerflor also offers a solution suitable for residential spaces, for partitioned shower areas: a shower with a tray, without any difference in level between the shower area and the rest of the bathroom.
This accessible solution was developed jointly by Gerflor and wedi.

wedi x Gerflor zero-threshold shower solution for greater accessibility of the shower area.

Help our customers reach their environmental goals

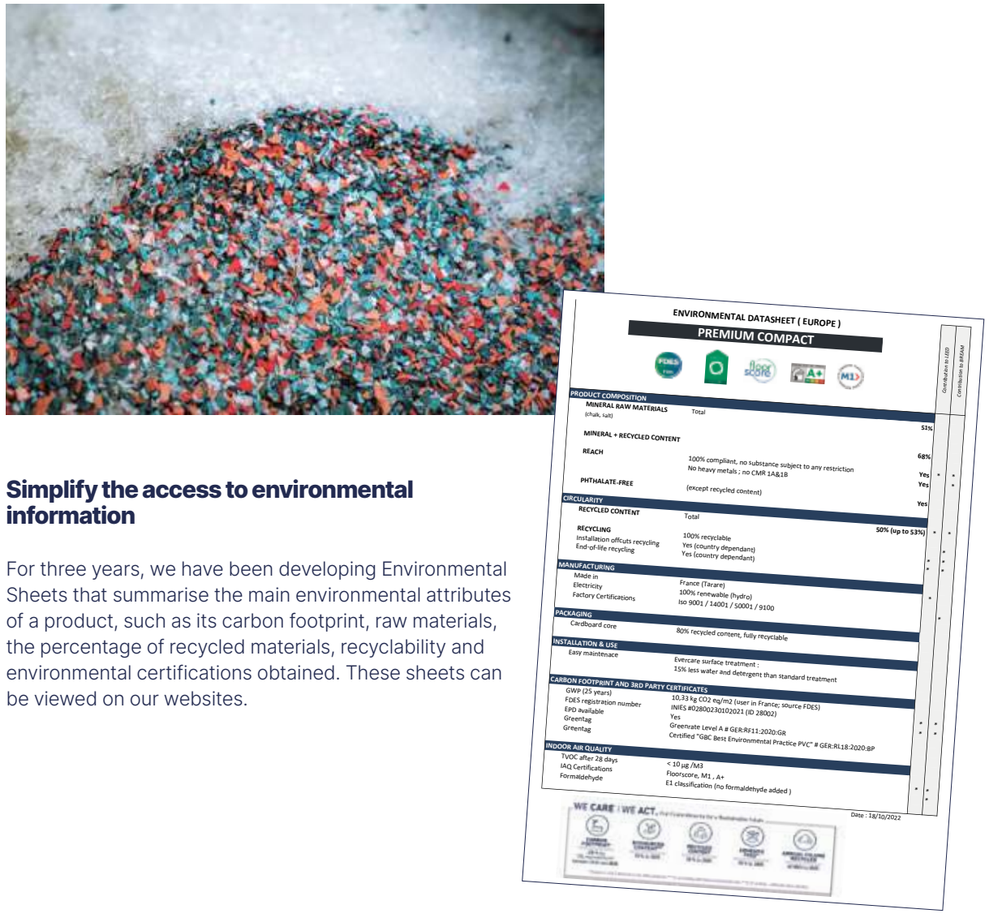
Building Certifications

Gerflor products contribute to building certifications such as LEED, BREEAM, HQE.
Their contribution varies according to the characteristics of the products and the technologies used.

The detail of these contributions is certified via the Product Passport Sustainability TFi, an independent certification body based in Germany. By the end of 2024, TFi certificates will be available for free for 28 Gerflor ranges on the TFi website.

Product certifications

We also provide our clients with numerous external certifications, which vary according to the products:



Simplify the access to environmental information

For three years, we have been developing Environmental Sheets that summarise the main environmental attributes of a product, such as its carbon footprint, raw materials, the percentage of recycled materials, recyclability and environmental certifications obtained. These sheets can be viewed on our websites.

Customer Success

Our customers are our priority: we assist them in achieving their project goals with market-focused teams and innovative digital services.

Understand our customers

We have established multiple tiers of analysis of our customers' needs and sources of satisfaction:
- Conducting annual customer satisfaction surveys to enhance our services in terms of product offerings, service and commercial relations
- Qualitative and quantitative studies with our various client groups - project owners, project managers, companies, distributors and the general public - as part of the "Customer Care" initiative
- A systematic analysis of each complaint to resolve the issue.

A global approach to customer satisfaction

To disseminate a customer satisfaction policy throughout all departments, quality teams are integrated into the various departments of the company (purchasing, *supply chain*, R&D, production, customer relations).
Results:
- Controlled product quality with an incident rate of 13 ppm (number of incidents/Mm^2)
- A similarly high standard of service with an incident rate of 0.16 % during deliveries
- A Technical Assistance Service close to our installer customers and construction sites: help with project initiation, training and assistance for the installation and maintenance of surfaces, continuous support and advice throughout the lifecycle of our products.

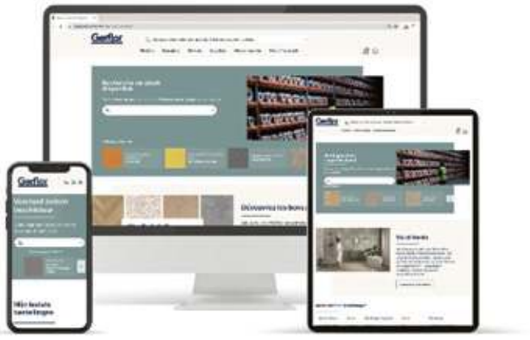
More than 450 incoming calls are processed every day by our customer service team.

Simplifying the lives of our customers with digital services

For several years, Gerflor has undertaken a significant digital transformation plan. A major objective is to enable our customers to access information more quickly through digital means.
Digital services do not replace but complement the service provided by our business managers and customer advisors:

- The Client Portal, dedicated to our business clients and distributors, allows them 24/7 to order online, access stock, or track a delivery. A majority of our clients are active on a daily basis on the Customer Portal. A quarter of the connections are made at weekends or during hours when our customer service is closed. This service is now deployed in several European countries.
- Our websites have been optimised over the past two years to facilitate, for example, access to information for our specifiers. These improvements have resulted in a significant increase in website traffic, with, for example, a doubling of page views on our French sites.

The customer portal enables to place orders and track deliveries 24/7.



Product customisation

A pre-cutting service at the factory
To facilitate installation and reduce installation offcuts, we offer a customised pre-cutting service carried out in the factory before dispatch.
This service applies notably to Sport products from the Taraflex® range as well as rolls of products distributed by large DIY superstores and decoration specialists.
In addition to customisation, pre-cutting is part of a broader initiative to reduce construction waste.
As part of our circular economy initiative, it is aimed at reducing construction site waste.

Digital printing
Since 2018, our digital flooring printing solutions have enabled clients to create an original and unique floor covering design, setting their projects apart. The digital printing line also allows for the production of small series, enabling production of "just what is needed" and avoiding unnecessary stock.

MyTaralay Impression, a custom floor for our clients.

FOCUS.
Tarabus Kit System.
Pre-cut and pre-adhesive flooring to cater to the needs of our bus manufacturing clients: optimising their installation time and reducing installation offcuts to zero.

Preparation of Tarabus kits.
Tarare, France.

Our products come to life thanks to the dedicated women and men who build up the Gerflor Group.
Based on our HR Charter, we are committed to ensuring a safe and stimulating work environment where every employee is valued and has the resources needed to thrive and advance in their career.

Our commitment to our employees

Our employees' health and safety

We are fully aware our 5200 employees are the strength of Gerflor on all continents, we take care of them, their safety, their well-being and their future.
We are working towards the ambitious challenge of "zero accident".
To achieve this, in 2023, we launched our Gerflor Safety Culture initiative in France, with the goal of a Tf1* <4 by 2025.

Our health & safety charter

In order to ensure a totally secure environment for all employees - permanent and temporary, staff from external companies, customers, and partners, we have formalised our commitments in our Gerflor Health and Safety Charter.

This charter outlines the key principles of our prevention program:
- Risk prevention through the analysis of existing risks and those related to new projects
- Detection of hazardous conditions and behaviours, the "safety behaviour visit" enabling dialogue on risks and identification of prevention solutions
- Improvement through a dynamic system of proposals
- Analysis of all accidents, medical attention, and incidents, and effective addressing of their root causes
- General, specific, and workstation-specific safety training
- Regular, relevant and engaging communication around safety
- Regulatory surveillance, external benchmarks for continuous compliance.

Health and Safety Charter 2022-2025

Gerflor

* Tf1: workplace accident frequency rate.

Our safety program

To mobilise teams and maintain everyone's vigilance in carrying out their work, Gerflor's safety program relies on levers such as:
- Basic and standard safety on sites
- Management activity routines
- Safety observations and dialogues at workstations
- Collective involvement in improving the means and methods of working
- Training at the workstation or more generally in behavioural safety
- Exemplarity
- The dynamics of the safety management system which instils a culture of prevention
- A safety charter and golden rules signed by all drivers of Gerflor vehicles.

To date, more than 39% of the workforce are covered by a safety management system (ISO 45001 certified or pending certification, and/or managed according to our Gerflor Safety Culture framework).

Gerflor Safety Culture
A proactive approach towards 'zero workplace accidents'

Lost time accidents per million hours worked

2024 RESULT	2025 TARGET
8.9	<4

A general decline in performance at operational sites. In 2025, efforts will further intensify to influence this trend.

Warm up for operations teams

We have developed a muscle toning program in France for more than 500 employees, supervised by sports coaches, specifically for operations teams.
The objective: 8 to 15 minutes per day to take care of oneself and prevent musculoskeletal disorders.

Sessions adapted to everyone's position are mandatory and part of the working day.

Staff well-being

We believe that quality of life at work is everyone's responsibility, particularly that of managers. We are convinced that this workplace quality of life fosters initiative, taking responsibility and improves our efficiency.

Promote and support quality of life at work

To maintain a climate conducive to this quality of life in the workplace, we support managers by providing them with the tools, attitudes and behaviours necessary to lead and develop their teams on a daily basis.
Thus, our training dedicated to managers helps them develop themselves as managers, leaders, team developers and ambassadors of work life quality.

FOCUS.
Annual interviews.
In 2024, 98% of employees felt that their annual interview was excellent or satisfactory.

FOCUS.
An organisation adapted to the legislation of each country.
The way work is organised at the Group's sites is tailored to the specific needs of each production entity and aligns with the regulatory framework of the respective country.

Our actions to improve the quality of life at work also aims to:

- Develop team spirit, the quality of interpersonal relationships and mutual support, while continuously seeking to improve the performance of our employees so that they remain motivated, skilled, and responsible.
- Arrange and facilitate a privileged exchange between the employee and their manager through an Annual Progress Interview (APR).
- Shape human resources policies and global or sectorial priority topics based on employee feedback by regularly surveying them through a questionnaire on workplace quality of life.
- Maintain a good balance between work and personal life, notably through the implementation of a remote working agreement (in France, each employee whose position is suitable for telework has the possibility to telework up to 2 days per week) and a Disconnection Charter, whose implementation is monitored by managers during the Annual Progress Review (APR).
- Regularly communicate with employees about the key issues, challenges, and objectives of the company to involve them in our common project and strengthen internal communication so that everyone gains a clearer understanding of the different sectors of the company.

FOCUS.
Improvement of workplace environments.
As an example, at the Gerflor site in Saint-Paul, 10 premises improvement projects were undertaken in 2024 to improve the quality of life for employees.

Recognising long-term commitment

With an average length of service of over 10 years and an average age of 44, the company is committed to its employees for the long term. To ensure equality in the treatment of all our staff members year, Gerflor recognises and thanks the loyalty of its staff over time during the long-service award ceremony on our main sites. We recognise the length of service of employees at Gerflor and celebrate with our staff, their 5, 10, 15, 20, 25, 30, 40, and 43 years of service within our company.

Nearly 100 employees celebrate each year their 20 years of service or more.

FOCUS.
Employee turnover in 2024 (% of people leaving the company)

12.6%

Turnover is declining and is approaching the 2022 level and our goal of being below 10%.

Respect the right to log out

We are committed to maintaining work-life balance. Digital tools are not intended to be used during rest periods or during periods when the employment contract is suspended (maternity leave, sick leave, etc.).
We protect the "right to disconnect" of all our employees: no connection or contact outside of work periods.
To ensure this right, daily and weekly rest periods are tracked in France for employees, and managers must ensure compliance with work hours and rest periods.

Les Gerfloriades

In September 2024, we organised the 9th edition of the Gerfloriades, echoing the Paris 2024 Olympic and Paralympic Games.
This event, which brought together nearly 350 employees from all our subsidiaries in France, was a day filled with sports and playful activities, celebrated for its conviviality and good spirits.
By organising the Gerfloriades, we demonstrate our dedication to our employees and our aspiration to cultivate a dynamic working environment.

Watch the video of the Gerfloriades on YouTube:

Inclusion and diversity

**The Gerflor Group is committed to diversity and inclusion.
We do not tolerate any form of discrimination, and strongly believe that the differences of each employee enrich and strengthen the Group.
We are convinced that promoting an inclusive and respectful working environment for all employees fosters creativity, performance, innovation, and well-being at work, and contributes to the attractiveness of the Group.
That's why we make Diversity and Inclusion a guiding principle of all our HR policies and programs.**

Ensure equal opportunity for all

We do not tolerate any form of discrimination, whether it be on the grounds of gender, ethnic origin, age, skin colour, or religion within our company.
Gerflor, with its 40 different nationalities among 5,200 employees, affirms its commitment to an inclusive and respectful work environment for all, as required by our Code of Ethics, which includes an inclusion component and engages all our staff.

FOCUS.
Annually, during Disability Awareness Week, we engage in awareness-raising initiatives.
In 2024, for example, engaging workshops at a breakfast session were an opportunity to raise awareness about disability.

Guarantee gender equality in the workplace

- During recruitment, thanks to a structured and equitable process based on the candidates' competencies and their ability to evolve within the Group
- During the career path, basing remuneration and promotions on the performance and potential of employees.

In France, we have signed an agreement on professional equality since 2014, based on two principles:
- Equal rights between men and women, involving the prohibition of discrimination between employees due to gender, directly or indirectly
- Equal opportunities aimed at addressing gender inequalities between men and women in the workplace through concrete measures.

Women in the global workforce

2024 RESULT	2025 TARGET
26 % women	**30 %**
27 % women managers	

We are aligned with our 2025 target.

FOCUS.
In 2024, Gerflor's gender equality index is 87.

The development of our employees

We support our employees throughout their careers: onboarding, recognition of performance, sustainable professional fulfilment, skills development and training are key elements of our human resources policy. It is on these foundations that we build our action.

Train our teams

To maintain and develop everyone's skills, professionalism, and employability, we have gradually built a comprehensive training program:

- A multilingual digital platform 'Gerflor Training School' that includes:
  - Specific training to capitalise, enrich and deploy best practices specific to our areas of expertise, particularly for our sales representatives
  - Ethical training, business conduct, anti-corruption, cybersecurity, to ensure the security of the group and behaviours aligned with our values
  - Various training sessions on key societal issues, particularly concerning the environment.

- In-person training, in line with the company's objectives and adapted to the needs of employees, in particular:
  - A training and coaching programme focused on safety to tackle the challenge of 'zero accidents'
  - A complete training program for our managers "Gerflor Management Program"
  - Support for digital transformation.

Gerflor Training School (GTS) offers employees more than 20 online training courses annually.

For example, the module 'The environment is everyone's business' was completed by 2800 employees. This module was complemented by webinars on the topics of carbon, circular economy and Environmental Product Declarations (EPDs).

Integrate staff

To effectively welcome our new employees within their team and within the Group, we organise a standard induction program for everyone and individualised support specific to the business environment. Similarly, during external growth operations, we ensure the successful integration of new entities and their teams.

Developing skills and ensuring a progressive career path for our employees

Talent management represents a key issue for us: it allows us to align the organisation's needs with the skills and potential of our employees, favouring internal recruitment over external applications whenever possible.

The benefits of good talent management are numerous:
- Enhance employee motivation by providing appealing career opportunities through domestic and international internal mobility
- Facilitate and encourage the development of their competencies throughout their career journey
- Reward employee commitment, performance and contribution to the Group's development.

To achieve this, Gerflor relies on structured processes:
- Annual appraisal interviews to evaluate competencies and gather the expectations of employees
- Professional interviews to facilitate future employability and end-of-career planning, with the Génération agreement and GPEC in France
- Quarterly Mobility Committees facilitating the linking of open positions with internal mobility requests
- An annual Talent Review that helps prepare for employee development and associated succession plans.

Mobility

2024 RESULT	2025 TARGET
25 %	40 %

43% in France.

Social dialogue, and ethical behaviour

In line with its values, Gerflor requests each of its 5200 employees to respect and uphold the fundamental principles of the United Nations, human rights, and in particular those of children. Social dialogue and ethical behaviour are two essential pillars of this commitment.

Encourage social dialogue

Because we believe in freedom of association and support the right to collective bargaining in countries where it is applicable, we have established a favourable framework for social dialogue.
- Freedom of association and respect for unions: we ensure that our partners respect their employees' right to freely choose to join or not join a legal association without fear of reprisals
- Agreements aimed at ensuring the well-being of our employees: social dialogue agreement and gender equality agreement.

Ethical working practices

Presented to each employee upon joining the Group, our Gerflor Code of Ethics outlines the conduct guidelines for all our stakeholders (employees, suppliers, distributors, temporary workers, etc.). Through this code of ethics, Gerflor is committed to ensuring compliance with rules within the Group and among its partners:
- Provide safe and healthy working conditions
- Ensure equal treatment for employees who must not be discriminated against based on criteria such as ethnic origin, gender, nationality, etc
- Promote and uphold human rights with its employees and in all commercial relationships
- Prohibit for itself and its partners, the use of child labour and forced labour.

FOCUS.
9 new agreements in 2024
5 in Germany and 4 in France
- 1 salary negotiation agreement
- 2 profit-sharing agreements
- 1 agreement on the scope of application of a collective agreement
- 1 agreement on the prohibition of cannabis
- 2 agreements on work organisation
- 1 mobile working agreement
- 1 agreement on preventing exposure to occupational hazards

Reporting concerns

Implemented as part of the ethical charter, the whistleblowing procedure allows Gerflor employees, as well as any third party, to report any breaches of our ethical charter.
Our employees can also point out any issues failure within the company

How does the procedure work?

The employee contacts an independent third party who assures them that they can raise their alert in complete confidentiality. If the alert is deemed receivable in a completely objective and confidential manner, he informs the compliance officer, who ensures follow-up.
A procedure is then initiated: authorised persons verify the accuracy of the alleged facts, conduct checks, and impose sanctions based on the nature and severity of the facts.

Protect employees' personal data

To comply with the laws and regulations currently in effect in the countries where we operate, and especially the European General Data Protection Regulation (GDPR), we have implemented a personal data protection programme that includes:
- The general data protection policy
- Management of individuals' rights
- Consent management
- Data retention
- Cybersecurity.

It functions based on:
- The designation of a Data Protection Officer (DPO) registered with the CNIL
- A register of personal data processing activities
- Management of personal data risk in each of the new projects (Privacy by Design)
- A GDPR steering committee
- A cybersecurity steering committee.

As a responsible company, we structure and strengthen our commitment through:
- A responsible purchasing approach
- Ethical practices with our stakeholders.

These commitments are framed by charters outlining our principles and objectives.

In the territories where we are present, we contribute to society through active local participation:
- In terms of social and economic aspects, with, among other things, the training provided in our Technocentres
- At the societal level, with the support of associations and community initiatives.

Our societal commitment

Responsible purchases

Recognising the crucial role of our selection of partners in meeting our social, economic and environmental commitments across our value chain, we are implementing a Responsible Purchasing approach.

Since 2020, we have shared our Responsible and Ethical Purchasing Charter with our suppliers, covering key topics such as the environment, health and safety, working conditions, labour rights and human rights, business conduct and ethics, as well as alert procedures and potential audits.

In 2024:
- Signature of the charter is required to open a new supplier account
- 95% of our strategic and preferential partners in France, Germany and Ireland have signed
- 46% of the group's expenditures are made with signatory suppliers.

Strategic and preferential suppliers who are signatories of the Responsible and Ethical Purchasing Charter

2024 RESULT	2025 TARGET
95 %	90 %

→ In 2024, change in scope to include all purchasing areas (previously only materials) France, Ireland, Germany (45% of purchasing sales).

This indicator is gradually being replaced by the % of expenditure made with suppliers who signed the charter.

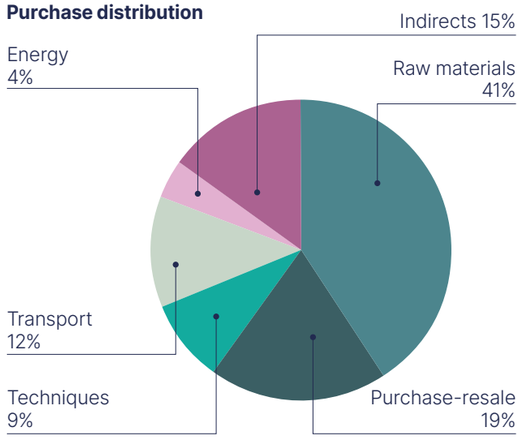
In 2025, we aim for 80% of the group's global spending to be conducted with signatory companies.
We also evaluate the CSR maturity of our suppliers. In 2024, 130 strategic suppliers were evaluated. In 2025, we will reach 200 evaluated suppliers by continuing this approach. Beyond assessment, this approach allows us to identify the top performers in our panel on this theme, leading to specific meetings with them on roadmaps, metrics, best practices, challenges, innovations...
Thus, in 2024, we organised several Sustainability Meetings with our preferred suppliers. We are convinced that this initiative will encourage collaboration with committed partners to achieve our objectives, particularly in reducing CO_2. emissions.
To maintain the commitment of our partners to CSR issues, we have trained our purchasers in responsible purchasing practices. In 2024, 63% of employees have completed this training. In 2025, we aim to train 90% of our purchasing teams, with a particular focus on training buyers from our subsidiaries (USA, China, etc.).

Charte RELATIONS FOURNISSEURS ET ACHATS RESPONSABLES

FOCUS.

As part of our work on the CSRD, we evaluated the risks, opportunities, and impacts across our entire value chain.
To further conduct our commitments and actions, we signed the Responsible Supplier Relations and Purchasing Charter (RFAR) in 2024, joining 2500 companies and administrations committed to the French Ministry of the Economy for responsible purchasing practices.

Purchase distribution



Strategic and preferential suppliers in France, Germany, Ireland with a CSR evaluation

2024 RESULT	2025 TARGET
32.5 %	50 %

→ Deployment of supplier evaluations from the creation of new accounts.

Buyers trained on the aspects of Responsible Purchasing

2024 RESULT	2025 TARGET
63 %	90 %

→ Three two-day training sessions were conducted in 2024.

Ethical practices

Established with all stakeholders, charter ethics and codes of conduct guide our practices.

Our ETHICAL charter

Established for all our stakeholders (employees, suppliers, clients, distributors, temporary workers, etc.), this charter governs our practices, particularly commercial practices. The topics addressed are:
- Human rights
- Social issues
- The environment
- Our TRACE values
- Compliance with and respect for laws and regulations
- Ethical business relations with all of our stakeholders.

Our controls

During internal audits conducted within central functions or in the group's subsidiaries, specific controls are conducted on topics related to compliance.

Exposed employees trained in business ethics

2024 RESULT	2025 TARGET
80 %	90 %

Our codes of conduct: competition and anti-corruption

To govern the practices of our employees during their interactions with suppliers and other stakeholders of the Group, we have established a competition code of conduct and an anti-corruption code.

The competition code of conduct identifies and condemns practices that violate competition law, including:
- Agreements between competitors on allocating market shares
- Agreements with distributors or suppliers
- Abuse of dominant position.

The anti-corruption code of conduct targets other practices contrary to our charter ETHICS, notably 'undue payments' which correspond to gifts or privileges offered to influence the beneficiary to perform or refrain from performing an act related to their duties.

FOCUS.

Each year, a training campaign is offered to all employees exposed to risks on:
- Anti-corruption measures
- Compliance with competition law
- GDPR and the protection of personal data
- Cybersecurity.

In 2024, these training sessions available in eight languages, were attended by 80% of the relevant employees.

Training and local employment

We are working to promote the value of industrial jobs and the profession of floor covering craftsman (installer of resilient floor coverings), and to provide training for qualified young people.

Training floor installers

In order to support local training and employment, we have established the Gerflor Technocentre in France to train young people and professionals in the job of floor installer (installer of floors and flexible coverings). Situated close to our factory in Tarare, this 750m² centre employing experienced trainers is equipped with 3 classrooms and 31 application cabins.

Trainees trained at the Technocentre in 2024:
- 189 participants in continuous professional development
- 20 learners enrolled in CAP PAR qualification
- 26 learners in Level 4 Floor Layer qualification.

207 Gerflor employees also received training in flooring installation.

Promote learning

The Group pays its apprenticeship tax to schools in the regions where it is established, as well as to those attended by our apprentices or to organisations training young people in flooring trades.
Each year, Gerflor trains more than 70 young people through apprenticeships. Upon completing their program, nearly a third of them remain with the company.

FOCUS.
5 Gerflor technocentres
France / Germany / Morocco / China / USA
These technocentres serve as laboratories for best practices in technology.

Since 2020, the technocentre in Tarare has been Qualiopi certified.

Qualiopi processus certifié
RÉPUBLIQUE FRANÇAISE

The floor layer is a skilled tradesman. He carries out the installation of floor coverings in all types of buildings.

3 full-time employees deliver professional training for floor installers.

FOCUS.
To fully support their learners, the technocentre team received training on "diversity and combating discrimination."
Learners are also made aware of the importance of inclusion.

Regional WorldSkills competitions in Auvergne-Rhône-Alpes: spotlight on the floor layer profession!
WorldSkills are international competitions that celebrate the excellence of skills and the passion of young professionals. They offer a unique platform to showcase their talent and excel. In November 2024, the regional WorldSkills competitions in Auvergne-Rhône-Alpes highlighted the trade of floor installer.
This competition allowed four floor installers, all trained at the Gerflor Technocentre, to showcase their technical skills and creativity through challenges involving the installation of PVC, linoleum, textiles and a speed challenge with modular tiles.

"This competition was a rewarding experience that allowed me to learn how to better manage stress, perfect my organisation, and improve the cleanliness of my workstation." A first participation that already motivates me for what's next!"
Liroy LEON, silver medalist at the regional WorldSkills competition in Auvergne-Rhône-Alpes.

The Gerflor Technocentre in Tarare supports young people and professionals in enhancing their skills, by offering a work-study program with expert trainers and state-of-the-art facilities. It is within this setting that the four candidates completed their training, benefiting from tailored support to prepare for this demanding competition. Congratulations to Malcolm BURGAT, winner of this stage.

worldskills France / La Région Auvergne-Rhône-Alpes Orientation

Committed to integration

For some general services of the company we use adapted companies.
For example, in France, the waste from our communal areas is collected and processed by an adapted company, 80% of whose workforce are people with disabilities.
Similarly, catering at the Tarare site is provided by an ESAT (Etablissement ou Service d'Aide par le Travail, Sheltered Employment Centre).
Our goal: to support companies that create local and long-term employment opportunities for people struggling with employment integration.

FOCUS.
In 2024, 127 secondary school and university students visited the Tarare site.

Charitable initiatives

Annually, we support social initiatives and solidarity initiatives worldwide.

Sport and Parasport

We are committed to promoting sports that are accessible, inclusive and sustainable at all levels of practice.

Paris 2024 Olympic and Paralympic Games
In 2024, we reinforced our commitment to sport by becoming an Official Supporter of the Paris 2024 Olympic and Paralympic Games. On this occasion, we provided over 33,000m² of sports flooring for the competitions, designed to meet the highest standards of performance, safety and durability.

Our commitment was prominently demonstrated during the Paralympic Games, with the provision of 19 courts for 6 disciplines: Boccia, Goalball, Para Badminton, Sitting Volleyball, Wheelchair Rugby, and Wheelchair Basketball - covering more Paralympic sports than Olympic disciplines.

We also had the honour of welcoming Gwendoline Matos, a Goalball player, as an ambassador for the Paris 2024 Paralympic Games - an inspiring role model who embodies the values of inclusion, resilience and excellence.

Donation of a sports ground (USA)
In partnership with USA Pickleball, we donated a sports field to the organisation A New Leaf, which supports disadvantaged individuals.

Even more initiatives, donations and sponsorships Sport and parasport:

- The Rochegudienne Run
- Tricastin Table Tennis Club
- The Tour de France St Paul-Trois-Châteaux Town Hall
- HBC Suze la Rousse
- Badminton Châteauneuf-du-Rhône
- Handball Montélimar
- Clansayes Festival Committee
- AS Tricastin Volleyball
- Donzère Boxing Club
- Pierrelatte Badminton
- Current Sports Events: WE Basket (at SPL)
- Association Athletic Sport Tarare

Education and Solidarity

We offer innovative solutions in collaboration with organisations to promote social inclusion and creativity.

Creativity at the service of social inclusion (Italy)
An educational workshop to design placemat visuals was conducted with individuals undergoing social integration, in partnership with the non-profit organisation "Made in Sipario".

Donation to the SOS Children's Village Association (Norway)
Each year at Christmas, instead of giving gifts to our clients and partners, €10,000 is donated to help children in need through SOS Children's Villages.

Proceeds from an auction donated to SOS Children's Village (Sweden)
Our sports flooring used for the World Floorball Championships was framed and then auctioned. All proceeds from this sale were donated to the association.

Habitat et Humanisme Rhône (France)
We contributed to the renovation of the Decomberousse Reception Centre in Villeurbanne by donating floor coverings.

Even more initiatives, donations and sponsorships Education and Solidarity:
- FORMAPRIM
- Association Evaleco
- OGEC Marie Rivier

Health

Support for a mobile health hub (UK)
We supported through product donations an initiative by armed forces veterans.
In collaboration with emergency service personnel and local volunteers, they have set up a mobile hub to support hard-to-reach communities.

Rhein Sieg Children's Hospice (Germany)
We made a donation to the children's hospice association in Olpe to equip an outpatient palliative care service for children and adolescents.

Enhancing care spaces (UK)
To create a mural and enhance the space, we donated wall panels (5.5m x 2.4m) to Macclesfield General Hospital.

Even more initiatives

Wings of the Ocean (France)
We had the honour of outfitting the Kraken, a 42-metre, three-masted sailing vessel, carrying 30 volunteers on board to conduct environmental cleanup and awareness-raising activities.

Other examples of donations and sponsorships:
- Pierre Deniker Foundation - UMD
- Heart of the pilot
- Red Cross
- Les Restaurants du Coeur
- Association Les Lianes

CSR indicators table

FORVIS MAZARS verified selected data from this report in June 2025.
The audit report is available at www.gerflor.com
The data verified is identified in the table below: ✓

Environment

Reporting on the calendar year, consistent with the financial year.
Reporting scope: Gerflor World Wide (WW).
Environment: perimeter of production sites, except Webamed and warehouses > 5000 m².
Indicator coverage rate: 100% unless otherwise specified in the comments column 2024.

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2019 results	2020 results	2021 results	2022 results	2023 results	2024 results	2024 Commentary	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Environment	Climate / Management of GHG emissions	Tonnage of CO_2 emitted	Scope 1 WW	Flooring & Wall	58 817		57 327	45 241	28 885	27 848 ✓		/	/
				Flooring & Wall + Accessories	62 109		60 081	48 057	31 624	33 357 ✓		/	-46.2% vs 2019
			Scope 2 WW Location-based	Flooring & Wall	36 882		37 500	42 436	41 019	28 792 ✓		/	/
				Flooring & Wall + Accessories	38 245		38 265	43 185	41 705	29 350 ✓		/	/
			Scope 2 WW Market-based	Flooring & Wall	26 741		28 519	28 548	28 711	21 218 ✓		/	/
				Flooring & Wall + Accessories	27 663		28 854	28 842	29 180	21 636 ✓		/	-46,2% vs 2019
			Scope 3 WW (World Wide)	Flooring & Wall	759 195		828 267	850 574	778 054	844 095 ✓	Excluding downstream flows Turkey	/	/
				Flooring & Wall + Accessories	810 619		884 789	910 927	844 755	920 976 ✓	Excluding usage and downstream flows in Turkey	/	-27.5% vs 2019
		Carbon intensity (kg eq CO_2/m^2)	Scopes 1 & 2 WW Location based	Flooring & Wall	1,27		-12%	-15%	-32%	-43% ✓		/	/
			Scopes 1 & 2 WW Market based	Flooring & Wall	1,13		-11%	-20%	-37%	-45% ✓		-20% vs 2019	/
			Scope 1 & 2,3 WW Location based	Flooring & Wall	11,10		5%	7%	-2%	7% ✓	Excluding usage and downstream flows in Turkey	/	/
			Scope 1,2,3 WW Market based	Flooring & Wall	10,97		5%	7%	-2%	7% ✓	Excluding usage and downstream flows in Turkey	-10% vs 2019	/
		Digital carbon footprint (tCO_2eq)	WW				800	733	777	833		- 25% vs 2021	/
	Climate / Management of GHG emissions	Digital carbon footprint ($kgCO_2eq/FTE$)	WW				204	182	181	179		/	/
		Percentage of renewable energy/ decarbonated energy generated or acquired with guarantees of origin in the company's energy mix (GWh)	WW		36%	36%	38%	43%	45%	52% ✓	Beginning in 2024, % of renewable energy or decarbonised energy in the energy mix (production and purchases including the energy mix of countries and guarantees of origin certificates)	50%	/

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2019 results	2020 results	2021 results	2022 results	2023 results	2024 results	2024 Commentary	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Environment	Climate / Management of GHG emissions	Percentage of renewable energy produced or purchased with guarantees of origin in the company's energy mix (GWh)	WW		36%	36%	38%	43%	45%	33% ✓	Cessation of guarantees of origin certificates in France From 2024, % of renewable energy or decarbonated energy in the energy mix (production and purchases integrating the national energy mix and guarantees of origin certificates)	/	/
		Percentage of non-renewable energy within the company's energy mix (GWh)	WW		64%	64%	62%	57%	55%	67% ✓	Cessation of guarantees of origin certificates in France From 2024, % of renewable energy or decarbonated energy in the energy mix (production and purchases integrating the countries' energy mix and guarantees of origin certificates)	/	/
	Resources / High-performance industrial sites	Total energy consumption (MWh)	WW				386 989	367 500	357 388	367 631 ✓	Electricity, gas, wood, LNG, fuel oil (<1%)	/	/
		Total electricity consumption (MWh)	WW				141 073	151 187	176 246	184 611 ✓		/	/
		Total quantity of electricity sold (MWh)	WW							217		/	/
		Energy intensity (kWh/m^2)	WW	Flooring & Wall			5,13	4,99	4,51	4,62	Electricity, gas, wood, LNG, fuel oil (<1%)	/	/
		Percentage reduction in energy consumption (kWh/m^2)	FR / DE	Flooring & Wall		5,10%	-3%	-7%	-14%	-16%		/	/
	Circularity / Eco-design	Percentage of turnover generated from looselay products	WW	Flooring	33%	34,5%	36,4%	34,6%	35%	40%	36% on a like-for-like basis 2023 40% with new acquisitions	35%	45%
	Resources / Eco-design	Percentage of turnover generated from bio-based products	WW	Flooring		5%	7%	9%	10%	9.8% ✓		10%	/
		Average percentage of recycled content in products	WW	Flooring (vinyl & linoleum) & Wall	(19% excluding linoleum)	21,1%	21,7%	21,1%	21,5%	21%	23.1% on a like-for-like basis 2023	30%	30%
	Health and Well-being / Eco-design	Percentage of turnover covered by an EPD	WW	Flooring & Wall						44%		/	95%
	Resources / Ecodesign	Percentage of raw materials that do not contribute to the depletion of resources: biosourced, mineral and recycled materials Includes salt for PVC synthesis	WW	Flooring & Wall (excluding packaging)	68% (estimated)				72%	71%		/	75%
		Percentage of raw materials that do not contribute to the depletion of resources: biosourced, mineral and recycled materials	WW	Flooring & Wall (excluding packaging materials)	49% (estimated)				57%	56%		/	60%

Location-based: emission factor of the energy from the country's energy mix.
Market-based: emission factor of energy associated with the purchase contract with guarantees of origin certificates.

CSR indicators table

Environment

Reporting on the calendar year, consistent with the financial year.
Reporting scope: Gerflor World Wide (WW).
Environment: perimeter of production sites, except Webamed and warehouses > 5000 m².
Indicator coverage rate: 100% unless otherwise specified in the comments column 2024.

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2020 results	2021 results	2022 results	2023 results	2024 results	2024 Commentary	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Environment	Circularity, waste management and recycling	Annual volume recycled	WW	Flooring & Wall	47 919	58 500	54 441	57 513	59 040		60,000 tonnes	65,000 t
		Volume consumed after treatment by Floor to Floor & TRS	WW	Flooring & Wall		7202	6176	6493	6989 ✓		/	/
		Final waste (t)	WW			6931	5565	6862	8806 ✓	In 2024, reintegration of previously unac-counted inert waste (621 tonnes)	/	/
		Hazardous waste (t)	WW			1872	1534	2344	1877 ✓		/	/
		Packaging waste, metal (t)	WW			2469	3183	3608	4152 ✓		/	/
		Recovered production waste percentage	WW			88%	90%	88%	85% ✓		93%	/
		Percentage of recycled / material recovery waste (excluding energy recovery)	WW			87%	89%	87%	85% ✓		93%	/
	Circular economy, waste management and recycling	Quantity of post-installation and post-use floor collected under the Second Life program (in tons)	WW	Flooring	426	758	1131	1369	1614 ✓		1900	/
	Resources / High-performance industrial sites	Water usage intensity (litres/m²) flooring	WW	Flooring & Wall		4,3	3,6	2,8	2,1	Excluding process water for DLW	-15% vs 2021	/
		Water consumption (cubic meters)	WW			324 149	265 320	224 403	169 693 ✓	Excluding process water DLW	/	/
		Percentage of production sites that have established closed-loop water systems	WW					58%	67% ✓	Excluding production sites with no water consumption in the process	/	/
		Percentage of turnover covered by ISO 14001.	WW		88%	88%	87%	85%	84%	ROMUS certification in 2024	/	/
		Percentage of turnover covered by ISO 50001 certification	WW		67%	66%	65%	65%	67%	Gerflor China certification in 2024	/	/
	Sustainable resource management	Total volume of non-renewable materials used for our products and their packaging (in tons)	WW					305 218	301 769		/	/
		Total volume of renewable materials used for our products and their packaging (in tons)	WW					50 367	44 265		/	/

Integrity in practices

Calendar year reporting, aligned with the fiscal year.
Reporting scope: Gerflor World Wide (WW) (unless a specific scope is specified).
Indicator coverage rate: 100% unless otherwise specified in the comments column 2024.

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2020 results	2021 Results	2022 results	2023 results	2024 results	Comments 2024	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Integrity in business practices	Responsible purchasing	Percentage of strategic and preferred suppliers that have signed the ethical and responsible purchasing charter (by number)	FR / DE / IE	Flooring & Wall	66%	80%	93%	95%	95% ✓	Coverage rate: 45% of purchasing turnover indicator in transition towards % of turnover achieved with suppliers who are signatories to the charter.	90%	/
		Percentage of expenditure generated with suppliers who have signed the Responsible and Ethical Purchasing Charter	WW					43%	44% ✓		80%	/
		Percentage of buyers trained in responsible purchasing	WW						63%		90%	/
		Number of strategic & preferred suppliers having a CSR assessment	FR / DE / IE					40/400	130/400		200/400	/
	Responsible sourcing	Percentage of product and service expenditure carried out with local suppliers at our key sites	FR / DE	Flooring & Wall					47%	A supplier is defined as local if its operations are situated in the country where Gerflor uses its products/ services.	/	/
	Business ethics	Percentage of trained exposed staff members	WW		Anti-corrup-tion: 65%	Anti-corrup-tion: 36%	Anti-corrup-tion: 55%	Anti-corrup-tion: 86%	Anti-corrup-tion: 84% ✓		90%	90%
		Percentage of trained exposed staff members	WW		Cybersecu-rity: 59%	Cybersecu-rity: 53%	Cybersecu-rity: 31%	Cybersecu-rity: 82%	Cybersecu-rity: 82%			
		Percentage of trained exposed staff members	WW			Antitrust: 38%	Antitrust: 54%	Antitrust: 86%	Antitrust: 83%			
		Percentage of trained exposed staff members	WW					Data privacy & GDPR: 77%	Data privacy & GDPR: 77%			
		Number of reported and qualified incidents through the alert procedure	WW			0	0	0	0 ✓		/	/
		Number of confirmed corruption incidents	WW			0	0	0	0 ✓	No major risk of corruption identified in the risk mapping	/	/
	Business Ethics / Information Security	Number of confirmed information security incidents	WW					1	1 ✓		/	/
	Business ethics	Percentage of sites (operational and subsidiaries) for which an internal audit or ethical risk assessment has been conducted	WW				11%	51% (over 2 years)	56% (over 3 years)		/	/
		Number of instances of non-compliance with legislation and regulations	WW						1	Non-compliance with supplier payment term settled for €90 K		

CSR indicators table

Social

Calendar year reporting, consistent with the financial year.
Reporting scope: Gerflor World Wide (WW) (unless a specific scope is detailed).
Indicator coverage rate: 100% unless otherwise specified in the comments column 2024.

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2020 results	2021 results	2022 results	2023 results	2024 results	Comments 2024	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Social	Employee / Headcount	Number of employees	WW				4500	5000	5255 ✓	Full-time equivalent 12.24	/	/
		Percentage of permanent contracts	WW				90%	87%	88% ✓	Full-time equivalent 12.24	/	/
		Percentage of employees on fixed-term contracts and external workers (tempory operators)	WW				10%	13%	12% ✓	Full-time equivalent 12.24	/	/
		Percentage of external workers (temporary operators)	WW				5%	8%	8%	Full-time equivalent 12.24	/	/
	Employee / Remuneration	Percentage of internal employees covered by the reference living wage analysis	FR / DE / GB / CN / US						100%	Coverage Rate: 70%	/	/
		Percentage of employees within the company paid below the benchmark living wage	FR / DE / GB / CN / US						0%	Coverage Rate: 70%	/	/
	Employee / Child labour	Percentage of employees over 18 years old	WW		100%	100%	100%	100%	99,96% ✓	One apprentice and one employee: 17.5 years old	/	/
	Employee / Health and Safety	Number of occupational accidents	WW		44	54	68	66	71 ✓	Coverage Rate: 94%	/	0
		Number of days lost due to occupational accidents	WW		1387	1487	1595	1898	2224 ✓	Coverage Rate: 94%	/	/
		Lost time accident per million hours worked	WW		6,95	8,15	9,1	8,71	8,88 ✓	Coverage Rate: 94%	<4	<3
		Lost workdays due to work stoppage per million hours worked	WW		0,22	0,22	0,21	0,25	0,28 ✓	Coverage rate: 94% Work stoppages recorded for up to 90 days	/	/
		Number of occupational diseases	FR		0	0	1	1	6		/	/
		Number of occupational diseases	FR / IE						7	Coverage rate: 39%	/	/
		Number of fatal accidents	WW		0	0	0	0	0 ✓		/	/

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2020 results	2021 results	2022 results	2023 results	2024 results	Comments 2024	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Social	Employee / Health and safety / Employee well-being	Absenteeism rate (employees)	FR / DE / GB / CN / US						4,46	Coverage rate: 70%	/	/
	Employees / Health and Safety	Number of formal agreements regarding health and safety and working conditions	FR / DE			2	2	3	4		/	/
		Percentage of production sites certified ISO 45001 (as a percentage of turnover)	WW		5%	5%	5,94%	10,15%	9,4%		/	/
		Percentage of operational sites for which an occupational health and safety risk assessment has been conducted	WW						96%		/	/
		Percentage of the total workforce represented on a joint health and safety committee	WW						more than 50%		/	/
		Percentage of total workforce covered by formal collective agreements regarding working conditions	WW						>50%		/	/
		Percentage of the total workforce covered by formally elected employee representatives	WW						44%		/	/
	Employee / Development, attractiveness and retention	Percentage of employees who received at least one day of training during the year - excluding GTS sales	FR ==> FR / DE / GB / CN				75% (FR)	80% (France)	47%	Coverage rate: 61%	/	/
		Number of training hours (in hours) - Excluding GTS sales	FR ==> FR / DE / GB / CN				21,261 (FR)	18914 (France)	37 645 ✓	Coverage rate: 61%	/	/
		Average number of training hours per employee - Excluding GTS sales	FR / DE / GB / CN						10,9 ✓	Coverage rate: 61%	/	/
		Percentage of payroll invested in training - excluding GTS sales (GTS refers to a specific business unit)	FR ==> FR / DE / GB / CN		1% (FR)	1.76% (FR)	1.8% (FR)	1.66% (FR)	1,28%	Coverage rate: 61%	> 1,75%	2%
		Percentage of open positions filled by internal candidates	FR ==> WW		34% (FR)	52% (FR)	34% (FR)	35% (FR)	25%	43% FR in 2024	40% (WW)	40%

Number of employees by category and gender
Reporting scope: WW (Coverage percentage: 100%)

	Europe	America	Africa	Asia	Oceania	Grand total
Number of FTE employees (excluding temporary staff)	3 554	473	79	778	67	4 951
of which men	2 692	317	32	6208	40	3 702
of which women	862	156	47	158	27	1 250
Number of permanent full-time equivalent employees (indefinite-term contract)	3 362	470	75	651	67	4 626
of which men	2 549	317	31	531	40	3 468
of which women	813	153	44	121	27	1 159
Number of temporary FTE employees	267	36	0	0	0	304
of which men	N/A	N/A	N/A	N/A	N/A	N/A
of which women	N/A	N/A	N/A	N/A	N/A	N/A
Number of full-time equivalent employees (excluding temporary/external staff)	3 324	466	79	746	64	4 679
of which men	2 558	314	32	596	40	3 540
of which women	766	152	47	150	24	1 139
Number of part-time employees FTE (excluding temporary/external)	149	7	0	1	3	160
of which men	64	4	0	0	0	67
of which women	85	3	0	1	3	92

Number of training hours by professional category and by gender
Scope: France Flooring (Coverage rate: 29%)

	Skilled workers	Employees	Foremen and technicians	Engineers and managers	Grand total
Female	364	818	1057	2684	4923
Male	3386	354	6334	5957	16031
Grand total	3749	1172	7391	8641	20954

CSR indicators table

Social

Reporting on the calendar year, consistent with the fiscal year.
Reporting scope: Gerflor World Wide (WW) (unless a specific scope is specified).
Indicator coverage rate: 100% unless otherwise specified in the comments column 2024.

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2020 results	2021 results	2022 results	2023 results	2024 results	Comments 2024	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Social	Employee / Diversity / Employer brand	Percentage of the total workforce who received periodic evaluation and career development interviews	WW		88%	85%	82%	82%	84%	Coverage rate: 52%	90%	90%
		Percentage of women staff members	WW		23%	25%	26%	26%	26% ✓		30%	30%
		Percentage of women on the executive committee	WW				6%	6%	6% ✓		/	/
		Percentage of women in management positions	WW				26%	27%	29% ✓		/	30%
		Percentage of women among other employees:	WW				25%	26%	26% ✓		/	/
		Average unadjusted gender pay gap (%)	FR					3%	2%	Coverage rate: 32%	/	/
		Percentage of employees aged under 30	WW				12%	13%	13% ✓		/	/
		Percentage of employees between the ages of 30 and 49	WW				52%	52%	52% ✓		/	/
		Percentage of employees aged over 50	WW				36%	35%	35% ✓		/	/
		Average age	WW				44	43	44 ✓		/	/
		Average seniority	WW				10,8	10,2	10,4		/	/
		Percentage of employees declared disabled	FR				3,5%	4,2%	4,1%	Coverage rate: 39%	/	/
	Employee / Development, attractiveness and retention	Number of agreements signed	WW = FR / DE			13	8	12	9	Coverage rate: 50%	/	/
		Hiring rate	WW				13,4	10,6	11,6		/	/
		Staff turnover (%)	WW		7,3% (FR)	10,5%	13,1%	13%	12,6% ✓		<10%	/
	Employee / Human Rights	Number of recorded incidents related to child labour, forced labour, or human trafficking	WW		0	0	0	0	0 ✓		0	0

Consumer

Calendar year reporting, in coherence with the fiscal year.
Reporting scope: Gerflor World Wide (WW), excluding acquisitions during the year 2024 (unless a specific scope is defined).
Indicator coverage rate: 100% unless otherwise specified in the comments column 2024.

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2020 results	2021 results	2022 result	2023 result	2024 result	Comments 2024	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Consumer	Health Well-being / Product Performance	Percentage of floor with low VOC emissions: <100 µg VOC/m³ (by turnover)	WW	Flooring & Wall excluding wood and Transport BU	88%	90%	93%	93%	93% ✓		/	100% of our construc-tion products
		Percentage of floor with low VOC emission: <10 µg VOC/m³ (by turnover)	WW	Flooring & Wall excluding wood and the Transport BU			58%	56%	53% ✓		/	/
		Percentage of phthalate-free flooring (by turnover)	WW	Flooring (excluding recycled)			85%	83%	84% ✓		/	/
	Customer satisfaction	Number of customer complaints accepted per total square metres sold (ppm)	EU / CN	Flooring & Wall	15	17	14	16	13		-10%	/
		Number of accepted customer service complaints over the total number of orders (%)	EU / CN	Flooring & Wall	0,17	0,19	0,17	0,18	0,17		-10%	/

CSR indicators table

Local communities and development

Reporting on the calendar year, consistent with the fiscal year.
Reporting scope: Gerflor World Wide (WW), excluding acquisitions during 2024 (unless specific scope is defined).
Indicator coverage rate: 100% unless otherwise specified in the comments column 2024.

Theme	Challenge	Indicator	Perimeter	Precision of perimeter (if necessary)	2020 results	2021 results	2022 results	2023 results	2024 results	Comments 2024	Target WW 2025 (vs 2020 unless specified)	Target WW 2030
Local communities and development	Community support Community support	Number of solidarity initiatives in the territories	WW		Greater than 11	Greater than 17	Greater than 15	25	33 ✓		/	/
		Total value of contributions to community initiatives (in k€)	WW		>13.4	>49	>37.8	104,7	98		/	/

COMMENTS

Management of GHG emissions:
In the spirit of continuous improvement, our Carbon Footprint methodology has evolved to be more robust and aligned with the GHG Protocol.
In particular,
Scope 2 and 3.3: Our electricity emission factor database has been updated using data from Electricity Maps. Unlike the Footprint Database used until now, the latter allows us to update our factors with the annual data from the countries where we manufacture.
Scope 3.1: Our emission factors have been corrected to separately account for biogenic and fossil CO_2 emissions.
Scope 3.11: To comply with the GHG protocol, we have removed the impact of glued installation of our products from our carbon footprint, and we have reassigned the emissions related to the end-of-life of our installation offcuts and packaging to category 3.12. Therefore, we no longer have any emissions in the 3.11 category.
Scope 3.12: We have updated our end-of-life scenarios with the World Bank's What a Waste 2.0 report (2018).

In a desire for comparability and transparency, these methodological changes led to a recalculation of our previous Carbon Footprint assessments from 2019 to 2024.

For any questions about the report:
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GRI Index

Statement of Use
The Gerflor Group has provided the information cited in this GRI Content Index for the period from 1 January to 31 December 2024.

GRI used
GRI: Universal Standard 2021

Applicable GRI Industry Standard(s)
No

Norm	Disclosure	Compliance	Pagination	Justification
GRI 2: 2021 General Disclosures	2-1 Organization Details	Compliant	2,4-5	
	2-2 Entities included in the organization's sustainability reporting	Compliant	2,4	
	2-3 Reporting period, frequency and point of contact	Compliant	90-98	
	2-4 Restatements of information	Compliant	98	
	2-5 External Insurance	Compliant	98	
	2-6 Activities, Value Chain and Other Business Relationships	Partial	7,81	
	2-7 Employees	Partial	94	
	2-8 Workers who are not employees	Compliant	94	
	2-9 Structure and composition of governance	Partial	14	
	2-10 Appointment and Selection of the Supreme Governing Body	Compliant	14	
	2-11 President of the highest governing body	Compliant	14	
	2-12 Role of the supreme governance body in overseeing impact management	Partial	14	
	2-13 Delegation of responsibility for impact management	Partial	14	
	2-14 Role of the supreme governance body in sustainability reporting	Compliant	14	
	2-15 Conflict of Interest	Non-compliant		Information unavailable/incomplete
	2-16 Communication of Critical Concerns	Non-compliant		Information unavailable/incomplete
	2-17 Collective knowledge of the highest governance body	Compliant	14	
	2-18 Evaluation of the Performance of the Supreme Governing Body	Non-compliant		Confidential Information
	2-19 Compensation Policies	Non-compliant		Confidential Information
	2-20 Compensation Determination Process	Non-compliant		Confidential Information
	2-21 Annual Total Compensation Ratio	Non-compliant		Confidential Information
	2-22 Statement on Sustainable Development Strategy	Compliant	0	
	2-23 Policy commitments	Compliant	Code of ethics p.3	
	2-24 Integration of Political Commitments	Partial	14 ; Code of ethics, p.1-11	Information unavailable/incomplete
	2-25 Negative Impact Remediation Process	Compliant	15-21	
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Compliant	77, 98	
	2-27 Compliance with Laws and Regulations	Non-compliant	93	Information unavailable/incomplete
	2-28 Member Associations	Compliant	15	
	2-29 Stakeholder Engagement Approach	Compliant	15,16,18,82	
	2-30 Convention Collective	Compliant	95 Health and safety charter (50-52)	
	3-1 Process for Identifying Relevant Themes	Compliant	15-89	
	3-2 List of Relevant Topics	Compliant	16-19	
	3-3 Management of material subjects	Compliant	15-89	
GRI 204: Procurement Practices 2016	204-1 Share of expenditure on local suppliers	Compliant	93	
GRI 205: Anti-Corruption 2016	205-1 Risk Assessment of Corrupt Operations	Compliant	83,93	
	205-2 Communication and Training on Anti-Corruption Policies and Procedures	Compliant	93	
	205-3 Confirmed Incidents of Corruption and Action Taken	Compliant	93	
GRI 206: Anticompetitive Conduct 2016	206-1 Legal actions for anti-competitive, antitrust and monopolistic practices	Non-compliant		Not applicable
GRI 301: Materials 2016	301-1 Materials Used by Weight or Volume	Compliant	92	
	301-2 Recycled raw materials used	Compliant	91	
	301-3 Recovered Products and Their Packaging Materials	Compliant	92	
GRI 302: Energy 2016	302-1 Energy Consumption in the Organization	Compliant	91	
	302-2 Energy Consumption Outside the Organization	Non-compliant		Information unavailable/incomplete
	302-3 Energy Intensity	Compliant	91	
	302-4 Reduction of Energy Consumption	Compliant	91	
	302-5 Reduction of Energy Requirements of Products and Services	Non-compliant		Information unavailable/incomplete

GRI Index

Norm	Disclosure	Compliance	Pagination	Justification
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Compliant	24; 90	
	305-2 Indirect GHG Energy Emissions (Scope 2)	Compliant	24; 90	
	305-3 Other indirect GHG emissions (Scope 3)	Compliant	24; 90	
	305-4 GHG Emissions Intensity	Compliant	90	
	305-5 GHG Emission Reduction	Compliant	24	
	305-6 Emissions of Ozone-depleting Substances (ODS)	Non-compliant		Gerflor does not emit such gases
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Compliant	97	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Non-compliant		Information unavailable/incomplete
	306-2 Management of significant waste-related impacts	Compliant	27-33	
	306-3 Waste generated	Compliant	92	
	306-4 Waste not for disposal	Partial	91-92	
	306-5 Waste for disposal	Partial	91-92	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers who have been inspected according to environmental criteria	Compliant	93	
	308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	Non-compliant		Information unavailable/incomplete
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Compliant	66	
	403-2 Hazard Identification, Risk Assessment and Incident Investigation	Compliant	66	
	403-3 Occupational Health Services	Compliant	66,74	
	403-4 Worker Participation, Consultation and Communication in Occupational Health and Safety	Compliant	66	
	403-5 Occupational Health and Safety Training for Workers	Compliant	66,74	
	403-6 Worker Health Promotion	Compliant	67	
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Related to Business Relationships	Partial	Responsible and ethical purchasing charter, p.5	Information unavailable/incomplete
	403-8 Workers covered by an occupational health and safety management system	Compliant	12,66-67,95	
	403-9 Occupational Accidents	Compliant	66,94	
	403-10 Work-Related Diseases	Non-compliant		Indicators not calculated at group level
GRI 404: Training and Education 2016	404-1 Average Number of Training Hours per Year per Employee	Compliant	95	
	404-2 Employee Skills Development and Transition Assistance Programs	Compliant	75	
	404-3 Percentage of employees who receive regular performance and career development evaluations	Compliant	96	
GRI 414: Social Supplier Assessment 2016	414-1 New suppliers who have been selected using social criteria	Partial	93	Incomplete information, does not specifically address new suppliers
	414-2 Negative Social Impacts in the Supply Chain and Actions Taken	Non-compliant		Information unavailable/incomplete
GRI 416: Customer Health and Safety 2016	416-1 Health and Safety Impact Assessment of Categories of Goods and Services	Compliant	50	
	416-2 Incidents of Non-Compliance Regarding Health and Safety Impacts of Products and Services	Compliant		No non-compliances noted in 2024
GRI 418: Customer Privacy Protection 2016	418-1 Substantiated Complaints Regarding Customer Privacy Breaches and Loss of Customer Data	Compliant		No complaints about customer data breaches

we **care** / we **act** our commitments for **2030**

climate

-30% CO_2
scopes 1, 2, 3
in tons eq. CO_2, vs 2019
Science Based Targets[1]

resources

75%
biobased, mineral & recycled[2]

30%
recycled content[3]

circularity

65 000
tons of waste treated[4]

45%
looselay[5]

health & well-being

100%
of our products perform better than Indoor Air Quality standards[6]

95%
sales covered by EPD[7]

people

30%
women[8]

40%
internal mobility[9]

Towards 0
accident[10]

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More details: 1. Scopes 1, 2 & 3, in absolute value, market-based. Trajectory approved by SBTi (Science Based Targets Initiative). 2. Origin of raw materials for the entire Floor & Wall portfolio, on average, by weight; including 15% virgin salt, a primary element in vinyl manufacturing. Compared to 71% in 2024. 3. Average content in the Floor & Wall vinyl portfolio, by weight. Compared to 21% in 2024. 4. Recycled in our factories and recycling units. Compared to 59 040 tons in 2024. 5. % of Floor activity with non-glued products, easy to remove, easy to re-use. Compared to 40% in 2024. 6. 100% of vinyl and linoleum sold to the building market below 100 micrograms /m^3 (TVOC 28 days). 7. % of Floor & Wall activity covered by Environmental Product Declarations (EPD). Compared to 44% in 2024. 8. % women in our global workforce and among our managers. Compared to respectively 26% and 27% in 2024. 9. % job openings filled with internal hires worldwide. Compared to 25% in 2024. 10. Towards 0 accident: Lost time accident per million hours worked: below 3 vs 8,9 in 2024, for Gerflor employees worldwide.