

October 2023

The way to better floors.

 **Tarkett**

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Our world beating sustainability efforts have not gone unnoticed



AT THE FOREFRONT OF SUSTAINABILITY



Fabrice Barthélemy
CEO

Our impact2027 strategy sets a clear vision for Tarkett. We want to be the most innovative, and the most sustainable flooring and sports surfaces company to work for and work with.

With this strategic plan, we set our future horizons on building a stronger Tarkett, based on actions, proofs and honesty. Although sustainability has always been part of our identity and defines who we are and what we do, I am also convinced it is our responsibility, as a leader in our industry, to set examples for others to follow.

With our commitment to lead the way to better floors, Tarkett continues to uphold all the principles of the United Nation's Global Compact on human rights, labor, environment, and anti-corruption and is reinforcing our contribution to the

United Nations 2030 Sustainable Development Goals (SDG). We are excited and optimistic that we are having a positive impact on our customers, our employees, and the planet.



Arnaud Marquis
Chief Sustainability & Innovation Officer

The race to limit global warming to 1.5°C is on. Tarkett is committed to reducing its green-house gas emissions in line with the Paris agreement. From eco-design to recycling, the circular economy is at the heart of our strategy.

This vision is shared by our teams and more and more of our customers around the world. We have a rich legacy in sustainable innovation and have proved, over the last year, that our wide range of flooring and sport surfaces solutions can be innovative, circular and sustainable.

€3.4bn

2022 Net Sales

12.000

employees

N°1

In vinyl
worldwide

1.3M

m² of flooring
sold each day

34

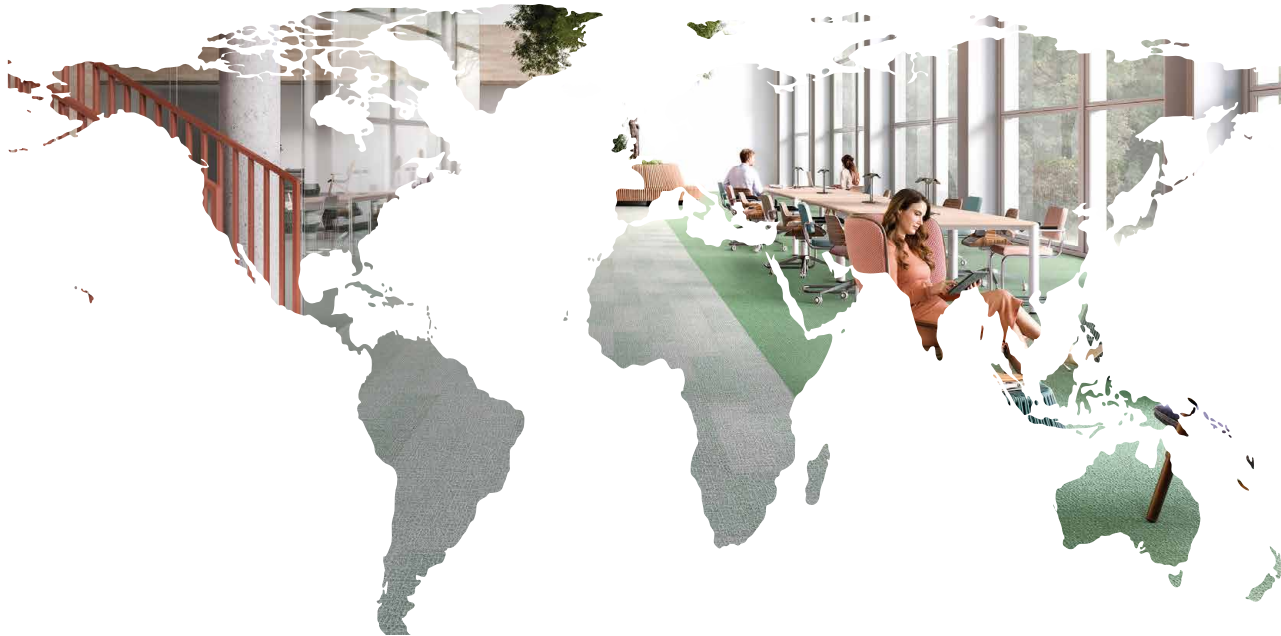
industrial
sites

8

Recycling
centers

25

R&D centers
& laboratories



“
Our
values

Committed
Collaborative
Creative
Caring

1957

Ronneby plant in Sweden starts
1st vinyl recycling program

2010

Launch of ReStart® flooring take-back
and recycling program

Integration of Sustainable Development
Goals (SDGs) into company strategy
& first flooring manufacturer to join
United Nations Global Compact

2019

Breakthrough recycling technology
for carpet tiles with Aquafil

2022
2023

Launch of 2030 climate roadmap,
approval of climate targets by Science
Based Targets initiative (SBTi)
EcoVadis Gold medal & CDP Climate
A- Score (Leadership Level)

SUSTAINABILITY MANIFESTO

The pursuit of 'always more' is pushing our limits and threatening our planet. The game must change. We need to find a way to deliver more with less. And because we're not just floor builders but world builders, we have a key role to play. Just like you, we have questioned ourselves: what if we could change the ground rules by no longer producing more but constantly producing better.

All of us. Our company, our employees, our partners. Together, we are able to achieve a whole lot more with less. **Less carbon. Less water. Less waste. Less impact on our environment.**

Doing more with less is our commitment, our mission and our mindset. And we'll prove it every step of the way. By joining forces, we will build a stronger foundation – one we can all stand firmly on, for generations to come. Together we are building...

The way to better floors.

“
Building
New
Ground



Tarkett is contributing to **10** of the 17 Sustainable Development Goals, supporting climate action, gender equality and health & well-being.

COMMITTED TO THE UN SUSTAINABLE DEVELOPMENT GOALS



<p>1 NO POVERTY</p>	<p>2 ZERO HUNGER</p>	<p>3 GOOD HEALTH AND WELL-BEING</p>	<p>4 QUALITY EDUCATION</p>	<p>5 GENDER EQUALITY</p>	<p>6 CLEAN WATER AND SANITATION</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>10 REDUCED INEQUALITIES</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>
<p>13 CLIMATE ACTION</p>	<p>14 LIFE BELOW WATER</p>	<p>15 LIFE ON LAND</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>SUSTAINABLE DEVELOPMENT GOALS</p>

ACTING TODAY...

Our actions in 2022

Climate & Environment



145,000 TONS

of recycled materials in production



-55%

reduction of direct greenhouse gas emissions since 2010



43%

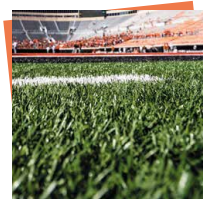
of energy from renewables



ReStart®:

115,000 TONS

of flooring collected across 26 countries in the last 12 years

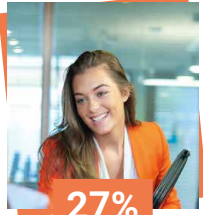


Goal Zero:

22,000 TONS

of rubber and sand infill reused in North America

Circular Economy



27%

of women at managerial roles



3,500 DAYS

of volunteering by employees in the last 6 years

Social Responsibility

... FOR A BETTER AND MORE SUSTAINABLE FUTURE.



Reduction in total value chain GHG emissions

Target 2030

30% reduction

Target 2050

70% reduction



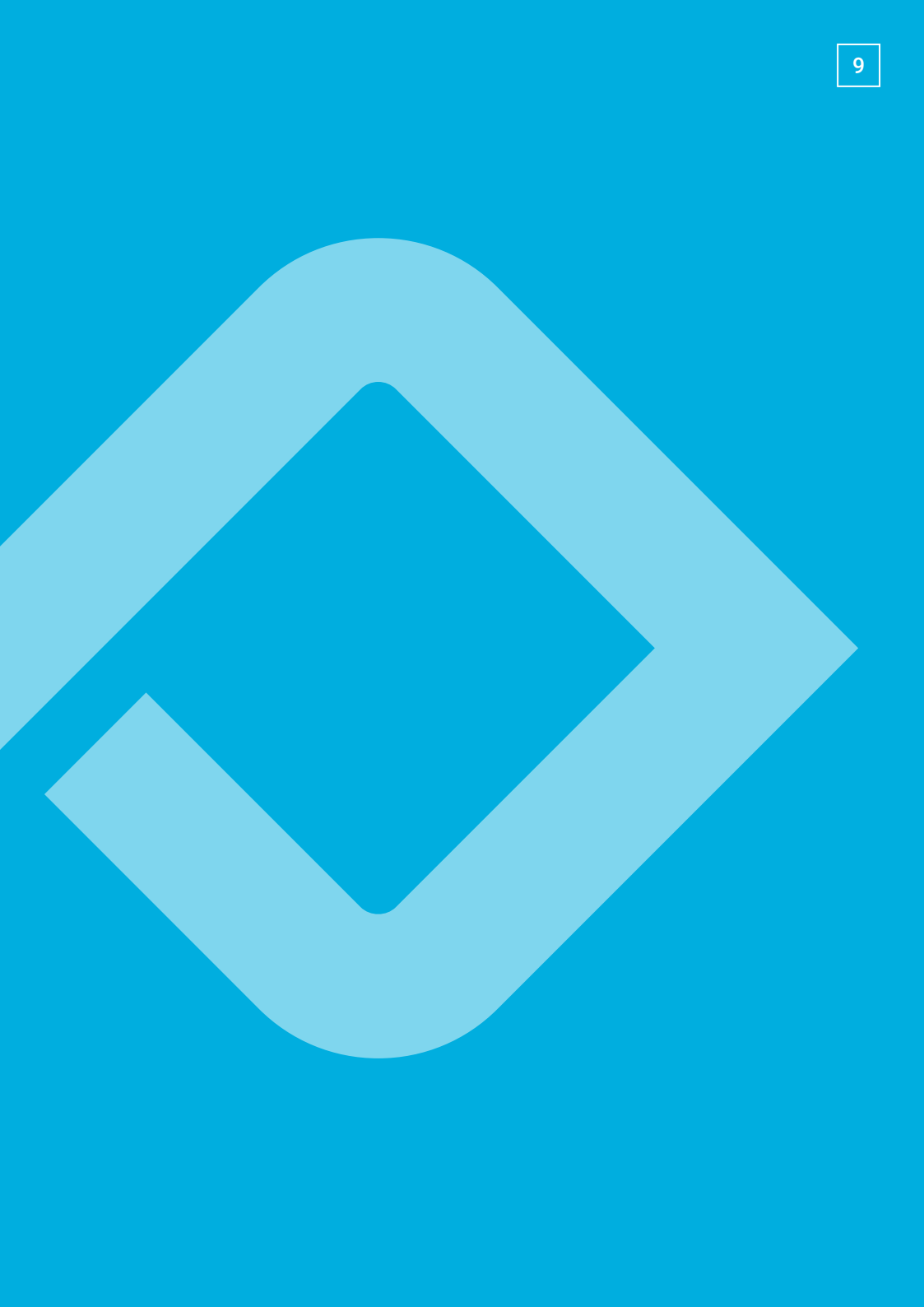
Engage more customers in our circular economy journey



A commitment to enhance teams' empowerment & development

“

The Way to Better Floors



“

Our
roadmap
focuses on
3 key areas.

COMMITTED TO SUSTAINABILITY IN PRACTICE



CLIMATE & ENVIRONMENT

70%
reduction in
greenhouse gas
emissions by 2050
versus 2019



CIRCULAR ECONOMY

Engage more
customers in our
circular economy
journey



SOCIAL RESPONSIBILITY

Striving towards
well-being
of our teams
and communities

CLIMATE & ENVIRONMENT

Actions speak loudest

145,000
TONS

of recycled materials in production

59%

less water used in production compared to 2010

13

plants send no waste to landfill

43%

of energy from renewables

-55%

reduction of greenhouse gas emissions since 2010 (scope 1 & 2*)

* Scope 1: direct emissions from our production sites. Scope 2: indirect emissions from purchased energy.

“

The Circular Economy is part of our history.

CIRCULAR ECONOMY

The only way to grow sustainably

Our past

1957

Tarkett began vinyl recycling in our plant at Ronneby in Sweden.

Our present

2023

ReStart® take-back and recycling program running in **26 countries** globally with **8 recycling centres**.

Our future

2027

Tarkett has become the easiest, most innovative and most sustainable flooring and sport surfaces company to work for and with, offering the lowest products' carbon footprint and the most circular products of our industry.

CIRCULAR ECONOMY

Case Studies



IKEA

“Sustainability, Swedish-style.”

2022 was another successful year in the ReStart® take-back and recycling program, in particular for end-of-use vinyl flooring from IKEA stores in **8 European countries**. Since **2020**, that makes 6,5 football pitches (30 000 m²) worth of flooring and helps avoid more than **300 tons of CO₂**.



AQUAFIL

“Weaving the future.”

Tarkett is fully closing the life cycle of commercial carpet tiles in Europe in partnership with Aquafil. By separating the yarn and the backing through a unique process, the partnership produces **95%** pure yarn for reuse in the Econyl® nylon yarn range.



RAGN-SELLS

“Rising from the ashes.”

Tarkett is partnering with Ragn-Sells on developing carbon negative mineral fillers for vinyl flooring from Estonian ash that is transformed using a carbon capture process. Pilot production to start in **2025**.



“

This represents over 300 tons of material diverted from landfills.



CIRCULAR ECONOMY

Mercedes-Benz Stadium, Atlanta

It was time to replace the pitch at the Mercedes-Benz Stadium in Atlanta, USA. AMB Sports and Entertainment did not want to send the old turf to landfill. FieldTurf, a Tarkett Sports company, stepped in to help out:

Part of the old turf was repurposed on-site for a fan area. After the infill was extracted for re-use, the remaining carpet was transported to FieldTurf's recycling partner.

The proprietary technology removed any remaining infill, producing a clean blend of the face and backing fiber polymers. The clean blend was then pelletized and transformed into pallets, composite wood (decking, siding) through advanced chemical recycling.



Through the Goal Zero program, FieldTurf will divert 100% of manufacturing and job site waste in North America by end of 2025.

“

The Way to Better Floors



“

We put people at the **heart** of what we do.



SOCIAL RESPONSIBILITY

We are constantly working to create a sustainable future in line with the four key values that make up our culture. Our employees at every level are skilled and **committed** to working together in a **collaborative** and **creative** way, helping generate value that enriches and **cares** for our society.

Our achievements in 2022:

SAFETY

Constantly reducing lost time accidents* to secure our employees.

DIVERSITY

27% of managerial & senior executive roles occupied by women.

INTERNAL MOBILITY

57% of open management positions filled by internal candidates.

COMMUNITY



800

community initiatives with employees volunteering over **3,500 days** of their working time in the last **6 years**.

NUTURING TALENT

Tarkett trained its employees across the globe during a total of **252 000 hours** and rolled out a new Leadership Program.

SAFETY NET

More than **90%** of our employees are covered by a global health program to ensure minimum benefits on hospital costs and life insurance.

* 2025 target: 1.0 Recordable Lost Time Accident Frequency Rate (FR1t) = number of accidents with lost time < > 24 hours per million worked hours.



SUSTAINABILITY THAT'S GROUNDED

We are committed to meeting our sustainability goals. We optimise our recycling and environmental processes to achieve best in industry results:

“
At Tarkett,
we are taking a
transformative
climate
approach.”

30%
reduction in total value chain GHG
emissions by 2030.

70%
reduction in emissions by 2050.

THE FACTS SPEAK FOR THEMSELVES



RESTART®
115 000
tons of flooring collected across
26 countries
in the last **12 years**.



CRADLE TO CRADLE® CERTIFICATIONS
95%
of Tarkett raw materials assessed for impact on human health & the environment.
19 certifications across a wide range of product categories.



CIRCULAR CARBON FOOTPRINT
for DESSO Origin carpet tile collection
100% recyclable and with lowest circular carbon footprint in Europe*.



TARKETT SPORTS GOAL ZERO
51 projects were completed in **2022** in North America, and a total of **182 tons** of materials were recycled, leaving no waste behind when installing sports surfaces.

* Circular Carbon Footprint: according to the Environmental Product Declaration (EPD) S-P-05827 – DESSO Recharge & Retrace externally verified by Bureau Veritas, based on the total carbon footprint (Modules A-D) with a closed loop circular recycling scenario. Comparison of EPD S-P-05827 with the total carbon footprint (Module A-D) of each of the 19 carpet tiles' EPDs available on internet (May 2022) for competitors with production location in the EU+UK, in the product weight range 600-699gr, Polyamide yarn and incineration as end-of-life scenario.



Recognised sustainability performance for our **customers** and the **planet**.



SUSTAINABILITY IS LEADING THE WAY

Our sustainability initiatives have not gone unnoticed:



A- score
(leadership level)
for Climate
by **CDP** for 2022



EcoVadis Gold Medal 2023 - Rated **Top 2%** of **100 000** companies across **175** countries



In 2010, we were the first flooring manufacturer to join the **United Nations Global Compact**



Tarkett **2030** Climate Targets approved by **SBTi** in **2023**



Recognized as a **"European Climate Leader"** by the **Financial Times**



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The way to better floors.

 **Tarkett**