

April 2024

The way to better floors.

 **Tarkett**

TABLE OF CONTENTS

4

Editorial

At the forefront of sustainability

5

Who is Tarkett?

6

Our sustainability vision

A manifesto built around United Nations Sustainable Development Goals

8

Acting today...

For a better and more sustainable future

9

Committed to sustainability in practice

Case studies

17

Sustainability that's grounded

Successes of Tarkett's initiatives on the environment

19

Sustainability is leading the way

Our world beating sustainability efforts have not gone unnoticed



AT THE FOREFRONT OF SUSTAINABILITY



Fabrice Barthélemy
CEO

Our impactT2027 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

2023 Net Sales

12.000

employees

N°1

In vinyl
worldwide

1.3M

m² of flooring
sold each day

34

industrial
sites

8

Recycling
centers

23

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
2024**

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



ACTING TODAY...

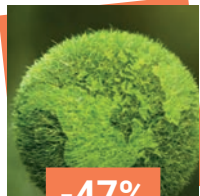
Our actions in 2023

Climate & Environment



154,000 TONS

of recycled materials in production



-47%

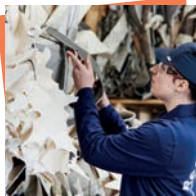
reduction of direct greenhouse gas emissions since 2019 (scope 1 / 2)



44%

of energy from renewables

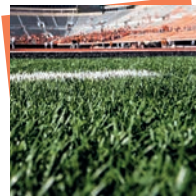
Circular Economy



ReStart®:

119,000 TONS

of flooring collected across 29 countries in the last 13 years

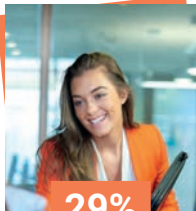


Goal Zero:

24,000 TONS

of rubber and sand infill reused in North America

Social Responsibility



29%

of women at managerial roles



3,800 DAYS

of volunteering by employees in the last 7 years

... FOR A BETTER AND MORE SUSTAINABLE FUTURE.



Reduction in total value chain GHG emissions



Target 2030

30%

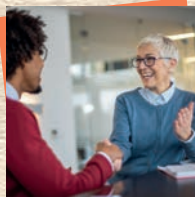
reduction



Target 2050

70%

reduction



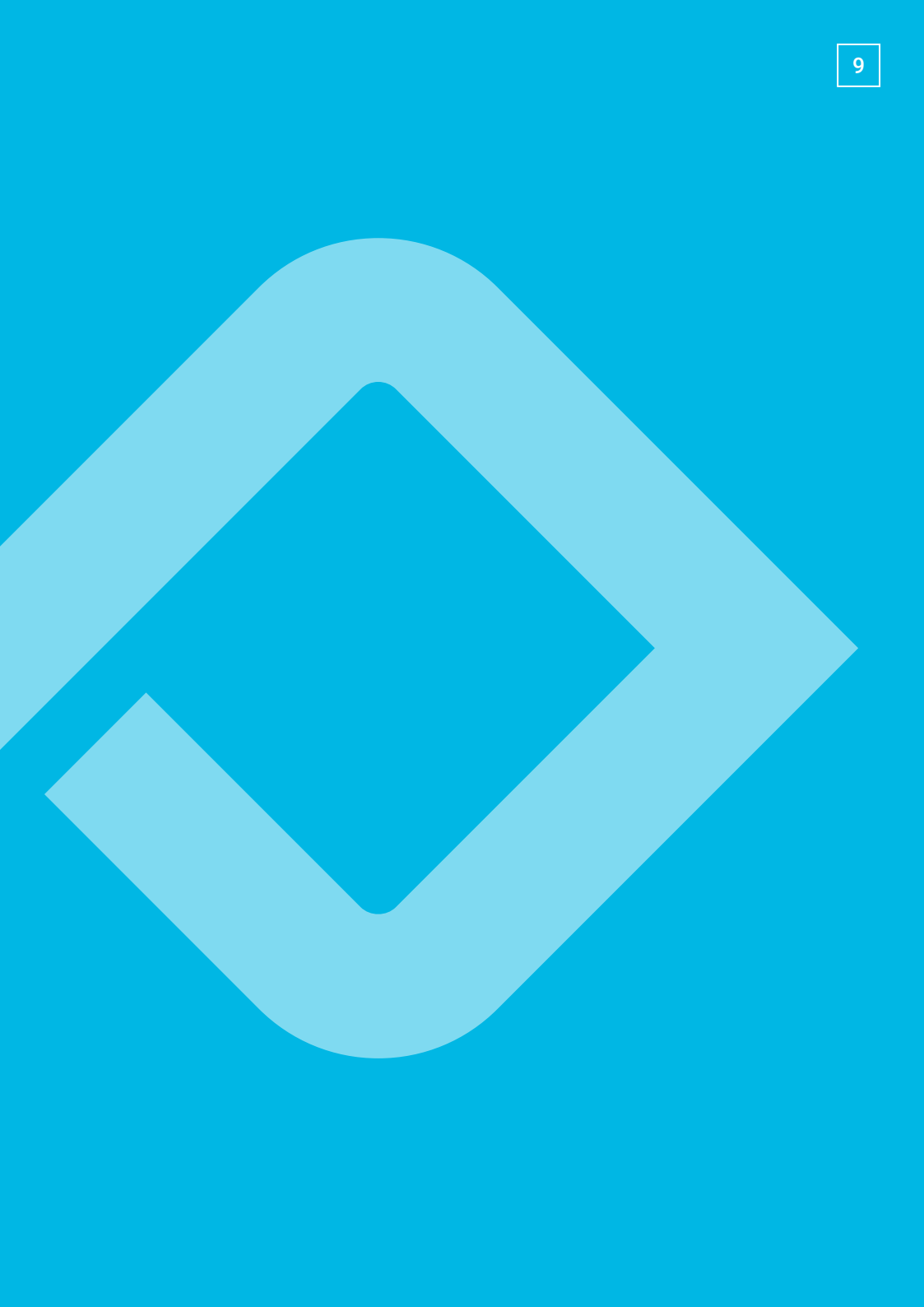
Engage more customers in our circular economy journey



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

154,000
TONS

of recycled materials in production

61%

less water used in production
compared to 2010

13

plants send no waste to landfill

44%

of energy from renewables

-47%

reduction of greenhouse gas
emissions since 2019 (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

2024

ReStart® take-back and recycling program running in **29 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.”***

2023 was another successful year in the ReStart® take-back and recycling program, in particular for end-of-use vinyl flooring from IKEA stores. Since **2020**, 150 tons of flooring from 13 countries have been collected, avoiding **500 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 2023:

SAFETY

Constantly reducing lost time accidents* to secure our employees.

DIVERSITY

29%
of managerial & senior executive roles occupied by women.

INTERNAL MOBILITY

65%
of open management positions filled by internal candidates.

COMMUNITY



900
community initiatives with employees volunteering over **3,800 days** of their working time in the last **7 years**.

NUTURING TALENT

Tarkett trained its employees across the globe during a total of **171 000 hours** and strengthened its 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®
119 000
 tons of flooring
 collected across
29 countries
 in the last **13 years**.



**CRADLE
 TO CRADLE®
 CERTIFICATIONS**
94%
 of Tarkett raw materials
 assessed for impact on
 human health
 & the environment.
17 certifications across
 a wide range of product
 categories.



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



**TARKETT
 SPORTS GOAL
 ZERO**
46
 projects were completed
 in **2023** in North America,
 and a total of **146 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 2023



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

WE SUPPORT



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.

