

Interface ESG Summary

At Interface, we believe in a purpose-driven approach that creates value for all of our stakeholder groups: our shareholders, our employees, our customers, and the environment. Interface is a leader in the \$39 billion global commercial flooring category, with \$1.1 billion in annual sales and \$119 million of cash provided by operating activities during 2020.

Environmental

Interface is a globally recognized leader in sustainable business practices. Our journey began in 1994, when we set out to become the world's first environmentally sustainable and restorative company. We are now aiming to become a carbon negative enterprise by 2040 through our Climate Take Back™ mission.

Environmental Reporting

- We publish a yearly [Sustainability Highlights](#) summary and align to the Sustainability Accounting Standards Board ([SASB](#)).
- We are a member of the United Nations Global Compact and are aligned with the UN Sustainable Development Goals (SDGs). We deliver an annual [Communication on Progress](#).
- In 2021, Interface joined the [Science-Based Targets Initiative](#) and committed to set an SBT in line with a 1.5°C ambition.

2020 Carbon Impact (Carbon footprint measures)

- Total Company Carbon Footprint
 - 498,811 metric tons CO2e (Scopes 1, 2 & 3)
 - 2.6% from Scopes 1 & 2 (13,056 metric tons CO2e)
 - 97.4% from Scope 3 (485,755 metric tons CO2e)
- Product Carbon Footprints (cradle-to-gate sales weighted averages)
 - Carpet: Average of 4.8 kg CO2e/m², down 76% since 1996
 - LVT: Average of 8.7 kg CO2e/m², down 28% since 2018
 - Rubber: Average of 9.3 kg CO2e/m², down 14% since 2019
 - Carbon Neutral Floors
 - In 2020, retired 425,000 metric tons of verified carbon emission credits

2020 EcoMetrics™ (Manufacturing operational measures)

- Carpet, LVT, and Rubber:
 - 48% of materials in the flooring products we sell are from recycled or bio-based sources
 - 75% of energy used at owned manufacturing sites is from renewable sources, including 100% renewable electricity
- Carpet manufacturing site operational improvements per unit of output since 1996:
 - Absolute GHG emissions down 95%
 - Energy efficiency improved by 37%
 - Total water intake intensity down 88%
 - Waste sent to landfills down 86%

Leadership Position

- We are recognized in the GlobeScan-SustainAbility Leaders Survey and we are the only company to appear on the list every year since its 1997 inception.
- Interface is the first flooring company (based on publicly available information) to offer a [carbon negative carpet tile](#) when measured cradle to gate.
- All of the flooring products we sell – carpet tile, LVT, and rubber – are carbon neutral across their full product life cycle through our third-party verified Carbon Neutral Floors™ program.

Social

At Interface, we strive to do the right thing and to be generous to people and the planet we call home. When we embrace the diversity of our community and commit to an equitable, inclusive culture, we are living our Interface values.

Human Rights

- We support fundamental human rights for all people and are firmly opposed to the use of child labor, slave labor or human trafficking.

Diversity, Equity & Inclusion (DEI)

- We established a Global DEI Task Force to develop our long-term DEI strategy, led by an Executive Director with Board and Executive oversight.
- The Task Force efforts focus on: (1) Employee Feedback, (2) Employee Engagement, and (3) External Engagement. A global survey in 2021 will help identify specific areas of opportunity.
- In 2021 and 2022, we are implementing a global human capital management system to better track trends and identify opportunities for our employees.
- DEI reporting:
 - In the U.S., we file an EEO-1 report annually. As of December 2020, non-management positions were held by:
 - 55% Female and 45% Male
 - 45% White, Non-Hispanic and 55% Minority
- In the U.K., we report gender pay gap information in accordance with the Equality Act 2010. As of April 2020, mean hourly pay for female employees in the U.K. was 10.8% more than for male employees.

Health & Safety

- We have implemented proactive programs that empower our employees to identify potential hazards, minimize risk, and help us to ensure we maintain safe and healthy working conditions.
- The health and safety management systems at our carpet manufacturing operations in Europe, Australia, Thailand and China are certified to ISO 45001.
- Health & Safety metrics:
 - Our Total Recordable Incident Rate (TRIR) was 0.6 for 2020 and we have maintained a TRIR of 1 or less for the past 5 years.

Supplier Management

- We select our suppliers with care and require them to meet the standards set forth in our Supplier Code of Conduct.
- Suppliers must have a formal environmental management policy and a commitment to continuous improvement of environmental performance.
- 9 Interface suppliers engage with the Suppliers to Negative program, for education on reducing and tracking operational impacts.

Governance

Interface is committed to operating in an ethical and sustainable manner, underpinned by our core values. Our strong corporate governance promotes the long-term interests of our shareholders, employees and customers, strengthens Board of Director and management accountability, and helps build trust in our company. Our diverse Board of Directors oversees all areas of the overall ESG commitments at Interface.

Oversight

- In 2020, we added ESG oversight to the Nominating & Governance Committee charter.
- Our Audit Committee and Enterprise Risk Management Committee have oversight of our risk governance.

Representation

- In line with our business, we are committed to diversity and independence in our Board of Directors.
- Of our 8 board members, 7 are independent, 2 are women, and 1 is an ethnic minority.

Corporate Governance Documents

- Corporate Governance documents can be found at this link: <https://investors.interface.com/corporate-governance/governance-documents/default.aspx>

Ethical Practices – Interface Ethics Hotline

- All Interface employees and stakeholders are encouraged to report suspected unethical or illegal practices through our global ethics hotline at 1-800-729-9925 or through the hotline website www.interface.ethicspoint.com. Concerns can be reported anonymously.