

**INTERFACE, INC.**  
**Innovation & Sustainability Committee Charter**  
(Adopted May 16, 2024)

## **I. Purpose**

In recognition of the Company's enduring legacy of leadership in innovation and sustainability as well as its mission to become the most sustainable company in the world, and with a desire to accelerate innovation and progress toward the Company's ambitious sustainability goals, the Board hereby establishes the Innovation and Sustainability Committee (the "Committee"). The purpose of the Committee is to assist management in setting strategy, establishing goals, monitoring progress, and further integrating innovation and sustainability into strategic and tactical business activities across the Company to create long-term shareholder value.

## **II. Committee Membership**

The Committee shall consist of two or more directors who shall be appointed by, and shall serve at the discretion of, the Board. The Board shall also appoint the Chairperson of the Committee.

## **III. Meetings and Governance**

The Committee shall meet at least twice per year, or more frequently as circumstances dictate. One-third of the members, but not less than two, will constitute a quorum. A majority of the members present at any meeting at which a quorum is present may act on behalf of the Committee. The Chairperson shall preside, when present, at all meetings of the Committee. If the Chairperson is not present at a meeting, the members may designate an acting Chairperson by majority vote of the members present. The Committee shall maintain written minutes of its meetings, which minutes shall be filed with the minutes of the meetings of the Board. The Committee may meet by telephone or video conference and may act by written consent. The Committee shall report its findings and activities to the Board on a regular basis.

## **IV. Duties, Responsibilities and Activities**

To fulfill its purpose, the Committee shall from time to time perform the following duties and responsibilities and shall engage in the following activities to the extent necessary or appropriate in the judgment of the Committee:

- Review and provide guidance on the Company's innovation and sustainability strategies, initiatives, and performance.
- Monitor progress towards achieving the Company's key sustainability goals and performance indicators, including with respect to, but not limited to, the Company's third-party verified Science-Based Targets Initiative (SBTi) goals for the year 2030 and its ambition to become a carbon negative enterprise by the year 2040.
- Review and provide recommendations on the Company's innovation process and pipeline, assessing key projects, technologies, and initiatives aimed at advancing sustainability and driving growth.
- Assist management in its evaluation of emerging technologies, new processes and developments relevant to the Company's innovation and sustainability objectives, including, but not limited to, bio-based and recyclable materials, atmospheric carbon capture and reduction technologies, and new types of flooring solutions.
- Review and assess the Company's research and development strategy and associated investment plans.

- Review the soundness and risks associated with the Company's key innovation and sustainability investments.
- Review the Company's efforts to enhance the circular economy and ecosystem across its value chain, including product design, manufacturing processes, and end-of-life solutions.
- Engage with key leaders on the Company's Innovation & Sustainability team to discuss insights and provide guidance, support, and feedback on strategies, initiatives and tactics to gain competitive advantages.
- Identify and recommend to the Board new approaches to further enhance the Company's position as a leader in innovation and sustainability.

The Committee shall have authority to delegate any of its duties, responsibilities or activities to subcommittees as it may deem appropriate in its sole discretion. The Committee also shall have authority, in its sole discretion, to retain or obtain the advice of a consultant, legal counsel or other advisor. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of such advisors. The Company must provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such consultant, counsel or advisor retained by the Committee.

## **V. Exclusion of Responsibility for Legal and Regulatory Compliance**

The Committee is not responsible for oversight of the Company's legal and regulatory compliance and reporting regarding environmental, social, and governance ("ESG") metrics and performance. Examples of such legal and regulatory compliance and reporting requirements include, but are not limited to, rules of the Securities and Exchange Commission, listing standards of the Nasdaq Stock Market, and the Corporate Sustainability Reporting Directive of the European Union. Oversight of ESG legal and regulatory compliance and reporting shall remain with the full Board of Directors or other Board Committees pursuant to their respective charters.