

# 2024 Global Reporting Initiative (GRI) Index

Interface, Inc., has reported the information cited in this GRI content index for the period of January 1, 2024-December 31, 2024, with reference to the GRI standards. Board composition is based on our 2024 Board of Directors.

GRI Standard	Disclosure	Response
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">2024 Annual Report</a> , Item 1: Business; Page 3
	2-2 Entities included in the organization’s sustainability reporting	<a href="#">2024 Annual Report</a> , Item 1: Business; Page 3
	2-3 Reporting period, frequency and contact point	The reporting period for this information is January 1, 2024 - December 31, 2024. The information will be published annually. Any questions can be directed to <a href="mailto:investor@interface.com">investor@interface.com</a> .
	2-4 Restatements of information	There are no restatements of information.
	2-5 External assurance	This report has not been externally assured, however, GHG emissions data in this report has been third-party verified. <a href="#">GHG Inventory Verification</a>
	2-6 Activities, value chain and other business relationships	<a href="#">2024 Annual Report</a> , Item 1: Business; Pages 3-6
	2-7 Employees	<a href="#">2024 Annual Report</a> , Item 1: Business; Page 10
	2-8 Workers who are not employees	<a href="#">2024 Annual Report</a> , Item 1: Business; Page 10
	2-9 Governance structure and composition	<a href="#">2025 Proxy Statement</a> ; Pages 14-19
	2-10 Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a> ; Pages 14-19
	2-11 Chair of the highest governance body	<a href="#">Board of Directors</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Impact Report</a> ; Introduction → ESG Oversight
	2-13 Delegation of responsibility for managing impacts	<a href="#">Impact Report</a> ; Introduction → ESG Oversight
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">Impact Report</a> ; Introduction → ESG Oversight

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GRI 2: General Disclosures 2021	2-15 Conflicts of interest	<a href="#">Code of Conduct</a>
	2-16 Communication of critical concerns	<a href="#">Impact Report</a> : Governance → Interface Ethics Hotline
	2-17 Collective knowledge of the highest governance body	<a href="#">Corporate Governance Guidelines</a> <a href="#">2025 Proxy Statement</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Guidelines</a> <a href="#">2025 Proxy Statement</a>
	2-19 Remuneration policies	<a href="#">Compensation &amp; Talent Development Committee</a> <a href="#">2025 Proxy Statement</a>
	2-20 Process to determine remuneration	<a href="#">Compensation &amp; Talent Development Committee</a> <a href="#">2025 Proxy Statement</a>
	2-21 Annual total compensation ratio	<a href="#">2025 Proxy Statement</a> ; Page 46
	2-22 Statement on sustainable development strategy	<a href="#">Impact Report</a> : Introduction → Alignment with UN SDGs
	2-23 Policy commitments	<a href="#">Governance Documents</a>
	2-24 Embedding policy commitments	<a href="#">Code of Conduct</a>
	2-25 Processes to remediate negative impacts	<a href="#">Code of Conduct</a> <a href="#">Impact Report</a> : Governance → Interface Ethics Hotline
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of Conduct</a> <a href="#">Impact Report</a> : Governance → Interface Ethics Hotline
	2-27 Compliance with laws and regulations	<a href="#">2024 Annual Report</a> ; Page 9

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GRI 2: General Disclosures 2021	2-28 Membership associations	<p><u>Sustainable Business / Environmental Organizations</u></p> <ul style="list-style-type: none"> <li>• American Center for Life Cycle Assessment</li> <li>• Building Transparency</li> <li>• Carpet America Recovery Effort (CARE)</li> <li>• Dutch Green Building Council (DGBC)</li> <li>• Eco organisme Valdelia</li> <li>• German Sustainable Building Council (DGNB)</li> <li>• Green Building Council of Australia (GBCA)</li> <li>• Living Future</li> <li>• Materials &amp; Embodied Carbon Leaders' Alliance (MECLA)</li> <li>• RCA Foundation</li> <li>• Scope 3 Peer Group</li> <li>• Stiftung Allianz für Entwicklung und Klima (Germany)</li> <li>• Sustainable Purchasing Leadership Council (SPLC)</li> <li>• UK Green Building Council (UKGBC)</li> </ul> <p><u>Industry Associations</u></p> <p>Architecture &amp; Design</p> <ul style="list-style-type: none"> <li>• International Interior Design Association (IIDA)</li> </ul> <p>Product</p> <ul style="list-style-type: none"> <li>• Australia Resilient Flooring Association (ARFA)</li> <li>• European Carpet and Rug Association (ECRA)</li> <li>• European Resilient Flooring Manufacturer's Institute (ERFMI)</li> <li>• Resilient Floor Covering Institute (RFCI)</li> <li>• Vinyl Sustainability Council (VSC)</li> </ul> <p>Education</p> <ul style="list-style-type: none"> <li>• EdMarket</li> <li>• Association 4 Learning Environments (A4LE)</li> <li>• American Institute of Architects/Committee of Architects in Education (AIA/CAE)</li> <li>• Coalition for Adequate School Housing (CASH)</li> <li>• Council of Education Facility Planners International (CEFPI)</li> <li>• National Association of Independent Schools (NAIS)</li> </ul> <p>Healthcare</p> <ul style="list-style-type: none"> <li>• The Center for Health Design (CHD)</li> <li>• Nursing Institute for Healthcare Design (NIHD)</li> <li>• American Society for Healthcare Engineering (ASHE)</li> <li>• International Institute for Sustainable Laboratories (I2SL)</li> <li>• Labs2ZeroCoalition for the Advanced Understanding of School Environments (CAUSE)</li> </ul> <p>Biopharma &amp; Life Sciences</p> <ul style="list-style-type: none"> <li>• International Institute for Sustainable Laboratories (I2SL)</li> <li>• Labs2Zero</li> </ul>

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GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Interface appreciates the importance of stakeholder collaboration in sustainable business. We have a multi-stakeholder approach to our business that focuses on delivering value to our employees, customers, shareholders and the environment. We regularly engage in two-way dialogue with stakeholders across our value chain, including employees, customers, shareholders, suppliers, industry partners, and community members to seek input, identify risks and opportunities, educate and learn.
	2-30 Collective bargaining agreements	<a href="#">Impact Report</a> : Social & Community Impact → Collective Bargaining
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">Impact Report</a> : Introduction → Materiality Assessment
	3-2 List of material topics	<a href="#">Impact Report</a> : Introduction → Materiality Assessment
	3-3 Management of material topics	<a href="#">Impact Report</a> : Introduction → Materiality Assessment
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">2024 Annual Report</a>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Impact Report</a> : Introduction → Climate Risk Assessment <a href="#">2024 Annual Report</a> ; Item 1A: Risk Factors; Pages 12-20
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">2024 Annual Report</a> ; Page 87-95
	201-4 Financial assistance received from government	<a href="#">2024 Annual Report</a>
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Interface does not currently report on this.
	202-2 Proportion of senior management hired from the local community	Interface does not currently report on this.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Interface does not currently have formalized plans for supporting infrastructure investments and services.
	203-2 Significant indirect economic impacts	<a href="#">2024 Annual Report</a> ; Item 1A: Risk Factors; Pages 12-20 <a href="#">2024 Annual Report</a> ; Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations; Pages 27-45
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Interface does not currently report on this.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<a href="#">Code of Conduct</a> <a href="#">Supplier Code of Conduct</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Anti-Bribery and Anti-Corruption Policy</a> <a href="#">Code of Conduct</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Impact Report</a> : Governance, Compliance & Ethics → Compliance Training

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GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Interface had no confirmed material instances of corruption in 2024.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Interface had no legal actions for anti-competitive behavior, anti-trust, or monopoly practices in 2024.
GRI 207: Tax 2019	207-1 Approach to tax	<a href="#">2024 Annual Report</a>
	207-2 Tax governance, control, and risk management	<a href="#">Corporate Governance Guidelines</a> <a href="#">Impact Report</a> : Governance, Compliance & Ethics → Enterprise Risk Management
	207-3 Stakeholder engagement and management of concerns related to tax	<a href="#">2024 Annual Report</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Impact Report</a> : Governance, Compliance & Ethics → Enterprise Risk Management
	207-4 Country-by-country reporting	Interface does not report on taxes country-by-country. However, we do provide a breakdown of U.S. versus Foreign operations in our Annual Report. <a href="#">2024 Annual Report</a>
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Material use information can be found in our <a href="#">Environmental Product Declarations (EPDs)</a> .
	301-2 Recycled input materials used	<a href="#">Impact Report</a> : Environmental Stewardship → Material Innovation <a href="#">Environmental Product Declarations (EPDs)</a>
	301-3 Reclaimed products and their packaging materials	<a href="#">Impact Report</a> : Environmental Stewardship → Circular Economy
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">Impact Report</a> : Appendix → Key Metrics
	302-2 Energy consumption outside of the organization	Interface does not currently report on this.
	302-3 Energy intensity	<a href="#">Impact Report</a> : Appendix → Key Metrics
	302-4 Reduction of energy consumption	<a href="#">Impact Report</a> : Environmental Stewardship → Energy Efficiency & Renewable Energy <a href="#">Impact Report</a> : Appendix → Key Metrics
	302-5 Reductions in energy requirements of products & services	<a href="#">Impact Report</a> : Environmental Stewardship → Product Impacts
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Interface does not currently report on this information.
	303-2 Management of water discharge-related impacts	<a href="#">Impact Report</a> : Environmental Stewardship → Water Management
	303-3 Water withdrawal	<a href="#">Impact Report</a> : Appendix → Key Metrics
	303-4 Water discharge	<a href="#">Impact Report</a> : Appendix → Key Metrics
	303-5 Water consumption	<a href="#">Impact Report</a> : Appendix → Key Metrics

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GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	<a href="#">Impact Report</a> : Environmental Stewardship → Biodiversity
	101-2 Management of biodiversity impacts	<a href="#">Impact Report</a> : Environmental Stewardship → Biodiversity
	101-3 Access and benefit-sharing	<a href="#">Impact Report</a> : Environmental Stewardship → Biodiversity
	101-4 Identification of biodiversity impacts	<a href="#">Impact Report</a> : Environmental Stewardship → Biodiversity
	101-5 Locations with biodiversity impacts	<a href="#">Impact Report</a> : Environmental Stewardship → Biodiversity
	101-6 Direct drivers of biodiversity loss	<a href="#">Impact Report</a> : Environmental Stewardship → Biodiversity
	101-7 Changes to the state of biodiversity	<a href="#">Impact Report</a> : Environmental Stewardship → Biodiversity
	101-8 Ecosystem services	<a href="#">Impact Report</a> : Environmental Stewardship → Biodiversity
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<a href="#">Impact Report</a> : Environmental Stewardship → Our Climate Impacts <a href="#">Impact Report</a> : Appendix → Key Metrics
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Impact Report</a> : Environmental Stewardship → Our Climate Impacts <a href="#">Impact Report</a> : Appendix → Key Metrics
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Impact Report</a> : Environmental Stewardship → Our Climate Impacts <a href="#">Impact Report</a> : Appendix → Key Metrics
	305-4 GHG emissions intensity	<a href="#">Impact Report</a> : Appendix → Key Metrics
	305-5 Reduction of GHG emissions	<a href="#">Impact Report</a> : Environmental Stewardship → Our Climate Impacts <a href="#">Impact Report</a> : Environmental Stewardship → Our Climate Goals <a href="#">Impact Report</a> : Appendix → Key Metrics
	305-6 Emissions of ozone-depleting substances (ODS)	Interface measures these emissions annually through our environmental metrics program, but they are de minimis and we do not report them publicly.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	In 2024, Interface calculated 69 MT of location-based nitrous oxide (14 MT market-based).
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<a href="#">Impact Report</a> : Environmental Stewardship → Waste Management <a href="#">Impact Report</a> : Appendix → Key Metrics
	306-2 Management of significant waste-related impacts	<a href="#">Impact Report</a> : Environmental Stewardship → Waste Management
	306-3 Waste generated	<a href="#">Impact Report</a> : Environmental Stewardship → Waste Management <a href="#">Impact Report</a> : Appendix → Key Metrics

GRI Standard	Disclosure	Response
GRI 306: Waste 2020	306-4 Waste diverted from disposal	<a href="#">Impact Report</a> : Environmental Stewardship → Waste Management <a href="#">Impact Report</a> : Environmental Stewardship → Circular Economy <a href="#">Impact Report</a> : Appendix → Key Metrics
	306-5 Waste directed to disposal	<a href="#">Impact Report</a> : Environmental Stewardship → Our Climate Impacts <a href="#">Impact Report</a> : Appendix → Key Metrics
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<a href="#">Impact Report</a> : Environmental Stewardship → Supply Chain & Suppliers <a href="#">Impact Report</a> : Governance, Compliance & Ethics → Policy Snapshot
	308-2 Negative environmental impacts in the supply chain and actions taken	Interface diligently seeks to identify, prevent, mitigate, and/or remedy potential or actual negative impacts in its supply chain. During the reporting period, to the best of Interface's knowledge, any negative environmental impacts in the supply chain were appropriately managed in line with this commitment.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2024 New employee hires: 462 2024 Turnover rate: 12%
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits vary by country of employment. Interface does not currently report on this information comprehensively. <a href="#">Impact Report</a> : Social & Community Impact → Employee Benefits & Support
	401-3 Parental leave	Parental leave policies vary by country of employment. Interface does not currently report on this information comprehensively. <a href="#">Impact Report</a> : Social & Community Impact → Employee Benefits & Support
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Interface does not currently report on this.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety
	403-3 Occupational health services	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety <a href="#">Impact Report</a> : Social & Community Impact → Employee Benefits & Support
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety <a href="#">Impact Report</a> : Social & Community Impact → Employee Engagement & Purpose-Driven Culture
	403-5 Worker training on occupational health and safety	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety
	403-6 Promotion of worker health	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety <a href="#">Code of Conduct</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety <a href="#">Code of Conduct</a>
	403-8 Workers covered by an occupational health and safety management system	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety The health and safety management systems at our carpet manufacturing operations in Europe, Australia and China are ISO 45001 certified.

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GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	<a href="#">Impact Report</a> : Social & Community Impact → Health & Safety
	403-10 Work-related ill health	Interface does not currently report on this.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<a href="#">Impact Report</a> : Social & Community Impact → Learning & Talent Development
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Impact Report</a> : Social & Community Impact → Learning & Talent Development
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">Impact Report</a> : Social & Community Impact → Learning & Talent Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">Impact Report</a> : Social & Community Impact → 2024 Employee Data <a href="#">Impact Report</a> : Appendix → Key Metrics
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Impact Report</a> : Social & Community Impact → Fair Compensation
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Interface does not currently report on this externally.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Per our Supplier Code of Conduct, our operations and suppliers are governed by guidelines that ensure the rights of workers to freedom of association and collective bargaining, and we have not found operations and suppliers at significant risks for such incidents.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Per our Supplier Code of Conduct, our operations and suppliers are governed by guidelines prohibiting incidents of child labor, and we have not found operations and suppliers at significant risks for such incidents.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Per our Supplier Code of Conduct, our operations and suppliers are governed by guidelines prohibiting incidents of forced or compulsory labor, and we have not found operations and suppliers at significant risks for such incidents.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Interface does not currently have a formalized process for training security personnel on human rights policies and procedures.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Interface did not experience any incidents of violations involving rights of indigenous peoples in 2024.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">Impact Report</a> : Social & Community Impact → Community Engagement
	413-2 Operations with significant actual and potential negative impacts on local communities	Interface diligently seeks to identify, prevent, mitigate, and/or remedy potential or actual negative impacts on local communities. During the reporting period, Interface did not identify any actual or potential significant negative impacts on local communities.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<a href="#">Impact Report</a> : Governance, Compliance & Ethics → Policy Snapshot
	414-2 Negative social impacts in the supply chain and actions taken	Interface had no knowledge of material negative social impacts in its supply chain in 2024.



GRI Standard	Disclosure	Response
GRI 415: Public Policy 2016	415-1 Political contributions	Interface did not use corporate funds to make any political contributions in 2024.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	We share health and safety impacts of our products via <a href="#">Health Product Declarations (HPDs)</a> . All Interface flooring products meet indoor air quality standards for low VOC emissions. <a href="#">Impact Report</a> : Environmental Stewardship → Commitment to Transparency
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Interface did not experience any material incidents of noncompliance concerning the health and safety impacts of products and services in 2024.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<a href="#">Impact Report</a> : Environmental Stewardship → Commitment to Transparency
	417-2 Incidents of non-compliance concerning product and service information and labeling	Interface did not experience any material incidents of non-compliance concerning product and service information and labeling in 2024.
	417-3 Incidents of non-compliance concerning marketing communications	Interface did not experience any material incidents of noncompliance concerning marketing communications in 2024.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Interface did not experience any significant losses of customer data or complaints regarding customer privacy in 2024.