

# GLOBAL REPORTING INITIATIVE (GRI) INDEX: 2025

Interface, Inc., has reported the information cited in this GRI content index for the period of January 1, 2025-December 31, 2025, with reference to the GRI standards. Board composition is based on our 2025 Board of Directors.

GRI Standard	Disclosure	Response
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">2025 Annual Report</a> , Item 1: Business, Page 3
	2-2 Entities included in the organization’s sustainability reporting	<a href="#">2025 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, 2025 - December 31, 2025. 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="#">2025 Annual Report</a> , Item 1: Business, Pages 3-6
	2-7 Employees	<a href="#">2025 Annual Report</a> , Item 1: Business, Page 10
	2-8 Workers who are not employees	<a href="#">2025 Annual Report</a> , Item 1: Business, Page 10
	2-9 Governance structure and composition	<a href="#">2026 Proxy Statement</a> ; Pages 14-19
	2-10 Nomination and selection of the highest governance body	<a href="#">2026 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="#">2025 Impact Report</a> , Introduction: ESG Oversight
	2-13 Delegation of responsibility for managing impacts	<a href="#">2025 Impact Report</a> , Introduction: ESG Oversight
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">2025 Impact Report</a> , Introduction: ESG Oversight
	2-15 Conflicts of interest	<a href="#">Code of Conduct</a>
	2-16 Communication of critical concerns	<a href="#">2025 Impact Report</a> , Governance, Compliance & Ethics: Ethical Standards
	2-17 Collective knowledge of the highest governance body	<a href="#">Corporate Governance Guidelines</a> <a href="#">2026 Proxy Statement</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Guidelines</a> <a href="#">2026 Proxy Statement</a>
	2-19 Remuneration policies	<a href="#">2026 Proxy Statement</a> <a href="#">Compensation &amp; Talent Development Committee Charter</a>
	2-20 Process to determine remuneration	<a href="#">2026 Proxy Statement</a> <a href="#">Compensation &amp; Talent Development Committee Charter</a>
	2-21 Annual total compensation ratio	<a href="#">2026 Proxy Statement</a>

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GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	<a href="#">2025 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="#">2025 Impact Report</a> , Governance, Compliance & Ethics: Ethical Standards <a href="#">2025 Impact Report</a> , Governance, Compliance & Ethics: Responsible Business
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">2025 Impact Report</a> , Governance, Compliance & Ethics: Ethical Standards <a href="#">2025 Impact Report</a> , Governance, Compliance & Ethics: Responsible Business
	2-27 Compliance with laws and regulations	<a href="#">2025 Annual Report</a> , Item 1: Business, Page 9
	2-28 Membership associations	<p><u>Sustainable Business / Environmental Organizations</u>  American Center for Life Cycle Assessment Building Transparency  Carpet America Recovery Effort (CARE)  Cradle to Cradle Community  DGNB (German Sustainable Building Council)  Dutch Green Building Council  Green Building Council of Australia  Living Future  Materials &amp; Embodied Carbon Leaders Alliance (MECLA)  Ray C. Anderson Foundation  Scope 3 Peer Group  UK Green Building Council  Valdelia  B.A.U.M. e.V.  Conscious Capitalism  Ecobau  European Carpet and Rug Association (ECRA)  FutureUp (former MVO Nederland)  Green Building Alliance  mindfulMaterials  Nature and Biodiversity Peer Group  NSF/ANSI-140 Joint Committee  Project Positive  Resiloop  Stiftung Allianz für Entwicklung und Klima  Urban Land Institute (ULI)</p> <p><u>Architecture &amp; Design Organizations</u>  International Interior Design Association (IIDA)  American Institute for Architects (AIA)  American Society of Interior Designers (ASID)  Built Environment (BE+)  International Facility Management Association (IFMA)</p> <p><u>Product Organizations</u>  Australian Resilient Flooring  European Carpet and Rug Association (ECRA)  European Resilient Flooring Manufacturer's Institute (ERFMI)  Resilient Floor Covering Institute (RFCI)  American Society for Testing and Materials (ASTM)  Carpet and Rug Institute (CRI) Carpet Institute  Circular Rubber Platform  GUT-PRODIS  Institute for Supply Management (ISM)  Modint  Vinyl Business and Sustainability Council  Vinyl Council Australia  Wirtschaftsverband der deutschen Kautschuk-Industrie (WDK)</p> <p><u>Market Segment Organizations</u>  International Institute for Sustainable Laboratories (I2SL) Labs to Zero  American Institute of Architects/Committee of Architects in Education (AIA/CAE)  Association for Learning Environments (A4LE)  Association of School Business Officials (ASBO)  Center for Advanced Design Research and Evaluation (Coalition for Advanced Understanding of School Environments)  Coalition for Adequate School Housing (CASH)  Council of Education Facility Planners International (CEFPI)  EdMarket  National Association of Independent Schools (NAIS)  American Society for Healthcare Engineering (ASHE)  Center for Health Design (CHD)  Nursing Institute for Healthcare Design  Association of Medical Facility Professionals (AMFP) (multiple)</p>

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GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Interface appreciates the importance of stakeholder collaboration. 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="#">2025 Impact Report</a> , Social & Community Impact: Commitment to Human Rights
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">2025 Impact Report</a> , Introduction: Materiality Assessment
	3-2 List of material topics	<a href="#">2025 Impact Report</a> , Introduction: Materiality Assessment
	3-3 Management of material topics	<a href="#">2025 Impact Report</a> , Introduction: Materiality Assessment
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Biodiversity
	101-2 Management of biodiversity impacts	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Biodiversity
	101-3 Access and benefit-sharing	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Biodiversity
	101-4 Identification of biodiversity impacts	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Biodiversity
	101-5 Locations with biodiversity impacts	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Biodiversity
	101-6 Direct drivers of biodiversity loss	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Biodiversity
	101-7 Changes to the state of biodiversity	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Biodiversity
	101-8 Ecosystem services	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Biodiversity
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	<a href="#">CDP Climate Change 2025</a>
	102-2 Climate change adaptation plan	<a href="#">CDP Climate Change 2025</a>
	102-3 Just transition	<a href="#">CDP Climate Change 2025</a>
	102-4 GHG emissions reduction targets and progress	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Environmental Goals and Progress
	102-5 Scope 1 GHG emissions	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Climate Commitments <a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
	102-6 Scope 2 GHG emissions	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Climate Commitments <a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
	102-7 Scope 3 GHG emissions	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Climate Commitments <a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
	102-8 GHG emissions intensity	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
	102-9 GHG removals in the value chain	Interface does not use GHG removals in its value chain and does not use GHG removals as part of its climate strategy.
	102-10 Carbon credits	Interface does not use carbon credits as part of its climate strategy.
GRI 103: Energy 2025	103-1 Energy policies and commitments	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Energy Efficiency & Renewable Energy <a href="#">Environmental Policy Statement</a>
	103-2 Energy consumption and self-generation within the organization	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
	103-3 Upstream and downstream energy consumption	Interface does not currently report on this.
	103-4 Energy intensity	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics

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GRI 103: Energy 2025	103-5 Reduction in energy consumption	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Energy Efficiency & Renewable Energy <a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">2025 Annual Report</a>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">2025 Impact Report</a> , Introduction: Climate Risk Assessment <a href="#">CDP Climate Change 2025</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">2025 Annual Report</a>
	201-4 Financial assistance received from government	<a href="#">2025 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="#">2025 Annual Report</a> ; Item 1A: Risk Factors; Pages 13-21 <a href="#">2025 Annual Report</a> ; Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations; Pages 31-45
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="#">2025 Impact Report</a> , Governance, Compliance & Ethics: Compliance Training <a href="#">Anti-Bribery and Anti-Corruption Policy</a> <a href="#">Code of Conduct</a> <a href="#">Supplier Code of Conduct</a>
	205-3 Confirmed incidents of corruption and actions taken	Interface had no confirmed material instances of corruption in 2025.
GRI 205: Anti-corruption 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 2025.
GRI 207: Tax 2019	207-1 Approach to tax	<a href="#">2025 Annual Report</a>
	207-2 Tax governance, control, and risk management	<a href="#">Corporate Governance Guidelines</a> <a href="#">2025 Impact Report</a> , Governance, Compliance & Ethics: Risk Management
	207-3 Stakeholder engagement and management of concerns related to tax	<a href="#">Corporate Governance Guidelines</a> <a href="#">2025 Impact Report</a> , Governance, Compliance & Ethics: 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. <a href="#">2025 Annual Report</a>
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<a href="#">Environmental Product Declarations</a>
	301-2 Recycled input materials used	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Material Innovation <a href="#">Environmental Product Declarations</a>
	301-3 Reclaimed products and their packaging materials	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Circular Economy

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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="#">2025 Impact Report</a> , Environmental Stewardship: Water Management
	303-3 Water withdrawal	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
	303-4 Water discharge	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
	303-5 Water consumption	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics <a href="#">2025 Impact Report</a> , Environmental Stewardship: Waste Management
	306-2 Management of significant waste-related impacts	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Waste Management
	306-3 Waste generated	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics <a href="#">2025 Impact Report</a> , Environmental Stewardship: Waste Management
	306-4 Waste diverted from disposal	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics <a href="#">2025 Impact Report</a> , Environmental Stewardship: Waste Management <a href="#">2025 Impact Report</a> , Environmental Stewardship: Circular Economy
	306-5 Waste directed to disposal	<a href="#">2025 Impact Report</a> , Appendix: Key Environmental Metrics <a href="#">2025 Impact Report</a> , Environmental Stewardship: Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<a href="#">2025 Impact Report</a> , Environmental Stewardship: Supply Chain & Suppliers <a href="#">2025 Impact Report</a> , Governance, Compliance & Ethics: Responsible Business
	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	2025 New employee hires: 366 2025 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="#">2025 Impact Report</a> , Social & Community Impact: Employee Benefits & Support
	401-3 Parental leave	Employee benefits vary by country of employment. Interface does not currently report on this information comprehensively. <a href="#">2025 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 information.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">2025 Impact Report</a> , Social & Community Impact: Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">2025 Impact Report</a> , Social & Community Impact: Health & Safety
	403-3 Occupational health services	<a href="#">2025 Impact Report</a> , Social & Community Impact: Health & Safety <a href="#">2025 Impact Report</a> , Social & Community Impact: Employee Benefits & Support
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">2025 Impact Report</a> , Social & Community Impact: Health & Safety <a href="#">2025 Impact Report</a> , Social & Community Impact: Purpose-Driven Culture <a href="#">Code of Conduct</a>
	403-5 Worker training on occupational health and safety	<a href="#">2025 Impact Report</a> , Social & Community Impact: Health & Safety

GRI Standard	Disclosure	Response
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	<a href="#">2025 Impact Report, Social &amp; Community Impact: Health &amp; Safety Code of Conduct</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">2025 Impact Report, Social &amp; Community Impact: Health &amp; Safety Code of Conduct</a>
	403-8 Workers covered by an occupational health and safety management system	The health and safety management systems at our carpet manufacturing operations in Europe, Australia and China are ISO 45001 certified. <a href="#">2025 Impact Report, Social &amp; Community Impact: Health &amp; Safety</a>
	403-9 Work-related injuries	<a href="#">2025 Impact Report, Social &amp; Community Impact: Health &amp; Safety</a>
	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="#">2025 Impact Report, Social &amp; Community Impact: Learning &amp; Talent Development</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">2025 Impact Report, Social &amp; Community Impact: Learning &amp; Talent Development</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">2025 Impact Report, Social &amp; Community Impact: Learning &amp; Talent Development</a>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">2025 Impact Report, Social &amp; Community Impact: 2025 Employee Data</a> <a href="#">2025 Impact Report, Appendix: Key Social Metrics</a>
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">2025 Impact Report, Social &amp; Community Impact: 2025 Employee Data</a> <a href="#">2025 Impact Report, Appendix: Key Social Metrics</a>
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 <a href="#">Supplier Code of Conduct</a> , 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 these to be at risk in our operations and suppliers.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Per our <a href="#">Supplier Code of Conduct</a> , 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 <a href="#">Supplier Code of Conduct</a> , 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 2025.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">2025 Impact Report, Social &amp; Community Impact: Community Engagement</a>
	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="#">2025 Impact Report, Governance, Compliance, &amp; Ethics: Responsible Business</a>
	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 2025.
GRI 415: Public Policy 2016	415-1 Political contributions	Interface did not use corporate funds to make any political contributions in 2025.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	We share data on the health and safety impacts of our processes and products. We provide Health Product Declarations (HPDs) for all standard carpet tile and LVT products and certain standard rubber products. <a href="#">Health Product Declarations</a> <a href="#">2025 Impact Report, Environmental Stewardship: Commitment to Transparency</a>

GRI Standard	Disclosure	Response
GRI 416: Customer Health and Safety 2016	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 2025.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<a href="#">2025 Impact Report</a> , <a href="#">Environmental Stewardship: Commitment to Transparency</a>
	417-2 Incidents of non-compliance concerning product and service information and labeling	Interface did not experience any material incidents of noncompliance concerning product and service information and labeling in 2025.
	417-3 Incidents of non-compliance concerning marketing communications	Interface did not experience any material incidents of noncompliance concerning marketing communications in 2025.
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 data breaches, including those related to confidential or protected data, personal information or customer data in 2025.