



Fibo is the leading global manufacturer of high-quality wet room wall systems, which aim to be an environmentally friendly, design versatile, functional, and cost-efficient substitute to traditional ceramic tiles. The product range includes complete wet room wall systems, comprising of fully waterproof wall panels and related installation accessories, as well as kitchen boards and countertops.

Core material and laminate constitute the main raw materials and are sourced from suppliers in Europe, Asia, and Latin America, while the end-product is produced at Fibo's factory in Lyngdal, Norway.

The final products are sold to customers across new construction, renovation, and prefab housing markets in Europe, North America, and Oceania. Fibo is active across different distribution channels, with key customers being builders' merchants, DIY chains, and direct B2B sales, that in turn mainly sell to installers within residential and non-residential construction.



MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

Topics of greater importance in **bold**

- Environmental
- Social
- Governance



FIBO'S IMPACT ON THE WORLD

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| <ul style="list-style-type: none"> <li>• Energy consumption and emissions in raw material extraction</li> <li>• Hazardous waste from chemical use</li> <li>• <b>Biodiversity impact from raw material sourcing and around production sites</b></li> <li>• <b>GHG emissions from the production of materials such as plywood</b></li> <li>• <b>Labor and human rights</b></li> <li>• Workers' health and safety</li> <li>• Local community engagement and job creation</li> <li>• Material certificates and supplier management</li> <li>• <b>Supply chain transparency</b></li> </ul> | <ul style="list-style-type: none"> <li>• <b>Climate impact from production (energy use, fuel type)</b></li> <li>• Climate impact of transport</li> <li>• Industrial chemical handling, storage, and treatment</li> <li>• Resource efficiency and waste management</li> <li>• Chemicals used in production (e.g., glue)</li> <li>• Labor and human rights</li> <li>• Workers' health and safety</li> <li>• Work-life balance</li> <li>• Business ethics</li> </ul> | <ul style="list-style-type: none"> <li>• Sustainable and circular design and packaging</li> <li>• Working conditions and culture</li> <li>• Diversity and inclusion</li> <li>• Local community engagement and job creation</li> <li>• Anti-corruption and integrity</li> <li>• Anti-competitive behavior reporting</li> <li>• Whistleblowing mechanisms</li> </ul> | <ul style="list-style-type: none"> <li>• <b>Product longevity</b></li> <li>• <b>Product take-back, recycling, and reuse</b></li> <li>• Climate impact of shipping and delivery</li> <li>• <b>Product quality and safety</b></li> <li>• Selling practices and product labelling</li> <li>• Contract conditions for customers</li> </ul> |
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WORLD'S IMPACT ON FIBO

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| <ul style="list-style-type: none"> <li>• Concerns for biodiversity and climate impact of sourcing trees</li> <li>• Uncertain geopolitical climate</li> </ul> | <ul style="list-style-type: none"> <li>• Increasingly strict GHG emission standards on product and facility level</li> </ul> | <ul style="list-style-type: none"> <li>• Increased employee awareness of sustainability and purpose</li> </ul> | <ul style="list-style-type: none"> <li>• Demand for affordable products with lower GHG footprint as a means for climate change mitigation</li> <li>• Immature market for reuse and recycling at the end of life of products</li> <li>• Demand for products produced in socially sustainable ways, with HSE practices and fair wages</li> </ul> |
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FIBO'S ESG PRIORITIES

FOCUS AREA	KPIS	LONG TERM TARGET	PERFORMANCE 2025	ANNUAL TARGET 2026
<b>1. SUSTAINABLE PRODUCTS</b>	<ul style="list-style-type: none"> <li>• 1a. Glue / laminate - formaldehyde reduction</li> <li>• 1b. Sustainable main raw materials (PEFC/FSC %)</li> </ul>	<ul style="list-style-type: none"> <li>• 1a. Formaldehyde free products</li> <li>• 1b. PEFC/FSC certified</li> </ul>	<ul style="list-style-type: none"> <li>• 1a. An alternative solution to reducing formaldehyde is identified</li> <li>• 1b. PEFC/FSC certification was renewed: 92% of main raw materials were certified</li> </ul>	<ul style="list-style-type: none"> <li>• 1a. Test laminate from alternative supplier with reduced formaldehyde</li> <li>• 1b. PEFC/FSC re-certification: 70% of main raw materials to be certified (due to new suppliers)</li> </ul>
<b>2. CLIMATE IMPACT</b>	<ul style="list-style-type: none"> <li>• 2a. Electricity usage (kwh/m2 produced)</li> <li>• 2b. GHG emissions</li> <li>• 2c. Environmental management system.</li> </ul>	<ul style="list-style-type: none"> <li>• 2a. 10-15% reduction (2022 base Year)</li> <li>• 2b. Become Net Zero by 2050 (SBT)</li> <li>• 2c. Maintain ISO 14001 certification</li> </ul>	<ul style="list-style-type: none"> <li>• 2a. 2025: 2.05 (+1%), 2024: 2.03 (+6%), 2023: 1.91(-3.0%)</li> <li>• 2b. Reported complete scope 1-3 emissions. Created decarbonization plan to meet our validated science-based targets. Guaranteed 100% Green certified electricity</li> <li>• 2c. Re-certified to ISO 14001</li> </ul>	<ul style="list-style-type: none"> <li>• 2a. Reduce energy usage by 0.5% (2.04 kwh/m2)</li> <li>• 2b. Investigate alternative heating source (oil vs. electricity)</li> <li>• 2c. Maintain ISO 14001 system certification</li> </ul>
<b>3. WASTE MANAGEMENT</b>	<ul style="list-style-type: none"> <li>• 3a. Product waste (%/produced m2)</li> <li>• 3b. Residual waste (kg/m2 produced)</li> </ul>	<ul style="list-style-type: none"> <li>• 3a. ≤4% (2022 base year)</li> <li>• 3b. 0.023 kg/m2</li> </ul>	<ul style="list-style-type: none"> <li>• 3a. Optimized raw material to improve product quality and found new suppliers 2025: 3.5%, 2024: 4.5%, 2023: 5.9% (Due to new raw materials).</li> <li>• 3b. Improved waste management through more detailed sorting and measurement of waste 2025: 0.025 kg/m2, 2024: 0.027 kg/m2, 2023: 0.025 kg/m2</li> </ul>	<ul style="list-style-type: none"> <li>• 3a. Focus on process/supplier improvement to reduce scrap/waste 2026: 3.5%</li> <li>• 3b. Educate employees about waste fractions to increase recycling rate</li> </ul>
<b>4. SATISFIED EMPLOYEES THAT ARE PASSIONATE FOR FIBO</b>	<ul style="list-style-type: none"> <li>• 4a. Employee NPS (eNPS)</li> <li>• 4b. Turnover %</li> <li>• 4c. Short term Sick leave %</li> <li>• 4d. Gender diversity</li> </ul>	<ul style="list-style-type: none"> <li>• 4a. 50</li> <li>• 4b. Below 5%</li> <li>• 4c. Below 1.5%</li> <li>• 4d. Increase women % total, 25% in production</li> </ul>	<ul style="list-style-type: none"> <li>• 4a. Actions implemented based on survey result. Result analyzed by neutral 3rd party 2025: 64, 2024: 53, 2023: 48</li> <li>• 4b. 2025: 9.57%, 2024: 6.09%, 2023: 7.83%</li> <li>• 4c. 2025: 1.4 %, 2024: 1.8 %, 2023: 2.0 %</li> <li>• 4d. 2025: 19 %, 2024: 21 %, 2023: 22 %</li> </ul>	<ul style="list-style-type: none"> <li>• 4a. 50</li> <li>• 4b. Turnover below 5%</li> <li>• 4c. Sick leave of 1.5%</li> <li>• 4d. 25%</li> </ul>
<b>5. ETHICAL BUSINESS BEHAVIOR</b>	<ul style="list-style-type: none"> <li>• 5a. Supply chain management of all suppliers</li> <li>• 5b. Whistleblower policy and channel</li> </ul>	<ul style="list-style-type: none"> <li>• 5a. Best-in-class supply chain management</li> <li>• 5b. Whistleblower channel and policy included in HRM system, and all employees informed</li> </ul>	<ul style="list-style-type: none"> <li>• 5a. Maintained Business Partner Management Manual (includes reporting procedures, Code of Conduct, training of employees); risk assessment of suppliers based on geopolitical status. Published Transparency Act declaration on website</li> <li>• 5b. Whistleblower channel established through 3rd party provider. Included in new HRM system</li> </ul>	<ul style="list-style-type: none"> <li>• 5a. Further formalize and strengthen supply chain management. All suppliers to sign CoC. Prepare for EU Deforestation Regulation. Update Transparency Act declaration</li> <li>• 5b. Regular information to all employees through HRM system</li> </ul>

THE COMMERCIAL VALUE OF ESG AT FIBO IS BEING DRIVEN BY:



**REGULATION**

By taking a proactive, rather than reactive, approach to compliance with ESG regulations, companies are securing a competitive advantage versus peers.



**CUSTOMERS**

Customers increasingly demand enhanced ESG performance from their suppliers, many with a growing willingness to pay a premium for products and services aligned with standards of ESG excellence.

Fibo has selected the following SDGs to which it has an opportunity to contribute



Protect workers health and Safety in Fibo's production sites, and promote an inclusive work environment.



Increase resource efficiency in own production processes by adapting clean and environmentally sound technologies.



Reduce resource consumption by developing circular product attributes and minimizing waste in production process.



Contribute to sustainable forest management through cooperation with raw material suppliers.