

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

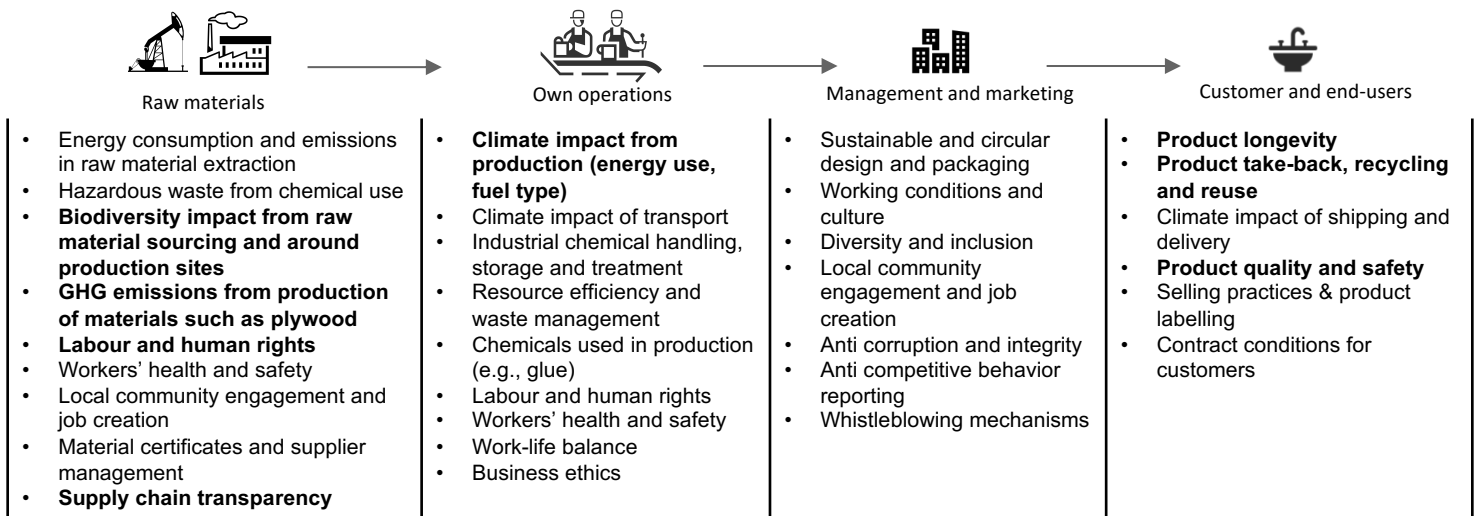
Plywood and laminate constitute the main raw materials and are sourced from suppliers in Asia, Latin America, and Europe, while the end-product is produced at Fibo's factory in Lyngdal, Norway. The company is headquartered in Oslo.

The final products are sold to customers across new construction, renovation, and prefab housing markets in Europe, New Zealand, Australia and North America. 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.



Fibo's potential impacts on the world based on its sector and operations

Topics of higher impact in bold



External factors fueling Fibo based on its sector and operations



Demand for affordable, alternative products with lower GHG footprint as a means for climate change mitigation

Demand for products produced in socially sustainable ways, with HSE practices and fair wages



Concerns for biodiversity and climate impact of sourcing trees

Immature market for reuse and recycling at end of life of products

EU Taxonomy eligibility

Activity

C16.21 - Manufacture of veneer sheets and wood-based panels

Significant contribution to environmental objective

Climate change *mitigation* (enabling)



Eligibility

Turnover: 100% Opex: 100% Capex: 100%

Company ESG performance 2021

STRATEGIC AREA	KPIs	LONG TERM TARGET	PERFORMANCE 2021	ANNUAL TARGET 2022
1. Sustainable Products	1a. Glue - formaldehyde reduction 1b. Sustainable main raw materials PEFC / FSC % 1c. Circular-design	1a. Formaldehyde free products 1b. 100% PEFC/FSC certified 1c. Circular use of product at end of life	1a. Fibo is well below REACH threshold for chemicals, and now testing biobased alternatives to formaldehyde-based glue 1b. PEFC / FSC certified 1c. Participate in "Tre på Agder," an initiative to develop an industry cluster, share common knowledge and add value for business	1a. Continued testing and involve suppliers 1b. PEFC / FSC re-certification 1c. Data collection in participating companies and sharing of knowledge to brain-storm circular solutions
2. Climate Impact	2a. Electricity usage (kwh/m ²) 2b. % Renewable energy usage 2c. GHG emissions 2d. Environmental management system	2a. 10-15% reduction 2b. 100% 2c. Become Net Zero 2d. ISO 14001 certification	2a. Reduced energy usage by 1.5%, Energy usage (kwh/m ²) 2021: 2.02 2020: 2.05 2019: 2.06 2018: 2.07 2017: 2.36 2b. 0% 2c. 200503 tonnes of CO2e 2d. Achieved ISO 14001 certification	2a. Optimization of boiler to reduce electricity usage by 1,5% 2b. Purchase 100% green certified electricity and identify ways to further reduce usage 2c. Optimization of boiler to reduce GHG. Testing of alternative transport in Northern-Norway 2d. Keep ISO 14001 certification
3. Waste Management	3a. Product Waste (% / produced m ²) 3b. Residual waste (kg/m ² produced)	3a. =<4% 3b. 0.0075 kg/m ²	3a. Waste (% of produced m ²) 2021: 4.17 2020: 4.70 2019: 5.00 2018: 5.00 2017: 5.20 3b. 0.012 kg/m ² Variable quality of of raw materials affects the result.	3a. Focus on process / supplier improvement 3b. Introduce new waste fractions to increase recirculation
4. Satisfied employees that are passionate for Fibo	4a. Employee NPS 4b. Turnover % 4c. Sickleave % 4d. Gender diversity	4a. 50% 4b. Below 2% 4c. Below 1.5% (Short term) 4d. Increase women % total, 25% in production	4a. eNPS score % 2021: 50 2020: 52 2019: 21 2018: 13 2017: 11 4b. 0.85% 4c. Short term sick leave: 2021: 1.7% (Covid 19) 2020: 1,3% 2019: 2,2% 4d. 25% Women, 19% in production	4a. Implement action plan to increase eNPS 4b. Below 2% 4c. 1.5% 4d. Keep current level (No known new hiring)
5. Ethical business behavior	5a. Supply chain management 5b. Training of employees 5c. Fair working conditions 5d. Whistleblower	5a. Best in class supply chain mgmt. 5b. All key employees participate in governance training 5c. Prevent social dumping practice 5d. Included in HRM system, and employees informed	5a. Implemented Business Partner Management Manual (includes reporting procedures, supplier and customer DD, training of employees); Screened all suppliers in sanctions lists 5b. CoC training with all new employees 5c. Partipation in Fair Play Agder. Management and union represented 5d. Established through 3 rd party provider. Included in new HRM system	5a. Further formalize and strengthen supply chain management 5b. Publish e-learning in new HRM system 5c. Continue membership in Fair Play Agder Working/salary conditions included in CoC signed by suppliers 5d. Regular information to all employees

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



Protect worker's health and safety in Fibo's production sites (8.8), and promote an inclusive work environment (8.5 and 8.6)



Increase resource efficiency in own production processes by adopting clean and environmentally sound technologies (9.4).



Reduce resource consumption by developing circular product attributes and minimizing waste in production process (12.5).



Contribute to sustainable forest management (15.2) through cooperation with raw material suppliers.