

ECOPHON

SUSTAINABILITY REPORT 2024



A SOUND EFFECT ON PEOPLE

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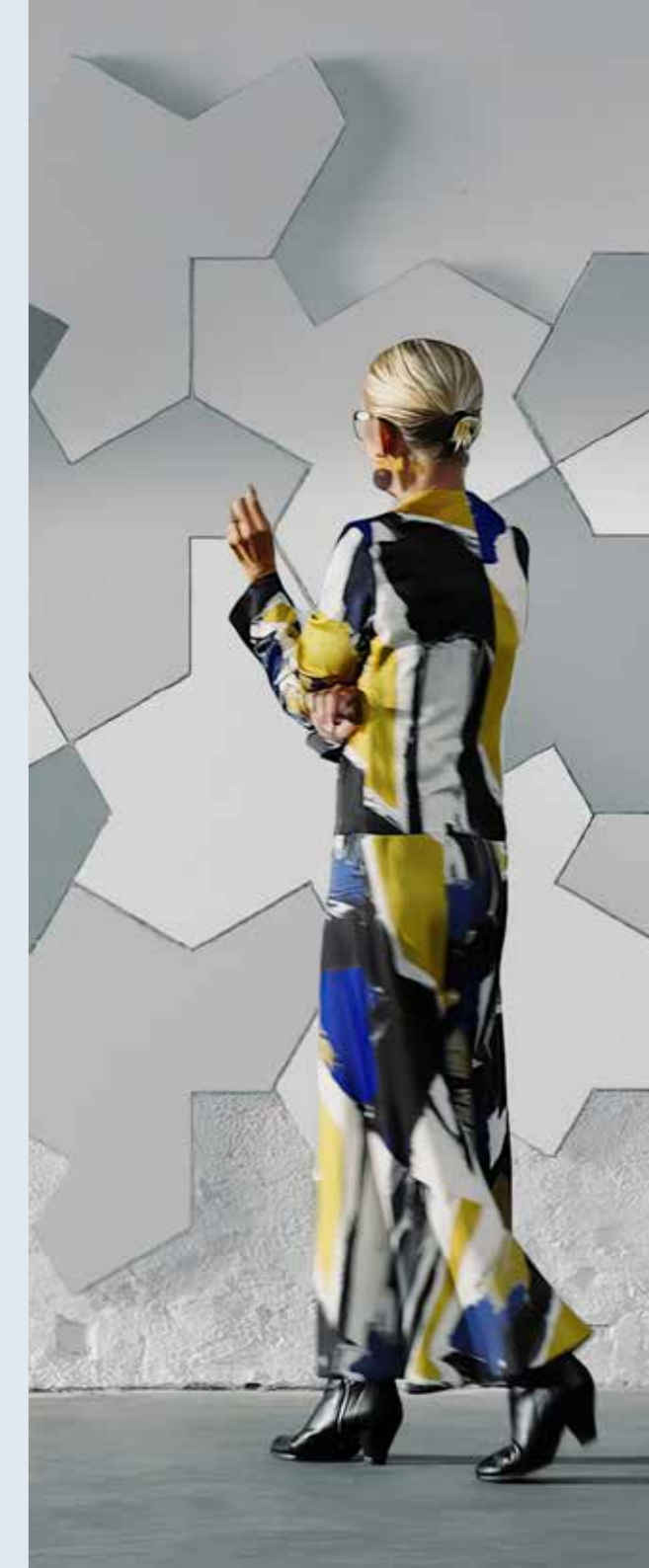
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A WORD FROM OUR CEO

DRIVING CHANGE THROUGH INNOVATION

In a year marked by both progress and climate urgency, Ecophon continued to push the boundaries of sustainable innovation. Our goal to become the first net-zero carbon manufacturer of acoustic solutions remains strong, and 2024 brought us closer to this vision.

We've made significant progress toward our 2026 target of zero direct emissions, reducing emissions from production sites by 80% since our 2017 baseline. A key milestone was when our Hyllinge site in Sweden became the first Ecophon site to achieve zero direct emissions after phasing out fossil-fueled equipment.

We are also addressing the emissions from materials we purchase and Scope 3 emissions, which account for over 90% of our total footprint. As an industry leader, we launched our Carbon Low range¹, a solution with both tiles and grids that offer the same performance with an average carbon footprint reduction of 43%.

In 2024, we scaled up the use of low-density formulations, reducing the carbon footprint of selected products by 19% without compromising on performance.

Reducing material emissions is only part of the solution. We became the first in our industry to offer a Reuse service, buying back used panels, requalifying them, and offering them for resale. By extending product life and ensuring quality, we are making a key step toward circularity and redefining responsibility in our sector.

Our ambition is to become the first net-zero carbon manufacturer of acoustic solutions. Being first means investing in innovation, rethinking our systems, and leading by example.

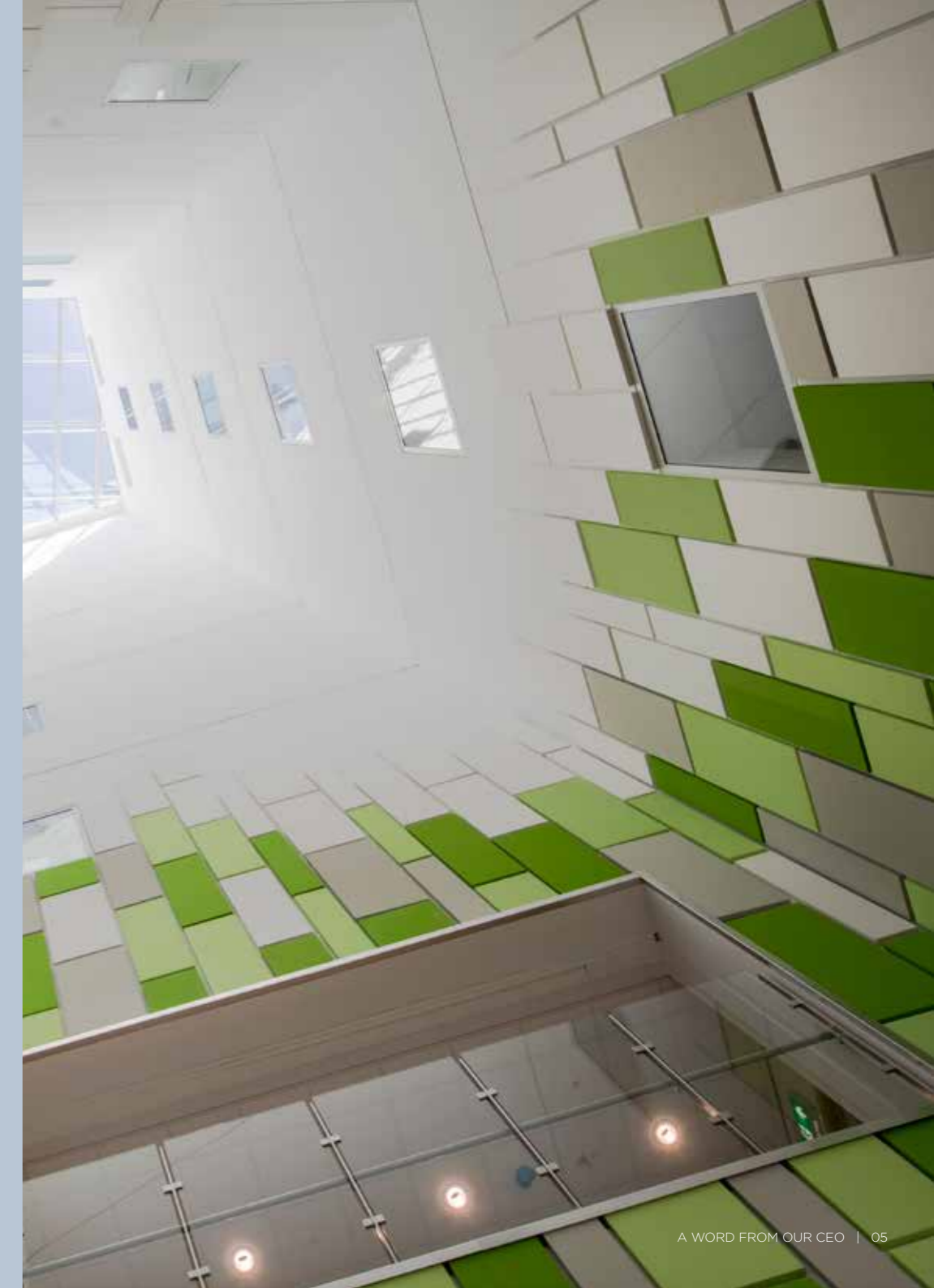
Ultimately, we aim to have a sound effect on people – and the planet.

Pierre-Emmanuel Thiard, CEO Ecophon



“Our ambition is to become the first net-zero carbon manufacturer of acoustic solutions. Being first means investing in innovation, rethinking our systems, and leading by example.”

Pierre-Emmanuel Thiard



¹Carbon Low product definition described on page 18.



TOWARDS NET-ZERO ACOUSTICS

Ecophon drives sustainability activities with the ambition to bring net-zero acoustic design to the world. We work together with our suppliers and customers to reduce our emissions, and to introduce recycling services in the value chain. This sustainability report marks our commitment to transparently communicate our performance today and the key actions of tomorrow.



SUSTAINABILITY IN ACTION: THREE DECADES OF INNOVATION

Our sustainability journey began over 30 years ago. In 1990, we replaced virgin materials with recycled glass and turned waste into high-performance acoustic solutions, setting the stage for all that followed.

By 2004, we were among the first to publish Environmental Product Declarations (EPDs), providing data for sustainable building solutions long before it became standard. Today, 88% of our sales are covered by product-specific EPDs, enabling customers to build with confidence.

In 2021, we launched **SoundCircularity™**, our circular offer focusing on recycling used ceiling panels. In 2024, we expanded to include Reuse - collecting, requalifying, and reselling panels from existing buildings.

Sustainability is not just about keeping materials in circulation; it's also about redesigning from the start. In 2023, we introduced our **Carbon Low** range, delivering the same performance with up to a 43% lower carbon footprint², offering a seamless switch for customers with significant climate impact.

Each step reinforces our belief that sustainability and performance must go hand in hand.

²Compared to our standard versions.

“Our legacy of sustainable acoustic solutions continues. CarbonLow shows we can achieve low carbon footprints without sacrificing performance. We aim to make it the new standard – and push it even lower.”

Laura Seitovirta, Marketing Director



³Volatile Organic Compound.
⁴Environmental Product Declaration.
⁵The Nordic Swan.

TURNING AMBITIONS INTO ACTION: **THREE KEY AREAS**

The ambition of Saint-Gobain to reach net-zero carbon by 2050 is fully embedded in the strategy of Ecophon. We aim to become the first net-zero carbon manufacturer of acoustic solutions through transparency and innovation.

To achieve this, we must rethink production, design, and take full responsibility for the lifecycle of every product. We view this transformation not as a challenge, but as an opportunity to drive real change in a sector that must evolve.

Our journey is guided by three interconnected pillars:

Pillar 1: Our Environmental Footprint

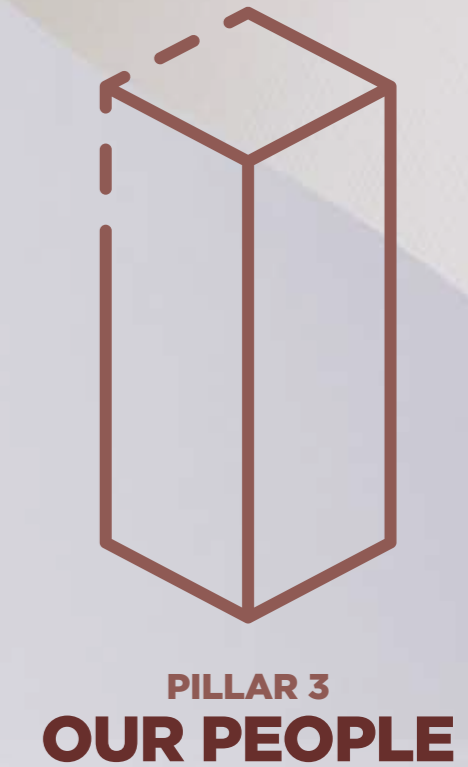
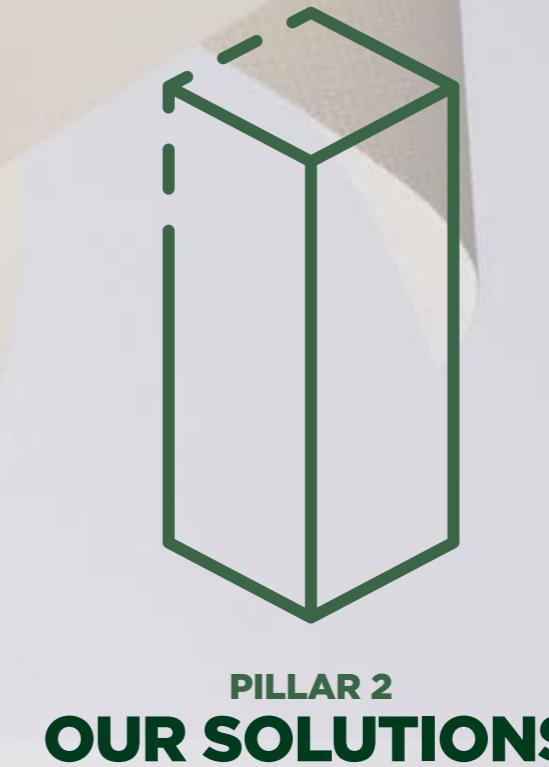
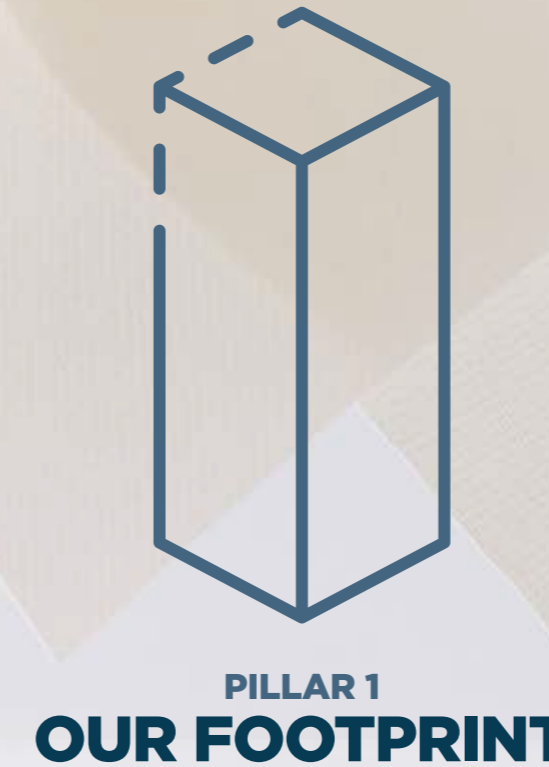
Pillar 2: Our Solutions

Pillar 3: Our People

“With around 10%⁶ of global emissions linked to manufacturing construction products, we don’t just see a challenge – we see an obligation to lead the industry.”

Ola Karlsson, Sustainability & Innovation Director

⁶Source: European commission report



PILLAR 1 OUR FOOTPRINT

Reducing our environmental footprint is the first crucial step toward becoming the world's first net-zero⁷ carbon manufacturer of acoustic solutions. This means cutting direct emissions at our sites and addressing emissions across our entire value chain – a transformation that calls for new ways of thinking, producing, and collaborating.

DIRECT EMISSIONS: WE'RE WELL ON OUR WAY!

For our total direct emissions⁸, we have progressed from -60% in 2023 to -80% in 2024⁹. This is mainly driven by our vast expansion of usage of renewable electricity and biofuels in production. We have reached a big milestone in our Hyllinge site, now being our first site to be confirmed as a zero carbon emission site after the phaseout of fossil forklifts. The next step is to reach net-zero for direct emissions for all our production sites by 2026 – at the latest.

VALUE CHAIN EMISSIONS: DRIVING CHANGE ACROSS OUR OPERATIONS

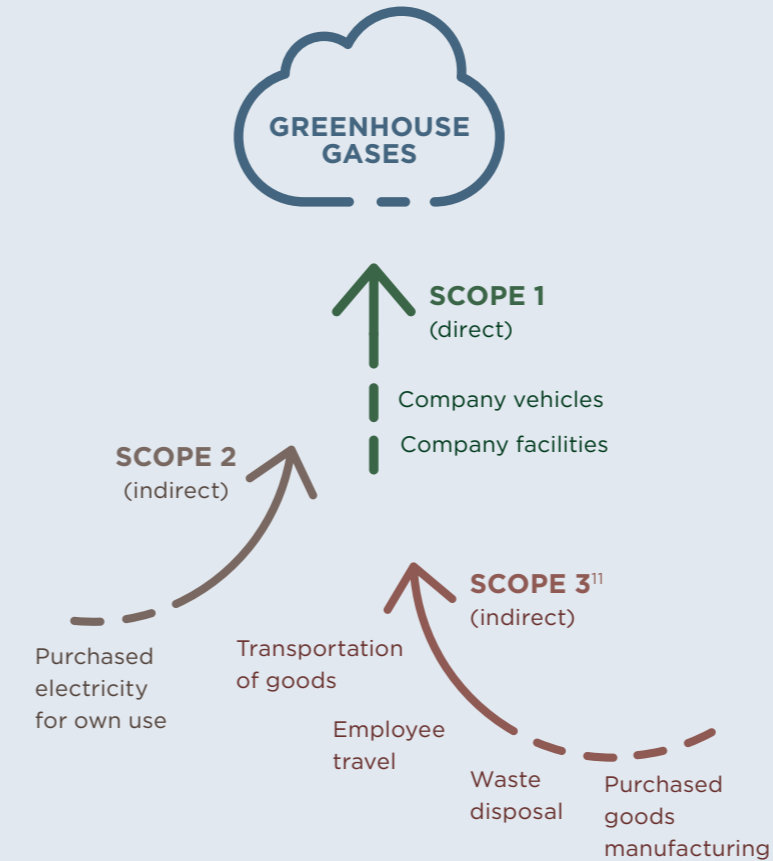
Value chain emissions (Scope 3) are linked to purchased materials and account for over 90% of our total emissions, making them a critical area of focus for our sustainability efforts. In 2023, we achieved a 2% reduction in Scope 3 emissions¹⁰ through effective sourcing and material optimisation.

As a result of growth in our sales volumes, our Scope 3 emissions increased by 5% during 2024. However, we are seeing positive results from our ongoing work with product innovation and efforts to improve our value chain in collaboration with our suppliers. We are confident that this work will lead to a reduction in Scope 3 emissions before 2030, despite our ambitious growth targets.

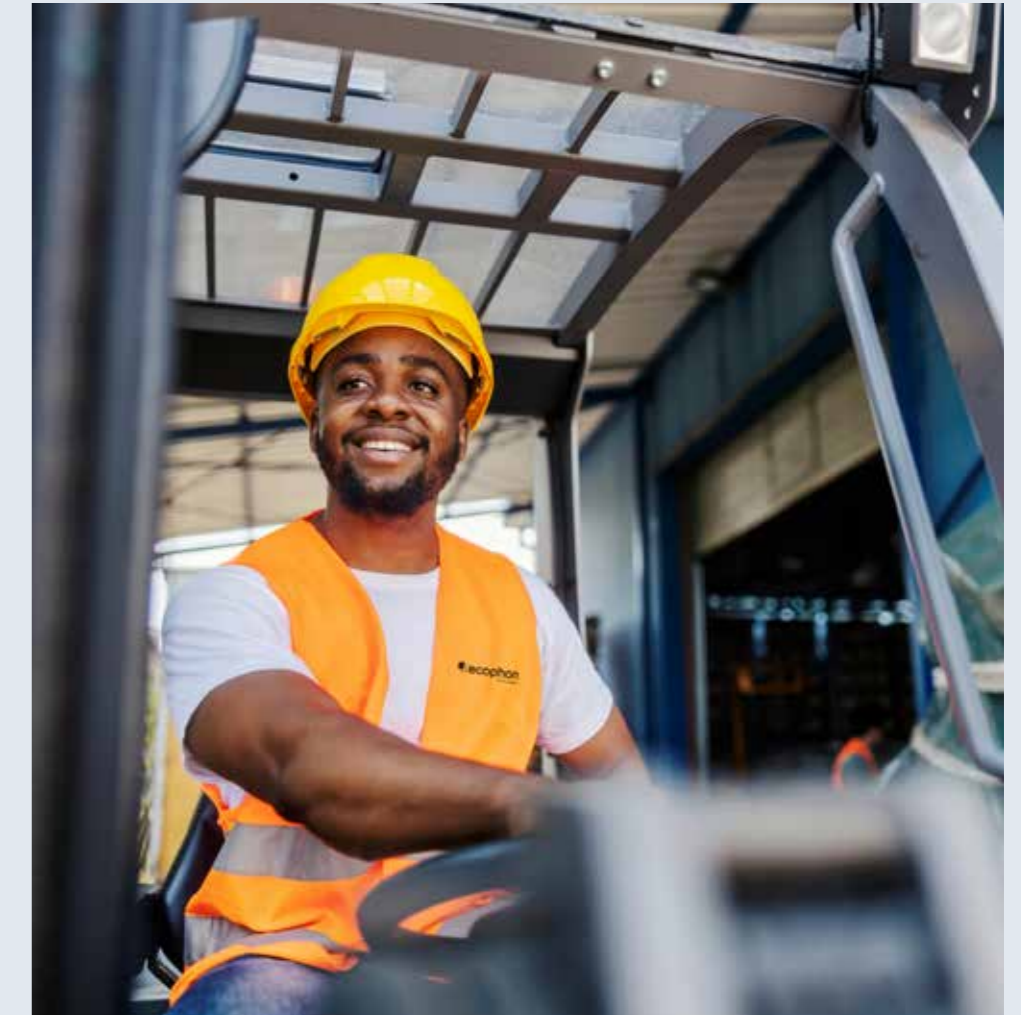
Our scope 3 emission roadmap consists of three focus areas: production efficiency, material reformulations and circular innovations.

⁸Scope 1 & 2, ⁹Compared to 2017, ¹⁰Scope 3

SCOPE OF EMISSIONS



¹¹Scope 3 categories described above is a selected range.



During 2024, the final fossil fuel-powered forklift was retired at the Hyllinge site of Ecophon. This marks the completion of a years-long transition to electrified internal logistics. The site now reports zero direct emissions (Scope 1 & 2).

⁷Net-zero defined according to Science Based Targets Initiative Net Zero Standard as higher than 90% reduction compared to the baseline year.



CLIMATE IMPACT ACROSS OUR CIRCULAR VALUE CHAIN



Product design & manufacturing
 Optimised product recipes designed to have minimum carbon footprint. Today, 84% of the total electricity used by Ecophon is fossil-free – and in the Nordics, we operate on 100% fossil-free electricity.



Transport
 Targeting to decarbonise our supply chain by introducing electric trucks between our glass wool and panel production site in Sweden by 2025.



Installation & Usage
 Products designed for easy demounting and reuse. With no maintenance required, our solutions can remain in use longer – enabled by the SoundCircularity Reuse model.



End of life
 Recycling possibilities in seven countries through SoundCircularity. We are getting close to our target of 80% reduced industrial waste in our factories, having already reached 57% reduction during 2024.

“In operations, quality and sustainability go hand in hand. Our teams take ownership of reducing emissions, waste and ensuring safe workplaces. The progress is measured by the actions, not just by the goals we set.”

Per Bäcklin, Quality & EHS Manager



Did you know?
 We make our premium glass wool products from recycled glass bottles. Each panel consists on average of between 34-59% of recycled glass bottles.

OUR PROGRESS TOWARDS NET-ZERO ACOUSTICS

	RESULTS FOR 2024 ¹² (COMPARED TO 2017)	GOAL FOR 2030 (COMPARED TO 2017)
Scope 1 & 2 (absolute ¹³)	-80%	-100%
Scope 3 emissions (absolute ¹³)	+4%¹⁴	-16%
Energy mix – share of fossil-free production energy	84%	100% (no fossil fuels)
Non-recycled waste (absolute ¹³)	-57%	-80%

¹²The indicators cover the larger 7 of Ecophon's total 9 production sites (Sweden, Denmark, Poland, Portugal, Finland, Netherlands, France), and associated warehouses. The indicators for 'non-recycled waste' cover glass wool ceilings and grids.
¹³Targets given as absolute values, not relative to production volumes.
¹⁴Increase vs baseline 2017 is primarily driven by growth in sales volumes.

PILLAR 2 OUR SOLUTIONS

At Ecophon, sustainability is an integral part of everything we offer our customers – from the products we design to the services we deliver and the certifications we uphold. Together, these three areas form a connected framework that enables us to support healthier, more sustainable indoor environments.

DESIGN FOR A LONG LIFE SPAN AND CIRCULARITY

Net-zero acoustics cannot be achieved without dedication. That's why our entire product development chain is driven by sustainability and every product is assessed to minimise its environmental impact – from design phase to installation.

CIRCULARITY IN ACTION

We collaborate with installers, building owners, demolition companies and anyone ready to embrace circularity to recover Ecophon materials and keep them out of landfill. Because our products are designed for easy dismantling, we enable multiple circular loops. Tiles in good condition can be reused, extending their lifespan, while others can be recycled, ensuring valuable materials stay in use for as long as possible.

TRANSPARENCY ALL THE WAY

A high share of our product portfolio comes with third party verified and product specific Environmental Product Declarations (EPDs), and we are proud to hold industry-leading certifications like Cradle to Cradle and Indoor Air Comfort Gold. These confirm that our products meet the highest standards for circularity, indoor health, and low emissions, and support multiple credits in leading building certification scheme.

PRODUCTS MULTI-MATERIAL SOLUTIONS FOR FLEXIBLE ACOUSTIC DESIGN

Every project or space is unique. That's why we offer multi-material choices for creating acoustic environments that addresses well-being, design and sustainability.

Glass wool: proven circular performance

Glass wool is the original Ecophon acoustic core material, made with a high share of recycled glass and fully recyclable at end-of-life. It's light, easy to work with and offers great acoustic properties and mechanic stability.

Acoustic plaster: subtle looks, circular function

Spray applied acoustic plaster provide minimalistic and modern looks with Cradle to Cradle® certification. Easy to repair and requires low maintenance – designed to reduce material waste over time.

Fabric: freedom of design

Technical fabrics offer great acoustic properties and seamless, flexible design options. Fast and easy to install, ideal for both new build and renovations.

Wood: natural look, locally sourced

Wood wool made from Swedish spruce within 50 km from the production site, combined with water and cement. Great combination of natural, modern looks and acoustic properties.



PRODUCTS CARBONLOW – NOW WITH COMPLETE SYSTEMS

CarbonLow¹⁵ is a Saint-Gobain seal we apply to some of our most popular products that are available in low-carbon versions – from already low, to even lower. It represents a range of products for which we have taken additional steps to reduce the carbon footprint through innovation, low-carbon steel, material optimisation, and the introduction of biogas in our production process.

In 2023, we launched CarbonLow for our panels, and in 2024, we expanded the offer to also include grids. This means our customers can now enjoy complete ceiling systems bearing the CarbonLow seal – without compromising on technical performance.

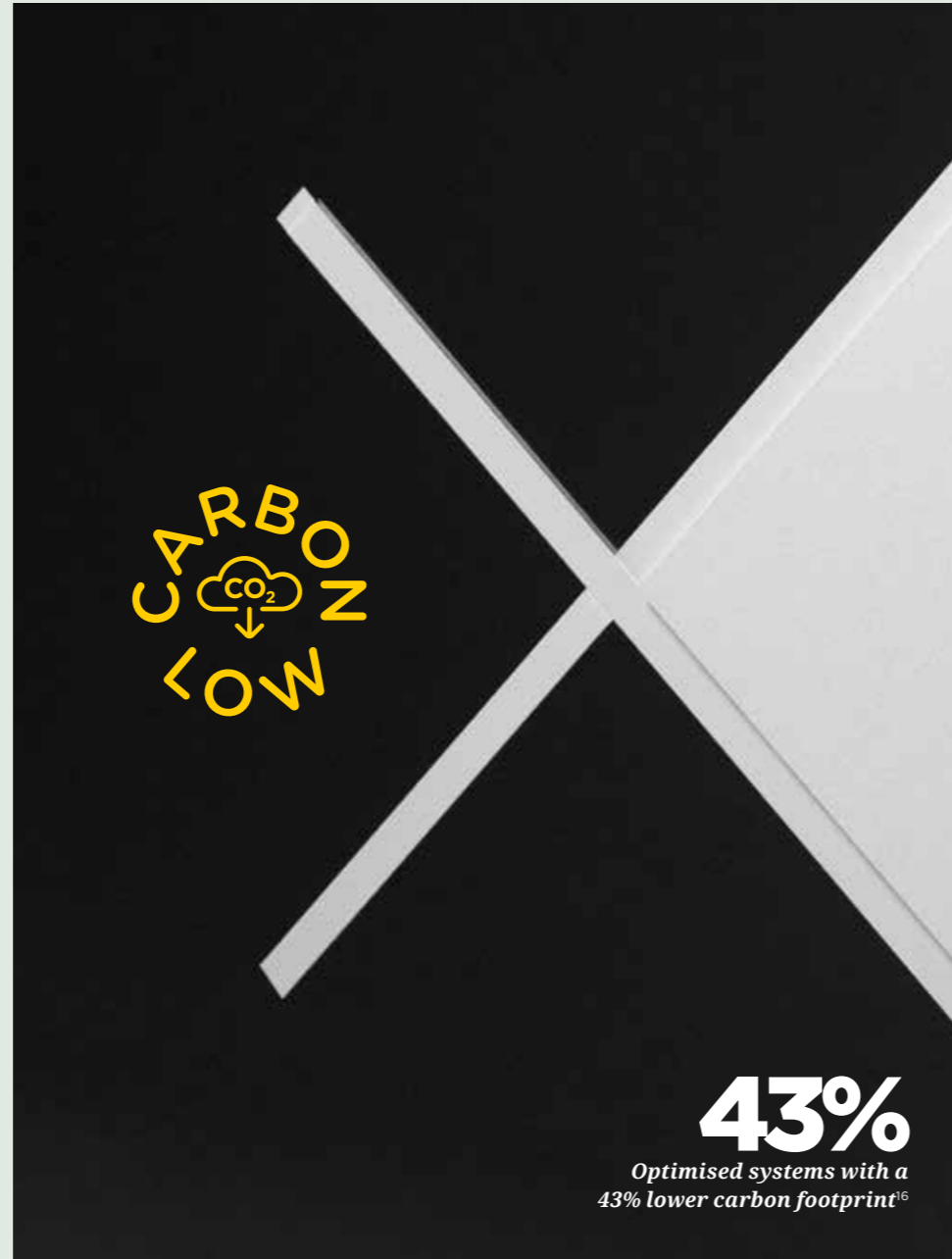
Ecophon CarbonLow:

- Optimised systems with up to 43% lower carbon footprint¹⁶
- Maintained acoustic performance, functionality, and technical properties
- Available in 600x600 and 1200x600 sizes
- Grids available in white: 3700 mm (T24 main runner) and 1200/600 mm (T24 cross tees)
- Full transparency through Environmental Product Declarations (EPDs)

¹⁵Products with a minimum of 20% lower carbon footprint compared to their standard counterparts.

¹⁶GWP in life-cycle stages A1 to C4, EPD indicators in accordance with EN 15804+A1. Average reduction is compared with 6 standard products.

Simulated system includes only tiles, main runners and cross tees in dimension 600x600 mm [kgCO₂eq./m²]. Direct fixing glue, angle trims, clips and hangers are excluded when calculating results.



“We don’t wait for change – we lead it. CarbonLow proves that bold innovation can cut emissions without compromise.”

Tobias Svensson, Product Marketing Manager

AVAILABLE PRODUCTS FOR CARBONLOW

	STANDARD SYSTEM ¹⁷ [KGCO ₂ EQ./M ²]	LOW-CARBON SYSTEM ¹⁷ [KGCO ₂ EQ./M ²]	REDUCTION ¹⁷
Focus A	6.2	3.5	-44%
Focus E	7.3	4.3	-42%
Master A	7.3	4.4	-40%
Master E	9.7	5.6	-42%
Master B ¹⁸	7.3	4.4	-40%
Master SQ ¹⁸	7.2	3.6	-50%

¹⁷GWP in life-cycle stages A1 to C4, EPD indicators in accordance with EN 15804+A1. Average reduction is compared with 6 standard products.

Simulated system includes only tiles, main runners and cross tees in dimension 600x600 mm [kgCO₂eq./m²]. Direct fixing glue, angle trims, clips and hangers are excluded when calculating results.

¹⁸System only include tiles since no grids are used due to other mounting technique.

SERVICES WELCOME TO THE CIRCLE

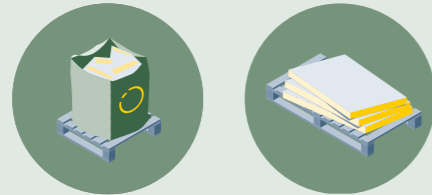
Discover Ecophon SoundCircularity™ – our commitment to circularity through award-winning initiatives like our Recycling and Reuse Services. Each initiative represents a meaningful step toward responsible lifecycle management of acoustic materials in products and design.

In 2024, we expanded our Recycling Service to two new markets, the Netherlands and Switzerland, increasing our total to seven countries actively contributing to the circular transition. During the year, we also doubled both the volume of recycled ceilings and the number of customer orders within these services.

Following the 2024 launch of our Reuse Service, we continue to strengthen collaborations with like-minded partners, working together to accelerate progress within circularity.

Service

Our initiatives focus on taking back secondary raw materials and repurposing them for further use.



Products

Through our services, we can in the next step reintroduce reused and recycled products into the market.



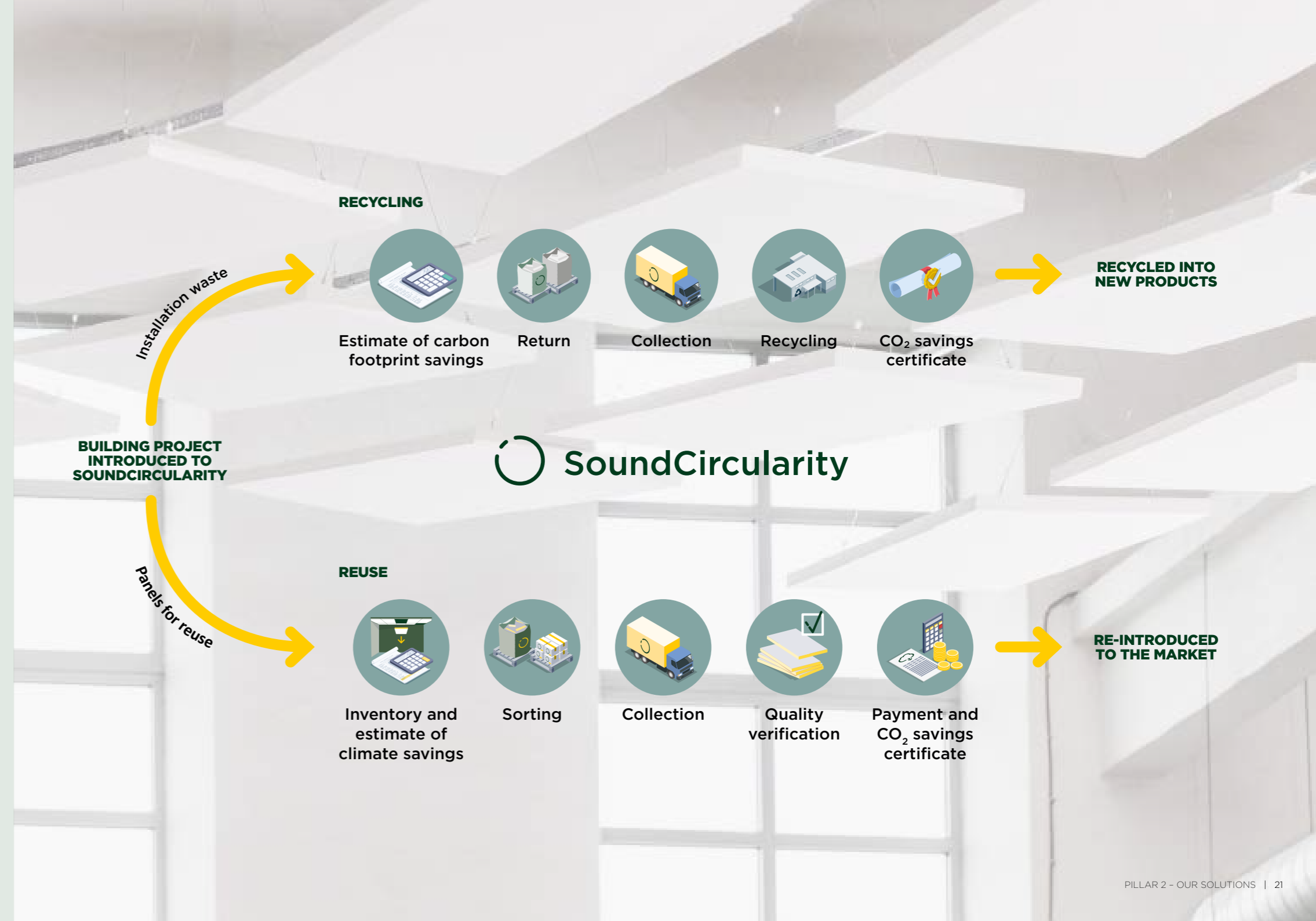
ABOUT OUR CIRCULAR BUSINESS MODEL

When a customer finishes a building project or renovation, they may be left holding valuable material, tiles that still have life in them. That's where we come in to identify the project's assets and the potential climate savings. Depending on the condition and type of tiles, we follow one of two paths: reuse or recycling.

If the tiles are in good condition, we begin by taking inventory and estimating the CO₂ savings. The materials are then sorted, collected, and carefully verified for quality.

For tiles that are no longer reusable, these tiles are then sent for recycling.

Once the tiles are approved for Reuse and recycled to other products, we issue a CO₂ savings certificate and reintroduce the materials to the market, giving them a second life.



SERVICES THINK REUSE FIRST

We are proud to share that in 2024, Ecophon expanded its circular offering with the launch of SoundCircularity™ Reuse through its Swedish business unit. This service enables the recovery and resale of used sound absorbers, supporting large-scale circularity in the construction environment.

Ecophon offers to buy back materials from existing buildings – particularly in connection with reconstructions, renovations or tenant customisations. The collected sound absorbers are then made available as a sustainable alternative to newly produced materials in new projects. The goal is to reduce resource consumption, energy use and unnecessary waste.

Since launch, the service has continued to evolve based on customer feedback and real applications. It has been positively received in the market, especially by forward-thinking customers seeking to reduce environmental impact by maximising the reuse of materials in renovation and fit-out projects.

As part of our commitment to circularity, we promote the principle of Think Reuse First. For any Ecophon glass wool ceiling panel not suitable for reuse, Ecophon offers the SoundCircularity™ Recycling Service, ensuring that valuable materials are recovered and given a new life in other future construction products.

“The Reuse program from Ecophon is simple, effective, and makes it easy to contribute to circularity while remaining at the forefront of sustainable construction.”

Emil Wahlström, Site Manager, Servicekuben



Ecophon staff collaborating with customers to explore our Reuse Program, identifying opportunities to reduce waste while maintaining excellent acoustics and wellbeing.



SoundCircularity

Our circular offer including two main services: Recycling Service & Reuse Program. Are you interested in the topic of net-zero acoustics and want to learn more about our circular offer? More information is available on our website.

CERTIFICATES TRANSPARENCY - ALL THE WAY

We believe that well-informed, fact based decisions are essential for sustainable construction. That's why we work exclusively with industry-leading certifications.

Our solutions are also supported by third-party verified, product-specific Environmental Product Declarations (EPDs), providing transparent and reliable data to support our customers in making responsible choices. By meeting the highest recognised standards on the market, we ensure every product delivers proven performance and complete accountability.

Environmental Product Declarations (EPDs)

88% of the sales made by Ecophon are covered by EPDs. We were early adopters of EPDs and are proud to be a driving force in the industry for greater transparency and product-specific environmental data.

Our EPDs are easily accessible on our website: www.ecophon.com.



Cradle to Cradle (C2C)

Cradle-to-Cradle certification is a comprehensive sustainability standard, with the Material Health category being particularly demanding. We continuously improve the material selection so we can have more products meeting the strictest requirements.



Eurofins Indoor Air Comfort Gold

We work proactively to minimize emissions of Volatile Organic Compounds (VOCs) from our products. These are substances that evaporate at room temperature and are commonly found in materials like paints and adhesives. While not immediately toxic, VOCs can affect health over time. That's why all Ecophon products are rigorously tested and certified to meet the highest standards for indoor air quality.

	CURRENT	GOAL FOR 2030
Share of EPD sales	88%	100%
Share of IAC Gold sales	93%	85%
Share of C2C Material Health sales	70%	85%



Did you know?
Ecophon offers Green Building scorecards for LEED, BREEAM, WELL, and DGNB certifications, helping you understand how our acoustic solutions contribute to achieving sustainable building goals.
You can find all our Green Building scorecards in the download centre on our website.

PILLAR 3 OUR PEOPLE

We believe real transformation starts with the knowledge, passion and daily actions of every individual. By investing in internal education, innovation and collaboration, we're strengthening sustainability awareness across our entire business – from factory floors to design labs and meeting rooms.

SUPPORTING BIODIVERSITY, ONE BEEHIVE AT A TIME

At the headquarter of Ecophon, we have set up our own beehives as part of our commitment to sustainability. Bees play a crucial role in pollination, which supports biodiversity and helps maintain healthy ecosystems. By fostering bee populations, we contribute to the environment and promote a sustainable balance in nature. As a bonus, we are able to offer our employees locally produced, sustainable honey – a sweet reminder that every initiative, big or small, makes a difference.



DRIVING CHANGE FROM WITHIN

Climate Fresk is a collaborative workshop that highlights the causes and consequences of climate change. Its goal is to build awareness, spark reflection and inspire action, all while creating a meaningful and engaging experience linked to our daily operations.

By December 2025, more than 80% of Saint-Gobain employees worldwide will have participated. At Ecophon, we aim to reach this target by summer 2025.



“The reasons I became a Climate Fresk workshop leader are twofold: climate change is an issue I care deeply about, and I want to be part of the solution.”

Anna-Karin Wassholm, Global Web Editor, Communication

A SAFE AND HEALTHY WORKING ENVIRONMENT

We work hard to drive the development towards a more sustainable acoustic industry, in terms of environment and climate, as well as ethics and social responsibility. That ambition applies in both large and small ways – from offering vegetarian alternatives in the canteen to choosing digital meetings over long commutes, or donating money to people suffering from mental health.

One of our main commitments is to guarantee a safe and healthy working environment for all employees. SMAT (Safety Management Tool) is one of our most important tools for building our safety culture across all employees. SMAT is a method and a tool that Ecophon uses to create a safety culture to reach our long-term target: no work-related accidents.

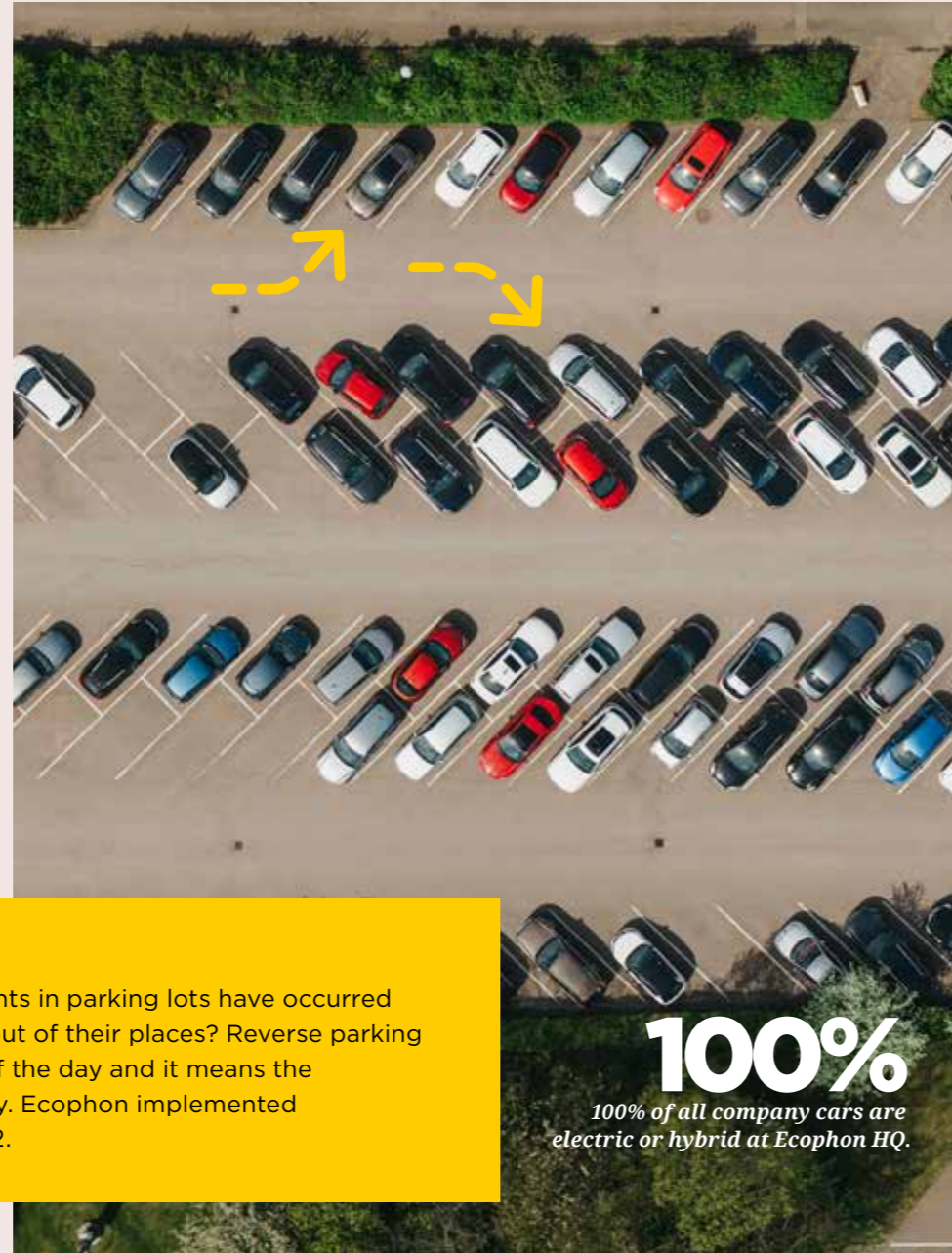
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SMAT evaluations were made on our colleagues during 2024. Our goal is that everyone in the office should have at least 1 SMAT and everyone in production 2.5 SMAT per year.



Did you know?

That 3/4 of the accidents in parking lots have occurred when people backed out of their places? Reverse parking is the first safety act of the day and it means the beginning of a safe day. Ecophon implemented reverse parking in 2012.



100%
100% of all company cars are electric or hybrid at Ecophon HQ.

HEALTH AND WELLBEING FOR PEOPLE

Caring for people is the best way to secure a better future. At Ecophon we take pride in contributing to sustainable acoustic solutions, from the inside out.

Sustainability is not just about reducing climate emissions. There are other essential requirements for building a sustainable future: socially sustainable workplaces, educational environments, healthcare facilities – places that promote health, development, inclusion, and wellbeing.

Ecophon has a long history of active work within standardisation and impacting regulation at regional and country levels. We have representatives in technical standardisation committees and working groups dealing with building acoustics, fire safety, sustainability, and suspended ceilings.

Students learn better when they hear and understand their teachers speak. Healthcare patients heal better when their noise environment is less stressful. Office workers concentrate better, preschool teachers do not have to risk their hearing - the list can be long concerning the benefits of a sound environment.

There is a scientifically proven correlation between an optimal activity-based acoustic design and wellbeing. A healthy sound environment contributes to:

- Lower blood pressure
- Improved communication
- Lower stress levels
- Increased patient safety
- Improved staff wellbeing, performance and satisfaction

“Staff working in the acoustic treated classrooms say there’s an enormous difference. Not only do they not have to shout to be heard, but there’s a generally calmer and more relaxed atmosphere in the classroom.”

Head teacher Miss Catherine Douglas of Balgreen Primary School



ECOPHON CONTRIBUTES TO GLOBAL SUSTAINABLE DEVELOPMENT

Sustainable acoustic solutions contribute to the United Nations Global Sustainable Development goals in a number of ways.



GOAL 3

Promote healthy lives and support the wellbeing of everyone at all ages.

Rest, sleep, healing, and recovery are crucial when we have gone through physical trauma. We promote healthy lives through ensuring healing sound environments in healthcare institutions that keep average noise levels and peaks below the limits required for patients to recover undisturbed.



GOAL 11

Offer sustainable and affordable solutions that support lifestyle changes associated with growing urbanisation.

We help to create sustainable cities and communities in three ways:

1. We manage our own waste through our recycling service, SoundCircularity™.
2. Our products are certified to have the minimum of chemical contents and emissions.
3. We facilitate Green Building certification, offering CarbonLow products, facilitating our customers' evaluation of environmental performance through scoring systems and providing full transparency on our emissions.



GOAL 8

Create conditions that guarantee decent work for the employees.

We promote sustainable, inclusive and economic growth through our supplier charter which ensures fair working conditions and minimum wages. We also focus sales and operations on emerging economies to improve the productivity of developing societies.



GOAL 12

Change the way we design, manufacture and distribute our products and solutions in order to move towards a circular economy.

Each year we calculate our environmental impact Scope 1, 2 and 3 emissions as a precursor to reducing them in every possible way. Measuring the emissions of our product – through the EPDs that are essential to certificated sustainable buildings – enables customers to start making sustainable decisions about products, based on accurate facts and figures.



Ecophon is the leading supplier of indoor acoustic solutions that improve working performance and quality of life. We believe in the difference sound can make to our everyday lives, and are passionate advocates for the importance of room acoustics to people's wellbeing - whatever the space, activity or need.

Having a sound effect on people is the principle that guides all we do. We're proud of the Swedish heritage and human approach that promise is founded on. Our uncompromising commitment to transparent sustainable practice. And, as members of the Saint-Gobain Group, to be doing our part in making the world a better home.



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