

2025 Annual Benefit Report

In compliance with Tennessee Code Title 48 - Corporations and Associations For-Profit Business Corporations, Florim USA (FUSA) provides the following Annual Benefit Report for the fiscal year ending 12/31/25.

FUSA established the goals listed below, to reflect benefits outlined in the FUSA charter, for 2025. The following provides what was achieved:

2025 Benefit Corporation Annual Goals and Results		
Environmental		Results / Accomplishments
2025 FUSA Goal for reduced emissions into the air, water and land.	<i>Reduce solid waste to landfill, by 1% vs. 2024 total disposed tonnage.</i>	Florim USA did not meet the established target for 2025, due to the unplanned disposal of 2CM tile. But with the successful installation of a new crusher, this issue has been addressed, positioning Florim USA for improved performance moving forward.
2025 FUSA Goal for purchased recycled raw materials:	<i>FUSA will incorporate 25,000 tons purchased recycled raw materials into production.</i>	Florim USA exceeded the goal, incorporating 31,000,000 kg, or 31,000 tonnes, of recycled materials into production.
2025 FUSA Goal for recycled production scrap and waste:	<i>Purchase and use new equipment to begin to recycle and reuse 2 cm scrap in production.</i>	Florim USA achieved the goal of installing and using new equipment for the use of recycling and using 2CM scap in production.
2025 FUSA Goal for improved energy efficiency:	<i>Increase the production energy efficiency rate by a minimum of 1% on a per square foot basis.</i>	Florim USA exceeded the goal and increased the production energy efficiency rate by approximately 6.5% on a per square foot basis.
Arts, Sciences and the Advancement of Knowledge		
2025 FUSA Goal	<i>Provide guidance, scholarships, donations or internships to TCAT (Tennessee College of Applied Technology) and other local educational institutions.</i>	FUSA did not provide guidance, scholarships, donations, or internships to TCAT in 2025.
Non-Profit Organization Support		
2025 FUSA Goal:	<i>Florim USA will support nonprofit organizations via financial and product donations in the Clarksville, TN area.</i>	In 2025, FUSA provided the following support for organizations in the Clarksville area: - To support local hospitals and patients in need, held onsite blood drive to help ensure a reliable supply during times of emergencies. - Participated in food drives for Manna Café Ministries to support local organizations who provide food to those in need. - Employees volunteered time to Loaves & Fishes to help restock their shelves and prepare food boxes. - Participated in Toys for Tots holiday drive, collecting gifts for children in the community. - Participated in Montgomery County Animal Shelter donation drive to collect cleaning supplies, toys, and food to help ensure the many pets in the animal shelter remain healthy and comfortable waiting for adoption. - Financial donation to Manna Cafe Ministries, which helps individuals experiencing homelessness and food insecurity
Safe Guarding Human Health		
2025 FUSA Goal:	<i>Re-certify the Health Product Declaration, support the HPD board with active membership, Declare Label, Red List Free certification, by International Futures Living Institute; Environmental Product Declaration, in accordance with ISO 14025; and GreenGuard, Gold, by Underwriters Laboratories, Green Squared certification and ISO 14001.</i>	Florim USA recertified the factory's Health Product Declaration and supported the HPD board with the active membership of Don Haynes on the board; renewed the Declare Label, Red List Free certification, by International Futures Living Institute; Environmental Product Declaration, in accordance with ISO 14025; and GreenGuard, Gold, by Underwriters Laboratories, Green Squared certification and ISO 14001.

FUSA established the 2026 goals set forth below, to be reviewed and reported on in the 2026 Annual Benefit Report.

The public benefit or public benefits stated in the FUSA charter and the 2026 goals are as follows:

- 1) FUSA limits the impact of its business and operations on the environment by (a.) reducing its emissions into the air, water and land, (b.) purchasing recycled raw materials, (c.) recycling its production scrap and waste, and (d.) improving its energy efficiency.
 - a. 2026 FUSA Goal for reduced emissions into the air, water and land: Reduce solid waste to landfill, by 1% vs. 2025 total disposed tonnage.
 - b. 2026 FUSA Goal for purchased recycled raw materials: FUSA will incorporate 25,000 tons purchased recycled raw materials into production.
 - c. 2026 FUSA Goal for recycled production scrap and waste: Recycle and reuse 2 cm scrap in production.
 - d. 2026 FUSA Goal for improved energy efficiency: Increase the production energy efficiency rate by a minimum of 1% on a per square foot basis.
- 2) FUSA supports the arts, sciences, and/or advancement of knowledge by providing scholarships and donations to educational and other institutions in the local communities in which it operates.

2026 FUSA Goal: Provide guidance, scholarships, donations or internship opportunities to Austin Peay State University and other local educational institutions, while fostering arts and cultural enrichment through contributions to organizations such as the Clarksville Arts & Heritage Council.
- 3) FUSA supports nonprofit organizations that provide low-income and underserved individuals with needed programs, products, and services.

2026 FUSA Goal: Florim USA will support nonprofit organizations via financial, volunteer and product donations in the Clarksville, TN area.
- 4) FUSA safeguards human health by manufacturing and commercializing products certified as safe for human use while taking initiatives and supporting programs for the well-being of its customers and personnel.

2026 FUSA Goal: Re-certify the Health Product Declaration, support the HPD board with active membership, Declare Label, Red List Free certification, by International Futures Living Institute; Environmental Product Declaration, in accordance with ISO 14025; and GreenGuard, Gold, by Underwriters Laboratories, Green Squared certification and ISO 14001.