

Sustainability Strategy of Homann Holzwerkstoffe GmbH



Foreword



*Dear colleagues,
dear business partners,*

The great importance of sustainability is today evident in all areas of life, and organizations, in their capacity as economic actors, are also challenged to make a substantial contribution to shaping a sustainable and liveable future for future generations. Being a leading supplier of MDF and HDF boards who makes intensive use of natural resources such as wood, we have firmly anchored sustainable action in our corporate philosophy.

To effectively continue our sustainability efforts in the coming years, we worked intensively last year to develop a sustainability strategy for Homann Holzwerkstoffe Group.

The recently published Sustainability Report is intended to give our stakeholders a deeper insight into this strategy, our most important fields of action, our goals and activities.

The present flyer is designed to allow you to take a closer look at this topic and to understand, in a concise and compact form, what Homann Holzwerkstoffe does to fill sustainability with life and put it into practice.

If you have any questions, please do not hesitate to contact us. We wish you pleasant reading!

Yours sincerely,

Fritz Homann

Fritz Homann

Goals for a more sustainable future

Field of action	Goal
We care for our relationships	Increase the share of apprentices and trainees to 5% by 2026
	Increase the training and further education hours per employee to 25 hours per year by 2026
We face up to the challenges	Reduce Scope 1 and 2 CO ₂ -e emissions per cubic metre of HDF by 65% by 2030
	Increase the renewable share of electricity consumed to 70% by 2030
We deliver performance	Increase the share of recycled fibres in the product to up to 15% by 2030
	Increase the share of bio-based adhesives across all paints used to 50% by 2030

Sustainability strategy and management

Homann Holzwerkstoffe Group's close ties with its environment are rooted in the very nature of its products. The company's management is aware of its responsibility and has defined climate-friendly and energy-efficient operation as the company's top priority.

This commitment is clearly evident all along the value chain:

Homann Holzwerkstoffe GmbH's sustainable production process begins with the procurement of wood from sustainably managed forests. As part of the production process, the wood is first defibrilated before adhesives meeting strict environmental requirements are added. When processed in the company's plants, up to 100% of the incoming wood resources are used. All production sites use wood residues to generate heat.

The company's commitment to sustainability is visible also in a social context. With over 1,500 qualified employees working at its sites, the company is an important employer for the local communities and offers its staff good and fair working conditions. The Group is also engaged in the local communities, promoting the construction of social housing and supporting local schools, hospitals and sports clubs.

A trusting dialogue is maintained with suppliers and customers, who are treated as equals.

Development of the sustainability strategy

To underpin the great importance Homann Holzwerkstoffe Group attaches to sustainability, management has decided to anchor this important topic more strongly and in a more structured way within the company and to document the process even more transparently and extensively.

For this purpose, a long-term value-creating sustainability strategy was developed by the beginning of 2022, as part of which three central **fields of action** were defined that reflect the values of Homann Holzwerkstoffe:

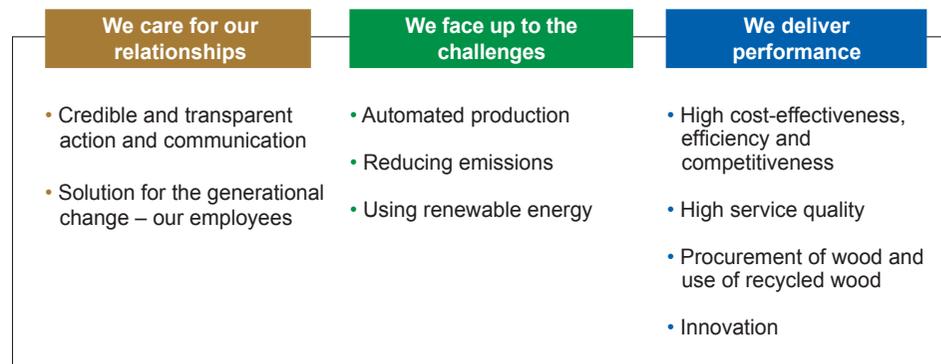
1. We care for our relationships

2. We face up to the challenges

3. We deliver performance

To determine the sustainability topics that are material to the Group, the relevance of the topics for the most important external stakeholder groups (customers, suppliers and banks) was assessed. At the same time, the influence of the individual topics on the activities of Homann Holzwerkstoffe Group was evaluated internally.

As a result, the focus is placed on the following material topics:



Goals for a sustainable future

Specific sustainability goals were then developed for each field of action of Homann Holzwerkstoffe Group.

In doing so, the company was guided by the 17 Sustainable Development Goals (SDGs) adopted by the United Nations in the context of the 2030 Agenda. They symbolize a global plan of action for peace and prosperity while protecting the planet. Homann Holzwerkstoffe primarily focuses on the following SDGs:



Goals for the field of action “We care for our relationships”

Our employees deserve the highest esteem. They work towards the success of our Group each day and have excellent knowledge and outstanding skills. To be successful in the long term, we want to promote our colleagues on a sustainable basis. In doing so, we agree that learning is a life-long process and that investments in the further education of our workforce are a necessity. Also, know-how must be passed on to master the generational change. By offering additional attractive apprenticeships, we can win young talent, who in turn, bring new ideas to our Group; we have therefore defined the following goals:

- Increase the share of apprentices and trainees to 5% by 2026
- Increase the training and further education hours per employee to 25 hours per year by 2026

Goals for the field of action “We face up to the challenges”

Business players are facing a multitude of complex challenges. We want to pro-actively address these issues. Our aim is to further automate our production in order to operate efficiently and protect our employees. With a view to climate change, we want to do our part for a clean world tomorrow. That is why we are working flat out to reduce our emissions and make greater use of renewable energy. We have formulated the following goals:

- Reduce Scope 1 and 2 CO₂-e emissions per cubic metre of HDF by 65% by 2030
- Increase the renewable share of electricity consumed to 70% by 2030

Goals for the field of action “We deliver performance”

Homann Holzwerkstoffe Group is committed to operating successfully and sustainably. We continuously deliver performance to our customers, partners and investors. We take the demands of the next generation regarding the preservation of forests as well as the demands of our customers regarding continued innovation seriously. Against this background, we have defined the following goals in this field of action:

- Increase the share of recycled fibres in the product to up to 15% by 2030
- Increase the share of bio-based adhesives across all paints used to 50% by 2030

Further information:

You would like to learn more about our sustainability strategy or read our first Sustainability Report? All information on the topic of sustainability is available here:

<https://www.homanit.org/en/company/Sustainability.php>

