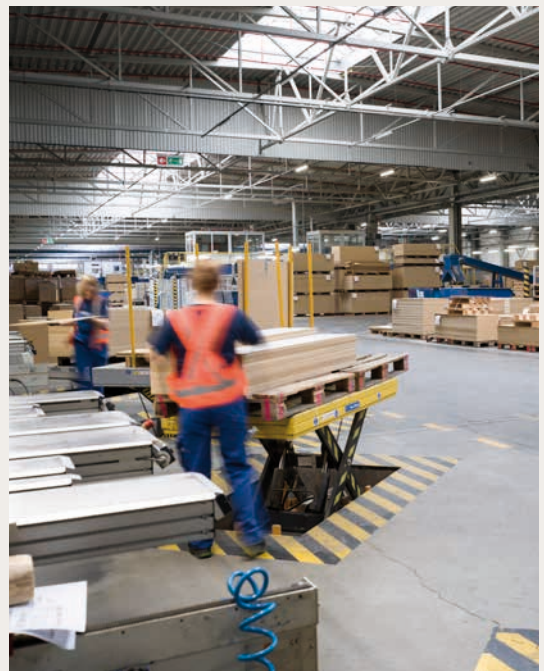
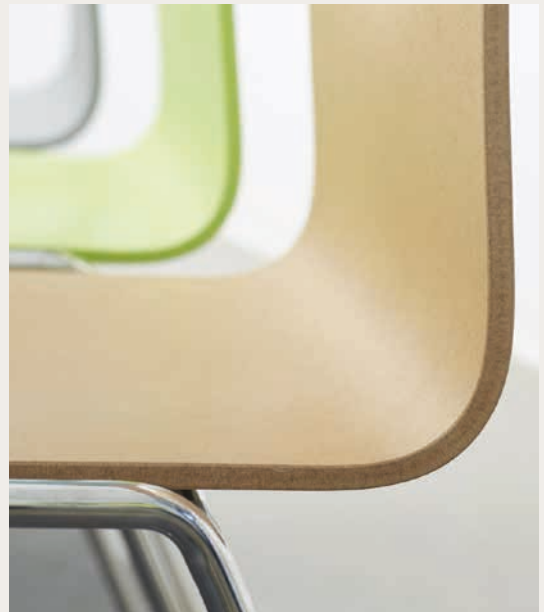


Sustainability Statement 2024 of Homann Holzwerkstoffe GmbH





Sustainability Statement 2024 of Homann Holzwerkstoffe GmbH

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FOREWORD

Dear Reader,

In the financial year 2024 Homann Holzwerkstoffe Group make significant progress in sustainability. In light of the upcoming regulatory requirements from the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy Regulation, we have been diligently preparing for the expanded collection of non-financial information.

Our preparatory activities focused on a double materiality assessment aimed at identifying and prioritising sustainability topics with regard to their environmental and social impact and their financial relevance for our Group, as well as on a gap analysis to identify potential areas for improvement and information gaps in our sustainability strategy and reporting. We have

thus laid the foundation for strengthening the Homann Holzwerkstoffe Group's responsibility for the environment, society and corporate governance. After all, an expanded collection of non-financial information is crucial for both compliance with the new requirements and the continuous development of our sustainability strategy.

The present Sustainability Statement is our fourth voluntary report on the sustainability activities of Homann Holzwerkstoffe Group. It is the first Statement whose structure and content are based on the requirements of the CSRD and which has been prepared with reference to the European Sustainability Reporting Standards (ESRS). We provide an over-

view of our achievements to date and demonstrate how we will refine and develop our sustainability strategy in the coming years. We will continuously monitor and implement defined targets and actions while at the same time developing new goals and policies to ensure that we meet our obligations in all material areas of sustainability. The ongoing reduction of emissions and the careful use of natural resources will remain key issues in this context as will the advancement of our social responsibility.

We hope you find the reading engaging and look forward to exchanging ideas and opinions with you.

Munich, June 06, 2025

Three handwritten signatures in blue ink, arranged horizontally. The first signature is on the left, the second in the middle, and the third on the right.

Fritz Homann

Gunnar Halbig

Michael Albert

We view sustainability as a crucial opportunity to make our business model resilient and to ensure continued success in the future, in harmony with environmental and social requirements.

We extend our gratitude to all employees and business partners of Homann Holzwerkstoffe Group, whose dedication and expertise have been instrumental in allowing us to take these important steps. Together, we will also overcome the challenges of the future.



2. GENERAL INFORMATION

The present Sustainability Statement is Homann Holzwerkstoffe Group's fourth voluntary report on the Group's sustainability activities, and the first to be prepared with reference to the European Sustainability Reporting Standards (ESRS).

The Statement covers seven of the twelve reporting standards, including one cross-cutting standard with general disclosures on the business model, the strategy and the revised materiality assessment (ESRS 2) and six topical standards containing disclosures on material environmental, social and governance aspects.

2.1 General disclosures (ESRS 2)

The following section, *General Information*, provides more detailed information on the basis for preparation of the Sustainability Statement, the role of the management, and the strategy, business model and value chain, which are linked to ESRS 2 (General disclosures). Our sustainability strategy, stakeholders and materiality assessment are also described in this chapter. The impacts, risks and opportunities (IROs) identified and evaluated through the materiality assessment, our material sustainability topics, are summarised in the table on pages 21 to 23.

The term 'impacts' refers to positive and negative sustainability-related impacts associated with the company's business activities that have been identified as part of a materiality assessment of the impacts. It refers to both actual and potential future impacts.

'Risks and opportunities' refer to the sustainability-related financial risks and opportunities of the company, including those arising from dependencies on natural, human and social resources, which were identified as part of a financial materiality assessment.

The identified impacts, risks and opportunities have been allocated to the following chapters on environmental, social and governance issues, and the respective strategy, management, targets and key performance indicators for the relevant topics are presented.

Basis for preparation

General basis for preparation of the Sustainability Statement (BP-1)

The present Sustainability Statement of Homann Holzwerkstoffe Group for the financial year 2024 was prepared on a consolidated basis. As the Lithuanian company UAB Homanit Lietuva, Pagiriai only started production in May 2025, it is not yet considered in this Statement, in contrast to the Financial Report in the Sustainability Statement for the financial year 2024 (see Annual Report 2024, Notes to the consolidated financial statements, pp. 24–25).

The upstream and downstream value chain of Homann Holzwerkstoffe Group was fully taken into account in the double materiality assessment in accordance with the ESRS. Consequently, the Sustainability Statement contains material content relating to the value chain.

In the preparation of the Sustainability Statement, the company makes use of the option to omit certain information corresponding to intellectual property, know-how or the results of innovations. More specifically, this applies to recipes, process parameters and unfinished development projects.

Disclosures in relation to specific circumstances (BP-2)

The information below provides an overview of the specific circumstances that influenced the preparation of the present Sustainability Statement. It explains to what extent these circumstances affected the reporting content, methodology or boundaries in relation to the ESRS requirements.

The metrics contained in the Sustainability Statement have not been fully verified for estimation and outcome uncertainty to make a complete statement. A certain degree of measurement uncertainty should therefore be assumed. Measurement uncertainties were identified for greenhouse gas emissions. For Scope 1 emissions, the share of oil-based raw materials (e.g. adhesives) in the biomass used in the boiler houses can only be estimated. The disclosures on Scope 2 emissions are based on information from the electricity suppliers, which means that measurement uncertainties are not visible to Homann Holzwerkstoffe.

The way sustainability information is included in the report also influences the understanding of the Sustainability Statement, particularly the option to incorporate relevant information by reference. The following information has been incorporated by reference:

- **ESRS 2 BP-1:**
Scope of consolidation –
reference to Annual Report 2024,
Notes to the consolidated financial
statements, pp. 24-25
- **ESRS 2 SBM-1:**
Challenges ahead –
reference to Annual Report 2024,
Group management report, pp. 13-17
- **ESRS G1:**
Entity-specific disclosures –
reference to Annual Report,
Group management report, pp. 9-10

Governance

The role of the administrative, management and supervisory bodies (GOV-1)

The management of Homann Holzwerkstoffe GmbH consists of three managing members. The share of male members is 100%. There are 16 people in the Group who are registered in the commercial register or have authorized signatories. In addition, there are three non-managing members. There are no staff representatives in the Group's management. The share of female managing members is 19%. Taking into account the managing and non-managing members, the share of female members is 21%.

The managing partner and beneficial owner of Homann Holzwerkstoffe GmbH is Fritz Homann, who has been running the owner-managed company in the fourth generation since 1989. The management is complemented by Michael Albert, who is responsible for all matters relating to finance, controlling, accounting, tax, legal and IT, as well as by Gunnar Halbig, who is responsible for technology, production and investment.

All three managing members assume equal responsibilities and roles in connection with the material impacts, risks and opportunities. The material impacts, risks and opportunities are identified in the context of the regular materiality assessment. Management is responsible for monitoring, controlling and managing them. Depending on the topic and project, the respective specialist departments are responsible for reporting. Management plays a key role in the governance pro-

cedures, controls and processes for monitoring, managing and overseeing the impacts, risks and opportunities. Targets are defined by the management in consultation with experts from the respective specialist departments and the progress made in achieving the targets is monitored by the management. The persons involved obtain the necessary specialist knowledge through training programmes that are tailored to the tasks of the role and the person.

The table below shows which management members of Homann Holzwerkstoffe have the professional skills for which area of expertise:

HHW management – Munich					
	Reference to ESRS		Fritz Homann	Gunnar Halbig	Michael Albert
Personal details		Member since	1989	2022	2023
		Age (Reporting year - year of birth)	62	53	54
		Nationality	German	German	German
		Educational/professional background	Entrepreneur	Graduate engineer, wood-technology	Qualified business graduate
Diversity/internationality		Gender (male, female, diverse)	male	male	male
		International experience	x	x	x
Professional qualification		Management experience	x	x	x
	G1	Corporate policy/strategy/transformation	x	x	x
	S1	Human resources/organisation/sustainability (social)	x		
	S4	Marketing/sales/supply chain	x	x	
		Technology/production	x	x	
		Finance	x		x
		Investment	x	x	
		Controlling/accounting			x
		Tax			x
		Legal	x		x
		IT			x
	E1 E2 E5	Environment	x	x	

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2)

The material impacts, risks and opportunities are reviewed once a year in preparation for the annual and interim reports. In this context, purchasing, market and sales analyses are used. Material risks and opportunities relating to sustainability aspects are reported in the Annual Report also beyond the Sustainability Statement. A list of all material impacts, risks and opportunities that were addressed by the management during the reporting period is provided in the paragraph *Material impacts, risks and opportunities and their interaction with strategy and business model* of this chapter.

The progress of the sustainability targets and the related metrics are reported at the team meeting both quarterly and as required. The meeting is attended by the senior management, which comprises the management, the plant managers, the sales managers and the persons responsible for technology and sustainability and, depending on the topic, the specialists from the respective departments.

Integration of sustainability-related performance in incentive schemes (GOV-3)

Sustainability-related performance is not integrated in incentive schemes.

Statement on due diligence (GOV-4)

Main aspects of due diligence	Paragraphs in the Sustainability Statement
a) Embedding due diligence in governance, strategy and business model	<ul style="list-style-type: none"> Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (ESRS 2 GOV-2), p. 9 Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3), pp. 21-23, 25-26, 28, 30-31, 38-41, 45-46, 60-61
b) Engaging with affected stakeholders in all key steps of the due diligence	<ul style="list-style-type: none"> Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (ESRS 2 GOV-2), p. 9 Interests and views of stakeholders (ESRS 2 SBM-2), pp. 15-16 Description of the processes to identify and assess material impacts, risks and opportunities (ESRS 2 IRO-1), pp. 17-20, 26, 29, 31, 61 Impact, risk and opportunity management, pp. 26-27, 29, 31-32, 41-43, 46-48, 61-62
c) Identifying and assessing adverse impacts	<ul style="list-style-type: none"> Description of the processes to identify and assess material impacts, risks and opportunities (ESRS 2 IRO-1), pp. 17-20, 26, 29, 31, 61 Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3), pp. 21-23, 25-26, 28, 30-31, 38-41, 45-46, 60-61
d) Taking actions to address those adverse impacts	<ul style="list-style-type: none"> Impact, risk and opportunity management, pp. 26-27, 29, 31-32, 41-43, 46-48, 61-62
e) Tracking effectiveness of these efforts and communicating	<ul style="list-style-type: none"> Strategy, business model and value chain (ESRS 2 SBM-1), paragraph Sustainability strategy, p. 14 Targets, pp. 28, 29, 32, 43-44, 48, 62 Metrics, pp. 35-37, 48-59, 63

Strategy

Strategy, business model and value chain (SBM-1)

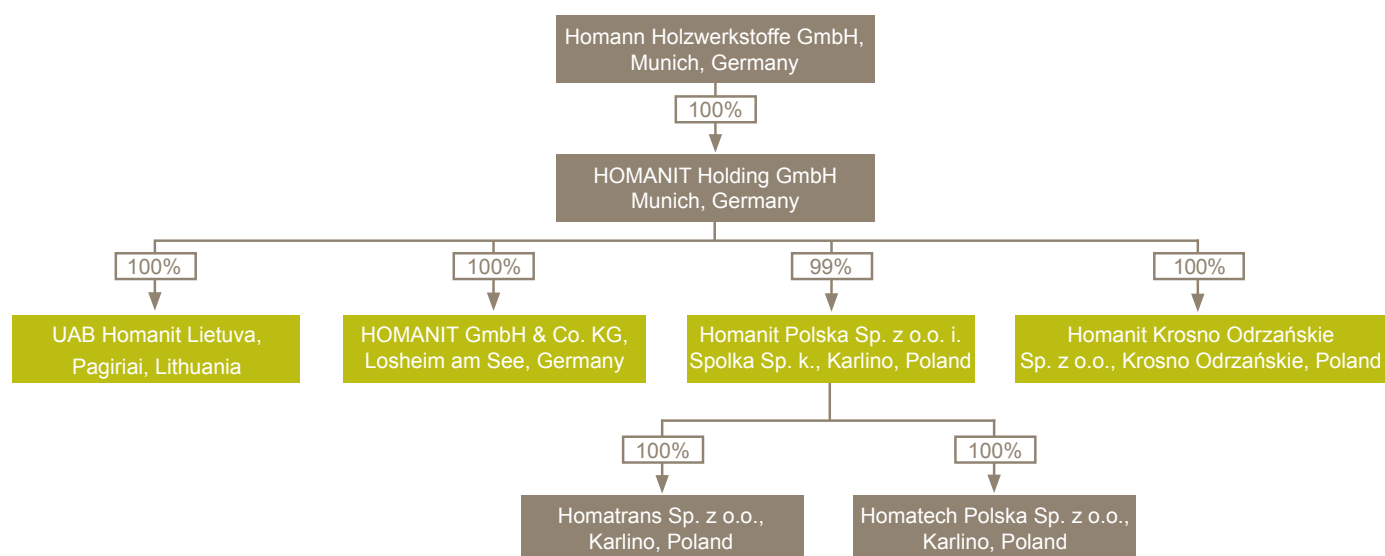
Homann Holzwerkstoffe Group specialises in the production and sale of thin, highly finished fibreboards (MDF/HDF). The Group is one of the leading European suppliers and primarily serves the furniture and door industries. As of the balance sheet date of December 31, 2024, the Group employed a total of 1,528 people¹, thereof 1,141 blue-collar workers and 387 white-collar workers, who are distributed across the Group's locations as follows:

Location	Activity	Headcount as of December 31, 2024
Germany		
Homann Holzwerkstoffe GmbH, Munich	Headquarters	8
HOMANIT GmbH & Co. KG, Losheim am See (Losheim)	Production	316
HOMANIT GmbH & Co. KG, Herzberg	Central sales and customer service	40
Poland		
Homanit Krosno Odrzańskie Sp. z o.o., Krosno Odrzańskie (Krosno)	Production	498
Homanit Polska Sp. z o.o. i. Spolka Sp. k., Karlino	Production	532
Homatrans Sp. z o.o., Karlino	Logistics and transportation	58
Homatech Polska Sp. z o.o., Karlino	Maintenance and service company	76
France		
Homanit S.A.R.L., Schiltigheim	Distribution	1
Lithuania		
UAB Homanit Lietuva, Pagiriai	(Production – since May 2025)	123

Other companies of the Group are HOMANIT Holding GmbH, Munich, HOMANIT Verwaltungsgesellschaft mbH, Losheim, and HOPE Investment Sp. z o.o., Poznan, which have no employees and do not perform any operating activities.

¹ Excluding the employees of Lithuanian company UAB Homanit Lietuva, Pagiriai and Homanit S.A.R.L., Schiltigheim.

The corporate structure² is as follows:



■ Production sites

The Group covers the complete value chain from raw materials procurement to distribution of the finished products. Besides a wide range of raw boards, the company offers a variety of highly finished fibreboards, including cutting, sanding, coating, laminating and mechanical processing. Customised finished products (such as furniture back panels) are manufactured according to customer requirements and supplied to customer's assembly lines on request.

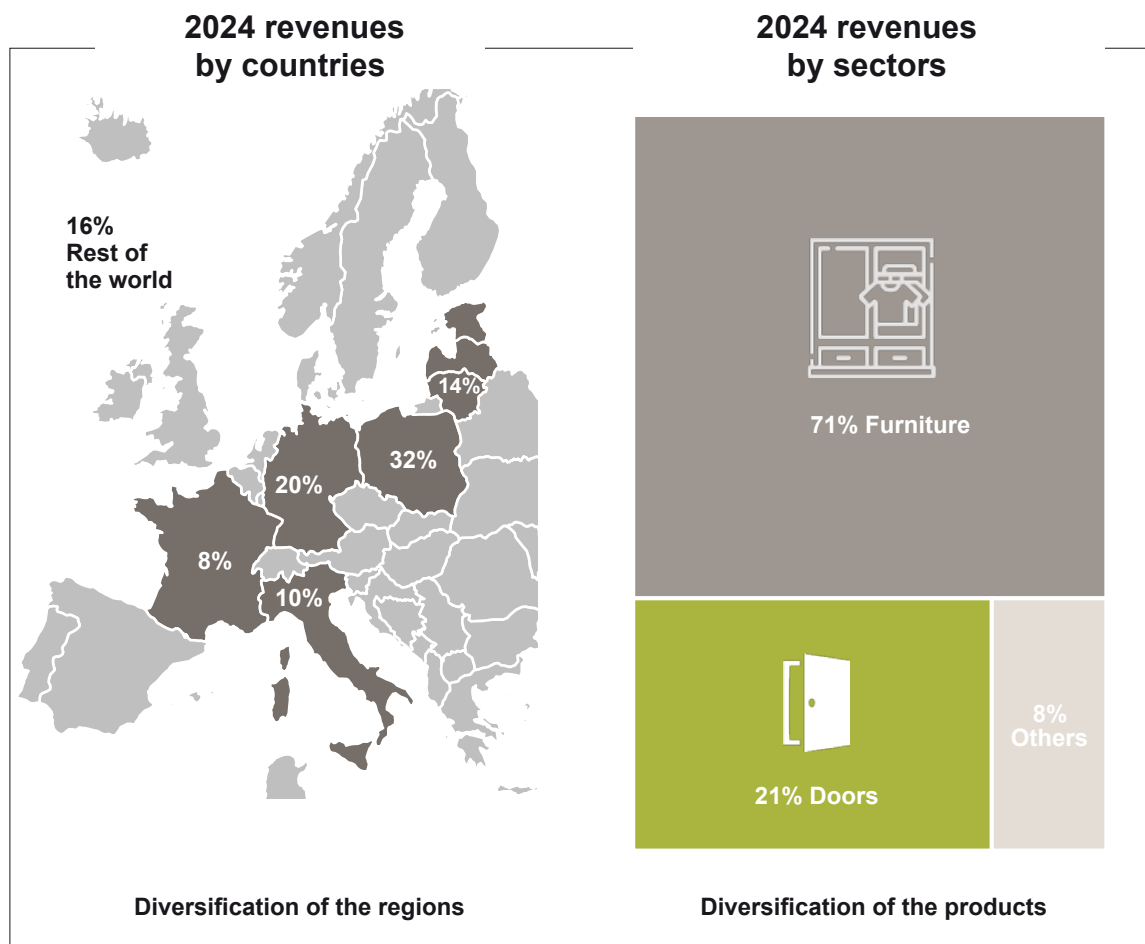
The subsidiary Homatrans Sp. z o.o. operates its own fleet of vehicles for its transportation needs, primarily for wood procurement and delivery of finished products as well as for external transport. Homatech Polska Sp. z o.o. is responsible for the maintenance and servicing of the Polish production facilities and also installs new equipment at all of the Group's sites.

In the financial year 2024, Homann Holzwerkstoffe Group generated revenues of EUR 369.9 million. Revenues show a balanced differentiation, with a special focus on the European market. Accounting for EUR 114 million or 32% of total revenues, Poland is the most important market for the Group. Germany accounted for EUR 71 million or 20% of total revenues. Other important output markets are Lithuania (14%), Italy (10%) and France (8%). Other countries contribute a total of 16% to the Group's revenues.

The Group's broadly diversified customer base comprises customers from different industries, with the furniture industry accounting for the largest share of revenues, at 71%. The latter primarily uses the products as cabinet back panels or drawer bottoms. The door industry is another important sector, which represents 21% of the revenues. Besides these core markets, Homann Holzwerkstoffe Group is also benefiting from the strong trend towards lightweight concepts, which aim to save weight, material and energy and therefore require the use of thin fibreboards. The remaining 8% relate to other industries such as automotive and caravaning, e.g. for the interior panelling of vans, retail, floors and other sectors.

No revenues are generated in the fossil fuel sector, the production of chemicals, controversial weapons or the cultivation and production of tobacco.

² Simplified representation of the corporate structure



VALUE CHAIN

The value chain of Homann Holzwerkstoffe Group consists of the upstream and downstream processes as well as the main and supporting activities of HOMANIT. Important features of the upstream value chain are the sourcing of timber from sustainably managed, local forests as well as the close exchange with our suppliers. Our key suppliers are suppliers of wood, glue and paint.

Close customer contacts and the high quality of our service are key features of the downstream value chain. Our sales team liaises with our customers in person, by phone and in writing.

Across the entire value chain, Homann Holzwerkstoffe Group relies on long-term relationships and a network that has grown over 30 years.

Value chain											
Upstream processes	Extraction of the raw material wood	Activities at HOMANIT	Main activities	Inbound logistics Quantity control of incoming raw materials	Production <ul style="list-style-type: none">All steps that are necessary to turn the raw materials purchased into ready-to-sell productsIn addition, packaging, equipment management and the provision of products on pallets	Marketing & Sales Selling the product, increasing visibility of the products and winning customers	Shipping preparation	Customer service Customer service, complaints management and determining customer satisfaction	Downstream processes	Shipping of products to our customers for processing	
	Extraction of the main raw materials and additives		Supporting activities	Corporate infrastructure <ul style="list-style-type: none">Physical infrastructure (transport on the factory site) and IT infrastructuresAdministration and office space						Further processing at our customers	
	Production of the main raw materials and additives			Accounting and controlling <ul style="list-style-type: none">Complete documentation of financial business activitiesInformation about the company's financial situationPlanning and monitoring of financial key figures						Shipping to sales markets	
				Purchasing <ul style="list-style-type: none">Ordering and purchasing raw materials, goods and servicesSupplier relationship managementOngoing inventory control						Sale of goods and transport to end customers	
				Human resources <ul style="list-style-type: none">Payroll accountingRecruitment and terminationTraining and education						Utilisation phase	
	Logistics			Management Systems <ul style="list-style-type: none">Quality management systemEnergy management systemOccupational health and safety management system							
				Maintenance <ul style="list-style-type: none">Maintenance of machines, plants and vehicles							
				Technology development <ul style="list-style-type: none">Testing of new raw materials and technologies as well as optimisation of existing systemsDevelopment of new products						Disposal of the product	

SUSTAINABILITY STRATEGY

In 2021, Homann Holzwerkstoffe Group set material sustainability targets as part of a thorough strategy development process. Sustainability plays an important role in our day-to-day activities. We reject wood from illegal logging and natural forest clearance as well as from forests worthy of protection; instead, we rely on local thinning wood and sawmill wood residues from sustainably managed forests surrounding the plants. Moreover, we produce our wood-based materials with low formaldehyde emissions and use systems for monitoring and developing resource-

efficient and energy-efficient production processes at all production sites. Homann Holzwerkstoffe Group is also actively involved in social issues. Management takes the needs of its stakeholders such as customers, suppliers, employees and banks very seriously and maintains a trusting dialogue on an equal footing. Besides providing attractive jobs and apprenticeships, we are also committed to local communities and organisations. The main sustainability targets are presented below:

Sustainability topic	Sustainability target ³
Own workforce (see chapter 4.1, pp. 38-44)	Increase the share of apprentices and trainees to 5% by 2026
	Increase the further education hours per employee to 25 hours by 2026
Climate change (see chapter 3.1, pp. 24-28)	Reduce Scope 1 and 2 CO ₂ -eq emissions per cubic metre of HDF by 65% by 2030
	Increase the share of renewable electricity consumed to 70% by 2030
Circular economy (see chapter 3.3, pp. 30-32)	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

The sustainability targets are not prioritised by products and services, customer groups, geographies or stakeholder relationships, but are equally relevant for all aspects and do not compete with these or the elements of the corporate strategy. The Group's investment strategy is closely linked with the sustainability targets. For instance, the installation of biomass boilers at the sites and the reduction in oil and gas consumption are effective both from a sustainability perspective and from a cost perspective.

The main challenges for the coming years are the further reduction of our emissions, the modernisation and automation of our production sites, demographic change as well as geopolitical and economic uncertainties in the market environment. Homann Holzwerkstoffe counters these challenges with targeted projects and investments.

To comply with the requirements of the European Deforestation Regulation (EUDR), the company has initiated an internal project involving the Wood Purchasing, IT and Technology Departments to better document the flow of timber from the harvesting site

to our premises. Increasing regulatory demands are also made on sustainability reporting as a result of the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy Regulation. Another focus is therefore placed on the preparation for meeting the new requirements, which will also entail a strategic repositioning with regard to the material sustainability topics.

Further external opportunities and risks of future developments are explained in the Group management report (see Annual Report 2024, Group management report, Forecast, opportunity and risk report, pp. 13-17). To the extent possible, the Group takes essential precautions and preparations to reduce the probability of the risks occurring and/or their negative economic consequences. Management currently believes that the risks presented – individually and collectively – are not of significant relevance.

³ Reference year 2020

Interests and views of stakeholders (SBM-2)

To ensure the continuity of our business activities as well as good cooperation, the engagement with stakeholders of our company is indispensable. Management takes the needs of its stakeholders such as customers, suppliers and banks very seriously and maintains a trusting dialogue on an equal footing. Their expectations, views, goals and interests play an important role for us. Stakeholders are involved and informed in a variety of different ways. The interests and views that we learn as a result of our engagement are taken into account both in our collaboration with them and in the development of strategies and targets for Homann Holzwerkstoffe Group. So far, the business model has not changed as a result.

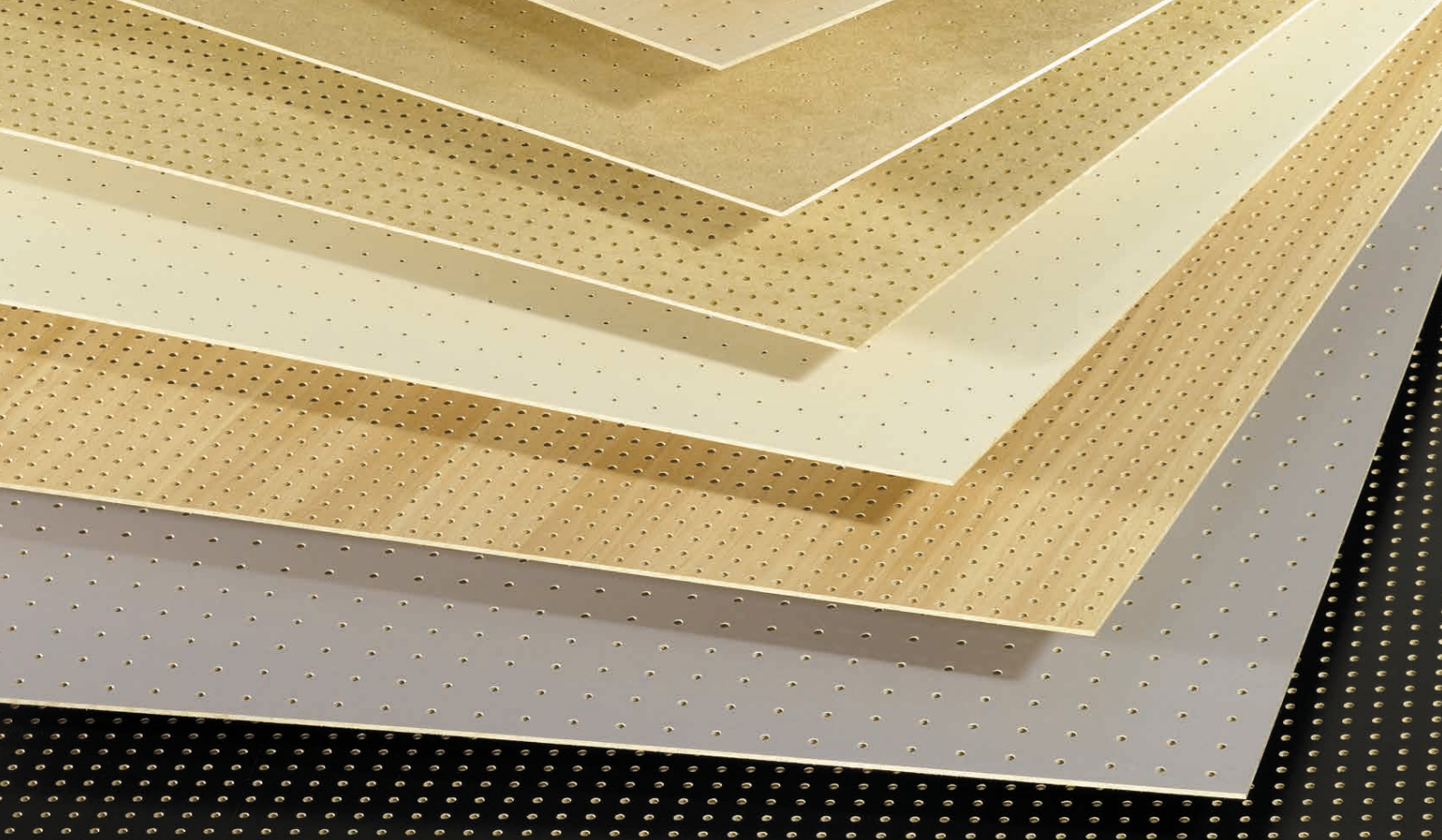
Management engages with the individual stakeholders itself and/or is informed of the views and interests of the affected stakeholders with regard to the company's sustainability-related impacts.

The key stakeholders of Homann Holzwerkstoffe Group including their expectations, views, goals and interests as well as the type and organisation of the engagement are presented below:

Stakeholders	Expectations, views, goals and requirements of interested parties	Type and organisation of engagement
Customers	<ul style="list-style-type: none"> • Meeting customer-specific requirements (esp. quality requirements) • Meeting delivery deadlines • Responding to special customer requirements • Compliance with delivery quantities • Swift order processing • Provision of required certificates 	<ul style="list-style-type: none"> • Regular communication between management, sales department and customer • On-site event and tour of Homann Holzwerkstoffe's production facilities • Customer visits take place at regular intervals as well as event-driven
Employees and works council	<ul style="list-style-type: none"> • Safe workplace • Clear instructions • Opportunities for professional development and qualification • Tasks aligned with employees' skills • Co-determination • Respectful dealings • Health protection • Facilitation of daily work 	<ul style="list-style-type: none"> • Event-driven information via information drives, information boards, e-mail, mail, phone or in person • Regular exchange with works council and employee representatives
Suppliers and service providers	<ul style="list-style-type: none"> • Familiarisation with potential hazards • Clear order placement/contracts • Good communication channels (defined contact persons) • Timely payment • Follow-up orders 	<ul style="list-style-type: none"> • Regular exchange between management, specialist departments and suppliers/service providers
Consumers and end-users	<ul style="list-style-type: none"> • Safe, high-quality products • Durable products • Simple installation and dismantling 	<ul style="list-style-type: none"> • No direct contact with end-users
Banks and investors	<ul style="list-style-type: none"> • Compliance with contractual agreements as well as legal and regulatory requirements • Long-term and trusting partnerships • Transparent and active communication • Easy access to up-to-date business information 	<ul style="list-style-type: none"> • Regular information in the Investor Relations section of the website • Ad hoc announcements for specific events • Annual publication of annual and interim reports • Event-related organisation of roadshows

Stakeholders	Expectations, views, goals and requirements of interested parties	Type and organisation of engagement
EU, federal government, local authorities and municipalities	<ul style="list-style-type: none"> • Contribution to meeting national energy targets • Compliance with legal requirements • Paying taxes • Engagement of the companies beyond legal minimum requirements • Developing new more energy-efficient innovations • Securing jobs and Germany as a location of industry 	<ul style="list-style-type: none"> • Annual and event-driven communication between management, specialist department and local authority
Neighbourhood	<ul style="list-style-type: none"> • Low noise/odour pollution • Clean sites/traffic areas • Early information on imminent hazards • Compliance with the emergency policy (emergency, hazards, etc.) • No impairment of road traffic due to large number of trucks • Securing own energy supply 	<ul style="list-style-type: none"> • Event-driven information via local media (social media, newspapers) • Open Day/information day for certain groups (e.g. employees' children, neighbouring fire brigades) • Annual visits to neighbouring schools, universities and job fairs
Public	<ul style="list-style-type: none"> • Secure jobs for the region • Paying taxes • Efficient use of energy to mitigate climate change • Clean production process without harming the environment and people 	<ul style="list-style-type: none"> • Regular information via local media (social media, newspapers) • Publicly accessible Sustainability Statement • Open Day • Visits to and exhibits at trade fairs
Grid operators	<ul style="list-style-type: none"> • Plannable energy supply • No exceptional power fluctuations 	<ul style="list-style-type: none"> • Event-driven communication between management, specialist department and grid operator
Energy suppliers	<ul style="list-style-type: none"> • Securing the supply of the companies and the population • Compliance with contractual agreements • Long-term business relationship • Payment of energy bills 	<ul style="list-style-type: none"> • Event-driven communication between management, specialist department and energy supplier
Employer's liability insurance association (BG)	<ul style="list-style-type: none"> • Compliance with BG regulations (DGUV), informing the employer's liability insurance association if required 	<ul style="list-style-type: none"> • Event-driven communication between management, specialist department and employer's liability insurance association
Industry association (VHI)	<ul style="list-style-type: none"> • Cooperation and information exchange • Participation in statistical surveys • Making use of the services offered • Knowledge transfer • Representatives of the timber industry 	<ul style="list-style-type: none"> • Regular communication between management, specialist departments and associations • Participation in information events

The interests and views of the key stakeholders were analysed in the context of Homann Holzwerkstoffe Group's materiality assessment. The materiality assessment is explained in more detail in the paragraph *Impact, risk and opportunity management* of this chapter.



Impact, risk and opportunity management

Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

Homann Holzwerkstoffe Group already carried out a materiality assessment when developing its 2021 Sustainability Strategy. However, the EU Corporate Sustainability Reporting Directive (CSRD), which came into force in early 2023 and is further detailed by the European Sustainability Reporting Standards (ESRS), has led to changes in the materiality assessment. Companies will have to analyse the potential and actual impacts of their business activities on people and the environment (inside-out) as well as the financial impacts of sustainability aspects on the company (outside-in) in order to identify material topics for reporting to the CSRD. In 2024, Homann Holzwerkstoffe therefore carried out a new materiality

assessment in accordance with the European requirements. The materiality assessment from 2021 served as the basis for this. The results are presented in the paragraph *Material impacts, risks and opportunities and their interaction with strategy and business model* of this chapter. They form the basis for non-financial reporting and provide information on the Group's strategic positioning.

The materiality assessment was carried out in five steps:



1. ASSESSMENT AND DESCRIPTION OF THE ENVIRONMENT OF HOMANN HOLZWERKSTOFFE GROUP

In the first step of the materiality assessment, a peer group analysis (comparative analysis of the industry) was carried out and Homann Holzwerkstoffe's current position with regard to sustainability aspects was determined in cooperation with various specialist roles.

The peer group was analysed and compared with regard to various sustainability aspects. The material topics of the peers derived from this analysis were summarised in a list of topics.

To determine Homann Holzwerkstoffe's current position with regard to sustainability aspects, various internal company documents were reviewed and questionnaires based on relevant materiality assessment questions were completed by various specialist roles. The specialist roles were selected in such a way that as many areas of the company as possible were covered. The following specialist roles/areas were integrated: Technology/Sustainability Management, HR, Finance, Sales, Supply Chain/Purchasing as well as the German and Polish plant managers. To ensure that the views of the key stakeholders were taken into account in the process, the key stakeholders were initially identified by the specialist roles and the type and frequency of the engagement as well as the resulting requirements were described by the specialist roles in the questionnaires.

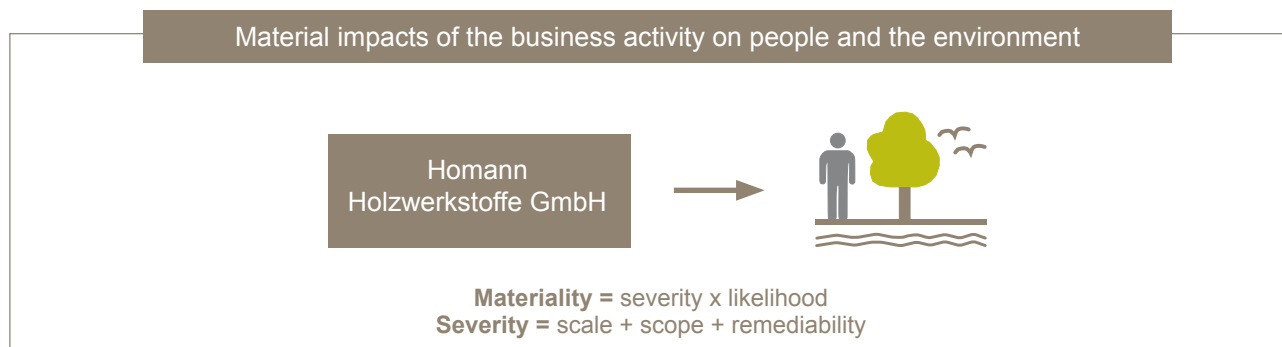
2. IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES

Based on the preceding assessment and description of the environment, a list of potentially important sustainability aspects (impacts, risks and opportunities) was drawn up. The list of topics of ESRS 1 AR 16 was also included in the longlist. The longlist was consolidated in several steps. Topics were formulated in terms of impacts, risks and opportunities and clustered by categories and topics.

3. ASSESSING THE SIGNIFICANCE OF IMPACTS, RISKS AND OPPORTUNITIES

The previously identified potential impacts, risks and opportunities were assessed from two perspectives in topic-specific workshops. First, the inside-out perspective was assessed, i.e. the material impacts of Homann Holzwerkstoffe's business activity on the economy, the environment and society, and second, the outside-in perspective, i.e. the financial impacts of sustainability aspects on the Group.

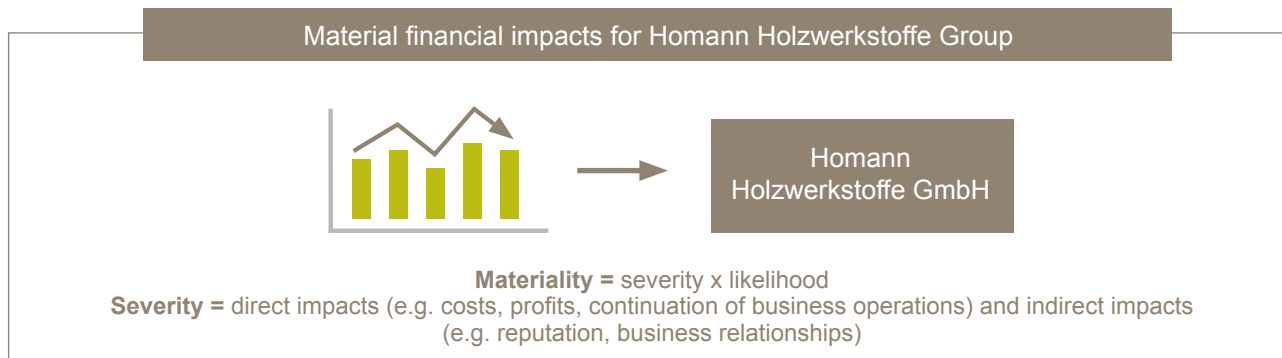
INSIDE-OUT PERSPECTIVE



An impact is considered material if it is a significant actual or potential impact of the company on people and the environment over a short, medium and/or long time horizon as defined in ESRS 1. Both the severity and the likelihood of the impact must be assessed. The severity is made up of the scale, scope and remediability, with the latter only having to be assessed for negative impacts. If the impact is actual, likelihood is assessed as 100%.

In the case of a potential negative human rights impact, the ESRS stipulate that the severity of the impact takes precedence over its likelihood. Where the occurrence of the impact is at least considered to be likely, it was decided to treat potential impacts in the same way as actual impacts. No human rights impacts were assessed as likely in the context of the materiality assessment.

OUTSIDE-IN PERSPECTIVE



A qualitative assessment model was used for the financial assessment, which considers both direct and indirect financial impacts. The assessment is based on EBITDA as the relevant earnings figure for Homann Holzwerkstoffe. According to the model, financial impacts are classified as critical if the Group

can no longer pay its interest and taxes for an extended period, which was equated with 50% of EBITDA. The other scale values were 30%, 15%, 5% and 0% of EBITDA. Sustainability risks are not prioritised compared to other types of risks and have so far been assessed in a separate process.

For the assessment workshops, the impacts, risks and opportunities to be assessed were assigned to different specialist roles. The following roles participated in the topic-specific workshops: Finance, HR, Purchasing/Value Chain, Sales and plant managers. The workshops were held in groups to ensure a certain discussion between the participants, which was documented. The project managers for the materiality assessment from the Technology/Sustainability Management Department participated in all workshops. Firstly, all participants were informed about the assessment methodology, which was explained using examples. In this context, it was also determined that the impacts caused by the company's upstream and downstream value chain including products, services and business relationships would also be considered in the assessment. In the workshops, the individual IROs were assessed one by one. The inside-out perspective was assessed first, followed by the outside-in perspective, thus considering that risks and opportunities may arise from the impacts.

4. PRIORITISATION AND CLUSTERING

The materiality thresholds for prioritisation of the IROs are based on an EU working paper, which provides for a categorisation from "minimal" to "critical" for the overall assessment of the IROs. According to the EU paper, IROs are material if they reach the "important" category. To achieve an equal weighting of the two perspectives (inside-out and outside-in), the absolute values of the financial materiality scale were calculated proportionately for the inside-out perspective on the basis of the EFRAG scale. The results were then commercially rounded. This has resulted in minimal rounding differences in the percentage analysis of the two perspectives. IROs above the defined thresholds have thus been classified as material.

In the next step, the material IROs on material topics were summarised in consideration of the topic-specific ESRS on material topics. For the Homann Holzwerkstoffe Group, this has resulted in a list of twenty material IROs that can be assigned to ten material topics.

5. VALIDATION OF MATERIAL TOPICS

In the last step of the materiality assessment, the IROs and topics identified as material were validated and approved.

The documentation of the processes and results was approved by the management and sent to the stakeholders in the next step. Feedback was obtained from the following stakeholder groups: customers, suppliers and banks. A total of nine stakeholders gave feedback. The stakeholders were asked whether, from their perspective, all material topics were covered and which topics might be missing. They were also asked to provide additional comments. The feedback received was evaluated and categorised to verify some assessments and ensure coverage of all relevant topics. As a result of the analysis, no changes were made to the longlist or the assessments. The stakeholder feedback will again be analysed and taken into account in the next review of the materiality assessment.

The results of the materiality assessment were then approved by the management of Homann Holzwerkstoffe Group. The material impacts, risks and opportunities identified are presented in the following paragraph *Material impacts, risks and opportunities and their interaction with strategy and business model*.

The materiality assessment will be reviewed after publication of the Sustainability Statement.

Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

The material impacts, risks and opportunities presented below were identified in the context of the materiality assessment. The process is explained in the previous paragraph *Description of the processes to identify and assess material impacts, risks and opportunities*.

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain	Chapter
Climate change mitigation	CO ₂ binding in the products	Positive impact (actual)	Long term	Along the entire value chain	3.1, pp. 24-28
Climate change mitigation	Climate-relevant emissions along the entire value chain	Negative impact (actual)	Long term	Along the entire value chain	3.1, pp. 24-28
Energy	Energy consumption at the production sites	Negative impact (actual)	Long term	Production/ manufacture	3.1, pp. 24-28
Pollution of air	Air pollution close to production (e.g. from volatile organic compounds)	Negative impact (actual)	Long term	Production/ manufacture	3.2, pp. 28-29
Pollution of air	Environmental impact from use of non-renewable resources	Negative impact (actual)	Long term	Production/ manufacture	3.2, pp. 28-29
Resource inflows including resource use/resource outflows related to products and services	Recyclability of finished products and by-products	Positive impact (actual)	Long term	End of the value chain & production/ manufacture	3.3, pp. 30-32
Waste	Durable, high-quality products	Positive impact/ opportunity (actual)	Long term	End of the value chain – customer	3.3, pp. 30-32

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain	Chapter
Own workforce: Working conditions	Protection of employee health and satisfaction (through compliance with working hour regulations)	Positive impact (actual)	Long term	Entire company	4.1, pp. 38-44
Own workforce: Working conditions	Financial security & planning certainty for employees	Opportunity (actual)	Long term	Entire company	4.1, pp. 38-44
Own workforce: Working conditions	Fair working conditions in the company (including compliance with ILO core labour standards)	Positive impact (actual)	Long term	Entire company	4.1, pp. 38-44
Own workforce: Equal treatment and opportunities for all	Development/further development of all employees	Positive impact (actual)	Long term	Entire company	4.1, pp. 38-44
Own workforce: Equal treatment and opportunities for all	Advancement of apprentices and trainees	Positive impact (actual)	Long term	Entire company	4.1, pp. 38-44
Own workforce: Equal treatment and opportunities for all	Knowledge retention and exchange (between generations) in departments and at locations	Positive impact (actual)	Long term	Entire company	4.1, pp. 38-44
Consumers and end-users: Personal safety of consumers and/or end-users	Ensuring the health and safety of consumers	Positive impact (actual)	Long term	End of the value chain – customer	4.2, pp. 45-48
Corporate culture	Attractiveness as an employer through respect, tolerance and fair dealings	Positive impact (actual)	Long term	Entire company	5.1, pp. 60-62
Corporate culture	Increased trustworthiness and reputation, stronger relationships with stakeholders through good corporate ethics	Opportunity (potential)	Long term	Along the entire value chain	5.1, pp. 60-62
Entity-specific disclosures	Negative impact on profitability and competitiveness due to high price pressure	Negative impact (actual)	Long term	End of the value chain – customer	5.1, p. 62

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain	Chapter
Entity-specific disclosures	High service quality/ service orientation	Positive impact/ opportunity (actual)	Long term	Along the entire value chain	4.2, pp. 45-48
Entity-specific disclosures	Fair prices for customers, with appropriate quality	Opportunity (actual)	Long term	Along the entire value chain	4.2, pp. 45-48
Entity-specific disclosures	Innovation and technological development	Positive impact/ opportunity (actual)	Medium term	Production/ manufacture – development	3.3, pp. 30-32

More information on material impacts, risks and opportunities can be found in the corresponding topic-specific standards.

Disclosure requirements in ESRS covered by the undertaking's Sustainability Statement (IRO-2)

The present Sustainability Statement was prepared based on the European Sustainability Reporting Standards (ESRS). The basis is formed by the final ESRS as last amended on August 9, 2024, in consideration of the material topics for Homann Holzwerkstoffe Group. The disclosure requirements contained in the ESRS and covered by the Sustainability Statement are presented in the ESRS index in chapter 6 (pp. 65-67).

Information on sustainability reporting is obtained via the specialist departments and the management. Data and metrics queries are used for the respective topics, with the results of the materiality assessment taken into account.



3. ENVIRONMENTAL INFORMATION

Sustainable action has always been firmly anchored in our corporate philosophy. We use a renewable raw material to produce our wooden fibreboards and rely on thinning and sawmill waste from sustainable managed forests. When processed in our plants, 100% of the incoming wood resources are used. As a manufacturing company, Homann Holzwerkstoffe can contribute to an environmentally friendly economy and reduce the dependence on fossil fuels by operating energy efficiently and making increased use of renewable energy.

3.1 Climate change (ESRS E1)

Homann Holzwerkstoffe Group is aware of its responsibility and takes climate change, which is a major challenge of our times, very seriously. Homann Holzwerkstoffe Group pursues the overarching goal of climate neutrality and is continuously reducing its emissions. Beyond compliance with legal environmental regulations and the expectations of our stakeholders, Homann Holzwerkstoffe acts out of its own conviction and in accordance with its corporate responsibility. Besides continuously reducing our emissions, our work currently primarily focuses on establishing a solid database, e.g. to develop a transition plan for climate change mitigation.

Governance

Integration of sustainability-related performance in incentive schemes (ESRS 2 & E1 GOV-3)

At present, no climate-related considerations are integrated into the remuneration of the management of Homann Holzwerkstoffe Group.

Strategy

Transition plan for climate change mitigation (E1-1)

Our sustainability targets, developed as part of the 2021 strategy process, are based on the sector targets of the Federal Climate Action Act. The Act is based on the goals of the Paris Agreement to limit global warming to 1.5 °C.

Management has given its approval for the development of a transition plan for climate change mitigation. This plan will specify targets, decarbonisation levers and actions. Moreover, the financial resources (investments and operating expenses) for implementation of the transition plan will be made available.

A concrete timetable for the preparation and finalization of the transition plan has not been drawn up yet. Homann Holzwerkstoffe Group does not engage in any coal, oil or gas-related economic activities. This means that no related investments are made. Moreover, Homann Holzwerkstoffe Group is not exempt from the Paris reference values pursuant to Art. 12 of Delegated Regulation (EU) 2020/1818.

Material impacts and their interaction with strategy and business model (ESRS 2 & E1 SBM-3)

Our materiality assessment (see chapter 2.1, pp. 17-20) has identified the following actual impacts related to climate change mitigation and energy as material. No risks and opportunities for the Group were identified.

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain
Climate change mitigation	CO ₂ binding in the products	Positive impact (actual)	Long term	Along the entire value chain
Climate change mitigation	Climate-relevant emissions along the entire value chain	Negative impact (actual)	Long term	Along the entire value chain
Energy	Energy consumption at the production sites	Negative impact (actual)	Long term	Production/manufacture

The core business of Homann Holzwerkstoffe has a positive impact in terms of climate protection.

Wood, the key raw material in our products, captures CO₂, which remains stored in our wooden fibreboards and does not enter the atmosphere. We classify the capturing of carbon in our products as a long-term positive impact, which affects our entire value chain from the raw material to our product to recycling. It is advantageous for the continuation of our business model and means that sustainability aspects are taken into account in our strategy. We consider the business model and the strategy of Homann Holzwerkstoffe Group to be particularly resilient with regard to this aspect, given that wood, as a raw material, and its positive impact will not change.

As a manufacturing company, we give rise to negative impacts along our entire value chain. Climate-relevant emissions are produced, for instance, during the upstream transport of the wood and the production of our consumables, in the production of our wooden fibreboards as well as during the downstream transport of the goods to the customer. This is closely related to our business model and the strategy and has an impact on them. To mitigate this impact, we must take a closer look at our value chain. In a first step, we must identify and quantify the climate-relevant emissions along the value chain to finally develop and implement possible actions for reducing them. We classify the resilience of our business model and the strategy to master this negative impact as medium, as we are partly dependent on assistance from our suppliers and business partners to mitigate it.

During the production and manufacture of our products, energy is consumed at the sites of Homann Holzwerkstoffe Group; it is therefore part of our strategy to continuously implement actions to reduce the consumption of energy. We consider the resilience of our strategy and our business model in this respect to be high, as we have introduced energy management systems, two of which are certified to ISO 50001, at all locations, which allows us to control the consumption of energy and identify potential for savings. This allows us to reduce consumption and the related costs. Moreover, Scope 2 emissions will be reduced as of 2026 due to the purchase of renewable electricity. Awareness-raising measures have a positive impact on our employees' energy consumption behaviour.

Homann Holzwerkstoffe Group has recently carried out a climate-related risk analysis, which is described in the paragraph *Impact, risk and opportunity management*. The evaluation of the results and the implementation of a resilience analysis regarding our strategy and our business model are still pending.

Impact, risk and opportunity management

Description of the processes to identify and assess material climate-related impacts, risks and opportunities (ESRS 2 & E1 IRO-1)

Due to the changes in the regulatory framework, Homann Holzwerkstoffe Group carried out a new materiality assessment in 2024 (see chapter 2.1, pp. 17-20). In addition to the materiality assessment, risks and opportunities for the individual locations are documented in the energy management systems.

To determine the climate-related physical risks, Homann Holzwerkstoffe Group carried out an analysis of the production locations in Losheim, Karlino and Krosno in cooperation with an external partner. The reports prepared comprise an analysis and information on acute and chronic climate risks at location level, which result from various climate scenarios and time periods and are based on current methods of the „Intergovernmental Panel on Climate Change“ (IPCC). This is the sixth assessment report of the IPCC (IPCC AR 6).

The results for each location will be evaluated in the next step, and conclusions will be drawn about what the results mean for the Homann Holzwerkstoffe Group and to what extent they will be incorporated into our materiality assessment. Finally, adaptation solutions will be identified and implemented, and a resilience analysis will be carried out with regard to the impacts on our business model and strategy.

Policies related to climate change mitigation and adaptation (E1-2)

Homann Holzwerkstoffe Group has, up to now, concentrated on internal measures to reduce direct emissions. Consequently, there is currently no consistent policy that addresses climate change mitigation and adaptation. Some of the ongoing activities outlined in the *Strategy* paragraph of this chapter will be integrated into such a policy.

We are nevertheless continuously working to reduce emissions, as described below. This includes complying with environmental regulations and laws and taking the expectations of our stakeholders into account. Management is responsible for this issue and provides the necessary resources. Long-term targets and actions are agreed with the members of the management round. On-site implementation of the actions is the responsibility of the respective technical offices.

Actions and resources in relation to climate change policies (E1-3)

Wood stores CO₂ in a natural way and continues to do so when processed by us. The core business of Homann Holzwerkstoffe Group benefits this impact. No specific actions have therefore been defined to support the storage of CO₂ in the products.

We therefore focus on reducing Scope 1 and Scope 2 emissions. Actions regarding climate-relevant emissions in the upstream and downstream value chain still need to be developed. We are working to change the thermal supply at the Homann Holzwerkstoffe sites to 100% biomass. This has already been achieved for regular operations in Losheim, and Krosno also switched to 100% biomass at the end of 2024. There are already plans for Karlino to switch to 100% biomass for the supply of thermal energy, with the transition to regular operations expected to be realized in the coming years.

Several actions have already been implemented in the past years to manage and reduce the consumption of energy at our production sites. The Losheim and Karlino sites are certified to ISO 50001 and are audited regularly. A comparable energy management system is being introduced at the Krosno site. One of the main goals in Karlino is to continue investing in monitoring the energy supply, which will enable better control of the machine parameters, more efficient production planning and better energy efficiency indicators. Actions that helped reduce energy consumption in Karlino include shorter maintenance times than in 2023, the efficient use of steam recovery systems and as few changes at the main press as possible. In the downstream processes of raw fibreboard production, energy efficiency is influenced by factors such as a work plan adapted to the power output, the quality of the wood chips, the bundling and optimisation of orders, the additional automation of the machining processes and the necessary adaptation of changes introduced by the customer.

The systematic recording of consumption data at all locations, e.g. in the form of energy reports, allows energy-intensive processes to be identified. This allows Homann Holzwerkstoffe Group to effectively optimise processes and accelerate the saving of energy.

The main aim is to meet an increasing proportion of our consumption with renewable energy. Homann Holzwerkstoffe Group is looking at various options to modernise its energy supply, taking into account the specific situation at each of its sites. A step-by-step plan has been drawn up to achieve the targets by 2030. The first step has already been initiated with the purchase of renewable electricity. A final decision on in-house generation in connection with a new biomass boiler in Karlino is about to be made soon.

Besides the consumption of energy, emissions are also recorded at all sites. In the past years, emissions have been reduced thanks to investments in the modernisation of the production sites.

Apart from continuously reducing our emissions, we primarily focus on preparations for the development of an integrated strategy and a policy including the corresponding targets and actions for climate change mitigation.

Targets

Targets related to climate change mitigation and adaptation (E1-4)

As part of the development of a transition plan for climate change mitigation, the current targets are being updated. Homann Holzwerkstoffe Group set itself the following targets already in 2021:

- Reduce Scope 1 and 2 CO₂-eq emissions per cubic metre of HDF by 65% by 2030 (base year 2020)
- Increase the share of renewable electricity consumed to 70% (Scope 2) by 2030 (base year 2020)

The targets set in 2021 were established in accordance with the then-current sector targets and the permissible annual emission quantities stipulated by the Federal Climate Action Act (KSG). In addition, the available emission data of the previous years were evaluated. Our targets have not been externally audited.

So far, the primary lever for decarbonising Homann Holzwerkstoffe Group has been a change in energy sources (e.g. switch to renewable energy).

For the environmental metrics that have been determined as well as further information, e.g. on methodologies, assumptions and progress, please refer to chapter 3.5.

3.2 Pollution (ESRS E2)

Homann Holzwerkstoffe aims to continuously avoid or minimise the production-related impact arising from air pollution. Based on technical innovations, regular environmental monitoring and selective investments, the company is constantly working to reduce environmental impacts and to reliably comply with legal requirements and limits.

Strategy

Material impacts and their interaction with strategy and business model (ESRS 2 SBM-3)

As part of its materiality assessment (see chapter 2.1, pp. 17-20), Homann Holzwerkstoffe Group identified the following negative impacts related to pollution as being material. No positive impacts and no risks or opportunities were identified.

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain
Pollution of air	Air pollution close to production (e.g. from volatile organic compounds)	Negative impact (actual)	Long term	Production/ manufacture
Pollution of air	Environmental impact from use of non-renewable resources	Negative impact (actual)	Long term	Production/ manufacture

The production of our goods generates air pollution at all production sites, which may have an adverse effect on the environment and potentially affect the health of our workforce. In view of our protective measures and the regular training of our workforce, we consider the resilience of our strategy and our business model to mitigate the effects to be rather high.

The use of non-renewable resources in the manufacture of our products results in environmental pollution at all production sites. This has a negative impact on

people and the environment. It also affects the strategy and the business model of Homann Holzwerkstoffe Group, although we consider the resilience of our strategy and business model to cope with the negative impacts to be rather high, as wood, which is the main component of our products, is a renewable resource. In addition, the increased use of bio-based raw materials in the input materials we use (e.g. higher share of bio-based adhesives in paints) is being promoted and in some cases, we have already switched to them (see chapter 3.3, pp. 30-32).

Impact, risk and opportunity management

Description of the processes to identify and assess material pollution-related impacts, risks and opportunities (ESRS 2 & E2 IRO-1)

The material impacts, risks and opportunities have been recorded and assessed by stakeholders (see chapter 2.1, pp. 17-20). In addition, risks and opportunities for the individual locations are recorded in the energy management systems. Also, all neighbours may consult our Sustainability Statement for information or contact us by phone or e-mail if they have any questions. In Losheim, the neighbourhood is informed through the local official gazette.

Policies related to pollution (E2-1)

Responsibility for this sustainability aspect has been delegated to the sites, which also report directly to the management. In the past, every site was asked to autonomously develop policies on avoiding and reducing pollution together with the respective specialist departments. The development of an integrated environmental and climate change mitigation policy is underway (see chapter 3.1, pp. 24-28).

Actions and resources related to pollution (E2-2)

Actions for the structured avoidance and reduction of negative impacts are still being developed. Nevertheless, we already planned and successfully implemented actions in the past to mitigate the impacts. While we are still using substances of concern in our production processes, which contribute to the negative impacts, we comply with all legal requirements in the respective country. Our employees are trained regularly and in accordance with applicable legal provisions, especially in handling hazardous substances. Moreover, statutory limits are verified and complied with. The potential impacts are externally measured on a regular basis. In addition, workplace-related measurements are made, especially for formaldehyde and isocyanates. To minimise potential impacts, air filters are modernised or exchanged as required; in addition, protective measures have been established for the workforce.

Increasing the share of bio-based adhesives in all paints used is another important action aimed at mitigating pollution (see chapter 3.3, pp. 30-32). To this end, we cooperate closely with our suppliers. Other environmental protection measures have been implemented in the past, such as the investment in a modern water treatment plant in Krosno, which was taken into operation in mid-2024. On-site operation of the water treatment plant obviates the need for transporting wastewater and eliminates the associated emissions and costs. In addition to the main wastewater flow, which consists of process wastewater from the HDF line and the paint shop, the new wastewater treatment plant also receives post-processing water from steam generation as well as rainwater and snowmelt water, which can be reused for steam generation after having been cleaned. This not only significantly reduces groundwater extraction but also cuts water extraction fees, operating costs for the industrial water extraction and treatment plant and electricity consumption. Further actions are described in chapters 3.1 and 3.3 of the Sustainability Statement.

Targets

Targets related to pollution (E2-3)

Homann Holzwerkstoffe aims to avoid or minimise potential as well as actual pollution arising from production. To this end, we are increasingly using low-emission technologies and investing in environmental and plant technology with a focus on air, soil and water protection.

An integrated environmental and climate change mitigation policy is still being developed (see chapter 3.1, pp. 24-28). Building on this policy, targets for the structured treatment of negative impacts can be defined. Environmental pollution aspects are addressed by each location, with the legal requirements of the respective country being complied with. The related actions are explained in more detail in the paragraph *Impact, risk and opportunity management* of this chapter.

3.3 Resource use and circular economy (ESRS E5) Strategy

For sustainable production, Homann Holzwerkstoffe Group purchases residual wood from sawmills as well as thinnings from sustainably managed forests to produce wooden fibreboards. We pay strict attention to the responsible and ethically acceptable procurement of raw materials: As a general rule, we do not use wood from illegal logging, from forests worthy of protection, from natural forest clearance or from genetically modified trees. Resource utilisation and circular economy are sustainability aspects that mainly open up opportunities for our company and our business model – whether by increasing the recyclability of our products or by producing durable and high-quality products.

Material impacts and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

The following positive impacts along the upstream and downstream value chain of Homann Holzwerkstoffe were identified in the materiality assessment (see chapter 2.1, pp. 17-20) Two of these impacts are also considered to be opportunities for our business model.

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain
Resource inflows including resource use/resource outflows related to products and services	Recyclability of finished products and by-products	Positive impact (actual)	Long term	End of the value chain & production/manufacture
Waste	Durable, high-quality products	Positive impact/opportunity (actual)	Long term	End of the value chain – customer
Entity-specific disclosures	Innovation and technological development	Positive impact/opportunity (actual)	Medium term	Production/manufacture – development

The recyclability of our products and by-products is a positive impact of our business activity. Wood, which is the main component of our products, is easy to recycle by nature. At the end of their lifecycle our products are ideally recycled and used in new cycles. They also serve as energy sources and are thermally utilised. Our plants utilise 100% of the incoming wood resources. Production residues are used in on-site biomass plants to generate heat. By continuously refining our products and processes, we aim to further increase the recyclability of our products also in our own production process. Thanks to the properties of wood, we see great potential for our business model

and our strategy to exploit and advance these positive impacts even more effectively in the future.

Homann Holzwerkstoffe Group focuses on high-quality and durable products. Our business model thus advances positive impacts on people and the environment. The durability of our products reduces waste, leading to fewer product replacements for customers at the end of the value chain. As the longevity and durability of our products are material elements of our strategy, we consider the possibility to take advantage of this opportunity as well as the positive impacts to be rather high.

Another strategic opportunity for Homann Holzwerkstoffe Group arises from innovations and technological developments that have a positive impact on people and the environment in the medium term, e.g. through efficient processes and more environmentally friendly products. Moreover, Homann Holzwerkstoffe secures jobs by continuously developing our company and our products. In doing so, we make sure to communicate the requirements of society, the market and our customers to our development team. We consider the resilience of our strategy and our business model to take advantage of this opportunity to be rather high.

Impact, risk and opportunity management

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities (ESRS 2 & E5 IRO-1)

We identified the material impacts and opportunities in the context of our new materiality assessment in 2024 (see chapter 2.1, pp. 17-20) In addition, risks and opportunities for the individual locations are recorded in the energy management systems. To continuously monitor the impacts of this strategically important sustainability aspect, the opportunities and risks are reviewed and analysed in detail on an annual basis. Besides having our existing materiality assessment validated by our external stakeholders, we regularly liaise with the authorities on this sustainability topic.

Policies related to resource use and circular economy (E5-1)

To ensure a reliable, efficient and low-emission supply of raw materials, we cooperate closely with regional forestry companies located in the vicinity of our plants. The average procurement radius across all locations is approximately 140 kilometres.

We place a clear strategic focus on the quality of our products and services. Besides positive sustainability effects, we thus strengthen long-term relationships with our customers and business partners, which enables us to maintain our leading market position.

Apart from the quality of our products and forward-looking actions, innovation processes are important for Homann Holzwerkstoffe Group to secure the future viability of our company. In this context, we promote a continuous, cross-divisional exchange throughout the Group. In the event of new innovation projects, the responsible specialist department informs the management about the progress of the project on an ongoing basis. A regular and structured exchange – both within the Group and with mechanical engineers, suppliers and customers – allows us to identify potential challenges at an early stage and to effectively address them.

Many relevant actions have so far been pursued locally at the individual sites. We are currently working on an integrated environmental and climate policy to mitigate and avoid negative impacts and risks, while also capitalising on positive impacts and opportunities.

Actions and resources related to resource use and circular economy (E5-2)

To ensure the high quality standards of Homann Holzwerkstoffe Group and to advance the longevity and positive impacts of our products, all plants are certified to ISO 9001. The production processes are continuously monitored by the Quality Assurance Department.

Projects have been initiated at all of the Group's production sites to support the introduction of recycled fibres in our products. The Polish sites are working on a policy for the systematic collection of internal recycling materials. The Losheim site has invested in a dosing hopper to improve the addition of recycled wood chips. The development of the necessary technologies plays a key role in increasing the share of recycled fibres. Homann Holzwerkstoffe is involved in the development of the corresponding machinery and processes.

Since May 2022, Homann Holzwerkstoffe has also participated in the four-year EU-wide “[EcoReFibre](#)” project. The project aims to increase the timber resources in Europe with the help of recycling by replacing up to 25% of the virgin fibres currently used on the European fibreboard market with recycled fibres. The first results were achieved in the technical laboratory in 2023. Further tests at pilot plant level as well as the first production trials are planned by 2026.



At the same time, the project aimed at increasing the share of bio-based adhesives in paints will be accelerated. Here, we cooperate closely with our paint suppliers. The first interim targets have already been achieved, as explained in the *Targets* paragraph.

As we finalise our integrated environmental and climate policy, further effective actions will be developed in the future.

Targets

Targets related to resource use and circular economy (E5-3)

In the context of the development of an integrated environmental and climate policy, Homann Holzwerkstoffe Group will define extensive targets related to resource use and circular economy. The following targets were already developed in 2021, when our sustainability strategy was drawn up:

- Increase the share of recycled fibres in the product to up to 15% by 2030 (base year 2020)
- Increase the share of bio-based adhesives across all paints used to 50% by 2030 (base year 2020)

The technology required to increase the share of recycled fibres is still under development, as described in the information on the “EcoReFibre” project in the *Impact, risk and opportunity management* paragraph. The target relates to the „recycling“ level in the waste hierarchy.

With regard to increasing the share of bio-based adhesives in paints, the first sub-target, the transition to 5% “better carbon” (use of sustainable, natural resources) was achieved across all locations in 2023. The next target of 15% “better carbon” will be achieved in mid-2025. Ultimately, the share of bio-based adhesives for all paints used is to be increased to 50% by 2030.

As we produce semi-finished products, the Homann Holzwerkstoffe Group has only limited influence on the circular product design development. It is our customers who produce the final piece of furniture and develop the product design.

3.4 EU Taxonomy

The EU taxonomy is a key element of the European Green Deal, aimed at directing capital flows into sustainable investments to make the European economy climate-friendly and resource-efficient. Under the CSRD, Homann Holzwerkstoffe Group will probably also be obliged to include disclosures in accordance with Art. 8 (1) of Regulation (EU) 2020/852 (EU Taxonomy Regulation) in its reporting. The aim is to demonstrate how and to what extent the company's revenues, capital expenditures and operating expenses are linked to economic activities that can be classified as environmentally sustainable.

We began preparations for EU Taxonomy reporting as early as January 2024. The current status is presented below.

First, the taxonomy eligibility of Homann Holzwerkstoffe's business activities was analysed. An activity is taxonomy-eligible if it is included and described in the EU Delegated Regulations. Following an analysis of our business model, an evaluation of several documents as well as discussions with specialists and executives of Homann Holzwerkstoffe Group, the following taxonomy-eligible activities have been identified to date:

Environmental objectives of the EU taxonomy	Economic activity
Environmental objective 1: Climate change mitigation	4.24 Production of heat/cool from bioenergy 5.3 Construction, extension and operation of waste water collection and treatment 6.6 Freight transport services by road 7.2 Renovation of existing buildings 7.7 Acquisition and ownership of buildings 9.3 Professional services related to energy performance of buildings
Environmental objective 4: Transition to a circular economy	3.4 Maintenance of roads

At the time of the preparatory activities, our revenue-generating core activity, namely the production and sale of wooden fibreboards, was not eligible under the taxonomy.

For a taxonomy-eligible activity to be classified as taxonomy-aligned and thus environmentally sustainable, it must make a significant contribution to at least one environmental objective and not significantly harm any

other environmental objective. The EU has defined corresponding criteria for this. As part of our preparatory activities, we have already addressed the respective criteria and incorporated the relevant requirements into audit templates to facilitate the future audit of compliance with the criteria and to fulfil the documentation duties.



3.5 Environmental metrics

In this chapter, Homann Holzwerkstoffe Group presents selected environmental metrics. They complement the qualitative information on climate change (see chapter 3.1, pp. 24-28), pollution (see chapter 3.2, pp. 28-29) as well as resource use and circular economy (see chapter 3.3, pp. 30-32) and provide a transparent insight into material environmental aspects of the company.

Climate change metrics

The following metrics provide an overview of the energy consumption and green house gas emissions of Homann Holzwerkstoffe Group. In the previous reports, this information was collected on the basis of the GRI standards. The presentation of the environmental metrics is structured with reference to the ESRS requirements, although not all disclosures required under these standards are provided in full.

Energy consumption and mix (E1-5)

Energy consumption within the organisation*

in GWh	2022	2023	2024
Electricity consumption	213.71	196.71	207.54
Thermal energy	0.21	0.21	0.15
Natural gas	32.77	24.45	28.37
Liquid gas	1.36	1.04	1.26
Heating oil	17.27	1.93	2.26
Biomass	541.91	581.15	620.07
Coal consumption	101.32	27.98	5.84
Diesel	7.68	7.33	7.43
Total	916.23	840.80	872.92

* Consumption figures refer to the following locations:
 Electricity consumption: Losheim, Herzberg, Karlino, Krosno, Homatech
 Thermal energy: Herzberg
 Natural gas: Losheim, Karlino
 Liquid gas: Losheim, Krosno
 Heating oil: Losheim, Karlino
 Biomass: Losheim, Karlino, Krosno
 Coal consumption: Krosno
 Diesel: Losheim, Krosno, Homatech

Energy intensity

Specific energy consumption [kWh/m ³ -HDF]	2022	2023	2024
Total	1,314	1,351	1,303

Gross Scope 1 and 2 GHG emissions (E1-6)

Direct (Scope 1) GHG emissions*

Direct emissions [tonnes CO ₂ -eq net]	2022	2023	2024
Total	49,989	17,627	15,855

* This information relates to the Losheim, Karlino and Krosno plants
Comprises natural gas, heating oil, biomass, coal, diesel industrial vehicles as well as petroleum gas and is based on the calculations of the audited CO₂ certificate trade and internal data.
Emission factors could be taken from the carbon certificates. Moreover, specific emissions for diesel and liquid gas were researched.

Energy indirect (Scope 2) GHG emissions*

Indirect emissions [tonnes CO ₂ -eq net]	2022	2023	2024
Total	146,654	134,991	136,733

* Indirect emissions are made up of information on electricity purchases in Losheim, Herzberg, Karlino, Krosno and Homatech as well as information on heat sourced in Herzberg.
Emission factors could be taken from the respective final bills. Renewable electricity is purchased from energy suppliers who provide the legally required information on the origin of the electricity.

GHG emissions intensity*

Specific amount of CO ₂ [tonnes CO ₂ netto/m ³ HDF]	2022	2023	2024
Total	0.2821	0.2453	0.2277

* The information comprises the emissions of the Losheim, Herzberg, Karlino and Homatech sites and the production volumes of the three plants.

Resource use and circular economy metrics

The following metrics provide an overview of the waste and resource use of Homann Holzwerkstoffe Group. In the previous reports, this information was collected on the basis of the GRI standards. The presentation of the environmental metrics is structured with reference to the ESRS requirements, although not all disclosures required under these standards are provided in full.

Resource outflows (E5-5)

Homann Holzwerkstoffe Group specialises in the production of thin, high-quality finished wood fibreboards (MDF/HDF). We mainly supply the furniture and door industry. Wood, which is our most important raw material, is characterised by high durability and is reusable (e.g. for the repeated dismantling and reassembly of furniture). Moreover, wooden fibreboards are recyclable. As part of the waste wood stream, they are used as raw material in the wood-based materials industry. Also, the production residues are recycled to generate heat. Our products, materials and value chain are described in more detail in section 2.1.

The waste metrics of Homann Holzwerkstoffe Group presented below are reported voluntarily in addition to the datapoints identified as material.

Waste generated*

in tons	2022	2023	2024
Total**	62,960	73,647	85,089

* This information relates to the Losheim, Karlino and Krosno plants as well as to Homatech and Homatrans.

** The total is broken down by composition (hazardous/non-hazardous waste) below.

Hazardous waste*

Hazardous waste – in tons	2022	2023	2024
Total	2,015	1,770	2,312

* This information relates to the Losheim, Karlino and Krosno plants as well as to Homatech and Homatrans.

Non-hazardous waste*

Non-hazardous waste – in tons	2022	2023	2024
Total	60,945	71,877	82,777
of which wood waste and dust	51,968	63,843	74,974
Total amount excl. wood waste and dust	8,977	8,034	7,802

* This information relates to the Losheim, Karlino and Krosno plants as well as to Homatech and Homatrans.



4. SOCIAL INFORMATION

Homann Holzwerkstoffe Group places great importance on social aspects both within its own business activities and throughout the entire value chain. The Group recognises its responsibility to create fair working conditions and promote the well-being of its workforce while ensuring high standards of product safety and quality. The company's own Codes of Conduct provide the basis for this.

4.1 Own workforce (ESRS S1)

The 1,528⁴ employees of Homann Holzwerkstoffe Group are the foundation of our company's success. To ensure the continued and sustainable success of our company, we attach great importance to the long-term retention and training of our employees. We aim to create attractive working conditions and support our employees in the long term through comprehensive training and skills development programmes. To this end, it is essential that we comply with all legal regulations, demonstrate human due diligence and uphold company-wide values in order to ensure successful cooperation.

Strategy

Material impacts and opportunities and their interaction with strategy and business model
(ESRS 2 & S1 SBM-3)

As part of its materiality assessment (see chapter 2.1, pp. 17-20), Homann Holzwerkstoffe Group assessed the following positive impacts and the following opportunity in connection with its own workforce as material. No negative impacts or risks were identified.

⁴ Balance sheet date December 31, 2024

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain
Own workforce: Working conditions	Protection of employee health and satisfaction (through compliance with working hour regulations)	Positive impact (actual)	Long term	Entire company
Own workforce: Working conditions	Financial security & planning certainty for employees	Opportunity (actual)	Long term	Entire company
Own workforce: Working conditions	Fair working conditions in the company (including compliance with ILO core labour standards)	Positive impact (actual)	Long term	Entire company
Own workforce: Equal treatment and opportunities for all	Development/further development of all employees	Positive impact (actual)	Long term	Entire company
Own workforce: Equal treatment and opportunities for all	Advancement of apprentices and trainees	Positive impact (actual)	Long term	Entire company
Own workforce: Equal treatment and opportunities for all	Knowledge retention and exchange (between generations) in departments and at locations	Positive impact (actual)	Long term	Entire company

The impacts and the opportunity identified as material relate to Homann Holzwerkstoffe Group's own workforce. This refers to the employees at the Munich, Karlino, Krosno, Losheim and Herzberg sites, all of whom are included in this Sustainability Statement. Homann Holzwerkstoffe defines its own workforce as all people employed at our locations and paid by the respective location. External employees, on the other hand, are defined as individuals who work temporarily for Homann Holzwerkstoffe via an external company and are paid by this company.

Both the material impacts and the material opportunity are related to Homann Holzwerkstoffe's strategy and business model. To protect employee health and satisfaction, working hours and overtime hours are recorded in overtime accounts at all locations. In addition, our employees receive training on their rights and obligations. The end result is a better compatibility of family, private life and work, which has a positive impact on our employees and our business model.

Financial security and planning certainty for employees are a material opportunity for Homann Holzwerkstoffe. Thanks to regular and punctual payment, we are recognised by our employees as a reliable employer. In 2024, there was a disproportionate increase in personnel expenses in relation to total output of EUR 9.3 million, which could, however, be offset by the additional revenues generated (EUR 15.4 million). The personnel expense ratio rose to 18.4% (previous year: 16.6%). A financial risk arises if costs increase due to the shortage of skilled labour when skilled employees leave or new positions are created. Our resilience can nevertheless be rated as rather high as we at Homann Holzwerkstoffe benefit from a high level of employee loyalty. The average length of service at our production sites in Karlino and Krosno is 11 years and 9 years, respectively, and in Losheim and Herzberg it is 15 years.

Fair working conditions in the company (including compliance with ILO core labour standards) are a given for the Group and were identified as another positive impact. These are closely linked to our strategy and the business model of Homann Holzwerkstoffe. They are also underpinned by the Code of Conduct for our employees. This has a positive impact on working conditions and thus also on our employees. Both the Code of Conduct and training on this subject enable us to advance the positive impact.

In addition to maintaining good working conditions, the development and further development of our employees are very important to us and were identified as another positive impact. As part of our strategy, we offer job-related skills development programmes for all employees. This has a positive impact on each individual employee and on cooperation. The comprehensive skills development programmes at all locations enhance the resilience of our strategy and our business model.

The promotion of apprentices and trainees was also identified as a material impact. Our programmes for apprentices from the region, with the prospect of being retained after training, are an integral part of Homann Holzwerkstoffe Group's strategy. This has a positive impact on the people in the regions of our sites as our apprenticeships are an important offer for local young people. Given that the available apprenticeship positions were well filled in the past years, we consider Homann Holzwerkstoffe Group's ability to promote apprentices to be very high.

Knowledge retention and exchange between generations and within our departments and locations, is also a material positive impact for us. This should be further expanded and promoted in the long term. The aim is, for example, to ensure production security and thus also safeguard our business model. In this context, a positive impact on our employees is that passing on their knowledge shows them that their work is valued. Given that so far knowledge has primarily been exchanged between generations, but not across plants in all specialist departments, the benefit of the positive impact could be further increased.

Compliance with fair working conditions is closely linked to our strategy and results from legislation. All other impacts and our opportunity result from the strategy of Homann Holzwerkstoffe Group. In addition, Homann Holzwerkstoffe is involved in all impacts due to its activities. The promotion of apprentices and trainees is related to the provision of jobs, while the other impacts are influenced by the safeguarding of working conditions.

Our activities have a positive impact on our employees and thus advance the positive impacts identified as material. These include:

- Fixed shift times
- Flexitime for administrative staff
- Time recording
- Regular and timely payment of wages over many years
- Opportunity to consult our trusted lawyer or ombudspersons in the event of problems
- Skills development programmes tailored to our employees
- Offer of apprenticeship positions
- Exchange between departments through regular meetings and on-site visits

These positive impacts result in motivated employees who remain with the Homann Holzwerkstoffe Group in the long term. The staff turnover rate of 8% in 2024 is correspondingly low.

To date, there have been no impacts on Homann Holzwerkstoffe's own workforce related to reducing negative impacts on the environment and achieving greener and climate-neutral operations. The Group has not yet developed a transition plan for climate protection, but has already implemented and planned a number of actions to reduce carbon emissions (see chapter 3.1, pp. 24-28). Where necessary and sensible, our employees receive appropriate further training to adapt to possible changes in the company. Further impacts on our employees, such as the number of jobs, through actions aimed at reducing the negative impact or advancing the positive impact on the environment are not planned in our Group.

Impact, risk and opportunity management

Policies related to own workforce (S1-1)

For Homann Holzwerkstoffe, adhering to company-wide values and behavioural standards is the foundation for a trusting and successful collaboration with our employees. To make this fundamental approach binding, a Code of Conduct for employees and an additional Code of Conduct for business partners were introduced in 2021. Both documents are based on national and international standards and apply across the Group to all locations, companies and employees of the Homann Holzwerkstoffe Group. The Code of Conduct for employees is made available during the onboarding process and can also be found on our website. The top management level is responsible for implementing the Codes and for making available the required resources.

The Code of Conduct for employees defines binding rules for responsible behaviour in everyday working life. It is based on the core corporate values of quality, reliability, responsibility, trust and economic efficiency. These basic principles also reflect internationally recognised standards such as the Universal Declaration of Human Rights, the ILO core labour standards

and the OECD Guidelines for Multinational Enterprises. This explicitly includes the rejection of human trafficking, forced labour and child labour. Homann Holzwerkstoffe rejects any form of discrimination and is committed to treating all employees with respect, fairness and partnership. Equal rights, diversity and a non-discriminatory working environment are expressly promoted. Discrimination, harassment or unfair treatment based on ethnic origin, skin colour, gender, religion or ideology, physical constitution, appearance, age, sexual identity or other legally protected characteristics will not be tolerated. In 2024, there were no incidents of discrimination, serious human rights violations or incidents in connection with its own workforce at Homann Holzwerkstoffe. Compliance with applicable laws, internal regulations and voluntary commitments is part of the Group-wide compliance culture. Homann Holzwerkstoffe has not made any commitments related to inclusion or positive action for particularly vulnerable groups in its own workforce.

In addition to respecting basic human rights, the further development of our employees is very important to us. Homann Holzwerkstoffe therefore relies on structured training and skills development programmes to strengthen the qualification and long-term development of its workforce. This includes customized training plans for all employees, formats for the transfer of knowledge by experienced colleagues, internal development opportunities and regular appraisals. 28% of employees took part in a feedback meeting last year. Both personal and professional development are to be continuously promoted in this way.

Homann Holzwerkstoffe maintains an open and transparent dialogue with all relevant stakeholders, including its own employees. Regular communication on topics and developments relevant to the company takes place via various channels, such as our HOMANIT website, notices or e-mails, and is continuously further developed.

In future, it is planned to develop a more detailed HR policy that addresses all impacts and opportunities identified as material.

Processes for engaging with own workers and workers' representatives about impacts (S1-2)

Homann Holzwerkstoffe considers the perspectives of its own workforce by collaborating with existing employee representatives. There is a works council at our locations in Losheim and Herzberg. In Krosno, there are trade unions that employees can join voluntarily. In Karlino, three employee representatives per company are elected by the employees. Changes to the regulations or general changes to the conditions for employees are decided jointly with the various employee representatives. At the Krosno site, for example, terminations of contracts with employees are agreed with the trade unions on the initiative of the employer. In general, the various employee representatives are involved in relevant work-related topics on specific occasions in accordance with the statutory co-determination rights. Responsibility for dealing with the concerns of the company's own workforce lies with the management. External employees are included in existing occupational safety policies at the respective locations.

Taking action on material impacts on own workforce, and approaches to pursuing material opportunities related to own workforce, and effectiveness of those actions (S1-4)

Homann Holzwerkstoffe takes various actions to promote fair, safe and long-term stable working conditions at all locations. In this context, the focus is on strengthening training and skills development, retaining qualified employees in the long term and complying with human rights due diligence. In addition, Homann Holzwerkstoffe continuously invests in occupational health and safety.

To ensure human rights due diligence and a fair working environment, Homann Holzwerkstoffe has set up a digital whistleblowing system that allows employees to report potential violations anonymously. At the Losheim site, there is also an external trusted lawyer who operates independently and is responsible for the confidential handling of reports. Serious breaches are discussed with the management and lead to appropriate action being taken. Training sessions regularly cover how the system functions and how to contact the trusted lawyer. Given the differences between German and Polish whistleblowing legislation, we have decided to appoint a specialist for confidential issues at the Polish locations who is employed by the company.

Regarding the retention of qualified employees, we are continually refining the onboarding and offboarding processes at our Polish locations to keep our staff for as long as possible and to ensure a smooth start for new colleagues. For instance, we hold various feedback meetings to assess the onboarding process or to understand the reasons behind employees leaving the company.

Homann Holzwerkstoffe regularly takes various actions to recruit young talent at an early stage and to develop practice-oriented training programmes. This includes collaborating with schools and universities, participating in trade fairs and organising open days, information events and plant tours. We also offer holiday jobs and summer internships as well as a dual study programme and are constantly expanding the apprenticeships available.

Apprenticeships available to all genders

Losheim:

- Electronics technician
- Industrial clerk
- Industrial mechanic
- Machine and plant operator

Karlino:

- Machine operator for woodworking machines
- Mechatronics technician
- IT technician

Krosno:

- IT technician
- Logistics technician

Herzberg:

- Office manager

Homatech:

- Electrical engineer
- Mechatronics technician
- Electrician

Homatrans:

- Logistician

To promote the further development of our existing employees, we regularly expand our range of on-site and online training and skills development programmes. In 2024, the average number of training hours per employee was 21.9 hours. To prevent any type of work-related accidents, our employees regularly participate in statutory training during the onboarding process and in their day-to-day work on topics such as data protection, fire protection, safety, health protection and first aid. If employees perform certain types of work classified as high risk work or requiring additional safety measures, they receive additional training. Our sites in Karlino and Krosno, as well as Homatech, are certified in accordance with the ISO 45001 occupational health and safety management system. Our site in Losheim has a non-certified occupational health and safety policy. Additionally, a training course focusing on anti-harassment and discrimination was provided for all Polish executives. Executives were also given access to online platforms with expert knowledge and training programmes to further develop their soft skills. In Losheim, employees with PC access were offered training on IT security in addition to the existing training plan.

No new actions other than the existing ones were introduced in 2024. Homann Holzwerkstoffe is currently undergoing a structured process to further develop its sustainability policies, actions and targets. This process has not been completed yet.

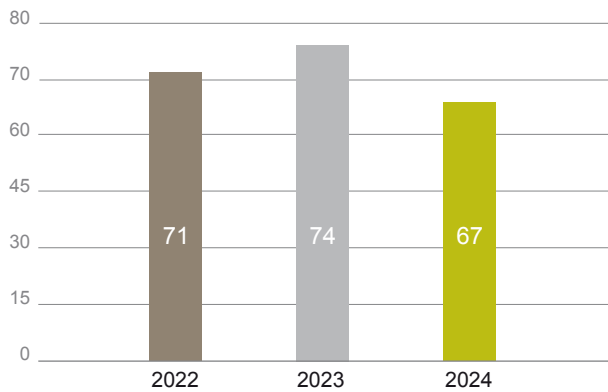
Targets

Targets related to advancing positive impacts, and managing material opportunities (S1-5)

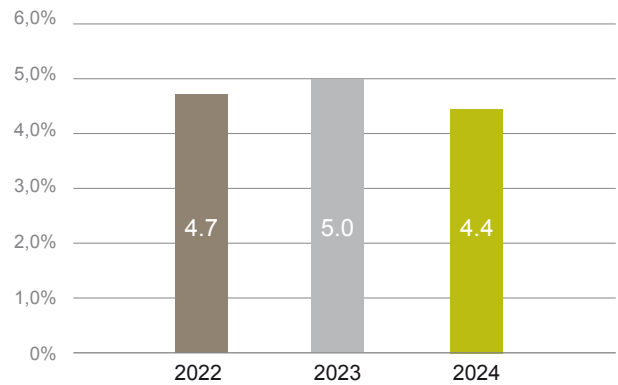
Homann Holzwerkstoffe aims to strategically develop its employment policy and adapt it to future needs. Key components include the continuous optimisation of HR processes, particularly for the onboarding and offboarding of employees, and the promotion of an employer culture focused on trust, development and long-term loyalty. Many of our employees have been with the company for a long time. This is aimed to be further strengthened by establishing an employer brand that our employees identify with and are happy to commit to.

Another target is the consistent expansion of the training and skills development programmes, particularly with regard to technological changes in the production environment. The transformation of machines and systems requires new qualifications and an adapted skills profile of employees. Against this background, Homann Holzwerkstoffe aims to increase the average number of training hours per employee to 25 hours per year by 2026. In addition, a Group-wide proportion of apprentices of 5% is targeted by 2026.

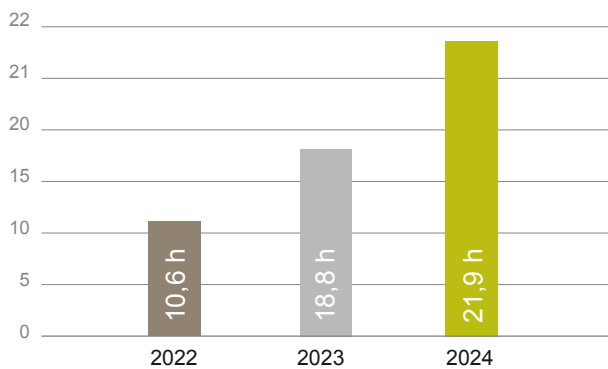
Number of apprentices at Homann Holzwerkstoffe



Apprenticeship training rate at Homann Holzwerkstoffe



Average training hours per employee



The specialist departments of Homann Holzwerkstoffe Group submit the targets as proposals to the management, which ultimately approves them. Our employees are not directly involved in this process. They can submit suggestions for improvement at any time via our HR mailboxes at the locations or in person. The described targets relate to our own workforce.

As already mentioned in the *Impact, risk and opportunity management* section of this chapter, Homann Holzwerkstoffe is currently in the process of further developing its sustainability targets. In this Sustainability Statement, the corresponding targets can therefore not yet be fully described in accordance with the new requirements.

4.2 Consumers and end-users (ESRS S4)

Homann Holzwerkstoffe is committed to considering the impact of its products and services along the entire value chain, including on consumers and end-users. We focus on the safety and quality of our products. Consumers and end-users are to be protected by compliance with high quality standards and benefit from the durability of the products at fair prices. The dialogue with business partners and customers promotes the early identification and targeted implementation of new requirements.

Strategy

Material impacts and opportunities and their interaction with strategy and business model (ESRS 2 & S4 SBM-3)

As part of the materiality assessment (see chapter 2.1, pp. 17-20), the following positive impacts and opportunities in connection with consumers and end-users were assessed as material for Homann Holzwerkstoffe Group. No negative impacts or risks were identified.

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain
Consumers and end-users: Personal safety of consumers and/or end-users	Ensuring the health and safety of consumers	Positive impact (actual)	Long term	End of the value chain – customer
Entity-specific disclosures	High service quality/ service orientation	Positive impact/ opportunity (actual)	Long term	Along the entire value chain
Entity-specific disclosures	Fair prices for customers, with appropriate quality	Opportunity (actual)	Long term	Along the entire value chain

Homann Holzwerkstoffe Group's main customers are businesses. The Group has no direct contact with consumers and end-users. Nevertheless, their perspective has been included in this Sustainability Statement wherever possible. No particularly vulnerable consumer and end-user groups according to ESRS S4 SBM-3 paragraph 10 a are affected by the impacts of Homann Holzwerkstoffe Group.

Ensuring the health and safety of consumers was identified as a positive impact of the Group. We thereby not only ensure increased safety when using our products, but also increase confidence in them. As we regularly test the properties and quality of our products, Homann Holzwerkstoffe is directly involved in this impact through its activities. Continuous internal and external testing makes our strategy and our

business model resilient to this impact. Ensuring the health and safety of consumers is an integral part of Homann Holzwerkstoffe's business model and strategy and is also legally required. Compliance with the requirements moreover leads to a positive reputation for the company.

Pursuing high service quality and service orientation was identified as both a material positive impact and a material opportunity. By providing good service, we achieve long-term customer loyalty and a low complaint rate. The resulting customer loyalty is also positive for consumers and end-users as well as for our business customers. The positive impact results directly from our business model. Through the tasks and processes of our sales and customer service, we are directly involved in this impact. The financial

effects on our financial, asset and earnings position resulting from high service quality and service orientation are reflected in our good earnings position compared to our competition. They contribute to the resilience of our company as they strengthen long-term customer loyalty.

We see the offering of fair prices at appropriate quality for our customers as an opportunity that has a positive impact on Homann Holzwerkstoffe Group, as it promotes long-lasting business relationships. This also strengthens the Group's resilience. There is no significant risk of having to adjust the carrying amounts of assets and liabilities in 2025.

The following activities advance the positive impacts we have identified as material:

- Continuous monitoring of quality at all locations in accordance with ISO 9001
- Regular quality control by external institutes
- Reaction to and implementation of customer requirements ("better carbon")
- Close customer contact through our sales staff
- Fast problem solving

Impact, risk and opportunity management

Policies related to consumers and end-users (S4-1)

Homann Holzwerkstoffe Group focuses on the quality of its products and services to maintain long-term customer loyalty and ensure the safety of consumers and end-users. Our strategic approach to quality includes individual customer service by assigning a specific sales employee to a specific customer and by maintaining close personal relationships between our sales staff and our customers. These close contacts enable us to identify potential challenges at an early stage. Complaints and enquiries are forwarded directly to designated contacts who provide immediate feedback once the matter has been dealt with internally. As indicators for appropriate prices, we consider the complaint rate as well as the achievement of (sales) targets.

Quality management is essential for all our locations. HOMANIT was certified to the quality management standard DIN EN ISO 9001 as early as 1995. Today, our plants are certified to the current ISO 9001:2015 standard. Our operating companies also define their own site-specific quality policies.

The quality policy of the Losheim site is described below as an example, but in principle it can be applied to all plants: Our employees' knowledge and close communication about our products is crucial to recognising quality issues at an early stage and rectifying them at the source, rather than just rejecting non-conforming products during the final inspection. Close cooperation and the continuous transfer of knowledge between the management, sales management and technical management as well as all employees is essential in this context.

Regarding the protection of consumer and end-user health, our products adhere to high standards. All lacquers and paints used are water-based and/or solvent-free. The ingredients of and emissions from our raw and refined fibreboards are regularly monitored by external institutes and are subject to strict limits. The adhesives used to manufacture the fibreboards are thermosetting resins of the latest generation. Under the influence of temperature, urea and melamine resins cross-link to form solid networks. In-house monitoring several times a day and regular checks by external institutes ensure that only the smallest amounts of the adhesive components required for the manufacturing of our fibreboards are emitted after their production. The latest version

of the formaldehyde emission classes is always complied with: E1 according to the Chemicals Prohibition Ordinance 2020 (E05), EPA/TSCA Title VI – 40 CFR Part 770 & CARB Phase 2, IKEA IOS-MAT 0003 and IOS-MAT 0181. A tight network of internal and external monitoring tests ensures sustainable quality in the production of fibreboards. The grade of the quality management system is assessed through regular external audits. In 2024, there were no incidents of non-compliance in connection with the health and safety impacts of products and services.

To comply with the human rights obligations relevant to consumers and end-users, Homann Holzwerkstoffe Group adopted a Code of Conduct for business partners in 2021. The Code of Conduct is based, among others, on the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the core labour standards of the International Labour Organization (ILO). For Homann Holzwerkstoffe, the protection of human rights is not only essential in the direct working environment but also with regard to the consumers and end-users of the products. We expect our business partners to meet appropriate standards in health protection and in the areas of occupational, plant and transport safety. Material and production-related risks should be reduced methodically and systematically. The company thereby makes a contribution to trustworthy, safe and responsibly manufactured products.

Homann Holzwerkstoffe's business partners are also required to respect these principles, to pass them on to their partners and service providers and to ensure that suitable actions are taken to implement them. They confirm this to us in writing. Compliance with these requirements can be checked by Homann Holzwerkstoffe. Breaches of the Code of Conduct can result in appropriate sanctions up to the termination of business relationships.

Management is responsible for the policies related to consumers and end-users. With regard to strategic planning and the impacts and opportunities identified as material for the Group, there is a regular exchange between the management and sales. The policies apply to all products and locations. Feedback from our customers is considered in the development of the policies. The employees of Homann Holzwerkstoffe Group are informed about the respective policies by the management itself or by sales.

Processes for engaging with consumers and end-users about impacts (S4-2)

Homann Holzwerkstoffe is not in direct contact with consumers and end-users, as our direct customers are businesses. However, the sales department is in close contact with our customers. Customers, in turn, bring the perspective of consumers and end users into discussions. There is a regular exchange between the management and sales about our customers and their feedback is included in the corporate strategy.

Taking action on material impacts on consumers and end-users, and approaches to pursuing material opportunities related to consumers and end-users, and effectiveness of those actions and approaches (S4-4)

We continue to rely on our proven strategies to ensure high service and product quality. The actions taken so far have a positive impact on customer satisfaction and will be continued. This includes, for example, continuous cooperation with our suppliers at all locations to optimise production and ensure the quality of our products, but also close cooperation with our employees to improve the quality of our services. We attach great importance to supporting our employees in the best possible way by providing them with the knowledge they need in an ever-changing working environment through training and further education. Increasing automation of our production also improves the quality of our products.

No further actions other than those tried and tested to date were introduced in 2024. Going forward, we will also provide further information on this topic as soon as the sustainability policy has been adopted.

Targets

Targets related to advancing positive impacts, and managing material opportunities (S4-5)

As already mentioned in chapter 4.1, Homann Holzwerkstoffe is currently in the process of further developing its sustainability targets. It is therefore not possible to describe any targets related to consumers and end-users that go beyond the existing approach to service and quality in the current Sustainability Statement.

4.3 Social metrics

In this chapter, Homann Holzwerkstoffe Group presents selected social metrics. They complement the qualitative information on the undertaking's own workforce (see chapter 4.1, pp. 38-44) as well as on consumers and end-users (see chapter 4.2, pp. 45-48) and provide a transparent insight into material social aspects of the company.

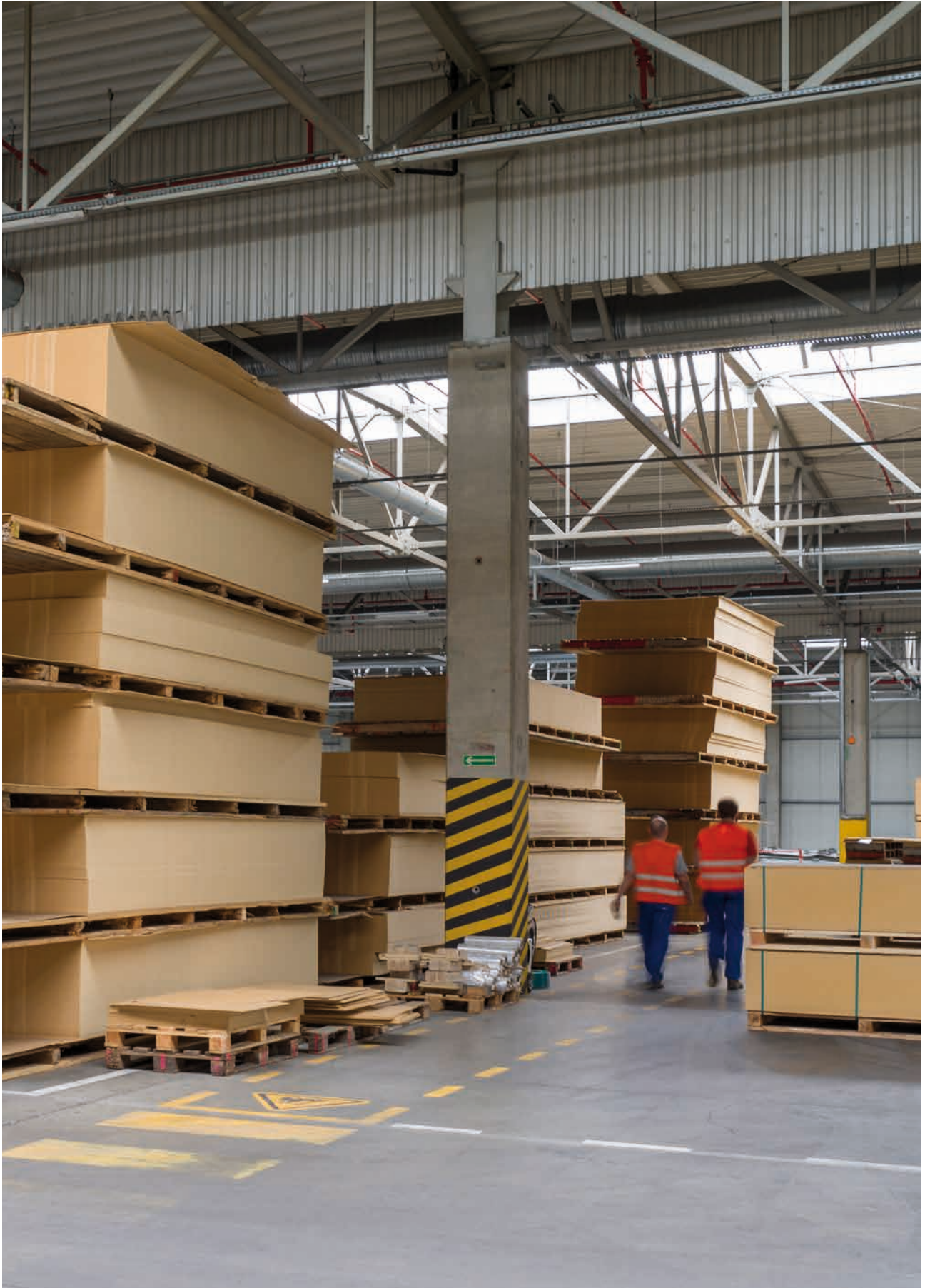
Metrics related to the undertaking's own workforce

The following metrics provide an overview of the characteristics, health and safety of Homann Holzwerkstoffe Group's workforce. In the previous reports, this information was collected on the basis of the GRI standards. The presentation of the social metrics is structured with reference to the ESRS requirements, although not all disclosures required under these standards are provided in full.

Characteristics of the undertaking's employees (S1-6)

The approach "number by head count" was chosen as the total number.

All employees including vocational academy students, excluding management, working students, temporary/contract workers and interns were counted.



Total number of employees

Number	2022	2023	2024
Total number of employees*	1,526	1,468	1,528
Average number of white-collar workers**	372	465	455
Average number of blue-collar workers**	1,191	1,125	1,178
Average total number of employees**	1,563	1,590	1,633

* Data as of December 31. of each year; excluding management as well as students, interns and student trainees

** Data from Annual Reports

Change in the number of employees

Number	2022	2023	2024
Homann Holzwerkstoffe	1,526	1,468	1,528
Homatrans	57	57	58
Homatech	69	73	76
Krosno	487	460	498
Karlino	582	539	532
Losheim, Herzberg and Munich	331	339	364

Breakdown by employment contract and administrative area

Number at the sites	2022	2023	2024
Germany	331	339	364
Permanent employment contract	313	325	322
Temporary employment contract	18	14	42
Poland	1,195	1,129	1,164
Permanent employment contract	946	944	970
Temporary employment contract	249	185	194
Total	1,526	1,468	1,528

Excluding management.

Breakdown by employment contract and gender

Number	2022	2023	2024
Male	1,190	1,148	1,191
Permanent employment contract	988	995	1,007
Temporary employment contract	202	153	184
Female	336	320	337
Permanent employment contract	271	274	285
Temporary employment contract	65	46	52
Total	1,526	1,468	1,528

Excluding management.

Breakdown by employment relationship and gender

Number	2022	2023	2024
Male	1,190	1,148	1,191
Full-time	1,181	1,143	1,188
Part-time	9	5	3
Female	336	320	337
Full-time	322	307	324
Part-time	14	13	13
Total	1,526	1,468	1,528

Excluding management.

Breakdown by gender and age group

Number	2022	2023	2024
Male	1,190	1,148	1,191
up to 35 years old	354	313	325
from 35 to 50 years old	492	418	464
over 50 years old	344	417	402
Female	336	320	337
up to 35 years old	87	75	73
from 35 to 50 years old	173	147	164
over 50 years old	76	98	100
Total	1,526	1,468	1,528

Breakdown by age group

	2022	2023	2024
Homann Holzwerkstoffe			
up to 35 years old	441	388	398
from 35 to 50 years old	665	565	628
over 50 years old	420	515	502
Homatrans			
up to 35 years old	16	18	18
from 35 to 50 years old	23	24	27
over 50 years old	18	15	13
Homatech			
up to 35 years old	18	19	21
from 35 to 50 years old	23	24	26
over 50 years old	28	30	29
Krosno			
up to 35 years old	151	120	126
from 35 to 50 years old	198	187	216
over 50 years old	138	153	156
Karlino			
up to 35 years old	161	131	120
from 35 to 50 years old	324	236	248
over 50 years old	97	172	164
Losheim, Herzberg and Munich			
up to 35 years old	95	100	113
from 35 to 50 years old	97	94	111
over 50 years old	139	145	140

Employees with disabilities

Number	2022	2023	2024
Employees with disabilities	19	20	23

Collective bargaining agreements

	2022		2023		2024	
	Employees as at Dec. 31.	Percentage of employees covered by collective bargaining agreements	Employees as at Dec. 31.	Percentage of employees covered by collective bargaining agreements	Employees as at Dec. 31.	Percentage of employees covered by collective bargaining agreements
Total	1,526	21%	1,468	22%	1,528	22%

The Losheim and Herzberg sites are covered by collective bargaining agreements.

Benefits provided to full-time employees that are not provided to temporary or part-time employees

All full-time and part-time employees are entitled to all benefits. Part-time employees have a pro-rata entitlement to capital-forming benefits.

New employees broken down by gender and region

	2022		2023		2024	
	Number of new employees	Percentage of total employees	Number of new employees	Percentage of total employees	Number of new employees	Percentage of total employees
Losheim, Herzberg and Munich	20	6%	29	9%	62	17%
Male	16	5%	23	7%	51	14%
Female	4	1%	6	2%	11	3%
Karlino	58	10%	36	7%	32	6%
Male	45	8%	30	6%	24	5%
Female	13	2%	6	1%	8	2%
Krosno	78	16%	52	11%	101	20%
Male	56	11%	42	9%	65	13%
Female	22	5%	10	2%	36	7%
Homatech	9	13%	9	12%	8	11%
Male	9	13%	9	12%	8	11%
Female	0	0%	0	0%	0	0%
Homatrans	5	9%	5	9%	6	10%
Male	4	7%	4	7%	5	9%
Female	1	2%	1	2%	1	2%
Total	170	11%	131	9%	209	14%

Excluding management.
Calculated based on data as of December 31.

Employee turnover broken down by gender and region

	2022		2023		2024	
	Number	Turnover	Number	Turnover	Number	Turnover
Losheim, Herzberg and Munich	23	7%	22	6%	30	8%
Male	14	4%	20	6%	23	6%
Female	9	3%	2	1%	7	2%
Karlino	80	14%	80	15%	40	8%
Male	66	11%	63	12%	31	6%
Female	14	2%	17	3%	9	2%
Krosno	81	17%	79	17%	44	9%
Male	54	11%	60	13%	30	6%
Female	27	6%	19	4%	14	3%
Homatech	7	10%	5	7%	6	8%
Male	7	10%	5	7%	6	8%
Female	0	0%	0	0%	0	0%
Homatrans	10	18%	9	16%	5	9%
Male	8	14%	8	14%	5	9%
Female	2	4%	1	2%	0	0%
Total	201	13%	195	13%	125	8%

Excluding management.

Calculated based on data as of December 31.

The figures comprise the following departures: termination by employee, start of partial retirement exemption, start of pension, termination by employer, end of temporary contracts, termination agreements.

The figures do not include: end of vocational training, death of employee, military duty, end of limited contract due to end of visa (these employees usually return with new visa).

Employee terminations by locations

	2022		2023		2024	
	Number of employee terminations	Turnover	Number of employee terminations	Turnover	Number of employee terminations	Turnover
Losheim, Herzberg and Munich	9	3%	8	2%	15	4%
Karlino	43	7%	38	7%	25	5%
Krosno	48	10%	64	14%	33	7%
Homatech	4	6%	3	4%	2	3%
Homatrans	8	14%	9	16%	2	3%
Total	112	7,34%	122	8,31%	77	5%

Exclusively employee terminations

Calculated based on data as of December 31

Adequate wages (S1-10)

All employees are paid an adequate wage.

Training and skills development metrics (S1-13)

Average hours of training that the organisation's employees have undertaken during the reporting period:

in hours	2022	2023	2024
Total number of training hours	15,437	26,213	32,000
Average training hours per employee	10.6	18.8	21.9

Health and safety metrics (S1-14)

Workers covered by an occupational health and safety management system

	2022		2023		2024	
	Employees as at Dec. 31	Percentage of workers covered by an occupational health and safety management system	Employees as at Dec. 31	Percentage of workers covered by an occupational health and safety management system	Employees as at Dec. 31	Percentage of workers covered by an occupational health and safety management system
Total	1,526	70%	1,468	68%	1,528	72%

Krosno, Karlino and Homatech are certified to ISO 45001. The other sites have their own occupational safety management systems, which are not externally certified.

Work-related injuries

Employees*	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
Fatalities as a result of work-related injuries	0	0	0	0	0	0
High-consequence work-related injuries (casualties acc. to NACA III - VI) Rate = (number of accidents acc. to NACA III - VI * 1,000,000/ hours worked)	1	0,4	16	6,6	6	2,4
Recordable work-related injuries (reportable and non-reportable accidents) LTIR 1 (Loss Time Injury Rate) = (number of fatalities + number of lost time accidents) * 1,000,000/hours worked)	25	9,9	30	12,3	28**	11,2
Recordable work-related injuries (reportable and non-reportable accidents) LTIR 2 (Loss Time Injury Rate) = (number of fatalities + number of lost time accidents) * 200,000/hours worked)	25	2,0	30	2,5	28**	2,2
Main types of work-related injuries	Cuts, abrasions, contusions, bruises, strains, sprains, burns, head injury		Cuts, abrasions, bruises, contusions, strains, fractures		Cuts and abrasions, bruises, contusions, strains, sprains	

* Includes all employees. No distinction is made between employees and workers who are not employees.

** In 2024, 26 of the work-related injuries were reportable

Work-related hazards that pose a risk of high-consequence injury, including:	
How these hazards have been determined	The employer draws up a list of high-risk work for which additional protective actions are taken.
Which of these hazards have caused or contributed to high-consequence injury during the reporting period	<ul style="list-style-type: none"> • Inexperience • Carelessness • Slipping material • Uncontrolled movements
Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	<ul style="list-style-type: none"> • Discussion of the incidents with the injured persons • Accident investigations • More frequent inspection of protective equipment • Training and follow-up training after accidents • Information to all employees via the information boards
All actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	<ul style="list-style-type: none"> • Regular updating of risk assessments and work instructions • Training and preventive health care • Technical and organizational actions to reduce and eliminate harmful factors • Introduction of visitor system and audits with external experts
Whether rates have been calculated based on 200,000 or 1,000,000 hours worked.	Both metrics available.
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	None
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	-

Work-related ill health

Number	2022	2023	2024
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	<ul style="list-style-type: none"> • Examinations take place at regular intervals (initial examinations, check-ups and additional examinations) • Cooperation with the company doctor and/or companies that provide occupational health services 		
Main types of work-related ill health	0	0	0

Work-related hazards that pose a risk of ill health, including:	2022	2023	2024
How these hazards have been determined	<ul style="list-style-type: none"> Periodic inspections and evaluations of working conditions to identify harmful and/or hazardous factors Discussion of incidents with employees 		
Which of these hazards have caused or contributed to cases of ill health during the reporting period	0	0	0
Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	Employees working under harmful and/or hazardous conditions undergo preliminary and regular medical examinations upon employment and in the course of their employment. If contraindications to a particular job are found, the applicant is not accepted for this job or the employee is excused from such work.		
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	None	None	None
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	-	-	-

Work-life balance metrics (S1-15)

Parental leave

Approved leave granted to male and female employees for the birth of a child during the reporting period. Approved leave includes: pregnancy leave, parental leave, maternity or paternity leave for an extended period. Individual days off for childcare purposes are not included.

	Total	Total	Total
Employees*	2022	2023	2024
Male	41	30	25
Female	28	23	20
Total	69	53	45

* All employees are generally entitled to parental leave; number of employees who took advantage of this entitlement.

Metrics related to consumers and end-users

The following metrics provide an overview of the impact of Homann Holzwerkstoffe Group's products and services on consumers and end-users. In the previous reports, this information was collected on the basis of the GRI standards. The presentation of the social metrics is structured with reference to the ESRS requirements, although not all disclosures required under these standards are provided in full yet.

Taking action on material impacts on consumers and end-users, and approaches to pursuing material opportunities related to consumers and end-users, and effectiveness of those actions and approaches (S4-4)

Incidents of non-compliance concerning the health and safety impacts of products and services

Number	2022	2023	2024
Incidents of non-compliance concerning the health and safety impacts of products and services	0	0	0

Requirements for product and service information and labelling

We comply with the applicable national and international standards on product labelling.

Incidents of non-compliance concerning product and service information and labelling

Number	2022	2023	2024
Incidents of non-compliance concerning product and service information and labelling	0	0	0

Incidents of non-compliance concerning marketing communications

Number	2022	2023	2024
Incidents of non-compliance concerning marketing communications	0	0	0

Substantiated complaints concerning breaches of customer privacy and losses of customer data

Number	2022	2023	2024
Complaints concerning breaches of customer privacy and losses of customer data	0	0	0



5. GOVERNANCE INFORMATION

Homann Holzwerkstoffe Group follows a corporate approach grounded on integrity, responsibility and compliance. As part of its sustainability strategy, the Group places great emphasis on transparency, reliability and adherence to both legal and self-imposed standards.

5.1 Business conduct (ESRS G1)

The business conduct of Homann Holzwerkstoffe Group is characterised by a value-based culture focusing on trust, responsibility and reliability. This is reflected both in everyday dealings with each other and in strategic decisions. Transparent and forward-looking leadership forms the basis for harmonising economic stability with sustainable development – supported by a spirit of partnership with employees, business partners and other stakeholders.

Governance

The role of the administrative, supervisory and management bodies (ESRS 2 GOV-1)

The management of Homann Holzwerkstoffe plays an important role in the Group's governance. All three managing members of the management perform governance-related tasks. The responsibilities as well as skills and qualifications of the management are presented in chapter 2.1.

Strategy

Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

As part of its materiality assessment (see chapter 2.1, pp. 17-20), Homann Holzwerkstoffe Group assessed the following positive and negative impacts and the following opportunity in relation to its corporate culture and governance as material. No risks were identified.

Topics	Material impacts, risks, and opportunities (IROs)	Type of IRO	Time horizon	Affected point in the value chain
Corporate culture	Attractiveness as an employer through respect, tolerance and fair dealings	Positive impact (actual)	Long term	Entire company
Corporate culture	Increased trustworthiness and reputation, stronger relationships with stakeholders through good corporate ethics	Opportunity (potential)	Long term	Along the entire value chain
Entity-specific disclosures	Negative impact on profitability and competitiveness due to high price pressure	Negative impact (actual)	Long term	End of the value chain – customer

As defined in the corporate strategy, respect, tolerance and appreciative dealings make Homann Holzwerkstoffe Group an attractive employer, which has a positive impact on people. These values are important aspects of our code of conduct, which are mandatory throughout the Group (see chapter 5.1, pp. 60-62). In view of the work of the Human Resources departments, we classify our ability to take advantage of this impact as high. Our attractiveness as an employer, based on respect, tolerance and appreciative in our dealings with others, has a positive impact on our reputation in the respective regions and can also have a positive impact on employee recruitment.

The enhanced trustworthiness and reputation, along with stronger stakeholder relationships stemming from good corporate ethics, offer us a potential opportunity that can continue to secure our long-term business relationships throughout the value chain. Based on our long-term customer retention we classify our ability to utilise the material opportunity as high. In 2024, there were no directly attributable financial effects on the Group's financial, asset and earnings position as a result of the opportunity. Nevertheless, we are confident that we will significantly strengthen our market position in the future as a result of this opportunity.

The rising prices of raw materials like oil and gas, along with increasing regulatory requirements and market demands, present challenges that our Group must address. Our business model is therefore linked to high price pressure, which arises from competition and customer demands, among other factors. Due to

our business relationships with suppliers and customers, as well as the purchase of raw materials and the sale of goods, we contribute to the negative impacts of the high price pressure on our profitability and competitiveness, as they influence the order situation and the resulting utilisation of production capacity. The impact initially arises at the end of the value chain at the customer, but then affects the value chain as a whole, as the price pressure also affects the raw material suppliers and their workers. This also results in negative impacts on people in the value chain. Given our long-standing customer relationships, we assess our resilience to manage the negative impacts as rather high.

Impact, risk and opportunity management

Description of the processes to identify and assess material impacts, risks and opportunities (ESRS 2 IRO-1)

The material impacts, risks and opportunities are identified in the context of the materiality assessment (see chapter 2.1, pp. 17-20). To determine the potentially material aspects, various specialist roles, e.g. Michael Albert, CFO of Homann Holzwerkstoffe Group, were interviewed. The demands made by our stakeholder groups were also surveyed in this context. Topic-specific assessment workshops were held to assess whether an aspect should be classified as material. The approach is thus not different from that pursued for other topics.

Business conduct policies and corporate culture (G1-1)

Homann Holzwerkstoffe Group represents reliability, responsible behaviour and long-term entrepreneurship. Our values – quality, reliability, responsibility, trust and economic efficiency – define our corporate culture and form the foundation of our corporate policy. They guide our daily activities, our decisions and the way in which we interact with our stakeholders.

In light of the increasing regulatory requirements and societal expectations, Homann Holzwerkstoffe has started to align its corporate responsibility more strategically. Homann Holzwerkstoffe actively addresses the demands made on responsible business conduct and is about to implement an overarching policy taking into account all impacts and opportunities identified as material. The foundation for this has been laid already in the past years: Mandatory codes of conduct for employees and business partners have been in place since 2021 (see chapter 4.1, pp. 38-44). These codes define clear expectations for legally compliant and ethical conduct and provide guidance for respectful and responsible dealings in day-to-day business.

To ensure a fair working environment and compliance with legal standards, an anonymous whistleblowing system has been set up at all locations (see chapter 4.1, pp. 38-44). Our suppliers can also contact the Head of Strategic Purchasing at any time to discuss questions or irregularities. There were no confirmed cases of corruption or discrimination in 2024. Moreover, there were no legal actions for anti-competitive behaviour, anti-trust, and monopoly practices in the reporting year.

Transparency and credibility are central principles of our communication and cooperation. For an internationally operating Group such as Homann Holzwerkstoffe, with locations in Germany, Poland and Lithuania, it is essential to act in a legally secure, clear and open manner. We therefore attach particular importance to establishing a continuous dialogue with internal and external stakeholders. We are committed to open and timely as well as consistent and reliable communication with all stakeholders. Since the publication of our first Sustainability Report in 2022, we have been able to intensify the dialogue and professionalised communication on sustainability topics, particularly with customers and business partners.

Entity-specific disclosures on the impact of high price pressure

Homann Holzwerkstoffe operates in a market environment marked by ongoing high price pressure – a trend that is having noticeable effects on strategic decisions as well as individual business units and people in the value chain.

Following a subdued 2023, the situation in the MDF/HDF market again failed to improve in the financial year 2024, which led to further price reductions. Selling prices of panel-quality MDF and standard MDF fell from a very low level in the previous year by another 5.2% and 5.8%, respectively. It is therefore positive news that prices have stabilised in recent months and that customers have not been able to impose further price reductions in spite of bundling and shifting attempts. Some competitors concluded contracts at prices equalling the cost of materials, which meant that it was no longer possible to generate a contribution margin. However, thanks to its positioning in the specialised niche market for highly finished fibreboards for industrial applications, the Homann Holzwerkstoffe Group was able to defy the general industry trend, increasing both sales volumes and revenues despite price adjustments and a complex market environment (see Annual Report 2024, Group management report, pp. 9–10).

Measures and targets to reduce the impact of high price pressure are coordinated in close consultation between sales and management. A concept is available based on the contribution margin analysis, which is carried out once a month.

5.2 Governance metrics

In this chapter, Homann Holzwerkstoffe Group presents selected governance metrics. They complement the qualitative information on business conduct (see chapter 5.1, pp. 60-62) and provide a transparent insight into material governance aspects of the company. Further metrics for the financial year can be found in the Annual Report 2024 of Homann Holzwerkstoffe GmbH.

Entity-specific metrics

The following metrics provide an overview of the economic development of the Homann Holzwerkstoffe

Group. In the previous reports, this entity-specific information was collected on the basis of the GRI standards. As economic performance metrics are not explicitly covered by the topical ESRS governance standard, the presentation is independent of the ESRS requirements.

Earnings and assets position

in kEUR	2022	2023	2024
Group revenues	394,867	354,502	369,857
Total assets	493,202	578,022	592,800
Equity	149,971	179,668	197,051
Liabilities	324,089	365,692	366,279

Direct economic value generated and distributed

in kEUR*	2022	2023	2024
Revenues	394,867	354,502	369,857
Increase/reduction in inventory of finished and unfinished goods	13,844	-4,915	-2,200
Other own work capitalised	836	1,708	872
Other operating income	10,101	23,497	6,313
Other interest and similar income	690	834	919
Direct economic value generated*	420,338	375,626	375,761
Cost of materials	243,323	194,701	193,195
Expenses for personnel	51,283	58,334	67,639
Depreciation and amortisation	16,834	18,826	21,088
Other operating expenses	50,147	58,823	57,068
Write-down of financial investments and investments classified as current assets	1,079	6	0
Interest and similar expenditure	9,419	15,164	17,065
Income taxes	2,023	2,200	1,272
Economic value distributed**	374,108	348,054	357,327
Economic value retained***	46,230	27,572	18,434

* P&L figures

** On an accrual basis, economic value generated and distributed (EVG&D), including the basic components of the operation's global business as listed below. Where cash basis data are provided, the rationale for this decision must be explained, and the following basic components must be reported.

*** Operating costs, employee wages and company benefits, payments to capital providers, payments to the government (broken down by country), and community investment



ESRS INDEX

Statement of use		Homann Holzwerkstoffe GmbH has reported the information cited in this ESRS index for the period 01.01.2024 to 31.12.2024 with reference to the ESRS.		
ESRS used		Final version of the ESRS dated August 9, 2024 (German version)		
ESRS	Disclosures	Page	Comments	
ESRS 2: General disclosures	BP-1	General basis for preparation of sustainability statements	7	
	BP-2	Disclosures in relation to specific circumstances	7	
	GOV-1	The role of the administrative, management and supervisory bodies	7-8	
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	9	
	GOV-3	Integration of sustainability-related performance in incentive schemes	9	
	GOV-4	Statement on due diligence	9	
	SBM-1	Strategy, business model and value chain	10-14	
	SBM-2	Interests and views of stakeholders	15-16	
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	21-23, 25-26, 28, 30-31, 38-41, 45-46, 60-61	
	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	17-20	
	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	23, 65-67	
ESRS E1: Climate change	E1.GOV-3	Integration of sustainability-related performance in incentive schemes	24	
	E1-1	Transition plan for climate change mitigation	24-25	
	E1.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	25-26	
	E1.IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	26	
	E1-2	Policies related to climate change mitigation and adaptation	27	
	E1-3	Actions and resources in relation to climate change policies	27	
	E1-4	Targets related to climate change mitigation and adaptation	28	
	E1-5	Energy consumption and mix	35	
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	36	

ESRS	Disclosures		Page	Comments
ESRS E2: Pollution	E2.IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	29	
	E2-1	Policies related to pollution	29	
	E2-2	Actions and resources related to pollution	29	
	E2-3	Targets related to pollution	29	
ESRS E5: Resource use and circular economy	E5.IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	31	
	E5-1	Policies related to resource use and circular economy	31	
	E5-2	Actions and resources related to resource use and circular economy	31-32	
	E5-3	Targets related to resource use and circular economy	32	
	E5-5	Resource outflows	37	Waste is not material, voluntary disclosure.
ESRS S1: Own workforce	S1.SBM-2	Interests and views of stakeholders	15-16	
	S1.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	38-41	
	S1-1	Policies related to own workforce	41	
	S1-2	Processes for engaging with own workers and workers' representatives about impacts	42	
	S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	42-43	
	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	43-44	
	S1-6	Characteristics of the undertaking's employees	48-54	
	S1-10	Adequate wages	54	
	S1-13	Training and skills development metrics	55	Voluntary disclosure.
	S1-14	Health and safety metrics	55-58	
	S1-15	Work-life balance metrics	58	Voluntary disclosure.

ESRS	Disclosures		Page	Comments
ESRS S4: Consumers and end-users	S4.SBM-2	Interests and views of stakeholders	15-16	
	S4.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	45-46	
	S4-1	Policies related to consumers and end-users	46-47	
	S4-2	Processes for engaging with consumers and end-users about impacts	47	
	S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	47-48	
	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	48	
ESRS G1: Business conduct	G1.GOV-1	The role of the administrative, supervisory and management bodies	60	
	G1.IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	61	
	G1-1	Business conduct policies and corporate culture	62	
Entity-specific disclosures		Negative impact on profitability and competitiveness due to high price pressure	62	
		High service quality/service orientation	45-48	
		Fair prices for customers, with appropriate quality	45-48	
		Innovation and technological development	30-32	

ABOUT THIS STATEMENT

This is the fourth voluntary Sustainability Statement published by Homann Holzwerkstoffe GmbH. It refers to the financial year 2024 (January 1, 2024 to December 31, 2024) and additionally includes selected information from the first months of the financial year 2025. The editorial deadline for the 2024 Sustainability Statement was June 3, 2025.

The company intends to continue publishing a Sustainability Statement on an annual basis in the future. The next statement for the financial year 2025 is expected to be published in the second quarter of 2026.

Unless stated otherwise, the information and metrics provided in this statement refer to Homann Holzwerkstoffe Group. The statement covers all subsidiaries that are material for sustainability reporting. As the UAB Homanit Lietuva site only started production in May 2025, UAB Homanit Lietuva is not yet included in this Sustainability Statement for the financial year 2024.

This Sustainability Statement is available in German and English. In case of deviations, the German version shall apply.

The present Sustainability Statement was prepared with reference to the European Sustainability Reporting Standards (ESRS).

Report audit

The present Sustainability Statement has not been audited. The management of Homann Holzwerkstoffe GmbH will decide on the need for an external audit on an annual basis.

Editorial note

For better readability, we refrain from using gender-specific terms. This does not constitute a judgement. All terms should be understood as gender-neutral.

Rounding note

When using rounded amounts and percentages, minor deviations may occur due to commercial rounding.

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Forward-looking statements

This Sustainability Statement contains certain forward-looking statements relating to the future development of Homann Holzwerkstoffe Group and its subsidiaries as well as to economic and political developments. These statements represent estimates that we have made based on all the information available to us at the time the report was prepared. Should the underlying assumptions fail to materialize or further risks occur, the actual results, developments and performance of the Group may differ from the estimates presented. Even if the actual results of Homann Holzwerkstoffe GmbH, including its financial position and profitability as well as the economic and regulatory framework conditions, are in line with the future-oriented statements in this Sustainability Statement, no guarantee can be given that this will continue to be the case in the future. Homann Holzwerkstoffe GmbH therefore assumes no liability for the forward-looking statements presented in this report.

Your feedback

We want to continuously improve our sustainability efforts and therefore look forward to receiving your feedback on our Sustainability Statement. Please contact us at the e-mail addresses above.

Further information

For further information on Homann Holzwerkstoffe GmbH and its commitment to sustainability, please visit our company website at <https://www.homann-holzwerkstoffe.de/en/company/sustainability/>

