

Sustainability Report 2022 of Homann Holzwerkstoffe GmbH





Sustainability Report 2022 of Homann Holzwerkstoffe GmbH

CONTENT

Foreword Interview	04
Company portrait	06
Sustainability strategy and management	14
We care for our relationships	20
We face up to the challenges	30
We deliver performance	38
Facts and figures	48
GRI content index	68
About this report	74



FOREWORD INTERVIEW

The second Sustainability Report of Homann Holzwerkstoffe Group shows how the company is consistently pursuing its sustainability strategy and provides an insight into the most important aspects.

An interview with Managing Director Fritz Homann.

Mr Homann, in August 2022, Homann Holzwerkstoffe Group published its first Sustainability Report. What can you tell us about the feedback you received?

Fritz Homann: It was very positive. Our first Sustainability Report addressed different stakeholders such as customers, business partners, suppliers or our own employees and gave them a deeper insight into our sustainability strategy and processes. The feedback has shown that the effort is worthwhile, as for us sustainability means not only fulfilling regulatory duties, but also seizing economic opportunities.

A good example of the positive response is the latest sustainability rating from imug rating, which confirmed that we are making a positive contribution to sustainability. We want to share our understanding of sustainability and communicate it transparently.

And this is why the second report is now following?

Fritz Homann: Yes, that's correct. We have always made it clear that we intend to publish a Sustainability Report annually, regardless of whether an obligation to do so will be imposed. The 2022 Sustainability Report continues our strategy of acting transparently and measuring and communicating our goals continuously. As I said before, we see sustainability as an opportunity and have realized that the fact that we are addressing this topic is making our business model more resilient. The publication of our strategy, goals and activities is also helping us to win new customers and business partners, to motivate our employees and further raise awareness of sustainability.

What is the importance of sustainability for your company and your line of industry?

Fritz Homann: Wood being the most important component of our products, sustainable action is a key issue for us. We are a leading European supplier of thin wooden fibreboards, which we sell nationally and internationally. We source our wood from sustainably managed forests and use up to 100% of the incoming raw materials when processing them. Going forward, we will continue to invest in researching and developing new technologies to make our production even more sustainable and efficient. At our site in Krosno, for instance, we have installed a biomass boiler, which went into operation in spring 2023 and replaces the old coal boiler.

Taking a look at 2022, what is your personal impression of that year?

Fritz Homann: The year 2022 is likely to be remembered for a long time due to the geopolitical and economic upheavals such as the Ukraine conflict, the energy crisis and the disrupted supply chains. These multiple crises affected not only the corporate sector and the economy, but also left its marks on every single one of us. But Homann Holzwerkstoffe Group nevertheless mastered the year well and made decisions for further major investments – also with regard to sustainability. We therefore feel well prepared for the challenges ahead and will continue to give sustainability – along with the profitability of our company – the highest priority.

Thank you very much for the interview, Mr Homann.



Company portrait

Headquartered in Munich and operating plants in Germany and Poland, Homann Holzwerkstoffe Group is a leading supplier of thin, high-quality finished medium-density and high-density fibreboards (MDF/HDF). As of the balance sheet date of December 31, 2022, the Group employed a total of 1,526 people. They form the basis for the successful performance of our Group and help implement the company-wide sustainability strategy each day.

Company portrait

Headquartered in Munich and operating plants in Germany and Poland, Homann Holzwerkstoffe Group is a leading supplier of thin, high-quality finished medium-density and high-density fibreboards (MDF/HDF). As of the balance sheet date of December 31, 2022, the Group employed a total of 1,526 people. They form the basis for the successful performance of our Group and help implement the company-wide sustainability strategy each day.

Homann Holzwerkstoffe GmbH is the parent company of the Group, which includes four operating companies held by HOMANIT Holding GmbH. In Germany, HOMANIT GmbH & Co. KG produces in Losheim am See (Losheim), while the two Polish subsidiaries,

Homanit Polska Sp. z o.o. i. Spolka Sp. k. and Homanit Krosno Odrzańskie Sp. z o.o., produce in Karlino and Krosno Odrzańskie (Krosno). With a view to further expanding its production capacity, Homann Holzwerkstoffe focuses on growth markets and therefore acquired an industrial site in Lithuania in 2020. Once construction on the site, which is progressing continuously, is completed, the Group's fourth location in Pagiriai near the Lithuanian capital Vilnius is scheduled to be taken into operation in the second half of 2023. UAB Homanit Lietuva will then be included in the Sustainability Report as of the financial year 2023.

Locations

Headquarters, Munich (Germany)

- 8 employees

Plant, Losheim am See (Germany)



Distribution, Herzberg am Harz (Germany)

- 43 employees
- 2 apprentices

This plant has been producing 1.8 mm to 8.0 mm thick HDF/MDF HOMADUR fibreboards since 1995. Besides the well-known raw and painted wooden fibreboards of different sizes, the plant also produces, among others, HDF/MDF HOMADUR door skins of various types.

- 280 employees
- 13 apprentices

Plant, Krosno/Oder (Poland)



The Krosno plant celebrated its 10th anniversary in 2022. Since the beginning of 2015, the plant has been producing HDF/MDF HOMADUR raw fibreboards in thicknesses from 1.5 mm to 7.0 mm on a new raw fibreboard line. The products made here are used, for instance, in the furniture industry, e.g. as foldable furniture back panels or drawer bottoms.

- 487 employees
- 1 apprentice

Plant, Karlino (Poland)



Since 2005, the Karlino plant has been using state-of-the-art technology to produce wooden fibreboards in thicknesses of 1.5 mm to 10.0 mm. The plant's portfolio includes not only all raw, painted and wood decor printed HDF/MDF HOMADUR fibreboards, but also finished custom-made products. The finishing techniques include bevelling, notching, drilling, folding, milling, sawing, punching, creasing and profiling of the wooden fibreboards.

- 582 employees
- 38 apprentices

Plant, Pagiriai (Lithuania)

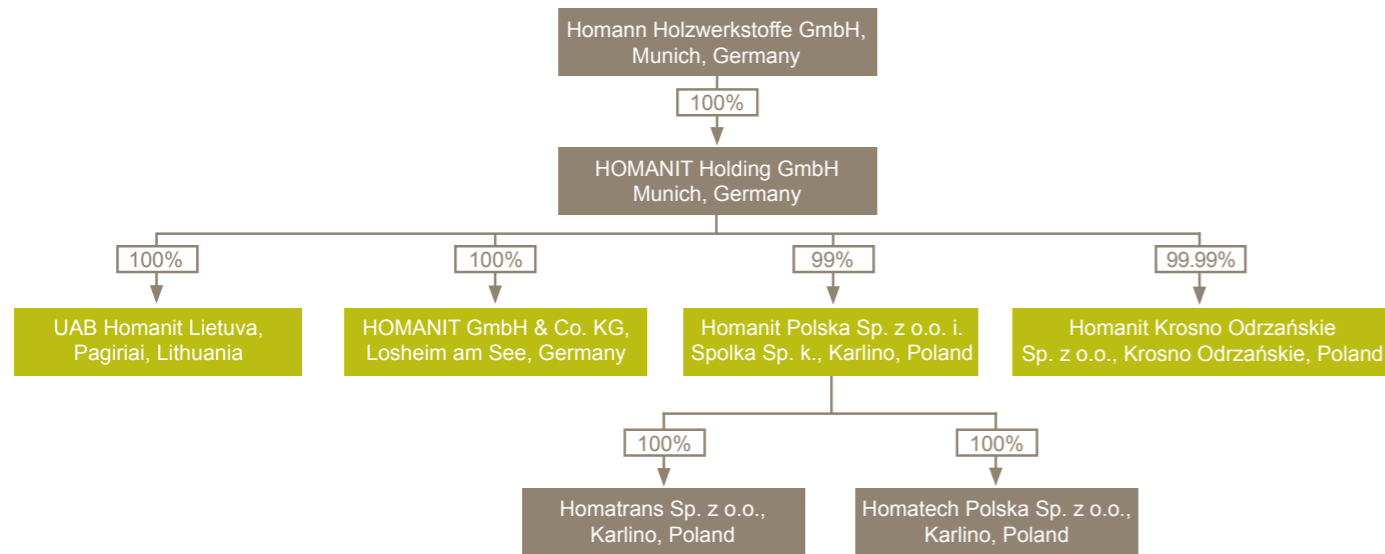


The new plant in Lithuania will produce HDF/MDF HOMADUR raw and finished fibreboards in thicknesses of 1.5 mm to 22.0 mm on state-of-the-art production lines.

Further members of Homann Holzwerkstoffe Group are transport company Homatrans Sp. z o.o. as well as maintenance and service company Homatech Polska Sp. z o.o.

In the financial year 2022, Homann Holzwerkstoffe Group also announced its joint venture investment in Global MDF Industries B.V. This investment and other subsidiaries that are immaterial to sustainability are not included in the present report, though.

The corporate structure is as follows:



■ Production sites

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. Other members of the management team are Helmut Scheel, CFO, and Gunnar Halbig, who is responsible for technology, production and investment.¹

Business model

Homann Holzwerkstoffe Group covers the complete value chain from raw materials procurement to distribution of the finished product. The company offers large-size raw fibreboards as well as a variety of finished fibreboards. This includes cutting, sanding, painting and laminating as well as mechanical processing. Upon request, standardized products (e.g. furniture back panels) are delivered to customers' assembly lines.

Besides this, Homatrans Sp. z o.o., the logistics subsidiary, operates its own fleet of vehicles for transporting raw materials and finished products, while Homatech Polska Sp. z o.o. is responsible for the maintenance and servicing of the Polish production sites.

The company offers raw fibreboards as well as painted, sanded and laminated fibreboards to a broadly diversified customer base. The products made by Homann Holzwerkstoffe are primarily used in the furniture industry (e.g. as cabinet back panels or drawer bottoms) and the doors industry (front and back panels). The company is also benefiting strongly from the trend towards lightweight construction in the industry, which aims to save weight, materials and energy and is dependent on thin high-quality fibreboards. Other possible applications for the products are the motor vehicle and caravan sectors, e.g. for the interior lining of vans.

¹ Helmut Scheel left the company with effect from April 30, 2023. Michael Albert has taken over his duties as CFO of Homann Holzwerkstoffe Group.

Below please find an exemplary description of the production of our medium-density (MD) and high-density (HD) fibreboards.



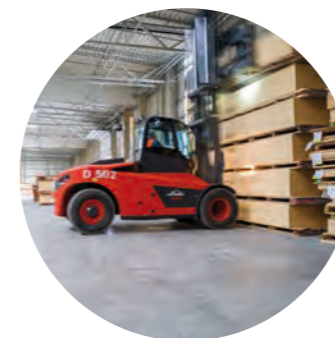
1 Thinning wood is processed into wood chips.



2 The wood chips are heated under pressure and temperature and then defibred before being dried in a hot air stream with the addition of adhesives.



3 The dried fibres are spread into a fibre mat and pressed in a hot press with a thickness of between 1.5 mm and 22.0 mm. The finalised continous fibreboard is then cut to the desired lengths and cooled.

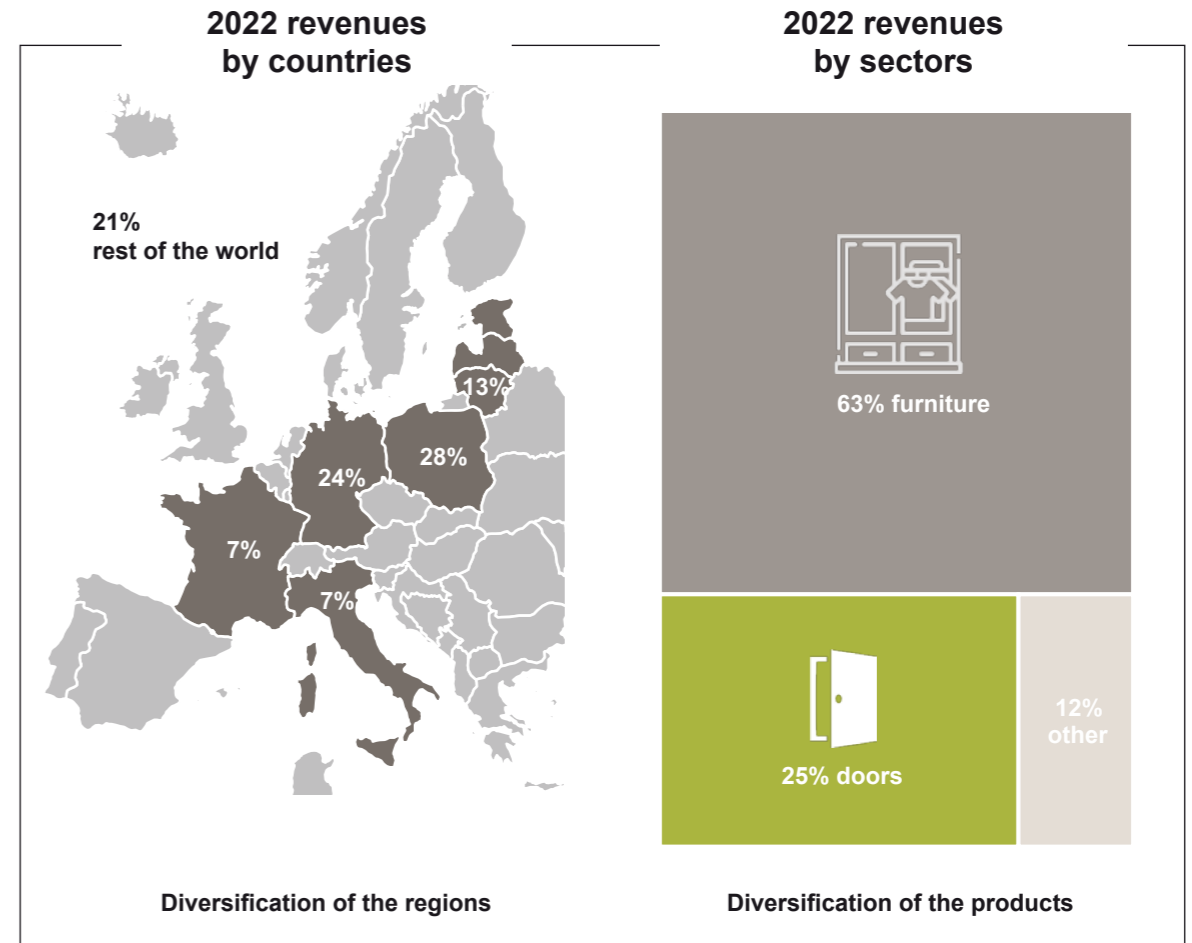
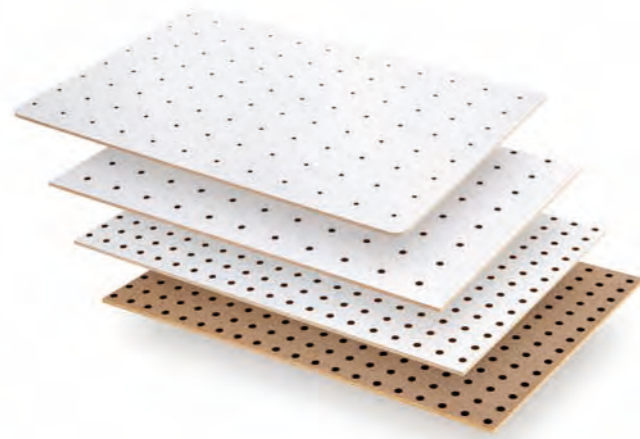


4 The fibreboards are stacked and transported to the shipping or finishing departments.

Business trend

In the financial year 2022, Homann Holzwerkstoffe Group generated revenues of EUR 394.4 million. Revenues show a balanced differentiation, with a special focus on the European market. Accounting for EUR 110 million or 28% of total revenues, Poland is the most important market for the Group. Germany accounted for EUR 97 million or 24% of total revenues. Other important output markets are Lithuania (13%), France (7%)

and Italy (7%). Other countries contribute a total of 20% to the Group's revenues. A breakdown by applications shows that the furniture industry accounts for most of the company's revenues (63%), followed by doors (25%). Other sectors such as trade, floors, motor vehicles and miscellaneous industries account for the remaining 12%.



Due to the dramatic rise in input costs for wood, glue and energy since 2021, the company increased its sales prices and was thus able to generate adjusted EBITDA of EUR 75.0 million. While this is below the previous year's level (EUR 82.7 million), it is still at a high level and exceeded management's expectations. At the bottom line, a consolidated net profit of EUR 44.6 million was generated. Total assets increased

to EUR 493.2 million, with fixed assets at EUR 347.1 million. Equity increased to EUR 150.0 million in the reporting period, in particular due to the clearly positive consolidated net income (December 31, 2021: EUR 107.3 million). This sent the equity ratio rising to 30.3% – in spite of greatly increased total assets – compared to 28.6% at the end of the financial year 2021.



Sustainability strategy and management

When Homann Holzwerkstoffe Group prepared its first Sustainability Report in 2021, it placed a focus on developing material sustainability goals for the following years. These are still valid and are assigned to the fields of action defined by the Group.

Sustainability strategy and management

When Homann Holzwerkstoffe Group prepared its first Sustainability Report in 2021, it placed a focus on developing material sustainability goals for the following years. These are still valid and are assigned to the fields of action defined by the Group. The field of action “**We care for our relationships**” is all about the sustainable development of employees, who are regarded as the company’s most valuable asset. The goal is to increase the share of apprentices to 5% by 2026 and to raise the further education hours per employee to 25 hours per year by 2026.

The field of action “**We face up to the challenges**” aims to master complex challenges by further automating production, reducing carbon emissions per cubic metre of HDF by 65% by 2030 and increasing the share of renewable energy to 70% by 2030.

The third field of action “**We deliver performance**” focuses on sustainable and successful corporate governance. Homann Holzwerkstoffe aims to increase the share of recycled fibres in the product to up to 15% by 2030 and the share of bio-based adhesives across all paints used to 50% by 2030.

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

reference year 2020

Homann Holzwerkstoffe Group is well aware of its responsibility and attaches great importance to a close connection with its environment and has therefore committed itself to climate-friendly and energy-efficient business practices. This commitment is reflected all along the value chain, from the procurement of wood from sustainably managed forests to the production of low-formaldehyde wood-based materials. The Group rejects wood from illegal logging and natural forest clearance as well as wood from forests worthy of protection; instead, it relies predominantly on thinning wood and sawmill wood residues from sustainably managed forests.

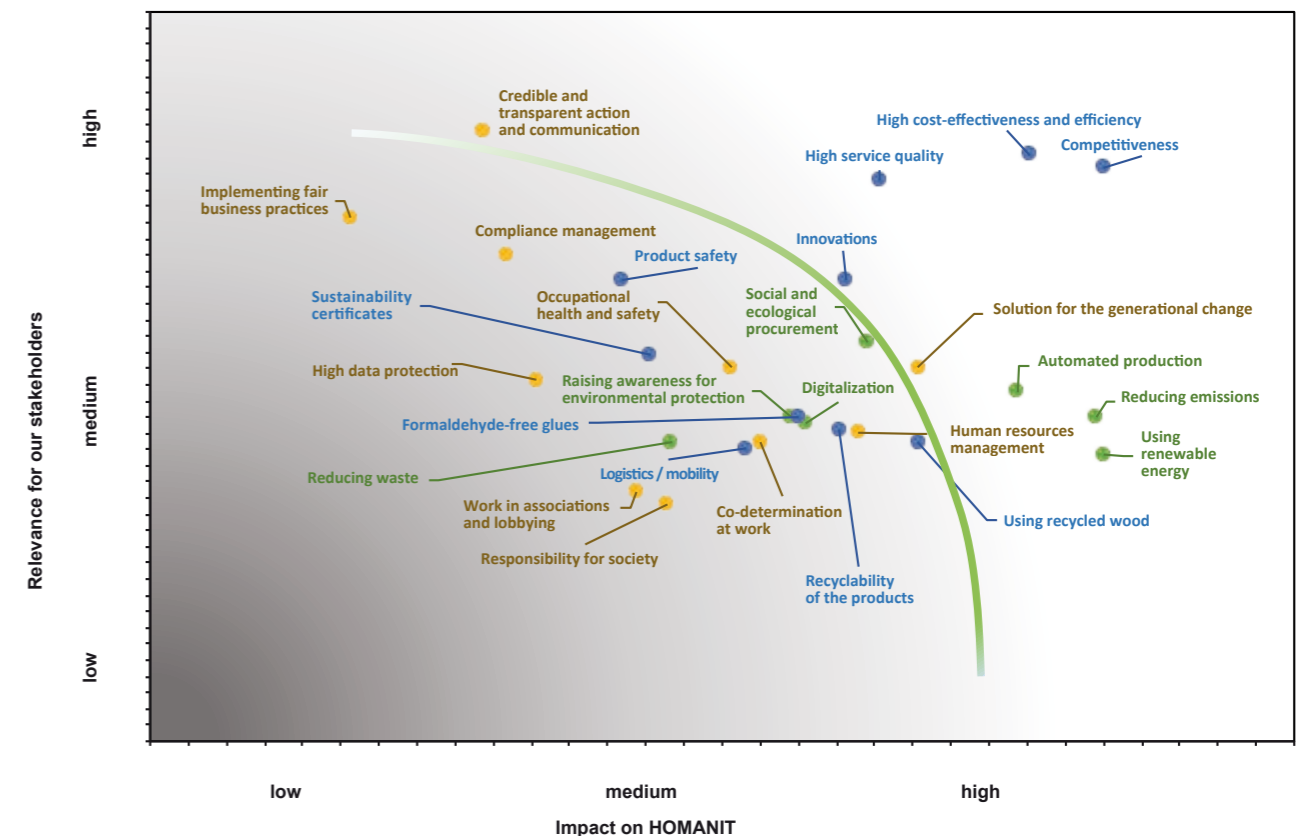
Besides its commitment to sustainability, Homann Holzwerkstoffe Group is also highly engaged in society. The management takes the needs of its stakeholders such as customers, suppliers and banks very seriously and maintains a trusting dialogue on an equal footing. Over 1,500 qualified employees make the company an important employer for the local communities, which offers its staff good and fair working conditions. The Group is also engaged in the local communities, promoting the construction of social housing and supporting local schools, hospitals and sports clubs. The production sites of Homann Holzwerkstoffe Group are audited regularly and already have energy management systems in place.

Development of the sustainability strategy

In 2021, we conducted a detailed process to develop a sustainability strategy. Several methods were used and combined to develop specific fields of action and sustainability goals. First, a two-stage environment analysis (outside-in and inside-out) was carried out to get an overview of the topics that the company should drive forward in terms of a sustainable future. In the process, various megatrends that also play an important role for Homann Holzwerkstoffe Group as well as material legal and social requirements and expectations of customers, suppliers and banks were identified. In a second step, a materiality analysis was carried out for which a stakeholder questionnaire was developed to assess the relevance of each topic for external stakeholders. The topics were assessed in

terms of economic, environmental and social impacts and the UN Sustainable Development Goals (SDGs) were taken into account. This was followed by an impact evaluation, in which the probability and the scope of the impacts for each topic were estimated. Finally, a materiality matrix was created to combine the internal and external perspectives and to focus on the material topics in the defined fields of action. Specific sustainability goals were developed for each field of action in accordance with the SMART criteria². For a detailed description of the strategy development process and the materiality analysis, please refer to the [2021 Sustainability Report of Homann Holzwerkstoffe](#).

Materiality matrix



² *(SMART: specific, measurable, attractive, realistic, time-bound)

Guided by the UN Development Goals

As an internationally operating company, Homann Holzwerkstoffe actively contributes to the implementation of the Sustainable Development Goals (SDGs). The 17 SDGs developed by the United Nations symbolize a global plan to promote peace and prosperity as well as the protection of our planet. We place our focus on a total of eight SDGs. The first field of action “We care for our relationships” supports the goals of “Quality education”, “Gender equality” and “Partnerships for the goals”. With regard to the second field

of action “We face up to the challenges”, our goals are consistent with the SDGs of “Affordable and clean energy”, “Industry, innovation and infrastructure” and “Climate action”. Our third field of action “We deliver performance” follows the goals of “Industry, innovation and infrastructure”, “Responsible consumption and production” and “Life on land”. For more information on how the individual activities and goals help to achieve the SDGs, please see the respective chapters in this report.



Our fields of action and activities

Last year saw us implement various activities and material sustainability topics and help us achieve the projects that support our three fields of action and goals we have set ourselves.

Fields of action	Material topics	Activities in 2022
We care for our relationships	Credible and transparent action and communication	Close exchange with one of our key accounts on quality and production optimization.
	Solution for the generational change – our employees	Redesign of onboarding and offboarding processes at our locations in Poland.
We face up to the challenges	Automated production	New production plant in Karlino that combines several production steps.
	Reducing emissions	Approval of a new water treatment plant in Krosno, which is scheduled to go into operation in late 2024.
	Using renewable energy	Installation of a biomass boiler and replacement of the old coal boiler in Krosno.
We deliver performance	High cost-effectiveness, efficiency and competitiveness	Construction of the fourth plant in Lithuania almost completed. Start of production in summer 2023.
	High service quality	Further development of digital processes in the customer relationship.
	Wood procurement and use of recycled wood	Participation in the EU EcoReFibre project and analysis of the existing processing technologies.
	Innovation	Product for special flooring applications, products for exterior doors, product for embossed door decks and product for post-formed applications.



Field of action 1:
We care for our relationships

Our employees, who work hard every day to ensure our success, deserve our full recognition. We grant our employees sustainable support to secure our progress in the long term and build on the excellent knowledge and the outstanding skills of our staff.

Field of action 1: We care for our relationships

Our employees, who work hard every day to ensure our success, deserve our full recognition. We grant our employees sustainable support to secure our progress in the long term and build on the excellent knowledge and the outstanding skills of our staff. By expanding our traineeships and apprenticeships and offering more attractive working conditions, we want to retain experienced employees and motivated newcomers in the Group. We want to create a working

environment in which all employees feel valued and respected. We also maintain close relationships with our stakeholders, which are characterized by transparency and trust as well as a regular exchange and close cooperation.

With regard to our field of action “We care for our relationships”, our aspirations are consistent with the following UN Sustainable Development Goals (SDGs):

4 QUALITY EDUCATION 	<p>Goal 4 – Quality education Homann Holzwerkstoffe promotes the development and further education of each single employee and offers various measures of vocational and further training.</p>
5 GENDER EQUALITY 	<p>Goal 5 – Gender equality Gender equality is an important aspect for us, which has a positive effect on our working atmosphere in the form of a diverse workforce.</p>
17 PARTNERSHIPS FOR THE GOALS 	<p>Goal 17 – Partnerships for the goals We can achieve our goals only by means of an ongoing exchange with our stakeholders, project partnerships and the joint development of products.</p>

Summary of our goals

Goals	Deadline	Measures taken and planned
Increase the share of apprentices and trainees to 5%	By 2026	<ul style="list-style-type: none"> • Various HR projects: visits to schools, universities, family days, open days • Cooperation with universities • Dual study offer • Expansion of the traineeships/ apprenticeships • Holiday jobs and summer internships
Increase the training and further education hours per employee to 25 hours	By 2026	<ul style="list-style-type: none"> • Detailed training plan and knowledge matrix • Various training offers • Increase in the number of on-site training courses

Credible and transparent action and communication

Quality, reliability, responsibility, trust and economic efficiency are values that we fill with life in our every-day work and that characterize our daily actions. They form the basis of our corporate culture and guide us in our interactions with stakeholders.

Homann Holzwerkstoffe Group has locations in Germany, Poland and Lithuania and supplies customers worldwide. As different laws and regulations apply in the individual countries, transparent action and open communication are especially important to us as they help build understanding and strengthen mutual trust.

Our strategic approach

Compliance with our corporate values is of utmost importance for successful cooperation at Homann Holzwerkstoffe Group. It is important to us that our values are filled with life both within our organization and by our suppliers. In 2021, we therefore published a [Code of Conduct for Employees](#) and a [Code of Conduct for Business Partners](#). Regular training is offered to our employees to raise their awareness for and train them in compliance with the Codes. Responsibility for compliance with the Codes lies at the top management level, which is also responsible for providing the required resources.

In addition, we have developed sustainability goals for Homann Holzwerkstoffe Group in recent years, which were incorporated in the organization in 2022 to effectively continue our sustainability efforts.

Whistleblowing system

To secure fair dealings with each other and lawful conduct in day-to-day work, we have installed a whistleblowing system that allows our employees to anonymously report incidents via a letterbox or directly to the plant management, the Human Resources Department, the employee interest groups or the Works Council. Serious violations of the rules are also discussed with the management. Appropriate measures are then initiated. Our suppliers also have the possibility to contact the Head of Strategic Purchasing at any time in the event of questions or anomalies.

Open and transparent dealings with our stakeholders

We continuously optimize the exchange of information with our stakeholders and regularly inform them about current topics and news about the Group and our products. In 2022, we published our first Sustainability Report, which provided a deeper insight into our sustainability strategy, our fields of action, our goals and our activities. This also had an impact on the sustainability rating issued by imug rating; the ESG rating agency has confirmed Homann Holzwerkstoffe’s positive contribution to sustainability and emphasized the systematic ESG approach. We have also updated the product information on our [website](#) in order to provide comprehensive information on the sustainability of our products.

Close cooperation with customers, suppliers and product partners

To make our products more sustainable, we are intensifying the cooperation with our customers, suppliers and product partners. In 2022, we worked with manufacturers to determine the CO₂ emissions generated in the manufacture of our products. This will enable us to provide our stakeholders with information about the carbon footprints of our products in the future.

For the purpose of quality assurance and production optimization, we also cooperate closely with a large furniture manufacturer. In this context, we use an action plan for supplier development and hold regular meetings to ensure the quality of the materials supplied. This enables closer ties with the customer and a more in-depth exchange.

Outlook

After our sustainability strategy and goals were published and incorporated in the organization, the goals will be further operationalized in 2023 to effectively continue our sustainability efforts.

Within the framework of our whistleblowing system, the identity of the whistleblowers is currently needed for further correspondence with the processors. To ensure anonymity throughout the processing procedure, we intend to establish a digital whistleblowing system in the future.

Our employees as the basis for sustainability and success

Our 1,526¹ employees play a key role in helping us achieve our sustainability goals and implement sustainability throughout the Group. They form the basis of Homann Holzwerkstoffe Group and are our key to

success. To ensure the sustainable, long-term success of our company, we therefore attach special importance to training our employees.

2022 employee overview by age groups

Age group	Under 35 years	35 - 50 years	Over 50 years
Homann Holzwerkstoffe	441	665	420
Homatrans	16	23	18
Homatech	18	23	28
Krosno	151	198	138
Karlino	161	324	97
Losheim, Herzberg & Munich	95	97	139

Change in numbers of employees

	2020	2021	2022
Homann Holzwerkstoffe	1,590	1,591	1,526
Homatrans	58	62	57
Homatech	68	70	69
Krosno	511	490	487
Karlino	631	635	582
Losheim, Herzberg & Munich	322	334	331

A strategy for generational change is needed especially for our Losheim site. The earlier we address this challenge, the better we will be able to define actions. Other challenges faced by the Group include the relatively high staff turnover and the recruitment of employees. Although Homann Holzwerkstoffe offers good training remuneration and adequate pay, it is beco-

ming increasingly difficult to find enough apprentices and skilled labour. This issue is affecting companies across all sectors. The search for suitable employees who fill our values with life and drive the company's success requires extensive preparations as well as long-term decisions at various levels of the company.

By transferring knowledge and filling positions at an early stage, we aim to increase employee satisfaction with the help of good induction. In this context, we also want to increase our attractiveness as an employer by means of further training opportunities, flexible working hours in the administration, the provision of meals as well as healthcare offerings. Equality, diversity as well as fair and respectful dealings with each other also play an important role in our company. The family-like working atmosphere is appreciated by many employees. These factors can make the difference for young people.



To facilitate the knowledge transfer, we offer training plans for all employees and give experienced employees the possibility to pass their knowledge on to the next generation. We also support our existing staff in further improving their skills and offer them opportunities for further development within the Group.

Promoting attractiveness and awareness among young people

To present ourselves as an attractive employer, we cooperate with schools, universities and the local Chamber of Industry and Commerce. We also attend trade fairs, e.g. the [Merzig-Wadern Training Fair](#) during the COVID-19 pandemic, where our Losheim site presented itself online, as well as job fairs in Karlino and Krosno. We also offer training and family days, holiday jobs and summer internships as well as Open Days for schools and the local communities at our sites in Karlino and Krosno to introduce young people to the world of work and our company. In doing so, the HR departments often take new and creative approaches and plan online and offline events and activities that are covered by print and online media.

Our strategic approach

Our goal is to staff the locations with highly qualified people who want to stay with the company in the long term.

We actively address the entrepreneurial challenges and social needs, which is why the topic of attracting staff is coordinated and implemented at the top management level and in cooperation with the HR departments. We look for suitable, qualified people internally, but also externally, e.g. through the Employment Agency, regional newspapers and online job advertisements. The local plant managers and HR departments are responsible for hiring new staff. They draw up a plan and a list of all positions that will have to be filled in the near future and carry out regular assessments as to whether positions can be filled internally or need to be advertised externally.

¹ Balance sheet date December 31, 2022

Transport for employees



Social engagement

We attach great importance to a family-like working atmosphere in our company. We therefore offer a wide range of events for our employees where they can also bring their children, e.g. the Christmas party or the Open Day, where parents can show their kids their workplace and where we organize painting competitions and the like. In Poland, we arrange transport for employees from certain areas to our sites and also organized a company run and campaigned for refugees from Ukraine in 2022.

Optimized onboarding and offboarding processes

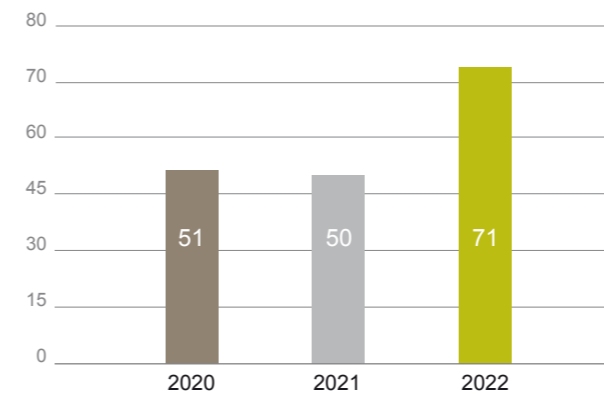
To retain our employees in the company in the long term and give newcomers a good start, we have optimized the onboarding and offboarding processes at our Polish locations. In 2022, feedback talks were introduced as part of the offboarding process to learn more about the reasons why people leave the company as well as about (de)motivating factors and the work experience in our company. This helps us improve the working conditions at the plant. Since 2022, we have also offered newcomers extended introductory training as well as onboarding talks. To make it easier for new employees to find their way around, they moreover get a workplace map that shows all important points in the factory.

Our apprentices – an investment in the future

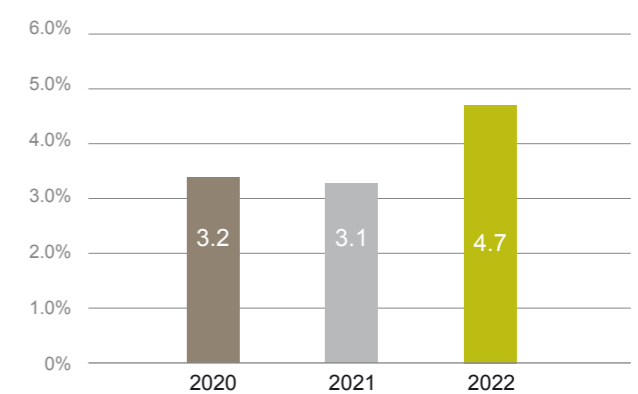
In 2022, Homann Holzwerkstoffe employed 71 apprentices. This corresponds to 4.7% of the total workforce – a ratio that we want to increase consistently in the coming years. To ensure that our apprentices benefit from comprehensive vocational training, each of them gets a detailed training plan at the start. Apprentices at our Losheim site also have the possibility to participate in various internal further training and education measures in conjunction with our site in Herzberg.

We also offer a variety of internships, e.g. in logistics, wood engineering, electrical engineering or mechanics. For instance, summer internships are offered to students of the Mechatronics Technical School in Karlino and to students of the Maritime School in Kołobrzeg interested in the field of logistics. In cooperation with the DHBW Mosbach, we also offer a dual study programme for wood engineering at the Losheim site.

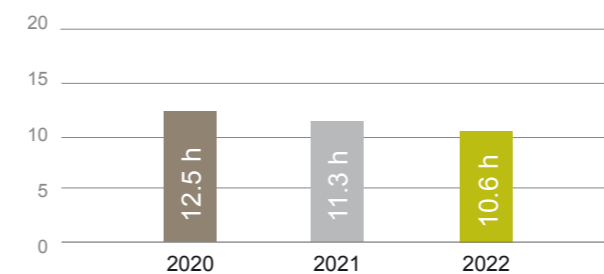
Number of apprentices Homann Holzwerkstoffe



Apprenticeship training rate Homann Holzwerkstoffe



Training and further education hours per employee



Apprenticeships available to all genders

Losheim:

- Electronics technician
- Industrial clerk
- Industrial mechanic
- Machine and plant operator (since summer 2022)

Karlino:

- Mechanic operator for woodworking machines
- Mechatronic
- IT-Technician

Krosno:

- IT-Technician

Herzberg:

- Office manager

Homatech:

- Maintenance mechanic
- Mechatronic
- Elektrician
- Elektronics technician for automation technology

Homatrans:

- Logistician

With sustainable products, forward-looking corporate governance and attractive apprenticeships, we want to retain the existing staff in the company, but also attract young talents. We therefore attach special importance to the vocational and further training of our employees. Employees are encouraged to take advantage of further training opportunities that are matched to their needs. Training and development hours per employee were 10.6 hours in 2022. Further training includes both specific job-related training and safety-related training, e.g. in the first-aid groups or the internal fire brigade.

Outlook

Going forward, we want to strengthen and expand the vocational and further training offerings for our employees. We aim to increase the share of apprentices to 5% and to raise the training and further education hours per employee to 25 hours per year by 2026. In this context, we also want to optimize the recording of further training hours at the Losheim site in 2023. Further training courses that were cancelled due to the COVID-19 pandemic are to be taken at a later date. For our Polish sites, we aim to further increase the retention of key personnel. For this purpose, we plan to intensify the relationships with our employees and also want to introduce and improve internal processes and the implementation of HR plans. To attract new young talents, we want to take graduating classes on tours of our plants to allow them to get to know our company.



To ensure the sustainable, long-term success of our company, we attach special importance to training our employees.





Field of action 2: We face up to the challenges

In 2022, the economy was faced not only with the challenges of climate protection, digitalization and the procurement of raw materials, but also with other complex challenges. These included, in particular, the reduced demand resulting from the Russia-Ukraine war and the sharp rise in energy prices.


Field of action 2: We face up to the challenges

In 2022, the economy was faced not only with the challenges of climate protection, digitalization and the procurement of raw materials, but also with other complex challenges. These included, in particular, the reduced demand resulting from the Russia-Ukraine war and the sharp rise in energy prices.

stakeholders. Our efforts comprise the automation of production, the reduction of our emissions and the increased use of renewable energy to help make the world more sustainable. With regard to our field of action “We face up to the challenges”, our goals are consistent with the following UN Sustainable Development Goals (SDGs):

We face up these challenges and aim for sustainable and efficient production to remain attractive to our


7
AFFORDABLE AND
CLEAN ENERGY



Goal 7 – Affordable and clean energy

Homann Holzwerkstoffe takes responsibility. Through extensive investments in the modernization of our locations and the installation of biomass boilers as well as planned investments in the generation of our own electricity, we are covering an ever greater share of our energy requirements from renewable sources.

9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Goal 9 – Industry, innovation and infrastructure

We rely on intelligent work processes and are successively automating our production. This results in efficiency increases and an improvement or consistently high quality of our products.

13
CLIMATE
ACTION



Goal 13 – Climate action

We want to significantly reduce our emissions, thus serving as a role model for other manufacturing companies. To reduce our environmental impact, we are using new technologies and will gradually replace our coal and gas power plants.

Summary of our goals

Goals	Deadline	Measures taken and planned
Reduce Scope 1 and 2 CO ₂ -e-emissions per cubic metre of HDF by 65%	By 2030	<ul style="list-style-type: none"> Replacement of the coal boiler in Krosno by a biomass boiler
Reducing emissions	By 2024	<ul style="list-style-type: none"> Planning and building of a new water treatment plant in Krosno

Automated production

In the context of increasing digitalization, Homann Holzwerkstoffe has long since supported the automation of production processes. Many steps of the production processes have already been automated. This not only entails a noticeable increase in efficiency, but also has a positive impact on the health of our employees. Employees who work on machines are exposed to health challenges and physical strain every day. In addition, climatic factors such as heat and cold, the lifting of heavy materials or frequently recurring movements can have a negative impact on employees' health. By increasingly automating our production processes, we want to minimize these impacts and help reduce the probability of accidents.

Apart from health aspects, automation can reduce the manual effort, which allows our employees to be increasingly deployed in other areas, which is very helpful especially in times of a shortage of skilled labour across all sectors.

The reorganization of production thus not only improves the working conditions for our employees and makes our jobs more attractive, but also allows us to increase our efficiency and to ensure a higher product quality. This way, we ensure that our customers are satisfied in the long term.



Our strategic approach

It is our ambition to constantly improve and to provide our customers with products of the highest quality. Homann Holzwerkstoffe makes this possible by automating production, which helps to optimize work processes, reduce energy consumption and waste volumes and minimize the environmental impact. It also increases the work comfort, which, in turn, makes working in our company more attractive to potential employees and may become a competitive advantage in this challenging market.

We are taking various measures to successively automate production throughout the Group. The management of Homann Holzwerkstoffe Group decides individually at which locations process steps are to be automated and makes the required resources available. This is done in close consultation with the management of the respective plant and the corresponding specialist departments. The latter already support Technical Controlling with extensive data records on consumption, scrap quantities as well as quality criteria and accident statistics to facilitate corresponding analyses and identify potential for improvement.

Successive investments in the modernization and automation of our production sites

In 2022, Homann Holzwerkstoffe Group again invested in the modernization and automation of its sites. By restructuring production, it was possible to improve working conditions at all sites. In Losheim, for example, the conversion of a fully automated plant for the design of back panels was planned, which was put into operation at the beginning of 2023. The conversion optimized the plant and adapted it to new product requirements.

In Karlino, a modernization of the laminating line took place, which leads to increased production possibilities and guarantees in higher quality. The new form of feeding reduces the number of damaged fibreboards to a minimum and ensures an increase in efficiency, as no interruption is required to replace pallets. In addition, a new system for processing back panels was installed, in which several processing steps are combined in one machine.

For improved quality assurance, an electronic measuring table has now also been installed in Krosno, following the example of Karlino.

This ensures increased accuracy when measuring machined back panels. We also implemented technical measures on the HDF production line in Karlino that result in better cutting quality, higher dimensional accuracy and energy savings.

The construction measures already planned and started at the Losheim site are being continued. The aim of the construction measures is to modernize the site and prepare it well for the future.

Outlook

We want to push ahead with the modernization of production and the electrification of internal transportation. This includes the continuous optimization of production processes. The next focus is on increasing the share of electric forklifts.

Reducing emissions

At Homann Holzwerkstoffe, we want to live up to our responsibility and considerably reduce our emissions on our way to becoming carbon-neutral. This is also something that is required under various environmental regulations and expected by our stakeholders. To embark on this path, we are already addressing the replacement of our coal and gas power plants at the Polish sites by biomass boilers as well as the corresponding replacements to reduce emissions.

As we work with natural resources such as wood, sustainability has always been anchored in the philosophy of Homann Holzwerkstoffe. As a company, we are aware of the limited availability of this resource and the negative impact that its careless use may have on the environment. Our sustainable practices allow us to offer high-quality products while at the same time making a positive contribution for the environment.

As a family-owned business, we attach importance to paving the way for the next generation for our employees and the company and to being successful in the long term. This includes complying with legal and ethical obligations and considering the needs of society.

Our strategic approach

We want to set a good example and achieve a noticeable reduction in our emissions. Responsibility for this issue and for making available the required resources lies with the Management of Homann Holzwerkstoffe. A regular exchange takes place in meetings with the management, where long-term goals and measures are jointly defined. The local Energy Departments are responsible for implementing the adopted measures at the individual sites.

Our locations have an energy management system, which is certified to ISO 50001 in Losheim and Karlino and is regularly audited. Emission values and consumption data are continuously recorded at all sites of Homann Holzwerkstoffe. For our Losheim site, carbon emissions are additionally verified by an independent expert within the framework of the European emissions trading system. In Krosno, the authorities are informed about implemented measures and energy savings. Thanks to a structured organization, we are aware of our emissions and have been able to identify particularly energy-intensive processes. Management focuses on improving these processes and pushing for energy savings to achieve the greatest possible impact.

State-of-the-art technology for more environmental protection

As part of our efforts for a sustainable reduction in emissions, we have already implemented various measures. The Losheim plant mainly uses biomass for heating, which keeps emissions at a low level. The site's biomass boiler has been in use for several years and significantly reduces the use of fossil fuels.

As emission levels in our Polish plants are still relatively high, we are making particularly intensive efforts here to initiate and implement measures to reduce emissions. At the site in Krosno, a biomass boiler was also installed and connected in 2022. It will be taken into operation in the course of 2023. Measures at the plants and central power supply have already resulted in further energy savings.

Exchange with our suppliers

To reduce our emissions and communicate transparently, we are currently expanding the recording of our emissions. Besides the direct and indirect energy-related greenhouse gas emissions (Scope 1 and 2), which we have been measuring for some time, we also want to record the indirect greenhouse gas emissions from our upstream value chain in the future. To this end, talks with our suppliers were started in 2022. These are indispensable to obtain the emission figures from the upstream supply chain and to report part of the Scope 3 emissions for Homann Holzwerkstoffe.

Outlook

The fundamental goal of Homann Holzwerkstoffe Group is to reduce Scope 1 and 2 carbon emissions per cubic metre of HDF by 65% by 2030. One measure to reach this goal is the commissioning of a biomass boiler, which is scheduled for spring 2023. We will also develop a concept to replace the boiler in Karlino and to generate our own electricity. Once the concept has been implemented, the gas firing will be replaced and electricity will be generated internally in Karlino. Moreover, we plan to record part of the Scope 3 emissions and include the procurement process in the future. To this end, we will intensify the talks with our suppliers. The aim is to calculate our carbon footprint in accordance with the relevant standards.

Direct (Scope 1) GHG emissions

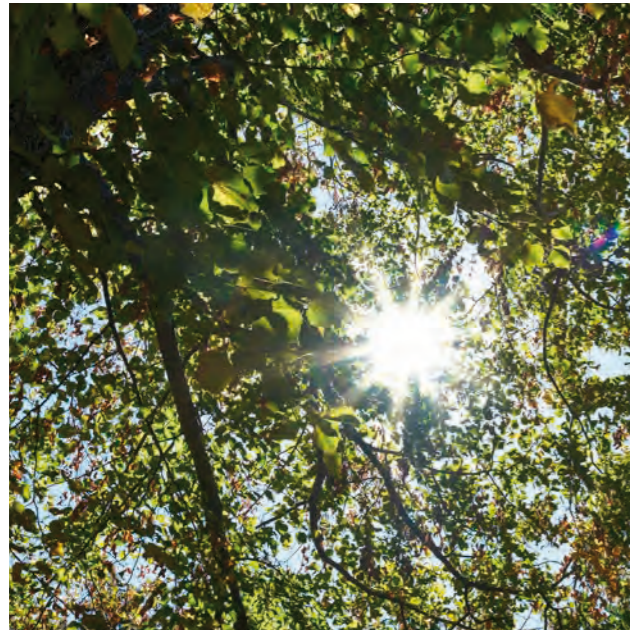
	2020	2021	2022
Direct emissions (tons CO ₂ -e net)			
Total	54,910	60,243	49,989

Energy-related indirect (Scope 2) GHG emissions

	2020	2021	2022
Indirect emissions (tons CO ₂ -e net)			
Total	132,667	145,457	144,397

GHG emissions intensity (Scope 1 and 2)

	2020	2021	2022
Specific amount of CO ₂ (tons CO ₂ -e net / m ³)			
Total	0.2726	0.2750	0.2788



At Homann Holzwerkstoffe, we want to live up to our responsibility and considerably reduce our emissions on our way to becoming carbon-neutral.



Using renewable energy

The shift to renewable energy is necessary to fight climate change and to reduce dependence on fossil fuels. Besides operating energy-efficiently, using renewables is the key approach for a company like ours to help make the future environmentally friendly. In doing so, we are always pursuing a balance between our own aspiration to produce in an environmentally friendly way and the needs and requirements of our customers. We also take into account the increasingly stricter environmental laws and regulations on the one hand and our existing energy requirements and the strong increase in the prices of oil, gas and coal on the other hand.

To reduce the environmental impact, we strive for environmentally friendly energy generation at all production sites and are increasingly investing in renewables. Our aim here is to increase the share of renewables in our electricity consumption.

Our strategic approach

We want to contribute to the energy transition and assume responsibility for our daily actions by continuously reducing the use of fossil energy and increasing the use of renewables. We are examining various options for modernizing the energy supply on a site-specific basis.

Due to the high energy requirements and the high investment costs, the top management of Homann Holzwerkstoffe is responsible for planning and approving the measures aimed at shifting to renewable energy sources. Projects are implemented in close consultation with the managers responsible for the respective plant and with the specialist departments. In addition, regular energy reports are compiled and data on energy consumption and emissions are continuously collected.

Greater energy efficiency at the locations

We are already operating more energy-efficiently and are increasingly using renewable energy. To this end, we are constantly taking new measures to increase energy efficiency at our locations. In Krosno, for instance, the biomass boiler was approved and installed in 2022, with operation scheduled to commence in spring 2023.

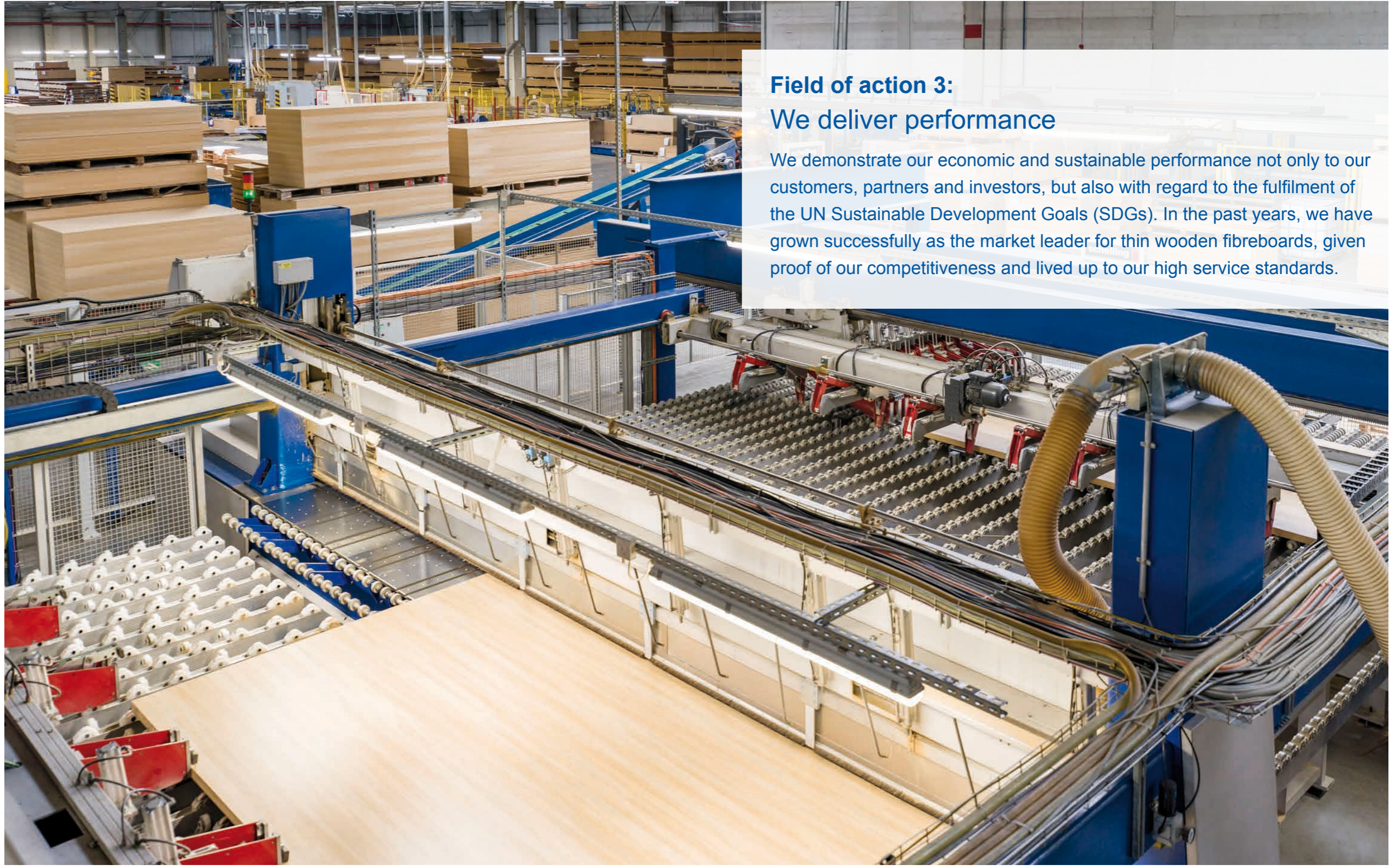
Renewables for more sustainable commuting

We not only want to make our sites more energy-efficient, but also give our employees the opportunity to reduce their fossil energy consumption in favour of renewables as well as to reduce the overall consumption of fuels. We therefore added a photovoltaic system to our bicycle shelter at the Karlino site in 2022. The shelter is equipped with bicycle racks, a bicycle repair station comprising basic tools and air pumps as well as a charging station for electric bicycles. This is intended to not only encourage more employees to commute by bicycle, but also to ensure that electric bicycles are charged exclusively with renewables.

Outlook

Homann Holzwerkstoffe aims to increase the share of renewables in its electricity consumption to 70% by 2030. For this purpose, we have already initiated various measures at all sites and will continue them. In Krosno, for instance, the new biomass boiler was taken into operation in spring 2023, and the use of renewables will continue to be promoted at all sites.





Field of action 3:
We deliver performance

We demonstrate our economic and sustainable performance not only to our customers, partners and investors, but also with regard to the fulfilment of the UN Sustainable Development Goals (SDGs). In the past years, we have grown successfully as the market leader for thin wooden fibreboards, given proof of our competitiveness and lived up to our high service standards.

Field of action 3: We deliver performance

We demonstrate our economic and sustainable performance not only to our customers, partners and investors, but also with regard to the fulfilment of the UN Sustainable Development Goals (SDGs). In the past years, we have grown successfully as the market leader for thin wooden fibreboards, given proof of our competitiveness and lived up to our high service standards. Our commitment to making responsible

use of natural resources and to promoting innovative products and services is an integral element of our strategy. The preservation of our forests plays a key role for us in the context of sustainable operation.

With regard to our field of action “We deliver performance”, our goals are consistent with the following UN Sustainable Development Goals (SDGs):

9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE

Goal 9 – Industry, innovation and infrastructure

In our in-house technology centre and together with our customers, we are continuously working on innovations and product improvements, attaching great importance to a sustainable approach.

12
RESPONSIBLE
CONSUMPTION
AND PRODUCTION

Goal 12 – Responsible consumption and production and Goal 15 – Life on land

We pay special attention and great respect to nature. For the production of our wooden fibreboards, we rely primarily on residual wood from sawmills and thinning wood from sustainably managed forests and we want to increase the share of recycled fibres in our products noticeably over the next years. We cooperate with regional forestry operations to ensure a low-emission procurement process.

15
LIFE
ON LAND

Summary of our goals

Goals	Deadline	Measures taken and planned
Increase the share of recycled fibres in the product to up to 15%	By 2030	<ul style="list-style-type: none"> Participate in a four-year research project on the use of recycled wood in the fibreboard industry (EcoReFibre)
Increase the share of bio-based adhesives across all paints used to 50%	By 2030	<ul style="list-style-type: none"> By 2023, 5% of our paint adhesives are to be bio-based We plan to start producing and offering these products in mid-2023

High cost-effectiveness, efficiency and competitiveness

High cost-effectiveness and efficiency are closely linked to an organization’s sustainability efforts: Only organizations that implement sustainable strategies and practices will be able to improve their cost-effectiveness and efficiency and secure their success in the long term.

The availability and the prices of resources are currently a key challenge in the industry in which Homann Holzwerkstoffe Group operates. In the second half of 2022, the tight commodity situation was further exacerbated by the rise in fuel prices and the decline in demand. The Group must also adapt to the general change in interest rates, increased currency risks and high inflation, all of which were closely monitored in the reporting year. In addition, sustainability requirements are imposed on the company by various stakeholders, such as new laws, changing financing options that take sustainability criteria into account or growing customer demand for sustainable products. Measures are being taken to adapt the strategy to the changing conditions and to minimize risks.

Homann Holzwerkstoffe Group benefits from its long-standing good market position and competitiveness, which are also advantageous in coping with the challenges imposed by the business environment. The good business relationships with customers, suppliers and banks give the Group a stable basis on which to continue its sustainable growth and seize opportunities such as customers’ higher demand resulting from increased online commerce.

Our strategic approach

All of the Group’s plants are certified to ISO 9001. To ensure that we offer products of a consistently high quality, our Quality Assurance Department regularly monitors the quality of our products.

Important decisions about new projects and investments are made by the management of Homann Holzwerkstoffe GmbH. The implementation of approved projects is then handed over to the corresponding departmental management team, which supports the project. Our press and investor relations activities regularly inform our stakeholders and investors about our economic and operating performance.

The Technology Department is responsible for innovation. Together with the respective specialist departments, it addresses both existing and new products in current production. Our in-house Technology Centre is the place where new products are developed, raw materials are examined and innovative process technologies are tested – also in cooperation with our customers to ensure that their needs and requirements are met.

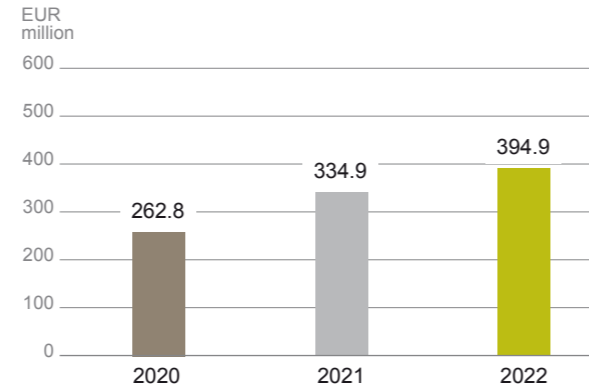
Triad of cost-effectiveness, financing and investment

Last year – in spite of the challenging times – Homann Holzwerkstoffe showed a positive performance and continued its growth. With the order backlog at a solid level, the company grew its revenues by 17.9% from EUR 334.9 million to EUR 394.9 million – essentially driven by higher sales prices resulting from the increased input costs for wood, glue and energy.

The company was also able to successfully push ahead with an investment in 2022: Construction of Homann Holzwerkstoffe Group’s fourth plant in Pagiriai, Lithuania, is proceeding to plan, which means that the first wooden fibreboards will be produced here in 2023. Moreover, we want to make the Krosno site more efficient and more sustainable by replacing the coal power plant by a biomass boiler. As we have successfully completed the approval process and the construction work, the biomass boiler can be taken into operation in 2023. Also, in Krosno, a new water treatment plant has been approved, which is to go into operation in 2024.

Thanks to the EUR 78 million corporate bond issued in 2021, the financing situation of Homann Holzwerkstoffe Group rests on a solid footing for the medium term. The company’s external financing capacity and very good cash position additionally contribute to its success.

Revenues



Outlook

The opening of our new site in Lithuania represents an important milestone for Homann Holzwerkstoffe Group. As the construction work is on schedule, we expect to start producing the first HDF/MDF boards in Lithuania in summer 2023. At the same time, we intend to modernize our Losheim site in the coming years in order to further increase its performance. Moreover, the new biomass boiler in Krosno is to be taken into operation in 2023.

High service quality

To live up to our own high service standards at Homann Holzwerkstoffe and enable a high service quality, our employees are highly committed and cooperate closely with suppliers and customers. This allows us to master challenges such as fluctuating availability of materials as well as supply shortages and to meet the growing needs, requirements and wishes of our customers. Although on-site visits to the factories as well as customer visits were possible again, the increasing digitalization has led to a general decline in personal contacts with customers. We are committed to promoting and supporting our employees in the best possible way so as to maintain flexibility in a constantly changing working environment.

Our strategic approach

Homann Holzwerkstoffe attaches great importance to the quality of its products and services to ensure long-term customer retention and a strong market position. To win and increase the trust placed in us by our customers and business partners, a continuous exchange with fixed contact persons and the field service is indispensable. Management is responsible for managing the service quality and the allocation of resources, while the sales managers are closely involved in communication with customers so as to identify challenges at an early stage. Complaints and queries are addressed directly to personal contact persons, who give feedback after having processed the matter internally.

Optimizing processes

In the context of the digitalization of its customer service, Homann Holzwerkstoffe Group is guided by industry standards and the needs and requirements of its customers. In the reporting period, all customer requests for digital notification of deliveries were implemented directly from SAP at the time of loading. Order confirmations and invoices have been sent mainly digitally for quite some time. For some larger customers, orders can be directly entered and recorded digitally in SAP. Training and further education courses help prepare employees for the increasing digitalization to ensure that we can meet the growing requirements. Sales staff, for instance, are regularly trained by our key users, i.e. those responsible for a particular software programme.

Outlook

The measures implemented by us to date to ensure a high service quality are reflected in the satisfaction of our customers. To carry this success forward, we will continue to rely on proven strategies, while at the same time focusing on the development of sustainable products to meet the needs of our customers even better. To improve the processing and evaluation of customer complaints, an SAP-connected tool is being developed and will be introduced in the future.

Procurement of wood and use of recycled wood

Homann Holzwerkstoffe Group attaches top priority to efficient and sustainable operations, which characterize the entire production process. The procurement of raw materials plays an important role in this context. Thanks to long-standing partnerships with suppliers, a continuous exchange and a secure supply of wood are guaranteed. These relationships pay off especially in times of rising commodity prices and limited availability.

As wood is a natural product that is influenced by fluctuating quantities of fallen wood, pest infestation and extreme weather events and since forestry areas are declining due to political regulations, prices are on the increase. This effect is being intensified by the growing demand for wood as a building material as well as for the generation of renewable energy.

Our strategic approach

Homann Holzwerkstoffe Group attaches great importance to the sustainable and ethically sound procurement of raw materials. This is why we do not use wood from illegal logging, from forests in which civil or traditional rights are not respected, from forests requiring special ecological protection, from genetically modified trees and from natural forest clearance.

To ensure resource-efficient production, Homann Holzwerkstoffe Group purchases predominantly residual wood from sawmills and thinning wood from sustainably managed forests for the production of its wooden fibreboards. For a reliable, effective and low-emission procurement process, we primarily cooperate with regional forestry operations close to our plants. The average procurement radius for all locations is about 140 km.

Responsibility for the procurement processes lies with the Wood Purchasing and Technical Purchasing Department. For the ongoing monitoring of the processes, monthly purchasing reports are prepared for the management, which regularly exchanges information on current developments and decides on overarching measures. These measures are implemented by the Wood Purchasing and Technical Purchasing Department and other specialist departments concerned.



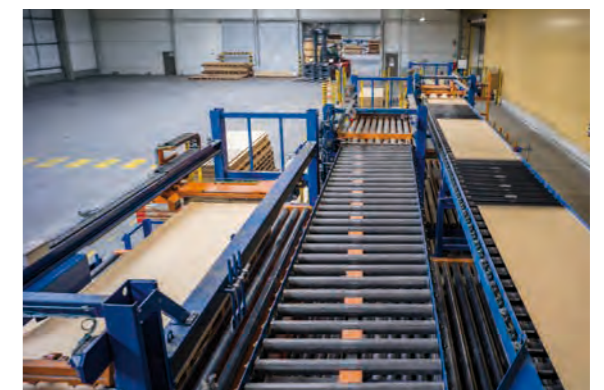
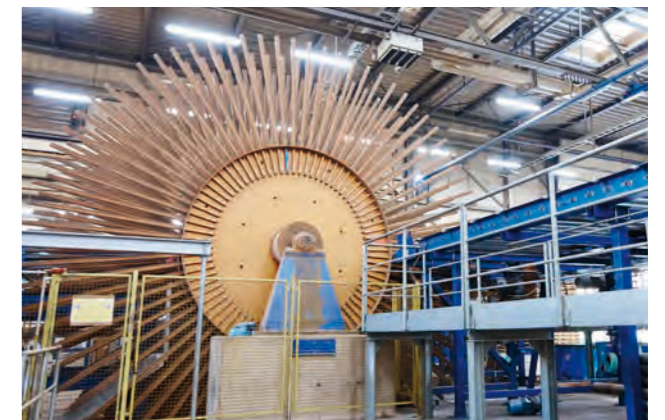
Sustainable wood processing

Homann Holzwerkstoffe aims to further push ahead with the issue of wood recycling. In this context, the EU's [EcoReFibre](#) project was launched in May 2022. The aim of this research and development project, which is scheduled to run until 2026 and comprises 20 companies and partners from seven different countries, is to increase the available wood resources in Europe by means of recycling. We participate in the project in the group of industrial partners and SMEs. The project specifically aims to substitute recycled fibres for up to 25% of the virgin fibres currently used in the European fibreboard market. The project therefore researches intelligent technologies for recycling wood waste into fibreboards and new types of building products.

Outlook
Our goal is to increase the share of recycled fibres in the product to up to 15% by 2030. The technology required for this still needs to be developed. HOMANIT is actively involved in the development of suitable machines and processes. Further laboratory and production tests as part of the joint European EcoReFibre project are planned for the years 2023 to 2026.



Homann Holzwerkstoffe Group attaches top priority to efficient and sustainable operations, which characterize the entire production process.



Innovation

Innovation and continuous product development are firmly anchored in Homann Holzwerkstoffe Group's corporate culture. By continuously analyzing and implementing technical innovations in areas characterized by high consumption of natural resources such as wood fibres, the Group not only strengthens its future viability, but also makes an active contribution to conserving these valuable resources.

The development of more sustainable products, e.g. by using bio-based adhesives in paints, not only gives Homann Holzwerkstoffe the opportunity to gain additional market share, but also allows the company to position itself as forward-looking and attractive employer. In this context, the exchange across departments of different locations and cooperation with external knowledge carriers such as machine builders, universities, customers and suppliers also play an important role.

Homann Holzwerkstoffe Group effectively uses its strong market position as a recognized specialist in the field of thin MDF/HDF boards to invest in innovative products and their further development.

Our strategic approach

The quality of the products as well as positive results of our actions are indispensable prerequisites for the future of our company. We want to promote open exchange at all levels and in all divisions of the company, which is why all employees have the opportunity to contribute their ideas and suggest innovations.

When new innovation projects are initiated, the responsible specialist department informs the management about the current project status and the corresponding responsibilities. The regular and intensive exchange – also with machine builders, suppliers and customers – allows us to identify and resolve difficulties within individual projects at an early stage.

Forward-looking product development

In 2020, we installed a cross-locational Technology Centre with numerous facilities for the production and finishing of thin MDF and HDF boards. These facilities allow us to simulate and optimize a large number of expected process steps. The possibility to produce prototypes supports the proximity to the user as well as Homann Holzwerkstoffe's positioning as a problem solver. The Technology Centre also comprises a test

room for standard tests as well as climate chambers for the standard-compliant testing of doors for internal developments and as a service for customers from the doors industry. The Technology Centre thus enables us to push ahead with the development of innovations within Homann Holzwerkstoffe Group.

As part of our project to switch to bio-based adhesives in paints, we carried out successful pre-trials and tests with our suppliers in 2022. The preparations for the switch to 5% "better carbon" were completed successfully at all paint suppliers. We are also pleased to have added two new surface embossing products to our portfolio.

Moreover, the development of a low-swell fibreboard is well advanced. The product is designed for exterior doors (as an inner door layer) and floors (special flooring applications) and is already being used by some customers.

The BENHoLei project for the cross-industry development and use of wood-fibre-based, resource-saving lightweight construction elements, in which the company cooperates with the Chair of Lightweight Construction Systems at Saarland University and with experienced machine builders to develop an innovative product, was continued in 2022. The project is sponsored by the Federal Ministry for Economic Affairs and Climate Action.

Outlook

We plan to start producing and selling the products containing 5% bio-based paint adhesives in mid-2023. We intend to increase the share of bio-based adhesives across all paints used to 50% by 2030.



Innovation and continuous product development are firmly anchored in Homann Holzwerkstoffe Group's corporate culture.



FACTS AND FIGURES

CORPORATE INFORMATION

General disclosures (GRI 2)

The organization and its reporting practices

Organizational details (GRI 2-1)

As some of the data below refer to the main production operations, they are presented broken down by administrative area. All listed production operations are controlling entities with their own budget.

No.	Controlling entity	Production	Other activities
Germany			
1	Homann Holzwerkstoffe GmbH, Munich		Administrative headquarters
2	HOMANIT GmbH & Co. KG, Losheim	1	
3	HOMANIT GmbH & Co. KG, Herzberg		Central distribution
Poland			
4	Homanit Krosno Odrzańskie Sp. z o.o., Krosno	1	
5	Homanit Polska Sp. z o.o. i. Spółka Sp. k., Karlino	1	
6	Homatrans Sp. z o.o., Karlino		Transport company
7	Homatech Polska Sp. z o.o., Karlino		Maintenance and service company
France			
8	Homanit S.A.R.L., Schiltigheim		Distribution
Lithuania			
9	UAB Homanit Lietuva, Pagiriai	(1)	4th plant as of mid 2023
		3	

Activities and workers

Activities, value chain and other business relationships (GRI 2-6)

Number	2020	2021	2022
Operations / Companies*	8	8	8
Plants	3	3	3

* Homann Holzwerkstoffe GmbH, Munich;
HOMANIT GmbH & Co. KG, Losheim;
Homanit Krosno Odrzańskie Sp. z o.o., Krosno;
Homanit Polska Sp. z o.o. i. Spółka Sp. k., Karlino;
Homanit S.A.R.L., Schiltigheim;
Homatrans Sp. z o.o., Karlino;
Homatech Polska Sp. z o.o., Karlino;
UAB Homanit Lietuva

in kEUR	2020	2021	2022
Group revenues	262,820	334,900	394,867
Total assets	310,078	375,623	493,202
Equity	57,901	107,263	149,971
Liabilities	242,016	249,649	324,089

Employees (GRI 2-7)

Number	2020	2021	2022
Total number of employees*	1,590	1,591	1,526
Average number of white-collar workers**	331	345	372
Average number of blue-collar workers**	1,184	1,225	1,191
Average total number of employees**	1,515	1,570	1,563

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

Economic performance (GRI 201)

Direct economic value generated and distributed (GRI 201-1)

in kEUR*	2020	2021	2022
Revenues	262,820	334,900	394,867
Increase/reduction in inventory of finished and unfinished goods	-5,530	470	13,844
Other own work capitalized	593	1,125	836
Other operating income	5,049	9,464	10,101
Other interest and similar income	70	533	690
Direct economic value generated*	263,002	346,492	420,338
Cost of materials	132,087	165,691	243,323
Expenses for personnel	42,868	50,580	51,283
Depreciation and amortization	16,070	21,037	16,834
Other operating expenses	43,739	46,793	50,147
Write-down of financial investments and investments classified as current assets	1,020	82	1,079
Interest and similar expenditure	6,868	10,404	9,419
Income taxes	1,216	3,167	2,023
Economic value distributed**	243,868	297,754	374,108
Economic value retained***	19,134	48,738	46,230

* 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

COMPLIANCE & VALUES

Anti-corruption (GRI 205)

Confirmed incidents of corruption and actions taken (GRI 205-3)

Number	2020	2021	2022
Total number and type of confirmed incidents of corruption	0	0	0
Total number of confirmed incidents in which employees were dismissed or given warnings due to corruption	0	0	0
Total number of confirmed incidents in which contracts with business partners were terminated or not renewed due to corruption-related violations	0	0	0
Public lawsuits related to corruption initiated against the organization or its employees during the reporting period, as well as the results of these lawsuits	0	0	0

Anti-competitive behavior (GRI 206)

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices (GRI 206-1)

Number	2020	2021	2022
Legal actions for anti-competitive behavior	0	0	0
Legal actions for anti-trust practices	0	0	0
Legal actions for monopoly practices	0	0	0
Total	0	0	0

Non-discrimination (GRI 406)

Incidents of discrimination and corrective actions taken (GRI 406-1)

Number	2020	2021	2022
Incidents of discrimination	0	0	0

Customer health and safety (GRI 416)

Assessment of the health and safety impacts of product and service categories (GRI 416-1)

Formaldehyde monitoring:

Our products fall clearly below the legally required formaldehyde limits (emission class E1).

Most of our products also meet the requirements of IOS-MAT 0003 and CARB Phase 2. Permanent monitoring of all quality parameters in our own laboratories and regular remote monitoring by external institutes guarantee consistently high quality standards.

Quality management:

Ensuring consistently high quality is an essential part of our corporate philosophy. HOMANIT was certified to quality management standard DIN EN ISO 9001 as early as 1995. Needless to say, our plants are today certified to the current ISO 9001:2015 standard.

Incidents of non-compliance concerning the health and safety impacts of products and services (GRI 416-2)

Number	2020	2021	2022
Incidents of non-compliance concerning the health and safety impacts of products and services	0	0	0

Marketing and labeling (GRI 417)**Requirements for product and service information and labeling** (GRI 417-1)

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

Incidents of non-compliance concerning product and service information and labeling (GRI 417-2)

Number	2020	2021	2022
Incidents of non-compliance concerning product and service information and labeling	0	0	0

Incidents of non-compliance concerning marketing communications (GRI 417-3)

Number	2020	2021	2022
Incidents of non-compliance concerning marketing communications	0	0	0

Customer privacy (GRI 418)**Substantiated complaints concerning breaches of customer privacy and losses of customer data**

(GRI 418-1)

Number	2020	2021	2022
Complaints concerning breaches of customer privacy and losses of customer data	0	0	0

EMPLOYEES AND SAFETY**General disclosures** (GRI 2)**Activities and workers****Employees** (GRI 2-7)

The „number of employees“ approach was taken as the total number, All employees including vocational academy students, excluding management, working students, temporary workers / agency workers and interns were counted.

i. By employment contract and gender

Number	2020	2021	2022
Male	1,240	1,245	1,190
Permanent employment contract	1,050	1,016	988
Temporary employment contract	190	229	202
Female	350	346	336
Permanent employment contract	283	282	271
Temporary employment contract	67	64	65
Total	1,590	1,591	1,526

Excluding the management.

ii. By employment contract and administrative area

Number at the sites	2020	2021	2022
Germany	322	334	331
Permanent employment contract	307	313	313
Temporary employment contract	15	21	18
Poland	1,268	1,257	1,195
Permanent employment contract	1,026	985	946
Temporary employment contract	242	272	249
Total	1,590	1,591	1,526

Excluding the management.

iii. By employment relationship and gender

Number	2020	2021	2022
Male	1,240	1,245	1,190
Full-time	1,238	1,241	1,181
Part-time	2	4	9
Female	350	346	336
Full-time	340	334	322
Part-time	10	12	14
Total	1,590	1,591	1,526

Excluding the management.

iv. With disability

Number	2020	2021	2022
Employees with disabilities	16	20	19

v. By gender and age group

Number	2020	2021	2022
Male	1,240	1,245	1,190
up to 35 years old	439	414	354
from 35 to 50 years old	428	431	492
over 50 years old	373	400	344
Female	350	346	336
up to 35 years old	115	98	87
from 35 to 50 years old	141	149	173
over 50 years old	94	99	76
Total	1,590	1,591	1,526

Collective bargaining agreements (GRI 2-30)

	2020		2021		2022	
	Employees as of 31 Dec.	Percentage of employees covered by collective bargaining agreements	Employees as of 31 Dec.	Percentage of employees covered by collective bargaining agreements	Employees as of 31 Dec.	Percentage of employees covered by collective bargaining agreements
Total	1,590	20%	1,591	21%	1,526	21%

Losheim and Herzberg are covered by collective bargaining agreements.

Employment (GRI 401)

New employee hires and employee turnover (GRI 401-1)

i. New employees by gender and region

	2020		2021		2022	
	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%	17	5%	20	6%
Male	18	6%	10	3%	16	5%
Female	2	1%	7	2%	4	1%
Karlino	108	17%	107	17%	58	10%
Male	78	12%	89	14%	45	8%
Female	30	5%	18	3%	13	2%
Krosno	96	19%	76	16%	78	16%
Male	72	14%	57	12%	56	11%
Female	24	5%	19	4%	22	5%
Homatech	13	19%	17	24%	9	13%
Male	13	19%	17	24%	9	13%
Female	0	0%	0	0%	0	0%
Homatrans	16	28%	12	19%	5	9%
Male	14	24%	11	18%	4	7%
Female	2	3%	1	2%	1	2%
Total	253	16%	229	14%	170	11%

Excluding the management.
Calculated with data as of 31 Dec.

ii. Employee turnover by gender and region

	2020		2021		2022	
	Number	Turnover	Number	Turnover	Number	Turnover
Losheim, Herzberg and Munich	18	6%	3	1%	23	7%
Male	13	4%	3	1%	14	4%
Female	5	2%	0	0%	9	3%
Karlino	87	14%	99	16%	80	14%
Male	70	11%	80	13%	66	11%
Female	17	3%	19	3%	14	2%
Krosno	84	16%	81	17%	81	17%
Male	65	13%	58	12%	54	11%
Female	19	4%	23	5%	27	6%
Homatech	8	12%	14	20%	7	10%
Male	8	12%	14	20%	7	10%
Female	0	0%	0	0%	0	0%
Homatrans	14	24%	8	13%	10	18%
Male	12	21%	8	13%	8	14%
Female	2	3%	0	0%	2	4%
Total	211	13%	205	13%	201	13%

Excluding the management.

Calculated with data as of 31 Dec.

The figures include the following departures: employee termination, start of partial retirement exemption, start of pension, employer termination, end of fixed-term contracts, termination agreements.

Not included in the figures are: end of training, death of employee, military obligation, end of time limit due to end of visa (these employees usually return with new visa).

iii. Employee terminations by location

	2020		2021		2022	
	Total employee terminations	Employee turnover	Total employee terminations	Employee turnover	Total employee terminations	Employee turnover
Losheim, Herzberg and Munich	7	2%	1	0%	9	3%
Karlino	7	1%	10	2%	43	7%
Krosno	23	5%	14	3%	48	10%
Homatech	3	4%	3	4%	4	6%
Homatrans	0	0%	3	5%	8	14%
Total	40	2.52%	31	1.95%	112	7.34%

Exclusively employee terminations.

Calculated with data as of the reporting date 31 Dec.

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

(GRI 401-2)

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

Parental leave (GRI 401-3)

Approved absence for male and female employees due to the birth of a child during the reporting period.

Approved absence includes: pregnancy leave, parental leave, maternity or paternity leave for an extended period. Individual days off for childcare do not count.

Employees*	Total	Total
	2021	2022
Female	44	41
Male	33	28
Total	77	69

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

Occupational health and safety (GRI 403)

Worker training on occupational health and safety (GRI 403-5)

Occupational health and safety training for employees:

- Upon employment, all employees receive introductory training on health and safety and a job instruction on fire safety.
- Fire protection and first aid training is regularly repeated.
- If employees perform certain types of work classified as high risk work or requiring additional safety measures, they receive additional training.

Workers covered by an occupational health and safety management system (GRI 403-8)

	2020		2021		2022	
	Employees as of 31 Dec.	Percentage of workers covered by an occupational health and safety management system	Employees as of 31 Dec.	Percentage of workers covered by an occupational health and safety management system	Employees as of 31 Dec.	Percentage of workers covered by an occupational health and safety management system
Total	1,590	72%	1,591	71%	1,526	70%

Krosno and Karlino are certified according to ISO 45001. The other sites have their own occupational safety management systems, only they have not been externally certified.

Work-related injuries (GRI 403-9)

Employees*	2021		2022	
	Number	Rate	Number	Rate
Fatalities as a result of work-related injuries	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)	21	7.7	1	0.4
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	44	16.2	25	9.9
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	44	3.2	25	2.0
Main types of work-related injuries	Bruise, contusion, strain, sprain, burn, cut, abrasion, amputation		Cuts, abrasions, contusions, bruises, strains, sprains, burns, head injury	
Number of hours worked**	2,711,062		2,529,077	

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

** Number of annual working hours calculated based on company calendar.

Work-related injuries (GRI 403-9)

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"> • Falls due to slipping • Slipping material • Accidents with tools / machines • Handling with plates • Carelessness • 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 • Updating of risk assessments • Training courses • Technical/structural changes were made where necessary, e.g. visual screening or access restrictions • Introduction of safety knives • 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 the risk assessment • Equipping employees • Repetition of the principles of safe work and of the internal traffic rules in training courses
Whether rates have been calculated based on 200,000 or 1,000,000 hours worked.	Both key figures 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 (GRI 403-10)

Number	2020	2021	2022
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:	2020	2021	2022
How these hazards have been determined	<ul style="list-style-type: none"> Periodic inspections and evaluations of working conditions for the purpose of detecting 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.	-	-	-

Training and education (GRI 404)

Average hours of training per year per employee (GRI 404-1)

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

in hours	2020	2021	2022
Total number of training hours*	19,801	17,939	15,437
Average training hours per employee	12.5	11.3	10.6

* Improved separation between vocational training and training hours

Programs for upgrading employee skills and transition assistance programs (GRI 404-2)

- Employees are encouraged to upgrade their skills and receive effective internal and external training. Further training to become a master craftsman is also possible. There is great demand for these offerings.
- In Karlino and Krosno, new executives and deputy executives as well as new foremen were able to attend the "Leader's Academy". This is a social skills training for executives.

ENVIRONMENT

Energy (GRI 302)

Energy consumption within the organization* (GRI 302-1)

in GWh	2020	2021	2022
Electricity consumption	211.43	226.73	213.70
Thermal energy	0.21	0.21	0.21
Natural gas	68.54	75.88	32.77
Liquid gas	2.15	1.57	1.36
Heating oil	1.21	0.34	17.27
Biomass	543.93	601.49	541.91
Coal consumption	108.07	125.54	101.32
Diesel	9.13	7.85	7.68
Total	944.68	1,039.60	916.23

* The respective consumptions 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 (GRI 302-3)

Specific energy consumption (kWh/m ³)	2020	2021	2022
Total	1,373	1,390	1,314

Water and effluents (GRI 303)

Interactions with water as a shared resource (GRI 303-1)

Description of how the organization uses water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization causes

- Losheim and Karlino withdraw groundwater and river water from nearby streams for production, mainly to cool production facilities.
- Withdrawal of water from the public network for sanitary purposes, etc. at all locations.
- The non-polluted water used in Losheim is directly returned to the stream, the remaining wastewater is treated in the company's own wastewater treatment plant and discharged into the stream.
- In Karlino, all wastewater is treated in public wastewater treatment plants located in Kolberg and Karlino.
- Krosno uses groundwater and water from the public network. Part of the wastewater is treated in a public wastewater treatment plant, while part is treated in a company-owned wastewater treatment plant. Part of the wastewater is reused in production. In the future, the wastewater will be treated on site and recycled.
- The amounts of water required or consumed for social purposes by Homatrans and Homatech are invoiced via HOMANIT.

Description of the approach used to identify wastewater and process water-related impacts, scope of assessments, timeframe, etc.

- Regular inspection and maintenance of the wastewater treatment plant
- Regular waste water analyses
- Annual compilation of water statistics with monthly information on withdrawal, discharge and temperature of stream water at the time of withdrawal
- Regular recording of data on water withdrawals and wastewater
- Regular reports to the Saarland State Office for Environmental Protection and Occupational Safety and the Saarland Statistical Office
- In Poland, the volume of wastewater is reported to the Central Statistical Office (GUS - Główny Urząd Statystyczny) and the results of the analyses are reported to the Inspection of Polish Waters and Environmental Protection (Inspekcji Ochrony Środowiska i do Wód Polskich).

Management of water discharge-related impacts (GRI 303-2)

Description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined

We try to keep wastewater and pollutant loads as low as possible.

Before wastewater is discharged, samples are taken and analysed. In doing so, we comply with all applicable minimum standards.

Water withdrawal (GRI 303-3)

Includes data for the Losheim, Karlino and Krosno plants

in full m ³	2020	2021	2022
Total	835,491	883,077	799,205

Water discharge (GRI 303-4)

Includes data for the Losheim, Karlino and Krosno plants

in full m ³	2020	2021	2022
Total	221,222	205,555	200,936

Water consumption (GRI 303-5)

Includes data for the Losheim, Karlino and Krosno plants

in full m ³	2020	2021	2022
Total water withdrawal	835,491	883,077	799,205
Total water discharge	221,222	205,555	200,936
Total	614,269	677,522	598,269

Emissions (GRI 305)

Direct (Scope 1) GHG emissions* (GRI 305-1)

Includes data for the Losheim, Karlino and Krosno plants

Direct emissions (tons CO ₂ -e net)	2020	2021	2022
Total	54,910	60,243	49,989

* Comprises natural gas, heating oil, biomass, coal, diesel industrial vehicles as well as liquid gas and is based on the calculations of the audited CO₂ certificate trade and internal data

Energy indirect (Scope 2) GHG emissions* (GRI 305-2)

Includes data for the Losheim, Karlino and Krosno plants

Indirect emissions (tons CO ₂ -e net)	2020	2021	2022
Total	132,667	145,457	144,397

* Covers electricity and heat

GHG emissions intensity (GRI 305-4)

Includes data for the Losheim, Karlino and Krosno plants

Specific amount of CO ₂ (tons CO ₂ -e net / m ³)	2020	2021	2022
Total	0.2726	0.2750	0.2788

Waste (GRI 306)

Waste generated (GRI 306-3)

Includes data for the Losheim, Karlino and Krosno plants as well as Homatech and Homatrans

in tons	2020	2021	2022
Total*	61,690	65,319	62,960

* The following is a breakdown of the total by waste composition (hazardous/non-hazardous waste); Homatrans absorbent and filter material, oil-contaminated production equipment, oil filters, batteries are disposed of via Scania maintenance service

Includes data for the Losheim, Karlino and Krosno plants

Hazardous waste - in tons	2020	2021	2022
Total*	1,476	1,491	2,015

*changed allocation

Includes data for the Losheim, Karlino and Krosno plants as well as Homatech and Homatrans

Non-hazardous waste - in tons	2020	2021	2022
Total*	60,213	63,828	60,945
<i>thereof wood waste and dust</i>	53,582	56,152	51,968
<i>Total amount excl. wood waste and dust</i>	6,632	7,676	8,977

* Until 2019, wood dust and wood waste were regarded as by-products in Poland; now they are counted as waste.
Karlino documents the amount of wood that is used for energy on the waste map; Krosno shows the amount in the annual waste statistics.

GRI CONTENT INDEX

Statement of use	Homann Holzwerkstoffe GmbH has reported the information cited in this GRI content index for the period 01.01.2022 to 31.12.2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI-Standard	Disclosure	Page	Comments
GRI 2: General Disclosures 2021	2-1 Organizational details	7, 8, 9, 48	
	2-2 Entities included in the organization's sustainability reporting	8, 9, 76	
	2-3 Reporting period, frequency and contact point	76	
	2-4 Restatements of information	-	With regard to GRI 306, there was a change in the classification of hazardous waste. Accordingly, the total values of hazardous and non-hazardous waste have changed.
	2-5 External assurance	76	
	2-6 Activities, value chain and other business relationships	10, 11, 12, 13, 48	
	2-7 Employees	24, 49, 53, 54	
	2-8 Workers who are not employees	-	All workers of Homann Holzwerkstoffe GmbH are employees.
	2-9 Governance structure and composition	-	In the financial year 2022, the management of Homann Holzwerkstoffe GmbH consisted of three persons: <ul style="list-style-type: none"> • Fritz Homann • Gunnar Halbig • Helmut Scheel <p>The management is also responsible for decision-making on economic, ecological and social issues.</p>
	2-19 Remuneration policies	-	The Managing Directors receive fixed remuneration. In addition, variable remuneration is paid, which is linked to the company's performance as well as to individual (usually quantitative) targets. Pension commitments exist in individual cases.
2-20 Process to determine remuneration	-	Remuneration is determined within the framework of employment contracts. The variable remuneration of the Group Managing Directors is determined by the shareholders' meeting. The Group Managing Directors, in turn, determine the variable remuneration of the management and senior staff of the subsidiaries. There is no stakeholder involvement.	

GRI-Standard	Disclosure	Page	Comments
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	-	The ratio of total annual compensation and the percentage increase have not been disclosed.
	2-22 Statement on sustainable development strategy	4	
	2-23 Policy commitments	23	
	2-25 Processes to remediate negative impacts	23	
	2-26 Mechanisms for seeking advice and raising concerns	23	
	2-27 Compliance with laws and regulations	-	There were no significant violations of laws and regulations in the reporting period and no fines were paid.
	2-28 Membership associations	-	Homann Holzwerkstoffe is an active member of several associations and initiatives: <ul style="list-style-type: none"> • EnergyEfficiency for Industry Network (E.E.f.I.) • European Panel Federation (EPF) • Chamber of Industry and Commerce (IHK) • Association of the Saarland Wood and Plastics Processing Industry and Related Industries (SHKI) • Association of Producers of Wood-Based Panels Poland (Stowarzyszenie Producentów Płyt Drewnopochodnych w Polsce - SPPDwP) • German Association of Energy Users (VEA) • Association of the German Wood-Based Panel Industry (VHI)
	2-29 Approach to stakeholder engagement	23	
	2-30 Collective bargaining agreements	54	
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	17
3-2 List of material topics		19	
GRI 201: Economic Performance 2016	3-3 Management of material topics	41, 42, 43, 46	
	201-1 Direct economic value generated and distributed	49	

GRI-Standard	Disclosure	Page	Comments
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	-	Homann Holzwerkstoffe has addressed climate risks because the group of companies is heavily dependent on natural resources. If there were to be shortages in the supply of wood due to climate change, the group would be affected.
	201-4 Financial assistance received from government	-	Homann Holzwerkstoffe receives support from the public sector in the form of subsidised loans, research funding and investment aid.
GRI 204: Procurement Practices 2016	3-3 Management of material topics	44	
	204-1 Proportion of spending on local suppliers	-	We source raw materials from as close as possible. The average procurement radius of the resource wood for all locations is about 140 km.
GRI 205: Anti-corruption 2016	3-3 Management of material topics	-	In order to ensure that the Homann Holzwerkstoffe Group acts in accordance with its corporate values, a Code of Conduct for employees and a Code of Conduct for business partners were developed and adopted in 2021.
	205-1 Operations assessed for risks related to corruption	-	
	205-2 Communication and training about anti-corruption policies and procedures	-	In order to firmly anchor the guidelines in the company, regular training sessions have been established to raise employees' awareness of compliance with the Code of Conduct. All new employees are also instructed when they are hired. Our main suppliers have already committed to compliance with the Code and confirmed this in writing to our strategic purchasing department. Other suppliers have their own code of conduct, which is in line with the values of our CoC.
	205-3 Confirmed incidents of corruption and actions taken	50	
GRI 206: Anti-competitive Behavior 2016	3-3 Management of material topics	41	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	50	
GRI 301: Materials 2016	3-3 Management of material topics	44	
	301-1 Materials used by weight or volume	-	A future survey is planned.
	301-2 Recycled input materials used	-	Collection of the corresponding data is not possible yet. Future collection of the data is planned.

GRI-Standard	Disclosure	Page	Comments
GRI 302: Energie 2016	3-3 Management of material topics	37	
	302-1 Energy consumption within the organization	62	
	302-2 Energy consumption outside of the organization	-	Collection of the corresponding data is not possible yet. The further procedure is being discussed. In the future, parts of the Scope 3 emissions are to be recorded and the area of procurement is to be included. To this end, we will intensify discussions with our suppliers. The aim is to calculate the CO ₂ footprint in accordance with standards.
	302-3 Energy intensity	62	
GRI 303: Water and Effluents 2018	3-3 Management of material topics	-	We need water to cool production and power generation plants, to generate steam and to bind dust as well as for sanitary purposes. Any wastewater produced is treated in in-house or public sewage treatment plants and reintroduced into the water cycle.
	303-1 Interactions with water as a shared resource	63	
	303-2 Management of water discharge-related impacts	64	
	303-3 Water withdrawal	64	
	303-4 Water discharge	64	
	303-5 Water consumption	64	
GRI 305: Emissions 2016	3-3 Management of material topics	34, 35	
	305-1 Direct (Scope 1) GHG emissions	35, 65	
	305-2 Energy indirect (Scope 2) GHG emissions	35, 65	
	305-3 Other indirect (Scope 3) GHG emissions	-	In the future, we also want to record parts of the Scope 3 emissions and include the area of procurement. To this end, we will intensify discussions with our suppliers. The aim is to calculate the carbon footprint in accordance with standards.
	305-4 GHG emissions intensity	35, 65	
	305-5 Reduction of GHG emissions	34, 35	

GRI-Standard	Disclosure	Page	Comments
GRI 306: Waste 2020	3-3 Management of material topics	33	
	306-3 Waste generated	66	
	306-4 Waste diverted from disposal	-	Collection of the corresponding data is not possible yet. Future collection of the data is planned.
	306-5 Waste directed to disposal	-	Collection of the corresponding data is not possible yet. Future collection of the data is planned.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	So far, no suppliers have been screened using environmental criteria.
GRI 401: Employment 2016	3-3 Management of material topics	25	
	401-1 New employee hires and employee turnover	55, 56, 57	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57	
	401-3 Parental leave	57	
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	-	The applicable national and international standards are implemented.
	403-5 Worker training on occupational health and safety	58	
	403-8 Workers covered by an occupational health and safety management system	58	
	403-9 Work-related injuries	58, 59	
	403-10 Work-related ill health	60	
GRI 404: Training and Education 2016	3-3 Management of material topics	25, 26, 27	
	404-1 Average hours of training per year per employee	27, 61	

GRI-Standard	Disclosure	Page	Comments
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	27, 28, 61	
	404-3 Percentage of employees receiving regular performance and career development reviews	-	Group-wide collection of the corresponding data did not yet take place in 2022.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	50	
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	23	
	414-1 New suppliers that were screened using social criteria	-	So far, no suppliers have been screened using social criteria.
	414-2 Negative social impacts in the supply chain and actions taken	23	
GRI 415: Public Policy 2016	415-1 Political contributions	-	Political parties or similar interest groups are not supported. This indicator is therefore not collected.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	51	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	51	
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	-	The applicable national and international standards are implemented.
	417-1 Requirements for product and service information and labeling	52	
	417-2 Incidents of non-compliance concerning product and service information and labeling	52	
	417-3 Incidents of non-compliance concerning marketing communications	52	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	52	

About this report

This is the second consecutive Sustainability Report published by Homann Holzwerkstoffe GmbH. It refers to the financial year 2022 (January 1, 2022 to December 31, 2022) and additionally includes selected information from the first months of the financial year 2023. Historical figures for comparison are not available in all cases as the collection of important key figures did not start before 2021. The editorial deadline for the 2022 Sustainability Report was May 20, 2023.

The company intends to continue publishing a Sustainability Report on an annual basis in the future. The next report for the financial year 2023 is expected to be published in the second quarter of 2024.

Unless stated otherwise, the information and figures provided in this report refer to Homann Holzwerkstoffe Group. The report covers all subsidiaries that are relevant for sustainability reporting. As the site of UAB Homanit Lietuva is still under construction and is not expected to be taken into operation before the summer of the financial year 2023, this entity will not be included in the Sustainability Report before next year.

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

The present Sustainability Report has been prepared with reference to the "Global Reporting Initiative" (GRI) standards.

Report audit

The present Sustainability Report 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.

Published by

Homann Holzwerkstoffe GmbH
Gustav-Freytag-Straße 12
81925 Munich

Contact

Dr. Matthias Schulte
Head of Technology
E-Mail: m.schulte@homanit.de

Christina Busch
Sustainability Management
E-Mail: c.busch@homanit.de

Concept, editing and overall coordination

IR.on AG, Cologne
www.ir-on.com

Picture credits

Homann Holzwerkstoffe Group
Ramona Petrolle Photography
André Köhl
Klaus Kircher

Forward-looking statements

This Sustainability Report 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 Report, 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 Report. 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/>

GRI 2-2
GRI 2-3
GRI 2-5

Homann Holzwerkstoffe GmbH
Gustav-Freytag-Straße 12
81925 Munich
Germany

Phone: +49 (0) 89/99 88 69 0
Phone: +49 (0) 89/99 88 69 21

Mail: info@homanit.org

<https://www.homann-holzwerkstoffe.de/en/company/sustainability/>