

## American Woodmark Path to Sustainability 2030

American Woodmark recognizes that our business both affects and is affected by changes in the Earth's climate. As such, AWC has created a Path to Sustainability. We intend to evolve and enhance this program and our reporting of progress during the Vision period. This program will consist of three areas of focus: Our Associates, Carbon Footprint, and The Planet.

Our Sustainability efforts revolving around our Associates addresses company safety performance and sustainability training for our teammates.

- Today, AWC has very strong safety performance and has performed better than our industry average for years. Our 2030 goal is to reach and sustain a level of excellence in recordable OSHA incidents.
- To enhance our associates' efforts to support sustainability, both at work and at home, we will be training all associates in the company's Sustainability Vision, how they can help in their various roles, and what can be done as individuals to reduce our overall footprint in environmental issues.

To address our Carbon Footprint, AWC has set goals for reducing fossil fuels and the greenhouse gases they generate in our operations.

- We have plans to introduce the use of hybrid and electric vehicles in our service and sales functions.
- Today, many of AWC's freight carrier partners have improved their fuel efficiency by participating in the Smartway program that enhances the performance of over-the-road trucks. AWC intends to increase our use of Smartway-approved carriers to reduce fossil fuel used in the movement of our products.

Our Sustainable Forest and Waste Elimination goals address our impact to the Planet.

- Today, AWC requires that suppliers follow our Supplier Code of Conduct as well as comply with all applicable laws and regulations world-wide when harvesting or producing wood products. AWC plans to build upon this effort by using enhanced criteria to evaluate and select suppliers to increase our assurance that our wood and wood products are harvested and produced in a sustainable manner.
- Our goal of reducing landfilled waste through reduction and recycling will improve our impact to the planet by making sure we find useful outlets for our materials and by-products.

These focus areas of our Path to Sustainability 2030 are important to our associates, communities, and business. American Woodmark feels strongly that pursuing these goals will create a long-term advantage for our company in the markets in which we live and serve. To progress toward our Pathway 2030, American Woodmark has developed the following policies and tools:

## Environmental Stewardship Policy

As a leading manufacturer of cabinetry in the U.S., American Woodmark Corporation is committed to conducting business in a manner that supports the sustainability of the environment. We do this by implementing and participating in programs that safeguard the health and safety of our people and by showing respect for the environment in which we live and work. We encourage this through ethical and responsible corporate behavior and by adhering to our corporate principles.

- Our facilities abide by our Corporate Environmental, Health and Safety programs which encourage compliance with all applicable local, state, and federal environmental laws and regulations. These programs are monitored through regular internal audits.
- A formal program is in place to find opportunities in our manufacturing plants to eliminate or minimize the use of hazardous materials.
- We seek opportunities to recycle or reuse materials that reduce landfill requirements.
- We strive to improve energy recovery by recycling waste and other by-products.
- We employ leading technologies that reduce emissions from our manufacturing processes.
- We partner with suppliers that comply with applicable laws and regulations which address environmental compliance, social issues, and safety requirements.



Scott Culbreth  
President and Chief Executive Officer  
December 15, 2021

## Environmental Management Systems

We recognize the potential impact of our operations on the environment as well as the potential impact of environmental issues on our operations. We have established Corporate Environmental, Health, and Safety management systems with the goal of ensuring compliance with all applicable local, state, and federal environmental and safety laws and regulations.

- We monitor our performance under these programs through formal internal audits
- We have a program in place to identify opportunities in our manufacturing facilities to eliminate or minimize the use of certain hazardous materials
- We seek to employ technologies to reduce emissions from our manufacturing operations to the extent practicable
- We have implemented recycling and energy efficiency programs throughout our organization in an effort to reduce our consumption of resources
  - These efforts include manufacturing processes that repurpose wood waste into saleable products or divert it to other industries to reduce waste.
- Through training and advocacy, we encourage appropriate suppliers of hardwood and other wood products to participate in sustainable forestry programs.
- We require all Suppliers to follow our Supplier Code of Conduct which requires regulatory compliance with applicable environmental and safety laws and regulations as well as encourages sustainable business practices. We reserve the right to audit suppliers' compliance with the AWC Supplier Code of Conduct.
- In our management system we employ
  - A reporting structure dedicated to EHS (Environmental, Health, and Safety) activities
  - A corporate-level EHS team
  - Professional EHS team members at impactful manufacturing sites
  - A formal record keeping and auditing program
  - Industry leading Environmental Management Systems for activities like recordkeeping, score carding, managing data, and identifying improvement opportunities

The continued use of these and future EHS Management System enhancements will help with continued compliance and improved sustainability of American Woodmark for years to come.

## Program Oversight

The Board of Directors for American Woodmark recognizes that the long-term sustainability and performance of the company could be directly impacted by climate change as well as its response to Environmental, Social, and Governance issues. To oversee ESG matters, the Board has expanded the Governance, Sustainability, and Nominating Committee's charter to include oversight and guidance of the Company's sustainability efforts. This Committee meets quarterly as part of the regular Board schedule and receives updates as well as provides feedback to management on the Company's sustainability efforts.