

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: