SUSTAINABLITY

with Osmo Holz und Color

SUSTAINABLITY WITH OSMO

A WORD FROM THE MANAGEMENT

Dear Readers

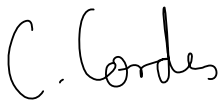
For Osmo, sustainability is much more than just a trend – it has always been part of our DNA. As a manufacturer of high-quality wood products and innovative coating systems, we see responsibility as something we put into practise every day – towards the environment, our employees, our partners and, of course, our customers.

Our two locations in Warendorf and Münster pursue one goal:
We are constantly working to transform natural materials into durable, well-designed and ecologically responsible solutions, and we do so with precision, experience and responsibility.

In this report, we provide you with a transparent insight into our thinking and actions. We show where we stand, what we have already achieved, and what steps we want to take in the future. We do not shy away from challenges **– because true sustainability is a continuous process, not a state of being.**

Thank you very much for your interest in Osmo. Let‘s work together to create a sustainable world – with respect, responsibility and enthusiasm for what we do.

Yours sincerely



Christian Cordes
Osmo Managing Director

SUSTAINABILITY REPORT 2024
Osmo Holz & Color GmbH & Co. KG

1. OSMO AT A GLANCE

This report provides an overview of Osmo‘s current sustainability activities in the financial year 2024 and gives an outlook on future measures. It is the company‘s first sustainability report in which the key performance indicators (KPIs) are published for the first time. This data forms the base year on which the coming years will be built. In future, more detailed information will be collected to present developments and progress in a transparent manner. The aim is to define measurable, results-oriented and time-bound targets for the key sustainability aspects and to systematically review the effectiveness of the measures taken.

The development of the sustainability strategy and the underlying data collection processes are explained in the second chapter. Chapter 3 describes the targets and measures for the coming years. The 2025 sustainability report will be based on an expanded database and will therefore present more concrete KPIs, targets, measures and investments.

FACTS & FIGURES

MORE THAN

years of experience and passion for wood and coating.

OVER

different items for the house and garden.

IN OVER

countries around the world, our Osmo products are available.

AROUND

specialist merchants worldwide stock Osmo products „Made in Germany“.

OVER

employees in office and field sales, on site, on the phone or by email

2. NON-FINANCIAL REPORT

This sustainability report has been prepared in accordance with the requirements of the ESRS (European Sustainability Reporting Standards) and represents the non-financial report for the year 2024. It provides a comprehensive overview of the sustainable orientation of the company and covers the locations in Münster and Warendorf.

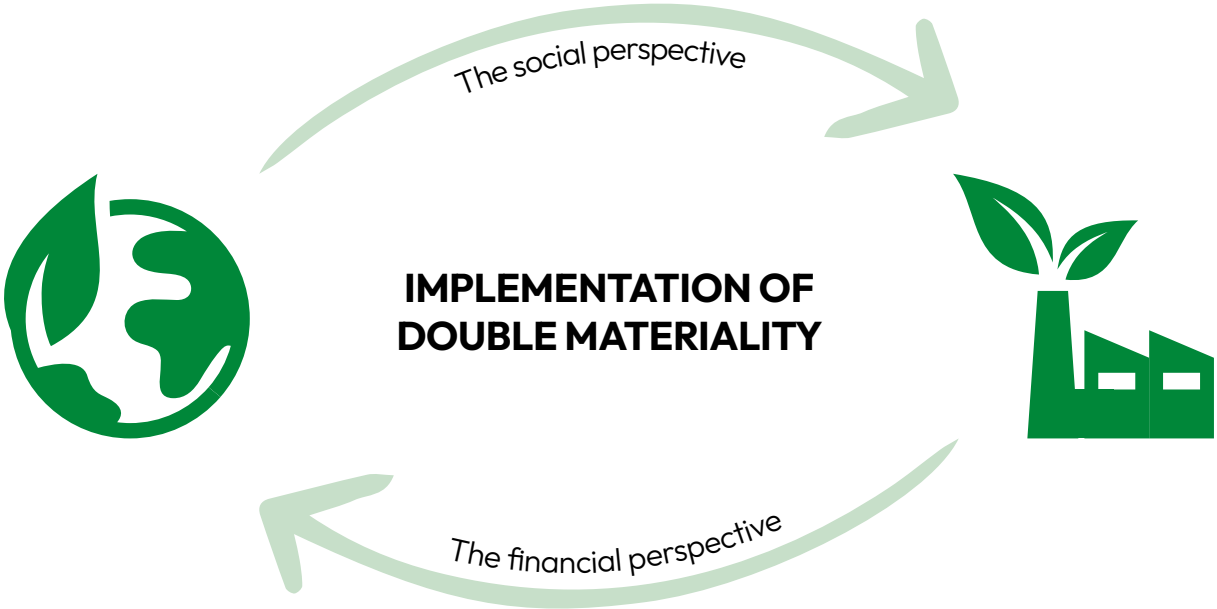
A central component of the reporting is the double materiality analysis. Relevant environmental, social and governance (ESG) issues were identified and prioritised in the third quarter of 2024.

A stakeholder survey was conducted to identify the interests and expectations of internal stakeholders to obtain a clear picture of the key sustainability aspects. This survey helped to analyse the relevant issues along the value chain and to focus on critical ESG areas that affect both the company and the stakeholders involved.

The results of the double materiality analysis and stakeholder survey were directly incorporated into the development and ongoing adaptation of the company's sustainability strategy.
This strategy was developed at the turn of 2024/2025 and is continuously refined. It includes concrete measures to reduce CO_2 emissions, to improve resource efficiency and to promote social aspects such as equal opportunities and employee motivation. The report documents the progress made in these areas and provides information on the defined goals, time frames and investments required to successfully implement the sustainability goals and meet the requirements of the CSRD Regulation. In future, the report will be audited externally.

2.1. IMPLEMENTATION OF DOUBLE MATERIALITY

Double materiality encompasses two perspectives: the financial perspective (risks, opportunities) and the social perspective (impact on the environment and society). This analysis is supported by stakeholder insights, external analyses and industry trends.



The double materiality analysis requires a comprehensive examination of the interests and expectations of various stakeholders. It takes internal perspectives into account and helps the company identify the most relevant ESG issues, which are then integrated into the sustainability strategy and corporate governance. The issues cover five environmental aspects, four social aspects and one governance issue, covering the following content:

ESRS E1 Climate change	ESRS E2 Environmental pollution	ESRS E3 Water & marine resources	ESRS E4 Biodiversity & ecosystems	ESRS E5 Resources & circular economy
ESRS S1 Own workforce	ESRS S2 Employment in the value chain	ESRS S3 Affected communities	ESRS S4 Customers & end users	
ESRS G1 Business practices				

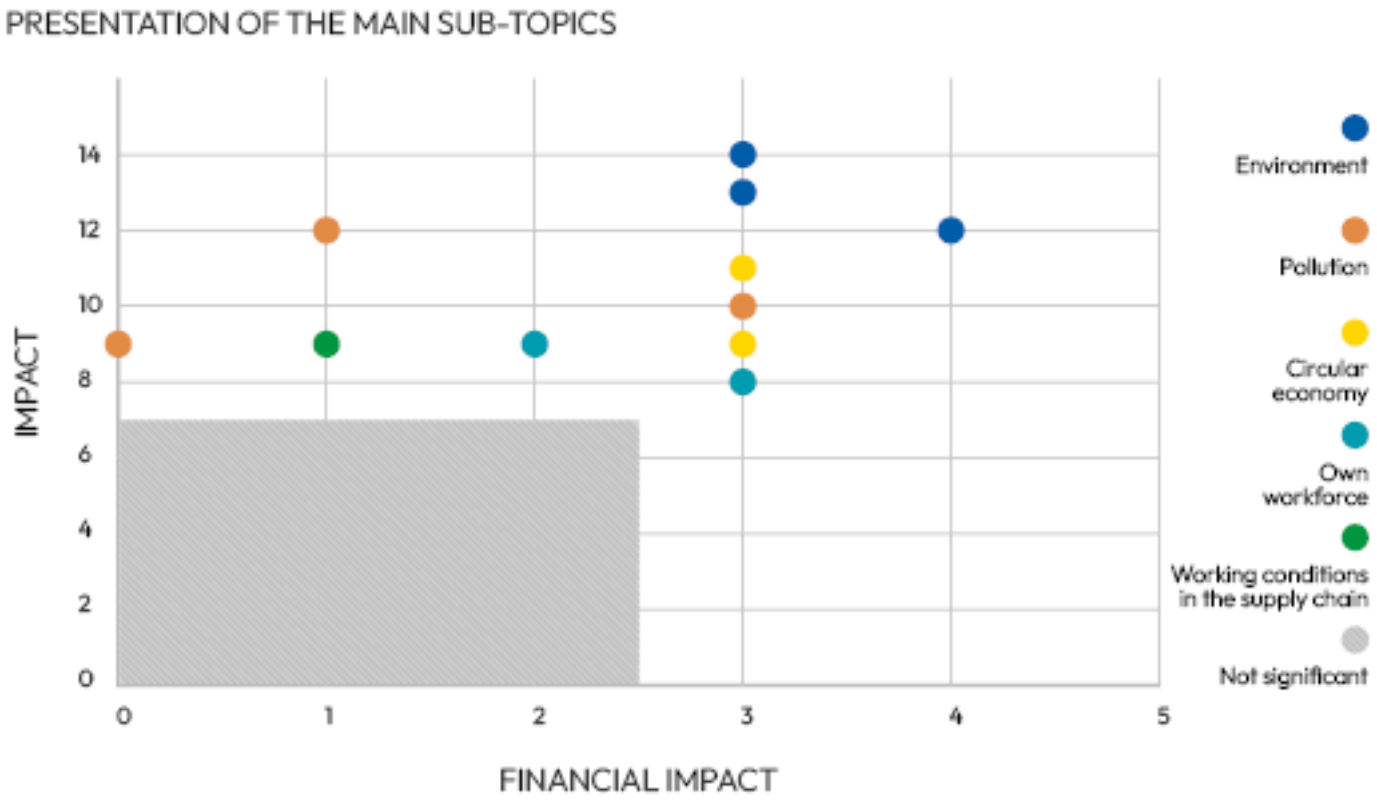
To assess the ESG topics, comprehensive discussions and workshops were held with various internal stakeholders, including managers and employees. Due to the different industries involved, two separate workshops were held for the coating plant and for the planing mill, as the business areas have different thematic focuses. Although some topics were weighted differently, there was a consistent assessment of the material and immaterial topics.

2.2. RESULTS OF THE DOUBLE MATERIALITY ANALYSIS

The results of the double materiality analysis showed that the following topics were classified as material for Osmo according to the ESRS criteria:

1. **E1 – Climate change:** Due to Osmo's role in the timber and chemical industries, which may be affected by the impacts of climate change, the ability to respond to climatic changes and to implement adaptation measures is of great importance.
2. **E2 – Environmental pollution:** Minimising emissions and waste as well as reducing environmental pollution in production processes are crucial for Osmo. The company strives to keep its environmental impact as low as possible and to use resources responsibly.
3. **E5 – Circular economy:** Promoting circular economy models that avoid waste and reuse materials is another important area for Osmo. Implementing such models is of great importance from both an ecological and economic perspective.
4. **S1 – Own workforce:** Promoting fair working conditions and ensuring the health and safety of its own employees are key concerns for Osmo. This includes improving the working environment and promoting employee satisfaction.
5. **S2 – Workforce in the supply chain:** The working conditions and rights of employees in the supply chain are also of great importance to Osmo. The company is committed to ensuring fair and equitable working conditions throughout the entire value chain.

Osmo's double materiality analysis has shown that environmental and social issues play a key role in the long-term success and sustainable orientation of the company. By focusing specifically on issues such as climate change, the circular economy and the working conditions of its own workforce, Osmo is not only positioning itself as a responsible player in the timber industry but also laying the foundations for securing its long-term competitiveness and market position.
The measures implemented in these areas help Osmo to meet the requirements of its stakeholders and effectively pursue its own sustainability goals.



2.3. CONDUCTING THE STAKEHOLDER SURVEY

As part of the double materiality analysis, Osmo also conducted a comprehensive stakeholder survey to gather the perspectives and priorities of internal stakeholders. The aim of the survey was to check the extent to which the topics identified as material were also perceived as particularly important by the relevant stakeholder groups within the company. The survey was conducted in the form of structured interviews and questionnaires in order to capture a broad spectrum of opinions and perspectives.

The survey was conducted with various internal stakeholder groups that play an important role in Osmo's day-to-day business and actively shape the company's strategy. The groups surveyed included:

Employees: Employees who work directly in the coating plant, planing mill and other operational areas and can provide valuable insights into the practical challenges and opportunities for implementing sustainable measures.

Works council: The works council plays a crucial role in safeguarding the interests of the workforce and promoting fair working conditions.

Purchasing: The purchasing department influences the selection of suppliers and materials, giving it an important role in terms of environmental and social standards in the supply chain.

Sales: Sales is a key player in communicating with customers and can provide valuable information on customer requirements and expectations regarding sustainability and ethical business practices.

Management: Management is responsible for the strategic direction of the company and is accountable for integrating sustainability goals into the corporate strategy.

2.4. RESULTS OF THE STAKEHOLDER SURVEY

The stakeholder survey showed that Osmo's internal stakeholders are in broad agreement with the results of the double materiality analysis and consider the identified issues to be extremely important for the sustainable development of the company. The survey highlighted the relevance of issues such as climate change, environmental pollution, the circular economy and fair working conditions. These findings reinforce Osmo's commitment to integrating the identified sustainability goals into its corporate strategy and to continuously pursuing them. The high degree of agreement between the results of the analysis and the assessments of stakeholders from various areas of the company shows that Osmo is on the right track to successfully implementing its sustainability initiatives and remaining competitive in the long term.

2.5. ANALYSIS OF THE VALUE CHAIN

As part of the double materiality analysis, the value chain was analysed for risks and opportunities with regard to resource conservation, climate impact and supplier relationships. Particular challenges exist in the availability of raw materials and compliance with high social standards along the supply chain. Due to the different value chains of the coating plant and the planing mill, these were considered separately.

1. Upstream value chain

Dependence on resources and procurement: The coating plant sources most of its raw materials, such as binding agents, pigments and solvents, from Germany. Possible risks in terms of availability, environmental impact and the consequences of climate change – for example, on the harvesting of natural oils – were analysed comprehensively. The planing mill sources 86% of the sawn timber it uses from the EU and 14% from non-EU countries. Particular attention is paid here to sustainable forestry and compliance with certification standards such as FSC or PEFC. The analysis also covers the potential impact of climate change on timber availability and biodiversity.

Suppliers and supply chains: Suppliers of raw materials play a central role in Osmo's value chain. The sustainability of suppliers is ensured through certification and national procurement, which reduces the carbon footprint. Risks in the supply chain were examined, such as possible supply bottlenecks or dependence on a small number of suppliers. Working conditions and social standards along the supply chain were also considered to ensure that there are no social or ethical risks, particularly in the area of production and processing.

2. Downstream value chain

Sales structure and markets: The majority of the planed timber (97%) and coatings and lacquers (80%) produced by Osmo are sold within Europe. As part of this analysis, the sales structure was examined in order to assess the sustainability of the logistics processes and the CO_2 emissions associated with the transport of the products. Particular attention is paid to reducing emissions in national distribution, as the proximity to the market enables efficient and low-emission delivery.
In addition, the extent to which sustainable packaging solutions, such as the use of cardboard instead of plastic, can contribute to waste prevention and promote the circular economy was examined.

Opportunities and risks in the value chain: Future opportunities and risks were assessed taking into account the specific characteristics of the timber and chemical industries and the current market conditions in Germany. Opportunities arise primarily from increased resource efficiency – for example, through the increased use of climate-friendly wood products in the construction industry. At the same time, growth in this sector is leading to rising demand for sustainable coatings and lacquers for wood surfaces. Risks exist especially in the availability of wood, which may be affected by the impacts of climate change. Regulatory changes also pose a potential risk: new classifications and stricter environmental requirements for chemical substances could make the production of coatings and lacquers more difficult. Another risk arises from the decline in the production of energy-intensive raw materials in Germany. This shift abroad not only increases dependence on international markets but also transport emissions.

The insights gained are directly incorporated into the continuous development of the sustainability strategy and serve as a basis for setting concrete goals and measures – particularly in the areas of circular economy, resource conservation and CO_2 reduction.

3. SUSTAINABILITY STRATEGY

3.1. GENERAL REQUIREMENTS

Osmo pursues a long-term strategy with a focus on the circular economy, CO_2 reduction and sustainable wood-based material and coating production. A key goal is to achieve climate neutrality by 2050. This will be achieved through efficient use of resources and minimisation of CO_2 emissions along the entire value chain. Products and packaging are also developed and purchased according to criteria of sustainability and recyclability.

ESG data and key figures are integrated into the sustainability report and published in a transparent manner. The governance structure anchors the topic of sustainability at management level. The Chief Sustainability Officer (CSO) is responsible for implementing the sustainability strategy, while the management is actively involved in ESG-related decision-making processes.

An incentive system that takes sustainability-related performance into account is not planned in the first phase. Key ESG risks – such as climate change, CO_2 emissions and resource availability – are continuously monitored through structured risk management.

3.2. E1 CLIMATE CHANGE

Every year, avoidable and unavoidable emissions are measured to track target development. These measurements make it possible to identify deviations from the set targets at an early stage and to correct them quickly if necessary. This results in concrete targets that are binding for the locations and are reviewed regularly.

1. Climate strategy and targets

Creating a data basis: In 2024, Osmo took important steps to create a reliable data basis for CO_2 reduction. To this end, a CO_2 accounting tool was purchased and is being introduced step by step. Data collection for Scope 1 and Scope 2 has already been completed. The goal is to produce a complete CO_2 balance sheet for 2024 by the third quarter of 2025 at the latest – including all relevant Scope 3 categories. Based on this data, key decarbonisation levers will be identified and a comprehensive strategy for reducing greenhouse gas (GHGs) emissions will be derived.

IN 2024	SCOPE 1 IN T CO_2	SCOPE 2 IN T CO_2	SCOPE 3 IN T CO_2
Münster	186 (1,8%)	388 (3,8%)	9.732 (94,4%)
Warendorf	498 (3,6%)	2.002 (14,4%)	11.454 (92%)

Osmo emits a total of 24,259 tonnes of CO_2e, of which 684 tonnes of CO_2e (3%) are attributable to Scope 1 and 2,390 tonnes of CO_2e (10%) to Scope 2. Scope 3 amounts to 21,186 tonnes of CO_2e (87%).

Targets and investments: As part of the CO_2 reduction strategy, the reduction potential in Scope 1, 2 and 3 is being systematically analysed. A key lever for increasing efficiency is the planned construction of a new coating plant, which is scheduled for completion in 2028. This will contribute to a significant improvement in energy efficiency and a reduction in resource consumption in the production process. The company's internal vehicle fleet is already fully electrified in the area of electric forklifts.

Eleven charging stations will be installed to further promote electrification. Other measures to reduce Scope 1 emissions include the use of geothermal energy, heat pumps and a combustion plant in which wood residues are used to generate energy. This means that the coating plant will completely dispense with fossil fuels in its heat generation process.

The complete electrification of the forklift fleet at the planing mill will also be completed in the coming years. In addition, investments have been made in energy-efficient systems to further reduce energy consumption and continuously reduce Scope 1 emissions. The company also generates its own heat using a combustion plant that runs on wood chips from production.

At both company locations, Osmo is pursuing the goal of significantly increasing the share of renewable energies in its electricity consumption. A key component of this is the installation of photovoltaic systems at the planing mill, which are scheduled to go into operation in the second quarter of 2025. The planned output of the system is 3,838 kWp and the investment amount is 2.5 million euros. Depending on local conditions, the expected annual electricity generation is likely to be around 3,668 MWh, with a self-consumption share of 49.6%. To make efficient use of the energy generated, battery storage systems with a capacity of 1,000 kW will also be installed. These will enable the temporary storage of surplus energy and contribute to grid stability and optimisation of own consumption.

Another key objective is the construction of the new coating plant, whose energy concept is geared towards 100% self-sufficiency with renewable energies. The specific investment amounts and scope of the measures will be determined by the end of 2025.

The assessment of suppliers and business partners with regard to the reduction of Scope 3 emissions is another key objective, which is to be completed by 2026. Possible coordination with relevant associations will also be examined in order to increase recycling rates and promote the procurement of low-carbon raw materials.

Scientific basis and long-term goals: Osmo is aligning its climate strategy with the guidelines of the Science Based Targets initiative (SBTi) and the associated Net Zero Standard. The goal is to reduce greenhouse gas emissions by 90–95% by 2050 compared to the base year. The remaining emissions are to be offset by appropriate compensation measures.

This ambitious goal represents a considerable challenge and requires clear milestones. For this reason, interim targets are being defined for the period from 5 to 10 years and specifically for the year 2035. Another key aspect of the target setting is the consideration of Scope 3 emissions, of which at least 67% must be recorded and integrated into the reduction strategy.

Sub-targets in climate protection: In the area of climate-friendly products, the climate impact of raw materials such as TiO_2 (titanium dioxide) and other materials will be analysed by 2026 to further optimise the carbon footprint. In addition, the resilience of the raw materials portfolio to the effects of climate change will be examined to future-proof the supply chain.

Organisational measures and internal structures: Osmo has established a central sustainability department that is responsible for knowledge-building, monitoring and internal communication. An environmental policy is being developed to involve employees in the implementation of the sustainability strategy. In addition, a digital data management system for sustainability is being developed to increase data transparency and availability.

2. Measures and investments

Investments in carbon footprint accounting and sustainable procurement: Osmo has invested in a specialised tool to create a comprehensive carbon footprint. The tool supports both carbon accounting as well as the ESRS requirements for the sustainability report. It also enables a systematic assessment of suppliers, taking into account both human rights and environmental risks. To promote transparency and integrity within the company, an anonymous reporting channel has been set up to ensure the protection of whistleblowers. The monthly investment for the precise collection and evaluation of data amounts to €3,500.

	COATING PLANT	PLANING MILL
Opex	-	-
Capex	0	€2.5 million

3.3. E5 CIRCULAR ECONOMY

1. Promoting the circular economy and reducing waste

In 2024, Osmo intensified its activities in the area of circular economy. The aim is to increase the recyclability of products and packaging and to minimise waste in production. This section provides an overview of Osmo‘s most important measures, goals and investments in the area of circular economy and waste prevention.

Communication and definition of circular economy: A key objective in 2024 was to communicate the recyclability of products and packaging even more effectively. Many of the circular economy priorities, particularly in packaging, have already been implemented. To raise awareness and to further promote commitment to the circular economy, the aim is to strengthen communication by developing an internal definition for understanding the circular economy, which is to be established in 2026. This will take into account the „9 Rs“, which range from durability to recyclability. Based on this, Osmo is preparing its wood and coating portfolio for the requirements of the circular economy, particularly with regard to the upcoming Ecodesign Regulation (ESPR) and Packaging Regulation (PPWR), which will come into force in 2026.

In the long term, Osmo plans to promote dialogue with stakeholders, review benchmarks and explore potential collaborations. This is seen as a crucial step in further developing the circular economy and finding innovative solutions.

Product design and recyclability: Sustainability begins with product design. Wood is the oldest building material in the world – naturally grown, durable and renewable. All our wood comes from sustainably and responsibly managed forests and is PEFC and FSC certified. All wood products are made from 100% solid wood and are therefore particularly durable. They usually last for generations.

Our coating systems are based on natural raw materials and are microporous, i.e. they allow the wood to breathe and prevent flaking, cracking or peeling. This creates durable surfaces that minimise care and maintenance, thus making a valuable contribution to sustainable construction and living.

Since 2024, the majority of plastic containers used in the coating accessories range are made from 98% recycled PCR (post-consumer recycled) material. Moreover, all containers for the coating systems are made of tinplate, which can be recycled indefinitely.

Another important step in the coating plant is the waste separation of shrink foil, stretch wrap and strapping bands. These materials offer considerable potential for improving recyclability through efficient waste separation and recycling. At the same time, the aim is to reduce the consumption of stretch wrap in internal operations, although it remains necessary for the export of products.

Furthermore, a requirements profile for future product developments is being compiled, which includes the reduction of preservatives and biocides. At the same time, it is emphasised that certain preservatives, such as pot preservatives, are indispensable for product quality. Another goal is to increase the proportion of renewable raw materials in coatings and lacquers, which both promotes the sustainability of the products and is actively communicated to increase customer awareness.

The planing mill already separates waste strictly, including separating shrink wrap, stretch film and strapping bands. In addition, the proportion of certified wood in the planing mill is over 70%. In some cases, it is even possible to increase this to 100%.

Waste reduction and zero-waste targets: Osmo pursues a zero-waste strategy in which all wood waste is used for energy production and metal, paper and plastic waste is recycled. The circular economy is further strengthened by the return and recycling of packaging materials, such as film waste, and will be further promoted in the future. The recyclability of coatings and lacquers is not yet feasible, as the functionality of the lacquers is designed to give wooden surfaces a particularly long lifetime.

2. Measures and investments

Preparation for future regulations: Osmo is preparing for the Packaging Regulation (PPWR) and the publication of the requirements for the circular economy and the new Ecodesign Regulation (ESPR), which are expected to be published in April 2025. Initial preparatory measures will then be taken to adapt the product portfolio to the new requirements. The implementation of the ESPR for the coating product range is expected to take place within the next two to four years, as other product ranges will be prioritised first.

Marketing measures and circular economy communication: Osmo will develop marketing measures from 2026 onwards to promote the circular economy and the use of renewable raw materials and recyclable packaging. These measures are intended to inform customers about the advantages of the circular economy and the sustainable procurement of raw materials, based on the 9 Rs and product recyclability. Another key project is the development of a zero-waste strategy.

3.4. S1 OWN EMPLOYEES

Osmo pursues a comprehensive strategy to ensure the health, safety and well-being of its employees and guarantees fair working conditions and compliance with ILO standards. Through well-structured concepts and a range of measures to protect our employees, working conditions are continuously improved to create a safe and motivating working environment.

1. Development of a concept for workforce management

Review and concept development: Osmo has initiated the development of a concept for managing the significant impacts, opportunities and risks in the area of labour. An essential part of this concept is the expansion of the existing Code of Conduct in the area of human rights policy. This is continuously developed and modified to the needs of employees and the company. In addition, Osmo attaches great importance to close cooperation with its employees and their representatives, such as the works council, in order to coordinate and continuously review objectives. The coordination of objectives and their follow-up are important instruments for promoting employee satisfaction and commitment as well as for identifying potential for improvement. This regular coordination contributes to the continuous development and optimisation of working conditions.

2. Sub-goals for a better working environment and employee satisfaction

Secure employment: Osmo is committed to ensuring secure and stable employment for its employees. The company will therefore continue to use fixed-term contracts to allow flexibility without jeopardising job security. Long-term prospects for all employees are continuously reviewed in order to promote high employee retention. To this end, a quota representing the ratio of fixed-term contracts to permanent contracts will be determined in the future.

Work-life balance: Another key goal for the company is to improve the work-life balance of its employees. The concept of improving the balance between work and private life will be further developed. This includes, in particular, the expansion of remote working and flexible working time models that are designed to meet the employees' individual needs. This flexibility helps to increase employee satisfaction while promoting productivity.

Health protection: Protecting the health of employees is a high priority. One goal for 2035 is to keep the illness rate between 3% and 5% by defining specific targets and measures for promoting health. These include sports programmes designed to help employees maintain and improve their health. The goal is to achieve a health rate of 97%, although the current illness rates still need to be determined.

Equal opportunities: Promoting equal opportunities is another important goal for Osmo. The company strives to create a working environment based on equal opportunities. Its objectives also include implementing equal opportunity application processes and achieving equal pay for all employees at the latest by 2027. An important step is to determine the existing wage gap in 2026 in order to ensure transparent and fair remuneration.

Further development: The continuous further training of employees plays a decisive role in the development of the company and its employees. By 2027, a certain number of training hours per year should be achieved for each employee. In areas such as mechanics and cyber security, there will be repeated training courses to expand professional expertise. These training measures not only contribute to employee retention, but also to securing the company's long-term competitiveness. From 2026 onwards, a more precise determination of the required training hours per area will be carried out to ensure that further training is effective.

3. Measures and investments

Investments in safety equipment and health promotion: Osmo regularly invests in safety and health measures to promote a safe, fair and healthy working environment. These include prevention and fitness programmes as well as the systematic recording of accidents at work and illness rates. These investments are implemented at regular intervals and help to create a safe and healthy working environment. By 2027, initiatives on equal opportunities, work-life balance and illness prevention are to be further expanded. The focus is on inclusion, diversity and long-term employee health.

4. EXPECTED DEVELOPMENT/OUTLOOK

According to the International Monetary Fund (IMF), World Economic Outlook of April 2024, global economic growth is expected to remain at around 3.2% per annum in the coming years, which represents a slight slowdown compared to recent years. A key factor in this slowdown is the decline in growth in China, one of the world's most important economic engines. This has an impact not only on the Chinese economy, but also on global trade and commodity markets, as China remains one of the largest consumers of raw materials.

In Europe, a slight recovery is expected after weak GDP growth of only 0.56% in 2023. Growth of approximately 1.7% is forecast for 2025 and 2026. However, this recovery will be hampered by structural challenges such as demographic change, rising energy prices and geopolitical uncertainties. Growth is expected to continue slowly but steadily, with a particular focus on innovation and digitalisation in various sectors.

The situation in the construction industry remains tense, especially in Europe. A further decline in completions is expected in many parts of Europe in 2024. This affects both residential and non-residential construction. The construction industry faces several challenges, including increased material costs, supply bottlenecks and a growing shortage of skilled labour. In addition, stricter environmental requirements and tighter regulation are creating additional burdens. The recovery in the construction sector is expected to be slower than in other industries, as many projects are being delayed or postponed due to uncertainties.

A moderate recovery is expected for the timber industry, which includes companies such as Osmo. However, this will be influenced by various factors such as raw material prices, sustainable forestry and market developments in the construction industry. Demand for sustainable building materials and the circular economy is increasing, which offers opportunities for companies that are already focusing on green solutions. At the same time, increasing digitalisation and automation in production is expected in order to reduce costs and increase energy efficiency.

Companies that focus on sustainable production and green technologies can benefit from growing environmental and climate protection requirements. At the same time, companies must remain flexible and consider the risks posed by geopolitical uncertainties, changes in interest rate and the availability of raw materials. Efficient use of resources, promotion of the circular economy and a clear sustainability strategy will be key success factors for companies to maintain their position in the market.

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