



## Sustainability Report 2024



# Kebony 2024 Sustainability Report

About this Report	4
Letter from the CEO	5
Kebony at a Glance	7
Material Topics	23
Sustainability Overview	31
The EU Taxonomy	36
Help the World Reduce CO <sub>2</sub> Emissions	38
Sustainable Handling of Resources and Waste	50
Make Beautiful, Eco-friendly and Maintenance Free Products	62
Lead by Example in Governance and Safety	70
Positive Impact Every Day	78
Glossary	85
GRI Content Index	86









## About this Report

This report is Kebony's fourth annual report on sustainability.

The report covers the reporting period from 1<sup>st</sup> January to 31<sup>st</sup> December 2024.

The previous report was issued in May 2024, and covered the period 1<sup>st</sup> January to 31<sup>st</sup> December 2023.

This report has been prepared with reference to the GRI standard. The Content Index provides an overview of the standards used.

Kebony issues its Sustainability Report annually, in the second quarter.



## Letter from the CEO



Dear Stakeholders,

Reflecting on the past year, we are proud to present Kebony's Sustainability Report for 2024, highlighting our commitment to environmental stewardship, social responsibility and innovation in the construction industry.

Since our inception, Kebony has been dedicated to transforming sustainably sourced, renewable softwoods into durable, aesthetically pleasing materials of the utmost

technical performance. In doing so, we contribute to the global challenge of reducing greenhouse gas emissions and protecting invaluable forests – havens of biodiversity and among the planet's most important carbon sinks.

Our pursuit of making a positive impact every day goes beyond the merits of our technology and products. Following a materiality analysis in 2021, we identified six strategic UN Sustainable Development Goals (SDGs) aimed at improving quality of life and protecting our shared environment – goals we have consistently pursued and reported on since.

Some of the highlights from 2024 are that we now hold Renewable Energy Certificates covering our total energy consumption. We have increased our transparency on our Scope 3 emissions and expanded the calculations. We further optimised our waste streams to reduce environmental impact. Examples include the local treatment of wastewater in Norway and the recovery of production

waste wood for use in other applications – ensuring the carbon remains locked in.

Above all we value a safe, healthy and inclusive work environment, which is the cornerstone of any sustainable, responsible operation. We are proud to report zero Lost Time Accidents in 2024.

Looking ahead to 2025 and beyond, we remain focused on further reducing our CO<sub>2</sub> footprint, energy consumption, and waste. We will uphold our zero-tolerance policy on health and safety risks, while enhancing the economic performance and developing new applications of our technology.

Together at Kebony, we can make a positive impact every day.

**Tom Paemeleire**

Chief Executive Officer







## Kebony at a Glance

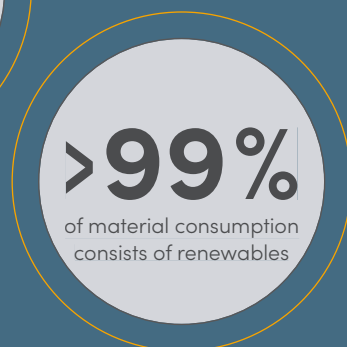
Kebony is a producer of natural wood made to last. The products are used as environmentally friendly alternatives mainly for exterior cladding and decking, where aesthetics and durability are highly valued.

Kebony AS, the legal entity registered in Norway, is the parent of the Kebony group. This Sustainability Report applies to all entities of the group. Environmental parameters have been collected for major entities, including Kebony AS and daughter companies Kebony Norge AS and Kebony Belgium N.V. These entities are responsible for research and development, production, procurement and order handling and logistics at the production sites in Norway and Belgium.

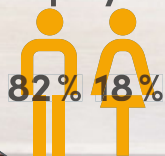


## Our Purpose is ...

... to help the world reduce CO<sub>2</sub> emissions by offering beautiful and ecological exterior wood products.



Our 118 employees



Person  
Engagement  
Index (PEI)

72%

Health  
and safety

0 LTAs

Lost Time Accidents

Year over Year  
volume growth  
2024 over 2023

19%

Nominated for  
**Trends Impact  
Award**  
in the category  
**Climate and  
Energy.**



## Why Kebony?

At Kebony, we are passionate about delivering high quality products and believe our products to be superior to most wood products available on the market today.































The given diagram shows how we, and our customers, see our products compared to other wood products.

Kebony's main input is wood, and thus Kebony has a potential biodiversity impact in areas from where the timber is sourced. As a company, we are highly conscious of preserving biodiversity, and source our timber from forestry certified by the Forest Stewardship Council (FSC®) and Program for the Endorsement of Forest Certification (PEFC). Kebony's process transforms renewable softwoods into environmentally friendly alternatives to hardwood for the construction industry.

Extraction of naturally durable tropical timber, like clear-felling of Ipé in Brazil, will often have large climate impacts caused by land use change, where old forests are converted to agricultural land. Under the theme "Help the world Reduce CO<sub>2</sub> Emissions", Kebony has expanded on this and illustrated the very positive climate effects of replacing clear-felled Ipé with Kebony wood.

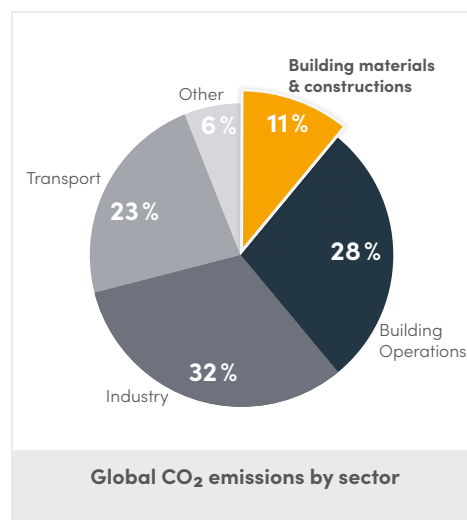
The softwood pines that Kebony uses from plantations grow for 25-30 years until they are ready for felling. Thus, the period that they store CO<sub>2</sub> is much shorter compared to tropical trees that grow for 100 years or more. Depending on the application of the materials, our Kebony wood

has a life expectancy of more than 50 years, which is twice as long as its growth period. This results in net storage of CO<sub>2</sub> in Kebony products. Based on research and continuous development, we also have confidence in our products to provide up to 35 years of warranty.

	Kebony Clear	Untreated softwood	Thermally modified	Tropical hardwood	Wood-Plastics Composites	Bamboo composites
 Durability						
 Strength						
 Hardness						
 Aesthetics						
 Sustainable						

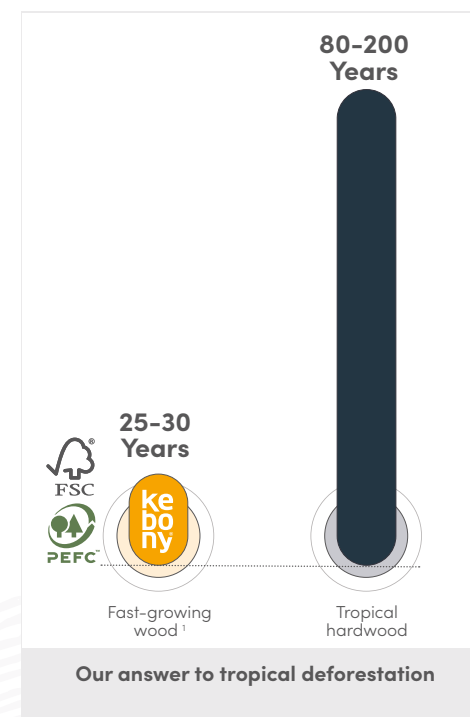


## Why Wood?



Source: Bergfald Miljørådgivere; Global Alliance for Buildings and Construction (2018 GLOBAL STATUS REPORT)  
 Note: (1) Pinus Radiata – when cut at 25-30 years and modified with Kebony technology, has comparable qualities to 80-200 year-old tropical hardwood

## Why Modified Wood?





## Applications of Kebony Wood

Kebony is the only sustainable alternative to tropical hardwood when beauty and performance are essential. Suitable for interior and exterior applications, Kebony is available in Clear and Character grades. After exposure to sun and rain the wood develops a natural silver-grey patina. Performance is maintained while beauty is enhanced.

Kebony products are proven in the following applications:

**Decking:** Kebony's real-wood terrace decking is an eco-alternative to tropical hardwood with increased durability and a beautiful look.

**Cladding & facade:** The Kebony technology improves dimensional stability and aesthetics crucial for timber facades.

**Pier, harbour, promenade:** Kebony wooden pier decks have been proven in harsh waterfront environments and



Private House • Swansea • UK



Landesgartenschau • Apolda • Germany



Pier 26 • New York • USA

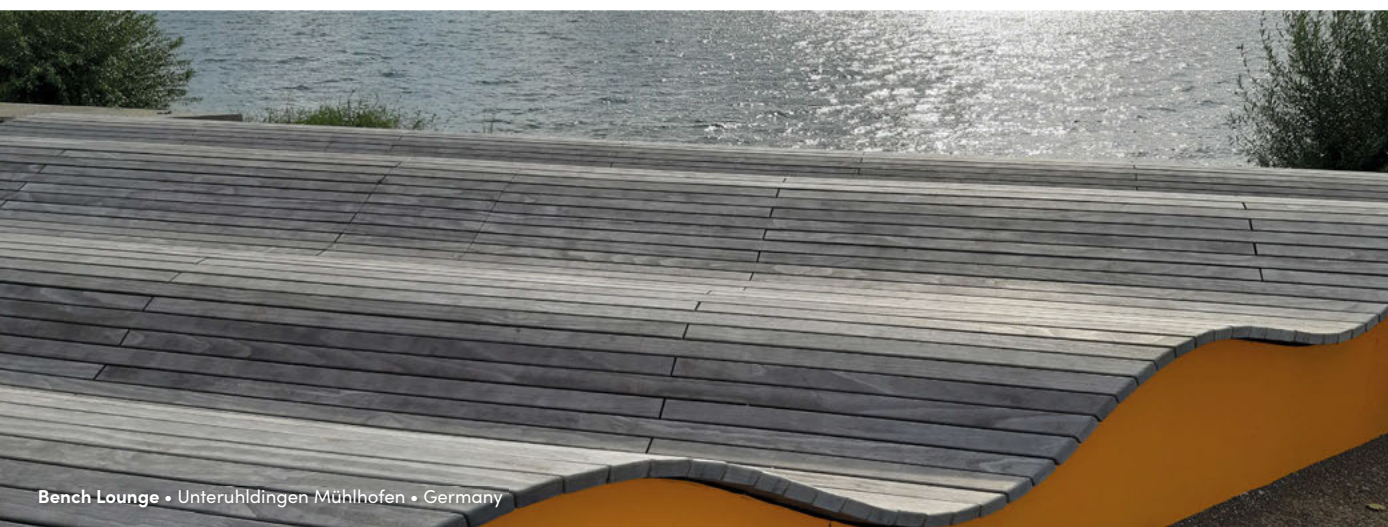




Pier 26 • New York • USA



Valley Villa • Vilnius • Lithuania



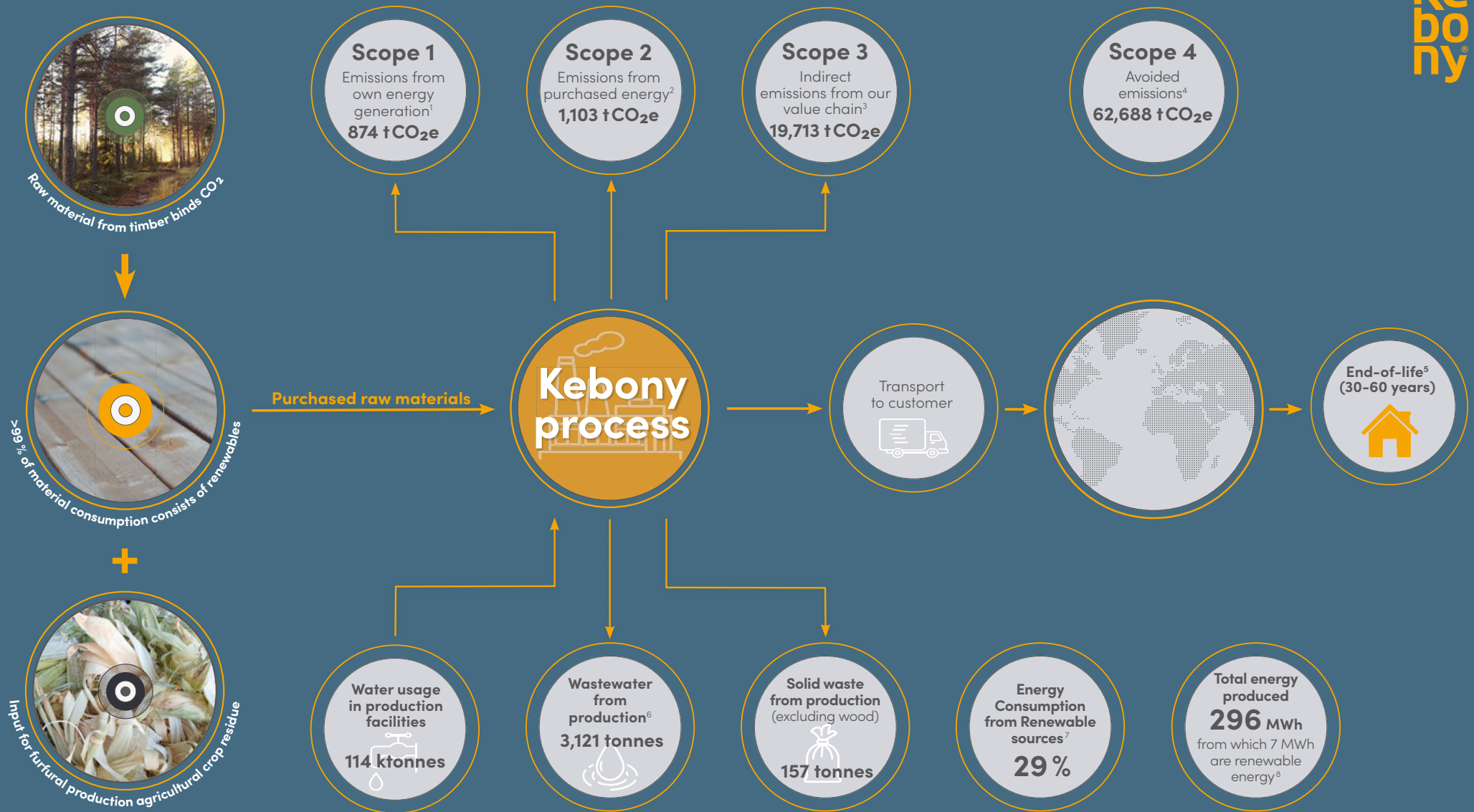
Bench Lounge • Unteruhldingen Mühlhofen • Germany

as well as the logical choice for promenades, boardwalks and beach walks due to its outstanding durability and hardness.

**Outdoor Spaces:** With its environmentally conscious design properties, Kebony is applicable in diverse private and public outdoor spaces. These applications range from wooden resting and meeting areas to custom furniture or landscape installations, planters, vertical gardens, shades, and beyond.

**Roofing:** Whether for a private dwelling or a public building, Kebony can be used as roofing and provide an environmentally responsible option for any building demanding sustainability properties.





<sup>1</sup> Our Scope 1 emissions come from fuel and gas energy use at our production sites, estimated using the GHG protocol and emission factors from DEFRA.

<sup>2</sup> Our Scope 2 emissions come from electricity and steam purchased at our production sites, estimated using the GHG protocol and country specific factors. The quoted value is location-based emissions. Our market-based Scope 2 emissions are 972 tCO<sub>2</sub>e.

<sup>3</sup> For 2024, Kebony has calculated its indirect emissions (Scope 3) for 7 out of 15 categories in our value chain according to the GHG protocol. The most relevant categories for the company were found based on a screening in 2021.

<sup>4</sup> Based on market share, an estimate of avoided emissions has been made with the assumption that Kebony products replace high-CO<sub>2</sub> emitting non-wood products such as exotic hardwoods, sheets of metal and glass, and wood polymer composites on the market.

<sup>5</sup> After 30-60 years our products can be reused in new applications or incinerated for energy recovery.

<sup>6</sup> Majority of our condensate is recycled back into our process and only excessive part is sent to a local waste water treatment.

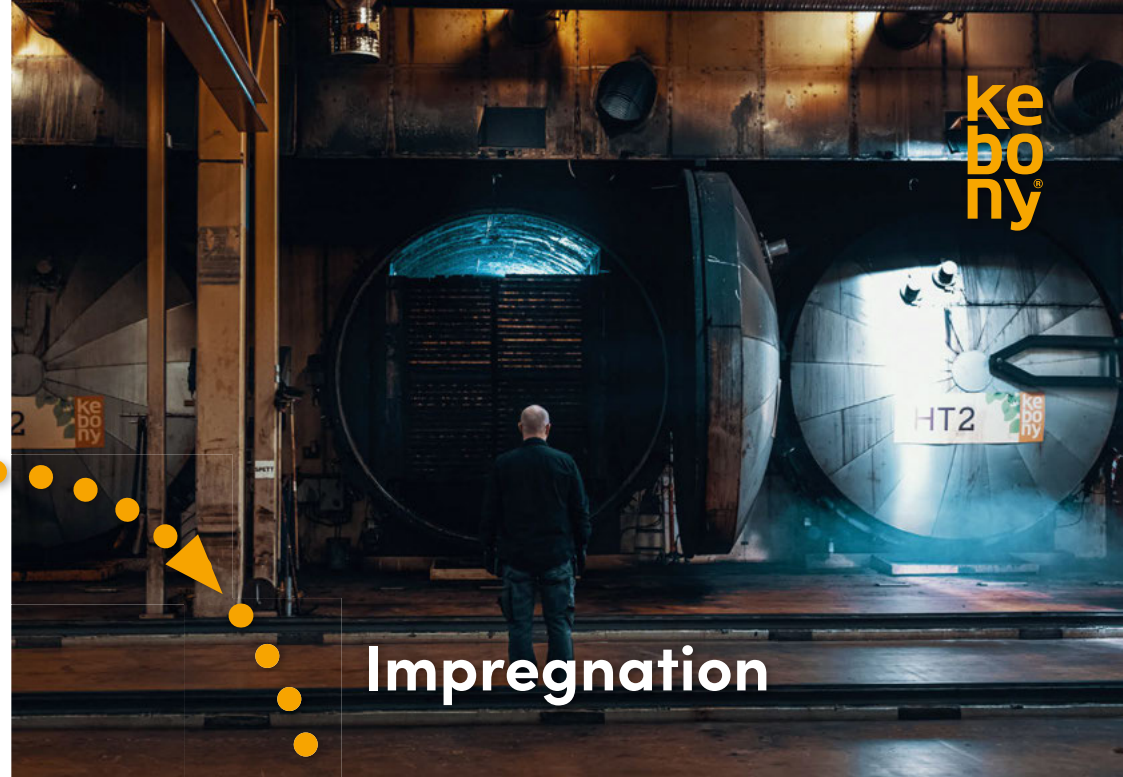
<sup>7</sup> Renewable Energy Certificates (RECs) cover the whole electricity consumption for both production sites for the whole reporting year of 2024.

<sup>8</sup> Renewable energy produced by solar panels at the Belgian factory.





White Wood



Impregnation



Kebony Wood



Curing & Drying



# The Kebony® Process

We produce our products through our unique Kebony® process, which involves impregnating and curing raw wood material to improve its physical and aesthetic characteristics. Developed in Norway, the Kebony® technology is innovative, environmentally friendly, patented and secured by company know-how from over 20 years of experience.

The Kebony® Process permanently modifies the wood cell walls, giving Kebony premium hardwood characteristics and a rich brown colour. The technology modifies wood by forming locked-in furan polymers in the wood cell walls. These increase the dimensional stability, as well as durability and hardness, of the wood. The process is based on impregnation with furfuryl alcohol, which is produced from agricultural crop waste. Kebony thus uses a plant-derived waste product to give enhanced strength and durability to another plant product – namely wood.

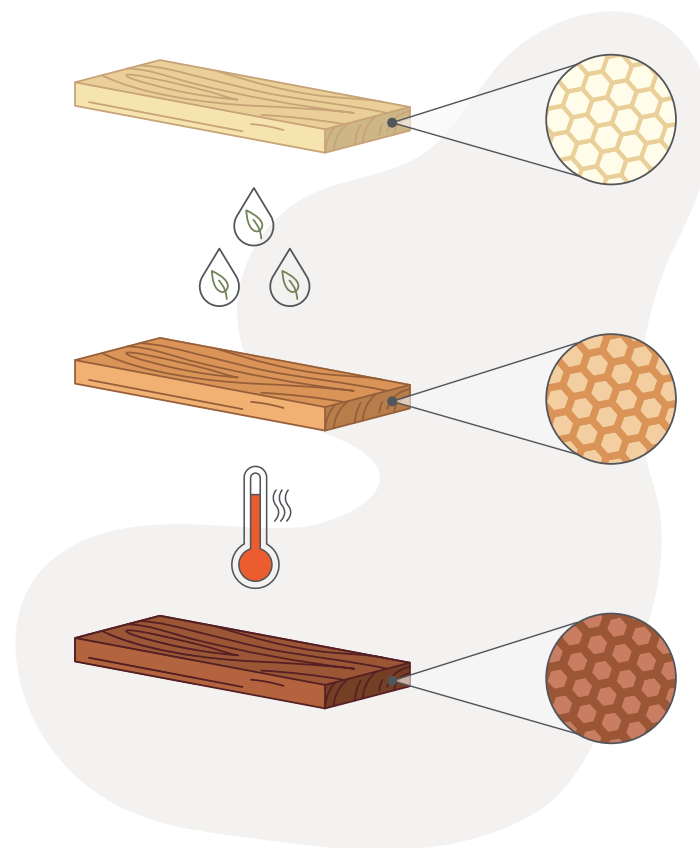
Kebony employs a proprietary technique to enhance the wood's strength and longevity significantly.

To obtain this, Kebony is using a biobased liquid to modify the wood. Two major actions are happening simultaneously in the wood cell:

**1. Active modification:** the biobased liquid reacts with OH-groups present in wood and reduces the water sensitivity significantly. This reaction increases the durability of the wood.

**2. Passive modification:** the biobased liquid forms a polymer that is reinforcing the wood which contributes directly to the strength and hardness of the wood and gives the brown colour.

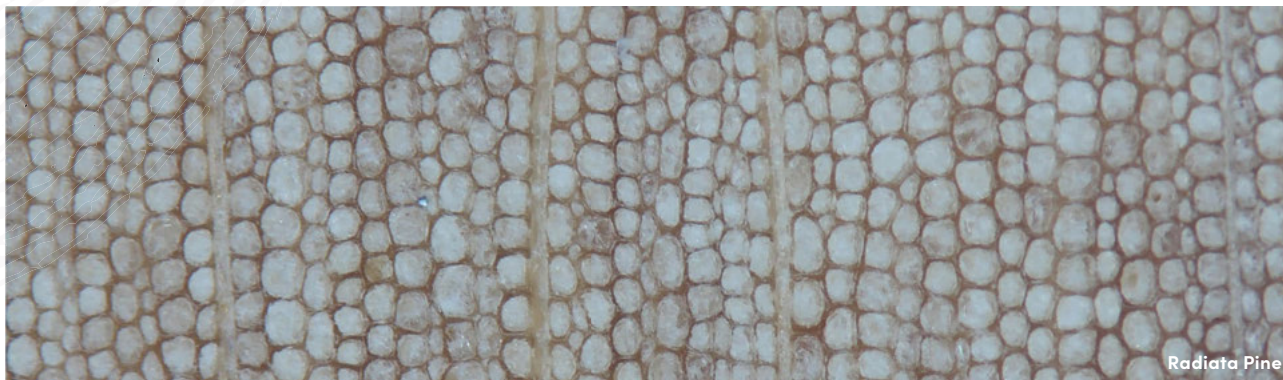
Thanks to this unique **dually modified™** process Kebony is able to replicate nature and produce wood with equal or superior performance of tropical hardwood, in a fast and sustainable way.





Kebony's value chain starts with the sourcing of FSC® certified, sawn softwood timber in addition to the bio-based ingredients. These are brought to either of the two Kebony production sites where the timber is dually modified. The result is Kebony's durable wood which meets the criteria of the Nordic Swan Ecolabel. The dually modified wood is machined to specific end products at partner companies or sent directly to distributors.

Kebony continuously invests in Research and Development, improving its technology and developing new applications for its products. We cooperate with leading Universities and Research institutes as well as with various industrial partners and customers.



Microscopy images taken by Kebony AS, illustrating how the Kebony process thickens the cell walls of Kebony Pine (middle), thereby reinforcing the wood. As a comparison, the modification process of Thermo Pine (bottom) results in thinner cell walls than untreated Radiata Pine (top).







## Our Locations

Kebony is headquartered in the Skien municipality in Norway, where also production, research and development, and administrative functions are located. The group also has a production facility in Antwerp, Belgium. In the reporting year 2024, Kebony has expanded its sales team in countries such as France, Middle East and Benelux. Kebony products are sold through qualified distributors in more than 30 countries. Organisationally, the group operates as one single entity.

 **Skien HQ and factory**

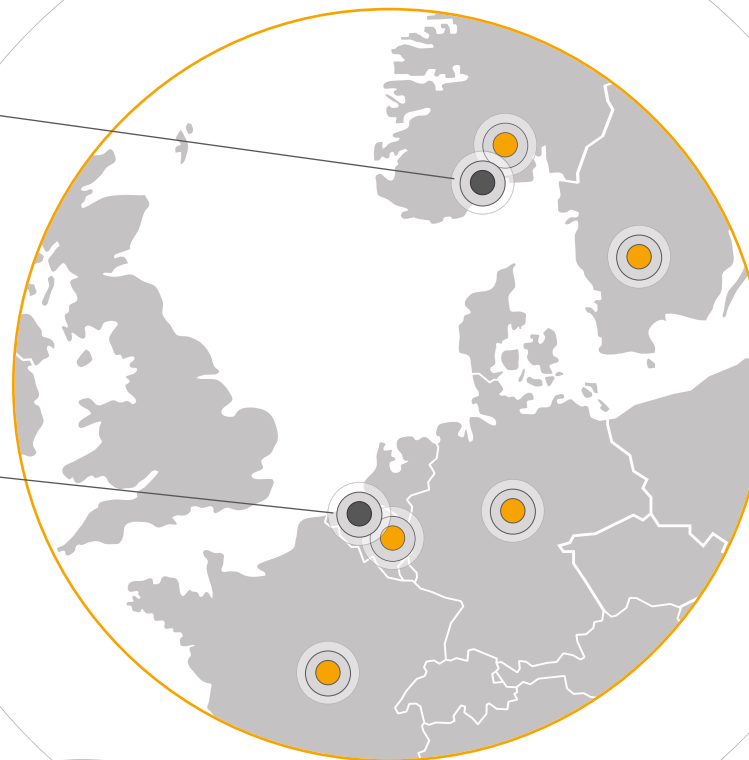


Fully operational since 2009

 **Antwerp factory**



Opened August 2018



 **Sales representations**

Norway · Sweden · Germany  
Belgium/Netherlands · France  
Middle East · US







## Kebony's People

In the course of 2024, our number of employees was optimised in various positions and countries, in our broader efforts to streamline operations. At year end 2024, there were in total 118 employees at Kebony distributed between gender and countries as listed on the right.

During the reporting period, 2% of the total hours worked by Kebony employees were worked by a total of 8 employees that were working on non-permanent, fixed-term contracts.

Country	Number of employees		
	Female	Male	Total
Belgium	7	36	43
France	2	3	5
Germany		10	10
Norway	11	45	56
Sweden		1	1
United Arab Emirates	1	2	3
<b>Total</b>	<b>21</b>	<b>97</b>	<b>118</b>



## Kebony's Governance Structure

The highest governance body of the Kebony group is the Board of Directors of Kebony AS, appointed according to the shareholders' agreement describing the rights and obligations of the various owners. Thus, Kebony's Board of Directors represents a key stakeholder group, and the Board takes an active role in the governance of Kebony, for example by being responsible for appointing the Chief Executive Officer by qualified majority of the Board.

At year-end 2024, there were in total 7 board members, with 1 female among these. They are appointed according to criteria and procedures set out in a written agreement between the owners. The Board is composed of owners' representatives and independent directors who are experts in Kebony's field of business and technology.

The Chairman of the Board is selected for a three-year period by a qualified majority of the Board members. From September 2023 the Chairman of Kebony has been Mr. Jean-Marc Daillance.

Kebony's owners are committed to considering environmental, social, and good corporate governance standards in their investments and management of companies.

The Board takes an active approach to environmental impact, use of natural resources, employment, stakeholder engagement, business ethics, human resources, relationships with suppliers and customers and governance.

This is expressed in a written agreement between the Company's owners, which clearly expresses the obligation of the company to conduct its business in full adherence to laws and regulations, such as the EU and international Anti-Money Laundering and counter-Terrorist Financing laws, sanctioning regimes of the UN Security Council, the EU, the UK HM Treasury Lists and the Office of Foreign Assets Control of the US Department of the Treasury.

Kebony's commitments to responsible business conduct is thus anchored in the Company's Board of Directors.







In daily activities, our policies are implemented and followed up by our senior executives, and other managers are assigned tasks by our senior executives.

Furthermore, the owners of Kebony do not engage in business relationships in any jurisdiction classified as “non-compliant” by the Organization for Economic Co-Operation and Development (OECD) and its Global Forum on Transparency and Exchange of Information for Tax Purposes.

The Board of Directors of Kebony AS has approved this Sustainability Report.



## Material Topics

### Our Values and Sustainability Approach

At Kebony, we have a clear purpose to help the world reduce CO<sub>2</sub> emissions through our beautiful and ecological exterior wood products. We are also aware of the wider impact on the environment and society around us that we have as a company. Through a sustainability road mapping process, we identified strategic UN Sustainable Development Goals (SDGs) to connect our actions to the global efforts to improve quality of life and protect our shared environment. In 2024, we have continued to build on the materiality analysis conducted in 2021 and remain committed to focus on improving our environmental impact through:

- continuing efforts to utilise wood sourced closer to our markets
- exploring ways of further reducing our carbon footprint



### **Purpose**

To help the world reduce CO<sub>2</sub> by using the most beautiful and ecological exterior wood.

### **Goal**

Kebony technology used all over the world in 2030.

### **Core value**

Positive impact every day.

### **Mission**

Be the global no. 1 wood modification technology company.



## Process to Determine Material Topics

For the 2024 Sustainability Report, Kebony has continued to strengthen the materiality analysis done in preparation of our first Sustainability Report issued in May 2021. In this materiality analysis, the most important and relevant sustainability risks and opportunities throughout Kebony's value chain were identified and prioritised. The material sustainability topics for Kebony were identified based on an assessment of key stakeholder relevance and importance as well as the significance and size of our social, economic and environmental impacts. The analysis was conducted following the Global Reporting Initiative (GRI) guidelines. GRI is a globally comparable sustainability standard, widely recognised as being a best practice approach for non-financial reporting. This process was the foundation for the first sustainability report and will guide Kebony's priority and long-term sustainability ambitions.

Kebony defines stakeholders as groups that are affected by Kebony's operations, products or services, as well as groups with interest in Kebony's future development. The mapping of stakeholder categories in our materiality process was done by our senior management and based on experience and professional judgement. The resulting stakeholders are:

- **Customers**
- **Employees**
- **Suppliers**
- **Financial markets**
- **Investors**
- **Regulators**
- **Local communities**
- **Non-Governmental Organisations (NGOs)**





## Approach to Stakeholder Engagement

At Kebony, we have a practical approach when working with stakeholders. Up-to-date information on our development is shared on our website and social media where possible, providing information to external stakeholders. Our customers are our most important stakeholders, and communicating with them about their wishes and concerns, as well as providing the most up-to-date information about Kebony products happens with every product presentation and sales transaction.

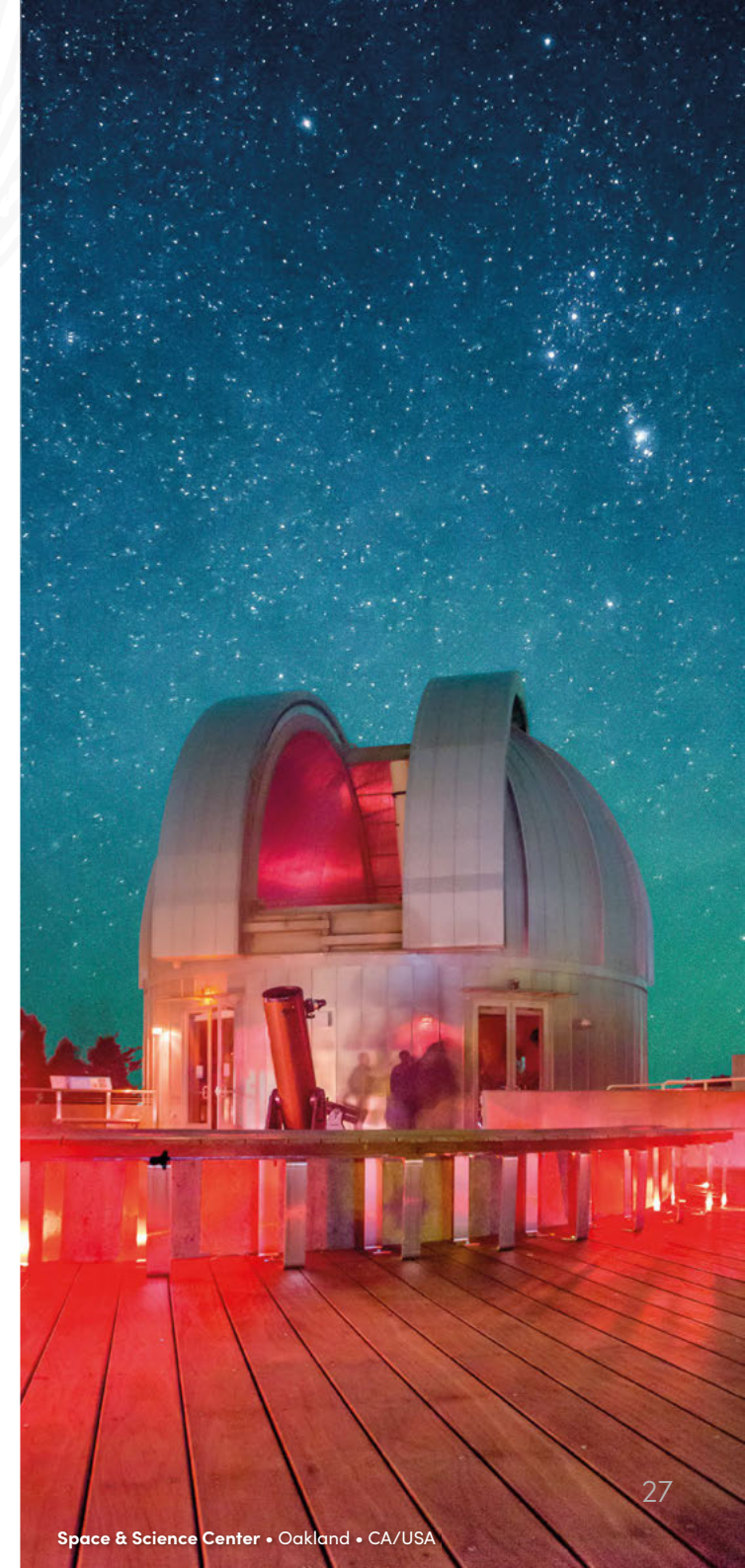
Kebony's customers can be assured that they have the latest information about products and their installation and use through the company website and our dedicated sales teams.



## Kebony's Materiality Analysis

As a result of the materiality analysis done for the first Kebony Sustainability Report (for 2021), we continue to prioritise five key themes that are material and aligned with Kebony's overall strategy:

Main theme	Material topics
<b>1 Help the world reduce CO<sub>2</sub> emissions</b>	<ul style="list-style-type: none"> <li>Carbon captured in wood</li> <li>Avoided emissions based on market shares</li> <li>Lifecycle greenhouse gas (GHG) emissions</li> <li>Energy consumption</li> <li>Local emissions to air from production (VOC)</li> </ul>
<b>2 Sustainable handling of resources and waste</b>	<ul style="list-style-type: none"> <li>Biodiversity impacts, wood management, sourcing, and deforestation risks</li> <li>Packaging, raw materials and own waste-handling</li> <li>Water consumption and wastewater recycling</li> </ul>
<b>3 Make beautiful, stable, eco-friendly and maintenance-free products</b>	<ul style="list-style-type: none"> <li>Product longevity and reduced impact from maintenance</li> <li>Product quality and safety</li> <li>Customer health and safety</li> </ul>
<b>4 Lead by example in governance and safety</b>	<ul style="list-style-type: none"> <li>Employee health and safety</li> <li>Handling corruption risks</li> <li>Diversity and anti-discrimination</li> <li>Supplier health &amp; safety, and labour rights</li> <li>Human and indigenous rights</li> <li>Employee labour rights</li> </ul>
<b>5 Positive impact every day</b>	<ul style="list-style-type: none"> <li>Providing materials for sustainable cities</li> </ul>





## Kebony's Materiality Matrix

The identified topics together with their relative importance can be viewed in the materiality matrix below. The most important strategic themes can be found in the top right corner of the matrix, while less material topics are found towards the bottom left. Kebony will update its Materiality Analysis in the coming years, with stronger focus on biodiversity and human rights.









**The material topics are aligned with several UN Sustainable Development Goals:**



Decent work and economic growth – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Make cities and human settlements inclusive, safe, resilient and sustainable



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts






Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss










# Sustainability Overview

ESG Area & SDG	Our impact upon the SDGs	Measuring our progress (related disclosures)	Reported values and actual progress 2024	Activities planned in 2025
<b>Help the world to reduce CO<sub>2</sub></b>  	<p>Kebony is analysing its footprint through lifecycle analysis. CO<sub>2</sub> is taken up by trees during growth and locked within Kebony's long lasting products. This contributes to sub-goal 13.2.</p>	<p>GRI 305 (1, 2, 3, 4) – Greenhouse gas emissions</p>	<p>Emissions intensity =153 kg CO<sub>2</sub>e/m<sup>3</sup> product (location-based), corresponding to 143 kg CO<sub>2</sub>e/m<sup>3</sup> market-based.</p> <p>Kebony purchased Renewable Energy Certificates (RECs) for the reporting year of 2024, covering the total electrical consumption at both factories. Thus, 100 % of Kebony's electrical consumption in 2024 has been from renewable sources.</p> <p>Yearly measurements of VOCs emitted from our production sites show levels below detection limits.</p> <p>Participation in a large EU project, utilising a new class of biobased material on laboratory scale.</p> <p>Up until Q3-2024, 6 out of 15 categories in Scope 3 have been included in the calculations. For reporting year 2024, a seventh category has been included.</p> <p>Kebony started delivering condensate to a local wastewater treatment company in Norway, only 12 km from the production site, in May 2024 (in stead of delivering to Denmark).</p>	<p><b>Continuation of RECs for 100 % of Kebony's electrical consumption.</b></p> <p><b>In 2025, a plan for increased operational efficiency will be initiated. This will positively contribute to lowering the transportation emissions for all raw materials and finished goods. Longer distances will also be transported by ships instead of trucks on the road.</b></p> <p><b>To ensure a reliable and simplified carbon accounting for Kebony, the integration of an external carbon accounting platform will start in Q2-2025. In this process, all Scopes (1-3) and all categories in Scope 3 will be re-assessed.</b></p>
	<p>Mitigation of climate change. Our CO<sub>2</sub> emissions, however, have a negative impact on the same sub-goal, which we will minimise. Kebony wants to ensure the highest quality for selected applications for longer lifetime and carbon lock-in.</p>	<p>GRI 302 (1) – Energy consumption</p>	<p>Total energy consumption in the organisation: 11,684 MWh</p>	<p><b>Phasing out the use of natural gas in the production of Kebony products in Q2-2025 and substituting it 100 % with the Ecluse heat recovery network in the Port of Antwerp, from where 50 % of Kebony's steam is generated by waste incineration.</b></p>
		<p>Own disclosure – CO<sub>2</sub> held in products</p>	<p>14,220 tonnes CO<sub>2</sub>e contained in products sold in 2024.</p>	<p><b>Kebony's LCA and all EPDs will be updated in 2025, after the above mentioned plan for increased operational efficiency for the company has been initiated.</b></p> <p><b>Evaluate end-of-life circularity. Kebony products can be recycled as non-treated wood.</b></p>
		<p>Own disclosure – CO<sub>2</sub> emissions avoided</p>	<p>Kebony revised its method for calculating the Scope 4 greenhouse gas impact in 2024. 62,688 tonnes CO<sub>2</sub>e in avoided emissions.</p>	<p><b>Kebony will work further on refining its methods and market shares for obtaining more accurate estimates of its Scope 4 greenhouse gas impacts.</b></p>
<b>Sustainable handling of resources and waste</b>   	<p>Kebony contributes to SDG 12 by being efficient with resources and sourcing renewable resources where possible. We are committed to responsible waste management and seek to maximise reuse and recycling of materials and other inputs such as water.</p>	<p>GRI 301 (1) – Materials</p>	<p>Key materials, volumes purchased 2024: 14,841 m<sup>3</sup> timber 3,306 tonnes Furfuryl Alcohol</p> <p>The Company performed due diligence and risk assessments of its key suppliers, in accordance with the Norwegian Transparency Act and OECD's Guidelines for Multinational Enterprises. The risk assessment was done on three levels: company (the actual suppliers), sector (the industry), and country.</p>	<p><b>The Company will continue to perform due diligence and risk assessments of its key suppliers, in accordance with the Norwegian Transparency Act and OECD's Guidelines for Multinational Enterprises. The risk assessment will be done on three levels: company (the actual suppliers), sector (the industry), and country. Risk mitigation includes identification of new suppliers, searching for alternative sources and setting up new partnerships.</b></p> <p><b>Kebony will further focus on waste reduction and minimising/eliminating the use of water in its processes.</b></p> <p><b>In alignment with the Packaging and Packaging Waste Regulation (PPWR), Kebony has defined a project scope to reduce its total amount of virgin fossil based (non-PCR) plastics used for packaging and transportation of finished goods. The implementation of the project will start in 2025.</b></p> <p><b>Kebony can prove that our wood raw materials are deforestation-free and traceable back to their source, and by this, we are already prepared to meet the European Union Deforestation Regulation (EUDR) which will be enforced from 30<sup>th</sup> December 2025.</b></p>




ESG Area & SDG	Our impact upon the SDGs	Measuring our progress (related disclosures)	Reported values and actual progress 2024	Activities planned in 2025
<b>Sustainable handling of resources and waste</b>   	Kebony has a potential negative impact on SDG 15, as we consume timber from plantations that can have biodiversity impacts. To minimise this risk, we only buy certified wood, and by offering a substitution to tropical wood we reduce demand for wood from the most biodiverse regions.	GRI 306 (1,2,3) – Waste and waste management	The main waste streams for 2024: Wood waste (recycled or energy recovered) 609 tonnes; General wastewater (biologically treated) 3,121 tonnes.  A programme for recycling and selling whole, rejected boards is implemented, ensuring all rejected whole boards are sold or otherwise reused.  In 2024, Kebony identified a partner to utilise its wood waste. It is now recuperated and used to produce planters and public furniture.  In 2024, Kebony also started delivering condensate to a local wastewater treatment company in Norway, significantly shortening the transportation route of our wastewater to only 12 km from the production site.	<b>Continuing in 2025, we will work further on measurable targets on waste reduction and keep looking for circular solutions compatible with our high-quality product.</b>
		GRI 303 (1,2,3) – Water & effluents	General wastewater (biologically treated) 3,121 tonnes. Condensate generated during the process is largely recycled again in the production process.	<b>A plan will be put in place to further optimise condensate streams at our production sites.</b>
<b>Make beautiful, stable, eco-friendly and maintenance-free products</b>  	We believe we offer more sustainable, beautiful and innovative solutions than traditional building materials. Through this, Kebony contributes positively to SDG 9 through sub-goal 9.4 by making more carbon efficient buildings. Maintenance free product that avoids need for harmful treatments.	GRI 416 (1,2) – Customer health & safety	Kebony continuously revises all health and safety documentation related to its products.	<b>Kebony aims at keeping customer satisfaction high, with zero tolerance for putting customers or end users at any health or safety risks.</b>
		Own disclosures – quality & product lifetime	Through our Quality & Continuous Improvement department we make sure that Kebony wood is safe for use and holds all necessary certifications and test reports.	
<b>Lead by example in governance and health &amp; safety</b>  	SDG 8 "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" is affected positively through Kebony's focus of leading by example in governance and health and safety.	GRI 205 (3) – Corruption incidents	No incidents of corruption have been identified in 2024.	
		GRI 307 – Non-compliance with environmental laws and regulations	The organisation has not identified any non-compliance with environmental laws and/or regulations.	



ESG Area & SDG	Our impact upon the SDGs	Measuring our progress (related disclosures)	Reported values and actual progress 2024	Activities planned in 2025
<p><b>Lead by example in governance and health &amp; safety</b></p> 	<p>SDG 8 "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" is affected positively through Kebony's focus of leading by example in governance and health and safety.</p>	<p>GRI 403 (1-7, 9) – Occupational health and safety</p>	<p>In total for Kebony (all sites):</p> <ul style="list-style-type: none"> <li>• 0 Lost Time Accidents (LTAs)</li> <li>• 2 accidents without absence</li> <li>• 3 first aid injuries</li> </ul> <p>Registration of 170 preventive reports.</p> <p>In Norway we have:</p> <ul style="list-style-type: none"> <li>• Occupational Health Services assisting the plant in health and work environment issues</li> <li>• Safety delegates elected from the workers in all departments</li> <li>• Work environment committee</li> <li>• Risk analysis</li> <li>• Safety instructions</li> <li>• Deviations system</li> <li>• Yearly control of safety equipments</li> </ul> <p>In Belgium we have:</p> <ul style="list-style-type: none"> <li>• Labour insurance for all workers that is adjusted on the type of work</li> <li>• External prevention service which provides health and safety tips for your workplaces, risk analysis and follow up if accidents occur and manage pro-active actions</li> <li>• Annual health check-ups for employees</li> </ul> <p>Internal safety management followed up IPA.</p> <p>72 employees had trainings throughout the year, 41 in Belgium, including the whole sales team + 31 in Norway.</p> <p>First People Engagement Survey was performed. Score on Positive Engagement Index (PEI) 72%. The survey showed that employees take pride in their work at Kebony, but the overall motivation was low.</p>	<p>The PEI in the survey in 2024 was 72%, and we recognise that this is low compared to other international companies in sectors comparable to Kebony's. Several steps to improve the engagement of the employees have already been defined. Among other actions is enhancement of management transparency with regular communication and updates on management decisions and company strategy to all employees. The employee engagement must be followed up and we are currently also looking into implementing a skill-based employee development programme where annual reviews or appraisal conversations for all employees together with their managers will be performed.</p>
		<p>GRI 405 (1) – Diversity and equal opportunity</p>	<p>Employees: 21 female (18%), 97 male (82%)</p> <p>Board: 1 female, 6 male</p> <p>Senior management: 0 female, 3 male</p> <p>Gender pay gap analysis revealed 1.6% difference, where female workers were compensated less than male workers. This percentage for 2024 was found by an other calculation method than the value reported in the 2023 Sustainability report.</p> <p>An updated DEI policy was implemented in the HR Handbook in Q4-2023 and it is regularly evaluated for improvements on our process. One being employee trainings on DEI topics such as unconscious bias and cultural competency to help all employees understand and address issues related to diversity and inclusion.</p>	<p>Diversity in gender, age and culture will be considered thoroughly in recruitment processes, to ensure that Kebony's future employees have the desired competence.</p> <p>We will keep track of our workforce diversity by reporting and also KPIs.</p>
		<p>GRI 414 (1,2) – Supplier social assessment</p>	<p>Kebony used external expertise for gap analyses of our policies on Code of Conduct, Supplier Code of Conduct, General purchasing Conditions, and Whistleblower Policy against the OECD Guidelines and the Norwegian Transparency Act. The gaps have been addressed and updated in line with the ARP requirements.</p>	<p>Continuous monitoring and compliance with new standards and legislation.</p> <p>We are currently setting up a communication on the intranet to support employees in finding the contact person in case they have complaints / trust person.</p> <p>We extend the list of our active suppliers for both wood and major chemicals.</p>



ESG Area & SDG	Our impact upon the SDGs	Measuring our progress (related disclosures)	Reported values and actual progress 2024	Activities planned in 2025
<b>Positive impact every day</b>  	Ensure employee wellbeing by providing a safe and healthy work environment with equal opportunities.	GRI 201 (1) – Economic performance	Revenue generated: EUR 33.2 M; Year over Year volume growth 2024 over 2023: 19%. People Engagement Survey performed in 2024.	<b>Further improve the economic performance and continue to contribute to productive activities, decent job creation, entrepreneurship, creativity and innovation.</b> <b>Follow-up of the People Engagement Survey.</b>
	By offering a more sustainable alternative to traditional materials, Kebony positively contributes to SDG 11 “sustainable cities and communities” by improving urban spaces and through more sustainable materials.	Own disclosures – architecture awards	Kebony connected with companies offering outdoor furniture for Public spaces for sales and our wood waste is now recuperated and used to produce planters and public furniture.  Partnerships with designers/architects to promote wood as a sustainable urban building material.	<b>Support the creation of vibrant natural spaces in urban communities and drive positive change.</b>
				<b>Explore further applications of our technology and partnering possibilities with communities, organisations, municipalities and other stakeholders in this realm in the future.</b>









## The EU Taxonomy

The EU Taxonomy is a framework and tool which helps to direct investments towards environmentally sustainable activities which are in line with the European Green Deal objectives. The Taxonomy is an important market transparency tool which provides a uniform EU-wide classification system to counteract greenwashing of sustainable activities.

Although Kebony does not fall under the requirements of the EU rules on Non-Financial Reporting (NFRD), we are inspired by the EU Taxonomy in our ESG efforts. According to the Taxonomy criteria, an activity can be defined as sustainable if it makes a substantial contribution to at least one of the six environmental objectives<sup>1</sup>:

- ➔ Climate change mitigation
- ➔ Climate change adaptation
- ➔ Sustainable use and protection of water and marine resources
- ➔ Transition to a circular economy
- ➔ Pollution prevention and control
- ➔ Protection and restoration of biodiversity and ecosystems

and does no significant harm to any of the other objectives, while respecting basic human rights and labour standards.

Kebony will continue to monitor the EU Taxonomy legislation and will continuously assess both its eligibility and alignment with the Taxonomy.

<sup>1</sup> [https://finance.ec.europa.eu/sustainable-finance/tools-and-standards/eu-taxonomy-sustainable-activities\\_en](https://finance.ec.europa.eu/sustainable-finance/tools-and-standards/eu-taxonomy-sustainable-activities_en) (Accessed on 18<sup>th</sup> March 2025)









# Help the World Reduce CO<sub>2</sub> Emissions

## Climate impact by the lifecycle of Kebony products

At Kebony, we believe that the use of our products has a large positive contribution by acting as a climate-friendly alternative to building materials with much larger global warming effects. In essence, this comes from the longevity achieved with our products by using sustainable bio-based renewable chemistry, combined with the use of fast-growing, sustainably managed softwood as timber starting material. During its growth, the wood as well as the crop residues used to generate our main input chemical, will remove CO<sub>2</sub> from the atmosphere and keep the carbon sequestered in our products. This again means that over their life cycle, the Kebony products will be carbon neutral or negative, depending on their end-of-life disposal.

Our products sold throughout the reporting year 2024 are estimated to hold 14,220 tonnes CO<sub>2</sub> equivalents.

Kebony uses Environmental Product Declarations (EPDs) to quantify environmental information on the life cycle of our products. EPDs are independently verified and provide data for each life cycle from cradle to grave. The EPDs for our products are available for download at <https://kebonny.com/technology/technical-data>. The sequestering of carbon in Kebony products, along with their durability induced by the Kebony technology, is maximised by ensuring optimal selection and utilisation of softwood timber which is FSC® certified.

In 2024, our EPDs were updated for the French market. Kebony will, throughout the course of 2025, update its Life Cycle Analysis (LCA) followed by an update of all EPDs due to major changes that will be initiated in our production facilities. This involves phasing out the use of natural gas in the production of Kebony products and substituting it 100% with the Ecluse heat recovery network in the Port of Antwerp, from where 50% of our steam is generated by waste incineration.



Kebony has Environmental Product Declarations (EPDs) in accordance with ISO 14025 and EN 15804 +A2 for  
Kebony Clear Decking · Kebony Character Cladding · Kebony Character Decking · Kebony Character Roofing







## Energy Use and Greenhouse Gas Emissions

Although the climate impacts of Kebony products are beneficial compared to other building materials, our supply chain contributes to climate effects due to energy consumption. However, the energy intensity and associated GHG emissions for Kebony are very modest and as such represent a significantly better ecological alternative for applications where typically exotic hardwoods, concrete, sheets of metal and glass, and wood polymer composites are used. This is illustrated in the figure on the right.

A replacement of clear felled Ipé hardwood by Kebony products would mean a huge saving of GHG emissions, as illustrated by the differences between the Cradle-to-Gate emissions of Ipé versus Kebony. Kebony's major goal is to substitute tropical wood as it is a high emitting material due to deforestation.

Kebony estimates the reduction in GHG emissions that result from using Kebony products as a replacement for the above listed alternatives. We do not, however, include other modified products in our calculations, as we compete together against the high CO<sub>2</sub> emitting products. This estimation is based on market shares, and is known as Scope 4 emissions which is also commonly referred to as avoided emissions. Based on the amount of sold products, the rationale leads to the calculation of 62,688 tCO<sub>2</sub>e that Kebony products have saved as avoided GHG emissions in reporting year 2024.

The methodology is described in more details in the section about "Scope 4" (see page 46).

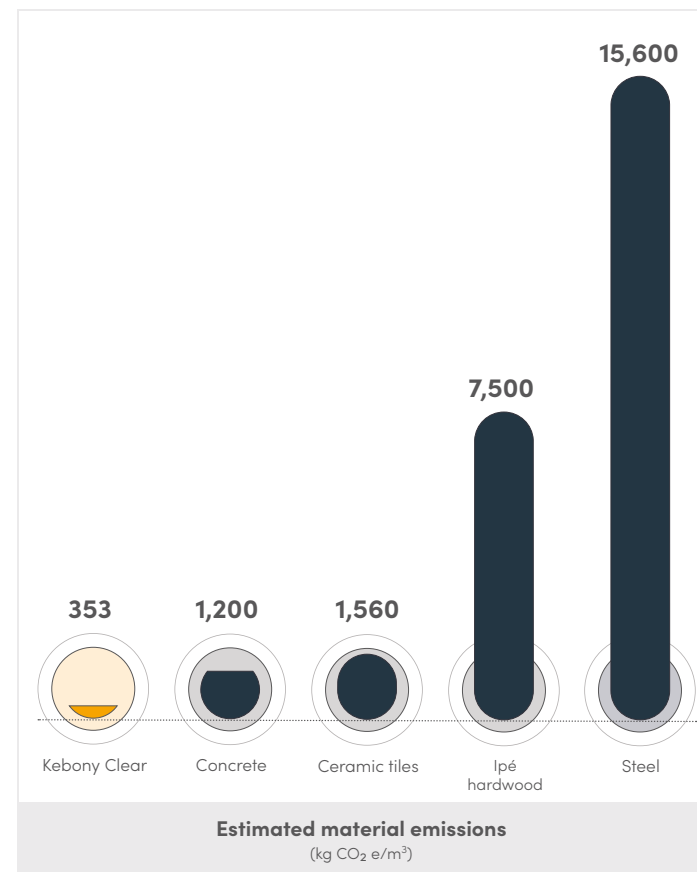


Figure: Embodied carbon from various building materials (kg CO<sub>2</sub> e/m<sup>3</sup>)  
(Source: Bergfald Miljørådgivere, April 2020)



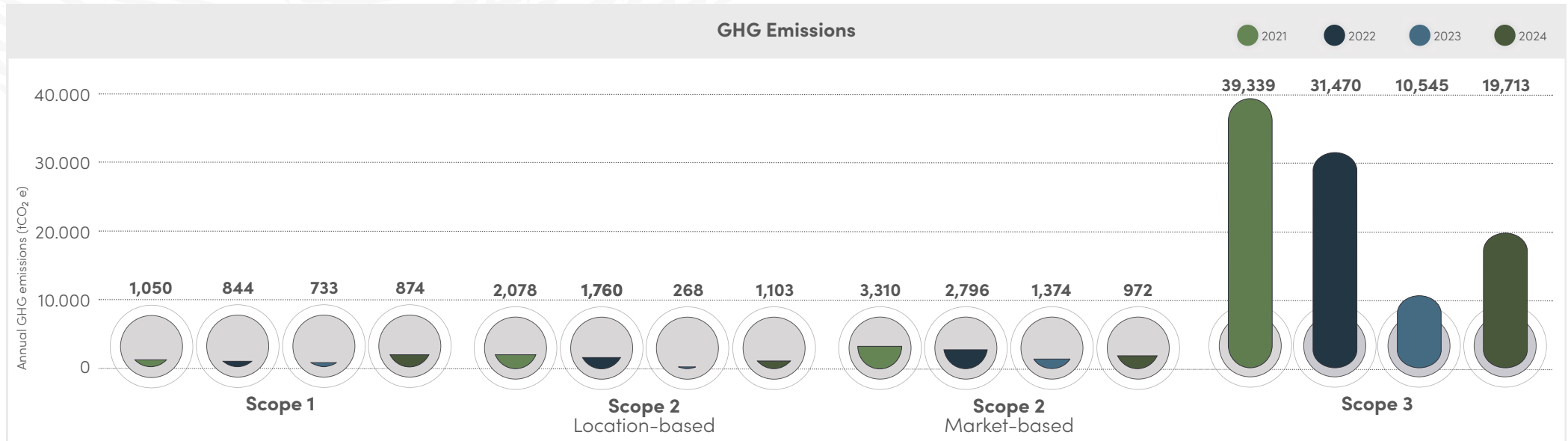
Kebony's combined energy consumption at the two production sites in Belgium and Norway is listed below for the four last reporting periods.

Energy consumption at production sites	Annual consumption (MWh)			
	2021	2022	2023	2024
Fuel consumption non-renewables	5,038	4,035	3,504	4,232
Electricity consumption	4,537	3,826	2,940	3,511
Steam consumption	8,304	7,111	621	4,230
Heat sold (negative consumption)	-128	-462	-45.6	-296
<b>Total energy consumption</b>	<b>17,751</b>	<b>14,511</b>	<b>7,020</b>	<b>11,677</b>

The decrease in overall energy consumption seen in 2023 was primarily due to lower utilisation of the production equipment. This was discussed in the Kebony Sustainability report for 2023.







In 2024, the Year over Year volume growth was 19% over 2023 volumes. This is also reflected in the increased emissions from our production. The given emission values are our best assessment at this moment. However, we continuously refine our calculation models, so values will change over time. Up till 2023, Kebony's Scope 3 emissions were calculated based on 6 out of 15 categories. New for 2024 is that a seventh category has been included in the calculations, shown in detail below. Further, to ensure a reliable and simplified carbon accounting for Kebony, the

integration of a new carbon accounting platform will be started in 2025.

From the "GHG Emissions" table above, the decrease seen in annual amounts of tonnes CO<sub>2</sub> equivalents in 2022-2023 were impacted by the reduced sales and production volumes, since especially 2023 was a challenging year driven by overall weaker market conditions in the building materials and construction markets.



In 2024, further modifications were implemented in the production process resulting in increased production efficiency and reduced energy consumption. However, these optimisations seem to have modest impact on the emission intensity values, which are calculated based on our Scope 1 and Scope 2 emissions, compared to several more dominant factors. Kebony's location-based Scope 2 emissions are highly affected by the steam consumption at our Belgian production site in Kallo which buys steam from the Ecluse network. This site was closed for three quarters of the year 2023 due to market conditions and lower demand for construction materials on the market. In 2024, our Belgian production site was fully operational throughout the whole year, and this is reflected in the higher GHG emissions.

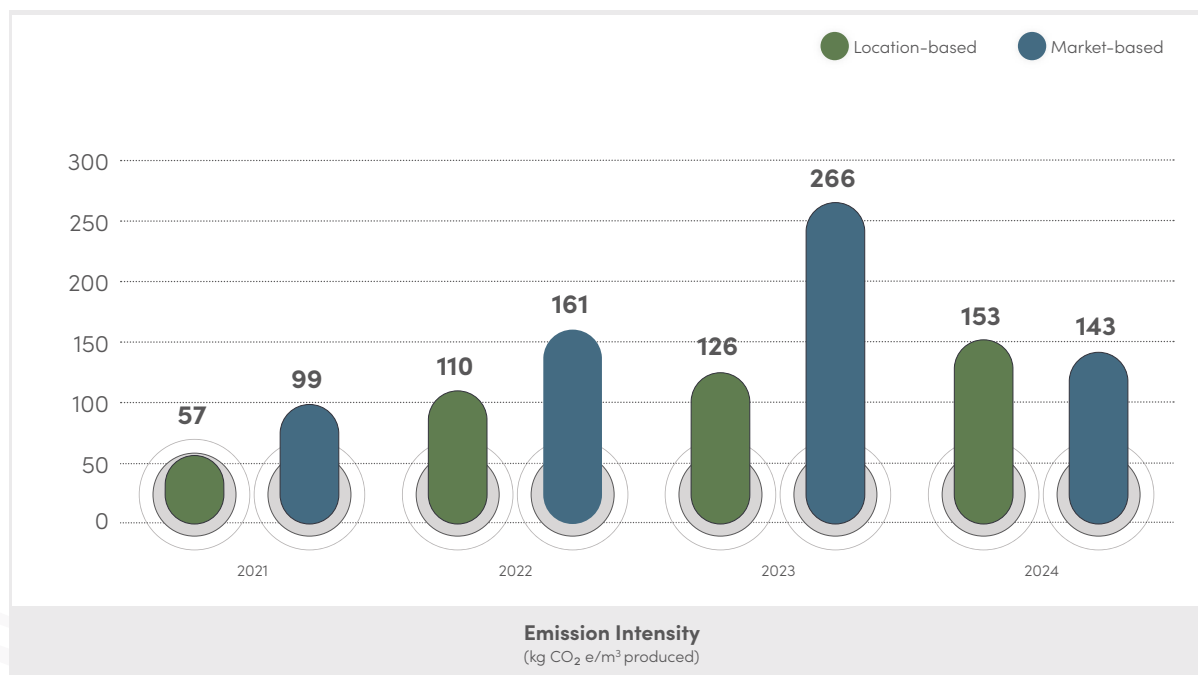
Secondly, in Norway, the steam is generated by Kebony's own boiler, which is fuelled by natural gas. Our Scope 1 emissions are highly impacted by the natural gas consumption. Although Kebony's production varies according with the natural variation of seasonal demand, the production site and offices in Norway share the same building, and these need regular heating throughout the year. In Norway, the lowest seasonal demand is during the coldest period

of the year. In 2024, the winter was long-lasting and cold, which is reflected in the consumption of natural gas. Thus, our total emissions in Scope 1 and 2 add up to higher levels than the previous year.

The significant decrease in market-based Scope 2 emissions, on the other hand, are due to Renewable Energy Certificates (RECs) that were purchased for the reporting year of 2024. The total electricity consumption at both production sites was covered, meaning that 100% of Kebony's electrical consumption in 2024

was from renewable sources. In addition, the production site in Belgium has solar panels installed at the roof. These generate approximately 7-8 MWh/year and contribute to the already mentioned Ecluse heat recovery network in the Port of Antwerp.

The location-based intensity [emissions/volume produced] shows an increasing trend due to in average stable energy consumption while the production volume is varying to a higher extend due to market fluctuations the last couple of years.

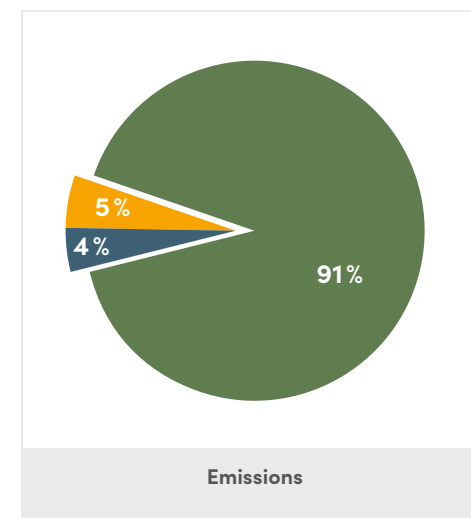






Kebony's energy use and resulting GHG emissions are strongly linked to our value chain, especially transport of raw materials [19%], in addition to processing of our end materials [70%]. Depending on the application of the materials, Kebony products have a life expectancy of more than 50 years. Although we would have to prove the use of our products after the end of life, e.g. Kebony decking or boardwalk could potentially be dismantled, planed and reused for cladding or fencing. As it is today, the end-of-life treatment of Kebony wood is incineration because it can be disposed of as unmodified wood since it does not contain any harmful chemicals. The incineration of Kebony wood contributes positively to reducing the consumption of non-renewable energy from e.g. fossil fuels.

As seen from the pie chart, Kebony now calculates its emissions in 7 out of 15 categories in Scope 3. The remaining categories are evaluated as non-relevant for Kebony at this date. This could change for next reporting period as a new validation for all Scopes will be done in 2025.



- Scope 1
- Scope 2
- Scope 3

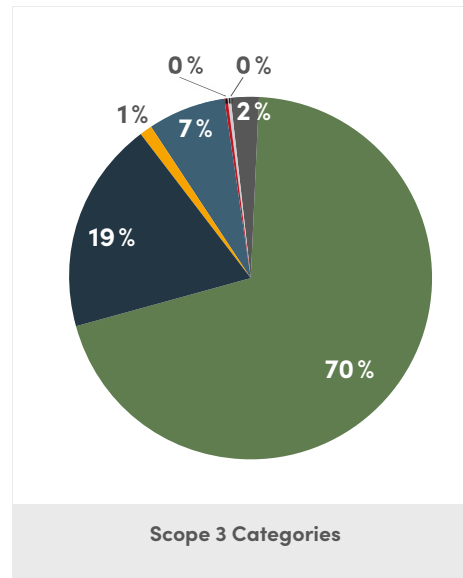


The main driver for energy consumption in Kebony's direct emissions (Scopes 1 and 2) is the heating of the curing and drying steps of the process, where large amount of water is removed from the impregnated wood and recycled for later use. The heat is provided by steam in Kebony's drying kilns. In Norway, the steam is generated by Kebony's own boiler fuelled by natural gas, whereas the Belgian production in Kallo buys steam from the Ecluse heat recovery network, where the heat source is Indaver's highly efficient municipal waste incineration.

The natural gas-based steam generation has a higher Global Warming Potential (GWP) per heat unit than steam from the Ecluse network. Apart from that, we are not aware of any negative environmental, social, or economic impacts of our energy consumption.

In 2024, Kebony took part in a six-months accelerator programme by UN Global Compact designed to equip companies with the knowledge of setting science-based emissions reduction targets (SBTs) aligned with the 1.5°C pathway. We will throughout the course of 2025 decide whether to commit to the initiative, or to align with the science-based target setting methodologies to guide us on our way to becoming net-zero.

Kebony is focused on impacting its indirect emissions (Scope 3), and our upstream transportation emissions are currently being optimised with regards to amount of boards per freight volume.



- Purchased goods & services
- Fuel and energy related activities
- Upstream transportation & distribution
- Waste generated in operations
- Business travel
- Downstream transportation & distribution
- End-of-life treatment of sold product





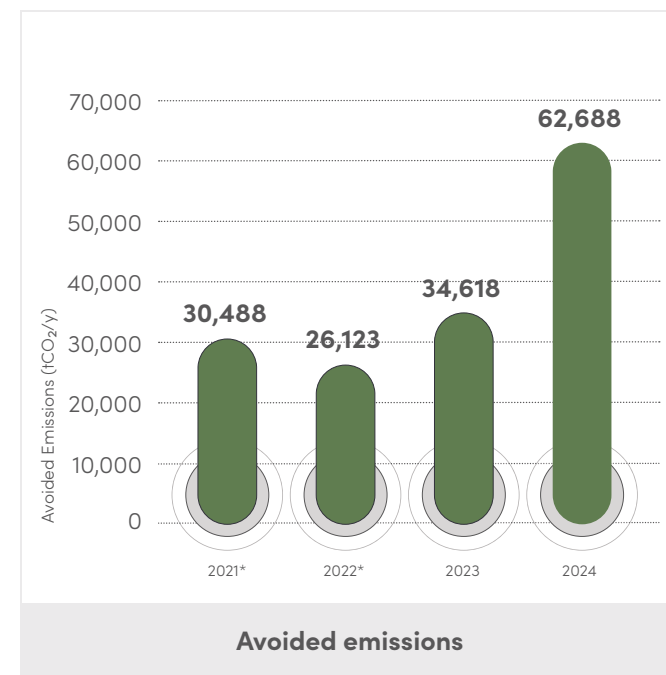


## Scope 4

The method that was used to calculate the reported number of avoided emissions in 2022 was based on the simplified assumption that the whole sales volume of Kebony replaced the same volume of tropical, clear-felled Ipé from Brazil. This simplification needed to be modified, and in 2024, the method for calculating avoided emissions was revised.

A product comparison was made between the competing product categories of Kebony on the market. These were split into our two main segments: decking and cladding. Together with the market shares of Kebony, the revised calculation of avoided emissions for the total volume of sold Kebony products in the respective years showed the following Scope 4 values as presented in the graph.

For 2021 and 2022, the avoided emissions have been re-calculated with the revised method described above for the sake of direct comparison. For our first Sustainability report in 2021, no calculations were done on Scope 4, while the avoided emissions for 2022 in



\* The avoided emissions for 2021 and 2022 have been re-calculated with the revised method explained in the text.

this graph deviate from what is originally reported in the Sustainability report for 2022.

The observed increase in avoided emissions in 2024 can be explained by the increase of market shares for Kebony Clear, whereas the sales of Kebony Character has been rather stable for the reported years.

In terms of Environmental compliance: no fines or non-monetary sanctions for non-compliance with environmental laws and/ or regulations have been issued to Kebony in 2024.







## Looking Ahead – Energy and Emissions

As already mentioned, optimisations will be initiated in our production facilities in 2025 which involves phasing out the use of natural gas in the production of Kebony products and substituting it with 100% Ecluse network. This will contribute significantly to lowering Kebony's direct emission (Scope 1).

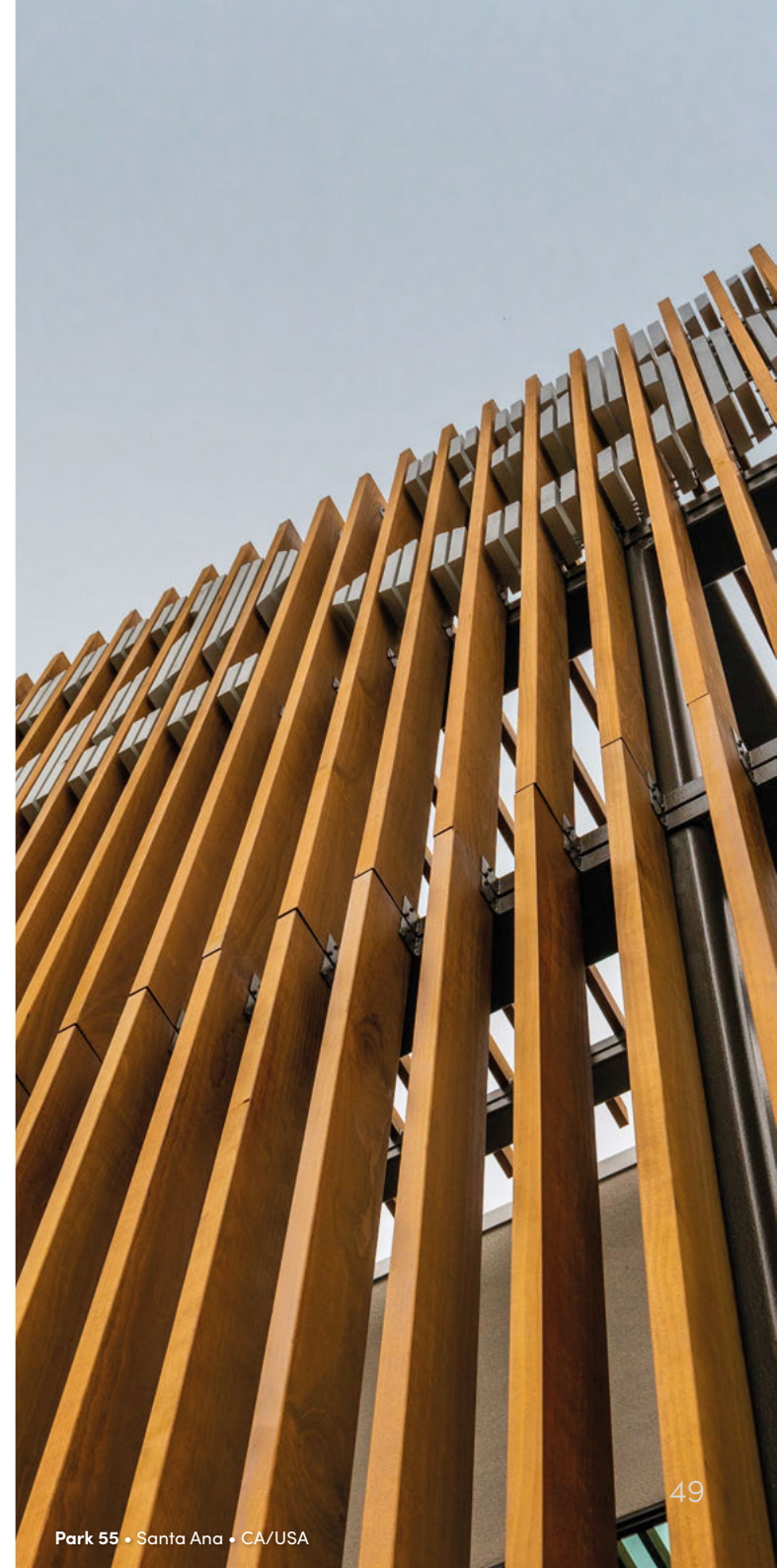
Still, the largest contribution to Kebony's GHG emissions comes from Scope 3 activities. Kebony will optimise its transportation routes of both raw and finished materials in 2025. CO<sub>2</sub> footprint will decrease due to longer transportation distances that will be covered by ocean with ferries instead of conventional road diesel trucks. Cross-stocking of some material between the two production sites will also be phased out. Further, Kebony can potentially demand its supply chain to change to climate neutral fuels on their transportation for an even lower CO<sub>2</sub> footprint on transportation.





**Further, other actions in 2025 that are supporting our quest to reduce GHG emissions and water consumption:**

- Kebony utilises minimum fresh water in its process. We rather utilise condensate generated during our process which consists of water extracted from wood (approx. 10 wt% moisture) and water formed as by-product from the Furfuryl alcohol polymerisation (approx. 15 wt% water). This represents a circular water usage with only occasional need to use fresh water. The last use of fresh water in our production facility in Norway was in Q3-2024, which also proves that we generate higher levels of wastewater than what we introduce as fresh water to our system.
- Fresh water is mostly used for cleaning and flushing of equipment. However, even in these cases, Kebony is working on further reduction in usage of fresh water and utilising more recovered/recuperated water.
- Most of the external water is used for cooling in the Norwegian factory, where municipal lake water is passed through condensers in the factory without being subject to any contamination.
- Where possible with regards to load capacity, Kebony is continuously phasing out Diesel fork trucks and changing to electrical fork trucks at both factory sites. At year-end 2024, a total of 9 out of 15 fork trucks were electrical.





# Sustainable Handling of Resources and Waste

## Sourcing of wood and Biodiversity

Kebony's main input is wood, and thus Kebony has a potential biodiversity impact in areas from where timber is sourced. In parallel to the climate crisis an even bigger global crisis is happening, namely that of unprecedented biodiversity loss. The first-ever global forest biodiversity assessment, "Below the canopy", from WWF comes with a shocking discovery: forest wildlife has declined across the planet by 53% since 1970<sup>1</sup>, and the greatest declines were in tropical forests such as the Amazon rainforest. Agriculture and grazing, illegal harvesting of wood and replacing old forests with plantations are some of the reasons for this.

In recent years, the UN has worked diligently through its environmental program (UNEP) and the UN Nature Panel (IPBES) to put in place a new framework agreement on nature. In December 2022, the UN Biodiversity Conference COP15 was held in Montreal, Canada. Here, a new international Biodiversity Agreement was signed to strengthen climate action<sup>2</sup>. The agreement, where governments committed to protect 30 % of land and water that were considered important for biodiversity by 2030, was a milestone for the conservation of the world's lands and oceans.

At Kebony, we strongly care about this topic, and as a wood sourcing company we are aware of our responsibility. This is why Kebony has a strict policy on wood sourcing, and our wood raw materials are only from FSC- and PEFC certified forests to guarantee that these forests are managed according to strict environmental, social and economic standards. By doing so, Kebony contributes to the awareness of responsible sourcing by promoting certified products. We also do research on other sustainable sources of wood.



The mark of  
responsible forestry



<sup>1</sup> source: <https://www.wwf.org.uk/below-the-canopy> , accessed 19th March 2025

<sup>2</sup> source: <https://unfccc.int/news/new-international-biodiversity-agreement-strengthens-climate-action>, accessed 19th March 2025



In 2024, Kebony sourced two main softwoods, being fast-growing Radiata pine from New Zealand, and Scots pine from Sweden. Among the advantages of the Radiata pine from New Zealand is its short growth time to reach harvest maturity (between 25 and 30 years).

Firstly, this means fast carbon sequestration, and according to our EPD the biogenic carbon content of Radiata pine from New Zealand is 40% higher than the biogenic carbon content of Scots pine from Sweden, at the Cradle-to-gate stage.

Secondly, Radiata pine is sourced from plantations with less vertebrate diversity. The harvesting of these pines thus affects biodiversity to a much lower extent than harvesting of tropical wood where the forests are long-lived and more biodiverse.

There are, in addition, several biodiversity protection activities on these plantations, such as retaining larger, mature trees on the edges of the forest for nesting birds and care of endangered species.



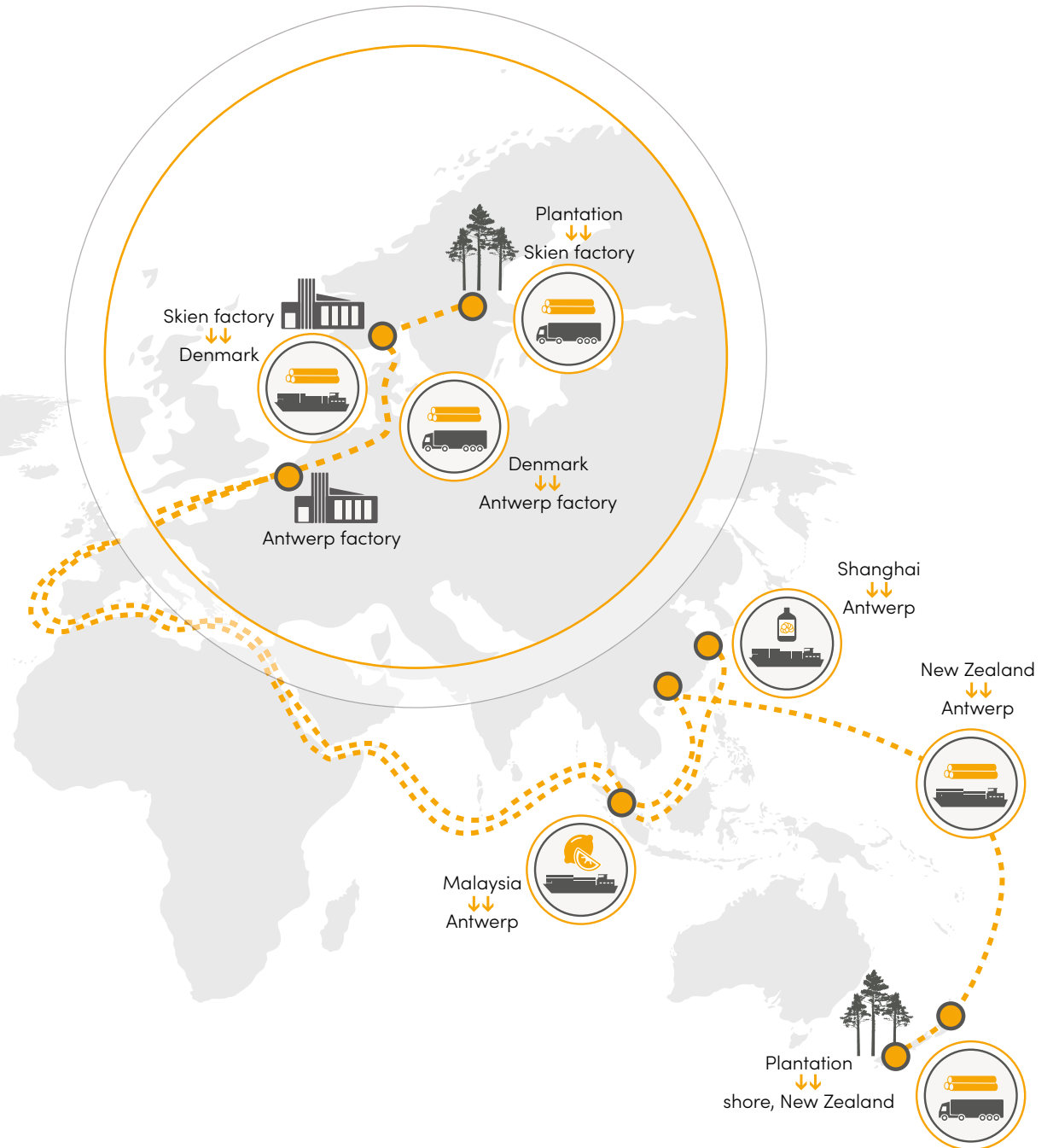






## Materials Purchased

Kebony is looking into possible optimisations to be made on our logistical footprint, from plantation to product.

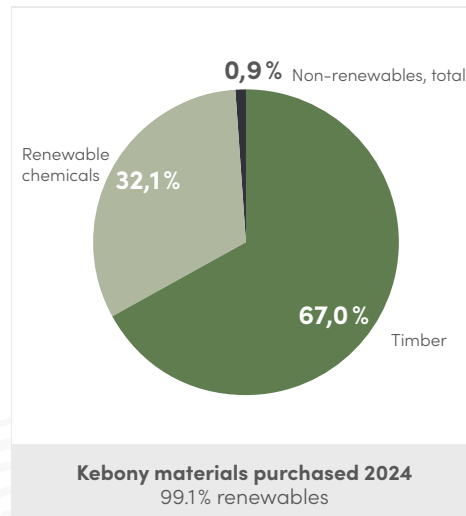




As the graph to the right illustrates, timber represents three quarters of the amount of goods purchased.

Together with our main chemical input and packaging, this brings the renewable share (by tonnage) of materials purchased by Kebony to more than 99%.

In 2023, Kebony introduced new policies and measures to prevent and mitigate potential negative impacts in the upstream supply chain by implementing a Supplier Code of Conduct. A due diligence of the most important suppliers is also performed on a regular basis, and these actions are reported as part of our compliance with OECD Guidelines for Multinational Enterprises and the Norwegian Transparency Act. The latter is published in June each year.





## Principles of Sourcing

Materials procurement and use is of vital importance to Kebony and we are aware that the production and supply of our starting materials can have negative impacts on both the environment and people. Kebony thus seeks to actively manage the risks of such potential impacts, to minimise negative effects of our practices.

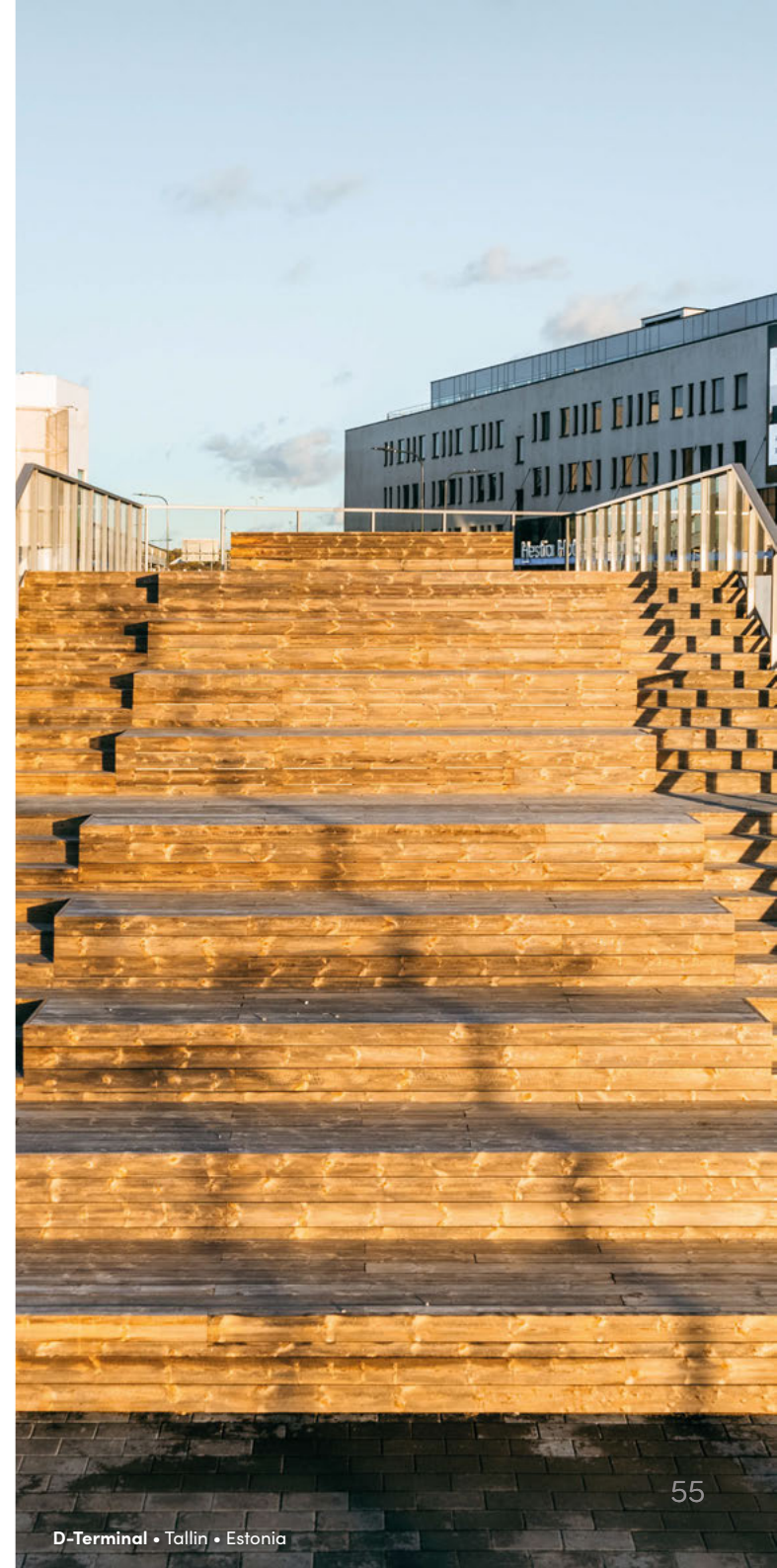
The main environmental risks in the supply of our raw materials are improper forest management and forestry operations, transport over long distances and risks associated with production and shipping of chemicals. In 2023, we were made aware of, and did make efforts to manage, potential human rights and environmental risks in the supply chain of our main chemical input, Furfuryl alcohol. This is described in Kebony's Transparency Act from 2023<sup>1</sup>.

Kebony puts emphasis on responsible sourcing. The Company will, in accordance with the Norwegian Transparency Act and OECD's Guidelines for Multinational Enterprises, continue the work to further improve the transparency and respect for human rights standards in our supply chain. Human rights compliance due diligence will be an integral part of the selection process for the partners we choose. Activities in sectors with higher identified risk and activities in geographies with higher identified risk have our special focus.

The most important supply chain procedures for managing Kebony's social risks are Kebony's general purchasing conditions, and the Kebony Code of Conduct policy.

Environmental aspects of Kebony's sawn wood supplies are framed by the FSC® certification, ensuring sustainable forest stewardship.

<sup>1</sup> <https://kebonny.com/wp-content/uploads/2024/06/Transparency-Act-2023.pdf> (Accessed 2nd April 2025.)







Kebony's line of action in case of breach of either Kebony's own policies or national or international regulations is foremost to engage with the suppliers in question. If correcting or mitigating unwanted social or environmental incidents fails to succeed, the supplier would then be replaced.

Kebony has implemented adaptation measures to prevent the consequences against climate risks such as extreme weather events. Our production is highly dependent on wood raw material suppliers in our upstream supply chain, and in case some of these experience wildfires, Kebony has secured its production by having several suppliers of Radiata Pine in different locations in New Zealand as well as agreements with different sawmills in Sweden for pre-planed Scots Pine. For supply of Furfuryl alcohol, our main chemical input in the production, Kebony has secured its supply from different partners.







## Packaging, Waste and Waste-handling

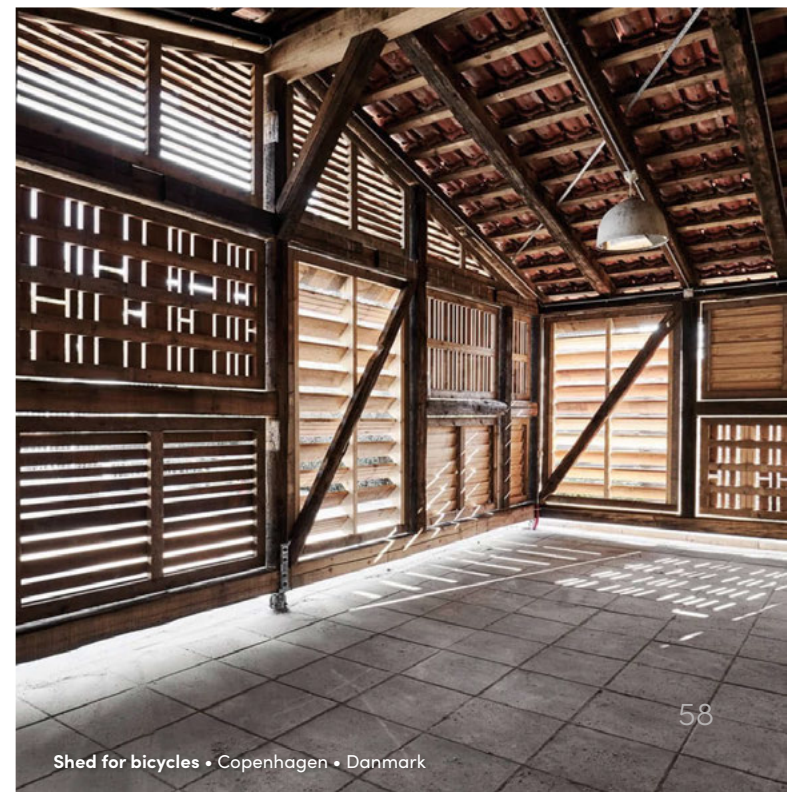
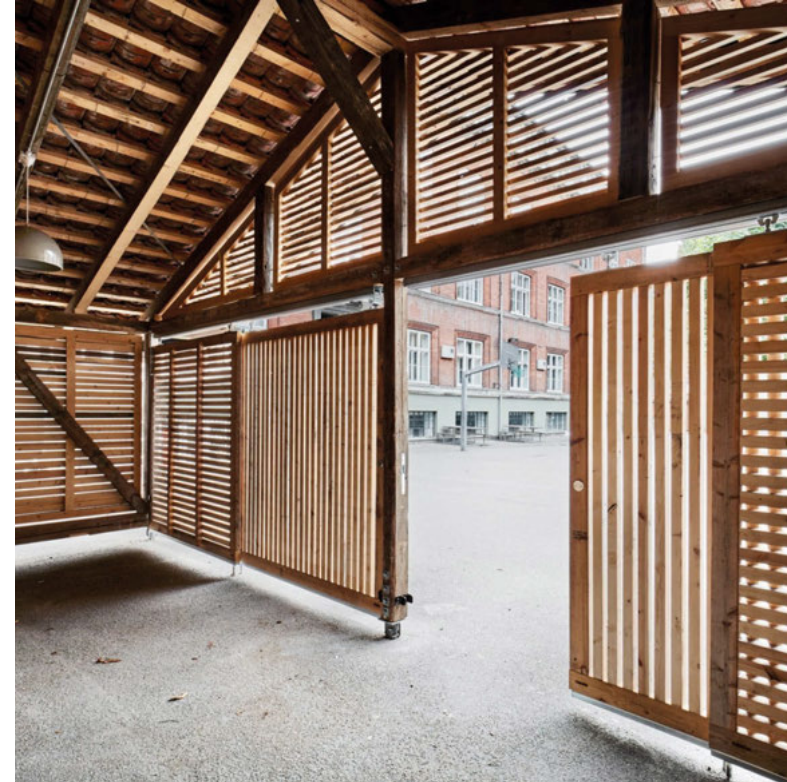
The main waste categories of Kebony are wood and wastewater. The latter is condensate treated in biological water treatment plants. In 2024, Kebony started delivering condensate to a local wastewater treatment company in Norway which significantly shortened the transportation route of our wastewater to only 12 km from our Norwegian production site.

Softwood timber is a central input to Kebony's supply chain, and optimising its utilisation to high-grade Kebony products is core to our operations. We want as little wood waste as possible, and in 2024 the total wood waste from both modified and unmodified materials was 3.8% of the total wood volume produced by Kebony. Throughout the year, we embraced a more sustainable approach by implementing a ghost production order that made it possible to repurpose B-grade stock and waste wood into sellable

A-grade products. This initiative not only minimised material waste and reduced our environmental footprint but also streamlined the quality control and maintenance. By doing so with different types of B-grade material, 45–55% recovery to A-grade products was achieved. Our efforts on further reducing wood waste in the last reporting period have benefitted customers and employees, who have been able to purchase the remaining B-grade products or raw material timber with quality faults at a strongly reduced cost, while the company has saved on waste handling and transportation.

Kebony B-grade is also part of the sustainable business model of the circular construction start-up Næste<sup>1</sup> in Denmark, making upcycled sheds from wood materials for bicycles and garbage. The pictures to the right show two types of sheds that have been installed.

<sup>1</sup> <https://bloxhub.org/case/naeeste-skur-an-upcycled-shed-for-bikes-and-garbage/> (accessed 2nd April 2025)



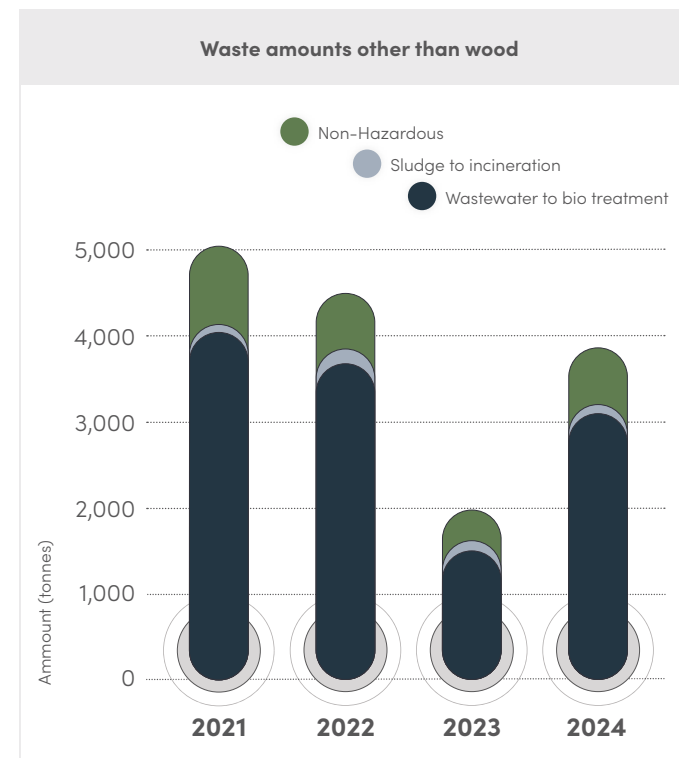


Another source of wood waste generated one step further down the value chain is the moulding of finished products by planing and profiling, where between 10 and 20% of the volume of rough sawn Kebony is converted to chips and dust from machining. This waste fraction is used for energy recovery.

In 2024, Kebony also identified a partner to utilise its wood waste. It is now recuperated and used to produce planters and public furniture, ensuring that carbon remains locked in.

Other types of waste come from the use of packaging, both at Kebony' production sites and at our suppliers, as well as from materials and consumables used in our daily operations.

In alignment with the Packaging and Packaging Waste Regulation (PPWR), Kebony has defined a project scope to reduce its total amount of virgin fossil based (non-PCR) plastics used for packaging and transportation of finished goods. The implementation of the project will start in 2025.





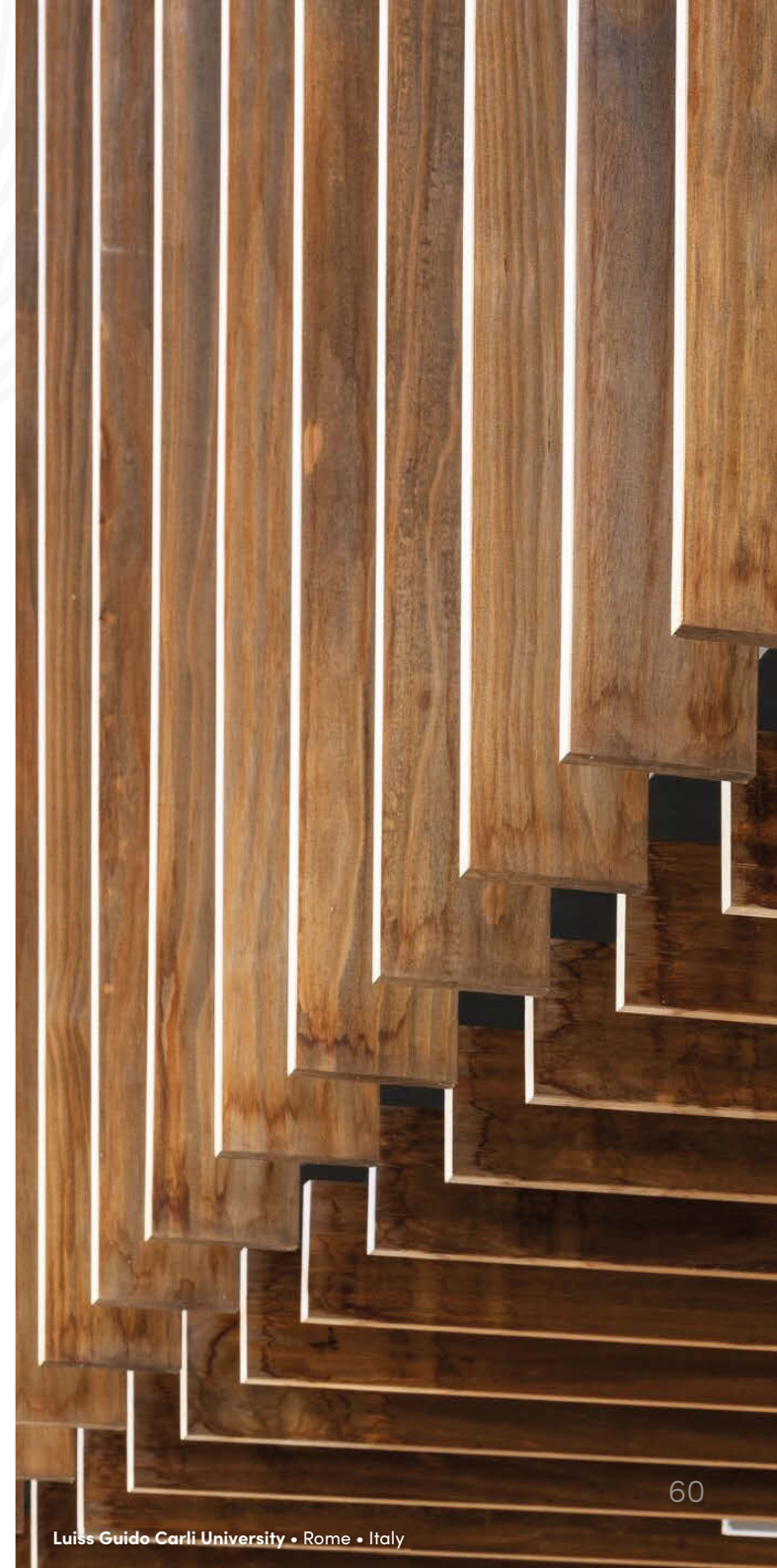
## Efficient Use of Water and Wastewater

Water is a major constituent in our impregnation liquid where it is used as a diluent for the key ingredients of the Kebony chemistry to produce the final Kebony wood products. As already described in section "Looking ahead" (on page 49), Kebony utilises minimum fresh water in its process due to circularity in our water usage. Most of the water in the impregnation process is coming from

- condensate generated during our process which consists of water extracted from wood (approx. 10wt% moisture), and
- water formed as by-product from the Furfuryl alcohol polymerisation (approx. 15 wt% water).

These water amounts are recovered as condensate during the drying process and represents an almost closed loop with circular water usage. There is only occasional need to use fresh water for the preparation of new quantities of impregnation liquid.

Fresh water is mostly used for cooling, and cleaning and flushing of equipment. However, even in these cases, Kebony is working on further reduction in usage of fresh water and utilising more recovered/recuperated water. Resources are thus spent on treating the wastewater in a highly responsible manner. Summing up, this means that Kebony's water use can be regarded as safe and responsible, and with a minimal impact on the environment.









# Make Beautiful, Eco-friendly and Maintenance Free Products

A benefit of Kebony is the positive impact on biodiversity. Kebony Clear products will, to a large extent, form alternatives to timber harvested from vulnerable forest ecosystems such as tropical rainforests. Traditionally, many naturally durable wood species from tropical forests have been used as external decking and cladding products in major markets of Asia, Europe and America. Tropical hardwoods typically have high durability and low maintenance requirements. In 2024, there is still a variety of tropical hardwood species available to buyers. Most common available species in the decking market include Ipé, Bankirai, Cumaru, Padouk and Teak.

However, the trade of tropical wood in EU is for 2024 shown to be at historical low levels<sup>1</sup>. There are most likely several reasons for this trend, global wood market information and EUDR awareness being some of them.

<sup>1</sup> UK and Europe Timber and Wood Products Market Reports | 16 – 28th Feb, 2025 (Accessed 1st April 2025.)



## EUDR

The European Union Deforestation Regulation (EUDR) is a law aimed at minimising deforestation and forest degradation caused by EU consumption. It requires companies to ensure that commodities like wood, amongst others, that are entering or leaving the EU are deforestation-free, legally produced in their country of origin, and traceable to their source. The regulation applies strict due diligence requirements to businesses and strengthens enforcement to promote sustainable supply chains.

Through proactive work with suppliers and partners, Kebony can already prove that its wood raw materials are deforestation-free and traceable back to their respective sources. By this, we are already prepared to meet this regulation which will be enforced from 30<sup>th</sup> December 2025.





# What's the Issue with Tropical Timber?

Environmental organisations are clear in their attitudes:



**Rainforest foundation**  
rainforestfoundation.org

## Industrial Logging – The Issue

The tropical timber industry and its international backers have long clung to the notion that selective logging of timber is a form of sustainable forest management, and preferable to the total loss of forest through clearance for agriculture. In actual fact, logging has rarely proved to be sustainable, as most operations have relied almost entirely on 'mining' of old growth forests for a limited range of tree species, meaning the industry is thus reliant on converting concessions to other uses such as commercial plantations or opening up new areas of previously unlogged forest. Even where logging is selective, the roads required to transport the timber can lead to a 'cascade of deforestation' as illegal loggers, farmers and poachers move in.

Whilst it is claimed the industry provides jobs, income, infrastructure and development in remote rural areas, the truth is that logging work is often poorly paid, dangerous and temporary. The logging industry is known to be rife with illegalities, social conflicts, and deeply corrupting of political institutions, whilst benefits in the form of taxes are often meagre, especially given the vast forest area it covers.



greenpeace.org

## Forest – Threats

Around the world, lush tropical forests are being logged for timber and pulp, cleared to grow food, and destroyed by the impacts of climate change. Four fifths of the forest that covered almost half of the Earth's land surface eight thousand years ago have already been irreplaceably degraded or destroyed.

Every two seconds, an area of forest the size of a football pitch is lost due to logging or destructive practices. Seventy two per cent of Indonesia's intact forest landscapes and 15 per cent of the Amazon's have already been lost forever. Now the Congo's forests face the same threat.

While the causes vary from region to region, they all have one thing in common: human activity. Through agriculture and logging, mining and climate change, humankind is wiping out irreplaceable forests – and the life that depends on them – at a terrifying pace.



# How to mitigate the negative impact of Tropical Timber harvesting on biodiversity?

The harvesting of such timber puts ecosystems and indigenous people at risk, through road construction, forest depletion and land use change.

CITES, the Convention on International Trade in Endangered Species of Wild Fauna and Flora, announced that after their CITES COP19 meeting in November 2022 ("World Wildlife Conference"), more than 150 declining tree species were added to the CITES directory, and their international trade consequently would be regulated. Among the species that are expected to be moved up in the CITES priorities from Annex II to Annex I (species in most danger) are Ipé and Cumaru.

With Kebony, customers and end-users have an alternative to such tropical hardwoods that alleviates the pressure on tropical forests and consequently impacts biodiversity positively.

Kebony, although being an industrial activity, has a negligible negative impact on biodiversity. The forestry that Kebony sources timber from is always either FSC- or PEFC certified, while Kebony's production facilities are situated in areas dedicated to manufacturing industry. At our site in Belgium, there is even a Natura2000 protection for the whole area, and environmental permits are issued from the Flemish authorities with this taken into account.

As already mentioned, Kebony will re-assess its impact on biodiversity in the near future, as this is an increasingly important topic.







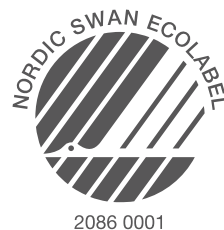


# Product Longevity and Reduced Impact from Maintenance

Longevity and quality of products in different applications have been repeatedly tested using highly regarded external research and testing organisations. Kebony has a warranted lifetime of up to 35<sup>1</sup> years.

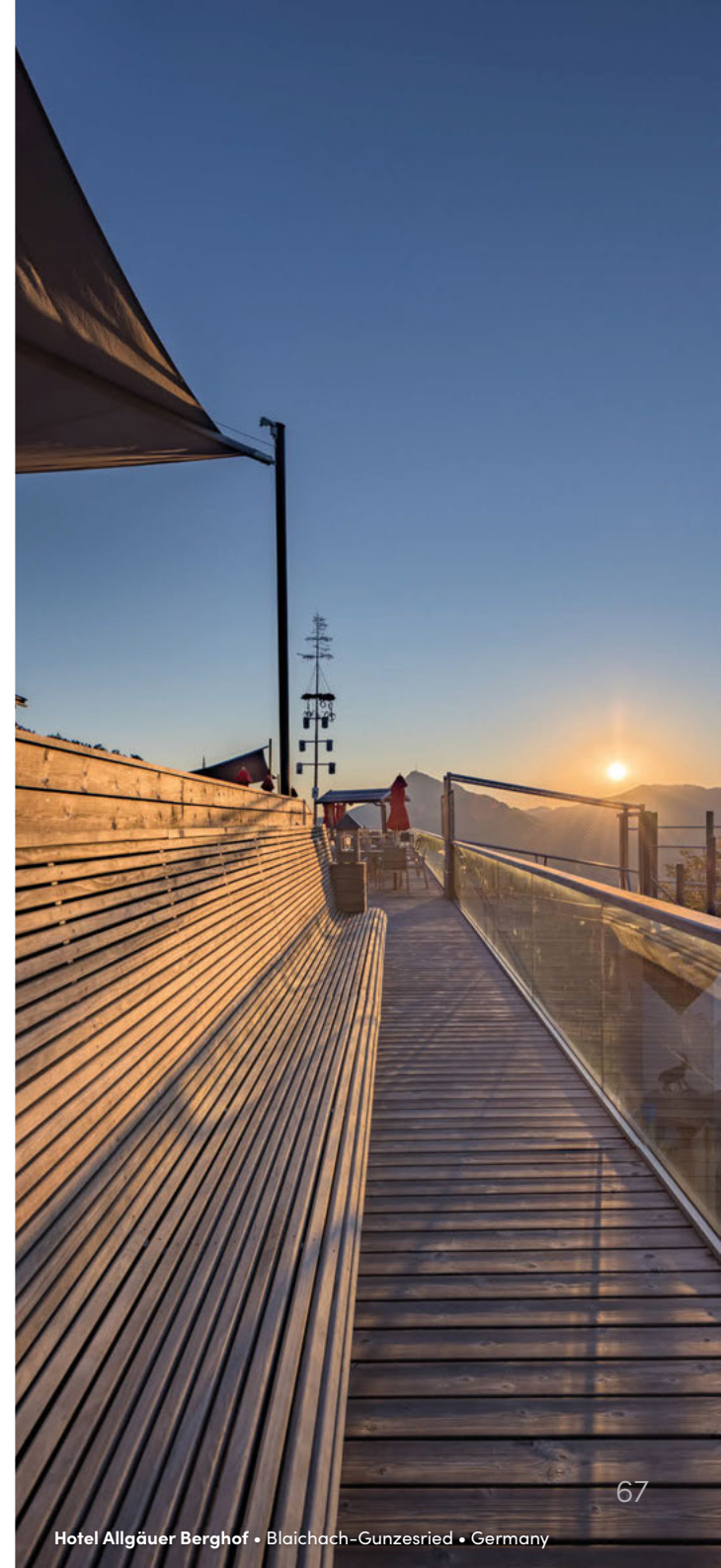
Kebony products' longevity and quality have clear positive impacts on the economics of its use, as well as environmental benefits. Kebony products are virtually maintenance free, and do not require surface coatings or other treatments. Kebony products have the Nordic Ecolabelling which is "one of the world's toughest environmental certifications and is only awarded to products and services meeting ambitious environmental requirements, such as reduced climate impact, non-toxic chemicals, and conservation of biodiversity."<sup>2</sup>

The Nordic Swan Ecolabel certifies products and services with a low environmental impact throughout their life cycle. It promotes sustainability by setting strict criteria for energy use, materials, chemicals, and waste, helping consumers make environmentally friendly choices. By this, Kebony products can be considered as safe for the people and the environment.



<sup>1</sup> <https://kebony.com/wp-content/uploads/2022/12/Warranty.pdf> (Accessed 28th March 2025.)

<sup>2</sup> <https://www.nordic-swane-label.org/official-nordic-ecolabel/> (Accessed 14th March 2025.)



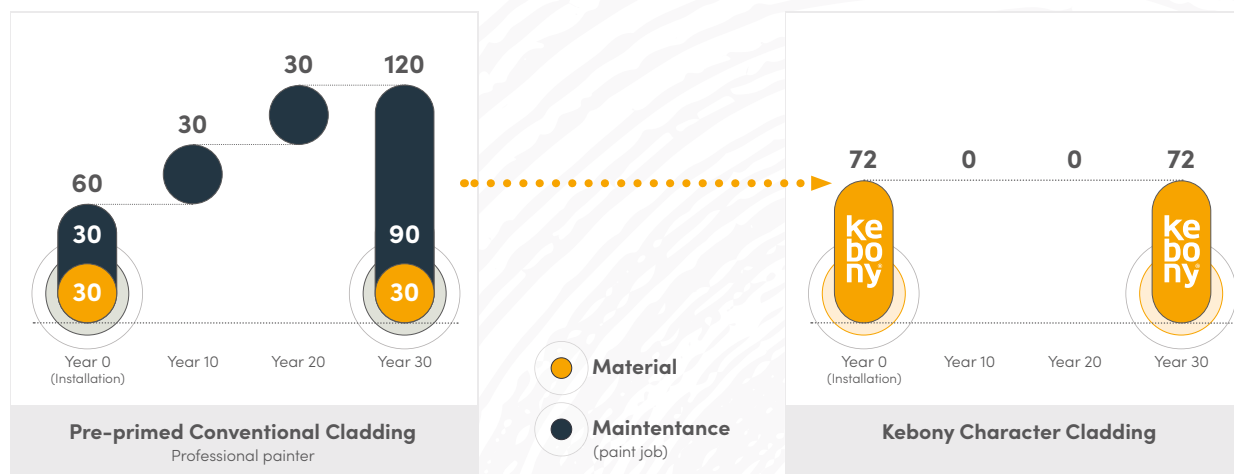


Kebony has implemented a well-documented and applied quality system to ensure that all products consistently are living up to declared quality criteria. This system is yearly audited and guaranteed by external parties such as Nordic Swan Ecolabel.

We also track claims and complaints from customers and other product incidents. The degree of claims in the reporting year 2024 was 0.9% of sales.

In 2024, Kebony spent about EUR 1 million on Research and Development (R&D) in order to continue delivering and developing world-class quality sustainable products to our customers.

We also regularly engage with our customers, installers and end users of our products to better understand their needs and requirements. We value their opinion, as this is important for continuous improvement of our products.



Alternatively, treating the cladding yourself is cheaper, but also entails an expected ≈ 250 hours of painting throughout a 30-year period  
 Source: Kebony management estimates – cost of professional paint job is considered conservative – i.e., likely even higher yielding additional upside for Kebony product



## Product Quality and Safety

Kebony performs regular internal Quality control tests on all raw materials and every Kebony wood batch produced. Kebony has zero tolerance for putting customers or end users at any health or safety risks. Through our Quality & Continuous Improvement department we therefore make sure that our products are safe – both for indoor and outdoor use.

Kebony is certified and audited by various organisations that validate our quality statements.

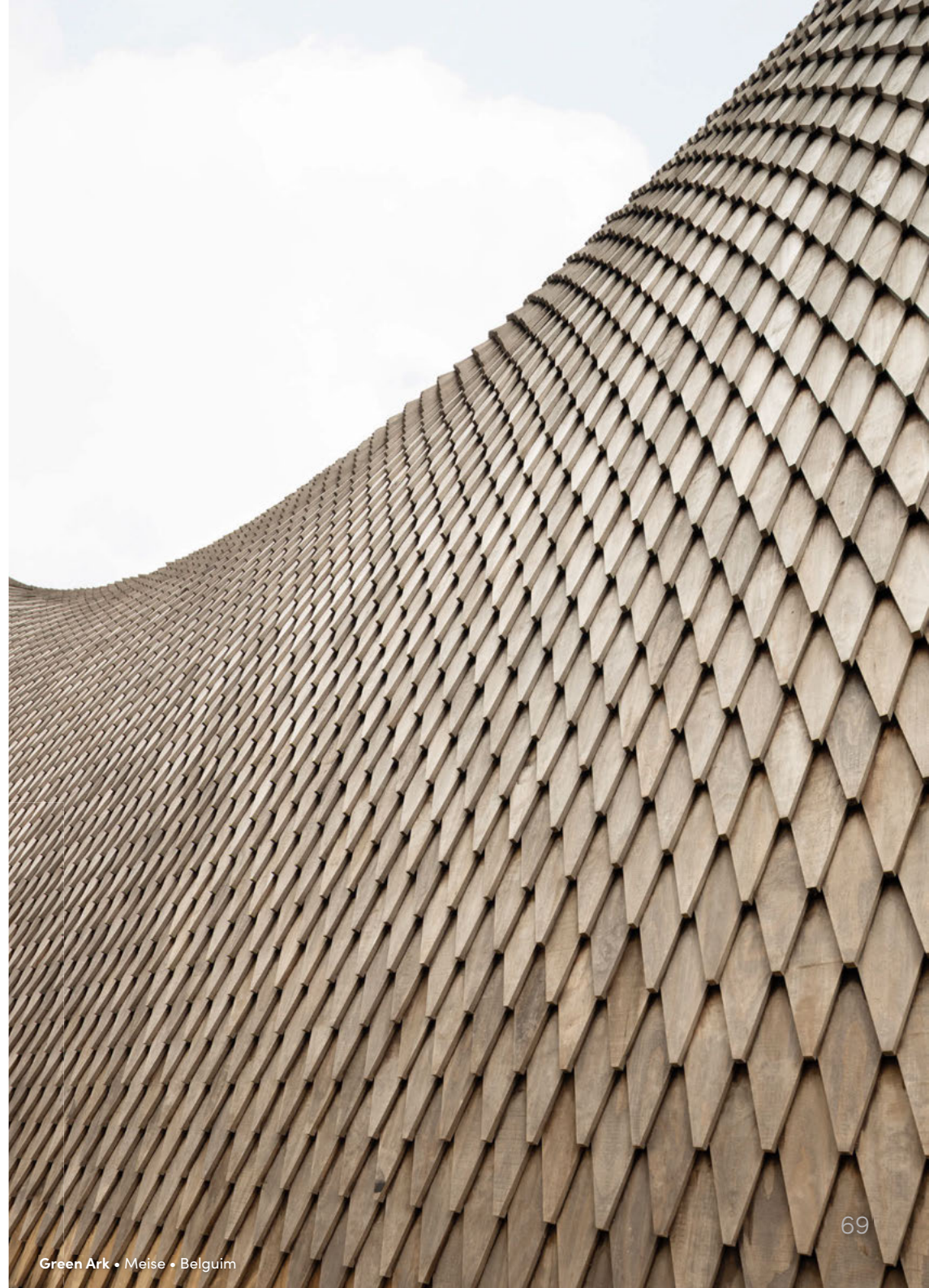
- Treteknisk (Norway)
- abZ (Germany)
- ICC (USA)
- Nordic Swan Ecolabel (Nordics)
- FSC®

Kebony wood is safe for use and holds all necessary certifications and test reports. A chemical risk assessment is in place, as well as guidance on safe handling of machining waste. There were no customer incidents reported concerning product safety in 2024.

Treteknisk



The mark of responsible forestry





## Lead by Example in Governance and Safety

A big part of Kebony's work force consciously chose to work in a purpose-led organisation, and the company's contributions to tackling climate change and protect biodiversity is a key motivator for many of our employees. In addition, they expect a safe and ethical working environment and expect Kebony to lead by example in health, safety and governance internally, as well as in the management of our supply chain.



# Our People and their Well-being

Kebony strives to take employee feedback seriously. At the end of 2024, an Employee survey was conducted to gather first input and set a baseline with the purpose to get a first reading on the current employee engagement within the organisation. The Person Engagement Index (PEI) in this first survey was 72%, and we recognise that this is low compared to other international companies in sectors comparable to Kebony's.

The survey showed that employees take pride in their work at Kebony, but the overall motivation was low. Several steps to improve the engagement of the employees have already been defined. Among other actions is enhancement of management transparency with regular communication and updates on management decisions and company strategy to all employees. The employee engagement must be followed up and we are currently also looking into implementing a skill-based employee development programme where annual reviews or appraisal conversations for all employees together with

their managers will be performed. Employee Engagement Surveys will from now on be carried out annually.

At our production sites, there are systems of operational procedures, trainings, and health and safety, where workers are represented in health and safety committees and collective bargaining by unions. The majority of Kebony's employees (>80%) are included in collective bargaining agreements. In Norway and Belgium, such agreements are negotiated between the Company and the unions.

Kebony's production processes use organic chemicals that can pose health risks in high concentrations. The chemicals are necessary to produce high quality products, thus we take health and safety seriously. We ensure that the occupational environment contaminants measured in Kebony's factories are kept well below the strict official work standard requirements through good ventilation and management of volatile compounds.







There are also risks posed by working with large, sharp and heavy objects as well as rotating machinery.

Kebony's ambition is for our operations to run with zero injuries. That requires high safety standards and a strong safety culture for both employees and contractors. Our approach involves "safety first" as an overarching principle, safe job analyses, and safety barriers. Risk analyses are applied to identify hazards and assess risks. Based on the risk analyses, measures are implemented, instructions prepared, and training of personnel is conducted.

In Norway, the risk analyses are developed by our HSE manager together with department managers and safety elected workers from all departments. In Belgium, the risk analyses are developed by external prevention service together with the Internal Prevention Agent (IPA). In the reporting period 2024 there were 0 Lost Time Accidents (LTAs), 2 accidents without absence (down from 3 accidents without leave in 2023), and 3 first aid injuries.

We also received 170 preventive observation reports, which span a large range of observations from possible improvements to minor incidents.

Kebony's approach to identifying occupational hazards and risks is proactive. Based on risk analyses, we improve methods, prepare instructions and conduct training of personnel. All employees at our factories do HSE training annually, and both factories have a high focus on specific tasks that require personal protection equipment.







# Governance and Handling of Corruption Risks

Kebony's Board of Directors is responsible for ensuring satisfactory corporate governance. The company has implemented a corporate governance regime in accordance with the Norwegian Code of Practice for Corporate Governance.

Kebony's Code of Conduct is an important tool contributing to a safe, loyal and responsible conduct. Kebony values an honest and open dialogue about questions and issues covered by the code of conduct. This code covers governance; conflicts of interest; bribes, gifts, and benefits; competition; sanctions in case of violations; and reviews and updates. Terms and conditions for suppliers and customers were updated in 2023.

If employees or other representatives of Kebony become aware of conduct in conflict with laws, regulations, or internal policies and codes, the person must inform his

or her superior manager, the executive management in Kebony or any board member of Kebony. Updated policies for both Code of Conduct and Whistleblower were launched in 2023, including more specific human rights clauses as well as an independent external channel to the company's legal counsel where the reporting can be made confidentially and anonymously. All employees signed off on the new policies in 2024.

The IT department has been strengthened, and significant progress has been made on data management and data protection via initiatives such as security and firewall audits, regular security updates, and IT/OT Infrastructure Upgrade and Security Project Work. In 2025, the company's GDPR will be internally audited and further optimised.

Kebony targets zero incidents of corruption and other forms of unethical behaviour in our supply chain, and

suspicious or incidents of corruption and other unwanted conduct are tracked. Suppliers are made aware of Kebony's commitment to responsible acting towards people and the environment. As already mentioned in "Materials Purchased" (on page 56), if unwanted social or environmental incidents are discovered, and if correcting or mitigating these fails to succeed, the supplier would then be replaced.

Kebony is actively engaging with its owners, with annual sustainability reporting about environmental, social and governance (ESG) related factors, including supply chain conduct.

Kebony's senior management and Board of Directors are not aware of any instances of non-compliance or any form of legal action against the company during the reporting period.



## Diversity and Anti-Discrimination

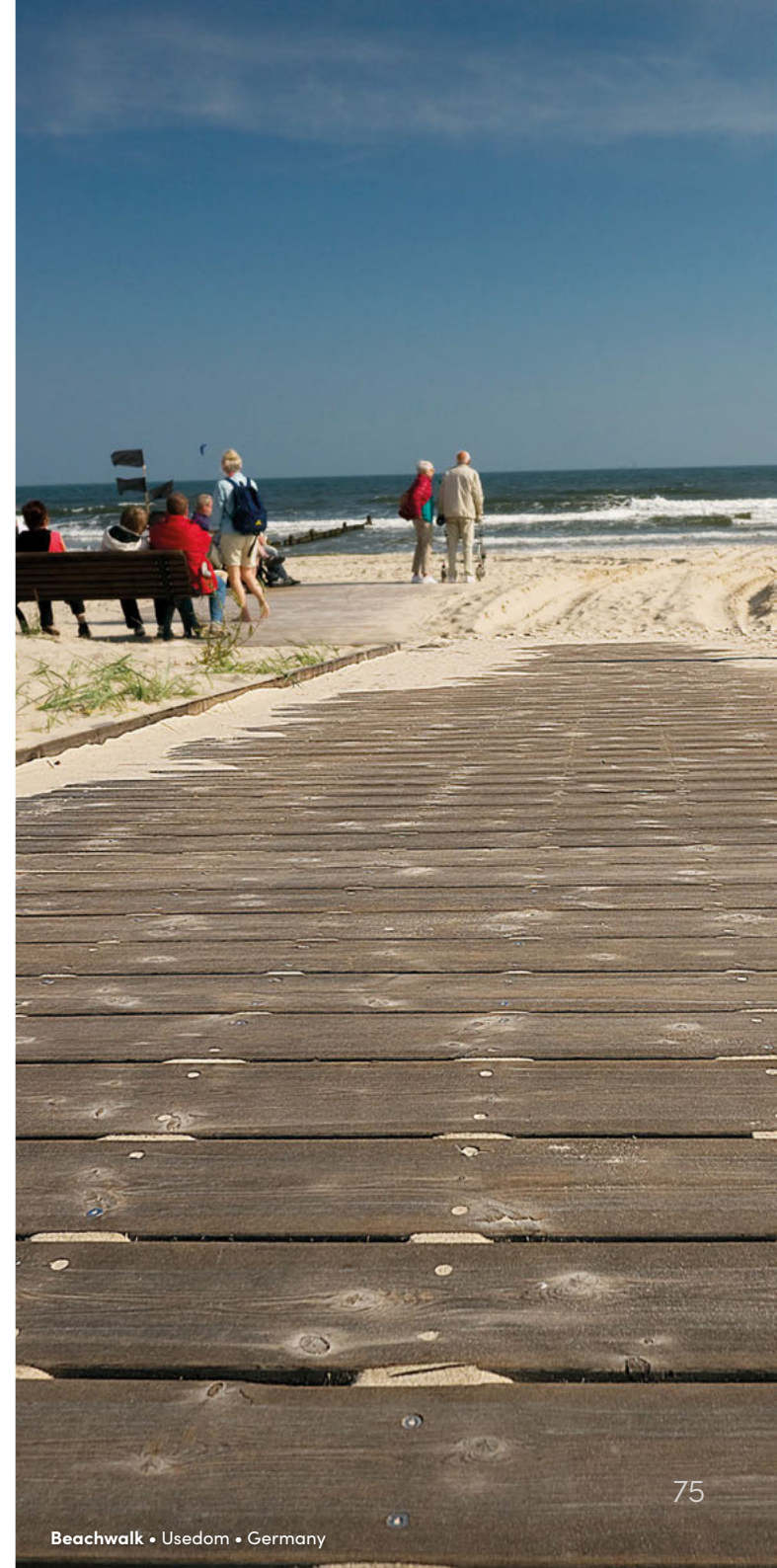
Kebony is a truly global company and strives to employ people from all over the world in all parts of the organisation. Currently, we employ people from 18 different nationalities.

Of Kebony's 118 employees at the end of 2024, 21 were females and 97 males. The Board of Directors was made up of a total of 7 people, from whom 1 female. In the executive management team, the gender distribution at year end was 0 females and 3 males. Kebony is aware that further efforts are required to diversify its employee base.

In 2023, an external company did an analysis for Kebony, finding that the female workers in the company were compensated 4% less than the male workers. The Gender Pay Gap for 2024 was calculated by an other method than in 2023, and it revealed 1.6% difference in pay gap between the genders, where females were compensated less than males.

Kebony has not experienced any incidents related to discrimination. However, we are taking steps to comply closely with the duty to work actively and the duty to disclose information according to the Norwegian Equality and Anti-Discrimination Act. This legislation will direct our efforts in:

- 1 discovering risks of discrimination or other obstacles to equality,
- 2 analysing causes of any risks identified and
- 3 implementation of measures designed to combat discrimination and contribute to improved equality and diversity in the company.





## Supplier Health & Safety and Labour Rights

Our suppliers are important stakeholders to us, and they are kept aware on Kebony's strict requirements, both on the product properties as well as the sustainability side of their operations. In the Supplier Code of Conduct which Kebony introduced in 2023, the high expectations that we as a company have to our suppliers on health and safety, environment, human rights and governance has been covered.



## Looking Ahead – Social and Governance

The company's employees and other representatives shall comply with laws and regulations, and also pursue their work in accordance with fair business conduct, the company's values and its code of conduct.

Kebony is satisfied that zero cases of corruption have been reported in 2024. This topic will always be of high priority. However, since 2022, we took the work with our suppliers further. Within the context of the Norwegian Transparency Act, we are drawing an even clearer picture of the impact we have in our value chain.

Kebony's goal is to lead with responsibility in our supply chain governance. All major suppliers are required to sign our General Purchasing Conditions and our Supplier Code of Conduct, and Kebony will not work with anyone who refuses to sign these conditions.

Diversity is a key to a well-functioning workplace, and we are aware of the gender distribution in our workforce. To improve diversity, Kebony is pursuing the following actions:

- ➔ Recruitment agencies are instructed to focus on increasing diversity at every recruitment, if possible.
- ➔ Additionally, specific assessments have been implemented to create a more unbiased hiring process, stimulating further diversification of our workforce, and creating improved equal opportunities for all.
- ➔ We will keep track of our workforce diversity by reporting and measuring key indicators – primarily gender distribution and nationalities.
- ➔ Kebony has used external expertise for gap analyses of our policies on Code of Conduct, Supplier Code of Conduct, general purchasing Conditions, Human right policies, and Whistleblower Policy against the OECD Guidelines and the Norwegian Transparency Act.





**Positive Impact Every Day**



# Positive Impact Every Day

Our focus for 2024 was to strengthen Kebony's message around its patented dual modification™ technology and continue proving Kebony's long-standing reputation as a leader in the movement towards a greener, more sustainable future for the global construction industry.

By circulating international press release based on projects and testimonials, Kebony shared with the world projects that are part of its will to improve the construction models. Media coverage through the success of the 2024 international award program was also secured, with Kebony being announced as nominated for Trends Impact Award in the category Climate and Energy and honoured through the world with projects identified as leading the world to more sustainable construction.

Below are some highlights from media coverage in 2024:

## 1 Kebony Monthly International PR Coverage Presentation

December 2024

Throughout December, 31 pieces of coverage featuring Kebony have been published across 11 different countries. The estimated international reach for Kebony this month is over 602 million.

Highlight coverage has been published for several Kebony projects, including The Purbeck Project (UK), Green Ark (Belgium), Holar House (Iceland), Krallerhof Spa (Austria), Lusail Towers Plaza (Qatar) and the Dubai Villa Project (UAE)

## 2 Kebony International PR Activity Report

December 2024

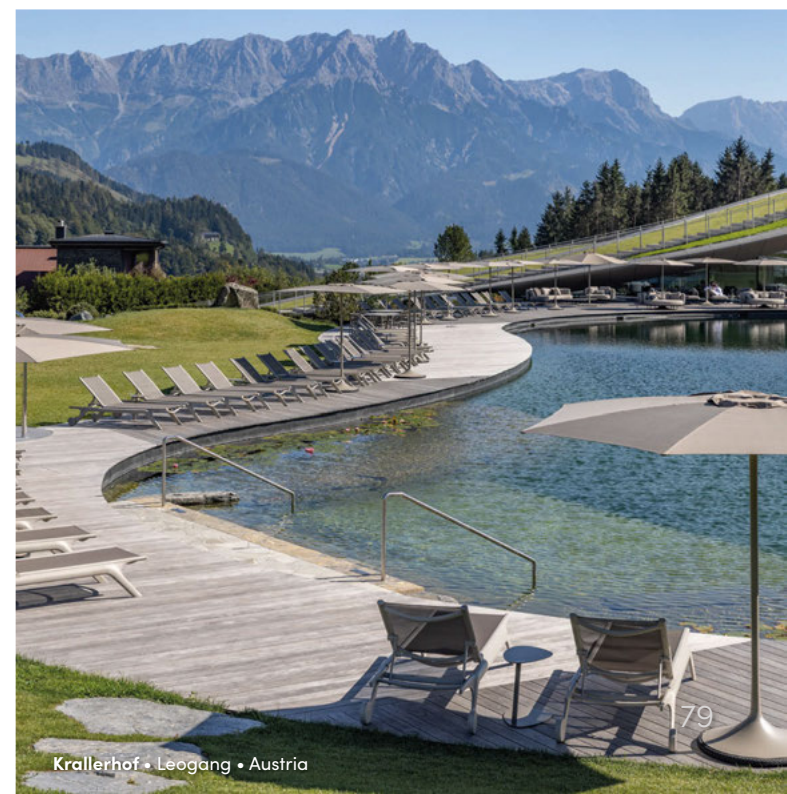
In December, highlight international coverage for Kebony was published in Dwell, ICON Magazine, Designboom, Homebuilding & Renovating, Landscape Middle East, Build It, Architecture Today, Archicomm, Home Adore, Deck Specialist, Modern Gardens Magazine, Building Enclosure and Batinfo.

Secured new media coverage for Kebony projects, including The Purbeck Project (UK), Green Ark (Belgium), Holar House (Iceland), Krallerhof Spa (Austria), Lusail Towers Plaza (Qatar) and the Dubai Villa Project (UAE).

It was generated a total of 31 pieces of coverage across 11 countries, reaching an estimated total international audience of 602 million.



The Purbeck Project • Dorset • UK



Krallerhof • Leogang • Austria



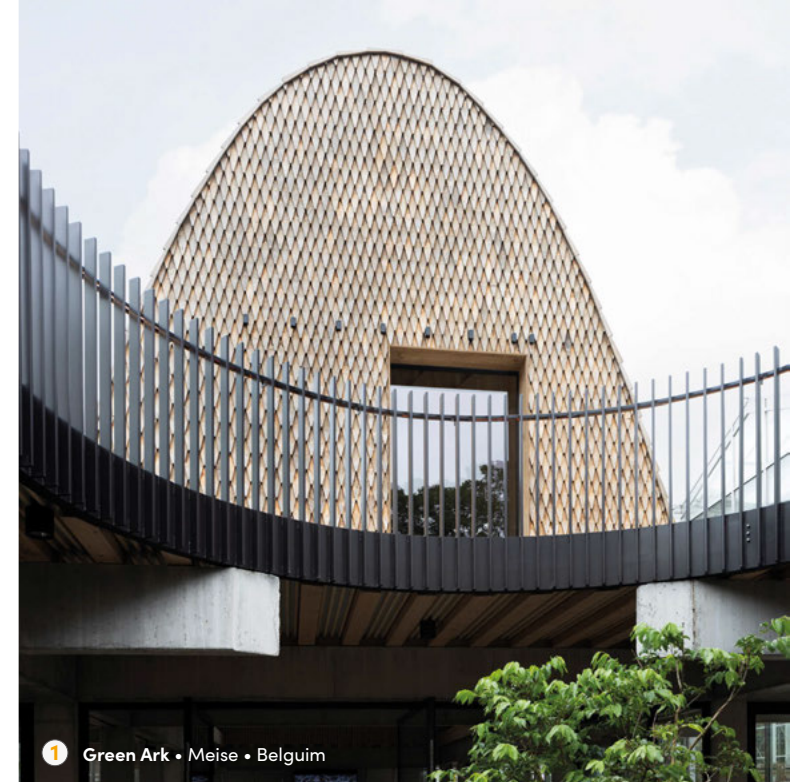
## International Projects

In 2024, Kebony completed several projects on an international scale which generated widespread media coverage and reaffirmed Kebony's global reach and key messages to a range of national as well as international design-, architectural, and property media. International projects announced in 2024 include:

- ① **Green Ark in Belgium**
- ② **Eagles Nest in Iceland**
- ③ **Dirhami Resort in Estonia**
- ④ **Coarvematta project in Norway**
- ⑤ **Lusail Plaza in Qatar**
- ⑥ **Victory Heights Villa in Dubai**
- ⑦ **Les terrasses de la Ferme HI-Bride dans le luberon, in France**

We continue working on updating and refreshing our communication strategy and documentation about healthy architecture.

In 2024 we are focusing on keeping our product portfolio aligned with the needs in the public space design and furniture segments, and cooperation with companies active in this field, as customer and partner, and exploring co-branding possibilities. We believe this will support the creation of vibrant natural spaces in urban communities and drive positive change. In this realm we will further explore partnering possibilities with communities, organisations, universities, municipalities, and other stakeholders. We also collect more and more testimonials from architects who can speak about their experience with Kebony products and why these were selected for new projects that were aiming to comply with evolving environmental regulations.



① **Green Ark • Meise • Belgium**



② **Eagles Nest • Snæfellsnes • Iceland**





3 Dirhami Nature Resort • Dirhami • Estonia



4 Lusail Plaza • Doha • Qatar



6 Victory Heights Villa • Dubai • UAE



4 Coarvematta project • Sápmi • Norway



7 La ferme HI Bride • Villelaure • France





## Local Employment and Education

Kebony employed 118 people by the end of 2024, thus contributing to value creation in the society. During 2024, the financial contribution through personnel related expenses was EUR 11.9 million for the Company. Kebony will, throughout the course of 2025, bring added value to Belgium as job creations, entrepreneurship, creativity and innovation. These are all benefits from several operational procedures that are planned to be optimised in the company in 2025.

Kebony is an active member of the World Green Building Council with the common mission to help property and construction markets around the world to develop sustainable and resilient buildings, cities and communities.





In addition to training own employees continuously throughout the year, Kebony also contributes to education in the society through our Kebony PRO-Team initiative with almost 400 installers – a network of certified craftsmen who have been specifically trained in working with Kebony to handle our materials through best practise to further improve the environmental performance of building projects.

Kebony materials live up to their full potential when they are handled the right way. Less waste, better planning, and professional installation are key to maximising resources and minimising environmental impact.

The Kebony PRO Team ensures:

- ➔ optimised cutting plans that reduce offcuts and waste
- ➔ long-lasting constructions that stay beautiful and require fewer repairs
- ➔ low-maintenance solutions that save resources and energy over time
- ➔ responsible handling of leftovers, with recycling or reuse where possible

High-quality materials meet skilled craftsmanship – for sustainable solutions designed to last for generations.







# Glossary

abZ	National technical approval in Germany	GHG	Greenhouse gases	OH-groups	Chemistry, hydroxyl group
ARP	Aktivitets- og redegjørelsesplikten (Norwegian term for The Activity Duty)	GRI	Global Reporting Initiative	PCR	Post-Consumer Recycled material
AS	Aksjeselskap (Norwegian term for stock-based company)	GWP	Global Warming Potential	PEFC	Programme for the Endorsement of Forest Certification
CEO	Chief Executive Officer	HQ	Headquarter	PEI	Person Engagement Index
CITES	Convention on International Trade in Endangered Species	HSE	Health, Safety and Environment	PPWR	Packaging and Packaging Waste Regulation
CO <sub>2e</sub>	CO <sub>2</sub> equivalents	ICC	International Code Council	PRO-Team	A Kebony initiative, a network of certified craftsmen
COP	Conference of the Parties, United Nations Framework Convention on Climate Change	IPA	Internal Prevention Agent	R&D	Research and Development
DACH	Germany (D), Austria (A), and Switzerland (CH)	IPBES	Intergovernmental Platform for Biodiversity and Ecosystem Services	REC	Renewable Energy Certificate
DEFRA	Department for Environment, Food and Rural Affairs	IT/OT	Information Technology (IT) and Operational Technology (OT) Cybersecurity	SBT	Science-Based Target
DEI	Diversity, equity, and inclusion	LCA	Life Cycle Analysis	SDG	Sustainable Development Goals
EPD	Environmental Product Declaration	LB	location-based (Scope 2)	UAE	United Arab Emirates
ESG	Environmental, Social and Governance	LTA	Lost Time Accidents	UK HM Treasury Lists	United Kingdom His Majesty's Treasury List
EU	European Union	M	million	UN	United Nations
EUDR	Regulation on Deforestation-free Products	MB	market-based (Scope 2)	UNEP	UN Environmental Program
EUR	Euro	MWh	megawatt hour	US	United States
FSC®	Forest Stewardship Council	N.V.	Naamloze vennootschap (Belgian term for a public limited company)	VOC	Volatile Organic Compounds
GDPR	General Data Protection Regulation	NFRD	Non-Financial Reporting	wt%	weight percentage
		NGOs	Non-Governmental Organisations	WWF	World Wildlife Fund
		OECD	Organisation for Economic Co-Operation and Development		



# GRI Content Index

**Statement of use:** Kebony AS has reported the information stated in this GRI content index for the period 1<sup>st</sup> January – 31<sup>st</sup> December 2024 with reference to the GRI Standards

**GRI 1 used** GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	7
	2-2 Entities included in the organization's sustainability reporting	7, 19
	2-3 Reporting period, frequency and contact point	4
	2-6 Activities, value chain and other business relationships	14, 53
	2-7 Employees	20
	2-8 Workers who are not employees	20
	2-9 Governance structure and composition	21
	2-10 Nomination and selection of the highest governance body	21
	2-11 Chair of the highest governance body	21
	2-12 Role of the highest governance body in overseeing the management of impacts	21
	2-13 Delegation of responsibility for managing impacts	22
	2-14 Role of the highest governance body in sustainability reporting	22
	2-15 Conflicts of interest	74
	2-16 Communication of critical concerns	74
	2-22 Statement on sustainable development strategy	5
	2-23 Policy commitments	55, 56
	2-24 Embedding policy commitments	21, 55, 56
	2-26 Mechanisms for seeking advice and raising concerns	74
	2-27 Compliance with laws and regulations	46
	2-29 Approach to stakeholder engagement	26
	2-30 Collective bargaining agreements	71
<b>GRI 201: Economic Performance</b>	201-1 Direct economic value generated and distributed	8
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	25
	3-2 List of material topics	27
	3-3 Management of material topics	60, 65, 69, 71, 75, 77
<b>GRI 301: Materials 2016</b>	3-3 Management of material topics	55
	01-1 Materials used by weight or volume	54
<b>GRI 302: Energy 2016</b>	3-3 Management of material topics	48
	302-1 Energy consumption within the organization	41

GRI Standard	Disclosure	Location
<b>GRI 303: Water and Effluents 2018</b>	3-3 Management of material topics	60
	303-4 Water discharge	14, 60
	303-5 Water consumption	14
<b>GRI 304: Biodiversity 2016</b>	3-3 Management of material topics	65
	304-2 Significant impacts of activities, products and services on biodiversity	28, 51, 65
<b>GRI 305: Emissions 2016</b>	3-3 Management of material topics	48
	305-1 Direct (Scope 1) GHG emissions	14, 42-45
	305-2 Energy indirect (Scope 2) GHG emissions	14, 42-45
	305-3 Other indirect (Scope 3) GHG emissions	14, 45
<b>GRI 306: Waste 2020</b>	3-3 Management of material topics	58
	306-1 Waste generation and significant waste-related impacts	14
	306-2 Management of significant waste-related impacts	58
	306-3 Waste generated	14, 59
<b>GRI 403: Occupational Health and Safety 2018</b>	3-3 Management of material topics	71-72
	403-1 Occupational health and safety management system	71-72
	403-2 Hazard identification, risk assessment, and incident investigation	71-72
	403-5 Worker training on occupational health and safety	72
	403-9 Work-related injuries	72
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	3-3 Management of material topics	75, 77
	405-1 Diversity of governance bodies and employees	75
	405-2 Ratio of basic salary and remuneration of female to male	75
<b>GRI 406: Non-discrimination 2016</b>	3-3 Management of material topics	75
	406-1 Incidents of discrimination and corrective actions taken	75
<b>GRI 416: Customer Health and Safety 2016</b>	3-3 Management of material topics	69
	416-1 Assessment of the health and safety impacts of product and service categories	69
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	69



Kebony Headquarter · Havnevegen 35 · 3739 Skien · Norway · Telephone +47 35 10 61 25 · [www.kebony.com](http://www.kebony.com)

