



Social and Environmental Responsibility Principles

American Woodmark is committed to social and environmental responsibility. Our culture and core values drive us to ensure that we as a company contribute to the communities in which we live and work. We aim to be a responsible business that meets the highest standards of ethics and professionalism through compliance and a proactive stance.

At American Woodmark, we:

- Engage our key stakeholders including employees, customers, shareholders and suppliers, to ensure their needs and concerns are heard and addressed, and if appropriate, incorporated into our strategy
- Integrate social and environmental impact considerations in our decision-making processes
- Maintain a safe, fair and enriching working environment where all employees are treated with respect and are able to achieve their full potential
- Identify and minimize potential negative environmental impacts of our operations, including recycling and energy conservation initiatives
- Work with vendors in our supply chain to strengthen the social and environmental aspects of products and services we deliver to our customers
- Fund the American Woodmark Foundation and its support of non-profit organizations in the communities we operate
- Encourage employees to volunteer through internally or externally organized events

Our approach is reviewed with our Board of Directors at least every two years and, if necessary, revised to ensure continuous improvements to our social and environmental efforts.

This document is available on our website at americanwoodmark.com under Investors > Corporate Profile > Governance Documents.