



FRAMING OUR WORLD

# JELD-WEN ESG REPORT 2023



## ABOUT US

As a manufacturer of award-winning windows and doors, we have a responsibility to be environmental stewards.

We're dedicated to providing sustainable and innovative solutions that benefit our customers, our communities and the planet. As we do so, we're proud to provide our associates with a safe, diverse and inclusive work environment. This is how we shape our industry — and protect our planet.

> **READ MORE:** CEO LETTER, PAGE 04





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## FROM OUR CHIEF EXECUTIVE OFFICER (CEO)

Sustainability is not a buzzword at JELD-WEN. It's been embedded in our company culture since our founders committed to put every last bit of raw resource to good use.





William J. Christensen  
Chief Executive Officer  
JELD-WEN Holding, Inc.



**T**oday sustainability plays an important role in our company's overall transformation journey. As we work toward achieving our full potential, we're focused on three pillars: people, performance and strategy. Our sustainability work touches on all three.

- We're creating an equitable and inclusive culture that supports our associates and gives them a viable place to grow their careers. We are also working to more clearly connect our values to our everyday work. This includes investing more in training about important behaviors, such as safety, continuous improvement and accountability.
- We're taking actions to improve our financial performance to increase shareholder value. Our sustainability initiatives contribute to those efforts.
- We're building a blueprint for environmental stewardship that will lead us into the future using our past as our guide. JELD-WEN has a long history of protecting our natural resources and the planet.

Our four long-term sustainability goals are intended to significantly reduce our operational environmental impact and increase our energy-efficient product portfolio to support customers as they reduce their own environmental footprint.

By 2050, we aim to send zero waste to landfills, reduce Scope 1 and Scope 2 greenhouse gas emissions to net zero, source recycled materials and procure only sustainable or certified wood.

These ambitious goals will help drive our business and protect our planet.

It's important to note that our sustainability journey is a process, not an overnight win. Whether we're delivering on our financial commitments, our people strategy, or pursuing our product and ESG goals, we're committed to transparency and earning trust over time.

We're holding ourselves accountable. This report shows how we are progressing on our goals, as well as the actions we are taking to help drive continued progress.

It's rewarding to see organizations outside of JELD-WEN taking notice of our work. We were recognized in 2023 by several external organizations for our sustainable practices and products. We received a silver medal rating in sustainability from EcoVadis for JELD-WEN France. JELD-WEN of Canada was recognized by ENERGY STAR® Canada for Sustained Excellence, and as Manufacturer of the Year in Doors and Windows for the third consecutive time. I'm especially proud that we earned a spot on Newsweek's inaugural list of the World's Most Trustworthy Companies – the only window and door manufacturer to be recognized on the global list.

We're still in the early days of our ESG journey but we're pleased with our progress. It's a testament to our strong and talented team members who have embraced our commitment to sustainability – and our work to protect our planet.

I look forward to reporting more progress next year.

**William J. Christensen**  
Chief Executive Officer  
JELD-WEN Holding, Inc.

# 2023 HIGHLIGHTS



## ENVIRONMENTAL

2%

REDUCTION IN ABSOLUTE GREENHOUSE GAS (GHG) EMISSIONS IN 2023 COMPARED TO 2022

15%

REDUCTION IN METRIC TONS OF WASTE SENT TO LANDFILLS IN 2023 COMPARED TO 2022

90%

OF OUR WINDOW PRODUCT LINES IN NORTH AMERICA HAD AN ENERGY STAR® CERTIFIED OPTION<sup>1</sup>

35%

OF WOOD CAME FROM THIRD-PARTY CERTIFIED FORESTLANDS<sup>2</sup>

11%

OF RECYCLED MATERIALS WERE USED IN PRIMARY PRODUCTS IN 2023<sup>3</sup>

## SOCIAL

21%

REDUCTION IN TOTAL RECORDABLE INJURY RATE IN 2023 COMPARED TO 2022

42%

OF OPEN POSITIONS WERE FILLED INTERNALLY<sup>4</sup>

9%

INCREASE IN NORTH AMERICA EARLY CAREER AND INTERN CANDIDATES WHO ARE ETHNICALLY DIVERSE

29%

INCREASE IN GENDER DIVERSITY IN OUR SENIOR MANAGEMENT TEAM FROM 25% IN 2022 TO 32% IN 2023

400+

DE&I COURSES OFFERED IN 2023

## GOVERNANCE

40%

WOMEN ON THE BOARD OF DIRECTORS

96%

OF ASSOCIATES TRAINED ON RESPONSIBLE BUSINESS COMMUNICATION AND CODE CERTIFICATION<sup>5</sup>

96%

OF OUR MANUFACTURED ELIGIBLE PRODUCTS MEET VOC EMISSIONS STANDARDS IN NORTH AMERICA

1. Excludes the LaCantina® Doors product line.
2. 2023 North America wood data is from 11 of our largest wood vendors and several mill vendors.
3. Recycled materials data represents certified, renewable wood over total direct materials purchased covering approximately 70% of global spend.
4. North America and Europe executive, professional, and management positions. Management positions include individuals who have a direct report.
5. Ethics training excludes production associates, contingent workers, and associates hired in 2023 but terminated prior to June 11, 2024. The total does not account for those re-enrolled in training in 2024.

# 2023 AWARDS AND RECOGNITION



## ENVIRONMENTAL



### ENERGY STAR® Manufacturer of the Year — Canada

JELD-WEN of Canada was named the ENERGY STAR® Manufacturer of the Year in Doors and Windows in 2023 for the third year in a row.



### ENERGY STAR® Sustained Excellence Award — Canada

JELD-WEN of Canada received the Sustained Excellence Award for its continued commitment to participating in the ENERGY STAR® program.



### ENERGY STAR® Excellence Award — U.S.

The U.S. team earned the Excellence in Marketing award; the only window and door manufacturer to win the award in 2023.



### EcoVadis Silver Sustainability Rating

JELD-WEN France was awarded Silver by EcoVadis in their annual Sustainability Rating Assessment.



### National Association for Environmental Management 30-Over-30 Award

JELD-WEN's Vice President of Global Environmental, Health and Safety was honored by the National Association for Environmental Management (NAEM).



### Student-Friendly Employer of the Year

The HR team in Rakvere, Estonia, earned the Student-friendly Employer of the Year award from Lääne-Virumaa County as part of the annual Adult Learners' Week event.

## COMPANY



### Newsweek

Honored by Newsweek in 2023 as one of America's Most Trustworthy Companies for the second consecutive year, JELD-WEN was the top windows and doors company in the construction category.

JELD-WEN was named to the inaugural list of World's Most Trustworthy Companies by Newsweek in 2023 – the only window and door manufacturer recognized on the global list.



### NAVEX Customer Excellence Award

JELD-WEN's dedication to a culture of trust earned the 2023 NAVEX Customer Excellence Award for ethics and compliance.

## PRODUCTS



### Best Architectural Product

Architectural Record named LaCantina's V2 Folding Door a Best Architectural Product of 2023 in the Windows & Doors category.



### Luxe Residential Excellence in Design

LaCantina's V2 Folding Door honored with the Residential Excellence in Design (RED) award in the Folding Doors Category and the Readers' Choice award in the Windows and Doors Category.



# WHO WE ARE

JELD-WEN Holding, Inc. ('JELD-WEN' or the 'company') is a publicly traded company headquartered in Charlotte, North Carolina, United States. We are a leading global designer, manufacturer and distributor of high-performance interior and exterior doors, windows and related building products serving the new construction and repair and remodeling sectors.

As of December 31, 2023, we operate 84 manufacturing or distribution facilities in 15 countries located primarily in North America and Europe.

In order to simplify and streamline the company, in July 2023 JELD-WEN sold its Australasia business. Australasia data is excluded from this report, except as otherwise stated.

Our customers include wholesale distributors and retailers, as well as individual contractors and consumers. The JELD-WEN family of brands includes JELD-WEN® worldwide, LaCantina® and VPITM in North America, and Swedoor® Kellpax® and DANA® in Europe.





## OUR PURPOSE:

We bring beauty and security to the spaces that touch our lives.



## OUR VALUES:

We prioritize ethics and safety, accountability and trust. We invest in people and inspire our customers through innovation as we deliver on our promises and improve every day.



## OUR VISION:

To lead the global building products industry with great people creating superior products and delivering excellence in all that we do.



## OUR CULTURE:

Our culture is our lifeblood. This ongoing expression of our Purpose, Vision and Values is reflected in the behaviors and actions of our associates who genuinely understand and are committed to these principles.

### 2023 Key Facts

**\$4.3**

BILLION IN NET REVENUE

**~17,700**

EMPLOYEES WORLDWIDE

For more details on our financial performance, view our [2023 Annual Report](#) and other filings with the U.S. Securities and Exchange Commission.

## OUR APPROACH TO SUSTAINABILITY

JELD-WEN products are built to last, and we want our business to be robust and long-lived too.

Through sound, sustainable principles such as the circular economy, a more transparent and traceable supply chain, purpose-led innovation and an inclusive workplace in which everyone feels engaged, JELD-WEN is looking to the future. As we accelerate our efforts toward sustainability, we aspire to take the building products industry with us. We believe that sustainable growth is the best way to build resilience and deliver on our purpose — as we work to protect our planet and its resources.



# OUR ESG GOVERNANCE

Our comprehensive ESG framework aims to amplify the company's positive influence on our people, communities and the planet.

Our corporate governance structure and practices reflect our commitment to the highest standards of ethics, integrity and transparency. From our board of directors to our associates, and from strategic planning to operations, accountability for ESG permeates our organization.

We regularly assess our ESG governance framework and have expanded the continuing education resources provided to our board members to include ESG topics.

## OUR GOVERNANCE STRUCTURE

### BOARD OF DIRECTORS

The board of directors, through its committees, has oversight responsibility for ESG matters, including climate-related issues, and is committed to the company's ESG vision, which benefits JELD-WEN's stakeholders.

### GOVERNANCE AND NOMINATING COMMITTEE

The governance and nominating committee has primary oversight of ESG matters at the board level, with other committees focused on specific components of our ESG initiatives.

### OUR CEO AND OTHER EXECUTIVE SPONSORS

Executive leadership is responsible for implementing the JELD-WEN ESG vision with business leaders across our global footprint driving the company's ESG efforts.

### THE ESG TEAM

The ESG team manages the company's ESG initiatives and reports to our senior executives on the company's ESG progress.

### THE ESG STEERING COMMITTEE

The ESG steering committee supports the company's ongoing commitment to ESG matters and ensures alignment with the company's business strategy.

# OUR ESG FRAMEWORK

## ESG FRAMEWORK

### PILLAR 1:

## ENVIRONMENTAL

We are committed to assessing our impact on the natural environment and our ability to manage environmental risks and opportunities.

**For more details,** see the [Environmental](#) chapter.

[Climate & energy](#)

[Sustainable materials & the circular economy](#)

[Waste & hazardous materials](#)

[Air quality](#)

[Biodiversity & ecosystems](#)

[Innovation & research](#)

[Water resources](#)

### PILLAR 2:

## SOCIAL

We are focused on evaluating how we manage and address social factors, such as labor practices, Diversity, Equity & Inclusion, human rights, community relations, customer satisfaction and employee wellbeing.

**For more details,** see the [Social](#) chapter.

[Diversity, Equity & Inclusion](#)

[Health & safety](#)

[Community engagement](#)

[Talent attraction, retention & development](#)

### PILLAR 3

## GOVERNANCE

We are committed to the highest standards of ethics, integrity and transparency. We are direct in our goals, transparent in our structures, responsible in our reporting and accountable for our actions.

**For more details,** see the [Governance](#) chapter.

[Corporate governance & ethics](#)

[Product quality & safety](#)

[Sustainable procurement](#)

[Data protection & cybersecurity](#)

# ALIGNMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The United Nations SDGs provide a shared blueprint to achieve a more sustainable future as we address the critical global challenges facing our planet — and humanity. We have identified seven SDGs that are most relevant to JELD-WEN’s 2050 goals and key initiatives:



Ensure healthy lives and promote wellbeing for all at all ages.



Ensure sustainable consumption and production patterns.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Take urgent action to combat climate change and its impacts<sup>6</sup>.



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



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



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



6. We are addressing Goal 13 by following the Cradle to Cradle model, which requires that manufacturers be aware of the climate impacts associated with the products they produce and act to address those impacts.

# OUR 2050 GOALS AND PROGRESS

## OUR 2050 GOALS

### NET ZERO GREENHOUSE GAS EMISSIONS

Absolute Scopes 1 and 2 GHG Emissions (metric tons CO<sub>2</sub>-e)

| 2023: 249,051 (7% improvement)



#### How do we define the goal?

Net zero means achieving balance between the amount of GHG we produce and the amount that we remove from the atmosphere. Scope 1 emissions are direct emissions from our owned or controlled sources, such as forklifts, trucks and natural gas boilers. Scope 2 emissions are indirect emissions from sources such as purchased electricity.

### ZERO MANUFACTURING WASTE TO LANDFILL

Absolute Waste to Landfill (metric tons)

| 2023: 48,729 (27% improvement)



#### How do we define the goal?

Sending zero manufacturing waste to landfills means diverting all byproducts of our manufacturing processes and packaging away from landfills, with an emphasis on reuse or recycling.

### 100% GLOBAL SOURCING OF SUSTAINABLE OR CERTIFIED WOOD

Sustainable or Certified Sourcing of Wood (%)<sup>7</sup>

| 2023: 35% (24% improvement)



#### How do we define the goal?

When a product claims to be made from 100% sustainable or certified wood, the wood used in its production either comes from forests managed in a sustainable manner or has been certified by a recognized forestry certification program. Wood from sustainable or certified forests has been responsibly sourced and supports forest conservation and biodiversity.

### 100% RECYCLED OR SUSTAINABLY HARVESTED MATERIALS

100% Recycled or Sustainably Harvested Materials (%)<sup>8</sup>

| 2023: 11% (Flat)



#### How do we define the goal?

We define 'recycled material' by considering: (1) the source of material, (2) the manufacturing process, (3) the exclusion of virgin resources and (4) third-party certification. Using industry-leading frameworks and standards, we intend to compare the recycled and renewable content in our product raw materials to technical maximums striving for the highest levels of pre- and post-consumer recycled content.

7. 2023 North America wood data is from 11 of our largest wood vendors and several mill vendors. 2021 North America wood data is from four of our largest wood vendors. 2022 North America wood data includes an additional four wood vendors totaling to eight.

8. Recycled materials data represents certified, renewable wood over total direct materials purchased covering approximately 70% of global spend.

# MATERIALITY ASSESSMENT

We have identified differences between how JELD-WEN has organized material topics in previous reports and upcoming regulations. As such, we have aligned and regrouped our topics to match our business today. For example, climate change is now climate & energy. For more details, see [Material Topics Definitions](#).

Our material topics for this report are listed below.

## ENVIRONMENTAL



## SOCIAL



## GOVERNANCE



# STAKEHOLDER ENGAGEMENT

## **UNDERSTANDING OUR STAKEHOLDERS' PERSPECTIVES**

We proactively engage with our stakeholders throughout the year to learn more about their perspectives on significant issues, including ESG matters. This engagement helps us better understand their priorities, gives us an opportunity to elaborate upon our initiatives and practices, and fosters constructive dialogue.

External stakeholder engagement occurs through multiple channels including our annual ESG Reports, the JELD-WEN company website and newsroom, community outreach, quarterly earnings calls, investor conferences and other stakeholder forums.

Additional opportunities for engagement include meetings with suppliers and customers, participation in industry groups, and involvement with regulatory and certification bodies such as ENERGY STAR® and Cradle to Cradle.

Internally, we engage and communicate with our associates through our employee intranet and mobile app, Employee Resource Groups (ERGs), company newsletters, quarterly global town halls, quarterly regional town halls, daily facility safety meetings and other regular communications.





**CUSTOMERS**

Our customers comprise of distributors, retailers, and residential and non-residential builders. Each of these segments of customers expect JELD-WEN to act responsibly in environmental, social and governance. Sustainable forestry and environmental conservation have become important focus areas, while energy efficiency and clearly articulated product environmental standards continue to be highly valued.



**CONSUMERS**

We are committed to meeting and shaping homeowner demand for energy-efficient housing. Not only do ecologically minded choices have a positive environmental impact, but they also can help homeowners reap lifetime benefits, such as reduced energy consumption and costs, gains in health and wellness, enhanced property value, reduced environmental impact, resilience to market changes and greater comfort.



**ASSOCIATES**

We make it a priority to create an equitable and inclusive culture for our associates and provide an environment where they can thrive and DE&I is a thread throughout our business. Our focus on health and safety is critical to the wellbeing of the communities where our associates live and work. We also support associate-led philanthropic projects and social impact initiatives that can positively impact our associates, their families and the members of their communities.



**LOCAL COMMUNITIES**

In regions where JELD-WEN is a large employer, local leaders expect our participation in meaningful activities that benefit the community. We work with local leaders to identify initiatives where our resources can make a tangible difference in our communities, including events supporting health and safety, in-kind product donations for underserved areas and financial support to charitable organizations.



**INVESTORS**

Investors value the nexus of corporate responsibility and profitability. This report reflects our holistic approach to ESG and a roadmap for the next phase in our journey. In addition to aligning with our values, solid ESG practices can increase marketability, market share and profitability.



**PARTNERS**

Our suppliers welcome our focus on representation, accountability and sustainability. Many are leading the way in circular economy best practices, especially around recycling and waste management, as well as in innovation and research. We value these relationships for the contributions they make to our processes and culture. We look forward to continuing to work together to raise sustainability standards in our shared industries.



**REGULATORS**

New regulations in countries across the globe are increasing the demand for sustainable product suites. We are poised to leverage our experience in each of our regions. We follow developments closely and respond with new ideas and new applications of existing technologies.



**NON-GOVERNMENTAL ORGANIZATIONS (NGOs)**

We appreciate the role that NGOs play in our ecosystem and rely on them to guide industry standards by supporting accountability. We invite them to be part of our journey as it continues to unfold.

# ENVIRONMENTAL

As environmental stewards, we are committed to providing sustainable solutions that benefit the planet.



## UN Sustainable Development Goals

Our goals, commitments and key initiatives related to the environment support:





# CLIMATE & ENERGY

## OUR GOALS AND COMMITMENTS

To reach our goal of net zero GHG emissions by 2050, we aim to reduce direct (Scope 1) and indirect (Scope 2) GHG emissions through efficiency projects, electrification and procuring renewable energy.

## SCOPES 1 AND 2 NET ZERO GHG

| 2023: 249,051 (7% improvement)

2021 BASELINE: 266,797 METRIC TONS CO<sub>2</sub>-e

2050 GOAL: 0 METRIC TONS CO<sub>2</sub>-e

## OUR APPROACH

### Managing climate change

Our commitment to managing climate change starts at the top. From the board of directors, through its three standing committees, to executive management and our cross-functional ESG Steering Committee, we have robust processes in place to manage climate-related risks, opportunities and commitments as we align our ESG goals with company strategy. For more details, see [Our ESG Governance](#).

### Understanding climate-related risks

Risk assessment and monitoring is of increased importance as climate change poses a growing challenge to business operations. In 2023, we started redefining our Enterprise Risk Management (ERM) process to formalize our governance structure, risk identification and prioritization, and risk mitigation plans. The redefining of our ERM process is working in parallel with our double materiality assessment to make sure ESG risks, including climate, are embedding and aligned with our organizational ERM strategy.

For more details about our approach to climate risk management, see [TCFD Index](#).

### Managing energy

Energy management is central to our efforts to achieve net zero by 2050. We continue to implement energy efficiency improvements across our facilities, including the installation of energy-efficient lighting, enhancing building insulation, utilizing energy-efficient equipment and implementing renewable energy. Our investment in renewable energy sources and biomass boilers is helping reduce our reliance on fossil fuels.

Eight JELD-WEN sites in Europe are certified to ISO 50001 Energy Management specifications. This voluntary international standard provides requirements for establishing, managing and improving energy consumption and efficiency.

Our energy management efforts extend beyond our operations. Increasing the energy efficiency of our products is also an area of focus. For more details, see [Energy-efficient Products](#).



**OUR KEY INITIATIVES**

**Achieving our net zero goals**

Our net zero action plan is based on improving our energy efficiency, investing in renewable energy sources, using sustainable materials and promoting sustainability across our supply chain. Specific initiatives contributing to our net zero goal include Kaizen events to identify energy and waste reduction opportunities at our plants, our pursuit of *Cradle to Cradle* certification at seven European sites which will drive emission reduction efforts and the use of biomass boilers to reduce our reliance on fossil fuels.

For more details on Kaizen events, see [Kaizen Contributes to Energy Savings](#).

7

**JELD-WEN SITES IN EUROPE ARE EXPECTED TO BE CRADLE TO CRADLE CERTIFIED BY THE END OF 2024.**

**CRADLE TO CRADLE CERTIFICATION DRIVING EUROPE ESG ACTIVITIES**

Cradle to Cradle certification is an important strategy to drive emission reduction efforts as we work toward our 2050 net zero goal. The globally recognized product certification is based on five pillars: material health, product circularity, clean air and climate protection, water and soil stewardship, and social fairness. In addition to offering a pathway to measurable progress toward UN SDGs, Cradle to Cradle certification qualifies for LEED, BREEAM, DGNB and WELL building standard certified buildings.

We began our Cradle to Cradle journey in Europe where we’re using the certification process as the framework for our sustainability strategy. For example, the Cradle to Cradle certification process has advanced our sustainability efforts around energy consumption and climate change, as well as water and soil stewardship. Through the certification process, we developed strategies to further increase use of renewable energy.

Cradle to Cradle certification is a process. In 2022 and 2023, we focused on understanding the details of the program, collecting information from our suppliers, and putting the structure and resources in place to achieve bronze-level certification. We are prioritizing certification of our Penrith operation in the UK and Herning in Denmark in 2024. By the end of 2024, we expect the Cradle to Cradle certification will cover seven sites across Europe.

**For more details** about Cradle to Cradle see [Water Resources](#), [Sustainable Products](#), and [Sustainable Procurement](#).

**Measuring emissions**

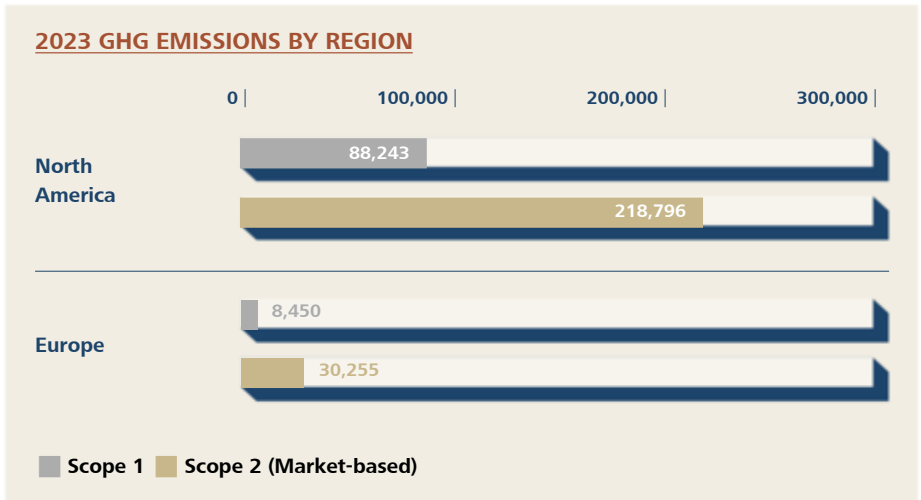
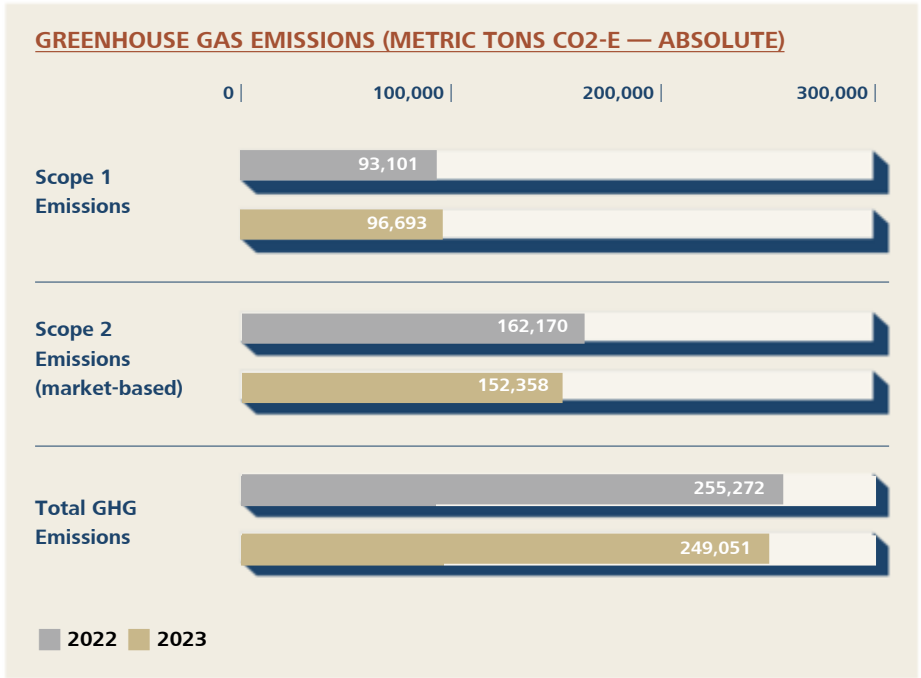
We currently measure Scope 1 and Scope 2 emissions. We began quantifying Scope 3 emissions in 2023 for the categories noted in the table at bottom right, prioritizing those categories with the largest potential impact and available data. We plan to continue to increase the percentage of data covered and categories reported.

In support of our global transformation, in 2023 our procurement team migrated five plants in North America to a managed transportation system to increase efficiencies and optimize trucking routes. As part of the project, a dashboard was created to measure CO<sub>2</sub>-e emissions based on transportation method, weight and distance.

We also measure emission intensity per revenue globally. On a site-level, we measure emission and energy intensity per units produced as product mix and types vary by site.

57.86

METRIC TONS CO<sub>2</sub>-e EMISSIONS PER REVENUE (MILLIONS) IN 2023 GLOBALLY



SCOPE 3 EMISSION CATEGORY	CO <sub>2</sub> -e	Calculation Methodology
Category 3: Fuel and other energy-related activities	79,447	Energy data x emission factors based on fuel type and region
Category 5: Waste	96,422	Waste data x emission factors based on waste composition and disposal method
Category 7: Employee Commuting	51,029	Headcount x average one-way commute distance by region x emission factor based on region

JELD-WEN is evaluating unmeasured Scope 3 sources that have the largest potential impacts so they can be measured in coming years.

**Measuring our energy consumption and renewable energy**

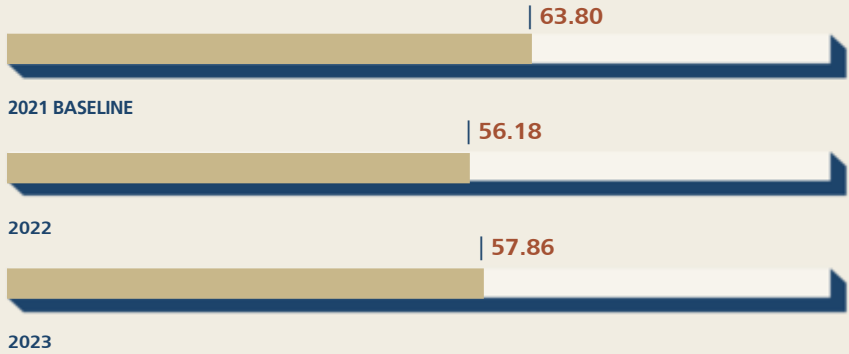
Renewable energy is part of our portfolio. Five facilities in Europe purchased 100% of their energy from renewable sources in 2023<sup>9</sup>.

We maintain biomass boilers in 10 of our sites. Biomass energy is a fossil fuel alternative derived from renewable organic material that can be considered carbon neutral when the carbon captured in the plant during photosynthesis equals the carbon released when biomass is burned. When using biomass for energy, we prioritize the use of process waste and wood sourced to forestry standards that ensure the health and sustainability of the forest.

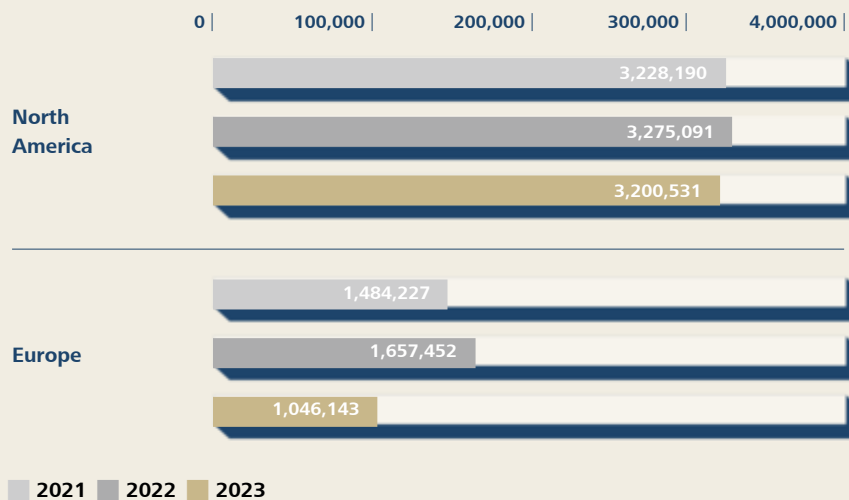
At a global level, JELD-WEN consumed 1,947,574 gigajoules (GJ) of electricity, 5% of which came from renewable sources and 95% from the grid. In 2023, we reduced our energy consumption<sup>10</sup> by 14% compared to 2022 and reached an energy intensity ratio<sup>11</sup> of 987 GJ compared to 1,086 GJ in 2022.

**NET ZERO GREENHOUSE GAS EMISSIONS**

Normalized (metrics tons CO<sub>2</sub>-e per revenue, millions)



**TOTAL ENERGY CONSUMPTION BY REGION**



Renewable energy can decrease long-term costs, mitigate risk, drive new revenue, enhance our brand value and improve employee engagement. This makes sustainable sourcing crucial to our business.”

**BRENDAN KEELEY, VICE PRESIDENT, SOURCING, JELD-WEN EUROPE**

9. Two facilities purchased grid electricity for the first two months of 2023.

10. Energy comprises of energy from all external and self-generated sources including purchased electricity, heating, steam and direct fuel usage.

11. Energy intensity ratio based on revenue (millions).

**Kaizen contributes to energy savings**

Kaizen events examine the engineering process to eliminate or reduce carbon emission waste and increase recycling. We completed five of these intensive, lean manufacturing events in 2023, focusing on energy and waste reduction. The sessions helped identify 218 potential viable opportunities related to energy and waste reduction, safety improvements and overall process efficiencies. The table at right shows some of the most common energy-related opportunities identified.

CATEGORY	DESCRIPTION	TOTAL OPPORTUNITIES FROM FIVE KAIZEN EVENTS
<b>Motors</b>	Adding variable frequency drives (VFDs), soft starters, right sizing, sensor controls, vibration analysis	28
<b>Air compressors</b>	Optimizing existing system, leak detection, valve isolation, reducing pressure	23
<b>Lighting</b>	Upgrading to LEDs, motion and occupancy sensors, turning off lighting when not in use	11



We're actively engaged in projects aimed at lowering our greenhouse gas emissions as part of our global transformation efforts. These projects, stemming from Kaizen events and other initiatives, include upgrades to LED lighting, securing carbon credits for forklift electrification, the North America managed transportation project referenced previously, and evaluating solar energy.

Throughout the year, our sites executed projects that decrease energy consumption and GHG emissions. Projects are tracked in our Sustainability Projects module in MyEHS. Our Dodson, Louisiana, facility started shutting down a large motor during downtime instead of idling in 2023 following the Energy & Waste Kaizen event. Our Ganserndorf, Austria, facility stopped using large equipment on the weekends after seeing waste consumption in their energy monitoring system. In 2023, our Vaaksy, Finland, facility purchased a new air compressor system. The system, installed in early 2024, is expected to bring efficiency savings to the facility.



Our unwavering commitment to sustainability is not just a goal; it's a promise we uphold with every action we take.

By reducing emissions and minimizing our environmental impact, we are fostering a world where prosperity and planetary wellbeing are harmonized."

**Farsad Fotouhi, Vice President,  
ESG, JELD-WEN**

# WASTE & HAZARDOUS MATERIALS

## OUR GOALS AND COMMITMENTS

JELD-WEN is committed to reducing waste and minimizing the use of hazardous materials in its operations. Our long-term goal is zero manufacturing waste to landfills by 2050 with all of our manufacturing waste and waste byproducts reused or recycled where possible.

## PROGRESS AGAINST OUR WASTE REDUCTION GOAL

### Waste to Landfill

| 2023: **48,729** (27% improvement)

2021 BASELINE: 67,180 METRIC TONS

2050 GOAL: 0 METRIC TONS

## OUR APPROACH

Five pillars inform our approach to waste and hazardous materials: waste reduction, hazardous materials management, product stewardship, compliance and continuous improvement.

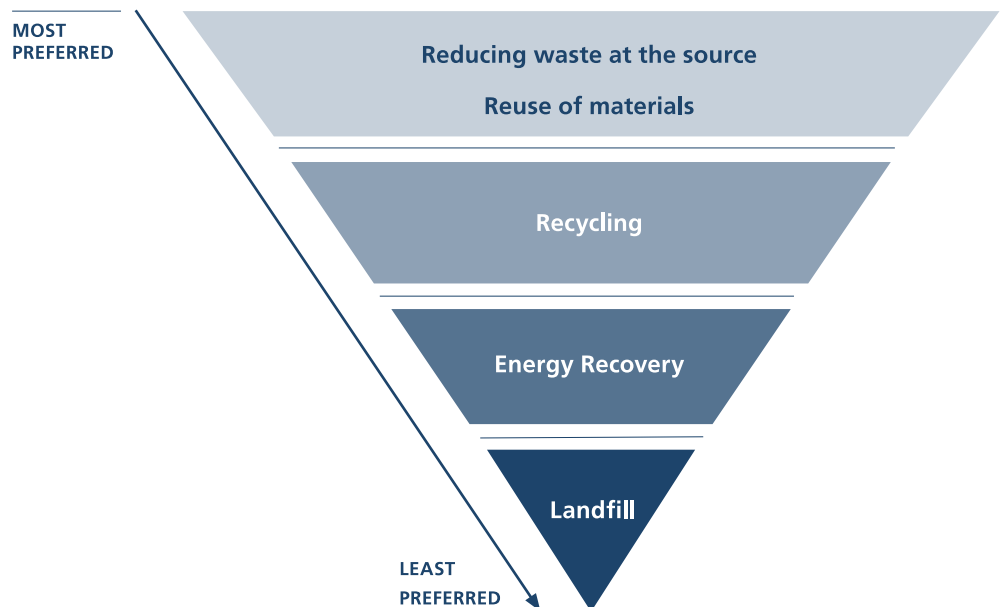
Strict guidelines for the handling and disposal of hazardous materials are designed to ensure the safety of our employees, customers and the environment. Site-level training in waste and hazardous material handling includes employee safety training and legal compliance with regulations governing the handling, storage and disposal of waste and hazardous materials, and risk mitigation programs to identify and address potential risks.

We are committed to complying with all applicable environmental laws and regulations related to waste and hazardous materials.

We continuously review and improve our waste and hazardous materials management practices to minimize our environmental impact and protect the health and safety of our employees and communities.

We follow the EPA’s waste hierarchy<sup>12</sup> to manage our non-hazardous waste streams.

Our waste management standard, which is posted on our company intranet, guides our activities.



12. <https://www.epa.gov/smm/sustainable-materials-management-non-hazardous-materials-and-waste-management-hierarchy>



Unlocking the full potential of JELD-WEN facilities to enhance energy efficiency, slash water consumption and eradicate waste is not just a goal, it's our unwavering commitment. By steadfastly implementing our sustainability best practices, we pave the way for transformative impact, propelling our business, shaping our culture and securing our future triumphs."

**FARSAD FOTOUHI, VICE PRESIDENT,  
ESG JELD-WEN**



WASTE & HAZARDOUS MATERIALS  
CONTINUED

**OUR KEY INITIATIVES**

**Recycling to reduce waste**

Recycling is a key strategy to help us achieve our waste reduction goals. In 2023, we diverted<sup>13</sup> 35% of our non-hazardous waste, which corresponds to 92,248 metric tons, a 4% increase compared to the amount of waste diverted in 2022. The following examples illustrate our innovative approach to increasing recycling.

Our site in Pottsville, Pennsylvania, reduced its waste to landfill by 56% between June and December 2023 by recycling materials such as steel scraps and styrofoam. Thanks to this sustainability program, Pottsville has identified future opportunities to reduce waste by recycling additional waste streams and further reduce costs.

In October 2023, our Penrith plant in the UK achieved zero waste to landfill by segregating and recycling traditionally hard to recycle challenging waste streams such as plastic banding and boiler ash. Collaborating with a customer, the Penrith plant found a company that blends the ashes with construction aggregates for reuse.

At one of our Grand Rapids, Michigan, plants, materials are either given a second use or repaired. The site reuses plywood, imported pallets, defective doors and corner guards. Scrap door skins sent to the site from other local JELD-WEN sites (583 in December 2023 alone) are reused for packaging.

For details on how JELD-WEN uses recycled material in our products, see [Sustainable Materials & Circular Economy](#).

**Kaizen events influence waste disposal**

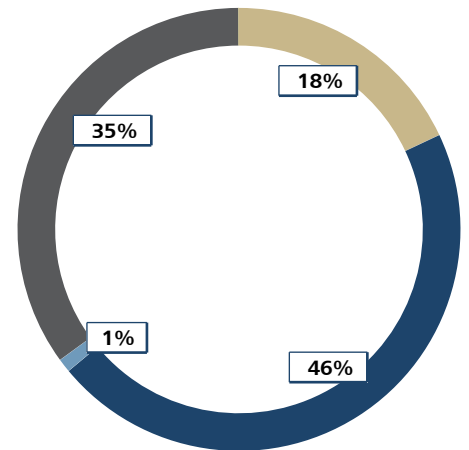
We continue to use Kaizen events focused on energy and waste to evaluate and identify opportunities to reduce waste in our operations and achieve our 2050 goal.

**Monitoring and measuring our waste**

We use the My EHS platform to monitor, measure and report on waste streams at all sites. This allows us to track our waste generation, determine areas for improvement and assess the effectiveness of waste reduction strategies. We typically set clear waste management goals, identify different waste streams, establish measurement metrics and implement waste tracking systems. We also train staff, collect and analyze data, conduct waste reviews and implement improvement initiatives.

Waste to landfills varies significantly across our sites in Europe. As noted above, our Penrith site has achieved zero waste to landfill, and sites in other countries are well on their way to achieving this goal. Yet, overall, only 4% of JELD-WEN's waste in Europe went to landfills.

**NON-HAZARDOUS WASTE BY TYPE**



- Disposal – landfill **18%**
- Disposal – incineration with energy recovery **46%**
- Disposal – incineration without energy recovery **1%**
- Diverted – recycling **35%**
- Diverted – reused **0.0%**



Our Kaizen event identified numerous opportunities to reduce our impact on the environment, save money and improve our energy efficiency.”

**JURIS STRAZDINS, FACTORY MANAGER, JELD-WEN AIZKRAUKLE FIBER PLANT, LATVIA**

13. Diversion rate is total non-hazardous waste diverted (recycled or reused) divided by total non-hazardous waste.

# ENVIRONMENTAL MANAGEMENT

## OUR COMMITMENTS

Our overall environmental management goal is zero reportable releases from all environmental media: air, water and waste. We experienced no new significant<sup>14</sup> fines or penalties related to environmental matters in 2023.

## OUR APPROACH

We are subject to extensive environmental, health and safety laws and regulations in jurisdictions throughout the world due to the geographic breadth of our facilities and the nature of our operations. We strive for compliance at all times.

Our environmental management efforts are centered on our Environmental, Health & Safety (EH&S) Excellence Program, which focuses on four pillars — People, Prevention, Process and Culture — that are key to sustainable operations.

For more details on our EH&S Management System, see [Health & Safety](#).

Our environmental management systems are consistent with ISO 14001, which addresses environmental management, and ISO 50001, which addresses energy management.

For more details on our approach to energy management, see [Climate & Energy](#).

## OUR KEY INITIATIVES

### Our EH&S assessment process

Audits and assessments play an important role in our EH&S Excellence Program. A self-assessment process gives our North America sites the ability to evaluate their compliance against national and state environmental and health and safety criteria. Action plans are created to address gaps or opportunities. We plan to expand this program to Europe in 2024.

### My EHS Platform improves efficiencies

Our My EHS Platform is a key tool of the EH&S Excellence Program, helping improve efficiencies and support regulatory compliance across the organization. Launched in 2021, the platform includes sustainability reporting, a safety data sheet (SDS) management system and a compliance calendar.

We began using the SDS management system in 2023. It allows us to digitally manage all safety data sheets for all our products and raw materials. Our sites use the SDS module to maintain a comprehensive list of approved chemicals and a repository of safety data sheets; proposed new chemicals can be added to the system for review in the review hierarchy. SDS are updated annually in the application, removing the reliance on manual updates.

The Compliance Calendar module promotes proactive management processes through the tracking and management of environmental obligations and regulatory requirements. Additional platform features include an Action Tracking System, which allows users to create action items and share them with respective teams to comprehensively manage timely task completion.

### Training and awareness

In 2023, EH&S managers and other relevant staff at facilities in the U.S. received hazardous waste training through the Department of Transportation & Resource Conservation and Recovery Act (RCRA). Upon course completion, each participant earned a three-year certification in the proper handling, disposal and transport of hazardous waste.

**For more details** on our Environmental, Health & Safety Management System (EHSMS), see [Health & Safety](#).

5

JELD-WEN SITES CERTIFIED ACCORDING TO THE STANDARD ISO 14001 IN 2023

8

JELD-WEN SITES CERTIFIED ACCORDING TO THE STANDARD ISO 50001 IN 2023

2

JELD-WEN SITES CERTIFIED ACCORDING TO ECO-MANAGEMENT AND AUDIT SCHEME (EMAS)

12

ENVIRONMENTAL AUDITS COMPLETED IN 2023, AS PART OF THE GLOBAL EH&S AUDIT PROGRAM

14. Significance of an environmental fine or penalty is internally defined as \$25,000.

# AIR QUALITY



Mitigating the impact of our air emissions on our employees and our communities is critically important. By working with our suppliers and implementing best available technologies, we can make a meaningful impact.”

**SIMON GREENFIELD, VICE PRESIDENT,  
GLOBAL ENVIRONMENTAL,  
HEALTH & SAFETY, JELD-WEN**

## REDUCING AIR EMISSIONS

Paint, adhesives and glues are common sources of air emissions in our facilities. Our sites maintain permits to comply with air pollutant and hazardous air pollutant thresholds. Industry best practices and local regulatory laws guide our emission control technology.

Reducing volatile organic compounds (VOC) emissions from our products and factories is an area of focus. VOC reduction projects are underway in four sites in Sweden, Denmark and Finland to replace paints and adhesives in use and implement best available technology to minimize emissions.

A new primer formula developed by our coatings division decreases VOC emissions by 46% in coatings applied to interior door skins. The new formula, launched in January 2023, is now supplying four wood fiber plants in the U.S. and one in Europe. For more details on VOC reduction, see [Product Quality & Safety](#).

In the United States, an initiative with a large paint supplier is underway to remove heavy metals such as chromium, lead, manganese, nickel and cadmium from our coatings products. The reduction of these heavy metals will decrease the emissions of hazardous air pollutants (HAPs). Participation by our R&D team throughout the process ensures our quality and color palette will not be impacted.

We routinely inspect and calibrate large emission sources such as boilers. Our Sulphur Springs, Texas, facility replaced an existing 18-year-old natural gas fired boiler with a more efficient boiler to improve efficiencies and promote facility longevity. The new boiler, which was approved in 2023 and installed in early 2024, exceeds industry standards for heating surface area for exceptional efficiency.

# WATER RESOURCES

## **REDUCING WATER CONSUMPTION**

We recognize the importance of reducing our water consumption, especially in areas of high baseline water stress. Most of our operations do not require significant amounts of water. Nonetheless, we strive to do our part to use water responsibly and to preserve water.

We use water primarily for cleaning and diluting paint during gluing operations, as well as for sanitary and landscaping purposes. In our fiber door skin facilities, we use water for steam production.

Facilities use the My EHS Platform to report water consumption and source (i.e. public water, groundwater, surface water). Data tools, including the World Resources Institute (WRI) Water Risk Atlas, help us map our facilities for water stress, water depletion, seasonal and interannual variability, groundwater table decline and flood risk. Recognizing that a one-size-fits-all approach is not an effective water management strategy, we prioritize facilities for water reduction projects based on their regional water stress risks. For example, in North America, the sites with a high baseline water stress are generally located in the west and southwest including California.

## **CONSERVING WATER WITH KAIZEN**

Our Kaizen events address water efficiency. During the events, the team maps water-consuming operations and equipment and reviews monthly consumption data.

A 2022 Kaizen event led to a significant decrease in water consumption at the Rantoul, Illinois, plant. The Kaizen event identified the replacement of old or non-working steam traps and condensate receivers as a high-priority opportunity. The plant replaced steam traps to make them more efficient and therefore requiring less water for the boiler, contributing to a 26% decrease in water consumption between 2021 and 2023.

Our Rocklin, California, facility limits water use due to its location in a medium-high overall water risk area. The facility applied learnings from a Kaizen event to shut off water to grassy areas and convert grassy exterior areas to a gravel rock garden. Not only does this save water, but the facility also took advantage of local incentives for converting grassy areas. The site saw a 37% average decrease in water usage between November 2023 and February 2024 compared to the prior four months.

## **CRADLE TO CRADLE SUPPORTS WATER STEWARDSHIP**

As we pursue Cradle to Cradle certification, we have assessed water quality and quantity issues at our production facilities and in our supply chain and identified key aspects of water stewardship. Using that information, we have developed a site-specific strategy for each Cradle to Cradle facility to reduce water consumption through 2026.

In addition, we have evaluated potential water risks for tier 1 suppliers of key materials to Cradle to Cradle sites using the WRI Water Risk Atlas.



# PRODUCTS' ENVIRONMENTAL IMPACTS

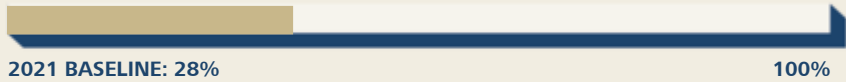
## OUR GOALS AND COMMITMENTS

By 2050, we plan to use 100% recycled or sustainably harvested content from external sources or internal processes where available, and plan to source 100% of wood for manufacturing from sustainable or certified forests.

## SUSTAINABLE MATERIALS & CIRCULAR ECONOMY

### Sustainable or Certified Sourcing of Wood Globally<sup>15</sup>

| 2023: 35% (24% improvement)



### Recycled / Sustainably Harvested Materials<sup>16</sup>

| 2023: 11% (Flat)



## OUR APPROACH

Avoiding the use of virgin raw materials where possible is central to our commitment to a circular economy. We look for opportunities to recycle our byproducts and waste streams, with the objective of ensuring that the materials we use remain in the economy indefinitely. Our consideration of the recyclability of our products begins in the design phase and extends through the life of the product.

To help achieve our ambitious 2050 goal of 100% recycled materials, we prioritize recycled materials in our products. Our goal incorporates the maximum technically feasible percentage of recycled and/or renewable content into the product in alignment with industry best practices, which will involve robust engagement with our suppliers and investment into new technologies.

We source raw materials responsibly, managing sustainable practices in our supply chain to minimize our carbon footprint. Because many of our products are wood based and sourced from a renewable resource, we seek to work with landowners who apply sustainable practices and prioritize certified sustainable wood.

## Policies

Our work to develop a Global Wood Sourcing Policy continues. We are committed to ensuring the integrity of the products we sell by carefully considering their origins. We require all our suppliers to follow all applicable laws and regulations, including our [Supplier Code of Conduct](#) and the [JELD-WEN Code of Business Conduct](#), which set forth our values and requirements for ethical sourcing and preserving the environment.

Our sourcing activities are guided by our Europe Procurement Policy, our Legal Source Due Diligence Manual and our [Supplier Code of Conduct](#). In preparation for the December 2024 implementation of the EU Deforestation Regulation (EUDR), we have been reviewing and updating our European wood sourcing policies and procedures and training suppliers. The Legal Source Due Diligence Manual provides guidelines for meeting the due diligence requirements of the EU Timber Regulation.

Our due diligence process includes reviewing the FSC® and PEFC™ standards to ensure they align with JELD-WEN's sustainability objectives and requirements, verifying the compliance of forest management operations or processing facilities with the certification standards, and establishing mechanisms for ongoing monitoring and evaluation of our suppliers' compliance with FSC® or PEFC™ requirements. The Supplier Code of Conduct requires suppliers to acknowledge our [Conflict Minerals Policy Statement](#) and exercise due diligence when claiming certification for products. Additionally, we continuously monitor our suppliers for adverse claims, judgments or reports of unethical and illegal behavior.

15. 2023 North America wood data is from 11 of our largest wood vendors and several mill vendors. 2021 North America wood data is from four of our largest wood vendors. 2022 North America wood data includes an additional four wood vendors totaling to eight.

16. Recycled materials data represents certified, renewable wood over total direct materials purchased covering approximately 70% of global spend.



**EUROPE CERTIFICATIONS**

Our products are certified to the following environmental standards in Europe.

**CROSS-EUROPEAN**



**Forest Stewardship Council® (FSC®):**  
Multi-Site Certificate



**Programme for the Endorsement of Forest Certification (PEFC™):**  
Multi-Site Certificate

**AUSTRIA**



**Holzforschung Austria:**  
Healthy indoor climate confirmation

**FRANCE**



**EcoVadis Sustainability Rating:**  
Silver level for JELD-WEN France

**GERMANY**



**Sentinel Haus Institute:**  
Indoor Air Quality Certificate

**SCANDINAVIA AND FINLAND**



**SundaHus:**  
Sustainability assessment for products for Scandinavian market.



**Byggsvarubedömningen:**  
Sustainability assessment for products for Scandinavian market.



**Nordic Swan Ecolabel:**  
Products are approved for use in Swan-certified buildings in Scandinavia and Finland.



**M1 classification:**  
For low-emission indoor products in the Finnish market.

## PRODUCTS' ENVIRONMENTAL IMPACTS CONTINUED

### OUR KEY INITIATIVES

#### Partnering with our suppliers to protect the environment

Our suppliers play a fundamental role in our efforts to reach our environmental goals. Accordingly, it is important that we have a clear understanding of how our suppliers are managing natural resources and recycled materials. We also seek to work with suppliers who share similar values to JELD-WEN around material ESG topics.

Our primary means of engagement with suppliers in 2023 was through a survey and annual business reviews with key suppliers, as well as the Annual North America Supplier Summit. For more details on our suppliers, see *Sustainable Procurement*.

#### Sustainable wood sourcing and certification

As a leading member of the global fenestration industry, JELD-WEN purchases significant amounts of wood and wood fiber. Securing a sustainable, long-term supply of wood and wood fiber is crucial for our enduring success.

Accordingly, JELD-WEN has implemented a sustainability and certification program for our wood and wood fiber suppliers to help us achieve our long-term goal of purchasing 100% of JELD-WEN's wood products, or products which contain wood, from a certified/sustainable source.

In 2023, 65%<sup>17</sup> of wood sourced in North America came from sustainable sources. In Europe, 80% of our sourced wood was certified by third-party forest management standards, 25% of wood sourced was FSC® certified and 55% of wood sourced was PEFC™ certified. Further, 20% of our wood sourced in Europe was controlled through certifications including FSC CW and PEFC DDS.

We annually complete our key suppliers' wood fiber surveys which are intended to ensure all materials are traced to their regions of harvest and sustainably sourced or certified. When it's formalized, our formal Global Wood Sourcing Policy will define our approach to sourcing wood in regions we consider to be at risk. We recognize the following third-party certification schemes:

- Forest Stewardship Council® (FSC®)
- Programme for the Endorsement of Forest Certification (PEFC™)
- Sustainable Forestry Initiative (SFI)
- American Tree Farm System (ATFS)

#### Cradle to Cradle and circularity

Together with our third-party assessment body, we have gathered detailed information about the recycled and renewable content of ingoing materials to guarantee that we meet the minimum thresholds set by the Cradle to Cradle standard. We have conducted several circularity trainings for our employees and participated in workshops organized by external partners. We have also defined the circularity pathways for our production waste and for end-of-life products and have initiated projects with external partners to find best possible means of recycling our end-of-life products and production waste.



# 80%

OF WOOD IN EUROPE  
WAS FSC® OR PEFC™  
CERTIFIED IN 2023



When customers and our construction partners invest in a JELD-WEN product, they seek more than just a door or a frame from our plants. They desire insight into the product's production methods, its sustainability and the manufacturer's environmentally friendly practices."

FARSAD FOTOUHI, VICE PRESIDENT, ESG,  
JELD-WEN

17. 2023 North America wood data is from 11 of our largest wood vendors and several mill vendors.

## WHY CHOOSE A C2C CERTIFIED PRODUCT

Cradle to Cradle certification is seen as “the world’s most trusted and advanced science-based standard for designing and manufacturing products that maximize health and wellbeing for people and our planet,” according to the Cradle to Cradle Products Innovation Institute.

For example, Cradle to Cradle certified doors have third-party assurance that the products and all the ingoing materials used in products are safe for health and environment and are produced in a safe and ethical way following the third-party approved sustainability requirements for energy usage, water conservation and soil protection.



### Understanding raw materials

Raw materials utilized in our door build processes can pose environmental impacts; however, we actively minimize the impact through the use of Life Cycle Analysis software. One Click LCA (a cloud-based software tool used for Life Cycle Analysis) gives us access to the largest database of emission factors for the building product industry, and we are using it to identify materials that have the greatest impact. For example, we identified aluminum as a material with high embodied carbon after learning that it contains up to 50% of embodied carbon emissions in some of our doors. By finding adequate alternative materials that maintain the door’s structural integrity and quality, we can make a significant impact on the product’s embodied carbon and environmental footprint. Our identification efforts extend beyond aluminum; our R&D team is comparing embodied carbon emissions from a variety of materials including metals and woods.

We have verified and published 36 Environmental Product Declarations (EPDs) for four product groups in Europe. Our current goal is over 100 publications by the end of 2024.

In addition, our North America team is working with a third party to complete EPDs and facility lifecycle assessments. The first phase of the project, which commenced in 2023 and will conclude at the end of 2024, comprises eight EPDs for pine wood windows and interior molded doors.

### Recycling and reusing raw materials and products

Recycling and reusing materials can play a significant role in reducing carbon emissions. From using cardboard honeycomb material made from recycled paper in our hollow-core doors, to regrinding scrap vinyl material at our North America plants, we are exploring creative ways to recycle and use recycled material in our products.

In Europe, we are collaborating with universities, suppliers and other partners on early-stage research, including the reuse of certified doors and the replacement of some of the medium-density fiberboard (MDF) used for circular products.

In Denmark, Swedoor is behind a new recycling project to test the potential of reusing doors from public buildings. In addition to making high-quality JELD-WEN reused doors available to eco-conscious consumers. This initiative will advance our journey towards circularity and reduced embodied carbon. It will also help ensure fewer doors end up in landfills. A partnership with the local fire institute will ensure the doors are tested and certified for fire ratings.

In North America, multiple suppliers use regrind in the vinyl we source; minimizing the use of virgin materials.

Materials in our products:

- Non-certified or controlled wood
- 100% certified renewable wood
- Glass
- Metals
- Chemicals
- Plastic
- Packaging

The list above shows categories of raw materials typically used in our products. A total of 11%<sup>18</sup> of our main raw materials (i.e., certified, renewable wood) meets our definition of 100% recycled or renewable. We continue to work with suppliers in the categories shown to increase our percentage of recycled content and bring us closer to our goal of 100% recycled content where technically feasible.

Many of our materials, like glass, already contain recycled content. However, the percentage of recycled content does not reach technical feasible levels set by industry-leading frameworks such as Cradle to Cradle. To reach our goal, we will need to base our purchasing decisions on recycled content, while maintaining the highest levels of quality. We plan to work with suppliers to explore new technologies.

18. Recycled materials data represents certified, renewable wood over total direct materials purchased covering approximately 70% of global spend.

# ENERGY-EFFICIENT PRODUCTS

## OUR COMMITMENTS

We are committed to increasing our sustainable product portfolio. Our products can play an important role in reducing GHG emissions generated by the building products industry.

By designing our products for maximum thermal efficiency, we can help make net zero homes and buildings achievable in all markets for all customers. We are pursuing emerging technologies to improve energy efficiency of our products by up to five times compared to common available options.



Reducing energy consumption is critical to achieving climate change goals. At JELD-WEN, we are committed to producing ENERGY STAR® certified products that are not only high-performance, but also good for the environment.”

**JOHN MARCHIONDA, CHIEF OPERATING OFFICER, WINDOWS  
JELD-WEN NORTH AMERICA**



## OUR APPROACH

As a leading producer of thermally efficient doors and windows, one of the most impactful ways JELD-WEN can benefit people and the planet is by helping reduce consumers' energy consumption while keeping their homes at a comfortable temperature. Creating products that reduce our end consumers' emissions from heating and cooling has multiple benefits; as we progress toward our net zero goal, we're also helping our customers reduce their energy consumption and costs.

## OUR KEY INITIATIVES

### Window and door efficiencies

Thirty percent of homeowners who are replacing or installing new exterior doors are doing so to increase their home's energy efficiency<sup>19</sup>. We are responding to this demand by increasing our energy-efficient product portfolio. Underlying our efforts is our commitment to manufacturing products that are certified by ENERGY STAR® and other organizations.

A new generation of our STORM door can withstand extreme weather conditions such as those present on Norway's west coast thanks to high-pressure laminate (HPL) and a new design feature. Not only is HPL considered one of the most durable decorative surface materials, but it's available with special properties including chemical, fire and wear resistance. Grooves were added at the top of the insulated door to collect—and then blow away—excess water. While these weather-resistant doors will be sold only in Scandinavia, the technology and lessons learned will be shared company-wide.

When it comes to windows, we can improve the thermal efficiency of homes and businesses by combining existing technology and design in new ways, and innovating to make energy-efficient, multi-purpose glass. The ENERGY STAR® Version 7.0 standard, effective in October 2023, has made U-factor requirements more stringent in the United States.

As Canada's weather gets more extreme due to climate change, the need for energy-efficient products that can stand up to the elements is greater than ever. JELD-WEN of Canada's Northern Tri-Pane Collection™ leverages our patented manufacturing technology to deliver a True Tri-Pane™ experience in a variety of styles that are designed to meet and exceed ENERGY STAR® requirements across Canada.

### Certifications and regulations

We have been an ENERGY STAR® Partner since 1998. In 2023, 90% of our Window product lines in North America had an ENERGY STAR® certified option<sup>20</sup>.

Our products are also rated by the National Fenestration Rating Council.

In Europe, local legislation and declarations of performance drive products' energy efficiency. We work with European directive producers and some certification associations to monitor and influence their processes. While Cradle to Cradle does not contain energy efficiency requirements, it does help drive them through its emphasis on renewable energy and the overall sustainability of a product or system.

19. <https://www.corporate.jeld-wen.com/newsroom/press-releases/2023/06-26-2023-143223756>

20. Excludes the LaCantina® Doors product line.

# INNOVATION & RESEARCH

## OUR APPROACH

Innovation and excellence are key to JELD-WEN's long-term success as we continue on our transformation journey. We consider the ESG implications of our approach and are committed to both low-barrier and high-impact projects.

Collaboration plays an important role in innovation. We continue to identify partners, including universities, to help us understand the problems we're trying to solve and contribute to potential solutions.

## OUR KEY INITIATIVES

We have initiated a pilot program in our windows business to optimize the production of glass-insulated units. This new process is designed to improve quality, reduce warranty costs and significantly reduce the consumption of electricity. It eliminates the need for heat during the curing process, allowing us to turn off a large furnace resulting in lower energy consumption and an improved working environment.

Another pilot program in our doors business is exploring a "one step" manufacturing process, that is expected to significantly reduce energy consumption during the manufacturing process and utilizes more sustainable materials.

## Industry 4.0

Smart technology is powering the fourth industrial revolution as it transforms manufacturing into a connected, agile and data-driven model. For example, electronic representations of physical processes, called digital twins, allow us to make virtual changes and to experiment with different scenarios, so we can make quick, efficient, informed decisions.



With further adoption of the Industry 4.0 model (ongoing automation, digitalization and data exchange in manufacturing technology) over time, JELD-WEN anticipates realizing even more advantages such as enabling additional eco-friendly practices, waste reduction and resource optimization."

**KARL HENN, VICE PRESIDENT OF PRODUCT DEVELOPMENT AND MANUFACTURING ENGINEERING, JELD-WEN**



# PRODUCTS’ SOCIAL IMPACT



JELD-WEN recognizes the social impacts of its products and is committed to designing, manufacturing and selling products that are safe and reliable.

Our products help keep people and their homes safe. For example, a Swedoor with a smart locking solution was the right fit for a Danish family’s home renovations. The door allows light into the entrance, but without neighbors and passers-by being able to look in. The digital lock allows the homeowners to easily unlock the door without having to look for a key. It is also a great advantage for their children, who do not need to keep track of a physical key.

Customers can also leverage our windows and doors to reduce their energy consumption, decrease GHG emissions, and save money. When our Swedoor division supplied doors for a new kindergarten in Norway, not only did the environment benefit, but the local community did as well.

To meet the building’s requirements for near-zero energy buildings (nZEB), 85% of the waste produced at the site during construction was sorted to ensure it could be processed and recycled correctly, and pre-cut materials were used wherever possible to ensure limited waste. Because the products were specified for use in an educational setting, there was also a need for safety. Consequently, we supplied doors with pinch protection and fire-rated and sound-proof glass.

Ensuring that the highest energy-saving products are available at an affordable price for all is a priority. We donate ENERGY STAR® products for community projects in high-risk, low-income communities whenever possible. For example, we donated approximately 600 windows to The Carter Work Project’s building blitz in Charlotte, North Carolina, in 2023. The ENERGY STAR® certified windows are more energy efficient, which helps homeowners with lower energy bills. For more details about the building blitz, see [Community Engagement](#).

# 1998

JELD-WEN BECAME AN ENERGY STAR® PARTNER IN THE UNITED STATES

# SOCIAL



People and performance are at the heart of our transformation journey. We're working to more clearly connect our values to our everyday work as we foster an environment that promotes learning, diversity and continuous improvement.



### UN Sustainable Development Goals

Our goals, commitments and key initiatives related to Social support:



# HEALTH & SAFETY

## OUR COMMITMENTS

JELD-WEN prioritizes health and safety as outlined in our global policy that expresses our commitment to ensuring our associates' health, safety and welfare.

Through our EHS strategy, we focus on promoting a culture of safety and continuous improvement. Sending our associates home safe to their families every day is foundational to JELD-WEN and embedded in our values.

We have robust systems in place to both protect our associates and minimize business disruptions. Our EH&S Excellence Model and our Environmental Health & Safety Management System (EHSMS) provide the framework to enable our vision of zero injuries and illnesses, zero spills and releases, and zero fines or penalties.

JELD-WEN's primary focus is on the prevention of Serious Injuries and Fatalities (SIFs) through the development and implementation of our 12 Living Injury Free Everyone (L.I.F.E.) critical rules standards as well as our injury reduction strategy.

We monitor our performance and drive towards continuous improvement by implementing and evaluating leading and lagging indicators, performance metrics and injury trends.

## OUR APPROACH

### Environmental, Health & Safety Management System (EHSMS)

JELD-WEN lives its commitment to L.I.F.E. by implementing processes that support our strategy, embedding EH&S into everything we do to prevent injuries, and creating a culture where EH&S is valued and people understand their roles and responsibilities under the EH&S management system. We proactively implement our management systems consistent with ISO 14001 and ISO 45001 requirements to minimize EH&S risks and to create a strong safety culture and improve performance.

Our EH&S Excellence Model, which includes our EHSMS, is built on four pillars with specific actions: people, prevention, performance and culture.

Implemented across all JELD-WEN facilities, our EHSMS provides a framework and structured approach. Sites use an iterative Plan-Do-Check-Act concept to manage environmental, health and safety risks, and achieve continuous improvement. Our EH&S Excellence Model and our EHSMS provide the framework to enable our vision of zero injuries and illnesses, zero spills and releases, and zero fines or penalties.

We use the hierarchy of controls to reduce risk and eliminate work-related hazards<sup>21</sup>.

Strategies include:

**Upgrading** of machine safeguards, equipment and tools.

**Automation** to eliminate manual material handling.

**Elimination** of forklifts or substitution with lower-risk powered industrial trucks (PITs) where people are present.

**Use of technology** or isolation with barriers where people and PITs have not been eliminated.

**Continued** communications, observations and audits of high-risk activities that involve our L.I.F.E. Critical Safety Rules.

# 21%

REDUCTION IN TOTAL RECORDABLE INJURY RATE IN 2023 COMPARED TO 2022

Health and Safety*	2023	2022
Total recordable injury rate	3.0	3.9
Lost time injury rate	1.2	1.3
Serious injuries and fatalities rate	0.08	0.08
Total serious injuries	13	14

\*The rates are based on 200,000 hours worked.

Following the U.S. OSHA guidance, the total recordable injury rate corresponds to: (Number of OSHA Recordable injuries and illnesses x 200,000)/Employee total hours worked.

Following the U.S. OSHA guidance, the lost time injury rate corresponds to: Total number of lost time injuries/Total number of hours worked x 200,000.

Following the U.S. OSHA guidance, the global SIF rate corresponds to: Number of SIF incidents x 200,000/Employee total hours worked.

Total serious injuries is the number of SIFs

21. The work-related hazards that pose a risk of serious injuries and fatalities (SIFs) in our facilities are the movement of materials using powered industrial trucks (PITs) near employees, work on electrical systems, working at heights greater than four feet, maintenance and troubleshooting of manufacturing machines and equipment requiring lockout or tagout, and operation of fleet vehicles and motor vehicles. The main types of work-related ill health are hearing loss or impairment and strained body parts. The work-related hazards that pose risk of ill health are noise, ergonomic stressors such as manual material handling, assembly work, and exposure to chemical hazards from adhesives and coatings.

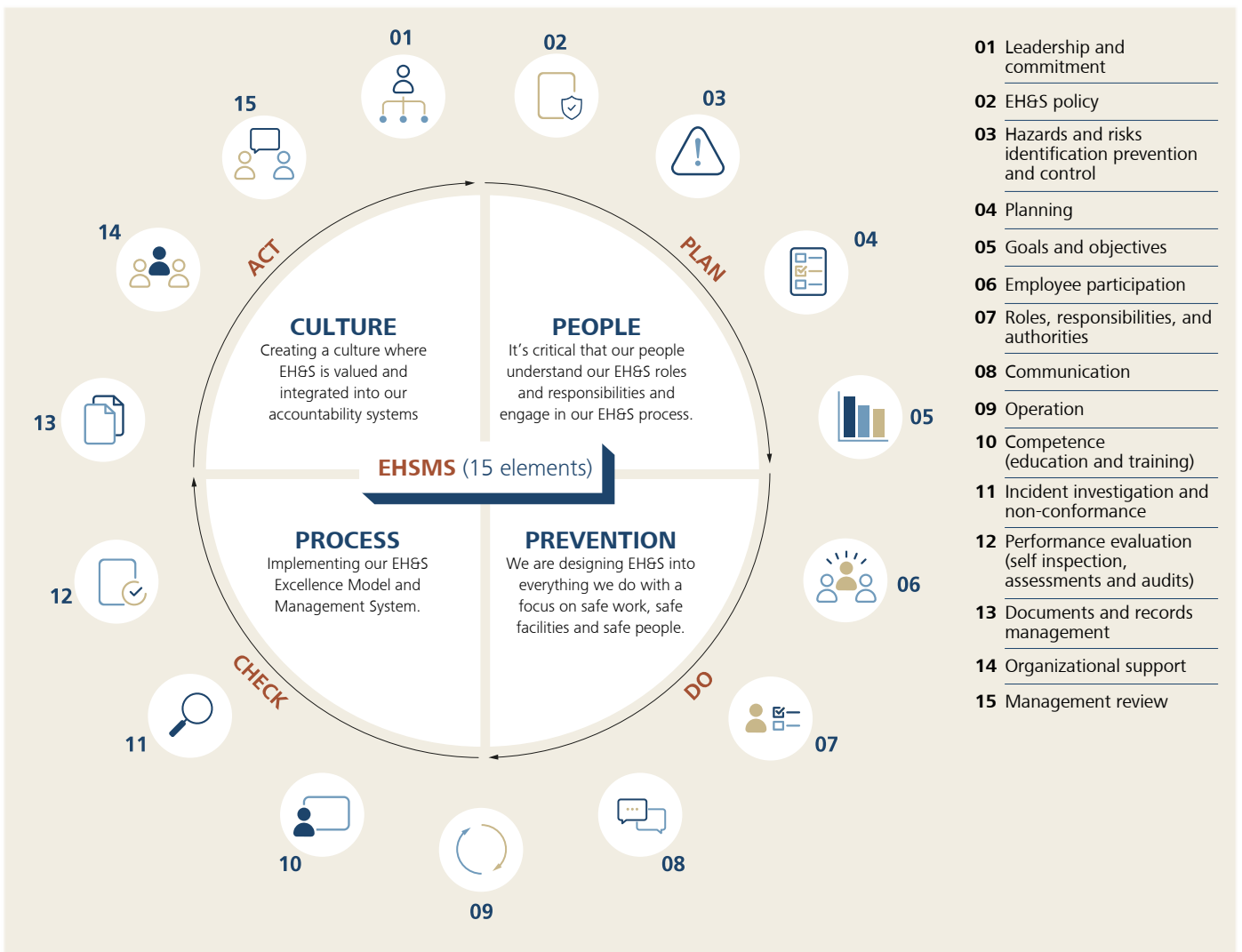
**Governance structure**

Our EH&S Governance process includes our Global EH&S Leadership Council. Led by our Vice President, Global Environmental, Health & Safety, the council is comprised of senior functional leaders and the directors of EH&S from across our business who meet regularly to review our EH&S performance, plans and goals.

The Global EH&S Leadership Council periodically reviews our EH&S practices to address ongoing effectiveness and compliance. Our governance process also includes ongoing development and implementation of our EH&S policies, such as the Global EH&S Policy and Global EH&S Standards.

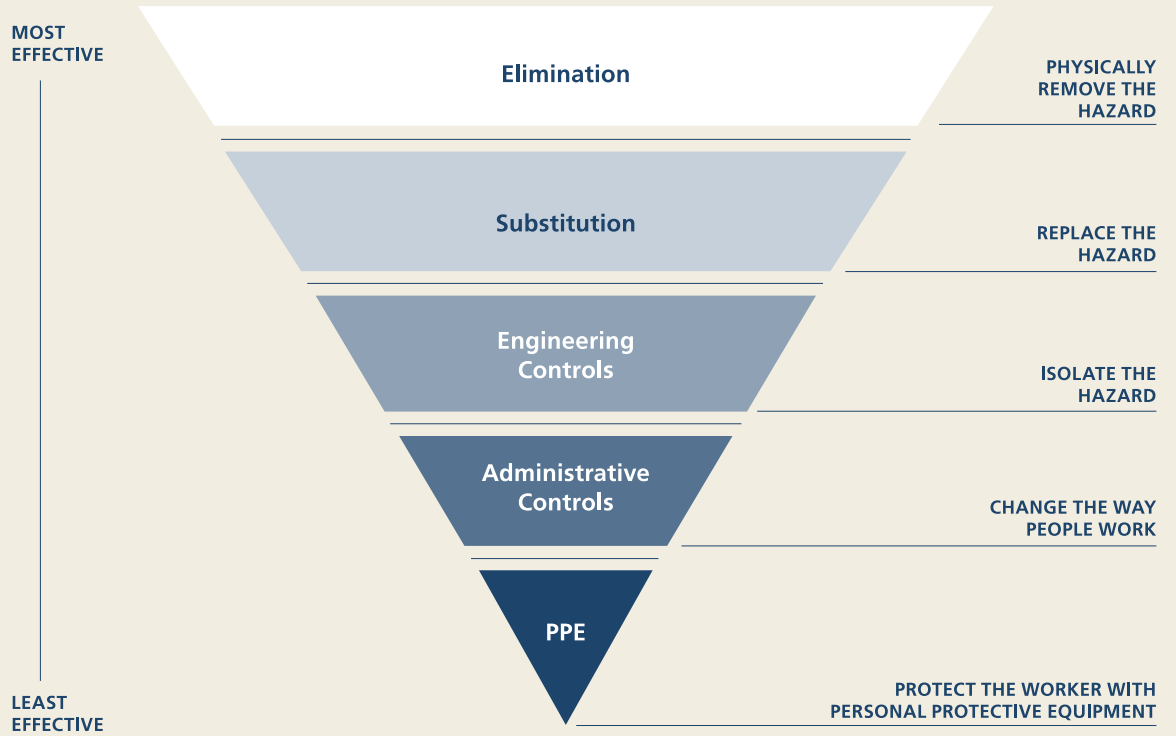
A new Global EH&S Standards Governance Council was created in 2023. The Council has developed L.I.F.E. Critical Safety Rules global standards which were introduced to the Global EH&S Leadership Council.

Through our global EH&S audit program, our internal auditors assess site implementation of our EHSMS and compliance with regulatory requirements and our Global EH&S policies and standards. In 2023, we conducted 12 EH&S audits at our sites in North America and Europe.



HEALTH & SAFETY  
CONTINUED

**HIERARCHY  
OF CONTROL**



**OUR KEY INITIATIVES****My EHS Platform improves efficiencies**

Our My EHS Platform is a key tool of the EH&S Excellence Program helping improve efficiencies and supporting our EH&S initiatives including EHSMS Self-Assessments, inspections, compliance tasks, corrective action tracking and EH&S ShareIts.

**Preventing Serious Injuries and Fatalities (SIFs)**

Across JELD-WEN we are committed to preventing SIFs. Our L.I.F.E. Critical Safety Rules, improved SIF investigations, monthly incident reviews and sharing of lessons learned all support our culture of safety.

In 2023, we published 69 learnings for actual and potential health and safety events.

Reporting and tracking of near misses helps us improve safety programs and practices to prevent SIFs and other work-related injuries. Potential SIFs reported in our system are distributed through learnings to our sites.

In 2023, we reported 316 near misses in North America and 151 in Europe.

To raise the education level around SIF prevention, we partnered with a consulting company specializing in SIF prevention and safety leadership to deliver SIF prevention workshops to top leaders in the business.

**Positive progression for health & safety metrics**

In 2023, JELD-WEN's health and safety performance improved as reflected by several different metrics.

Compared to 2022, the Lost Time Injury Rate (LTIR) decreased by 11%, the number of serious injuries decreased by 7%, and the rate of fatalities as a result of work-related injury was zero in 2023.

**Training and awareness**

Safety awareness, training and communication are fundamental to our efforts to improve safety. Globally, employees have been trained on our L.I.F.E. Critical Safety Rules and we continually train delegates on our Taproot™ Incident Investigation methodology, which allows us to identify causal factors and multiple root causes of serious and potentially serious incidents.

Our Global EH&S team introduced H&S 101 training in 2023. Inspired by the comprehensive training approach of the Occupational Safety and Health Administration (OSHA), H&S 101 marks a significant step in strengthening our safety commitment. The five-day, in-person training course provides associates with the fundamental knowledge and skills necessary to maintain safe working conditions. Topics covered include EH&S Excellence Model, L.I.F.E. Critical Safety Rules, SIF prevention, and OSHA injury and illness recordkeeping compliance.

We communicate our health and safety policies and messages to our associates through multiple channels including our internal network, via posters and banners and through communication with function leaders. Celebrations of Safety Month in North America, Safety Week in Europe, and World Day for Health and Safety further reinforce the message. For example, Safety Month 2023 training addressed critical topics including strains and sprains; ergonomics; slips, trips and falls; powered industrial trucks and pedestrian safety; and the importance of L.I.F.E. Critical Safety skills.

By setting and communicating our shared safety standards, every JELD-WEN associate is empowered to intervene and stop work to address at-risk conditions immediately, without fear of retaliation.



## OUR PEOPLE

### Health & Safety *CONTINUED*

#### Exoskeleton trial to prevent injury

Strains and sprains are among the most common injuries at JELD-WEN. We launched a proactive approach to preventing these types of injuries with the trial use of exoskeletons in 2023. Exoskeletons aid in reducing and redistributing load throughout the body, minimizing the amount of force and fatigue that results from manual material handling.

To recognize and reduce ergonomic risk, we have implemented Humantech by Velocity EHS, a software solution that uses AI technology to video operational tasks and identify ergonomic risk factors. Controls can then be implemented to eliminate/reduce injury potential.

#### Associate wellness

We also consider our associates' holistic wellbeing. Our human resources leadership and benefits team work to engage all areas of the business to enhance JELD-WEN's culture of wellbeing. In addition to regular awareness and engagement activities, we offer training, support and regular content published on the company's intranet, addressing topics such as mindfulness, stress reduction, heart health and exercise at home.

Our Employee Assistance Program offers voluntary, free and confidential counseling, legal and financial consultation, work-life assistance and crisis intervention services to all associates and their household family members. Weekly resource articles to help associates boost their emotional, physical and mental wellbeing are circulated through internal newsletters.

To help support our associates' wellbeing and safety when they travel, JELD-WEN Global Security has partnered with United HealthCare and the U.S. Department of State to provide timely, comprehensive travel security guidance for business and personal travel via WorldWatch.





Nothing takes precedence over safety at JELD-WEN. Our responsibility to our associates' safety and wellbeing is woven throughout our culture. It's part of our JELD-WEN values to build businesses ethically and safely."

**SIMON GREENFIELD, VICE PRESIDENT,  
GLOBAL ENVIRONMENTAL,  
HEALTH & SAFETY, JELD-WEN**

# DIVERSITY, EQUITY & INCLUSION

## OUR COMMITMENTS

Diversity, Equity & Inclusion (DE&I) is an integral part of our global culture. Our DE&I journey is guided by our five corporate values: build businesses ethically and safely, invest in people, inspire customers through innovation, deliver on our promises, and improve every day.

At the highest level, we are committed to:

**Demonstrating** leadership commitment and accountability that advances our DE&I objectives.

**Fostering** an inclusive culture that allows associates to feel connected to JELD-WEN’s mission and values, while contributing to their full potential.

**Building** and maintaining a diverse talent pipeline that achieves a high-performing workforce representative of the markets in which JELD-WEN operates.

**Promoting** a diverse supplier ecosystem that drives competitiveness and innovation.

## OUR APPROACH

We believe that a diverse and engaged workforce is a strong competitive advantage. Diversity of thought, perspective, background and experience drive innovation and ongoing business success. We strive for strong workforce representation across all diverse groups while fostering an environment that supports belonging, inclusion and equity. It is imperative that our associates feel empowered by our culture of inclusion; it is the lifeblood of our company.

## OUR KEY INITIATIVES

Our commitment to DE&I begins at the recruitment stage and continues through our associates’ career journey with us.

### Recruiting diverse talent

As a committed equal-opportunity employer, JELD-WEN strives to attract and hire candidates with diverse backgrounds for all positions across the company from entry level to senior positions.

We believe that recruiting and retaining diverse talent early in their professional careers is critical to cultivating an inclusive environment. We recruit from trade schools, colleges, universities and work-study programs throughout the world, including Minority Serving Institutions such as Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions. Attracting women to manufacturing careers is also a priority. We recruit from regional women’s colleges and in Germany and Denmark we work with universities on apprenticeship programs to encourage female students to explore manufacturing careers.



### DIVERSITY

The range of different people, each with a unique identity, background, experience and makeup. The diversity of our associates, suppliers and customers boosts unique perspectives and ideas. Our goal is to help our leaders and our associates become more aware and appreciative of those differences as we grow as an organization.



### EQUITY

The proportional representation with an emphasis on fairness. Equity maintains the understanding that each person’s starting point in life, society, education or career is not necessarily the same. At JELD-WEN, we strive to learn more about what access or accommodations are needed to help provide more equity across teams and individuals.

## WE DEFINE DIVERSITY, EQUITY & INCLUSION AS FOLLOWS:

By developing relationships with schools that have diverse student populations, we have seen the gender and ethnic diversity of our candidates in our early career and intern programs increase. For example, we saw ethnic diversity increase by 9% since 2021 (recruiting for cohort 2023).

We are also focused on increasing the gender diversity of our bonus-eligible positions, as these represent the most senior positions in the organization. We require that all bonus-eligible candidate slates in the U.S. are diverse (by gender and/or ethnicity).

**Early Career Programs**

Our Early Career Programs are designed to increase succession depth by building a diverse internal talent pipeline, accelerating the development of early career talent through robust, diverse experiences, and solidifying JELD-WEN as the employer of choice for early career talent.



**INCLUSION**

The action of fostering a respectful, collaborative and supportive environment that encourages the participation and belonging of all associates. Developing an inclusive environment takes conscious effort and consideration from all individuals involved. This may be our most important focus area — we need to ensure all voices are heard, all ideas are shared and all associates are valued.



At JELD-WEN, we are committed to fostering a values-based environment where everyone feels included and empowered to contribute their unique perspectives.”

**WENDY LIVINGSTON, EXECUTIVE VICE PRESIDENT,  
CHIEF HUMAN RESOURCES OFFICER, JELD-WEN**

DIVERSITY, EQUITY & INCLUSION  
CONTINUED

**Pay equity**

Equitable practices are a linchpin of an inclusive environment. We recognize the importance of providing equal pay for equal work and strive to equitably compensate people performing substantially similar work, based on job-related factors like skills and accountability, not gender nor race. JELD-WEN has adopted processes to evaluate internal pay equity, which supports our commitment to workplace equity and equal pay and opportunity for all associates. For example, an annual review of market salary ranges ensures that we're staying competitive to the market, while internal pay reviews are designed to ensure compensation is equitable across different jobs and that people aren't falling behind.

**DE&I training**

We are committed to providing our employees the tools they need to support an inclusive environment. Associates can access over 400 DE&I courses in more than 15 languages on our Learning Management System platform. We offer unconscious bias training and, in Europe, our talent acquisition team trains hiring managers in diverse recruitment principles.

**Demographics**

As an organization, we believe reflecting our markets and customers in our workforce is important to delivering the right services and products. We consider gender on a global scale and focus our ethnicity metrics on U.S. data only, which shows that in the U.S., 33% of our workforce is ethnically diverse<sup>22</sup>.

**2023 GENDER DIVERSITY METRICS**

**All employees**



**Board of directors**



**Executives**



■ Male ■ Female

**2023 GENDER BY REGION**

**North America**

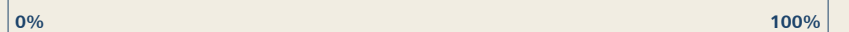


**Europe**



■ Male ■ Female

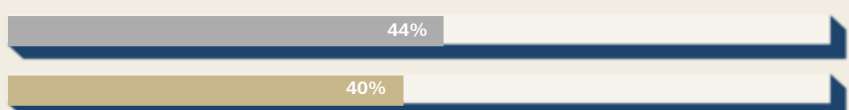
**2023 FEMALE REPRESENTATION**



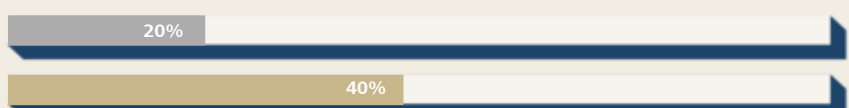
**All employees**



**Board of directors**



**Executives**



■ 2022 ■ 2023

22. Self-reported race, all non-white categories.

# TALENT ATTRACTION, DEVELOPMENT & RETENTION

## OUR APPROACH

Our commitment to creating a diverse and inclusive environment supports our efforts to grow our talent internally and fill open roles with people who are committed to our culture, our vision and our success.

## OUR KEY INITIATIVES

### Recruitment

Our hiring process ensures we reflect the diversity of local talent pools and our customer base as we strive to create an environment where every individual can reach their full potential. For more details on recruitment, see [Recruiting Diverse Talent](#).

### Employee benefits

JELD-WEN offers a comprehensive benefits package to support the wellbeing of associates and their families. For example, U.S. associates (and their families) are covered by medical, dental, vision and basic life insurance. U.S. employees can also enroll in the company's 401k plan and receive up to 4% in matching contributions by JELD-WEN. Salaried employees in the U.S. value a flexible work and PTO schedule.

Our U.S. tuition reimbursement policy is designed to help employees further their knowledge, skills and job effectiveness.

Open to full-time employees, the program reimburses up to \$5,000 per calendar year for tuition and textbooks.

### Change agent network

Communication and employee engagement go hand in hand. We are committed to fostering transparent communication at all levels, employing both formal and informal channels. Introduced in 2023, our new Change Agent Network will allow us to more effectively share information, gather insights and provide support for the many projects we have underway. This network of over approximately 250 associates within the organization who are both trusted and recognized by their peers as leaders at all levels, is empowered to accelerate communication in support of our cultural transformation

### Associate development

Our investment in employee development includes a variety of training initiatives covering leadership, change management and technical skills. For example, specific ENERGY STAR® training materials have been incorporated into our new hire onboarding process, existing employee training materials and external sales training materials.

While some trainings take place in formal classroom settings, we also leverage on-the-job mentorship for more effective learning experiences. Online learning is available as well. Our global Learning Management System (LMS) platform contains thousands of courses available to all employees in a variety of local languages, ranging from functional health and safety to skill development to softer competency development, such as becoming a more inclusive leader. Through the LMS platform, we have expanded our internal development options to include a focus on DE&I.

### Internal mobility

JELD-WEN is committed to developing and growing its people so they are ready for their next role at JELD-WEN. In 2023, 42% of all North America and Europe executive, professional, and management positions<sup>23</sup> were filled internally.



6

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE IN 2023

400+

DE&I COURSES OFFERED IN 2023

23. Management positions include individuals who have a direct report; "associates" excludes production associates and contingent workers.

TALENT ATTRACTION, DEVELOPMENT & RETENTION  
CONTINUED

**Ukraine recruitment**

We continue to recruit Ukrainian refugees and engage them with our business. For example, the number of Ukrainian refugees employed at our Winnipeg, Canada, plant grew to 28 as of November 2023. The Winnipeg team overcame the language barrier by tapping one of the initial hires to communicate with job seekers, train the new employees and get them comfortable in their roles. The plant's enthusiastic welcoming of the refugees exemplifies our culture of inclusion and caring.

**Measuring employee performance**

All employees receive an annual performance review, with different processes implemented depending on the local plant region. Performance is tracked in our HR system for employees in the executive, management, professional and support career tracks. These employees participate in JELD-WEN's Performance Management Program, a collaborative process between managers and employees to maximize employee performance throughout the year, and to identify opportunities for growth and development. The Performance Management Program focuses on three main phases: performance evaluation, goal setting and development planning. Employees in the categories of support, manager, professional and executive career tracks participated in the 2023 performance management process. There is a different, customized review process for production associates to foster their development and growth. The performance review process for the company's executive officers is included in our [2024 Proxy Statement](#).

**Measuring engagement**

Taking the pulse of our global workforce helps our organization improve. In 2023, we conducted a survey to measure the overall health of JELD-WEN as measured by how associates feel about our culture, as well as how we work together to drive results. A total of 81% of associates invited to participate completed the survey<sup>24</sup>. Based on the survey results, we are highlighting three key areas that affect our ability to perform at our full potential: communication, capability building, and rewards and recognition. As a result of the survey, we formed a culture and capabilities workstream under our transformation efforts to drive ways to improve the areas identified. For example, to support capability building, we are training managers around leadership, change management and technical skills. Additionally, in response to our associates' survey feedback, we have created a new competency model for managers that clearly defines acceptable behaviors at all levels of the organization.

**Employee Resource Groups**

Studies have shown that organizations that champion ERGs benefit from higher employee engagement, greater innovation and better communication. Representing the diverse populations that work across our company, our six ERGs are a resource for inclusion and awareness, allowing us to be more present in our employee community as they help ensure all employees are heard, celebrated and supported.



24. A total of 15,635 associated were invited to complete the survey; 12,643 completed.



Working together, we are nurturing a healthy culture that drives our desired business outcomes while fostering a safe, inclusive environment that attracts, develops and retains world-class talent.”

**WENDY LIVINGSTON, EVP & CHIEF HUMAN RESOURCES OFFICER**

**Honoring military veterans**

Working with the Veterans Network ERG, our Rocklin, California, facility honored military veterans and their families and celebrated the accomplishments of its associates at an event commemorating the installation of two new flagpoles and a new courtyard. The two newly installed flagpoles proudly display the American flag, the California flag and the National League of Family POW/MIA (prisoners of war/missing in action) flag. The facility’s dedication to celebrating the achievements and diverse backgrounds of the associates that make our company a great place to work is inspiring.

# COMMUNITY ENGAGEMENT

## OUR APPROACH

Supporting the communities in which we operate is integral to our culture. We encourage all associates to consider how they can give back individually, and as part of the JELD-WEN team.

We prioritize resources in areas that promote the safety and wellness of our communities and the resilience of our manufacturing workforce. We also dedicate resources to sustainable housing through in-kind and financial contributions that support safe, sustainable and energy-efficient homes in underserved communities.

In 2023, we supported the following organizations through product donations, volunteer hours or monetary contributions and commitments: the American Heart Association, American Red Cross, Atrium Health Foundation, Carter Work Project (Habitat for Humanity), Charlotte-Mecklenburg Schools Foundation, City of Hope, Foundation of the Carolinas, Illinois Solar Decathlon-RENU Home, Make-a-Wish, United Way, and the Leukemia and Lymphoma Society.

## OUR KEY INITIATIVES

The following initiatives exemplify our dedication to community engagement, access and affordability.

### Habitat for Humanity Building Blitz

After a three-year hiatus due to the COVID-19 pandemic, the Carter Work Project returned in 2023 with a building blitz in Charlotte, North Carolina. Dozens of JELD-WEN associates joined crews from around the world to build 27 single-family homes on nine acres of land donated by the City of Charlotte to Habitat Charlotte Region. The neighborhood once housed an all-Black school that was a transformative education and civic space for the black community in the early 1900s through the mid-60s. Not only did dozens of JELD-WEN associates help build the houses, but the company also donated about 600 ENERGY STAR® windows for the 27 homes.

### PROVIDING SUPPORT TO HURRICANE IDALIA VICTIMS

JELD-WEN teamed up with the American Red Cross to support recovery efforts after the Category 4 Hurricane Idalia struck Florida in August 2023. JELD-WEN matched all contributions as American Red Cross members helped families with emergency shelters, food, water and recovery supplies.

### Lifesaving training leads to an 'Angel' in the sky

Flying home from vacation, JELD-WEN associate Regina Angel heard the plane's flight crew call for a doctor to assist a passenger in medical distress. When no one stepped forward, Regina did. Thanks to the first responder training she completed at JELD-WEN, she knew what to do when the passenger confirmed he had high blood pressure and had forgotten to take his medication. As she helped save a life, Angel demonstrated one of JELD-WEN's five core values — Invest in People — which focuses on providing opportunities for growth that benefit our employees and positively impact their families and communities.





Thanks to JELD-WEN, we will have windows to look out. I can see my son as he jumps from the front porch several times in his Spider-Man, 'I never want to take off' pajamas. I can see the memories pass by. It's great."

**Ivory Wallace, Homeowner**

# GOVERNANCE

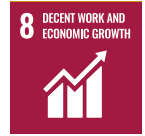


We are strengthening the foundation of our business by delivering on our promises, through robust corporate governance, transparency and accountability. As JELD-WEN continues to transform, we are committed to unlocking the company's full potential for all stakeholders as we work to achieve our ESG goals.

> [READ MORE: OUR ESG GOVERNANCE, PAGE 13](#)

## UN Sustainable Development Goals

Our goals, commitments and key initiatives related to the Governance support:



# PRODUCT QUALITY & SAFETY

10

OF JELD-WEN'S SITES IN EUROPE ARE CERTIFIED ACCORDING TO THE STANDARD ISO 9001

## OUR APPROACH

Our commitment to safety is reflected in our products, which are designed and manufactured with safety and reliability in mind. We test our products for compliance with all applicable safety standards to help ensure they are safe for use in homes and buildings. Globally, we actively monitor all regulations at the national and state level and engage with the appropriate offices to help ensure we comply with new regulations or determine a path to compliance. As we pursue Cradle to Cradle certification in Europe, we consider material health, defined by Cradle to Cradle as "ensuring materials are safe for humans and the environment."

To support our efforts to embed product quality and safety into product development, we are evaluating a new quality management system in Europe. The proposed platform integrates management reporting, quality management and production optimization. The platform stores all quality, safety and sustainability policies, programs and standard work, allowing for sharing across sites and overall standardization.

We are committed to protecting our associates and consumers from exposure to harmful chemicals. Accordingly, we pay close attention to chemicals within our raw materials. Our local teams, which are experts in jurisdictional regulations, assess any new products and reassess products after product changes.

Our products contain paints, glues and adhesives, sealants and other ancillary chemicals used during manufacturing and cleaning. Although chemicals in our products tend to be present at lower concentrations compared to other industries, we continue to seek safer alternatives.

To limit hazardous emissions from products during their use phase, we consider a number of remedies, including but not limited to ENERGY STAR® certification, Eco-Labeling, Restriction of Hazardous Substances (RoHS) directive, Indoor Air Quality certifications, chemical management standards and LCAs. By implementing these certifications and standards, we can reduce the environmental impact of our operations and our products, minimize hazardous emissions during the use phase, and provide consumers with safer and environmentally friendly choices.

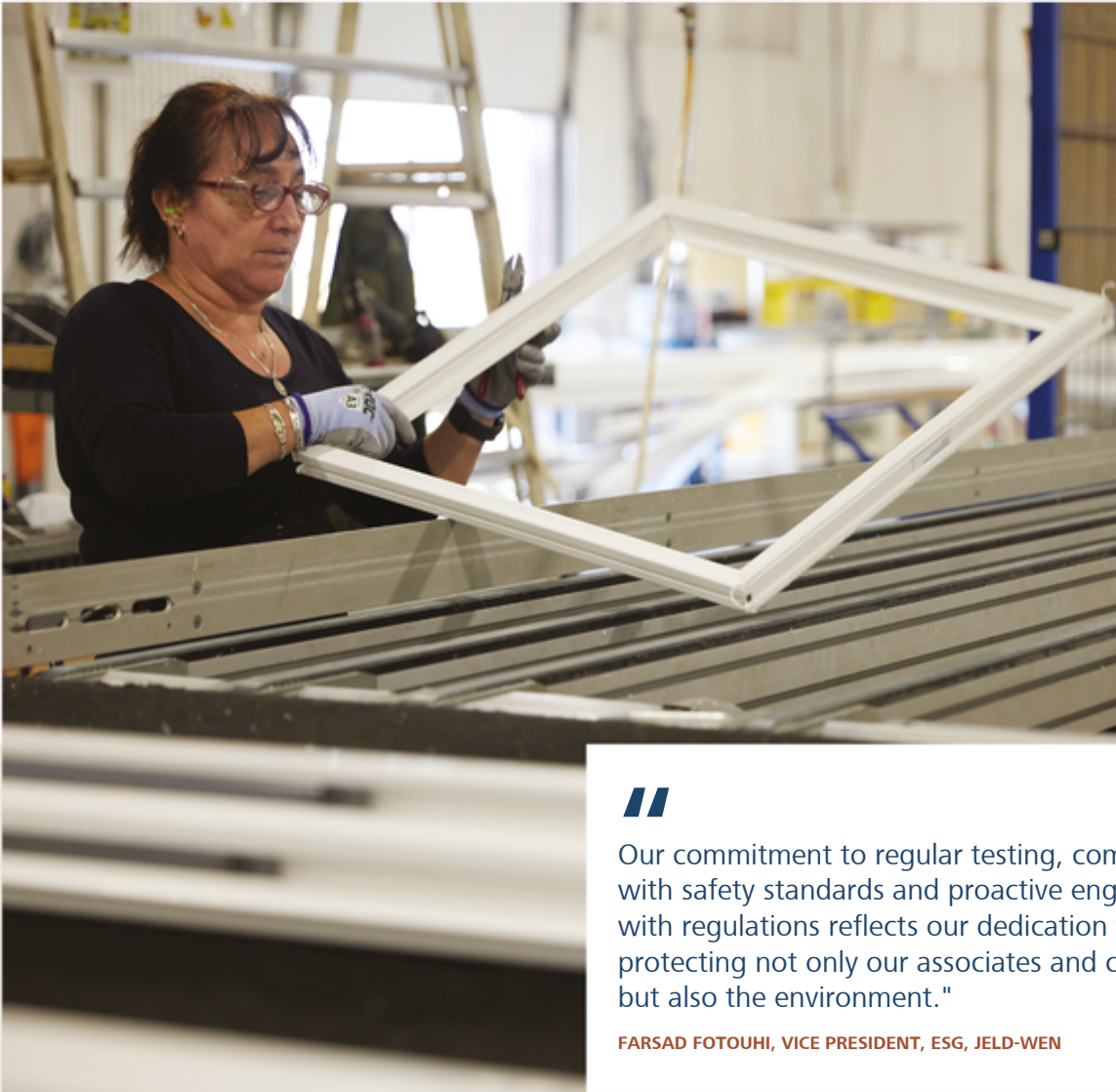
## OUR KEY INITIATIVES

### Reducing VOC emissions

Reducing VOC (volatile organic compounds) emissions from our products and factories is a priority. We adhere to testing standards in the regions in which we operate.

In North America, we test all of our products for VOCs to UL 2821 and assess any new product or potential supplier to the same test standard; 96% of our manufactured eligible products met VOC emission standards. We adhere to various testing standards in Europe based on the operating country. In Germany (JELD-WEN Deutschland GmbH & Co. KG, approximately 23% of net revenue in Europe), 60% of our manufactured eligible products met VOC emission standards. Product groupings vary based on local requirements.





Our commitment to regular testing, compliance with safety standards and proactive engagement with regulations reflects our dedication to protecting not only our associates and consumers but also the environment."

**FARSAD FOTOUHI, VICE PRESIDENT, ESG, JELD-WEN**

VOC testing is also used to assess compliance with global product stewardship laws including California's Proposition 65, which requires businesses to provide warnings to Californians about significant exposures to chemicals that cause cancer, birth defects, or other reproductive harm.

In North America, the majority of paints are water-based. We're actively researching water-based paint alternatives in Europe that do not sacrifice the quality of our painted products. A project is underway to evaluate VOC emissions and the quality of different paints at four European sites. Following evaluation and decision, we will install, test and validate new equipment through 2024 and potentially beyond. This shift is intended to improve safety, ease chemical requirements, and further reduce our impact on the environment.

Implementing these water-based and UV-based chemical systems will help reduce both VOC and carbon emissions. We are also investigating the use of LED curing solutions to add energy savings to our 100% UV systems. For more details on VOC emissions, see [Air Quality](#).

#### **Introducing new chemicals**

We pay close attention to chemicals within our raw materials and take steps to ensure chemicals comply with applicable regulations meant to protect consumer health.

Before introducing a new chemical, our sites in Northern Europe are required to apply for approval of the new chemical in our Chemsoft risk assessment module. Less harmful alternatives must be considered before a chemical can be approved. In other regions, our procurement teams work closely with suppliers to monitor chemical compliance.

JELD-WEN complies with regulatory standards on hazardous chemicals and materials across the regions in which it operates.

The SDS module in My EHS allows us to maintain a repository of all safety data sheets for chemicals in our manufacturing sites. In addition, the module includes a new chemical approval process that will ensure the right people in the organization are reviewing new chemicals, furthering our goal of additional transparency. For more details about chemical compliance and management, see [Environmental Management](#).

# GOVERNANCE, ETHICS AND COMPLIANCE

## OUR COMMITMENTS

JELD-WEN is committed to effective corporate governance practices and an ethical and safe workplace. Our Board of Directors and executive leadership are focused on ensuring we maintain the highest standards of ethics and integrity, which are key to our long-term success.

## OUR APPROACH

We believe that good corporate governance helps ensure that the company is managed for the long-term benefit of our stockholders.

We regularly review and consider our corporate governance policies and practices, taking into account the U.S. Securities and Exchange Commission’s corporate governance rules and regulations, the corporate governance standards of the New York Stock Exchange, and stockholder feedback.

Our Corporate Governance Guidelines provide a framework for the governance of the company as a whole and describe the principles and practices that the board follows in carrying out its responsibilities.

Our *Code of Business Conduct and Ethics* (also referred to as Code of Conduct), publicly available on our website, is the centerpiece of our corporate ethics activities. It gives our employees guidance on how to uphold the law, how to interact with others, and how to keep us on the right path together as a team and as a company. Our ethics and compliance strategy commitments are mapped to four action plan categories:

- Written policies and procedures
- Effective training and communication
- Internal monitoring, auditing and effectiveness assessment
- Prompt response to detected issues via corrective action and enforcement of standards via incentives and disciplinary measures

## OUR KEY INITIATIVES

### Board of directors

We are proud to have a diverse board of directors. In 2023 our board was composed of 40% women, with a diverse set of expertise including ESG, human capital management, DE&I, and regulatory and government relations. To help the board gain more in-depth knowledge about relevant subjects, we share information on continuing education courses and seminars on a quarterly basis. For details on corporate governance, see *Our ESG Governance* and our *2024 Proxy Statement*.

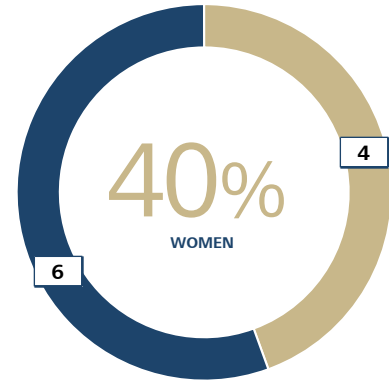
### Corporate ethics

Guided by a strategic plan that focuses on our policies, training and communication, and monitoring and response, we have embedded and instilled ethics and integrity values across our business and operations.

Our Code of Conduct is applicable to all of our Directors, officers and associates. Graphical, interactive, and values-based, it is our associates’ tool for making good decisions and bringing our policies and our values to life in their daily work. A Q&A section helps employees and business partners learn through concrete examples.

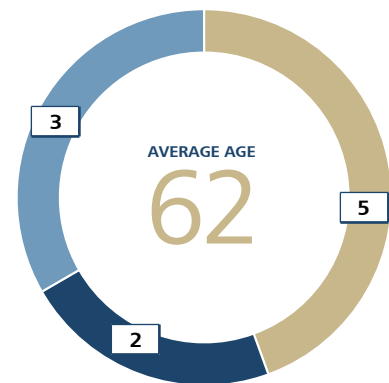
In addition to the Code of Conduct, the following policies are related to our commitment to ethical business practices: Anti-Corruption, Antitrust & Competition Law, Anti-Harassment & Discrimination, Conflicts of Interest, Equal-Employment Opportunity, and Whistle Blower & Non-Retaliation. In 2023 we published new internal policies addressing Social Media, Artificial Intelligence (AI) Driven Tools in the Workplace and Employee Indemnification.

## GENDER DIVERSITY



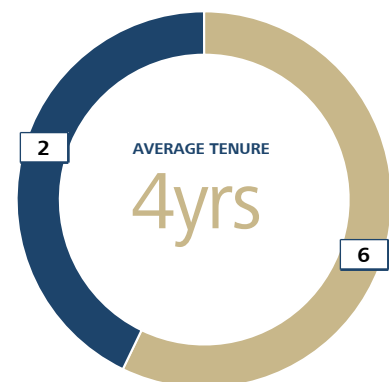
● WOMEN ● MEN

## BOARD AGE



● 65-70 ● 60-64 ● <60

## INDEPENDENT DIRECTORS



● 1-5 ● 6-10

**CORPORATE ETHICS  
DATA IN 2023:<sup>25</sup>**

96%

OF ASSOCIATES TRAINED  
IN RESPONSIBLE BUSINESS  
COMMUNICATION

96%

OF ASSOCIATES TRAINED IN  
CONFLICTS OF INTEREST

94%

NEW HIRES TRAINED ON  
ONBOARDING CURRICULUM

Our *Human Rights Policy Statement* was published on our website in September 2023. This policy statement reiterates our commitment to freedom of association and collective bargaining; legal minimum wage and all legally mandated benefits; prevention of excessive working hours; aspirations for the provision of a living wage; employees’ right to access to water, sanitation, and hygiene; supply chain vigilance; and grievance mechanisms. The company encourages the reporting of human rights violations and strives to address and remedy (where appropriate) reports promptly and without delay.

All associates, including manufacturing line workers have access to our policies, procedures, codes and standards on our refreshed global Policy Portal platform, which launched in November 2023.

Associates are required to attest to the Code of Conduct annually. We also conduct regular training on ethics, compliance and cybersecurity. Regional training includes anti-harassment training in the U.S. Globally, all new associates are provided training on anti-bribery and anti-corruption, antitrust, data privacy, and our Code of Conduct during the onboarding process.

In addition to training, we communicate the importance of ethical behavior and doing the right thing to our associates via Town Halls and management meetings, as well as posters promoting our 24/7 ethics helpline in every facility.

Our membership in the global Business Ethics Leadership Alliance (BELA) gives us the opportunity to share best practices with leaders around the world in the ethics and compliance space.

**Empowered to Speak Up**

Our associates are encouraged to report non-compliance with the Code of Conduct free of retaliation. EthicsPoint, a 24/7, externally managed helpline, is one mechanism for stakeholders, including associates and vendors, to voice concerns. Reports can be made anonymously via a web interface or local telephone number.

In addition to the helpline, associates are encouraged to report non-compliance with our policies as part of our open-door policy by contacting their manager, the HR team, or the Legal Department.

Results are reported back and applicable actions or remediation is taken. The number of anonymous reports declined by 16% from 2020 to 2023.



25. Ethics training excludes production associates, contingent workers, and associates hired in 2023 but terminated prior to June 11, 2024. The total does not account for those re-enrolled in training in 2024.



We know there’s nothing more valuable than our company’s good name. We recognize the responsibilities we share to protect and enhance our reputation.”

**ANDREW RINK, VICE PRESIDENT,  
CHIEF COMPLIANCE OFFICER, JELD-WEN**

# CORPORATE TRANSPARENCY

Our commitment to transparency and accountability is an essential part of the ethical framework that underlies JELD-WEN. Our global governance tools and our Lean Manufacturing principles connect our common values to the solutions we create.

Sustainability and operational reviews are incorporated into Lean processes that codify our standards for quality, cost productivity and strategic sourcing. Along with correlated metrics and benchmarks, this integration is designed to ensure that our commitment to ESG infuses every aspect of our business.

Our high standards for transparency and reporting are grounded in validated and robust external sources including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), TCFD, and the UNSDGs.

Information about our ESG activities is available through our [website](#), [Annual Report](#), [Proxy Statement](#), and [quarterly earnings calls](#).

We are also committed to ensuring that corporate policies, leadership messaging, and demonstrated behavior advance our ESG goals and initiatives. For more details on the corporate governance model that supports our transparency, reporting and accountability work, see [Corporate Governance & Ethics](#) and [Regulatory Compliance](#).



# REGULATORY COMPLIANCE & RISK MANAGEMENT



Risk surveys and our ERM system help us identify, assess and manage risks. We work with external vendors to conduct periodic risk assessments and determine top risks in each region. Management regularly reports to the Audit Committee on ERM and compliance matters.

We are actively partnering with a consultant to formalize and expand our ERM system. Our objective is to effectively identify both emerging and known risks by leveraging existing information and systems. This approach will streamline our work processes, foster new interactions, and promote collaborations across departments.

Business impact analysis and business continuity planning play a role in our physical risk assessments as we manage the risks around flood, fire and other climate-related topics. We began the process of securing a new platform to improve Business Impact Analysis (BIA) and Business Continuity Planning (BCP) in 2023. For more details on climate-related risk, see [Climate & Energy](#).

# DATA PROTECTION & CYBERSECURITY



## **OUR APPROACH**

We recognize the critical importance of data security and privacy and maintain a robust system aligned with the National Institute of Standards and Technology (NIST) framework to assess, identify and manage cybersecurity threats.

A comprehensive information security policy outlines the technical and organizational measures we have in place to protect the confidentiality, integrity and availability of data. This includes access controls, encryption, network security, vulnerability management, and incident response procedures. Our cybersecurity risk management processes include review and assessment by external, independent third parties, who assess the maturity of our cybersecurity program and identify areas for continued focus and improvement.

We are committed to respecting the privacy rights of our customers, employees, and stakeholders. Our privacy policy adheres to applicable data protection regulations (e.g. GDPR) and outlines how we collect, use, store and protect personal information.

## **CYBERSECURITY/DATA PRIVACY TRAINING AND ENGAGEMENT**

Our work is guided by principles addressing both internal and external security. We invest in continuous security and privacy training for our employees to foster a culture of data protection. JELD-WEN provides cybersecurity and data privacy training for employees twice a year. As part of the new hire onboarding process, we educate employees on cybersecurity fundamentals (e.g. how to spot a phishing email, password security, etc.). Regular awareness campaigns and phishing simulations help maintain a strong human firewall.

## **Managing Vendor Risk**

We have a stringent vendor risk management program that assesses the security and privacy practices of our third-party service providers. We contractually obligate vendors to adhere to our security and privacy standards and conduct regular audits to ensure compliance. Third-party contingent labor also receive cybersecurity training.

**KEY INITIATIVES**

In 2023, we undertook several key initiatives to strengthen our data security and privacy posture.

We are creating a robust data classification framework that categorizes data based on its sensitivity and criticality. This policy is designed to ensure that appropriate controls and access restrictions are applied to safeguard data throughout its lifecycle.

We started the implementation of a Zero Trust security model, which assumes that no user or device should be automatically trusted. This initiative involves strong authentication, device health checks, and granular access based on the principles of least privilege.

A 24/7 global Security Operations Center has been established to identify and respond to threats and sophisticated attacks.

Our dedicated threat intelligence and dark web monitoring team proactively identifies and mitigates threats such as stolen credentials and leaked data.

For the past three years, we have also conducted cyber breach tabletop exercises to improve our response playbook and strategy for cyber attacks.



# SUSTAINABLE PROCUREMENT

### OUR APPROACH

We actively engage with our stakeholders and direct suppliers to address sustainability, as well as the risk of human rights abuses, including forced labor and human trafficking, deep in our supply chain.

JELD-WEN requires all of its suppliers to comply with the applicable laws and regulations of the United States, and those of the respective country of manufacture or exportation.

Our *Supplier Code of Conduct*, which is part of our standard business contract, addresses Labor & Human Rights; Health & Safety; Environment; Ethics; and Gift & Entertainment Guidelines, and sets forth minimum workplace and business practice standards for any supplier doing business with JELD-WEN. We require suppliers and their employees to commit to this Code of Conduct as a condition of doing business.

Per our Human Rights Policy Statement, which was introduced in 2023, JELD-WEN maintains vigilance over its supply chain and human rights issues that could arise. We conduct regular due diligence practices that govern engagement with suppliers and other stakeholders; auditing or monitoring activities; training; and corrective actions where appropriate. For details about our Human Rights Policy Statement, see *Corporate Governance & Ethics*.

### OUR KEY INITIATIVES

#### Supplier Review and Assessment

Prior to engaging in business with a supplier, and throughout the term of the relationship, JELD-WEN assesses the supplier's compliance with our ethical standards.

All new suppliers receive a Supplier Capability Assessment questionnaire as part of the onboarding process. Suppliers are scored on a variety of categories including sustainability, environmental health and safety, conflict minerals, and chemical disposal, as well as Quality Management Systems and certifications, and FSC certifications.

In addition, we employ a third-party risk and compliance assessment tool to assess and rate new suppliers and vendors based on adverse media, sanctions, watch lists, and politically exposed persons. If a supplier is identified as non-compliant, we take decisive action by either terminating our business relationship or working closely with the vendor to achieve compliance, based on the nature of the compliance issue.

Our team conducts on-site visits with suppliers as necessary. These visits usually involve a tour of the plant, conversations with production workers, and a review of progress in the areas of safety, quality and cost. Discussions of sustainability efforts and audit findings also take place if necessary.

Employees who are responsible for supply chain-related decisions at JELD-WEN receive training on identifying and addressing unethical behavior in our supply chain.

At least annually, our management team reviews our exposure to various supply chain risks to assess whether our policies and procedures appropriately identify and address such risks. We evaluate our supply chain and identify high-risk exposures on parameters including known risks and country location. When issues are identified, we work with the relevant suppliers to help them improve. For more details on our approach to risk management, see *Regulatory Compliance and Risk Management*.

In 2023, we implemented a supplier portal that allows us to survey suppliers via a centralized platform. Not only does this platform enable us to provide better QA/QC of supplier responses, but it also improves our ability to maintain data in our system.

#### Supplier Survey

We surveyed our key suppliers in North America in 2023 with the goal of increasing the amount of recycled content in products supplied to JELD-WEN. We discussed suppliers' responses during annual reviews, where each supplier presented their sustainability strategy. One outcome of the survey was the identification of a corrugated material that is 100% recycled. We are also working with a window material supplier on a recycling pilot project.





We engage with stakeholders and suppliers to ensure compliance with ethical standards and foster a culture of responsibility. Through initiatives like supplier assessment, onsite visits, and collaborative projects, we are dedicated to driving positive change throughout our supply chain, from cradle to cradle."

**FARSAD FOTOUHI, VICE PRESIDENT, ESG, JELD-WEN**

### Supplier Summit

Our 2023 Supplier Summit convened 94 suppliers and included a discussion of our ESG goals, our suppliers' alignment with our goals and a request for transparency on suppliers' sustainability efforts. Following the meeting, our ESG team met with some suppliers' ESG and sustainability teams to discuss initiatives around recycled content and energy and waste reduction initiatives.

### Supplier Kaizen Event

In 2023, we conducted an Energy & Waste Kaizen event at a supplier facility to further decarbonize our products. The three-day event set the facility's baseline usage in electricity, water, and waste to landfill, and researched opportunities to maximize local, state and federal incentives, yielding significant environmental improvements and costs savings.

### Cradle to Cradle and Our Supply Chain

In Europe, we engage our suppliers to evaluate recycled content for various sustainability certifications and packaging regulations. At the facilities where we are pursuing Cradle to Cradle certification for specific products, we are using the Cradle to Cradle Supplier Bill of Materials Worksheet to collect total weight and percent of recycled content in materials from our suppliers. Our initial focus has been on glass, metals, chemicals and packaging, as well as wood-based composite materials such as MDF.

# DATA & DISCLOSURE

We are committed to communicating our impacts and progress transparently and straightforwardly – and backing up our narrative with credible data. By implementing a unified framework for data collection, we can ensure JELD-WEN's accountability towards our 2050 targets and transparency in strategy, plans and roadmaps.





# ABOUT THIS REPORT

JELD-WEN's ESG Report is published annually, and is designed to align with ESG best practice reporting frameworks and standards such as the SASB for our industry 'Building Products & Furnishings', the Revised GRI Standards (2021) and the TCFD. The information reported covers the period January 1, 2023 to December 31, 2023, unless otherwise stated, and includes data about JELD-WEN Holding, Inc. and its consolidated subsidiaries, capturing the same entities and reporting period as our financial reports.

As we improve our ESG reporting, we note that it may be necessary to restate our data. Reasons for restatements could include changes in reporting boundaries, metric definitions or calculation methodologies. We will highlight the restated items and reasons for restatement if we believe it would be meaningful information. We restated our wood and recycled material goals due to the availability of more accurate information. Some energy, waste and health and safety data has been restated as some metrics have been reclassified. Throughout this report, rounding may influence totals.

This report includes trademarks, such as JELD-WEN®, which are protected under applicable intellectual property laws and are the property of JELD-WEN or its subsidiaries. This report also contains trademarks, service marks, copyrights and trade names of other companies, which are the property of their respective owners. Solely for convenience, JELD-WEN's trademarks and trade names referred to in this report may appear without the ® or ™ symbols. Such references are not intended to indicate, in any way, that we will not assert, to the fullest extent under applicable law, our rights or the right of the applicable licensor to these trademarks and trade names.

The publication date of this report is July 31, 2024.

Data was validated by our Internal Audit and Financial Reporting departments to ensure accuracy and consistency. The information reported related to Scope 1, Scope 2 (location-based) and Scope 2 (market-based) GHG emissions has been externally assured. Our Independent Assurance Statement can be found in the [Independent Assurance Statement](#) section.

## **ASSOCIATION MEMBERSHIPS**

Our participation in organizations, including the ones listed below, gives us the opportunity to influence policy, share best practices and highlight JELD-WEN's achievements.

- Association for Computers and Taxation
- Business Ethics Leadership Alliance
- The Conference Board EHS Executives
- The Conference Board Harvard Joint Center for Housing Studies
- Disability Management Employer Coalition
- Fenestration & Glazing Industry Alliance
- Grinnell Chamber of Commerce
- International Foundation of Employee Benefit Plans
- ISACA: A Global Business & Technology Community
- Klamath County Chamber of Commerce
- Klamath County Economic Development Association
- Knox County Chamber of Commerce
- National Association for Environmental, Health & Safety, and Sustainability Management
- National Association of Homebuilders
- National Association of Manufacturers
- National Council for Air and Stream Improvement
- National Fenestration Rating Council
- National Safety Council
- Rantoul Chamber of Commerce
- US Green Building Council
- Western Wood Products Association
- Window & Door Manufacturers Association

## **Double Materiality Assessment**

In early 2024, we launched a double-materiality assessment that is aligned to CSRD and ESRS guidelines. This approach considers materiality from two perspectives in the short-, medium- or long-term: the impact on people or the environment across the value chain and the financial impact on the business. The benefits of a data-driven double materiality assessment include improved transparency and accountability, allowing us to better manage potential impacts and make informed decisions, align sustainability efforts with business strategy, and ensure compliance with reporting requirements and stakeholder expectations. The double-materiality project will continue throughout 2024 and we plan to use the results to inform our ESG strategy moving forward.

We have identified differences between the organization of material topics based on our business today and upcoming regulations. As such, we have aligned the material topics in this report to match.

# FORWARD LOOKING STATEMENTS

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are generally identified by the use of forward-looking terminology, including the terms 'anticipate,' 'believe,' 'continue,' 'could,' 'estimate,' 'expect,' 'intend,' 'likely,' 'may,' 'plan,' 'possible,' 'potential,' 'predict,' 'project,' 'should,' 'target,' 'will,' 'would' and, in each case, their negative or other various or comparable terminology. All statements other than statements of historical facts are forward-looking statements, including statements regarding our business strategies and related business and stakeholder impacts and our ability to execute on our plans, initiatives, projections, goals and commitments, all of which involve risks and uncertainties that could cause actual results to differ materially.

For a discussion of these risks and uncertainties, please refer to our Annual Report on Form 10-K for the year ended December 31, 2023 and our other filings with the U.S. Securities and Exchange Commission. Do not unduly rely on forward-looking statements as actual results could differ materially from expectations. Forward-looking statements speak only as of the date made, and we do not undertake to update or revise them to reflect changes, new information, or events that occur after that date, except as required by law.

This report does not cover all information about our business. References in this report to information should not be construed as a characterization regarding the materiality of such information to our financial results. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with U.S. federal securities laws.

# MATERIAL TOPIC DEFINITIONS

## ENVIRONMENTAL

MATERIAL TOPIC	DEFINITION
<b>Air Quality</b>	<ul style="list-style-type: none"> <li>Reduction and management of harmful pollutants emitted by JELD-WEN along the value chain that affect air quality including; NOx, SOx, PM10, dioxins/furans, VOCs, PAHs, heavy metals.</li> </ul>
<b>Biodiversity &amp; Ecosystems</b>	<ul style="list-style-type: none"> <li>Protecting natural ecosystems and habitats from JELD-WEN activities along the value chain and conservation and restoration activities to minimize and reduce biodiversity loss or habitat degradation.</li> </ul>
<b>Climate &amp; Energy</b>	<ul style="list-style-type: none"> <li>Adaptation and mitigation of the impacts of climate change through JELD-WEN activities aimed at reducing emissions across its operations, along the supply chain and beyond (Scopes 1, 2 and 3), including transitioning to alternate or renewable energy sources, embedding efficiencies in manufacturing and providing energy-efficient products.</li> </ul>
<b>Innovation &amp; Research</b>	<ul style="list-style-type: none"> <li>Pursue breakthrough science for new materials (e.g., materials science investment for doors).</li> <li>Develop leading research capability to support broader ESG agenda.</li> </ul>
<b>Sustainable Materials &amp; Circular Economy</b>	<ul style="list-style-type: none"> <li>Use virgin materials derived from sustainable practices (including sustainable forestry).</li> <li>Source and procure processed materials with minimized GHG emissions.</li> <li>Increase proportion of products made from recycled materials and volume of recycled content across the full product portfolio.</li> <li>Design products for circular end-of-use disposal, either for use as inputs in own products or by others.</li> <li>Work with partners to operate circular logistics and business models, both downstream and upstream</li> </ul>
<b>Waste &amp; Hazardous Materials</b>	<ul style="list-style-type: none"> <li>Minimize waste generated, divert waste from landfills to be reused or recycled.</li> <li>Ensure waste and hazardous materials are properly treated to prevent them from damaging the environment.</li> </ul>
<b>Water Resources</b>	<ul style="list-style-type: none"> <li>Responsible consumption and management of water resources, promoting minimization of water use, efficient use of water as well as the responsible treatment and disposal of water waste and effluents by JELD-WEN.</li> </ul>

## SOCIAL

MATERIAL TOPIC	DEFINITION
<b>Community Engagement</b>	<ul style="list-style-type: none"> <li>Community engagement, corporate philanthropy and fundraising driven by JELD-WEN and its employees, and advocacy and lobbying in support of the critical need for affordable housing in the USA.</li> </ul>
<b>Diversity, Equity &amp; Inclusion</b>	<ul style="list-style-type: none"> <li>Fostering a diverse, equitable and inclusive workforce and culture through the promotion of equal treatment and equal access to opportunities for all employees, ensuring there is no discrimination in any capacity on any grounds.</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>Ensuring the physical and mental wellbeing of JELD-WEN employees with best-in-class safety management systems, standards, and training requirements preventing workplace injuries, fatalities and illnesses whilst promoting healthy working hours and a positive work-life balance and upholding human rights, labor and compensation standards.</li> </ul>
<b>Talent Attraction, Retention &amp; Development</b>	<ul style="list-style-type: none"> <li>Delivery of robust and effective talent attraction and retention through the provision of competitive benefits and compensation packages and ensuring training and development opportunities to boost personal and professional growth of current and future talent.</li> </ul>

## GOVERNANCE

MATERIAL TOPIC	DEFINITION
<b>Corporate Governance &amp; Ethics</b>	<ul style="list-style-type: none"> <li>Ensuring transparent, ethical and accountable business conduct and corporate governance practices are in place to avoid instances of corruption, bribery, competitive behavior, conflicts of interest and unethical business and that these are adhered to.</li> </ul>
<b>Data Protection and Cybersecurity</b>	<ul style="list-style-type: none"> <li>Protecting and securing employee and customer data, as well as company data and IP with appropriate measures to reduce data and cyber risks, and ensuring the responsible and ethical use and management of AI.</li> </ul>
<b>Product Quality &amp; Safety</b>	<ul style="list-style-type: none"> <li>The development of products that are of high quality and deliver a high standard of performance that supports the safety and security of consumers and end users, enhances the home environment and poses no health and safety risks of any kind.</li> </ul>
<b>Sustainable Procurement</b>	<ul style="list-style-type: none"> <li>Sourcing and procurement of raw materials using sustainable practices and techniques, or in alignment with sustainable certifications e.g. FSC or Cradle-to-Cradle.</li> </ul>

# ESG DATA

## OUR PROGRESS

ESG GOAL PERFORMANCE	2023	2022	2021
GHG emissions — Scopes 1 & 2 (market-based) (metric tons CO <sub>2</sub> -e)	<b>249,051</b>	255,272	266,797
Total landfill waste (non-hazardous and hazardous) (metric tons)	<b>48,729</b>	57,487	67,180
Global / Total percentage certified from third-party forestlands	<b>35%</b>	31%	28%
Percent of recycled materials used in primary products	<b>11%</b>	11%	11%

Market-based emission factors are used wherever possible and supplemented with location-based data where market-based data is not available.

2021 North America wood data is from four of our largest wood vendors. 2022 North America wood data includes an additional four wood vendors totaling to eight. 2023 North America wood data is from 11 of our largest wood vendors and several mill vendors. Recycled materials data represents certified, renewable wood over total direct materials purchased covering approximately 70% of global spend.

## ENVIRONMENTAL

GHG EMISSIONS	2023	2022	2021
Scope 1 GHG emissions (metric tons CO <sub>2</sub> -e)	<b>96,693</b>	93,101	96,758
Scope 2 GHG emissions (location-based) (metric tons CO <sub>2</sub> -e)	<b>155,569</b>	166,378	175,789
Scope 2 GHG emissions (market-based) (metric tons CO <sub>2</sub> -e)	<b>152,358</b>	162,170	170,038
GHG emissions — Scopes 1 & 2 (metric tons CO <sub>2</sub> -e)	<b>249,051</b>	255,272	266,797
2)	<b>57.86</b>	56.18	63.80
Emissions from biomass	<b>CH<sub>4</sub>: 19,309,397 g</b> <b>N<sub>2</sub>O: 9,654,698 g</b> <b>CO<sub>2</sub>: 0g</b>	CH <sub>4</sub> : 32,979,233 g N <sub>2</sub> O: 16,489,617 g CO <sub>2</sub> : 0g	CH <sub>4</sub> : 21,473,491 g N <sub>2</sub> O: 10,736,745 g CO <sub>2</sub> : 0 g
North America GHG emissions — Scope 1 (metric tons CO <sub>2</sub> -e)	<b>88,243</b>	85,078	86,451
North America GHG emissions — Scope 2 (market-based) (metric tons CO <sub>2</sub> -e)	<b>130,552</b>	138,320	136,964
e)	<b>130,552</b>	138,320	136,964
North America GHG emissions — Scopes 1 & 2 (metric tons CO <sub>2</sub> -e)	<b>218,796</b>	223,398	223,415
Europe GHG emissions — Scope 1 (metric tons CO <sub>2</sub> -e)	<b>8,450</b>	8,023	10,307
Europe GHG emissions — Scope 2 (market-based) (metric tons CO <sub>2</sub> -e)	<b>21,806</b>	23,850	33,074
Europe GHG emissions — Scope 2 (location-based) (metric tons CO <sub>2</sub> -e)	<b>25,016</b>	28,058	38,825
Europe GHG emissions — Scopes 1 & 2 (metric tons CO <sub>2</sub> -e)	<b>30,255</b>	31,873	43,381

Biomass emissions calculated using the EPA emission factors for grams per Metric Million British Thermal Unit (MMBTu).

ESG DATA CONTINUED

ENERGY	2023	2022	2021
Total energy consumed (GJ)	<b>4,246,673</b>	4,932,543	4,712,417
Electricity consumption (GJ)	<b>1,947,574</b>	2,072,271	2,149,323
Percent of renewable electricity	<b>5%</b>	6%	5%
Percent of grid electricity	<b>95%</b>	94%	95%
Energy intensity ratio based on revenue (millions)	<b>987</b>	1,086	1,127
North America energy consumed (GJ)	<b>3,200,531</b>	3,275,091	3,228,190
North America electricity (GJ)	<b>1,467,131</b>	1,508,118	1,545,559
Europe energy consumed (GJ)	<b>1,046,143</b>	1,657,452	1,484,227
Europe electricity (GJ)	<b>480,442</b>	564,153	603,764

Energy comprises of energy from all external and self-generated sources including purchased electricity, heating, steam and direct fuel usage.

WASTE (METRIC TONS)	2023	2022	2021
Total waste generated (non-hazardous and hazardous)	<b>268,624</b>	267,937	287,661
Total waste disposed (landfill) (non-hazardous and hazardous)	<b>48,729</b>	57,487	67,180
Percent of total waste that is hazardous	<b>1%</b>	1%	1%

NON-HAZARDOUS WASTE			
Non-hazardous waste diverted from disposal	<b>92,248</b>	88,697	72,340
Non-hazardous waste directed to disposal	<b>174,315</b>	177,646	213,590
Non-hazardous waste directed to disposal (landfill)	<b>48,442</b>	57,241	66,932
Non-hazardous waste directed to disposal (incineration with energy recovery)	<b>122,290</b>	115,235	126,369
Non-hazardous waste directed to disposal (incineration without energy recovery)	<b>3,583</b>	5,171	20,289
Non-hazardous waste diverted from disposal (recycling)	<b>92,178</b>	88,683	72,208
Non-hazardous waste diverted from disposal (preparation for reuse)	<b>70</b>	14	132

HAZARDOUS WASTE			
Hazardous waste diverted from disposal	<b>770</b>	233	168
Hazardous waste directed to disposal	<b>1,291</b>	1,361	1,563
Hazardous waste directed to disposal (landfill)	<b>287</b>	246	248
Hazardous waste directed to disposal (incineration with energy recovery)	<b>454</b>	611	237
Hazardous waste directed to disposal (incineration without energy recovery)	<b>550</b>	504	1,078
Hazardous waste diverted from disposal (recycling)	<b>770</b>	233	168

ISO & OTHER CERTIFICATIONS	2023
Number of facilities certified to ISO 14001	5
Number of facilities certified to ISO 50001	8
Number of facilities certified to ISO 45001	2
Number of facilities certified to ISO 9001	10
Number of facilities certified to Eco-Management and Audit Scheme (EMAS)	2

WOOD	2023	2022	2021
Amount of wood fiber materials purchased (m <sup>3</sup> )	989,788	1,062,920	1,002,850
Percent certified from third-party forestlands	35%	31%	28%
Europe amount of wood fiber materials purchased (m <sup>3</sup> )	639,342	730,382	896,150
Europe percent from third-party certified forestlands	80%	86%	83%
North America amount of wood fiber materials purchased (m <sup>3</sup> )	350,446	332,538	106,700
North America percent from third-party certified forestlands	65%	31%	27%
North America amount of wood fiber materials purchased (air dried metric tons)	175,568	170,095	51,009

2023 North America wood data is from 11 of our largest wood vendors and several mill vendors.

2021 North America wood data is from four of our largest wood vendors. 2022 North America wood data includes an additional four wood vendors totaling to eight.

RECYCLED MATERIALS	2023	2022	2021
Percent of recycled materials used in primary products	11%	11%	11%

Recycled materials data represents certified, renewable wood over total direct materials purchased covering approximately 70% of global spend.

## SOCIAL

HEALTH & SAFETY	2023	2022	2021
Total recordable injury rate	3.0	3.9	4.1
Lost time injury rate	1.2	1.3	1.7
Serious injuries and fatalities rate	0.08	0.08	0.13
Total serious injuries	13	14	24
Number of cases of recordable work-related ill health	16	26	74
Rate of recordable work-related injuries	3.03	3.85	N/A
The rate of fatalities as a result of work-related injury	0%	0%	N/A
Number of EHS audits completed	12	9	N/A

ESG DATA CONTINUED

DE&I	2023	2022	2021
Percent of workforce that is female	26%	25%	24%
Percent of workforce that is male	74%	75%	76%
Percent of Board of Directors that is female	40%	44%	33%
Percent of executives that is female	40%	20%	10%
Percent of management that is female	23%	21%	21%
Percent of senior management that is female	32%	25%	20%
Percent of middle management that is female	24%	23%	21%
Percent of early management that is female	21%	20%	19%
Percent of professionals that is female (Career Track)	30%	29%	46%
Percent of production that is female (Career Track)	22%	21%	19%
Percent of employees under 30 years old	18%	19%	N/A
Percent of employees ages 30-50 years old	48%	48%	N/A
Percent of employees ages over 50 years old	34%	33%	N/A

UNITED STATES DATA METRICS			
Percent of workforce that is ethnically diverse	33%	33%	34%
Percent of executives that are ethnically diverse	—%	14%	22%
Percent of senior management that is ethnically diverse	13%	8%	8%
Percent of middle management that is ethnically diverse	11%	11%	11%
Percent of early management that is ethnically diverse	17%	19%	20%
Percent of management that is ethnically diverse (Career Track)	15%	16%	17%
Percent of professionals that is ethnically diverse (Career Track)	21%	18%	20%
Percent of production that is diverse (Career Track)	38%	37%	39%

Executives = members of the Senior Leadership Team (SLT). Management = individuals who have a direct report. Senior management = executives and their direct reports (not including admin and support staff). Middle management = one level below senior management. Early management = one level below middle management, directly responsible for front line staff. Career Track = career path associated with an individual's job title. Production = staff that performs work directly tied to the creation of a product. Professionals = non-production roles. Does not include office hourly/support positions. Ethnically diverse = self-reported race, all non-white categories.

EMPLOYEES	2023	2022	2021
North America employees	10,983	12,038	12,544
North America male employees	8,085	8,939	9,339
North America female employees	2,890	3,093	3,195
North America other or undisclosed	8	6	10
Europe employees	6,705	7,246	7,575
Europe male employees	5,002	5,431	5,721
Europe female employees	1,700	1,812	1,851
Europe other or undisclosed	3	3	3

TRAINING	2023	2022
Average hours of training per year	6	5
Average hours of training per year for executives	2	29
Average hours of training per year for production employees	1	1
Average hours of training per year for support employees	10	3
Average hours of training per year for contingent workers	0	1
Average hours of training per year for management	6	7
Average hours of training per year for professionals	5	6

Training is based on employees who fall under the executive, management, professional, and support career tracks in JELD-WEN's Performance Management Program. Employees terminated prior to May 6, 2024 are excluded from totals.

## GOVERNANCE

PRODUCT EMISSIONS	2023	2022	2021
North America percent of eligible products meeting VOC emissions and content standards	96%	96%	96%
Europe / Central Region Germany / Percentage of eligible products meeting volatile organic compound (VOC) emissions and content	60%	Not tracked regionally	Not tracked regionally

Central region Germany represents the percent of eligible products from JELD-WEN Deutschland GmbH & Co. KG, approximately 23% of net revenue in Europe

ETHICS AND COMPLIANCE	2023	2022	2021
Percent of employees trained on code of conduct	95%	95%	99%
Percent of global new hires trained on onboarding curriculum	94%	92%	N/A
Percent of employees trained in responsible business communication and code certification	96%	N/A	N/A
Percent of employees trained on conflicts of interest	96%	N/A	N/A
Percent of employees trained on anti-bribery and anti-corruption	N/A	N/A	100%
Percent of employees trained on records management and annual code certification	N/A	N/A	99%
Percent of employees trained on antitrust & competition law and code certification	N/A	96%	N/A

Topic training frequency is guided by our strategic plan that evaluates business priority. Ethics training excludes production associates, contingent workers, and associates hired in 2023 but terminated prior to June 11, 2024. The total does not account for those re-enrolled in training in 2024. Totals exclude production associates and contingent workers. Australasia is excluded from 2022 data.

# GRI CONTENT INDEX

JELD-WEN has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards and in line with GRI 1: Foundation 2021.

DISCLOSURE #	DISCLOSURE TOPIC	2023 RESPONSE
<b>General Disclosures</b>		
<b>The Organization and its Reporting Practices</b>		
2-1	Organizational details	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Who We Are, page 10</li> </ul> <i>Annual Report 2023, pages 9-17</i>
2-2	Entities included in the organization's sustainability reporting	ESG Report 2023: <ul style="list-style-type: none"> <li>• Data &amp; Disclosure, About this report, page 72</li> </ul>
2-3	Reporting period, frequency and contact point	ESG Report 2023: <ul style="list-style-type: none"> <li>• Data &amp; Disclosure, About this report, page 72</li> <li>• Back cover</li> </ul>
2-4	Restatements of information	ESG Report 2023: <ul style="list-style-type: none"> <li>• Data &amp; Disclosure, About this report, page 72</li> </ul>
2-5	External assurance	ESG Report 2023: <ul style="list-style-type: none"> <li>• Data &amp; Disclosure, Independent Assurance Statement, page 94-95</li> </ul>
<b>Activities and Workers</b>		
2-6	Activities, value chain, and other business relationships	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Who We Are, page 10</li> <li>• Introduction, Stakeholder Engagement, page 18-19</li> <li>• Governance, Supply Chain, Sustainable Procurement, page 68</li> </ul> <i>Annual Report 2023, pages 9-17</i>
2-7	Employees	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Who We Are, page 11</li> <li>• Social, Diversity, Equity &amp; Inclusion, Demographics, page 52</li> </ul> <i>Annual Report 2023, page 13</i>
<b>Governance</b>		
2-9	Governance structure and composition	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> </ul> Proxy statement 2024, pages 9-24
2-10	Nomination and selection of the highest governance body	<i>Proxy statement 2024, pages 16-18</i>
2-11	Chair of the highest governance body	<i>Proxy statement 2024, page 11-12</i>
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> </ul> <i>Proxy statement 2024, page 10</i>
2-13	Delegation of responsibility for managing impacts	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> </ul> <i>Proxy statement 2024, page 10</i>
2-14	Role of the highest governance body in sustainability reporting	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> </ul>

DISCLOSURE #	DISCLOSURE TOPIC	2023 RESPONSE
2-16	Communication of critical concerns	<a href="#">Code of Business Conduct and Ethics, page 7-11</a>
2-17	Collective knowledge of the highest governance body	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, Our ESG Governance, page 13</li> </ul> <a href="#">Proxy statement 2024, pages 16-17</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">Proxy statement 2024, pages 24-45</a>
2-19	Remuneration policies	<a href="#">Proxy statement 2024, pages 24-52</a>
2-20	Process to determine remuneration	<a href="#">Proxy statement 2023, pages 24-52</a>
2-21	Annual total compensation ratio	<a href="#">Proxy statement 2024, page 53</a>
<b>Strategy, Policies, and Practices</b>		
2-22	Statement of sustainable strategy	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, CEO Letter, page 5</li> </ul>
2-23	Policy commitments	ESG Report 2023: <ul style="list-style-type: none"> <li>Governance, Corporate Governance, Ethics &amp; Compliance, page 62</li> <li>Governance, Sustainable Procurement, page 68</li> </ul> <a href="#">Code of Business Conduct and Ethics</a>
2-24	Embedding policy commitments	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, Our ESG Governance, page 13</li> <li>Governance, Corporate Governance, Ethics &amp; Compliance, page 62</li> <li>Governance, Sustainable Procurement, page 68</li> </ul> <a href="#">Code of Business Conduct and Ethics</a>
2-25	Processes to remediate negative impacts	ESG Report 2023: <ul style="list-style-type: none"> <li>Governance, Corporate Governance, Ethics &amp; Compliance, Empowered to Speak Up, page 63</li> </ul>
2-26	Mechanisms for seeking advice and raising concerns	ESG Report 2023: <ul style="list-style-type: none"> <li>Governance, Corporate Governance, Ethics &amp; Compliance, Empowered to Speak Up, page 63</li> </ul> <a href="#">Code of Business Conduct and Ethics, pages 7-11</a>
2-27	Compliance with laws and regulations	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Environmental Management, page 31</li> </ul>
2-28	Membership associations	ESG Report 2023: <ul style="list-style-type: none"> <li>Data &amp; Disclosure, About this report, page 72</li> </ul>
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, Stakeholder Engagement, page 18-19</li> </ul>
2-30	Collective bargaining agreements	<a href="#">Annual Report 2023, page 13</a>
<b>Material Topics</b>		
3-1	Process to determine material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, Materiality Assessment, page 17</li> <li>Data &amp; Disclosure, About this report, Double Materiality</li> </ul>
3-2	List of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, Materiality Assessment, page 17</li> <li>Data &amp; Disclosure, Material Topics Definitions, page 74</li> </ul>

DISCLOSURE #	DISCLOSURE TOPIC	2023 RESPONSE
<b>Topic-Specific Standards</b>		
<b>Material Topic: Corporate Governance &amp; Ethics</b>		
<b>GRI 205: Anti-corruption (2016)</b>		
3-3	Management of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> <li>• Introduction, Our ESG Framework, page 14</li> <li>• Governance, Corporate Governance, Ethics &amp; Compliance, page 62</li> </ul> <a href="#">Code of Business Conduct and Ethics, pages 31-32</a>
205-2	Communication and training about anti-corruption policies and procedures	ESG Report 2023: <ul style="list-style-type: none"> <li>• Data &amp; Disclosure, ESG Data, Ethics and Compliance, page 81</li> </ul>
<b>Material Topic: Sustainable Materials &amp; Circular Economy</b>		
<b>GRI 301: Materials (2016)</b>		
3-3	Management of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> <li>• Introduction, Our ESG Framework, page 14</li> <li>• Environment, Products' Environmental Impacts, Sustainable Materials &amp; Circular Economy, page 34</li> </ul>
301-1	Materials used by weight or volume	ESG Report 2023: <ul style="list-style-type: none"> <li>• Environment, Products' Environmental Impacts, Sustainable Materials &amp; Circular Economy, page 36</li> <li>• Data &amp; Disclosure, ESG Data, Wood, page 79</li> </ul>
301-2	Recycled input materials used	ESG Report 2023: <ul style="list-style-type: none"> <li>• Environment, Products' Environmental Impacts, Sustainable Materials &amp; Circular Economy, Recycling and Reusing Raw Materials and Products, page 37</li> <li>• Data &amp; Disclosure, ESG Data, Recycled Materials, page 79</li> </ul>
301-3	Reclaimed products and their packaging materials	ESG Report 2023: <ul style="list-style-type: none"> <li>• Environment, Products' Environmental Impacts, Sustainable</li> </ul>
<b>Material Topic: Climate Change</b>		
<b>GRI 302: Energy (2016)</b>		
3-3	Management of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> <li>• Introduction, Our ESG Framework, page 14</li> <li>• Environment, Climate Change, page 22</li> <li>• Environment, Energy-Efficient Products, pages 38-39</li> </ul>
302-1	Energy consumption within the organization	ESG Report 2023: <ul style="list-style-type: none"> <li>• Environment, Climate Change, Measuring our Energy Consumption and Renewable Energy, page 25</li> <li>• Data &amp; Disclosure, ESG Data, Energy, page 78</li> </ul>
302-3	Energy intensity	ESG Report 2023: <ul style="list-style-type: none"> <li>• Data &amp; Disclosure, ESG Data, Energy, page 78</li> </ul>

DISCLOSURE #	DISCLOSURE TOPIC	2023 RESPONSE
302-4	Reduction of energy consumption	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Climate Change, page 26-27</li> <li>Data &amp; Disclosure, ESG Data, Energy, page 78</li> </ul>
<b>Material Topic: Climate Change</b>		
<b>GRI 305: Emissions (2016)</b>		
3-3	Management of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, Our ESG Governance, page 13</li> <li>Introduction, Our ESG Framework, page 14</li> <li>Environment, Climate Change, page 22</li> </ul>
305-1	Direct (Scope 1) GHG emissions	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Climate Change, Measuring Emissions, page 24</li> <li>Data &amp; Disclosure, ESG Data, GHG emissions, page 77</li> </ul>
305-2	Energy indirect (Scope 2) GHG emissions	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Climate Change, Measuring Emissions, page 24</li> <li>Data &amp; Disclosure, ESG Data, GHG emissions, page 77</li> </ul>
305-4	GHG emissions intensity	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Climate Change, Measuring Emissions, page 24</li> </ul>
305-5	Reduction of GHG emissions	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Climate Change, page 22</li> <li>Data &amp; Disclosure, ESG Data, GHG emissions, page 77</li> </ul>
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Air Quality, page 32</li> <li>Governance, Product Quality &amp; Safety, pages 60-61</li> </ul>
<b>Material Topic: Waste &amp; Hazardous Materials</b>		
<b>GRI 306: Waste (2020)</b>		
3-3	Management of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, Our ESG Governance, page 13</li> <li>Introduction, Our ESG Framework, page 14</li> <li>Environment, Waste &amp; Hazardous Materials, page 28</li> </ul>
306-1	Waste generation and significant waste-related impacts	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Waste &amp; Hazardous Materials, page 28</li> </ul>
306-2	Management of significant waste-related impacts	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Waste &amp; Hazardous Materials, page 28</li> </ul>
306-3	Waste generated	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Waste &amp; Hazardous Materials, Our Key Initiatives, page 30</li> <li>Data &amp; Disclosure, ESG Data, Waste, page 78</li> </ul>
306-4	Waste diverted from disposal	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Waste &amp; Hazardous Materials, Our Key Initiatives, page 30</li> <li>Data &amp; Disclosure, ESG Data, Waste, page 78</li> </ul>
306-5	Waste directed to disposal	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Waste &amp; Hazardous Materials, Our Key Initiatives, page 30</li> <li>Data &amp; Disclosure, ESG Data, Waste, page 78</li> </ul>

GRI CONTENT INDEX *CONTINUED*

<b>Material Topic: Health &amp; Safety</b> <b>GRI 403: Occupational Health &amp; Safety (2018)</b>		
<b>3-3</b>	Management of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> <li>• Introduction, Our ESG Framework, page 14</li> <li>• Social, Health &amp; Safety, page 44</li> </ul> <i>JELD-WEN EH&amp;S Policy</i>
<b>403-1</b>	Occupational health and safety management system	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Our Approach, page 44</li> </ul> <i>JELD-WEN EH&amp;S Policy</i>
<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Our Approach, page 44-45</li> </ul> <i>JELD-WEN EH&amp;S Policy</i>
<b>403-3</b>	Occupational health services	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Our Key Initiatives, page 47</li> </ul>
<b>403-5</b>	Worker training on occupational health and safety	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Training and Awareness, page 47</li> </ul>
<b>403-6</b>	Promotion of worker health	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Associate Wellness, page 48</li> </ul>
<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Preventing Serious Injuries &amp; Fatalities, page 47</li> </ul>
<b>403-8</b>	Workers covered by an occupational health and safety management system	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Our Approach, page 44</li> </ul>
<b>403-9</b>	Work-related injuries	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Our Goals and Commitments, page 44</li> <li>• Social, Health &amp; Safety, Positive Progression for Health &amp; Safety Metrics, page 47</li> <li>• Data &amp; Disclosure, ESG Data, Health and Safety, page 79</li> </ul>
<b>403-10</b>	Work-related ill health	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Health &amp; Safety, Environmental, Health &amp; Safety Management System (EHSMS), page 44</li> </ul>

<b>Material Topic: Diversity, Equity &amp; Inclusion</b> <b>GRI 405: Diversity and Equal Opportunities (2016)</b>		
<b>3-3</b>	Management of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> <li>• Introduction, Our ESG Framework, page 14</li> <li>• Social, Diversity, Equity &amp; Inclusion, page 50</li> </ul>
<b>405-1</b>	Diversity of governance bodies and governance	ESG Report 2023: <ul style="list-style-type: none"> <li>• Social, Diversity, Equity &amp; Inclusion, Demographics, page 52</li> <li>• Data &amp; Disclosure, ESG Data, DE&amp;I, page 80</li> </ul>
<b>Material Topic: Product Quality &amp; Safety</b>		
<b>3-3</b>	Management of material topics	ESG Report 2023: <ul style="list-style-type: none"> <li>• Introduction, Our ESG Governance, page 13</li> <li>• Introduction, Our ESG Framework, page 14</li> <li>• Governance, Product Quality &amp; Safety, page 60</li> </ul>

# SASB INDEX

The table below references the SASB Standard for the Building Products & Furnishings industry, as defined by SASB's Sustainable Industry Classification System.

TOPIC	SASB CODE	REQUESTED METRIC	2023 RESPONSE
<b>Energy Management in Manufacturing</b>	CG-BF-130a.1	(1) Total energy consumed	ESG Report 2023: • Data & Disclosure, ESG Data, Energy, page 78
	CG-BF-130a.1	(2) Percentage grid electricity	ESG Report 2023: • Data & Disclosure, ESG Data, Energy, page 78
	CG-BF-130a.1	(3) Percentage renewable	ESG Report 2023: • Data & Disclosure, ESG Data, Energy, page 78
<b>Management of Chemicals in Products</b>	CG-BF-250A.1	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	ESG Report 2023: • Governance, Product Quality & Safety, page 60
	CG-BF-250A.2	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	ESG Report 2023: • Data & Disclosure, ESG Data, Product Emissions, page 81
<b>Product Life Cycle Environmental Impacts</b>	CG-BF-410a.1	Description of efforts to manage product life cycle impacts and meet demand for sustainable products	ESG Report 2023: • Environment, Climate Change, Cradle-to-Cradle Certification Driving Europe ESG Activities, page 23 • Environment, Sustainable Materials & Circular Economy, page 34
	CG-BF-410a.2	Weight of end-of-life material recovered (metric tons)	ESG Report 2023: • Data & Disclosure, ESG Data, Waste, page 78
		Percentage of recovered materials recycled	ESG Report 2023: • Environment, Waste & Hazardous Materials, Our Key Initiatives, page 30

TOPIC	SASB CODE	REQUESTED METRIC	2023 RESPONSE
<b>Wood Supply Chain Management</b>	CG-BF-430a.1	Total weight of wood fiber materials purchased	ESG Report 2023: <ul style="list-style-type: none"> <li>Data &amp; Disclosure, ESG Data, Wood, page 79</li> </ul>
		Percentage of wood fiber materials from third-party certified forestlands	ESG Report 2023: <ul style="list-style-type: none"> <li>Data &amp; Disclosure, ESG Data, Wood, page 79</li> </ul>
		Percentage of wood fiber materials by standard	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Sustainable Materials &amp; Circular Economy, Sustainable Wood Sourcing and Certification, page 36</li> </ul>
		Percentage of wood fiber materials certified to other wood fiber standards	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Sustainable Materials &amp; Circular Economy, Sustainable Wood Sourcing and Certification, page 36</li> </ul>
		Note to CG-BF-430a.1	ESG Report 2023: <ul style="list-style-type: none"> <li>Environment, Sustainable Materials &amp; Circular Economy, page 34</li> </ul>
<b>Activity Metric</b>	CG-BF-000.A	Annual production	ESG Report 2023: <ul style="list-style-type: none"> <li>Introduction, Who We Are, page 10</li> </ul>

# TCFD INDEX

This Report aligns with the recommendations from the TCFD, our voluntary disclosure on climate-related risks and opportunities.

The Index below includes our responses to each of the 11 recommendations of TCFD.

CORE ELEMENTS	RECOMMENDED DISCLOSURES	2023 RESPONSE
<b>Governance</b>	Disclose the organization's governance around climate-related risks and opportunities.	<p>a) Describe the Board's oversight of climate-related risks and opportunities. ESG Report 2023: Introduction, Our ESG Governance, page 13</p> <p>b) Describe management's role in assessing and managing climate-related risks and opportunities.</p>
<b>Strategy</b>	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>In the short- (zero to five years) and medium- (five to 10 years) term, our sites could be exposed to physical damages due to hurricanes and flooding. Along with wildfires and landslides, these exposures could result in disruptions to supply chain, transportation, services and distribution, resulting in an increased cost of raw materials.</p> <p>Medium- and longer-term physical risks include extreme heat, drought and rainfall that could increase strain on electricity and water at our production facilities, potentially resulting in increased utility costs, inspections, fines or work stoppages due to extreme heat conditions. This could result in increased labor and regulatory costs.</p> <p>Our manufacturing and design processes are directly impacted by current climate-related regulations. Given the global reach of our facilities and the complexity of our operations, we are subject to a wide range of Environmental, Health, and Safety (EH&amp;S) laws and regulations across multiple jurisdictions. Additionally, our products fall under various legal frameworks, including building codes, product safety standards, and energy efficiency mandates. We see climate-related opportunities as the economy shifts to lower consumption of fossil fuels. Consumer preferences are likely to move to more efficient options for homes and buildings constructed in line with global ambitions to reduce emissions. Consequently we expect the demand for energy-efficient products to continue to increase. For more information, see page 93.</p>

CORE ELEMENTS	RECOMMENDED DISCLOSURES	2023 RESPONSE
<p><b>Strategy (continued)</b></p>	<p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>We take a tailored approach to risk response, with a heightened focus on risks and opportunities with the highest magnitude of impact.</p> <p>For example, to stay ahead of evolving regulations, our legal and compliance department diligently monitors emerging requirements. We have also engaged a third-party consultant to assess upcoming European climate-related regulations and offer insights to enhance our implementation strategies. This proactive approach ensures that we not only comply with existing laws but also anticipate and adapt to future regulatory landscapes effectively. We believe we are well-positioned to respond to shifting consumer demand and emerging regulatory requirements with certified sustainable products, including Cradle to Cradle certified products in Europe and ENERGY STAR® in North America. For more details on product certification, see <i>Products’ Environmental Impacts</i>.</p> <p>We believe we can enhance our resilience and navigate climate change’s complex challenges by taking a holistic and proactive approach that considers multiple scenarios, assesses risks and plans for adaptation and mitigation, while fostering collaboration and monitoring progress. It’s essential that we take climate change into account as we develop our strategies. Our commitment to sustainability extends benefits not only to our company and communities, but also to future generations.</p>

CORE ELEMENTS		RECOMMENDED DISCLOSURES	2023 RESPONSE
<b>Risk Management</b>	Disclose how the organization identifies, assesses, and manages climate-related risks.	<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organization's processes for managing climate-</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk</p>	<p>Risk assessment and monitoring is of increased importance as climate change poses a growing challenge to business operations. In 2023, we started redefining our Enterprise Risk Management (ERM) process to formalize our governance structure, risk identification and prioritization, and risk mitigation plans. The redefining of our ERM process is working in parallel with our double materiality assessment to make sure ESG risks, including climate, are embedding and aligned with our organizational ERM strategy.</p> <p>To further assess JELD-WEN's climate-related risks and opportunities, we conducted a climate scenario assessment in line with the Task Force on Climate-related Financial Disclosures (TCFD). We are working with a consultant to explore ways to integrate climate-related risks into our ERM program.</p> <p>Our scenario analysis included two physical and two transition risk scenarios. Under each risk scenario, two scenarios were further chosen in order to consider the potential financial impact of both a 'low carbon' and a 'high carbon' scenario.</p> <p>Regarding physical risks, RCP 2.6 and RCP 7 capture the two potential pathways of increased climate warming, particularly in the short-medium term, which is more relevant to our broader business strategy. Climate indicator data was collected for both of these scenarios for 29 JELD-WEN facilities across nine physical climate hazards: pluvial flooding, riverine flooding, coastal flooding, hurricanes, wildfires, landslides, extreme heat, extreme cold and water scarcity. For transition risks, the low carbon scenario that was chosen was the Announced Policy Scenario (APS), which is linked to potentially higher carbon pricing in the countries where we operate, as well as increased demand for some of our key products. The high carbon scenario is the Stated Policies Scenario (STEPS), which yielded relatively low impact from carbon taxes or other transition risks.</p>
<b>Metrics and Targets</b>	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.</p> <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>ESG Report 2023:</p> <ul style="list-style-type: none"> <li>• Environmental, Climate Change, Measuring our Emissions, Measuring our Energy Consumption and Renewable Energy, pages 24-25</li> <li>• Data &amp; Disclosure, ESG Data, GHG emissions, page 77</li> </ul> <p>ESG Report 2023:</p> <ul style="list-style-type: none"> <li>• Environmental, Climate Change, Measuring our Emissions, page 24</li> <li>• Data &amp; Disclosure, ESG Data, GHG emissions, page 77</li> </ul> <p>ESG Report 2023:</p> <ul style="list-style-type: none"> <li>• Introduction, Our 2050 Goals and Progress, page 16</li> </ul>

**Climate-related risks**

<b>TYPE</b>	<b>IDENTIFIED RISKS</b>	<b>DESCRIPTION</b>
<b>Transition Risks</b>	Current regulation	Current climate-related regulations can be relevant to our manufacturing and design processes. The geographic breadth of our facilities, the nature of our operations, and many of our products are also subject to various climate-related laws and regulations.
	Emerging regulation	Emerging regulations are monitored by our legal and compliance department along with the ERM department and applicable regional teams, and we engaged a third-party consultant to review our upcoming European climate-related regulations and provide feedback on our implementation roadmaps.
	Technology	Changes in supply and demand due to technology change are monitored across the regions. In Europe, products with lower embodied carbon are favored by some consumers. By making our operations as efficient as possible through upgrading inefficient equipment like air compressors, we reduce the carbon required to make
	Legal	As a public company with global operations, we are subject to the laws and regulations of the United States and multiple foreign jurisdictions.
	Market	We monitor market risks including changing customer behavior, uncertainty in market signals, and supply chain pressure in our ERM processes. We recognize different regional preferences for certain materials and products. For example, our energy-efficient windows are a strong preference in the United States. In Europe, some consumers have a heightened focus on embodied carbon.
	Reputation	Reputational risks such as shifts in consumer preferences and increased stakeholder concern or negative stakeholder feedback could impact JELD-WEN. Reputational risks are monitored in the ERM process.
<b>Physical Risks</b>	Acute physical	Our climate-related risk assessment identified the increased intensity and/or frequency of extreme natural occurrences (hurricanes, floods, wildfires, etc.) as acute physical risks. These could lead to the closure of our facilities and other direct damages. We can take steps to minimize losses by reviewing insurance for adequate coverage and applying for additional coverage, as appropriate.
	Chronic physical	The consequences of climate change might lead to a higher risk of drought and reduced supplies of water. Some of our facilities rely on water to produce steam to form door skins, and ensuring access to water and using water responsibly is our priority. To address these pressures, we are monitoring our current water use and exploring water reuse opportunities to reduce our water usage.

# INDEPENDENT ASSURANCE STATEMENT

## VERIFICATION OPINION STATEMENT GREENHOUSE GAS EMISSIONS

Geosyntec Consultants, Inc (Geosyntec) was engaged by JELD-WEN, Holding Inc. (JELD-WEN) to conduct an independent verification of the greenhouse gas (GHG) emissions reported by JELD-WEN for the period of January 1 through December 31, 2023. This Verification Statement applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of JELD-WEN. JELD-WEN is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria. Geosyntec's sole responsibility was to provide independent verification of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Geosyntec is responsible for expressing an opinion on the GHG statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification. The reliability of the assured data is subject to inherent uncertainties, given the available methods for determining, calculating, or estimating the underlying information.

### **Boundaries of the reporting company GHG emissions covered by the verification:**

- Organizational: Operational Control.
- Geographic: Worldwide, 84 Facilities.<sup>26</sup>
- Exclusions from the boundary of JELD-WEN's GHG emissions assertion include emissions from JELD-WEN's joint ventures, partnerships, or other business arrangements where JELD-WEN does not hold a majority ownership interest or majority voting control.

### **Types of GHGs:** CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O

#### **GHG Emissions Statement:**

- Scope 1: 96,693 metric tons of CO<sub>2</sub> equivalent
- Scope 2 (Market-Based): 152,358 metric tons of CO<sub>2</sub> equivalent
- Scope 2 (Location-Based): 155,569 metric tons of CO<sub>2</sub> equivalent
- Scope 3: Not Reported
- GHG Offsets Purchased: 0 metric tons of CO<sub>2</sub> equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were primarily historical in nature.

#### **Biomass Combustion Quantification:**

- Biomass: 2,678,796 Million British Thermal Units (MMBtu)

#### **Period covered by GHG emissions verification:**

- January 1, 2023 to December 31, 2023

#### **Criteria against which verification conducted:**

The 'GHG Protocol' is used in this document to refer collectively to the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition* and the *GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard*.

- **Scope 1.** The World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition. Scope 1 represents direct GHG emissions that occur from sources that are owned or controlled by the Corporation.
- **Scope 2.** The WRI/WBCSD Greenhouse Gas Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard. Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by the Corporation.

26. On July 2, 2023, JELD-WEN divested 41 Australasian facilities. GHG emissions from Australasian facilities are not included in the 2023 Greenhouse Gas Inventory.

**Reference Verification Standard:**

- ISO 14064-3: Greenhouse gases — Part 3: Specification with guidance for the validation and verification of greenhouse gas statements.

**Level of Assurance and Materiality Threshold:**

- Limited<sup>27</sup>.
- This verification used a materiality threshold of  $\pm 5\%$  for aggregate errors.

**GHG Verification Methodology:**

A risk-based approach was used throughout the verification. Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of JELD-WEN;
- Review of documentary evidence produced by JELD-WEN;
- Review of JELD-WEN data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by JELD-WEN to determine GHG emissions.

**Verification Opinion:**

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- Is not materially correct and is not a fair representation of the GHG emissions data and information; and
- Has not been prepared in accordance with the GHG Protocol.

It is our opinion that JELD-WEN has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

**Statement of Independence, Impartiality, and Competence**

Geosyntec conducted this verification independently and to our knowledge there has been no conflict of interest. Geosyntec has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 25 years combined experience in this field and an excellent understanding of Geosyntec's standard methodology for the verification of greenhouse gas emissions data.



Tingting Jiang, E.I.T., Lead Verifier  
Senior Professional  
Geosyntec Consultants, Inc  
Long Beach, CA  
<sup>1</sup> PA



Lynn McGuire, P.E.<sup>1</sup>, Technical Reviewer  
Senior Principal  
Geosyntec Consultants, Inc  
Oakland, California  
<sup>1</sup> ChE, CA

Revised June 19, 2024

*This limited verification statement, including the opinion expressed herein, is provided to JELD-WEN and is solely for the benefit of JELD-WEN in accordance with the scope of work and the terms of our agreement. We consent to the release of this statement by JELD-WEN to CDP in order to satisfy the terms of CDP disclosure requirements but such is done at your sole risk and without Geosyntec accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this statement.*

27. Scope 2 emission factors for the non-U.S. facilities were verified using international emission factors that are publicly available.



**Contacts:**

[sustainability@jeldwen.com](mailto:sustainability@jeldwen.com)

[jarmstrong@jeldwen.com](mailto:jarmstrong@jeldwen.com)