

# WE HELP PEOPLE TRANSFORM HOUSES INTO HOMES



SCAN TO VIEW  
THE FULL PURPOSE REPORT

## PURPOSE REPORT 2024 HIGHLIGHTS



### A MESSAGE FROM KENT BOWIE

In 2024, we continued integrating sustainability principles into our strategic and operational decision-making. We completed our second consecutive Greenhouse Gas Inventory, preparing the business to make commitments and set carbon reduction goals. We also participated in the Carbon Disclosure Project for the first time, which sends a clear signal to our customers and suppliers that we support collective action.

Our purpose is rooted in our deeply held values, and these have not changed. They shape everything we do to serve every stakeholder: employees, shareholders, customers, and the communities we impact. At Metrie, everyday excellence is more than a daily pursuit—it's a fundamental commitment. While profitability matters, we measure success by our integrity, innovation, and the lasting impact we create. Making and distributing millwork products is what we do. How we do it is what makes all the difference.

## HOW DO METRIE'S CULTURAL PILLARS DRIVE US TO TAKE RESPONSIBILITY FOR ESG?

### (E) ENVIRONMENT

Conserving the natural world

### (S) SOCIAL

Investing in people and relationships

### (G) GOVERNANCE

Building trust through ethical and transparent business practices



## TOP-TIER ENGAGEMENT

**76<sup>th</sup>**

percentile in our core  
business among  
Gallup's Q12 Grand Mean.





WOMEN IN MANAGEMENT  
**26%** of management roles in our core business are held by women.

GIVING BACK:  
**\$155,000**  
donated through our Community Impact Program.



ENERGY EFFICIENCY  
**4%** reduction in energy consumption achieved at two of our largest manufacturing plants.

STEPPING UP TRANSPARENCY  
**1<sup>ST</sup>** time participation in the Carbon Disclosure Project.



SUSTAINABLE MATERIALS  
**30%** of MDF used in our Western plants was formaldehyde-free, up from 20% in 2023.

OUR ENVIRONMENTAL IMPACT  
**6%** reduction in company-wide emissions intensity, along with a decrease of 170 tons of CO<sub>2</sub>e in scope 1 and 2 greenhouse gas emission.



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