



2025 2025 2025

**skill.ED**  
for your community, for your country, for the world.

**NEW! Funding Opportunity**  
to develop education  
in schools and universities

**ironospace**  
foundation

# ANNUAL REPORT 2025

**grow** Think forward.  
Act vertically.  
Plant voluntarily.

**A single tree  
can make a difference  
in the world.**  
Imagine what 1,000,000 trees would do!



€ 1,354,554

invested in projects in 2025

Education

€ 263,835

Environment

€ 203,879

Community

€ 886,840

# contents

**Letter  
from the President**

**Education**

skill.ED

**Environment**

Grow

**Community**

Projects for the local communities

Because we respect nature, this report has been printed entirely on recycled paper.

An aerial photograph of a lush green field filled with young trees. Each tree is planted in a gold-colored cylindrical planter. The ground is covered with green grass and scattered yellow dandelion seeds. The word "Letter" is written vertically in white, sans-serif font across the center of the image.

# Letter

## from the President



Some forms of support are quiet. They do not seek attention, yet they change everything for those who receive them. Over the past year, the work of the Kronospan Foundation has often taken this form — present where it mattered most, attentive to needs that are real, immediate and deeply human.

We have stood alongside organizations that provide palliative care, supporting dignity, comfort, and compassion at moments when they matter most. We have invested in forest regeneration, understanding that caring for nature means caring for future generations. We have continued to support education and cultural initiatives, because knowledge, creativity and access to learning shape societies that are resilient and open.

These are different areas, but they share the same foundation: responsibility. Responsibility to people, to communities and to the environment we live in. For us, meaningful involvement means listening first, acting with care, and staying committed beyond a single gesture. The impact is not always visible at first glance. It is found in relief, in restored trust, in a tree planted today that will become a forest tomorrow, and in opportunities created for learning and expression. These outcomes remind us that progress is built patiently, through choices that place long-term value above short-term recognition.

None of this is possible alone. The Foundation's work is shaped by partnerships, dedicated teams, and communities that welcome collaboration. Together, we transform resources into support and intention into lasting contributions.

As we look ahead, our commitment is simple and firm: to act with empathy, clarity and consistency, and to stand behind initiatives that bring comfort, build knowledge, protect nature and support the our communities.

*Because care, when sustained, becomes impact.*

**Dr. Oana Bodea**  
President of the Kronospan Foundation

# Funding Opportunity

**Raise**  
**KEY SPECIALISTS**

to develop education  
in schools and universities

**Up to 10.000 EUR  
for a project!**



**skill.ED**  
For your community, for your country, for the world.

EDUCATION

## skill.ED 2025

**395**  
applications  
received  
from 18  
countries

(Austria, Bulgaria, Croatia, Czech Republic, France, Germany, Hungary, Italy, Latvia, Lithuania, Poland, Romania, Serbia, Slovakia, Spain, Turkey, Ukraine, United States)

**45 projects will receive funding and will be implemented in 2026 with a total budget of € 429,763**

## skill.ED 2024

**17** projects  
that  
received  
funding in  
2024

were completely implemented in 2025,  
as follows



€ 9,998

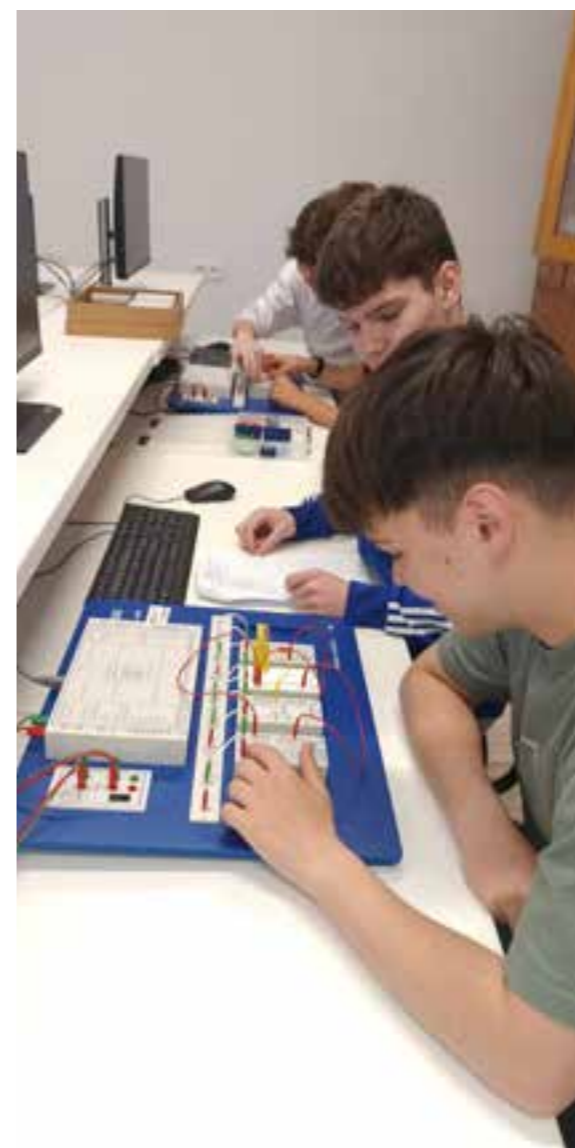
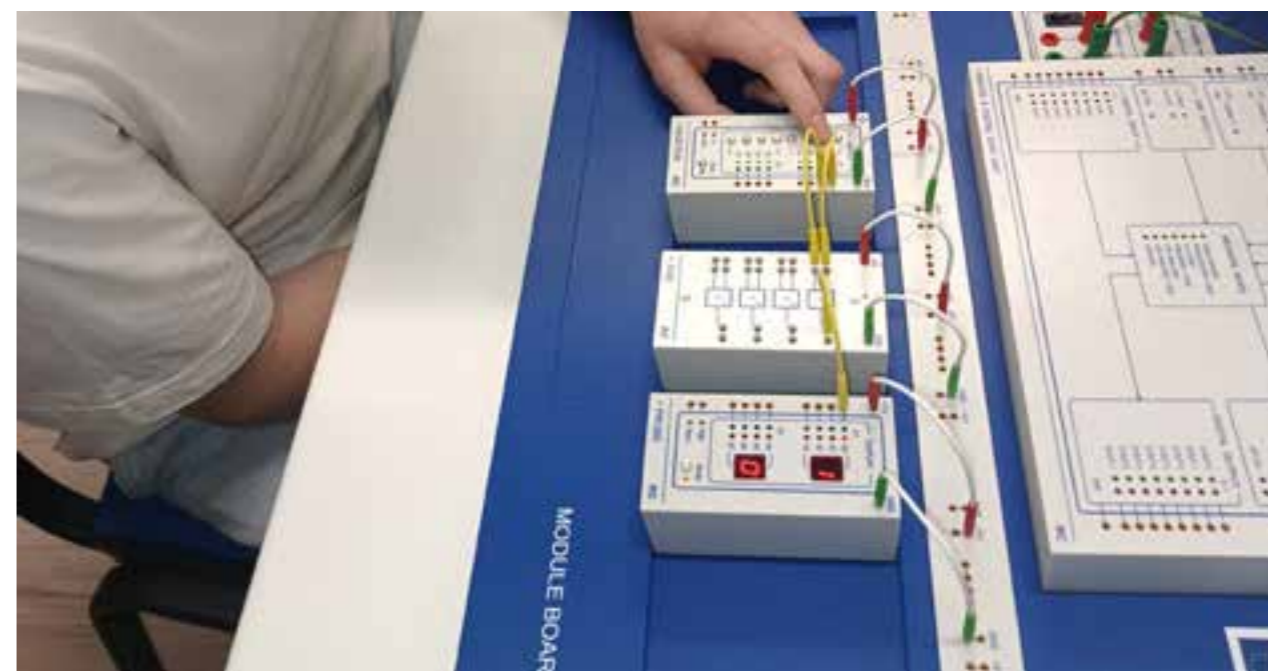
Jozef Murgaš Secondary Industrial School



## Modern technologies in practice: Innovative education with logic circuits in the electrical engineering laboratory

Jozef Murgaš Secondary Industrial School is an educational institution with more than 100 years of tradition in the field of technical education, specializing in electrical engineering, information technology and multimedia. The school is renowned for its practical approach to teaching and its close cooperation with professional companies and organizations, which guarantees a high level of professional knowledge and skills in graduates.

The project focused on introducing new types of teaching equipment and aids to the electrical engineering laboratory C-101, which will help modernize teaching. The goal was to use the latest options in logical circuits through innovative technical aids that will enable practical work with these systems. Logical circuits are a key element of technical equipment that forms the basis of computers and advanced electronic devices. Once implemented, the students will have the opportunity to work with technologies that are essential for day-to-day practice in the electrical engineering and IT sector, making them better prepared for the real work environment.



€ 9,300

Vladimir Komarov Secondary School



## We can and know how to turn our ideas into reality

Vladimir Komarov Secondary School has been part of the network of innovative schools in Bulgaria since 2017 and already has two successfully implemented innovation projects. The institution provides professional training in the specialties Automated Systems and Social Work Associate.

Numerous STEM projects are running at Vladimir Komarov Secondary School to increase student motivation and help them master practical skills in various subjects.

The school has had a close cooperation with Kronospan Bulgaria EOOD for 6 years and the Kronospan Foundation provided funding in the academic year 2022/203 for a project to create an Automated Systems technology center and a hybrid wind-solar system. Now the Automated Center has been built, students have the opportunity to study in an environment that fully matches a real production environment.



The current project was developed to modernize the equipment in the Electronics and Electrical Engineering classroom and it included: new soldering stations, a 3D printer and the relevant power supply units and measuring devices. The new equipment will offer students a great opportunity to work with modern technologies and apply their theoretical knowledge to practical exercises.

They will also have the opportunity to participate in various competitions and exhibitions, where they will be able to go through all the stages of creating a finished product.

Furthermore, the project involved students from the junior high school, who used modern devices for working with electrical circuits and building technologies.



€ 10,000

Novovolynsk Lyceum № 4



## Robotics is the future we are creating today

The goal of the project was to provide children from the community the opportunity to engage in robotics and engineering activities within the school setting and to develop after-school robotics lessons (non-formal educational activities).

Another objective was to inspire students to explore new knowledge and facilitate the transition from theory to practice (the STEAM learning concept), thereby enhancing their understanding of various school subjects such as Mathematics, Physics, Technical drawing and programming fundamentals.

The funds were used to expand the robotics program in order to include students from the elementary school (grades 1 - 4) by introducing LEGO WeDo 2.0 kits and purchasing laptops – essential tools for the robotics club to run effectively. LEGO Education SPIKE sets were also included in the curricula.



Prof. Janusz Groszkowski  
Complex of Schools

## School 4.0 – enriching the automation lab with intelligent sensors equipped with communication functions

Implementing the project improved the quality of vocational education, adapted it to the needs of the labor market and enriched the school's educational offer. It brought the school closer to the concept of industry 4.0 by equipping school laboratories with modern teaching aids used in industry. Lessons will become more interesting, conducted using modern equipment currently used in companies. This will allow students to acquire additional skills and qualifications, demonstrating the appeal of the technical subjects taught at the school.

€ 10,000

€ 9,750

First Grammar School



## AI Adventure: Shaping the Future

The AI Adventure: Shaping the Future project was successfully implemented through a series of workshops and practical activities that enabled participants to acquire knowledge and skills in artificial intelligence (AI), develop practical projects, and strengthen critical thinking, creativity, and teamwork.

To match content complexity to participants' skill levels, workshops were conducted separately for primary and secondary students. Over 60 students took part, working in small teams under the guidance of mentors.

### Workshops for Students Aged 12 to 14

One of the project activities was to design and run eight interactive workshops aimed at students aged 12 to 14, with the goal of developing a basic understanding and practical skills in the field of artificial intelligence (AI) and programming in Scratch. The workshops were carefully structured to combine theoretical knowledge with creative and experimental activities, enabling students to gain practical experience and hone their critical thinking skills.

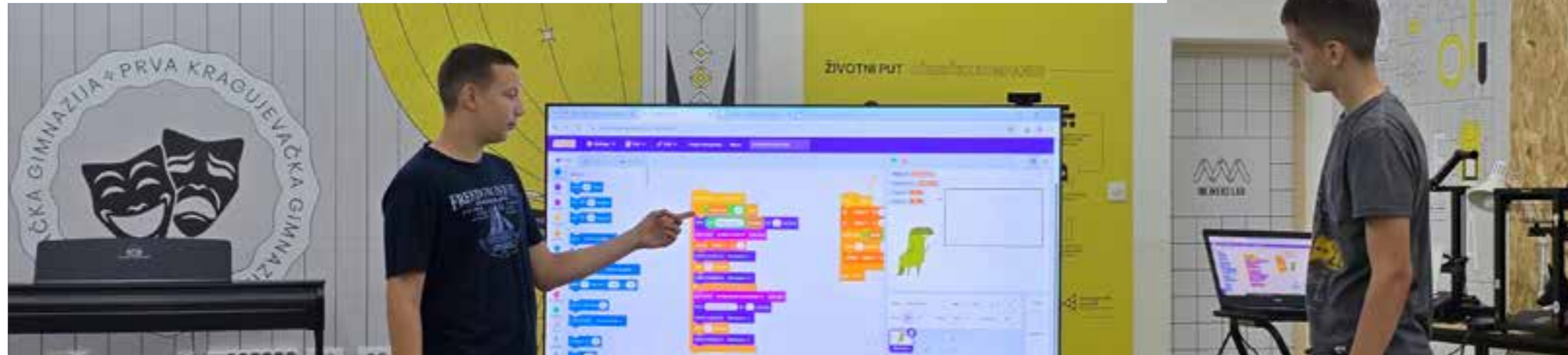
### The workshop topics included:

- 1. Introduction to artificial Intelligence: through interactive examples and working with the Teachable Machine tool, students were introduced to basic AI concepts and how recognition models function.
- 2. Introduction to Scratch and AI – Students learned the basics of using the Scratch environment, created simple interactive characters, and connected them with AI concepts.
- 3. Voice Recognition – Using speech recognition extensions, students programmed characters that respond to voice commands.
- 4. Image and motion recognition – By utilizing video input, students created projects that respond to movement in front of the camera by utilizing video input.
- 5. AI Ethics – Through discussions, team games, and debates, students explored the ethical dilemmas related to the development and use of AI.
- 6. Creating Interactive Animations and AI Assistants – In small groups, students worked on educational projects that combine voice commands and facial recognition.
- 7. Building an AI Chatbot – Students programmed simple chatbots that responded to questions using keyword recognition.
- 8. Training AI Models and Integrating them into Scratch – Using the Teachable Machine tool, students created their own image recognition models and implemented them into Scratch-based games.

All workshop content was tailored to the age and knowledge level of the students, with activities conducted through a play-based and exploratory learning approach. Special emphasis was placed on developing digital skills, creativity and an understanding of the ethical implications of technology use.

### Workshops for Students Aged 15 to 18

Another activity involved designing and preparing eight workshops aimed at students aged 15 to 18, which addressed both theoretical and practical aspects of artificial intelligence (AI), machine learning, neural networks, and ethics in AI. The workshops were designed to develop programming skills (particularly in Python), an understanding of the mathematical foundations of AI models, as well as practical applications of pre-trained models and real-time camera work.



#### The workshop topics included:

1. Introduction to artificial intelligence: students explored basic concepts of artificial intelligence and its everyday applications and challenges, such as bias and ethical dilemmas, through interactive examples and working with the Teachable Machine tool.
2. Introduction to Python and Neural Networks – Students mastered the fundamentals of Python programming and became familiar with the concept of neurons and the structure of neural networks by working with simple models.
3. How Neural Networks Learn and Introduction to CNN – Students gained an understanding of models, such as epochs and weight adjustments. They were also introduced to the basics of image processing and the workings of Convolutional Neural Networks (CNNs).
4. Emotion recognition using the DeepFace Model – Using OpenCV and the pre-trained DeepFace model, students implemented a program that recognizes emotions from faces in real-time using a camera.
5. Ethics of Artificial Intelligence – Through teamwork, moral dilemmas, games and debates, students analyzed ethical questions such as responsibility, privacy, and the misuse of AI technologies in everyday life.
6. Introduction to the YOLO Model and Environment Setup – Students learned the basics of real-time object recognition, installing the necessary libraries and testing the YOLO model on images.
7. Object recognition using the YOLO Model with a camera – Students implemented the YOLO model for object recognition using a camera, tested it on everyday objects and analyzed the results.
8. Optimization and Practical Application of AI Models – Students filtered the YOLO model to recognize specific objects, analyzed its performance using metrics such as precision, recall and F1-score, and discussed potential improvements.

The workshops were tailored to the age and knowledge level of high school students. The focus was on developing digital skills and creativity and to understanding artificial intelligence, with a special emphasis on the ethical aspects of its application. The goal was for students to gain not only technical knowledge but also a critical and responsible approach to modern technologies.



€ 9,894.55

The First Technical School

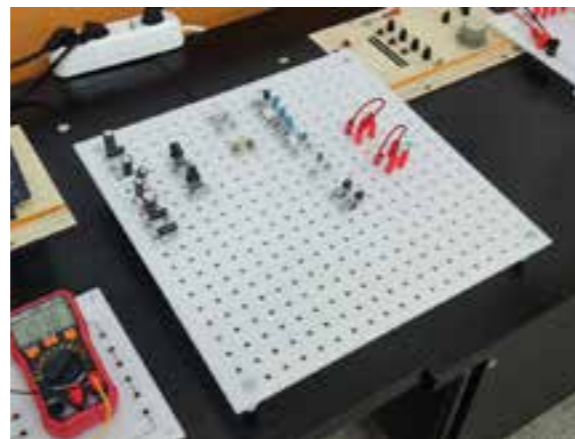
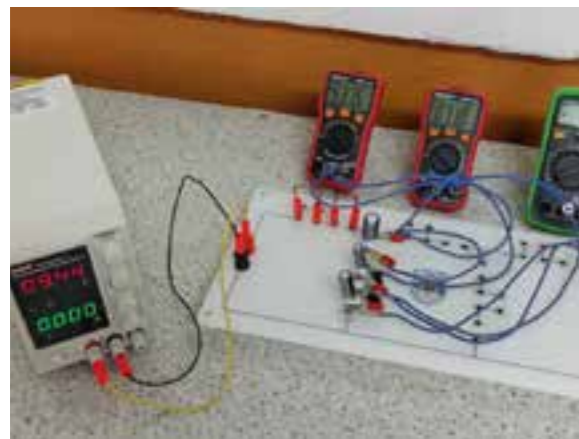


### Procurement of Laboratory Equipment for Electronics and Electrical Engineering

The project purchased new equipment for electrical engineering and physics classes and thus enabled students to independently perform more difficult work tasks and take responsibility for their own work. Students were able to successfully connect theoretical knowledge with practical tasks, follow work instructions independently, take teachers' recommendations into account and implement them, and analyze how equipment operates in different conditions.

Students developed a spirit of inquiry, critical thinking and readiness to solve problems from everyday life, which will further enrich their knowledge and experience and prepare them well for a successful future in electrical engineering or further education.

The project was implemented in three stages: the purchase and installation of new equipment; the development of new teaching materials; running the laboratory exercises.



€ 8,269

IES Valle del Arianza



### LERMA – STEAM: Learning & Exploring, Raising Motivation in Academy



The main purpose of this project was to reduce the STEAM gap that particularly affects rural schools, and to motivate all students – with a special focus on girls – to pursue Science, Technology, Engineering, Arts, and Mathematics. The school purchased modern equipment and ran innovative activities that have transformed the students' learning experience.

Some of the specific objectives achieved: Raising female engagement in STEAM subjects through hands-on, interactive learning; Equipping school facilities with modern tools to explore real-world STEAM applications; Fostering interdisciplinary collaboration between departments; Establishing partnerships with universities and external institutions; Developing problem-solving, critical thinking, and creativity through project-based learning.



€ 10,000

Holztechnikum Kuchl Betriebs



## Realignment of the curriculum and introduction of a STEM program at the Kuchl Timber Technology School

Holztechnikum Kuchl trains specialists and managers for the wood industry through various programs:

- Higher Technical College of Industrial Engineering – Timber Technology: 5-year program resulting in high school diploma; focusing on timber technology, business and foreign languages (English, Italian and Russian).
- Technical College for Timber Industry: 4-year program with final exams; focuses on timber technology, business, and production technology.
- Foreman Training Program – Timber Technology: 4-semester program with a blend of in-person and home-based phases, designed for working professionals.

The realignment of the curriculum at the Higher Technical Institute (HTL) introduced two autonomous specializations that provide students with advanced technical skills in the areas of Smart Production & Innovation and Timber Construction Technology. These changes created new demands on the infrastructure, particularly in laboratory and workshop instruction. In conjunction with the curriculum changes, updates were required for laboratory and workshop operations.

Central elements of this improvement included the construction of “multi-houses”, which serve as prototypes of modern timber construction, and interdisciplinary work on building components and the development of building automation technology.



A second area of development focused on the workshop, where a foundational setup for automation technology (e.g., sensor technology, camera systems, process control, PLCs, robotics, data collection and analysis, quality control, troubleshooting, and traceability) was planned.

The third area of development was the Wood MINT Lab – an innovative and practice-oriented program specifically designed for middle and STEM-focused schools, and it will be offered at the Timber Technology School to these target groups.



€ 4,573

Clarion County Career Center



## Scroll Saw & Tile Saw

The Clarion County Career Center is a secondary career & technical school that educates approximately 350 students from seven Clarion County school districts. The Career Center provides education in nine different career areas including Construction Technology. The curriculum includes the use of hand and power tools, reading blueprints/plans, site/building layout, framing, roofing, exterior and interior finish work, plumbing, electrical, and masonry. Using these skills, the students build a modular home every two years, which is sold to a member of the community.

The objective of the project was to provide equipment that will enhance the construction skills the students develop during the process of learning, both in construction of modular homes and other projects within the program. Using these two pieces of equipment will prepare the students for employment upon graduation.



€ 4,218

Rivne Technical Professional College of the National University of Water and Environmental Engineering



### New Lab Equipment for the “Automation, computer-integrated technologies and robotics” course

The project was intended to assist in teaching the following disciplines: Automation of Technological Processes; Automated Electric Drive; Fundamentals of Computer-Integrated Control and SCADA Systems; Microprocessor Systems and Programming of Microprocessor-Based Devices.

The target group includes high school students in professional education majoring in Automation, Computer-Integrated Technologies and Robotics, as well as students of vocational education training for profession 7242 “Instrumentation and Automation Mechanic (Electronics) “.



€ 9,949

V.N. Karazin Kharkiv National University. Center for innovative educational technologies of ERI “UEPA”



### Arduino Robotics Laboratory: Creating Innovative Solutions for Automation and Programming

The project, Arduino Robotics Laboratory: Creating Innovative Solutions for Automation and Programming was created to develop a specialized training laboratory for studying Arduino robotic systems, creating a modern educational platform for higher and vocational education.

The project introduced innovative solutions in the field of automation and programming by developing educational modules, organizing trainings for teachers, and conducting pilot training for students and pupils of vocational education institutions.

The Robotics Laboratory created a specialized environment based at the Center for Innovative Educational Technologies, equipped with modern computers, Arduino platforms, as well as various sensors and controllers for developing and testing automated systems.



# 10.000 €

Zespół Szkół Technicznych w Szczecinku



## Skilled Student – The Foundation of the Future

The overall goal of the project was to enhance practical skills and expand theoretical knowledge by making vocational education more effective and better adapted to the requirements of the local labor market and by equipping school labs with the purchased equipment for practical vocational training classes. The project aimed to increase students' employability in their chosen professions, enhance their practical skills and improve their vocational exam scores.

In addition to imparting professional knowledge, the project's priority was to familiarize students with potential future workplaces and to outline work practices, product manufacturing methods, and the company's business policy. This was done in cooperation with Kronospan Polska Sp. z o.o. and Silva Sp. z o.o.



€ 10,000

Jēkabpils Technical School of Technology



### Skilled in Exhibit Exhibition

**Creating a Multifunctional Exhibition and Conference Hall**  
With Jēkabpils Technical School of Technology acquiring its new status as a Technical School in early 2024, it has become especially important to integrate the latest technologies into the learning process. This approach will demonstrate to both current and future students that the Technical College is a modern educational institution, staying up to date and offering technological advancements aligned with the curriculum.

The project was implemented in the design education department, with its primary impact on Communication Design. The Communication Design track provides students with the qualification of Graphic Designer's Assistant, specializing in Print and Digital Media.

The project aimed to transform the existing conference hall into a multifunctional exhibition and conference space. This modernized facility will enable Communication Design students to develop skills directly related to their field, such as organizing exhibitions and 360° conferences. In addition, the updated hall will support students in acquiring contemporary skills in design and art, while also offering them the opportunity to showcase their original works to a broader audience.



€ 9,984.92

Liepāja State Technical school



### Contribution to the implementation of sustainable solutions in the transport sector of professional education

The main goal of the project was to improve and develop Professional Education by equipping a laboratory with the necessary machinery and equipment for hands-on training in bodywork and HVAC systems, and:

- to provide theoretical (Aircraft systems, Aircraft structures, Aviation legislation and documentation, Aircraft structure and materials, Fundamentals of vehicle construction, etc.) and practical (Perform maintenance of microclimate maintenance systems, Installation, Check the microclimate maintenance system, Repair microclimate maintenance systems, Putty and sand the surfaces of body parts, Maintain paintwork integrity, etc.) knowledge for the application of sustainable solutions in the transport sector, to ensure we are following the principles of green thinking in the learning process and later transferring them to the working environment
- to prepare vocational school students for local and international professional skills competitions, such as Young Car Mechanic, EuroSkills, WorldSkills etc.
- to enhance lifelong learning initiatives.



# € 10,000

Centrum Kształcenia Zawodowego i Ustawicznego w Strzelcach Opolskich



## Modular Electric Drives Laboratory

The project's primary objective was to prepare students for employment in an increasingly automated industry, specifically on the production line, by providing them with hands-on experience in the electric drives laboratory. Studying the diversity of possible drive solutions in terms of both assembly and startup will enhance our students' knowledge and skills.

Understanding the principles of operation and the advantages and disadvantages of individual solutions will make it easier for them to quickly restore production lines and machines to working order in the future, significantly reducing costs for the company. Integration of different drive systems will enable better planning and management of the entire production process. Education in flexibility and personalization through the introduction of changes in machines and devices to make them more accurate, generate lower operating costs, and extend their lifespan is also important. Awareness of ecology and environmental protection is crucial. Therefore, education at the stage of designing production lines and machines must minimize energy consumption and pollution. Additionally, working on educational workstations in the drives laboratory will develop engineering competencies in startup, operation, repair, implementation and modernization of electric drives.

The project involved purchasing modern electric drive workstations and equipment that enables students to use innovative startup and control



methods, providing extensive knowledge in the field of implementing new technologies, including those affecting environmental protection by reducing electricity consumption. The diversity of the purchased drives will expand knowledge in appropriately selecting drives for a given task. Starting motors using SOFTSTART and INVERTER can significantly improve work smoothness and parameters. The control and measurement equipment we purchased will allow monitoring of energy consumption and examination of various motor operating states on energy consumption. The possibility of using contactors for different control voltages will provide knowledge about the most efficient ways to power control systems. At the same time, the new workstations will have standard control capabilities, allowing exercises involving the modernization of control methods and observation of effects. Such activities will open up students/future employees to innovation and show the importance of innovation in real business operations within the educational process. Employees trained in this way will be more willing to participate in projects to improve operations and will also undertake actions to improve the work of future plants.

# € 10,000

HTBLA Braunau am Inn



## School Autonomy Focus “Bionics & Bioengineering”

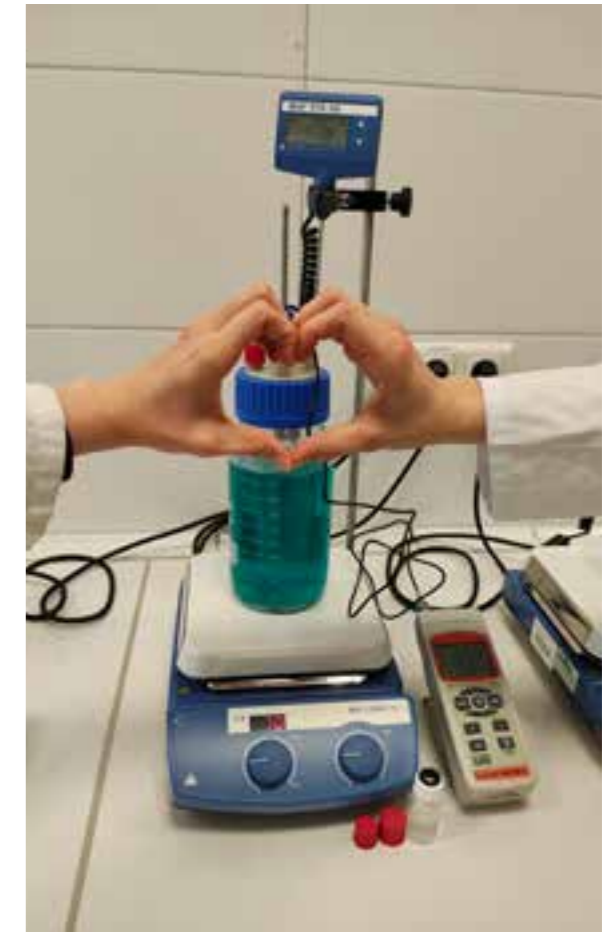
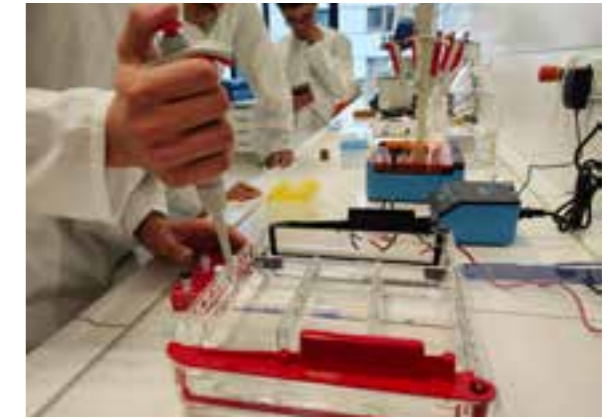
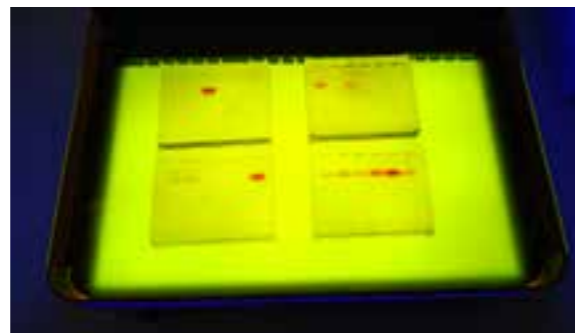
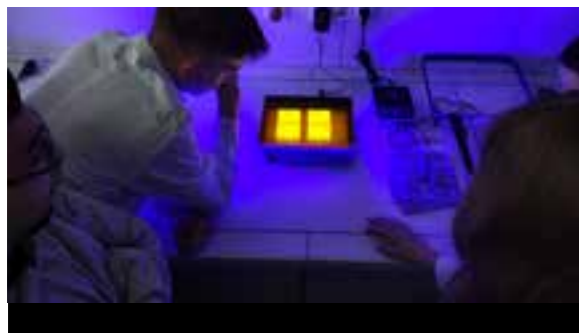
### Creation of workspaces and laboratories

The project was designed to establish new electronics, biotechnology, bioengineering, chemistry, and computer science workspaces and laboratories in order to prepare young technicians for the challenges of the future in these areas.

Bioengineering is an interdisciplinary field that applies engineering principles and methods to biological systems, organisms and processes. The goal of the project was to develop technological solutions for medical, ecological and industrial challenges. Bionics integrates aspects of biology, chemistry, physics and computer science into engineering to create innovative solutions that enhance both living and non-living systems.

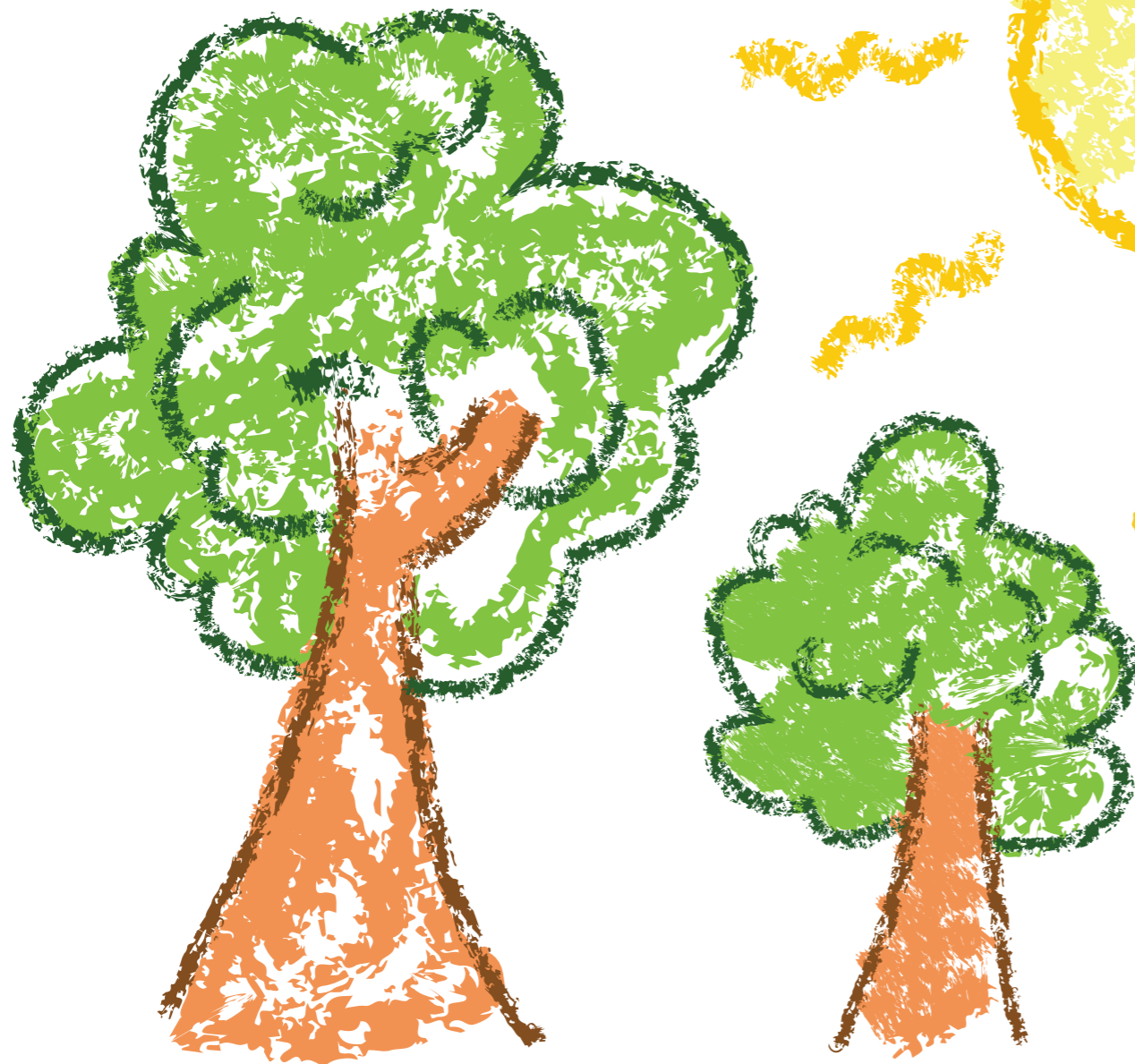
The connection between electronics and bioengineering is reflected in various competency areas covered in the syllabus. Students learn the fundamentals and applications of biotechnology, including the use of microorganisms, cells and biomolecules for producing products for medicine, agriculture, environmental technology and industry. Advanced chemical knowledge is essential to understand and optimize biotechnological processes. Microbiology and molecular biology provide insights into microorganisms and molecular mechanisms, including DNA analysis, gene cloning and protein expression. Engineering skills are necessary to design, optimize and scale biotechnological processes, as well as to integrate electronic systems for monitoring and controlling these processes.

These competencies will enable students to successfully work in the growing fields of biotechnology and energy technology after completing their education at the HTL.



# A single tree can make a difference in the world.

Imagine what 1.000.000 trees would do!



**grow** Think forward.  
Act vertically.  
Plant voluntarily.

Let's  
color the world  
green!

# 3.715.715

trees planted worldwide since 2021.

894.401 trees planted in 2025

**Austria**

28.650

**Belgium**

1.832

**Bulgaria**

12.340

**Croatia**

50.000

**Czech Republic**

35.000

**Denmark**

1.200

**France**

52.501

**Germany**

70.045

**Hungary**

30.000

**Italy**

2.810

**Latvia**

31.000

**Luxembourg**

5.525

**Poland**

201.500

**Romania**

150.000

**Serbia**

40.000

**Slovakia**

50.000

**Spain**

30.000

**United Kingdom**

100.948

**U.S.A.**

1.050

# Austria



# Bulgaria



# Czech Republic



Plant a tree, build a house. Most of us have heard this phrase at some point in our lives. Not everyone can build a house, but everyone who participated in the tree planting event, which was organized in cooperation with Beskydy Forests for Kronospan employees and students of the primary plus secondary schools in Jihlava, has planted at least one tree.

The proper location for this year planting in the Vılanec area was selected by the forestry company. The area is located approximately 25 minutes away by bus from the Kronospan Jihlava production plant. The first day of planting was on April 16th and continued afterwards. The forestry staff explained the correct technique for planting trees to everyone who came. The planting took place under the close supervision of foresters, who checked whether the trees were planted correctly or not.



The representative of the Beskydy Forests said: *“Currently, when reforesting the forests, we plant 60% deciduous trees and 40% coniferous trees. The largest share of deciduous trees is made up of beech, holm oak and sycamore though linden trees, elms, hornbeams, alders, ash trees, rowans and birches are also being planted. In terms of conifers, we’ve planted spruce, larch, pine, fir and Douglas fir. Due to climate change, it is not appropriate to plant only spruce, it is important to preserve the biodiversity of the species composition.”*

## Participants:

*“We are glad we can help every year, this activity really makes sense.”*

*“It is a nice change for us, we prefer to be outside than in our classrooms.”*

*“To get out and to be in the fresh air during a normal working day is very rare for us.”*



*“In cooperation with Kronospan, we have been involved in the restoration of the forest landscape affected by the bark beetle disaster for a long time. Twice a year – in spring and autumn – two classes plant trees in selected locations. Together, we plant new trees that help to gradually restore the forest ecosystem and return the landscape to its natural functions.”*

*The main reason for this activity is to help in a practical way to restore forests after extensive damage by the bark beetle, but also provide education in a responsible relationship with nature and the landscape. Students have the opportunity to engage in meaningful work, understand the importance of forests for the environment and gain direct experience in nature protection. At the same time, the project strengthens cooperation between the school and a company that actively participates in sustainable management of the landscape”.*

**Mrs. M. Marková, gymnasium teacher**



# Croatia



# Denmark



# France



# Germany



# Italy



# Latvia



# Luxembourg



On November 22nd 2025, Kronospan Luxembourg held its annual planting day, with the assistance of FSC Luxembourg.

The plot to be reforested in Differdange was a particularly significant one. Having been ravaged by bark beetles, the area is now undergoing natural regeneration: some tree species are managing to grow back on their own. The aim of this planting day was therefore to complement the work already done by nature.

This reforestation project focused on a mix of deciduous tree species, aiming to produce high-quality wood, increase biodiversity and improve resilience to climate change. As a result, sessile oaks, small-leaved linden trees, hornbeams, chestnut trees and a few elms can be found throughout the plot. The children also collected acorns nearby and reintroduced them into the plot to give nature every chance to thrive.

More than 60 adults and nearly 25 children spent the morning planting 950 trees under bright sunshine. Parents, friends and children worked together to plant as many trees as possible and achieve their goal. Each year, more and more volunteers participate in this event and enjoy spending time with their colleagues and families.



*"I had the pleasure of participating in the family day held by Kronospan, dedicated to planting trees. The children were happy to participate and proud to contribute to an ecological project in a warm atmosphere around roasted marshmallows and shared pizzas in a relaxed setting.*

*A little bonus: one of the children even left with a summer job offer from FSC." **Sonya***

*"An interesting and enriching morning. We reforested the woods in a friendly and cheerful atmosphere while learning lots of interesting facts about wood species and how to plant them. Thank you to the FSC and the Kronospan teams." **Peter***



# Poland Strzelce Opolskie



Grow has already become a tradition written into the history of Kronospan in Strzelce Opolskie

On April 5th, 2025, 370 participants gathered in Strzelce Opolskie. The choice of the date was no coincidence – this day is Forester's and Woodworker's Day. This year's slogan was "One tree can change the world" – and we are changing the world globally.

Employees and their families, representatives of local public authorities, students from a partner school, as well as retirees and pensioners all came together to plant 40,000 trees. The tree planting lasted three hours, followed by a picnic for all participants. Everyone enjoyed a well-deserved meal and a variety of attractions.



The youngest participants were invited to attend chemical and archaeological workshops and play in inflatable play areas. Adults were not left bored either – fitness and team competitions were held, bringing plenty of smiles to everyone's faces. Each participant received flower seedlings as a keepsake.

It was a wonderful day spending time in nature that brought together three generations in a truly meaningful cause. This type of event not only benefits the environment but also helps build a strong, cohesive workforce – and Kronospan employees undoubtedly embody these values. We are already looking forward to future events.



# Romania



# Slovakia



# Spain



# United Kingdom



# United States

## WoodFest – 2025

Woodfest is a local festival celebrating Northwest Pennsylvania's heritage and involvement in the hardwood markets of the world. Our team sponsored the event and staffed a booth helping the youth create birdfeeders and handing out red and white oak saplings to the public. During Woodfest, we made over 200 bird feeders and handed out 400 oak saplings.



## Clarion Cemetery Project

The local cemetery had recently lost a lot of tree cover and offered our team the opportunity to fill in some of the gaps with 20 trees.

We teamed up with volunteers from the plant to provide the trees and dig holes to plant them at the cemetery.



## US Army Corps of Engineers – Wildlife Management Area

Our team was awarded the opportunity to donate an orchard planting service to a public use area designed to facilitate wildlife for the US Army Corps of Engineers. We helped prepare the area for planting as well as dig the holes and finally plant the assorted orchard trees. These consisted of apple and pear trees.



## Earth Day 2025

In support of a Tri-County Earth Day event hosted for high-school kids, our Grow team was able to donate 600 saplings. These saplings were given out to kids who attended the event with inspiration to plant them supporting Earth Day. We were also able to support a local elementary school with saplings to invest in their Earth Day educational activities.



## Plant it Forward – Outstanding Environmental Steward Award | Business Category

Due to the efforts made by our Grow Team in Clarion throughout the years, we received an award presented by the local Sierra Club recognizing our commitment to long-term sustainability, tree planting efforts, and support of our local communities. This award highlights our Grow Program's focus.



**Projects  
implemented in  
2025 for the local  
communities**

**COMMUNITY**

**Project:** Healthcare support for vulnerable groups in Bolivia  
**Budget:** €150,000 (for a 3-year project, 2023/26)  
**Beneficiary:** Pater Klaus Foundation Para-Niños

## Austria

Throughout 2025, Klaus Laireiter and his Para-Niños Foundation remained committed to providing vulnerable young people with access to healthcare. The Foundation supported mother-and-child care infrastructure by purchasing an X-ray machine for the Centro Materno Infantil Santa Maria de Los Angeles Hospital in El Alto. However, the main focus was on financing medical support for children and young adults, ranging from caesarean sections to appendectomies. Around 1,200 young patients gained access to urgently needed medical care thanks to Para-Niños' support.

This included medical support for children under the age of seven who were living with their mothers in Santa Cruz de La Palma prison, and this support has continued. Para-Niños is also providing urgent nutritional supplements to these children, who are starting their lives living behind bars through no fault of their own.

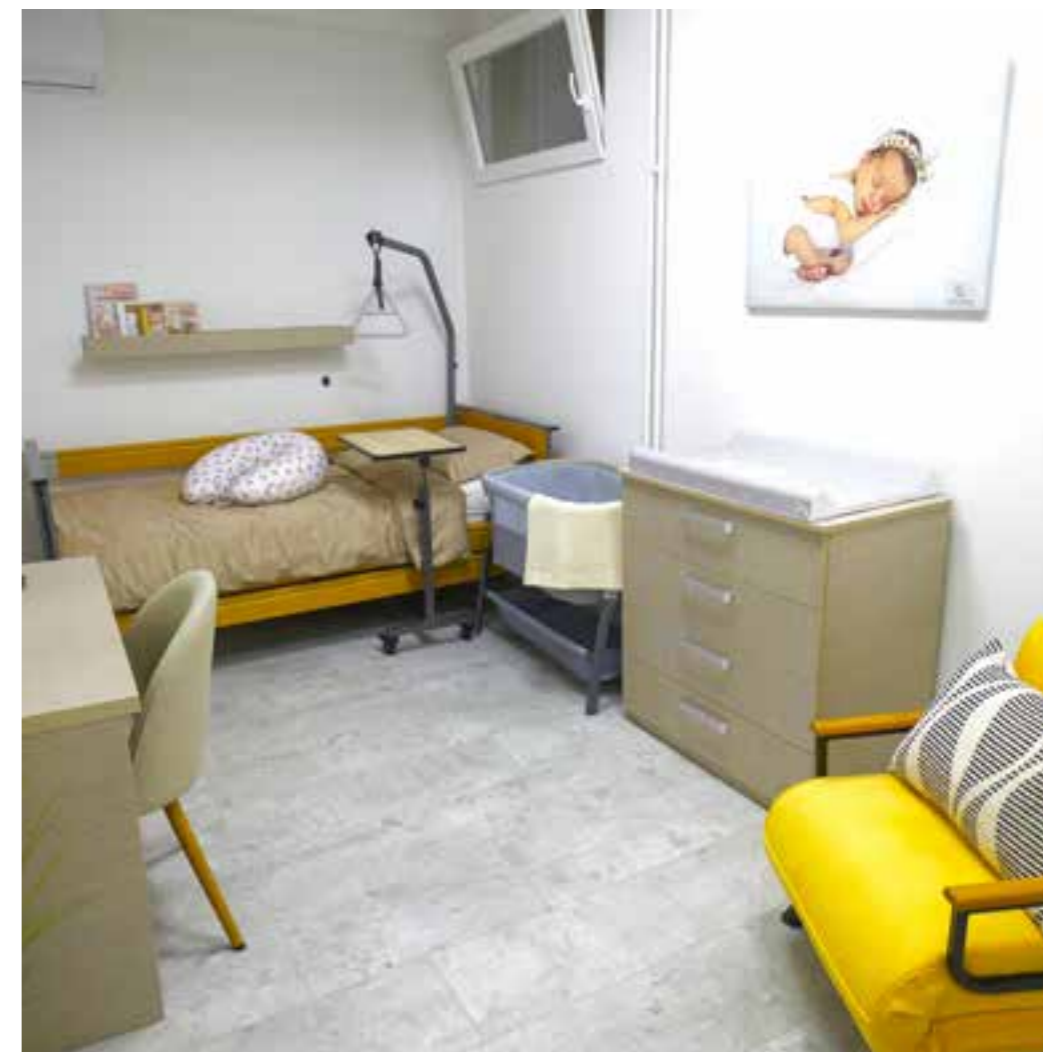
*"We are overwhelmed with requests from socially vulnerable young people and their families. We carefully select those who are in the most dire need of medical treatment. In cases where families can contribute financially, we only cover part of the cost of treatment. Our focus is on enabling as many young people as possible to start a healthy life with dignity".* **Klaus Laireiter**



**Project:** Renovation of the department of obstetrics and gynecology  
**Budget:** € 20,000  
**Beneficiary:** Dr. Anđelko Višić General Hospital in Bjelovar

## Croatia

Conversion of a 50 m<sup>2</sup> space in the department of obstetrics and gynecology into two new apartments for mothers in which the mother and child will stay together continuously. The goal was to create comfortable, private apartments in hospital conditions with their own bathroom, air conditioning, TV, modern storage equipment and a pull-out bed for birth partners.



**Project:** Enhancing the University of Forestry's research and training capacity in the field of sustainable wood-based panels

**Budget:** € 10,000

**Beneficiary:** University of Forestry – Sofia

# Bulgaria

The objective of the project was to support and enhance the research and training opportunities of the University of Forestry in the field of manufacturing sustainable wood-based panels. The project aimed to better align and close the gaps between training and wood-based panel industry demands, supporting university lecturers and students' training and development in line with the ongoing digital and green transition of the wood sector toward a circular bio-economy. In particular, the project aims to improve the research and educational opportunities in the area of manufacturing and recycling wood-based panels.

**Improving facilities and enhancing the research and training capacity of the University of Forestry - with a donation in goods from Kronospan Bulgaria, the equipment in Laboratory 105 of the University of Forestry was renewed.**



The Wood-Based Composites Laboratory of tables have been renewed using Kronospan boards.



**A laboratory screening machine for wood fibres was purchased.**

The machine is actively used both in the educational process, conducting exercises and developing graduation work, and in the research activities of teachers.



**A moisture scale has been purchased.**

The machine is actively used both in teaching (conducting exercises and developing graduation work) and for teachers' research activities.



**Two interactive boards were purchased to improve the teaching process**

Visualization and the overall teaching process were improved in the following disciplines: Technology of Materials from Wood Fibers, Technology of Particleboards, Wood-based Materials in the Interior, Technology of Wood-based Materials, Engineered Wood and Engineering Ecology, studied by the three specialties - Technology of Wood and Furniture, Engineering Design (Interior Design) and Computer Technologies in the Furniture Industry, all taught at the Faculty of Forestry of the University of Forestry - Sofia.



**Scientific research for the production of Medium-Density Fiberboard (MDF) panels using recycled fibers**

A study was conducted on the effect of the hydrolysis regime on the properties of MDF fibers and wastewater.

**Project: Classroom for teaching electrical subjects**

**Budget: € 10,000**

**Beneficiary: Třebíč Secondary Industrial School**

**Czech Republic**

Two classrooms were renovated and equipped to accommodate teaching of professional training and practice.



**Project:** FALCO Summer Camp 2025

**Budget:** € 16,623.53

**Beneficiary:** Élet-Labor Élménypedagógiai és Közösségépítő Egyesület

# Hungary

The 2025 FALCO Summer Camp was a two-week day-time camp designed to inspire young minds through a blend of nature, adventure and community building. The camp was held at an arboretum, providing an immersive natural setting where children could explore the wonders of the environment.

Each day featured interactive workshops, outdoor exploring and creative challenges, ensuring a balanced mix of education and fun. Activities were conducted by environmental educators and facilitators who guided the participants through engaging experiences, helping them to develop appreciation for nature while learning about sustainable living.

Key themes:

- Environmental awareness: understanding ecosystems, biodiversity and conservation
- Hands-on sustainability: engaging in activities such as nature-based crafts, eco-friendly projects and upcycling



- Adventure and exploration: guided nature walks, treasure hunts and outdoor problem-solving to foster curiosity and teamwork
- Community and responsibility: encouraging children to think about their role in shaping a sustainable future.

When the camp ended the children had not only gained valuable environmental knowledge but had also developed a lasting connection with nature, fostering an early commitment to sustainability.



**Budget:** € 200,000  
**Beneficiary:** City of Szczecinek

# Poland

## Social Integration and Investments in the Future

The partnership between the City of Szczecinek and the Kronospan Foundation has entered an intensive implementation phase, aimed at enhancing the quality of life for its residents. Following a €200,000 grant, 2025 was focused on two key areas: intensive social integration for seniors and the modernization of urban recreational infrastructure for children and families.

### Senior Activation and Social Exclusion Prevention Program

The most significant and visible outcome of this collaboration is a series of events for the elderly, financed by the Kronospan Foundation with a €60,000 allocation.

#### Project Goal:

The key premise of the “Let’s Meet Through Music” program, run by the Municipal Agency for Promotion and Culture (SAPIK), is in preventing social exclusion among older people. Our priority is to create conditions that foster activity and social integration for seniors, encouraging them to overcome domestic isolation and build new social networks. We firmly believe that a sense of community, kindness and the joy of social interaction are fundamental to leading a healthy and dignified life in old age and can actively prevent apathy and loneliness.

#### Implementation and Results:

The program has been a tremendous success, activating and integrating the community of the oldest residents not only in Szczecinek but also in the surrounding areas. In the first half of 2025, we held the first two integration meetings. Both gathered a total of nearly one thousand participants at the Kronospan Design Center. These well attended meetings, rich in music and conversation, exceeded the organizers’ expectations, proving the significant need to combat social exclusion among seniors.

Outlook: Organizers are preparing two more events, which are scheduled to take place in the first half of 2026, ensuring the program’s positive continuation.



## Investments in Recreational Infrastructure for Children and Families

The second strategic pillar of cooperation is the project for modernizing and expanding recreational infrastructure for the youngest residents, supported by a €140,000 grant from the Kronospan Foundation.

#### Project Scope:

The project involves the modernization of six existing playgrounds and the construction of one new, intergenerational recreational site from scratch. The goal is to provide children with a safe, modern and friendly space for play, which will directly contribute to improving the quality of life for families in Szczecinek.

#### Implementation Phase:

Currently, the City of Szczecinek is focusing on legally required administrative activities, including the preparation of the public tender process, the development of detailed specifications, and the necessary bidding documentation.

#### Planned Schedule:

The commencement of construction work is scheduled for the first half of 2026.

*“The support from the Kronospan Foundation provides us with an opportunity for a significant leap forward in the condition of our urban recreational infrastructure. Although the construction work itself will begin next year, intensive preparations are underway to ensure that these spaces will be safe, modern and tailored to the needs of all residents, from the youngest children to their grandparents.”* **Jerzy Hardie - Douglas, Mayor of Szczecinek**

**Project:** Caring for the community, today and tomorrow  
**Budget:** € 90,269  
**Beneficiary:** Hospice Casa Speranței Foundation

# Romania

The partnership between HOSPICE Casa Speranței and the Kronospan Foundation represents a long-term commitment to improving the quality of life of adult and pediatric patients with incurable diseases.

Between December 2024 and December 2025, the Kronospan Foundation supported the HOSPICE Casa Speranței Foundation through sponsorship totaling €60,000 as well as the charitable events KindHearted People on December 13th, 2024 (donation of €15,688), Rhythms of Hope on July 29th, 2025 (donation of €9,475), and People for People on December 4th, 2025 (donation of €5,106), directly contributing to integrated palliative care services.

The funds obtained were converted and used exclusively to cover the operational costs of the services provided within the HOSPICE center – hospitalization, home visits and outpatient consultations in line with the standard internal budget allocation structure.

This model ensures a balanced distribution of resources, covering both the needs of hospitalized patients and those who require outpatient or home interventions.



“On behalf of the entire HOSPICE Casa Speranței team, I would like to express our deep gratitude and appreciation for the generous and committed involvement of the Kronospan Foundation. The amount granted through the sponsorship contract, along with the support offered in holding charitable fundraising events is much more than financial aid to us — it represents a concrete commitment to the dignity, comfort and hope of patients and their families.

In a world where the public and private healthcare system does not always provide the necessary support for those in pain, collaboration with responsible and sensitive partners becomes vital, not only for us, but for patients across the country. Thanks to the Kronospan Foundation, in 2025 we managed to fund hundreds of days of hospitalization, hundreds of home visits and hundreds of consultations – each involving professionalism, compassion and respect for human dignity. This concrete support allows us to support patients in the most difficult moments of their lives.

Moreover, charitable events play an essential role: they mobilize communities, raise awareness among people and companies, and turn generosity into action. Every ticket sold, every donation, every gesture of solidarity contributes to the continuation of HOSPICE’s mission – to provide free palliative care and emotional, social and medical support with dignity and care for vulnerable people.

The collaboration with the Kronospan Foundation has strengthened not only our funding but also our trust and the promise that, together, we can make a difference. We sincerely thank the foundation for the visionary spirit with which they chose to walk this path with us, for their trust, openness and involvement. With their support, we have transformed and continue to transform hope into reality, day after day, in the lives of people who need help. I am convinced that, at some point, our paths will cross again, and until then, we remain very grateful to them.”.

**Mirela Nemțanu, Executive Director**



**Project:** ReInvenTerra  
 “Old Wood, New Ideas”:  
 Creativity out of Recycling Contest

# REINVENTERRA



# Romania

## “Old Wood, New Ideas”: Creativity out of Recycling Contest

This project aimed to raise awareness and educate young people about wood recycling and encourage wood recycling at participating schools.

The project was run in schools: Ion Pop Reteganul Middle School in Sâncel, Alba and Petru Rareș High School in Feldioara, Brasov.

Students created decorative objects using recycled wood.

**Timeline: May–June 2025**



**Project:** From shell to story. The art and symbolism of painted eggs in Transylvania.  
**Budget:** € 62,400 (funding received: € 49,000)

*Project co-financed by the Administration of the National Cultural Fund (AFCN)*



The project does not necessarily represent the official position of the Administration of the National Cultural Fund. AFCN shall not be held liable for the project's content or any use to which the project outcome might be put. These are the sole responsibility of the beneficiary of the funding.

# Romania



The purpose of the ethnographic documentation project “From shell to story: The art and symbolism of painted eggs in Transylvania” was to make this craft, its beauty, rich meanings, spiritual significance, variety of techniques, and geographical reach known to the public.

In Transylvania, and across Romania, the custom of egg painting is not just a craft – it is a celebration of the community. Each egg is a silent story, a small universe rendered in vivid colors of red, yellow, black, green, purple or blue, with symbols inherited and learned from elders and matriarchs “written” on the shell. They carry the memory of those who have passed away and the faith of those yet to come.

Most people know little about Transylvanian painted eggs. We have often encountered surprise or even denial regarding the fact that there are communities in Transylvania where people paint Easter eggs. Unlike Bucovina, an area known for this art and an important center for this craft, the communities in Transylvania that keep this Easter custom going are only those that still adhere to rituals.





The rural Transylvanian landscape provides the setting for these traditions: dusty roads, blossoming trees, and wooden churches with their pointed towers watch silently over simple but meaningful gestures. Here, in the quiet of the village, the art of egg painting becomes a shared language, a bridge between generations, proof that spiritual cultural heritage is not just a relic of the past, but a way of living the present that is open to the future.

Although the medium is ephemeral and fragile (chicken, duck, goose, and even ostrich eggs), the craft has survived down the years. The women and children in the household work on the eggs during Holy Week. In many villages, the memory of this custom has disappeared, and people no longer remember that their grandparents or the old women of the village used to make such eggs for Easter, although there is evidence of this in museums and academic research.

In Transylvania, the painted egg is more than just an Easter object: it is a living testimony to the way in which rural communities have managed to combine art, faith, and the order of time. Passed down from generation to generation, this craft preserves the symbolic language of the traditional village and continues to be practiced in households, museums and school workshops. Ethnographic studies and museum collections confirm the regional variety of ornamentation and techniques, from simple geometric shapes to complex painting compositions, each area leaving its own mark on the fragile shell.

The project was presented to the public in 2 exhibitions organized in Brasov (October 29 – November 12) and Bucharest (November 14-28).

“The exhibition presented a living craft, part of the cultural heritage of Transylvania. We brought together craftsmen, students and specialists, all on a common path: research, documentary film, brochure, exhibition, so that the tradition can circulate naturally between generations. We thought of the exhibition as an open workshop: see the gesture, hear the stories and understand how to read the symbols on the eggs. Each section functioned as a map legend, and the projection of the documentary and the brochure provide the entire experience with context and meaning.”



**Budget:** € 48.000

**Beneficiary:** Charitable Foundation City of Goodness

# Ukraine

The City of Goodness has been operating since 2016 and can currently host 400 residents. During its almost 8 years of activity, the organization has provided support to around 5000 moms and more than 8000 children. The center accepts women with children who have suffered from domestic violence, lost their homes or found themselves below the poverty line. Hundreds of children evacuated from the territories under conflict and homeless animals found refuge here. It has also become a home for relocated orphanages.

Since November 2023, the shelter has been operating a unique licensed medical center that combines a hospice and a rehabilitation department for children with disabilities. Anesthesiologists, neurologists, pediatricians, speech therapists, orthopedists, psychiatrists, and rehabilitation specialists work here.

The residents of the center receive not only temporary shelter but also comprehensive support for a new start in life. They learn how to care for children and run a household, and receive vocational training through special programs, such as the “Mama Sews” project. The center provides psychological and legal support and helps with finding employment or starting a business.



**Budget:** € 4,800

**Beneficiary:** Kovchek (The Arch) Children’s Center

# Ukraine

The Kovchek Children's Centre is a shelter for children deprived of parental care, created by a Christian community. Parents may be receiving treatment for alcohol or drug addiction or may not have the means to provide adequate care for their children.

Currently, 25 children aged 4 to 16 live at Kovchek. The center provides accommodation, food, and medical/psychological care where and when necessary. All children undergo adaptation and learn basic self-care, cleaning, and cooking skills. All of them attend kindergartens or schools.



Christmas party for children, December 2025

**Budget:** € 15.000  
**Beneficiary:** FC Ladomyr Sport Club

# Ukraine

FC Ladomyr is a Ukrainian professional sports club outside of the city of Volodymyr that has women's football and futsal (indoor football) teams.

The club was founded in 2012 at the football section of the Volodymyr-Volynskyi specialized boarding school. While playing in the second tier (Persha Liha) in 2017, the football section was transformed into a separate entity known now as FC Ladomyr.

Honours:

2017 – winner of Ukrainian Women's League

2022 -2023 – winner of Ukrainian Futsal Championship

In 2025, FC Ladomyr's youth team (WU-15) achieved significant success by winning silver medals in the Ukrainian Championship. The club also officially received accreditation from the Ukrainian Association of Football (UAF), allowing them to participate in higher-level competitions.

Also in 2025, two players from the club joined the national football team.



**Project:** Build the Way  
**Budget:** £ 10,000 2024/25 and £ 16,000 2025/26  
**Beneficiary:** Build the Way C.I.C.

# United Kingdom

## Intro to Build The Way

Build The Way (BTW) is a Community Interest Company (C.I.C.) dedicated to advocating for and creating equitable, diverse and practical pathways into the architectural and built environment industries. Through its flagship 9-month traineeship programme, BTW introduces young people (ages 18–25) to the world of architecture, urban design and city-making to create a built environment based on equity and shaped by a rich diversity of perspectives, backgrounds and talents.

## Programme Overview 2025/26

The Build The Way programme entered its 2025/26 cycle with the successful launch of a new cohort in October. This intake of five highly motivated trainees—Miku, Margot, Hillary, Grace, and Rumman—represents a diverse group of individuals who bring creativity, drive, and fresh perspectives to the programme. Throughout the first trimester, the programme has made strong progress in supporting trainees' professional development while continuing to expand and strengthen its network of industry partners.



**Miku** is combining her passion for the built environment, deep retrofits and animation at HUT Architecture. She is interested in game design and model making

**Margot** is at RDA Architects who specialize in Passivhaus, EnerPHit and sustainability. She has a particular interest in trades, engineering and planning

**Hillary** is at CGL Architects, contributing to innovative residential developments at Child Graddon Lewis. Seeking a Level 6 Apprenticeship

**Grace** is deepening her understanding of materiality and gaining experience in large-scale masterplanning at shedkm. She is also interested in set design

**Rumman** is at GPAD where he is getting to grips with workplace, housing and mixed-use developments. He is interested in a Level 6 Apprenticeship



### **Cohort Launch and Onboarding**

The programme officially began in October with an engaging onboarding week designed to immerse trainees in architectural practice, professional development, and real-world studio environments. There was a strong focus on community building, with trainees taking part in team-building exercises at the London School of Architecture (LSA) to help them forge connections with each other and key industry figures. Trainees also took part in a variety of design-focused activities, including hands-on workshops at Zaha Hadid Architects that explored inclusive city design and model-making. Alongside this, professional development workshops focused on becoming effective contributors within practice and included sessions led by Beyond The Box, Project Daisy, Narrative Practice. Career pathways were explored through a session led by Hawkins Brown, while mentors from leading practices such as Domus Group, Solus, and Kronospan supported networking and early professional engagement.

This structured onboarding week provided trainees with a strong foundation for their ongoing development, helping to build confidence, technical understanding and fostering a sense of cohesion within the cohort.

### **Mentor Training and Skills Development**

Mentorship remains central to the success of the Build The Way programme. To support this, a comprehensive mentor training session was delivered by Dhruv Gulabchande from Narrative Practice. Mentors from a range of leading practices – including GPAD, RDA Architects, HUT, CGL, DSDHA and shedkm – took part, ensuring they were well equipped to guide trainees throughout their placement.

Over a five-week period, the programme also delivered a series of hands-on technical workshops hosted by industry practices. These sessions, held at locations including The Trinity Centre in Dalston, covered a broad range of skills such as site surveying and sketching, Photoshop for architectural visuals, SketchUp and AI rendering, physical model-making, and InDesign for portfolio development. Through exposure to multiple practices and real-world project contexts, trainees significantly increased their technical confidence and capabilities, while also benefiting from peer-to-peer learning and strengthened cohort relationships.

### **Programme Recognition and External Impact**

The growing impact of the Build The Way programme has been recognised externally, with the programme shortlisted as a finalist in the Inspire Future Generations Awards 2025 in the Skills Development category. This recognition, alongside the successful securing of a £5,000 funding grant from the Marcus Trust, reflects the programme's role in supporting equitable access to skills development and creating meaningful opportunities for emerging talent.

### Trainee Progress and Feedback

Trainees have demonstrated strong progress across multiple areas of professional development. Hillary has made notable advances in 3D modelling and project management, taking on increased responsibility within her practice and showing maturity in her approach to work. Margot has integrated quickly into her team, learning new software and contributing creatively to ongoing projects. Grace has shown impressive adaptability, rapidly mastering new tools while actively engaging in design and project tasks. Rumman has grown in confidence, particularly in his technical abilities, and has become increasingly involved in both marketing and planning work. Miku has shown strong initiative, taking ownership of tasks and demonstrating a clear eagerness to learn through hands-on experience.

Trainees have also been involved in a wide range of live projects, gaining first-hand exposure to different aspects of architectural practice. In addition, Shiloh has integrated seamlessly into his team, taking on responsibilities such as project ownership, while Sireish, a former trainee, has progressed successfully into an apprenticeship role within his practice.

### Next Steps

Over the coming months, a key priority will be finalising arrangements for the Day in the Life programme. The Day in the Life programme gives Build The Way trainees the opportunity to spend a day within a different discipline across the built environment, offering valuable insight into the varied roles, workplaces, and career routes that contribute to the delivery of cities and buildings. Taking place during the middle trimester, once trainees have built confidence and a foundational understanding of the sector, it is one of the most popular elements of the programme. Trainees gain exposure to a wide range of disciplines including structural engineering, sustainability and M&E, planning consultancy, contracting, project management and quantity surveying, model making, interior design, illustration, local authority roles, inclusive design, design agencies, and PR or events agencies. The programme is designed to broaden trainees' understanding of how different organisations operate, expand their professional networks, build confidence and a sense of belonging in professional settings, and inspire future career aspirations and informed decision making.

We will also continue to follow up on key partnerships, introduce new industry professionals and develop the online resource hub for programme documentation. Clear communication and structured feedback loops between mentors, trainees and practices will also be ensured.



## Testimonials

### What attracted you to this programme?

*'I was looking for opportunities to get involved in architecture after deferring my university offer and this programme had everything I was looking for: networking, experience in architecture, an accredited Extended Project Qualification (EPQ)'*

### What were some of the tasks that you enjoyed the most in the first trimester?

*'the weekly visits to the other practices and in the office learning the different software that they use like vectorworks and being able to work on a project almost straight away.'*

### How would you describe the work environment and company culture at your host practice?

*'Welcoming and they provide a safe place to learn, make mistakes and grow'*

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