

# SUSTAINABILITY GOALS

STRATEGIC GOALS	SELECTED MEASURES	PROGRESS	TARGET DATE
 <b>MANAGEMENT AND GOVERNANCE</b>			
<b>Corporate Security and Risk Management</b>			
Further development of emergency and crisis management	<ul style="list-style-type: none"> <li>Further development of a structured emergency and crisis management at relevant German locations and establishment of site-specific emergency teams.</li> </ul>		2022
Further development of the Information Security Management System (ISMS)	<ul style="list-style-type: none"> <li>Further development of the Group-wide ISMS and continuation of the international roll-out of TISAX® certifications at selected locations of the Dürr Group.</li> </ul>		2023
Integration of sustainability in risk and business continuity management	<ul style="list-style-type: none"> <li>Stronger integration of sustainability aspects in the Group-wide risk and business continuity management, and performance of scenario and impact analyses.</li> </ul>		2022
<b>Responsible Corporate Governance</b>			
Revision of the Group-wide Code of Conduct	<ul style="list-style-type: none"> <li>Comprehensive revision of the Group-wide Code of Conduct.</li> </ul>		2021
Sustainable Corporate Financing	<ul style="list-style-type: none"> <li>Consistent integration of sustainability components in future, long-term corporate financing, provided it is effective and feasible.</li> </ul>	ongoing	-
Conduct external stakeholder surveys	<ul style="list-style-type: none"> <li>Validation of the materiality analysis carried out internally in 2020 by means of a comprehensive external stakeholder survey of our customers and investors.</li> <li>Direct customer dialog on current and future sustainability requirements.</li> </ul>	ongoing	-
Expansion of internal and external communication	<ul style="list-style-type: none"> <li>Expansion of internal employee information on sustainability initiatives.</li> <li>Revision and regular updating of the internet profile of the Dürr Group and the sub-groups Dürr Systems, Schenck and HOMAG on sustainability.</li> </ul>		2021
<b>Compliance</b>			
Compliance	<ul style="list-style-type: none"> <li>Standardization of processes and procedures for business partner compliance.</li> <li>Implementation of compliance refresher courses for the basic modules "antitrust legislation" and "anti-corruption".</li> </ul>		2022
 <b>PRODUCTS AND SERVICES</b>			
<b>Sustainable products and services</b>			
Labeling of sustainable products and solutions	<ul style="list-style-type: none"> <li>Labeling of selected sustainable products and solutions in the Dürr Group with the "Dürr Group Sustainability Logo" based on the published technical screening criteria of the TEG within the framework of the EU Taxonomy.</li> </ul>		2022
Expansion of the product portfolio with sustainable solutions	<ul style="list-style-type: none"> <li>Continuous expansion of the Group-wide product portfolio with energy-saving and resource-conserving solutions as a result of stronger integration of sustainability aspects in product development.</li> </ul>	ongoing	-

STRATEGIC GOALS	SELECTED MEASURES	PROGRESS	TARGET DATE
Digital solutions related to sustainability	<ul style="list-style-type: none"> <li>Ongoing development of our digital solutions to enhance overall plant efficiency and improve energy and resource requirements in production.</li> </ul>	ongoing	-
Service portfolio in existing plants	<ul style="list-style-type: none"> <li>Expansion of our service portfolio to enhance energy and resource efficiency of our products in existing plants during use phase.</li> </ul>	ongoing	-
<b>Customer Satisfaction</b>			
Expansion of Group-wide customer surveys	<ul style="list-style-type: none"> <li>Expansion of regular surveys on global customer satisfaction also considering the digital product portfolio of the Dürr Group.</li> <li>Increase in the number of customer surveys in the sub-groups HOMAG and Schenck.</li> </ul>		2021
<b>VALUE CREATION AND SUPPLY CHAIN</b>			
<b>Climate strategy and internal energy and resource efficiency</b>			
Development of a Group-wide climate strategy	<ul style="list-style-type: none"> <li>Preparation of a holistic greenhouse gas balance for the Dürr Group according to the Greenhouse Gas Protocol.</li> <li>Publication of a Group-wide climate strategy in line with the Paris Climate Agreement and derivation of concrete reduction goals.</li> </ul>		2021
Assessment of product emissions (Scope 3)	<ul style="list-style-type: none"> <li>Division-specific assessment of product emissions in the upstream value chain (suppliers) and in the product use phase.</li> </ul>		2021
Site certification in accordance with ISO 14001	<ul style="list-style-type: none"> <li>Expansion of global environmental certifications in accordance with ISO 14001 at our Group-wide production and assembly sites and all sites with technical centers and/or hazardous substances.</li> </ul>	ongoing	-
<b>Sustainable supply chain</b>			
Revision of the Code of Conduct for suppliers	<ul style="list-style-type: none"> <li>Comprehensive revision of the globally valid supplier Code of Conduct including process definition for a future mandatory written commitment by our core suppliers to the Code of Conduct when awarding orders.</li> </ul>		2021
Group-wide risk analysis of direct suppliers	<ul style="list-style-type: none"> <li>Development of a system-based risk classification of our global direct suppliers taking into account social and environmental aspects.</li> <li>Definition of minimum criteria for risk suppliers as a prerequisite for future award of orders.</li> </ul>		2021/2022
Worldwide supplier assessments and trainings	<ul style="list-style-type: none"> <li>Expansion of global supplier evaluations through the systematic use of self-assessment questionnaires and on-site audits.</li> <li>Development of a global e-learning module for dedicated training of selected core suppliers on sustainability aspects [social and environmental].</li> </ul>		2022
Active participation in current initiatives	<ul style="list-style-type: none"> <li>Active participation in current initiatives, including the "VDMA NAP Sector Initiative" and the "Drive+" initiative recently established in January 2021.</li> </ul>	ongoing	-

## STRATEGIC GOALS

## SELECTED MEASURES

## PROGRESS

## TARGET DATE



### EMPLOYEES AND QUALIFICATION

#### People development and further training

Internationalization of people development and further training

- Internationalization of the Group-wide learning platform Dürr Group Academy (DGA) and revamp of a global training program for managers.
- Internationalization of the "Dürr Group Graduate Program" in the field of finance.



2021

#### Health and safety

Site certification in accordance with ISO 45001

- Global certification of all locations in the sub-groups Dürr Systems and Schenck with a sales volume > €25 million with the ISO 45001 health and safety standard.



2021

Health and safety

- Limitation of the annual Group-wide accident rate to a maximum of 12 accidents per 1,000 employees
- Documentation of at least 10 major near miss reports in case more than 15 serious accidents have been recorded annually.
- Performance and documentation of at least 400 global safety audits.

ongoing

-

Group-wide guideline "Health and Safety"

- Comprehensive revision of the Group-wide guideline "Health and Safety".



2021

#### Attractive employer

Establishment of Group-wide ideas management

- Selection of an IT tool for carrying out and tracking internal ideas campaigns.
- Definition of internal processes and responsibilities for sustainable establishment of Group-wide ideas management.
- Rollout of ideas management at selected locations of the Dürr Group.



2022

Follow-up process to the last employee survey in 2019

- Continuation of the rolling improvement measures (focus topics: processes / cross-functional cooperation, knowledge of strategy and performance-related development opportunities) as part of the follow-up process of the employee survey in 2019.



2021



### ENGAGEMENT AND SOCIETY

#### Donations and sponsorship

Donation guideline and sponsorship project

- Revision of the Group-wide donation guideline.
- Selection of a Group-wide social project for funding over the long term.



2021