SUSTAINABILITY GOALS

Area	Goals	Target year	Progress
MANAGEMENT AND GOVERNANCE			
Sustainable corporate financing	Development and publication of a "Sustainable Finance Framework" for future, long-term oriented corporate financing	2022	◑
Sustainability ratings	Continuously improve our sustainability performance with ESG rating providers EcoVadis, ISS ESG, Sustainalytics, MSCI and CDP with the goal of being among the top 10% of companies in our industry	–	ongoing
Sustainability reporting	Preparation for the requirements of the Corporate Sustainability Reporting Directive (CSRD)	2022/2023	◕
	Complete reporting on taxonomy-eligible and taxonomy-aligned economic activities for all six environmental objectives of the European Union under the EU taxonomy	2022/2023	◔
Materiality analysis	Validation of the materiality analysis conducted internally in 2020 through a comprehensive external stakeholder survey of our customers and investors	2022/2023	○
Corporate Security	Expansion of the Group-wide ISMS by extending TISAX® certifications at selected locations of the Dürr Group and appointing information security coordinators in key business areas	2022	◑
	Establishment of site-specific risk management of security and information security risks	2022	◑
	Further development of crisis, emergency and business continuity management by training site-specific emergency teams abroad and conducting operational business impact analyses	2022	◑
Risk management	Establishment and implementation of a process for recording Group-wide sustainability risks	2022/2023	◕
PRODUCTS AND SERVICES			
Climate strategy (Scope 3 — downstream)	Reduction of Scope 3 emissions in the use phase of our machines and systems by at least 15% (compared with the base year 2019)	2030	◕
Sustainable products and services	Selection and labeling of particularly energy-efficient and resource-saving products and solutions of the Dürr Group with the "Dürr Group Sustainability Logo"	2022/2023	◑
	Further development of the energy management software **DXQ**energy.management (among other things, successful completion of a beta site as well as development of new functions for anomaly detection and consumption prediction)	2022/2023	◔
	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	–	ongoing
	Expansion of our service portfolio to enhance energy and resource efficiency of our products in existing plants during the use phase	–	ongoing
Customer experience	Fundamental revision of the Group-wide customer experience (CX) program	2022	◑
	Extension of customer surveys to the Dürr Group's digital product portfolio	2022	◕
	Introduction of a Group-wide complaint management system for customers	2023	◕

Area	Goals	Target year	Progress
VALUE CREATION AND SUPPLY CHAIN			
Climate strategy (Scope 1 and 2)	Reduction of Scope 1 and 2 emissions by at least 70% (compared to the base year 2019)	2030	◔
	Revision of Group-wide environmental policy and definition of reduction targets for Group-wide water consumption and waste volumes	2022/2023	○
	Revision of the German-wide vehicle policy to promote the switch to fully electric vehicles	2022	◔
	Worldwide conversion to green electricity at Dürr Group locations	2022/2023	◕
	Expansion of global environmental management certifications in accordance with ISO 14001 at our Group-wide production and assembly sites and all sites with technical centers and/or hazardous substances	–	ongoing
Climate strategy (Scope 3 — upstream)	Reduction of upstream Scope 3 emissions in the supply chain by at least 15% (compared to the base year 2019)	2030	○
Due diligence in the supply chain	Development, implementation and execution of sustainability-specific supplier trainings	2022	●
	Definition of minimum criteria for high-risk suppliers as a prerequisite for the future awarding of contracts	2022	◕
	Signing of our supplier code by 75% of active high-risk suppliers	2022	◕
	Obtaining self-declarations from 50% of active high-risk suppliers	2022	◕
	Definition and implementation of the specifications of the German Supply Chain Due Diligence Act (LkSG)	2022	◑
	Development and implementation of a financial incentive system for suppliers to increase transparency and sustainability in the supply chain	2022/2023	◔
EMPLOYEES AND QUALIFICATION			
People development and further training	Intensification of use of the online learning platform LinkedIn Learning	2022	●
	Redesign of the performance management process[1]	2022	◑
	Revision of the Group-wide talent management process	2022	◑
Health and Safety	ISO 45001 certification of all companies in the Dürr Systems, Schenck and HOMAG[2] subgroups with operational value creation and sales of at least €10 million per year	2022/2023	●
	A group-wide maximum of 11 work-related accidents per 1,000 employees per year	–	ongoing
	Recording, thorough analysis and global reporting of at least 70% of near misses that occur per year	–	ongoing
	Performance and documentation of at least 500 global safety audits per year	–	ongoing
Attractive employer	Introduction of a new idea management system in the Dürr Group incl. implementation of an idea campaign on the topic of sustainability	2022	◔
	Conduct a Group-wide survey of our employees with the goal of improving our 2019 results and outperforming the industry average	2022	○
ENGAGEMENT AND SOCIETY			
Donations and sponsorship	Revision of the global donation and sponsorship process	2022	◔
	Selection of a Group-wide social sponsorship project with a long-term focus	2022	◔

[1] The performance management process includes, among other things, competence assessment and development dialog between manager and employee.

[2] only German companies