SUSTAINABILITY GOALS

Area	Goals	Target year	Degree of target achievement (as of: May 31, 2023)
STRATEGY AND ORGANIZATION			
Materiality analysis	Update of the materiality analysis prepared in 2020 in accordance with the requirements of the CSRD	2023	■■■□
Sustainability management	Analysis and implementation of CSRD reporting standards	2023/2024	■■□□
Sustainability opportunities and risks	Recording and financial evaluation of physical climate risks for relevant locations of the Dürr Group	2023	■■■□
Climate strategy	Reduction of Scope 1 and Scope 2 emissions by at least 70% compared to the base year 2019	2030	■■■□
	Increase in self-generation of renewable energies at the locations of the Dürr Group worldwide	ongoing	–
	Reduction of Scope 3 emissions in the upstream value chain by at least 15% compared to the base year 2019	2030	□□□□
	Reduction of Scope 3 emissions in the use phase of our machines and systems by at least 15% compared to the base year 2019	2030	■□□□
Dialog with stakeholders	Conducting at least three strategic Customer Experience workshops annually with an elaborated set of methods	ongoing	–
	Extension of customer surveys to the Dürr Group's digital product portfolio	2023	■■□□
	Integration of the Customer Experience module in the new CRM IT System	2024	■■□□
	Introduction of a Group-wide complaint management system for customers	2025	□□□□
Sustainabillity ratings	ISS ESG Corporate Rating: Improvement to Prime status (current: C+)	2025	■□□□
	EcoVadis Rating: Repeated award of the Gold status	ongoing	–
	Sustainalytics, MSCI and CDP: Continuous improvement of our sustainability performance	ongoing	–
MANAGEMENT AND GOVERNANCE			
Responsible corporate governance	Appointment of a woman to the Board of Management of Dürr AG	2027	■□□□
Compliance and anti-corruption	Performance of business partner checks in the central purchasing department with the aim of further developing a uniform, system-supported process throughout the Group	2024	■■□□
	Revision of the whistleblowing system with regard to user-friendliness and multilingualism as well as creation of a guideline for embedding procedural standards and general process flows	2023	■■■□
	Worldwide communication and awareness of the whistleblowing system among employees and business partners	ongoing	–

Area	Goals	Target year	Degree of target achievement (as of: May 31, 2023)
Corporate security	Conducting strategic and operational business impact analyses and preparing business continuity plans for selected core business processes	2023	■■□□
	Survey and analysis of the current security situation as well as the implementation of worldwide security standards within the scope of a global security survey	2023	■□□□
Information and data security	Expansion of TISAX® certification at selected locations of the Dürr Group in Germany and abroad	2023	■■■□
Sustainable corporate financing	Development and publication of a Sustainable Finance Framework for future, long-term oriented corporate financing	2022	■■■■

 PRODUCTS AND SERVICES

Area	Goals	Target year	Degree of target achievement (as of: May 31, 2023)
Sustainable products and systems	Certification of the energy management software **DXQ**energy.management according to ISO 50001	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	–
Pioneer in EU Taxonomy	Complete reporting on taxonomy-eligible and taxonomy-aligned economic activities of the Dürr Group	2023/2024	■■□□

 VALUE CREATION AND SUPPLY CHAIN

Area	Goals	Target year	Degree of target achievement (as of: May 31, 2023)
Environmental and energy management systems	Expansion of 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	–
Energy and resource efficiency	Worldwide conversion to green electricity at the locations of the Dürr Group	2023	■■■□
	Annual increase in energy efficiency by 1% - 2% at the locations of the Dürr Group	ongoing	–
	Preparation and publication of a Europe-wide guideline for sustainable construction in the Dürr Group	2023	□□□□
	Development of a Group-wide water strategy	2023	□□□□
	Continuous recording of water stress areas and derivation of adaptation measures for relevant locations of the Dürr Group	ongoing	–
	Definition of Group-wide reduction targets for waste	2024	□□□□
	Implementation of a Group-wide concept for taking back used machines after the end of use in accordance with the requirements of EU WEEE	2023	■■□□
Sustainable supply chain	Development and implementation of a financial incentive system for suppliers to increase transparency and sustainability in the supply chain	2023	■■□□
	Expansion of internal purchasing training to include the topic of sustainability in the supply chain	2023	■■□□
	Revision or further development of the existing due diligence process for conflict minerals	2023	□□□□
	Signing of the Code of Conduct for Suppliers by at least 90% of high-risk suppliers	2023	■■□□
	Reply to the self-assessment questionnaire by at least 90% of high-risk suppliers	2023	■■□□
	Completion of the e-learning module on the topic of sustainability by at least 90% of high-risk suppliers	2023	■□□□
	Definition of a bonus/malus scheme taking into account sustainability criteria for future awarding of contracts	2023	□□□□
	Conducting feedback sessions with critical suppliers to develop remediation measures	2023	■□□□

Area	Goals	Target year	Degree of target achievement (as of: May 31, 2023)
🧑‍🤝‍🧑 EMPLOYEES AND FURTHER TRAINING			
People development and further training	Piloting of the new talent and performance management processes[1] in the new HR IT system	2023	■■■■
	Group-wide roll-out of the new competency model	2023	■■■□
	Implementing talent pools and corresponding talent programs	2024	■■□□
	Implementing a new learning management system	2024/2025	□□□□
Diversity and global cooperation	OneVision: Group-wide roll-out of vision, mission, purpose, and values	2023	■■□□
Occupational health and safety	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 occurred in the year[2]	ongoing	–
	Performance and documentation of at least 500 safety audits per year	ongoing	–
	ISO 45001 certification of all companies in the Dürr Systems, Schenck and HOMAG[3] subgroups with operational value creation and sales of at least €10 million per year	2024	■■■□
Attractive employer and fair working conditions	Expansion of the Group-wide human rights risk analysis for their own business area to all relevant locations of the Dürr Group	2023	■□□□
	Conducting a Group-wide survey of employees with the goal of improving the 2019 results and once again outperform the industry average	2023	□□□□
	Continuation of the Group-wide roll-out of the "Spark" ideas management system	2023	■□□□
🤝 ENGAGEMENT AND SOCIETY			
Donations and sponsorship	Revision of the donations and sponsorship process for the Group's headquarters	2022	■■■■
	Expansion of the revised donations and sponsorship process to relevant locations of the Dürr Group	2023/2024	□□□□
	Revision of the Group-wide donations and sponsorship policy	2023	□□□□

[1] The talent management process includes, among other things, the allocation of high potentials and high performers to talent pools, their development, and Group-wide succession planning. The performance management process includes, among other things, competence assessment and development dialog between manager and employees.

[2] only major near misses

[3] only German companies