

Report on the LkSG (Supply Chain Due Diligence Act)

Reporting period from Jan. 01, 2023, to Dec. 31, 2023

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The English translation of our 2023 report on the LkSG is based on the German version. The German version is authoritative.

A. Strategy & anchoring

A1. Monitoring risk management & responsibility of the management

What responsibilities for monitoring risk management were defined in the reporting period?

Overall responsibility for human rights and environmental due diligence lies with the Board of Management of Dürr AG – CEO: Dr. Jochen Weyrauch; CFO: Dietmar Heinrich. The Dürr Group Management Board has appointed Mrs. Karina Türkmen from Corporate Sustainability as Human Rights Officer of Dürr AG. She supports, coordinates, and oversees the processes for compliance with human rights in the Group and in the supply chain, and reports directly to the Board of Management in this function. She informs the Board of Management and the Dürr Group Management Board at least once a year about current human rights issues and any incidents.

A. Strategy & anchoring

A1. Monitoring of risk management & responsibility of the management

Has the management established a reporting process that ensures that it is regularly – at least once a year – informed about the work of the person responsible for monitoring risk management?

It is confirmed that the management has established a reporting process which, within the meaning of Section 4 (3) of the LkSG, ensures that it is regularly – at least once a year – informed about the work of the person responsible for monitoring risk management.

- Confirmed

Describe the process that ensures reporting to management at least once a year or on a regular basis with regard to risk management.

The Human Rights Officer informs the CEO and the Dürr Group Management Board regularly, at least once a year, and when circumstances require, about the status of human rights and environmental due diligence obligations. In 2023, the Human Rights Officer gave a presentation on risk management at the two Sustainability Council meetings in July and November. The Sustainability Council is the central decision-making body for sustainability issues in the Dürr Group. In addition, at the December meeting of the Supervisory Board, the Management Board and the Supervisory Board were informed of the progress made in fulfilling the due diligence obligations in 2023.

A. Strategy & anchoring

A2. Policy statement on the human rights strategy

Is there a policy statement that has been prepared or updated based on the risk analysis carried out during the reporting period?

The policy statement has been uploaded

<https://www.durr-group.com/fileadmin/durr-group.com/Sustainability/Downloads/duerr-human-rights-policy-EN.pdf>

A. Strategy & anchoring

A2. Policy statement on the human rights strategy

Has the policy statement for the reporting period been communicated?

It is confirmed that the policy statement has been communicated to employees, the works council, if applicable, the public, and the direct suppliers where a risk was identified in the risk analysis.

- Confirmed

Please describe how the policy statement was communicated to each of the relevant target groups.

The policy statement describes our approach to compliance with corporate due diligence. It contains binding principles on the respect for human rights and fair working conditions and forms the basis for fulfilling our social and environmental responsibility in our own business area and along the entire value chain.

The policy statement was signed by the Board of Management of Dürr AG for the first time on January 1, 2023, and made available to the employees of the Dürr Group, direct and indirect suppliers, the public, and all other stakeholders on the company's website in German and English. The policy statement is also available to all employees on the intranet at the "Human Rights" and "Guidelines" websites.

A. Strategy & anchoring

A2. Policy statement on the human rights strategy

What elements are included in the policy statement?

- Establishment of a risk management
- Annual risk analysis
- Anchoring of preventive measures in own business area, at direct suppliers and, if applicable, indirect suppliers, and their effectiveness review
- Provision of a complaints procedure in own business area, at suppliers, and their effectiveness review
- Documentation and reporting obligation
- Description of human rights-related and environmental expectations of own employees and suppliers

A. Strategy & anchoring

A2. Policy statement on the human rights strategy

Description of possible updates in the reporting period and the reasons for them.

The policy statement was published for the first time in December 2022. In August 2023, the policy statement was updated to reflect the implementation of the new complaints management system. Beyond this, there was no further need to update the policy statement.

A. Strategy & anchoring

A3. Anchoring the human rights strategy within the own organization

In which relevant departments/business processes was the anchoring of the human rights strategy ensured within the reporting period?

- Staff/HR
- Environmental Management
- Occupational Safety & Occupational Health Management
- Communication/Corporate Affairs
- Purchasing/Procurement
- Supplier Management
- CSR/Sustainability
- Legal/Compliance
- Mergers & Acquisitions
- Audit
- Other: Risk Management

Describe how responsibility for implementing the strategy is distributed within the various specialist departments/business processes.

The overall responsibility for the implementation of the human rights strategy lies with the Board of Management of Dürr AG. To manage and coordinate the human rights due diligence processes, we set up a cross-functional working group within the Dürr Group – the “LkSG Working Group.” It provides support with the various human rights activities in the Group’s own business area and in the supply chain, such as risk analyses, training, preventive and remedial measures, and with monitoring the effectiveness of these measures. Its members belong to the areas of Procurement, Corporate Sustainability, Corporate Internal Controls, Corporate Legal, and Corporate Compliance. Other areas, such as Corporate Human Resources or Corporate Health & Safety, are consulted on a topic-specific basis and as appropriate. Procurement, Corporate Human Resources, and Corporate Health & Safety are Group-wide central functions, each of which is responsible for Group-wide processes relating to specific topics.

Describe how the strategy is integrated into operational processes and procedures.

The integration of human rights due diligence into operational processes and the implementation of measures relevant to human rights is carried out by the relevant Group specialist departments or the specialist departments of the individual companies. The Corporate Sustainability, Corporate Compliance, and Corporate Legal departments provide support in dealing with human rights issues.

The Group-wide “Sustainable Supply Chain” area defines processes to ensure due diligence in the supply chain. In doing so, it is supported by Corporate Sustainability, Corporate Compliance, and Corporate Legal. In addition, the function centrally controls the implementation of the processes and is supported by the local purchasing organizations.

A cross-functional team is responsible for the Group-wide implementation of the health and safety strategy “Striving for Excellence in Safety,” the head of which reports to the CEO.

Corporate Human Resources is primarily responsible for the coordination of measures to respect human rights in its own business area.

Describe what resources & expertise are provided for the implementation.

With the composition of the LkSG working group, the Dürr Group ensures that the necessary expertise on various aspects of the LkSG is available at Group level. This includes legal knowledge of the LkSG, experience in supplier management (for example in the selection, evaluation, auditing, and further development of suppliers), expertise in the areas of occupational health and safety, labor law, compliance, and complaints management.

The relevant specialist departments – such as HR, environmental management, occupational health and safety, or purchasing – implement the requirements of the LkSG in their area of responsibility and thus contribute their experience, expertise, and resources to the implementation of the LkSG.

B. Risk analysis and preventive measures

B1. Implementation, procedure, and results of the risk analysis

Was a regular (annual) risk analysis carried out during the reporting period to identify, weight, and prioritize human rights and environmental risks?

- Yes, for own business area
- Yes, for direct suppliers

Describe the period in which the annual risk analysis was carried out.

We carried out the regular annual risk analysis for the Dürr Group in 2023 as follows:

- for direct suppliers: Q2 2023
- for own business area: Q4 2023

Describe the risk analysis procedure.

In 2023, the Dürr Group carried out the annual risk analysis for its own business area and for direct suppliers.

Risk analysis for own business area:

We restructured our process for assessing human rights risks in our own business area in 2023. In the first step, it comprises a risk classification of all Group companies on the basis of country-specific indices. In the second step, we asked all key Group companies about existing processes in areas with human rights risks using a self-assessment questionnaire. We will define topic-specific follow-up measures based on the results.

Risk analysis for direct suppliers:

We pursue a Group-wide process to increase transparency with regard to human rights and environmental risks among our direct suppliers. Based on selected country-specific indices, we perform a risk classification of the countries of origin of our direct suppliers. In high-risk countries, we focus on suppliers that together account for 80% of the purchasing volume in each high-risk country. We also assess risks on the basis of their severity and probability of occurrence. We then prioritize the assessment results in terms of our ability to influence the respective risk, deriving focus topics. When developing action plans with suppliers, we prioritize the focus topics.

B. Risk analysis and preventive measures

B1. Implementation, procedure, and results of the risk analysis

Were event-driven risk analyses also carried out during the reporting period?

- No

Give reasons for your answer.

In the 2023 fiscal year, there was no trigger for the performance of an event-driven risk analysis. In particular, there were no indications based on substantiated knowledge of a possible violation of a human rights or environmental obligation at indirect suppliers. Furthermore, there were no significant changes in our business activities that would have led us to expect a specific significant change in human rights or environmental risks or the addition of new risks at our direct suppliers.

Reports through our complaints procedure were examined on a case-by-case basis and did not give rise to specific risk analyses.

B. Risk analysis and preventive measures

B1. Implementation, procedure, and results of the risk analysis

Results of the risk assessment

What risks were identified in the risk analysis/analyses in your own business area?

- Disregard of occupational health and safety and work-related health hazards
- Disregard of freedom of association – freedom of assembly and the right to collective bargaining
- Prohibition of unequal treatment in employment
- Other prohibitions: With a global presence at 142 locations in 32 countries, we see potential risks in the area of “Disregard of freedom of association – freedom of assembly and the right to collective bargaining” in our own business area in certain countries due to national laws.

B. Risk analysis and preventive measures

B1. Implementation, procedure, and results of the risk analysis

Results of the risk assessment

What risks were identified in the risk analysis/analyses of direct suppliers?

- Prohibition of hiring or using private/public security personnel that could lead to impairments due to lack of instruction or control
- Disregard of occupational health and safety and work-related health hazards
- Destruction of the natural basis of life through environmental pollution
- Disregard of freedom of association – freedom of assembly and the right to collective bargaining
- Unlawful violation of land rights
- Prohibition of forced labor and all forms of slavery
- Prohibition of unequal treatment in employment
- Prohibition of child labor
- Prohibition of withholding an appropriate wage
- Other prohibitions: The human rights and environmental risks identified are derived from the protected legal positions and are based on selected country-specific indices. The Dürr Group has a global network of local suppliers. For this reason, no risk can be excluded with absolute certainty in the abstract risk assessment in the first step. The specific review of risks is carried out according to the prioritization and weighting of the respective topics.
- Prohibited production and/or use of substances within the scope of the Stockholm Convention (POPs) and non-environmentally sound handling of waste containing POPs
- Prohibited import/export of hazardous waste within the meaning of the Basel Convention
- Prohibited production, use and/or disposal of mercury (Minamata Convention)

B. Risk analysis and preventive measures

B1. Implementation, procedure, and results of the risk analysis

Were the risks identified in the reporting period weighted and, if applicable, prioritized and, if so, on the basis of which appropriateness criteria?

- Yes, based on the expected severity of the injury in terms of degree, number of people affected, and irreversibility
- Yes, based on your own power of influence
- Yes, based on the probability of occurrence
- Yes, based on the nature and scope of own business activities

Describe in more detail how the weighting and prioritization process was carried out and what considerations were made.

Weighting and prioritization in your own business area:

Our core competence is the engineering of efficient production technology. Planning, engineering, order execution, and services make up the most important business processes. Based on the nature of our business activities, we have deprioritized environmental issues in our own business area.

We did not weight human rights issues, but obtained self-declarations from Group companies depending on their size, i.e. number of employees and location.

Weighting and prioritization at direct suppliers:

When weighting the risks, we were guided in particular by the BAFA guidelines on “Appropriateness and Effectiveness” and “Risk Analysis.”

First, we categorized risk areas based on the type and scope of our purchasing activities with direct suppliers. We then assessed these on the basis of their probability of occurrence and severity, defined by the degree, number of people affected, and irreversibility. We then prioritized the assessment results in terms of our ability to influence the respective risk area and derived a heat map. This includes our focus topics for the year 2023. The focus topics also serve as weighting factors for selected country-specific indices. We use around 30 country-specific indices for the risk classification of the countries of origin of our direct suppliers. In the high-risk countries, we prioritize suppliers based on purchasing volume. For each high-risk country, we focus on suppliers that together account for 80% of the purchasing volume.

B. Risk analysis and preventive measures

B2. Preventive measures in own business area

Which risks were prioritized in the own business area during the reporting period?

- None

If no risks have been selected, give reasons for your answer.

We have not prioritized any human rights risks in our own business area, as we believe that we have the ability here to influence all risks and take measures. In department-specific follow-up processes, we deal with all actual risks identified in our own business area. The actual risks identified in our own business area relate to the following three areas:

- Disregard of occupational health and safety and work-related health hazards
- Disregard of freedom of association – freedom of assembly and the right to collective bargaining
- Prohibition of unequal treatment in employment

B. Risk analysis and preventive measures

B2. Preventive measures in own business area

What preventive measures were implemented for the reporting period to prevent and minimize the priority risks in your own business area?

- Implementation of training courses in relevant business areas
- Implementation of risk-based control measures

Implementation of training courses in relevant business areas

Describe the measures implemented and, in particular, specify the scope (e.g. number, coverage/area of application).

- Risk area “Prohibition of unequal treatment in employment”

In order to promote diversity, equal opportunities, and inclusion within the company, we focus on building internal knowledge through training and further education events. Our Group-wide Code of Conduct forms the ethical foundation of our relationships with employees. In it, we expressly commit ourselves to observing human rights. The Code of Conduct is available in ten languages and is part of our mandatory onboarding training for all new employees. All employees must take refresher courses of the basics every two years as part of the mandatory compliance training. The training addresses the content of our Code of Conduct, for example “Tolerance and equal opportunities,” using examples of everyday business situations and explains the correct way to behave. The training must be concluded with a final test. We also raise awareness of diversity and inclusion among our Board of Management and top managers worldwide.

- Risk area “Disregard of occupational health and safety and work-related health hazards”

The management system occupational health and safety is intended to minimize the risk of damage to health and accidents in the workplace. An important element of accident prevention is in-person training and mandatory online safety training for all employees. The training sessions consist of a foundation course for new employees and an annual refresher course. Employees in particularly high-risk work areas, such as warehouses, logistics, assembly, commissioning, or technical centers, receive activity-specific in-depth training. Managers receive regular training on their duties and responsibilities for occupational safety. By providing regular information on the company intranet, we aim to further raise awareness of occupational health and safety issues.

- Risk area “Disregard of freedom of association – freedom of assembly and the right to collective bargaining”

The Group-wide Code of Conduct forms the foundation for our business relationships. The Code of Conduct is available in ten languages and is part of our mandatory onboarding training for all new employees. All employees must take refresher courses of the basics every two years as part of the mandatory compliance training. In accordance with our Code of Conduct, our employees are free to become involved in employee interest groups provided for by law.

We raise awareness of human rights and sustainability issues among our buyers worldwide. In the first quarter of 2023, we held “Procurement Colleges” to inform purchasing employees about the Supply Chain Due Diligence Act and presented the associated processes and preventive measures.

We also offer additional training courses via our Group-wide Dürr Group Academy platform, for example on topics such as “Mindfulness, resilience, and health.”

Describe the extent to which training is appropriate and effective in preventing and minimizing priority risks.

With our mandatory training on the Code of Conduct and occupational health and safety, we focus on the human rights risks relevant to us and thus ensure the appropriateness of this measure. Proof of the effectiveness of the training courses is provided in the form of a certificate, which is issued after successful completion of the final test.

In 2023, more than 98% of all eligible employees completed a health and safety training course. The key content of our health and safety training courses and communication measures is based primarily on particularly important key topics and findings from current accident analyses. In this way, we ensure that the issues covered are highly topical and relevant.

We publish further training ratios, e.g. on our mandatory compliance training, in our annual report.

Implementation of risk-based control measures

Describe the measures implemented and, in particular, specify the scope (e.g. number, coverage/area of application).

- Risk area “Disregard of occupational health and safety and work-related health hazards”

Our Group-wide management system for occupational health and safety is intended to minimize the risk of damage to health and accidents in the workplace.

Regular inspections and internal audits, which take place at least once a year, are designed to ensure that health and safety guidelines and processes are being adhered to at construction sites as well as at our plants and offices. In 2023, we carried out around 900 inspections and internal audits across the Group. In addition, a total of 25 companies in the Dürr Group had an occupational health and safety management system certified in accordance with ISO 45001. This means that in 2023, around 50% of employees worked for relevant companies that were certified correspondingly. We have defined companies as relevant if they have production or assembly facilities or a technical center and where hazardous substances are regularly handled.

At our sites within the EU, meetings of the respective local occupational safety committee are held on a quarterly basis. The members make recommendations on occupational safety and accident prevention, and adopt resolutions for improvement measures. At our locations worldwide, the health and safety managers inform the local management at least every six months.

- Risk area “Disregard of freedom of association – freedom of assembly and the right to collective bargaining”

In Germany, the relationship between companies and employee representatives is governed by the Co-determination Act, which emphasizes the aspect of cooperation. In accordance with our Code of Conduct, our employees abroad throughout the Group are also free to participate in interest groups within the framework of their national legislation.

Describe the extent to which measures are appropriate and effective in preventing and minimizing priority risks.

- Risk area “Disregard of occupational health and safety and work-related health hazards”

We carry out regular inspections and internal audits to ensure that occupational health and safety guidelines and processes are adhered to on construction sites and in the plants and offices. Inspections and internal audits are planned and carried out by trained occupational safety specialists and certified auditors. The focus here is on locations with a high real net output ratio, for example with production, manufacturing, and assembly activities. This involves recording and communicating defects and deviations from defined standards in a structured manner. The findings must be processed and deficiencies rectified on the basis of action plans. Re-audits and checks are carried out at appropriate intervals to verify the improvements, thereby ensuring their effectiveness. In addition, we are constantly increasing the number of companies certified in accordance with the international occupational safety standard ISO 45001 and regularly review and recertify companies already certified in accordance with this standard.

We record accidents throughout the Group. Depending on the severity of the accident, a direct report is sent to the Dürr Management Board and the globally responsible HR business partner

or the CEO of Dürr AG respectively. Accident statistics are presented to the Dürr Management Board on a monthly basis. In accordance with our Group-wide Health & Safety Policy, we classify accidents into three categories depending on their severity: We also classify accidents according to their cause. This allows us to set priorities for our health and safety prevention work and reduce the risk of similar incidents. We also record and analyze near misses on a monthly basis and incorporate them into our prevention work as an important indicator of accident risks.

- Risk area “Disregard of freedom of association – freedom of assembly and the right to collective bargaining”

In accordance with the German Works Constitution Act, operational changes that directly or indirectly affect the German locations must be reported to the Economic and Personnel Committee in a timely manner so that the works council can effectively exercise its right of consultation and co-determination. However, a fixed notification deadline is not specified by law. Laws, collective agreements, and Group company agreements regulate all major issues affecting the concerns of employees.

B. Risk analysis and preventive measures

B3. Preventive measures at direct suppliers

Which risks were prioritized for direct suppliers during the reporting period?

- Disregard of occupational health and safety and work-related health hazards
- Prohibition of withholding an appropriate wage
- Other prohibitions: Climate and energy; Corruption;

Disregard of occupational health and safety and work-related health hazards

What specific risk is involved?

- Working conditions and contracts:

We have defined our expectations regarding working conditions and working hours in our Supplier Code of Conduct as follows: We expect our suppliers to stand for fair working conditions and to comply with applicable regulations regarding working hours and vacation regulations. Overtime is always worked within the legal framework. Employees should have at least one day off every seven days. Local laws and regulations on maximum working hours and vacation time must be respected by the supplier.

- Health protection and occupational safety

We have defined our expectations regarding health protection and occupational safety in our Supplier Code of Conduct as follows: The supplier must have occupational health and safety measures in place that meet local legal requirements. The supplier must ensure that workplaces, machinery, equipment, and processes under its control are safe and without risk to health. It is the responsibility of management to provide sufficient resources for health and safety and to carry out regular risk assessment and reporting to ensure continuous improvement of the system. The use of a certified occupational health and safety management system in accordance with ISO 45001 or comparable is recommended.

The countries listed below pose particularly high risks in the area of “Disregard of occupational health and safety and work-related health hazards.”

Where does the risk occur?

- Egypt
- Albania
- Andorra

- Argentina
- Bangladesh
- Belgium
- Bosnia and Herzegovina
- Brazil
- Chile
- China
- China, Hong Kong Special Administrative Region
- Denmark
- Germany
- Ecuador
- Estonia
- Finland
- France
- India
- Indonesia
- Iran
- Ireland
- Israel
- Italy
- Jordan
- Canada
- Croatia
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Malaysia
- Malta
- Morocco
- Mexico
- Montenegro
- New Zealand

- Netherlands
- Austria
- Pakistan
- Paraguay
- Philippines
- Portugal
- Russia
- Saudi Arabia
- Sweden
- Switzerland
- Serbia
- Sierra Leone
- Slovenia
- Spain
- South Africa
- South Korea
- Taiwan
- Thailand
- Czech Republic
- Tunisia
- Turkey
- Ukraine
- Uruguay
- United Arab Emirates
- United States (USA)
- Vietnam

Prohibition of withholding an appropriate wage

What specific risk is involved?

- Wages and salaries:

We have defined our expectations regarding wages in our Supplier Code of Conduct as follows:

The supplier shall ensure appropriate remuneration on a contractual basis, which complies with the respective legally guaranteed minimum wage and is based on the respective national labor market.

The countries listed below pose particularly high risks in the area of “Withholding an appropriate wage.”

Where does the risk occur?

- Egypt
- Andorra
- Bangladesh
- Brazil
- China
- China, Hong Kong Special Administrative Region
- India
- Indonesia
- Japan
- Colombia
- Liechtenstein
- Morocco
- New Zealand
- Pakistan
- Philippines
- Saudi Arabia
- Sierra Leone
- Singapore
- South Africa
- Taiwan
- United Arab Emirates
- Vietnam

Other prohibitions

What specific risk is involved?

- Climate and energy:

We have defined our expectations regarding climate protection and CO₂ reduction in our Supplier Code of Conduct as follows: The Dürr Group expects its suppliers to comply with national and international environmental standards and laws. The supplier is encouraged to continuously monitor and improve its ecological footprint. Suppliers with production sites should

have suitable environmental management systems. The supplier is required to find economical solutions to minimize greenhouse gas emissions.

- Corruption:

We have defined our expectations regarding corruption in our Supplier Code of Conduct as follows: Suppliers must not engage in or tolerate corruption, bribery, extortion, or embezzlement in any form. Any form of direct or indirect bribery or acceptance of advantages, whether by accepting or making payments, gifts or benefits of any kind beyond the legal framework and the customary level, is not permitted. We also require our suppliers to be actively involved in the prevention of corruption and fraud.

The countries listed below pose particularly high risks in the areas of “Climate and energy” and “Corruption.”

Where does the risk occur?

- Egypt
- Albania
- Andorra
- Argentina
- Australia
- Bangladesh
- Belgium
- Bosnia and Herzegovina
- Brazil
- Bulgaria
- China
- China, Hong Kong Special Administrative Region
- Denmark
- Germany
- Ecuador
- Estonia
- Finland
- France
- Georgia

- Greece
- India
- Indonesia
- Iran
- Ireland
- Israel
- Italy
- Japan
- Jordan
- Canada
- Kazakhstan
- Colombia
- Croatia
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Malaysia
- Malta
- Morocco
- Mexico
- Montenegro
- New Zealand
- Netherlands
- Norway
- Austria
- Pakistan
- Paraguay
- Philippines
- Poland
- Portugal
- Romania
- Russia

- Saudi Arabia
- Sweden
- Switzerland
- Serbia
- Sierra Leone
- Singapore
- Slovakia
- Slovenia
- Spain
- South Africa
- South Korea
- Taiwan
- Thailand
- Czech Republic
- Tunisia
- Turkey
- Ukraine
- Hungary
- Uruguay
- United Arab Emirates
- United States (USA)
- Vietnam

B. Risk analysis and preventive measures

B3. Preventive measures at direct suppliers

What preventive measures were implemented for the reporting period to prevent and minimize the priority risks at direct suppliers?

- Integration of expectations into the supplier selection process
- Obtaining contractual assurance for compliance and implementation of expectations along the supply chain
- Training and further education to enforce the contractual assurance
- Agreement and implementation of risk-based control measures

Other categories:

selected:

- Integration of expectations into the supplier selection process
- Obtaining contractual assurance for compliance and implementation of expectations along the supply chain
- Training and further education to enforce the contractual assurance
- Agreement and implementation of risk-based control measures

Describe the extent to which measures are appropriate and effective in preventing and minimizing priority risks.

We require potential high-risk suppliers, which we identify on the basis of our abstract risk analysis using various country indices, to take the following preventive measures: Signing our Supplier Code of Conduct and completing an e-learning course on the topic of sustainability. By focusing on suppliers in countries with a higher risk disposition and setting an 80% threshold for our country-specific purchasing volume, we take appropriate account of risks with our direct suppliers.

On the basis of self-assessment questionnaires, we conduct feedback discussions with suppliers with critical results and develop action plans to improve their social and environmental performance. If necessary, we carry out on-site audits focusing on the respective identified risk.

In order to measure the effectiveness of the preventive measures listed, we set ourselves Group-wide targets and collect corresponding key figures:

Signing of the Supplier Code of Conduct by at least 90% of high-risk suppliers

- Completion of the e-learning module on the topic of sustainability by at least 90% of

high-risk suppliers

B. Risk analysis and preventive measures

B5. Communication of the results

Were the results of the risk analysis/analyses for the reporting period communicated internally to relevant decision-makers?

It is confirmed that the results of the risk analysis/analyses for the reporting period were communicated internally to the relevant decision-makers, such as the Board of Management, the management, or the purchasing department, in accordance with Section 5 (3) LkSG.

- Confirmed

B. Risk analysis and preventive measures

B6. Changes in risk disposition

What changes have occurred with regard to priority risks compared to the previous reporting period?

The Dürr Group reports for the first time on the fulfillment of human rights and environmental due diligence obligations in accordance with the Supply Chain Due Diligence Act for the year 2023.

C. Identification of violations and remedial measures

C1. Identification of violations and remedial measures in own business area

Were any violations identified in your own business area during the reporting period?

- No

Describe which procedures can be used to detect violations in your own business area.

As one of the world's leading mechanical and plant engineering companies, the Dürr Group is represented in 32 countries at 142 locations with over 20,500 employees. We cannot completely rule out incidents of human rights violations in our own business area, in Germany and abroad, particularly with regard to "Disregard of occupational health and safety and work-related health hazards" and the "Prohibition of unequal treatment in employment." However, as of the date of this report, we had no confirmed cases of either actual human rights violations or violations of our human rights due diligence obligations.

- Risk area "Prohibition of unequal treatment in employment"

We train our employees and make them aware of our corporate values and principles, which we have set out in our Group-wide Code of Conduct. This includes equal opportunities and the prohibition of discrimination, whether based on gender, age, religion or belief, illness, disability, ethnic, cultural or social origin, nationality, skin color, sexual orientation, marital status, or for any other reason. We do not tolerate harassment or abusive behavior. Potential violations of the prohibition of unequal treatment can be reported via various channels, anonymously, if desired, as part of our complaints procedure. Incoming reports are reviewed and assessed for plausibility. In justified cases, individually appropriate measures are initiated in consultation with the specialist departments.

In addition, equal opportunities officers are deployed at various locations in Germany and abroad. Representatives for severely disabled employees represent the interests of severely disabled persons in the company at various locations and provide them with advice and assistance. Laws, collective bargaining agreements, and Group company agreements regulate all major issues affecting the concerns of employees at our German locations, including equal treatment. The majority of our German Group companies is covered by collective agreements.

- Risk area "Disregard of occupational health and safety and work-related health hazards"

Our aim is to protect and promote the health and safety of all persons affected by our business activities. Irrespective of national laws, our goal is to achieve a minimum standard of health protection and occupational safety that meets the needs of offices, production, and construction

sites worldwide. The occupational health and safety management system aims to minimize the risk of damage to health and accidents in the workplace.

As of December 31, 2023, a total of 25 companies in the Dürr Group had an occupational safety management system certified in accordance with ISO 45001. Regular inspections and internal audits, which take place at least once a year, are designed to ensure that health and safety guidelines and processes are being adhered to at construction sites as well as at our plants and offices.

We have established a uniform Group-wide reporting system for accidents at work: Accidents are recorded, categorized, and reported to the Dürr Management Board on a monthly basis. Accident recording and categorization is accompanied by a root cause analysis, which enables us to evaluate the nature and cause of the accident. We regularly incorporate these analyses into the further development of our health & safety preventive measures and prioritize potential anomalies and clusters in certain accident categories. We also draw conclusions from information in our complaints system and through the targeted deployment of safety experts during on-site audits.

C. Identification of violations and remedial measures

C2. Identification of violations and remedial measures at direct suppliers

Were any violations identified at direct suppliers during the reporting period?

- No

Describe which procedures can be used to detect violations at direct suppliers.

Based on a country-specific risk analysis, we conduct an initial assessment of major suppliers. In order to analyze the potential high-risk suppliers identified in this way in detail, we determine actual risks using self-assessment questionnaires. We ask suppliers from high-risk countries to complete a self-assessment questionnaire in IntegrityNext on compliance with human rights and other sustainability aspects relevant to us. For example, suppliers must indicate whether they comply with occupational safety regulations and fair working conditions. Based on this self-assessment, we perform a risk classification of suppliers using the traffic light colors of red, yellow, and green. If necessary, we conduct feedback discussions and work with the supplier to develop individual action plans and timelines. We keep ourselves informed about their implementation in follow-up meetings.

Where necessary, we conduct on-site audits focusing on sustainability; we revised the corresponding audit process in 2023. As part of this, we have added sustainability requirements to the audit checklist. In doing so, we have focused on human and employee rights and verify compliance with the standards set out in our Supplier Code of Conduct. If deviations are identified, the suppliers must make improvements, the implementation of which is monitored as part of re-audits.

Incoming reports via our whistleblower system represent a further source of information for the detection of violations at direct suppliers.

C. Identification of violations and remedial measures

C3. Identification of violations and remedial measures at indirect suppliers

Were any violations identified at indirect suppliers during the reporting period?

- No

D. Complaints procedure

D1. Establishment of or participation in a complaints procedure

In what form was a complaints procedure offered for the reporting period?

- Company's own complaints procedure

Describe the company's own procedure and/or the procedure in which your company participates.

The Dürr Group has set up an internal complaints procedure, which is also accessible to third parties, and has established the "Dürr Group Integrity Line" reporting system. The Dürr Group Integrity Line is part of the Dürr Group's compliance management system and offers every person the opportunity to report potential human rights risks and human rights violations, among other things. All incoming reports are reviewed by the Corporate Compliance Officer. The Corporate Compliance Officer refers reports relating to potential violations of human rights or environmental regulations to the Human Rights Officer of Dürr AG. In justified cases, the Corporate Compliance Officer and the Human Rights Officer initiate further steps and coordinate measures in consultation with the specialist departments.

For our complaints management throughout the Group, we use the "EQS" software from EQS Group AG, which is characterized by its accessibility and simple, intuitive usability, in particular through tried and tested accompanying texts, questionnaires, and reporting forms. The software enables us to conduct an anonymous dialog with whistleblowers and to ask questions to clarify the described incident if the whistleblower agrees. The complaints system is currently available to reporting persons in twelve languages.

D. Complaints procedure

D1. Establishment of or participation in a complaints procedure

Which potentially involved parties have access to the complaints procedure?

- Own employees
- Communities in the vicinity of own locations
- Employees at suppliers
- External stakeholders such as NGOs, trade unions, etc.

How is access to the complaints procedure ensured for the various groups of potentially involved parties?

- Publicly accessible rules of procedure in text form
- Information on accessibility
- Information on responsibility
- Information on the process
- All information is clear and understandable
- All information is publicly accessible

Publicly accessible rules of procedure in text form

Optional: Describe.

-

Information on accessibility

Optional: Describe.

-

Information on responsibility

Optional: Describe.

-

Information on the process

Optional: Describe.

-

All information is clear and understandable

Optional: Describe.

-

All information is publicly accessible

Optional: Describe.

-

D. Complaints procedure

D1. Establishment of or participation in a complaints procedure

Were the rules of procedure for the reporting period publicly available?

File was uploaded

To the rules of procedure:

<https://www.durr-group.com/en/investor-relations/corporate-governance/compliance>

D. Complaints procedure

D2. Requirements for the complaints procedure

Indicate the person(s) responsible for the procedure and their function(s).

Corporate Compliance Officer – Dr. Florian Müller

It is confirmed that the criteria for the responsible persons contained in Section 8 (3) LkSG are fulfilled, i.e. that they offer the guarantee of impartial action, are independent and not bound by instructions, and are obliged to maintain confidentiality.

- Confirmed

D. Complaints procedure

D2. Requirements for the complaints procedure

It is confirmed that precautions were taken during the reporting period to protect potentially involved parties from being disadvantaged or penalized as a result of a complaint.

- Confirmed

Describe what precautions have been taken, in particular how the complaints procedure ensures the confidentiality of the identity of whistleblowers.

The Dürr Group Integrity Line is part of the Dürr Group's compliance management system and offers every person the opportunity to report potential human rights risks and human rights violations, among other things. Information can be submitted via an online form – anonymously, if desired. In this case, the software used protects the identity of the whistleblower. When submitting the report, the reporting person has the option of agreeing to be contacted by the company. In this case, possible queries can be clarified and the facts of the case can be discussed and investigated in more detail using the function of an anonymous password-protected chat and associated case ID.

The confidentiality of identity and data protection are guaranteed by procedural principles, the basic handling of data in accordance with our privacy policy and the group framework agreement on data protection as well as by the software solution and certification of the provider EQS Group AG. The procedural principles are set out in our Group-wide company directive on the whistleblowing system. It includes the need-to-know principle, whistleblower protection, confidentiality, and secrecy, among other things.

Describe what precautions have been taken, in particular what other measures are in place to protect whistleblowers.

The Dürr Group will not tolerate discrimination or retaliation against the persons making the report – even if the report subsequently proves to be unfounded. Employees, suppliers, and business partners of the Dürr Group as well as third parties will have to expect consequences if they subject whistleblowers to reprisals. Corresponding principles are laid down in the rules of procedure and in our guidelines, for example in our Dürr Group Code of Conduct and in the internal company directive on the whistleblowing system. In this way, we give people who use the complaints procedure the assurance that they will not suffer any disadvantages as a result of using the complaints mechanism.

D. Complaints procedure

D3. Implementation of the complaints procedure

Did you receive any information about the complaints procedure during the reporting period?

- Yes

Provide details on the number, content, duration, and outcome of the procedures.

Complaints about potential human rights violations can be reported via the Dürr Group Integrity Line as well as via the following alternative reporting points, the supervisor, the local Compliance Manager, the Corporate Compliance Officer, or the Human Rights Officer.

In 2023 and since the LkSG came into force on January 1, 2023, one complaint with a substantive reference to the LkSG has been received. This concerned the “Prohibition of unequal treatment in employment.” The complaint was assessed for plausibility in accordance with our company directive on the whistleblowing system and passed on to the specialist department for processing. As a result, we have not identified any human rights violations within the meaning of the LkSG. The assessment of the case led to the conclusion that no follow-up measures were required.

On which topics have complaints been received?

- Prohibition of unequal treatment in employment

Describe the conclusions drawn from the complaints/reports received and the extent to which these findings have led to adjustments in risk management.

The plausibility check and the assessment of the submitted complaint led to the conclusion that the underlying facts did not constitute a human rights violation within the meaning of the LkSG.

No further conclusions or adjustments were made to risk management.

E. Review of the risk management

Is there a process in place to review the appropriateness and effectiveness of risk management across the board?

In which of the following areas of risk management is the appropriateness and effectiveness assessed?

- Risk analysis and prioritization process
- Preventive measures
- Remedial measures
- Complaints procedure

Describe how this audit is carried out for the respective area and what results it has led to, particularly with regard to the prioritized risks.

The appropriateness and effectiveness of specific areas of human rights risk management are reviewed by means of internal controls. The process of risk analysis and prioritization of suppliers is reviewed annually and whenever circumstances require to ensure that it is appropriate. This is done through a dialog between the purchasing department and the LkSG working group. In the area of preventive measures, the review is carried out on a topic-specific basis using quantitative and qualitative indicators, such as the percentage of Supplier Codes of Conduct signed by high-risk suppliers, the number of training sessions successfully completed, or regular Group-wide employee surveys. We continuously incorporate the insights gained from this into the further development of our preventive measures. The implementation of individual elements of human rights risk management is regularly monitored and reviewed.

E. Review of the risk management

Are there processes or measures in place to ensure that the interests of your employees, the employees within your supply chains and those who may otherwise be directly affected in a protected legal position by the economic activities of your company or by the economic activities of a company in your supply chains are adequately taken into account when establishing and implementing risk management?

In which areas of risk management do processes or measures exist to take into account the interests of potentially affected persons?

- Preventive measures
- Remedial measures
- Complaints procedure

Describe the processes and measures in place for the respective area of risk management.

With regard to risk management, processes and measures are in place in the areas of prevention, remediation, and complaints management to take into account the interests of potentially affected persons. In our own business area, this includes collective bargaining agreements, dialog with works councils/company co-determination, local employee dialogs, but also regular direct surveys of employees. This gives us a picture of the current sentiment regarding working and general conditions, workload, and management culture. In addition, fundamental rights at work are embedded in the Dürr Group Code of Conduct.

We maintain constant communication with our suppliers and raise awareness of human rights issues, especially among our buyers. In the Supplier Code of Conduct, we address our expectations of ethically correct behavior as well as human rights and environmental standards. We are available to suppliers for questions and feedback.

In the event of violations of human rights and breaches of environmental regulations, we seek appropriate solutions in consultation with the parties involved in accordance with the procedural principles of our Whistleblowing Policy.

The complaints procedure is available to all potentially affected persons. We guarantee the protection of whistleblowers in our rules of procedure and in our internal company directives, among other things.