





# SUSTAINABILITY GOALS

**Symbols:**  
 ■■■■ = fully met  
 ■■■/■■■/■■■ = in progress  
 □□□□ = in planning

Area	Goals	Target year	Degree of target achievement (status as of: May 31, 2024)
 <b>STRATEGY AND ORGANIZATION</b>			
Materiality analysis	Update of the materiality analysis prepared in 2020 in accordance with the requirements of the CSRD	2023/2024	■■■■
Sustainability management	Analysis and implementation of CSRD reporting standards	2023/2024	■■■■
Sustainability opportunities and risks	Financial evaluation of physical climate risks for relevant locations of the Dürr Group	2024/2025	■■■■
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	□□□□
Dialog with stakeholders	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	■■■■
	Conducting at least three strategic customer experience workshops annually with an elaborated set of methods	ongoing	-
	Integration of the customer experience module into the new CRM IT system	2024	■■■■
Sustainability ratings	Connecting all Group companies to the customer experience program	2025	■■■■
	ISS ESG Corporate Rating: Improvement to Prime status (currently: C+)	2025	■■■■
	EcoVadis rating: Placed at least in the top 5% of all companies that received an award (gold medal)	ongoing	-
	Sustainalytics, MSCI and CDP: Continuous improvement of our sustainability performance	ongoing	-
 <b>MANAGEMENT AND GOVERNANCE</b>			
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	2024	■■■■
	Creation of a guideline for the whistleblowing system to embed procedural standards and general process flows	2024	■■■■
	Further development of a uniform, system-supported process for business partner checks throughout the Group	2025	■■■■
	Further development of measures to prevent antitrust and competition law violations	2024/2025	■■■■

Area	Goals	Target year	Degree of target achievement (status as of: May 31, 2024)
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	■■■■
	Implementation of at least four phishing simulations to further increase cyber security	2024	■■□□
Information and data security	Expansion of TISAX® certification at selected locations of the Dürr Group in Germany and abroad	2023	■■■■
	Further development of the Information Security Management System (ISMS) in compliance with legal requirements	2024	■■□□
Sustainable corporate financing	Development and publication of a "Sustainable Finance Framework" for future, long-term oriented corporate financing	2023	■■■■
 <b>PRODUCTS AND SERVICES</b>			
Sustainable products and systems	Continuous expansion of the Group-wide product portfolio to include energy-saving and resource-conserving solutions through 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	-
EU Taxonomy	Complete reporting on taxonomy-eligible and taxonomy-aligned economic activities of the Dürr Group	2023/2024	■■■■
 <b>VALUE CREATION AND SUPPLY CHAIN</b>			
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	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	2024	■■■□
	Development of a Group-wide water policy	2024	■■■□
	Continuous recording of water stress areas and derivation of adaptation measures for relevant locations of the Dürr Group	ongoing	-
	Implementation of a Group-wide concept for taking back used machines after the end of use in accordance with the requirements of EU WEEE	2024/2025	■■■□
Sustainable supply chain	Signing of the Supplier Code of Conduct by at least 90% of high-risk suppliers annually	ongoing	-
	Reply to the self-assessment questionnaire by at least 90% of high-risk suppliers annually	ongoing	-
	Completion of the e-learning module on the topic of sustainability by at least 90% of high-risk suppliers annually	ongoing	-
	Development and implementation of a financial incentive system for suppliers to increase transparency and sustainability in the supply chain	2024	■■■□

Area	Goals	Target year	Degree of target achievement (status as of: May 31, 2024)
 <b>EMPLOYEES AND QUALIFICATION</b>			
Attractive employer	Conduct follow-up surveys in teams with strikingly negative results in the 2023 employee survey	2024	□□□□
	Conduct a random pulse survey	2024	□□□□
	Continuation of the Group-wide roll-out of the “Spark” ideas management system	ongoing	–
People development and further training	Piloting of the new evaluation and talent management processes in the new HR IT tool	2024	■□□□
	Implementing talent pools and corresponding talent development programs	2024	■□□□
	Further development and Group-wide roll-out of the development and orientation centers	2024	■□□□
	Development of a change management system to accompany strategic projects in the company	2024/2025	■□□□
Respect for human rights	Introduction of talent reviews for talent identification and succession planning as part of the new talent management process	2024/2025	□□□□
	Expansion of the Group-wide human rights risk analysis for their own business area to all relevant locations of the Dürr Group	2023	■□□□
Occupational health and safety	Recording, thorough analysis, and global reporting of at least 70% of near misses that occurred in the year <sup>1</sup>	ongoing	–
	Group-wide maximum of 11 work-related accidents per 1 million hours worked	ongoing	–
	Performance and documentation of at least 600 safety audits annually worldwide	ongoing	–
	ISO 45001 certification of all companies in the Dürr Systems, Schenck and HOMAG <sup>2</sup> subgroups with operational value creation and sales of at least €10 million per year	2024	■□□□
 <b>ENGAGEMENT AND SOCIETY</b>			
Donations and sponsorship	Revision of the Group-wide donations and sponsorship policy	2024	■□□□

<sup>1</sup> only major near misses

<sup>2</sup> only German companies