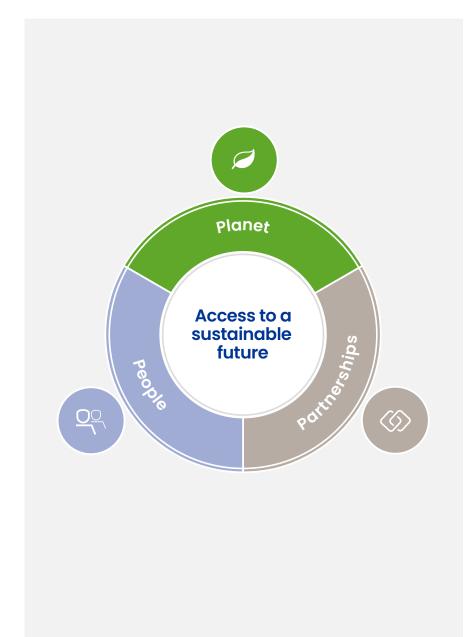
Our sustainability framework

Contributing to the UN Sustainable Development Goals







People

We empower our people so that they can unlock their full potential

We create a fair, inclusive and safe culture which enables our employees to thrive. We provide a workplace where they can continuously grow, openly contribute with their ideas and feel proud of their achievements.

- Fair Employment
- Training & Education - Diversity & Inclusion
- Occupational Health & Safety

1 in 3 managers are women

2027 Target year Baseline FY 20/21









Planet

We open the doors

wide to a low carbon

and circular economy

goals.

We develop innovative and resource efficient solutions

for the circular economy and do our part to ensure a climate resilient future. We offer durable and energy efficient products that help our customers achieve

their own sustainability

- Energy & Emissions - Circular Economy & Materials

Material topics

- Environmental Compliance

42% in line with a 1.5°C future Target year

Key targets

2030 Baseline FY 19/20 74.770 tCO₂e*

Reduce operational emissions





Target year	2030		
Baseline FY 19/20	1.197.848 tCO_e*		

All new product developments and optimizations are covered by our circularity approach

2023 Target year

*Baseline FY 2019/20 in line with Science Based





Targets initiative validation



Partnerships

We collaborate to promote sustainable development beyond our own doors

We lead by example and engage with our partners to drive more eco-friendly practices and support the protection of human rights. Through our secure access solutions, we also contribute to people's health and safety. We work with partners to raise awareness on safe operating practices of our products.

- Supplier Sustainable Development

- Human Rights
- Customer Health & Safety

Assess all high-risk suppliers for their sustainability management by a third-party or off-board them for lack of participation

Target year	2027
Baseline FY 20/21	10%





Target

Decrease the recordable work-related injury rate by 33%

Material topics

Occupational Health & Safety



*Baseline FY 2019/20 in line with latest dormakaba dialogue results

Baseline FY 20/21

13 hours / FTE

14%

1.4

Target

year

2027

2027

2027

2027

2027



Energy & Emissions	Reduce operational emissions 42% in line with a 1.5°C future	2030	74,770 tCO ₂ e*
	Reduce value chain emissions from purchased goods & services, and the use of sold products by 25%	2030	1,197,848 tCO ₂ e*
	Become carbon neutral in our operations	2030	-
	Achieve net-zero emissions	latest 2050	-
	Have best in class energy efficiency for new products	2023	-
	Reduce energy intensity of our operations by 25%	2030	100.5 MWh/mCHF*
	80% of purchased electricity is from green sources	2030	45.5%
	100% of fleet in Germany, France and the UK is electric or hydrogen-based	2030	-
Circular Economy & Materials	All new product developments and optimizations are covered by our circularity approach	2023	-
	We offer extended producer responsibility take-back schemes for all products and packaging in ten top sales countries	2027	-
	Zero fossil-fuel based plastic used in packaging	2027	1,088 tons
	100% of paper, wood and carton stems from Forest Stewardship Council certified sources	2027	-
	Double the total number of sustainability-related product declarations/certifications, including Cradle to Cradle and for recycled content	2027	170
	Zero waste to landfill in operations	2027	3,443 tons

*Baseline FY 2019/20 in line with Science Based Targets initiative validation



Partnerships (

Supplier Sustainable Development	Assess all high-risk suppliers for their sustainability management by a third-party or off-board them for lack of participation	2027	10%
	At least 45% of our high-risk suppliers participate in our sustainability engagement program	2027	10%
	Close at least 80% of high priority corrective actions of assessed suppliers	2027	-
	90% of assessed suppliers with priority findings have completed a sustainability training	2027	-
	Provide information regarding conflict minerals for high-risk suppliers	2027	_
Human Rights	Reduce risk of forced labor for migrant workers by providing ethical recruitment trainings for all our labor agents in sending and receiving countries	2027	-
	Support the right to water in communities where we manufacture by establishing water stewardship programs in areas of high water scarcity, with no absolute increase in water consumption and reducing water intensity by 28%	2027	75,086 m³ absolute consumption and 25.5 L/hours worked*
	Ensure supply chain traceability for minerals having high risk of child labor	2027	_
Customer Health & Safety	Collaborate on health & safety training with subcontractors & installation partners	2027	-
	Collaborate on training and provide information materials on safe operation of our products to all end-users	2027	_
	At least 1 corrective action and/or 1 awareness training for each product-related injury	2027	_