

The ASSA ABLOY Group is the global leader in access solutions. Every day we help people feel safe, secure and experience a more open world.

Sustainability seminar 2025

6 February 2025

Experience a safer and more open world

ASSA ABLOY



Stay safe and secure

Every day, we help billions of people experience a more open world with innovative solutions that enable safe, secure, and convenient access to physical and digital places.



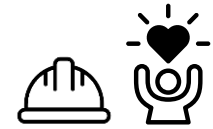
Evacuation / Shelter

Alarm, evacuation route and assembly point



Emergency

First-aid kit, heart defibrillator, emergency number



Wellbeing

Personal protective equipment, physical and mental health



Digital threat prevention

Share information through secured, company-approved platforms



Data protection

Protect your data, accounts and devices from unauthorized access



Physical security

Act secure – avoid tailgating, eavesdropping, etc.



Agenda

14:00

Welcome and introduction

ASSA ABLOY and sustainability
Nico Delvaux, President & CEO

Commercializing sustainability

Our people & Sustainability program 2025

~15:35

Break

Science Based Targets

- Product innovation and tools
- Supplier engagement

CSRD report summary and wrap-up
Erik Pieder, CFO

~17:00

End.



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End.

Our approach to sustainability

Sustainability is a driver for profitable growth

- Cost competitive operational footprint
- Sustainable product and solution offering
 - Bigger market
 - Competitive advantage
 - Better margins

Each division is responsible for managing our sustainability agenda

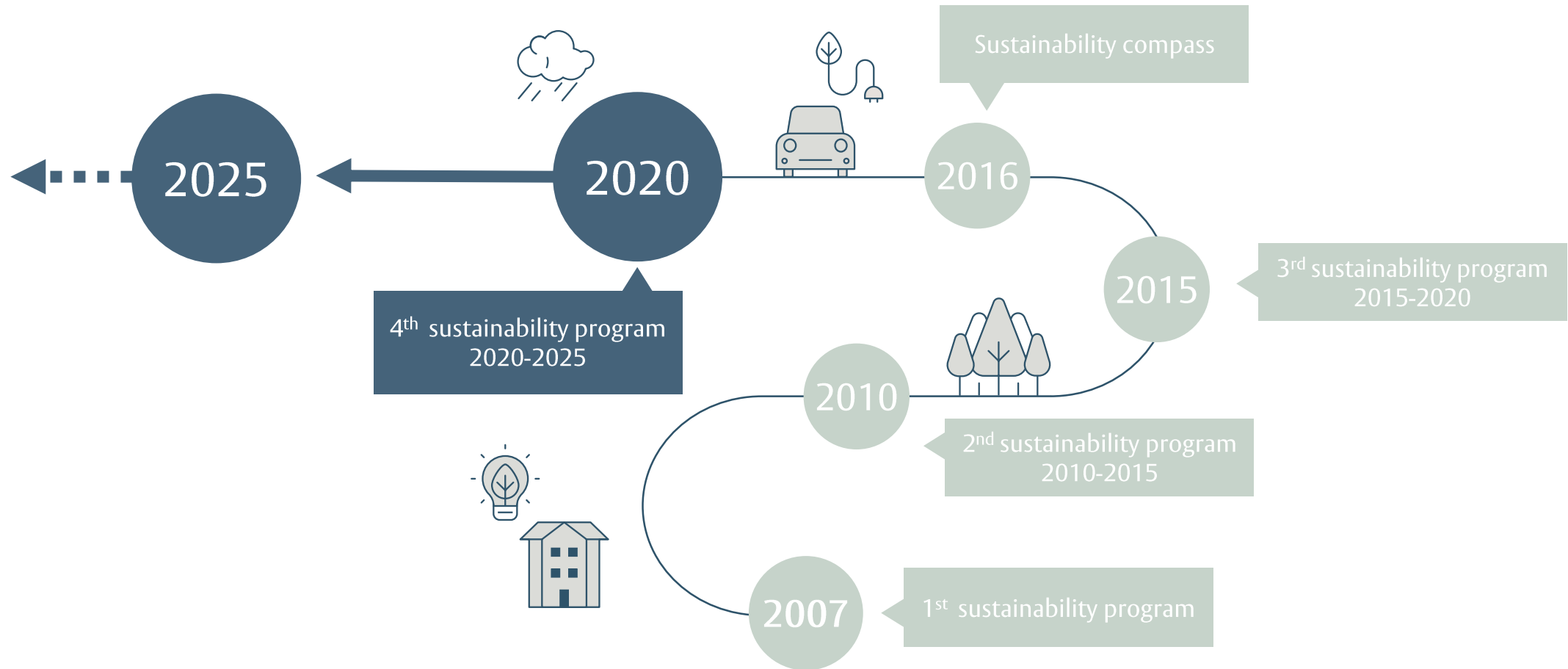
- Decentralized organization

Sustainability is as a journey of continuous improvement

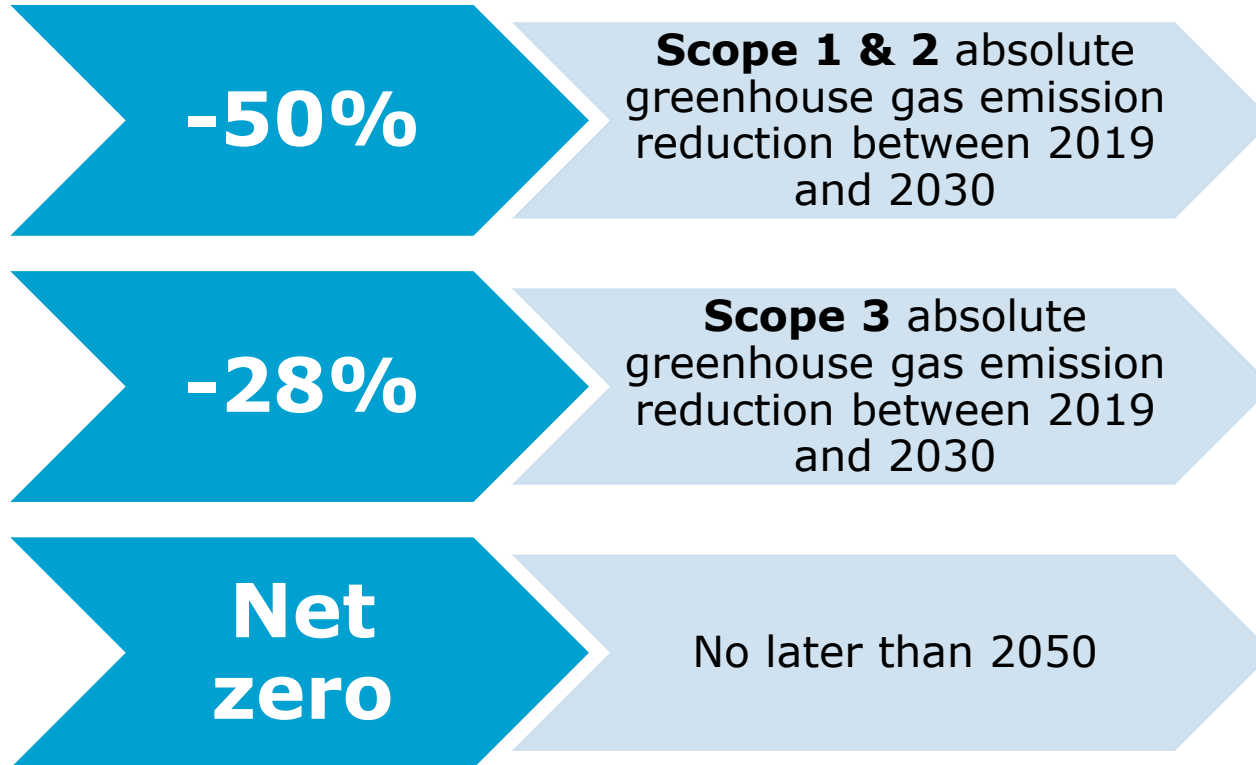
- Customer driven
- Compliance driven



We are completing our 4th sustainability program



Our longer term sustainability targets



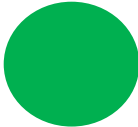
Sustainability program 2025

Our sustainability targets are funded through our standard capital expenditure process, **following the same rules as other capital investments**

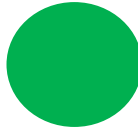
This is what we said in 2023...



Status February 2025



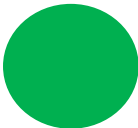
Almost completed
Ahead of most of the targets



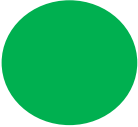
Good progress
Plan to reduce Scope 3 emissions developed and being executed upon



Important progress
Injury rates significantly down
More internal career opportunities



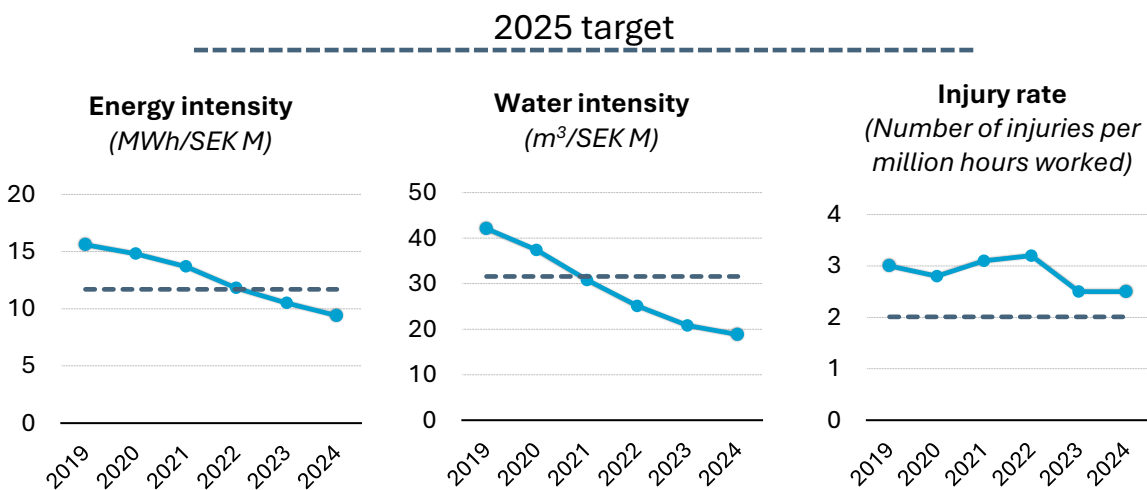
CSRD report already in 2024
CSRD report to be published ahead of requirement



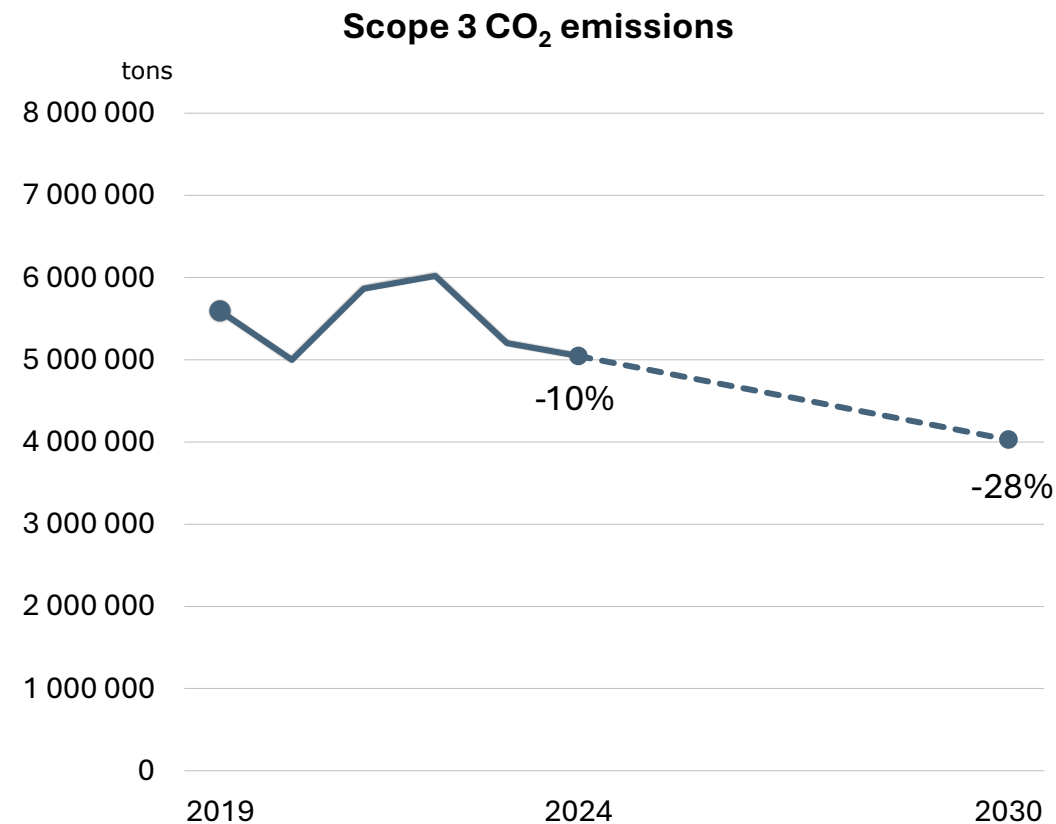
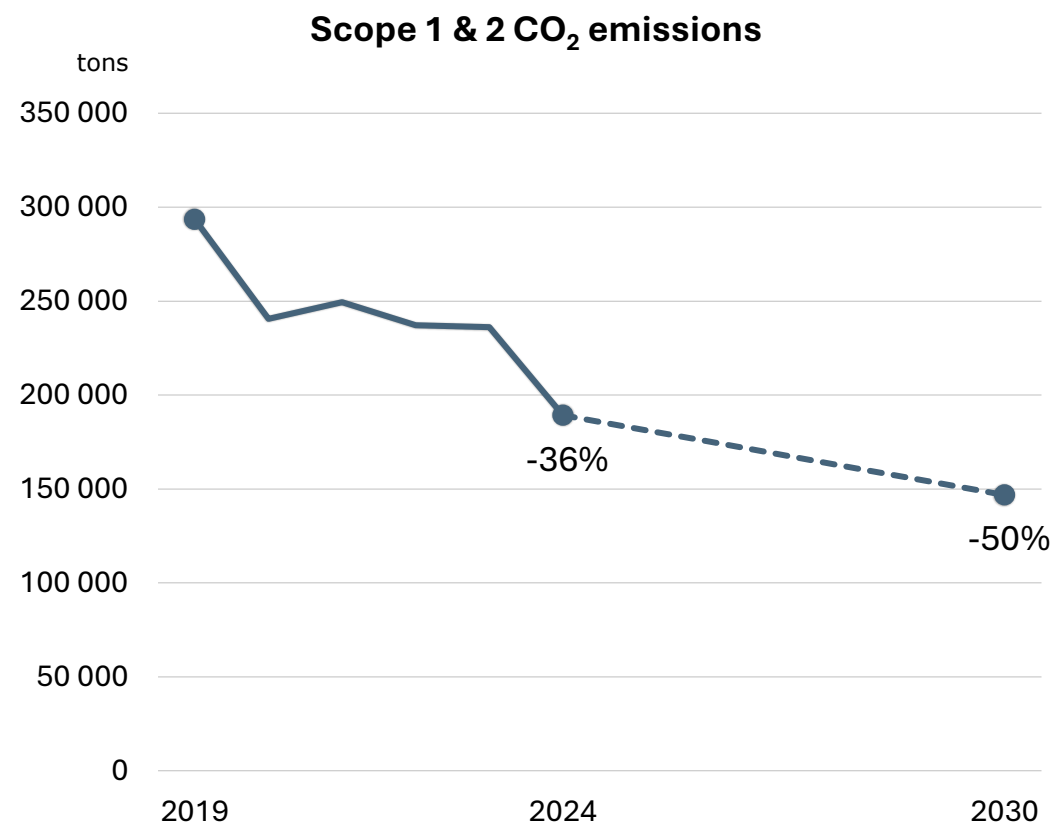
Green buildings are growing
Green specification up 45% in 2024 and up by >200% since 2000

We are ahead on most of our 2025 targets

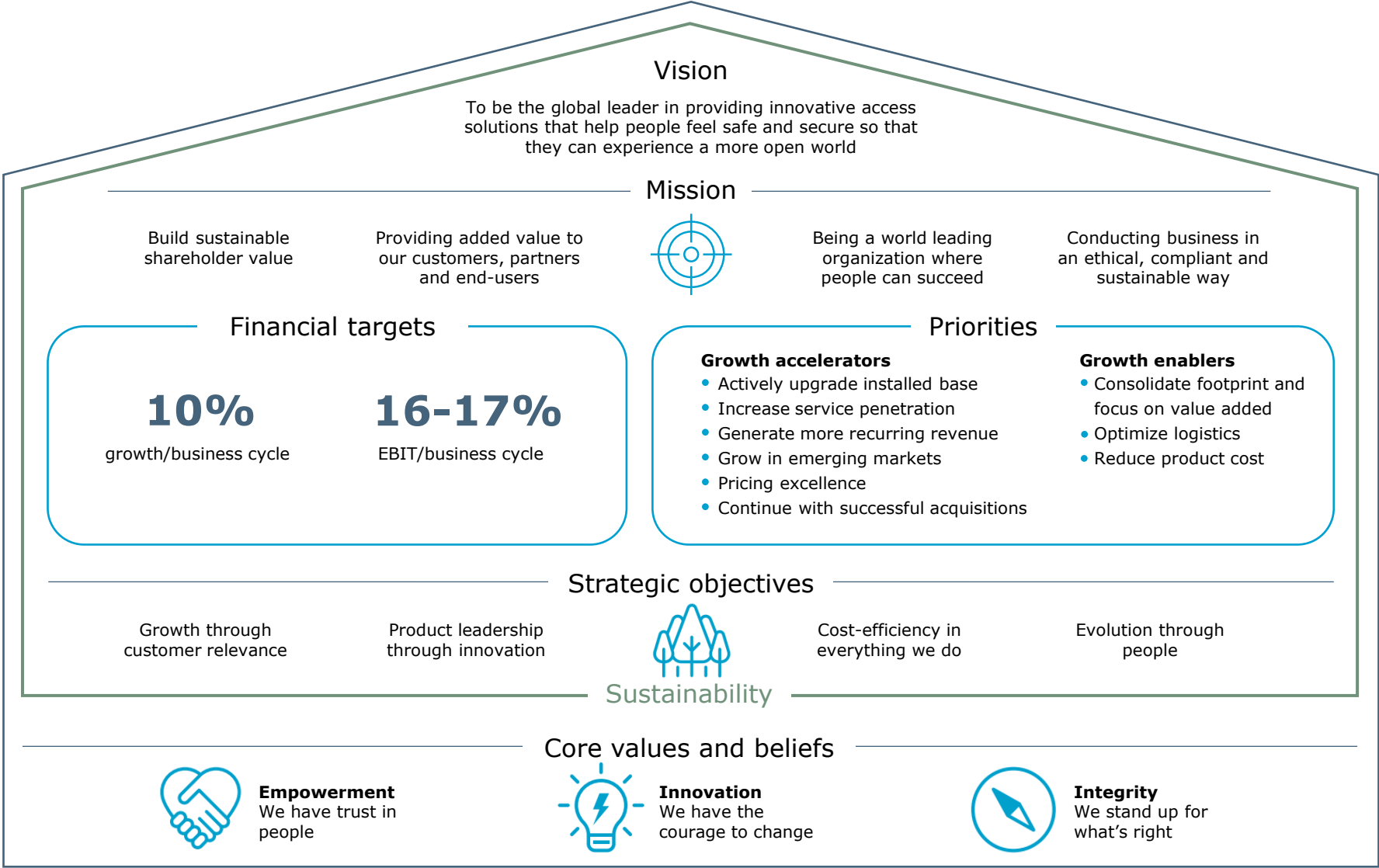
- We are well on our way to complete our 2025 sustainability program
- Health and safety continuous to improve
 - Injury rate down 17% since 2019



Progress towards Science Based Targets for 2030



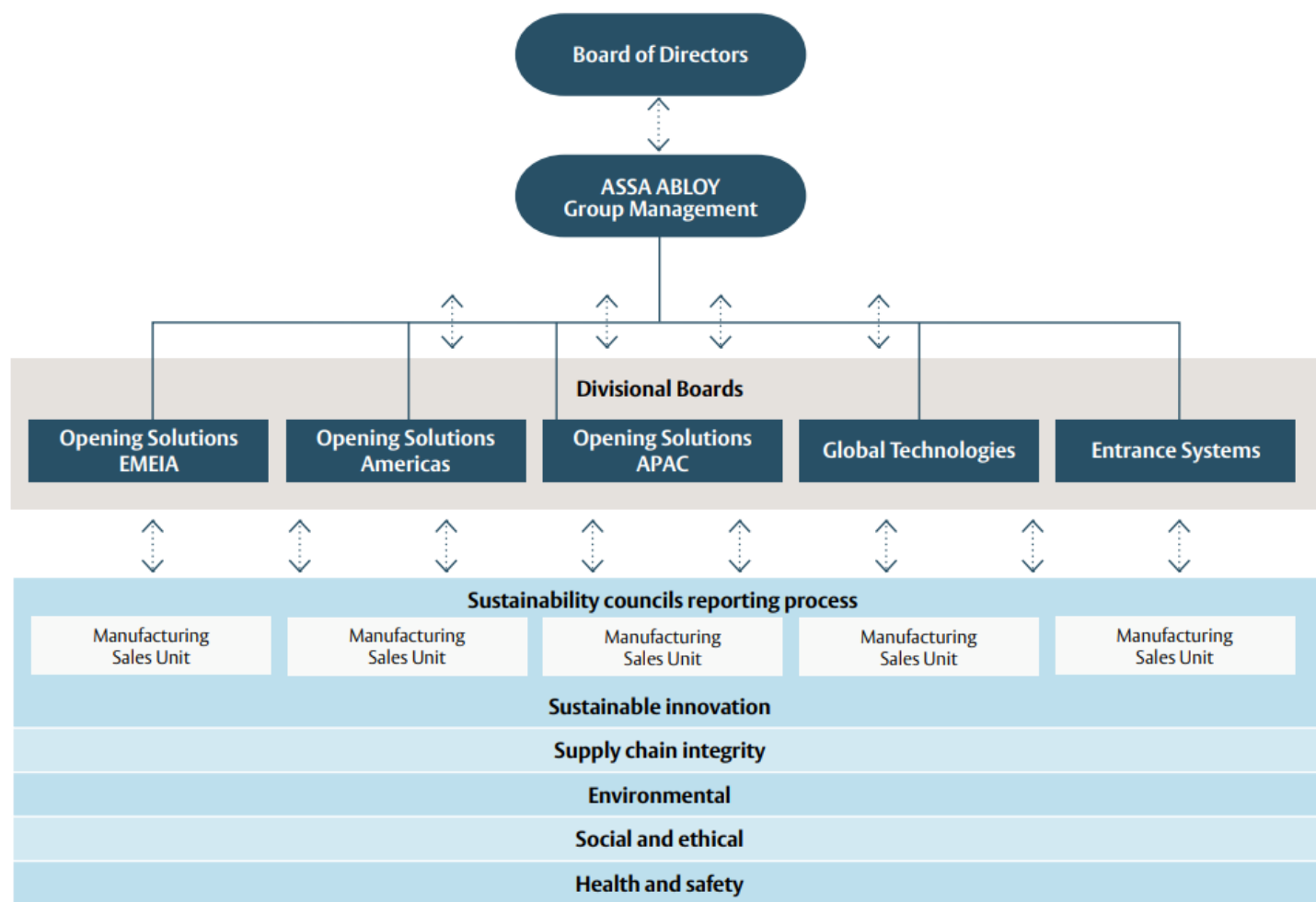
Sustainability is integrated in everything we do



Our people make it happen



Sustainability is integrated in our organization



Our strategy, sustainability objectives and the Code of Conduct form the foundation for our sustainability work.

Our divisions have operational responsibility for their sustainability work. The work is overseen by the **Executive Team** and ultimately by the **Board of Directors**.

A portrait of Johan Hjertonsson, a middle-aged man with grey hair, wearing a blue button-down shirt and a dark suit jacket. He is seated and smiling slightly. In the background, there is a large framed artwork with concentric circles in various colors. To the left, a small wooden table holds a book.

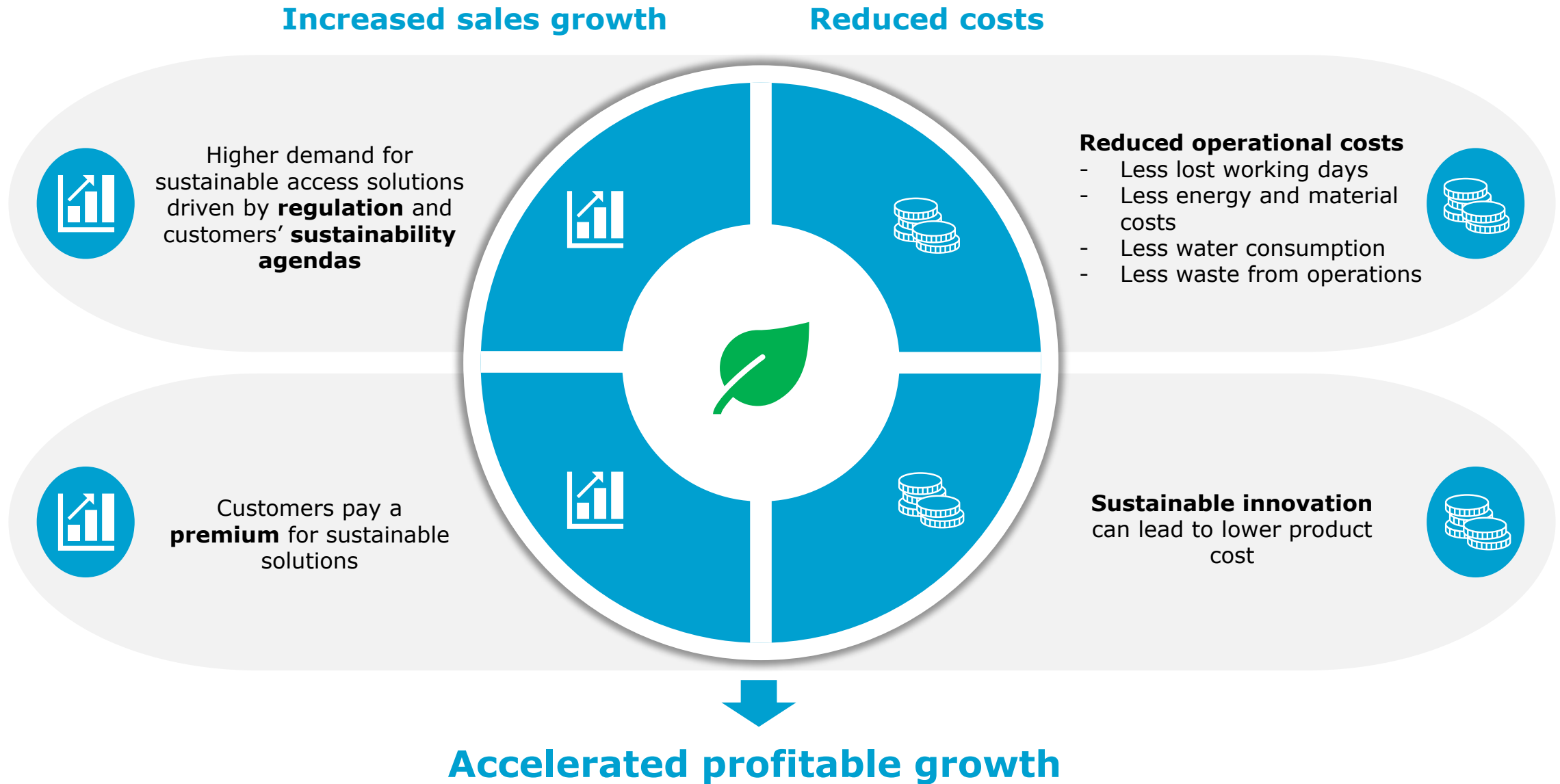
Johan Hjertonsson
Chairman

Recent and new regulation

- We intend to **comply** and report on all existing and coming regulations
- By proactively complying with regulation, we **stay ahead** of regulatory risks, which not only avoids compliance costs but positions us as a proactive leader



Sustainability leads to commercial opportunities





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Sustainability program 2025 & Our People

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Innovation

Science Based Targets update

CSRD report summary and wrap-up
Erik Pieder, CFO

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End.



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Commercializing Sustainability

Massimo Grassi, Head of Entrance Systems Division



Recycling
and circular
economy



Green building
certifications



Energy
efficiency



Safety
regulations

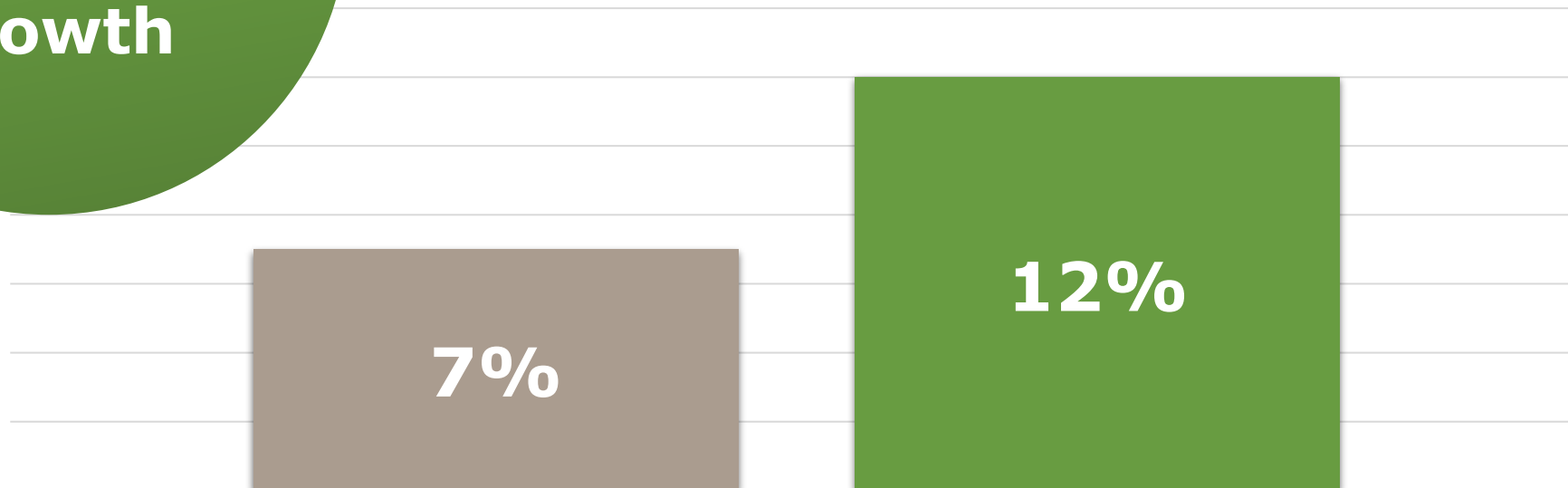


Digitalization
and smart
connectivity

**Innovation turns global
sustainability trends into
commercial opportunities**

CAGR 2022-2030

Take
advantage
of industry
growth



■ Global Construction Market

■ Global Green Construction Market

*CAGR= compound annual growth rate

Source: <https://tinyurl.com/4unsa5k4>

Shaping the future of connected doors with digital and value-added services



Maximizing customer value



**Enhancing efficiency with
connectivity and data**



**Customer sustainability
impact**



Connectivity and AI



ASSA ABLOY ecoLOGIC

Our new AI solution
for energy savings

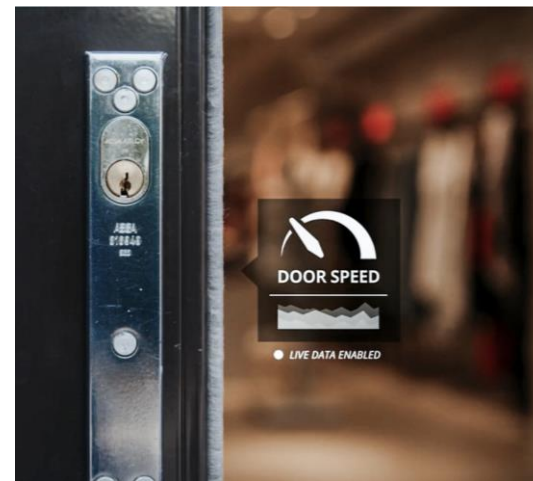
It's a matter of balance between energy savings and customer experience



Store owners like the doors to be open and inviting to customers



There are moments in a day where you can get fresh air or free cooling from outside



Frequently updating settings help optimize door lifespan, reduce energy costs, and improve the customer experience



ecoLOGIC helps our customers to reduce their energy cost and their carbon footprint



The idea

We combined door data with weather reports, customer traffic insights, and AI technologies to create smart and intelligent solutions that maximize energy savings while keeping the customer experience seamless

EcoLogic VIDEO



Empowering sustainable solutions for our Customers



Tangible energy and cost savings for customers

- ~14,000 kWh / year (medium sized store)
- ~1,000-2,000 EUR in recurring savings

Reduction of wear and tear

- 2-7%

Improved customer experience

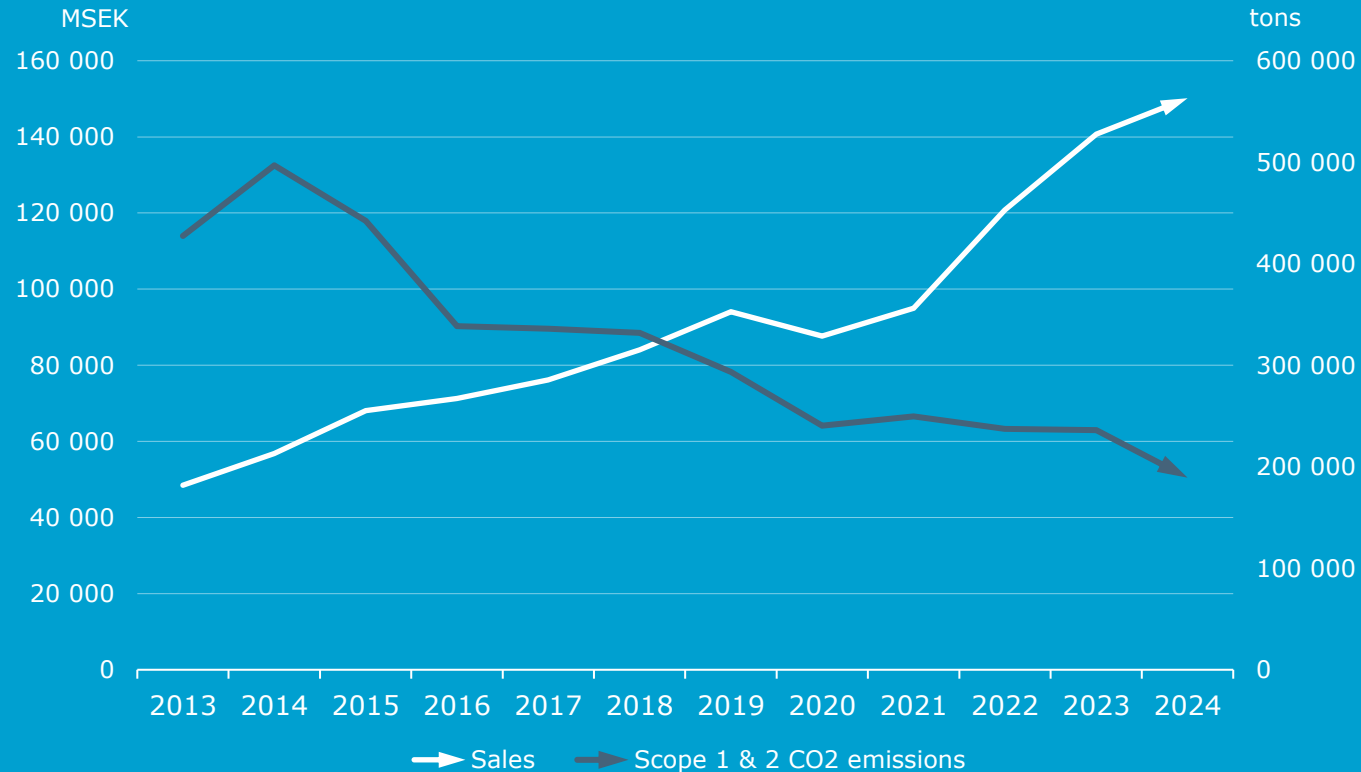
Recurring revenue

Amy Musanti – Americas and sustainability



Emissions and sales – trends we aim at extending

Sales vs CO₂ emissions



Since 2013...

...we have more than halved absolute Scope 1&2 CO₂ emissions

...while our sales have increased by 210%

...and our margin is stable at ~16%

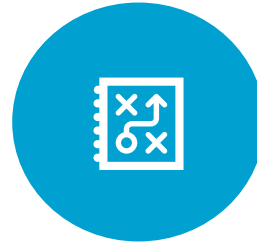
Key priorities going forward



- **Complete 2025 sustainability program**
- **Develop our next sustainability program**



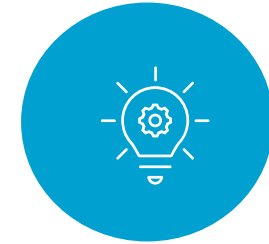
**Deliver on
Science Based
Targets**



**Comply with
regulations**
(e.g. CSRD and CSDDD)



**People –
development
and safety**



**Realize
business
opportunities**



Q&A

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End.



Our people

Allan Cooper, Chief Human Resources Officer

Experience a safer and more open world

ASSA ABLOY

HR strategy house

New

To be the trusted strategic business partner contributing to the success of ASSA ABLOY through smartly creating a purpose-driven workplace where all employees are empowered.

Refocused for 2024

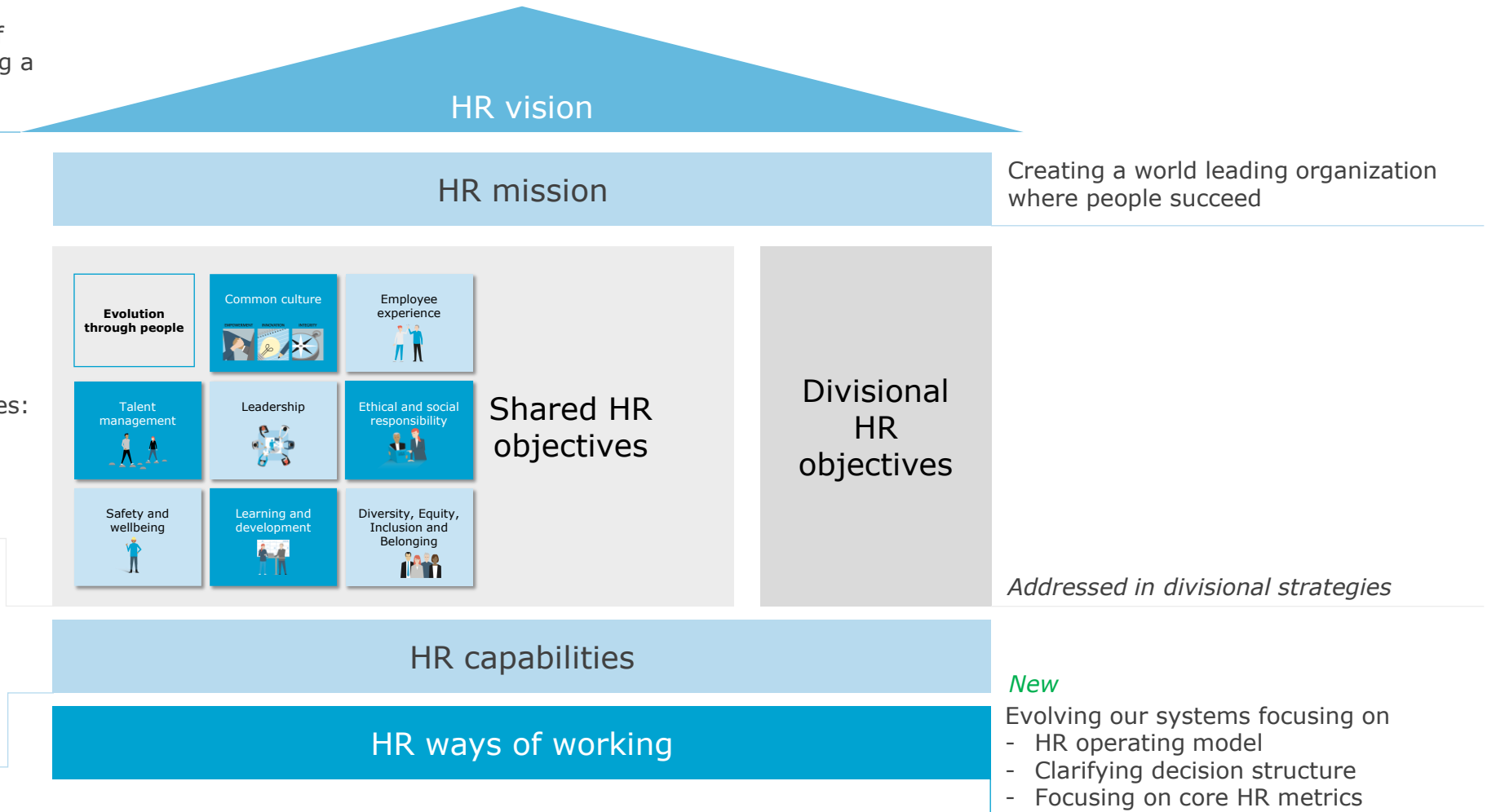
Reconfirming our shared HR objectives:

- Common culture
- Employee experience
- Talent management

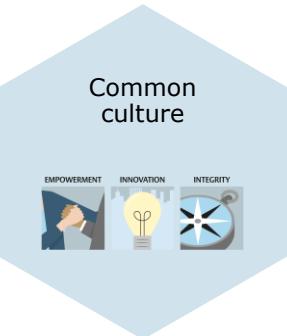
New

Strengthening core capabilities of

- Data driven HR
- Business acumen
- Being a people advocate



Key HR initiatives in 2024



Common culture

Revitalizing our core values and making our values tangible

- **The 30-year anniversary** an opportunity to reaffirm our commitment to a common culture and the values
- **"Together we – live our values"** companywide workshops



Employee experience

Improving touchpoints with employees to enable a purposeful and human-centric organization

- **People Experience Project (PxP)** improve our HR system (GPS)
- **Employee turnover** analytics and continuous follow-up

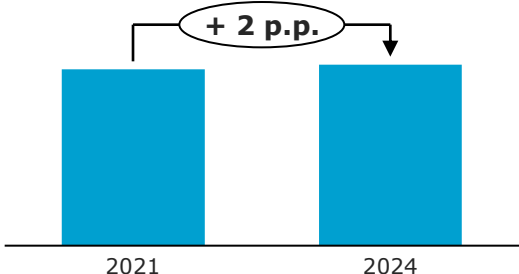


Talent management

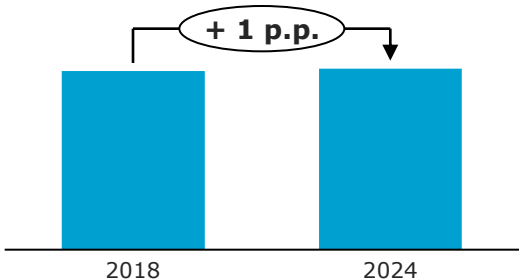
Leveraging our internal workforce to its fullest

- **Change of operating model for talent acquisition in Europe** a clustered, segmented model which improves collaboration and efficiency with lower costs
- Quarterly **talent management** meeting set-up

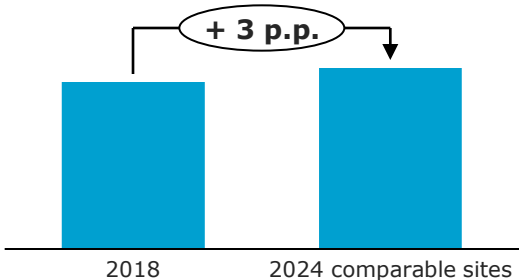
Culture in "Voice of Employee"



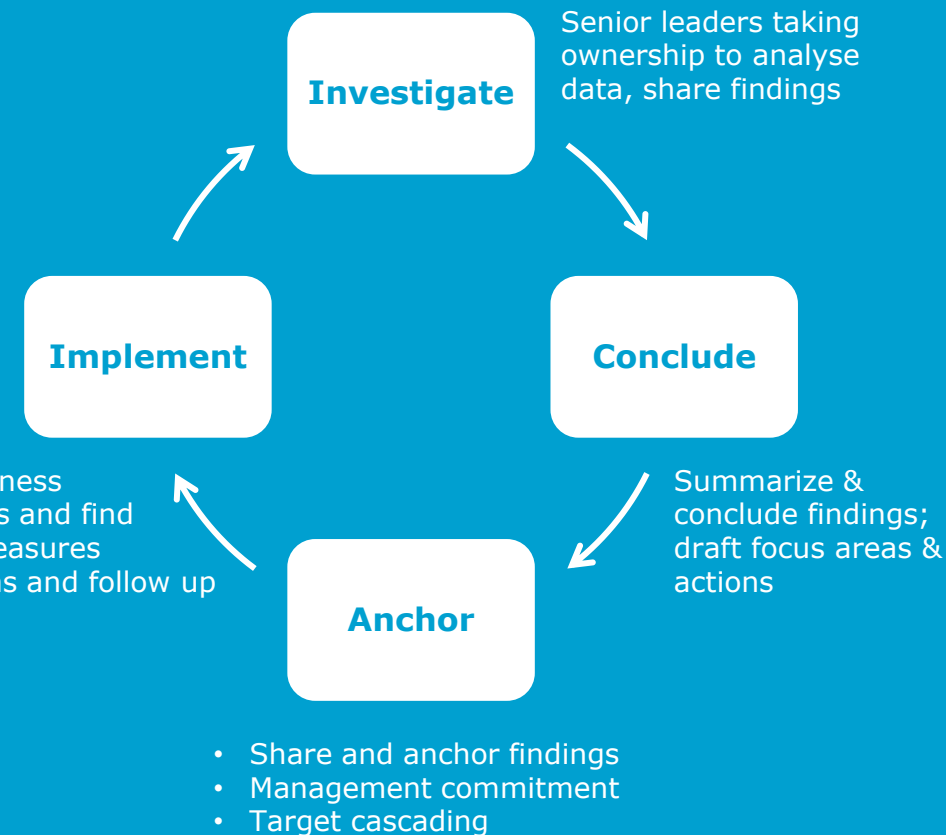
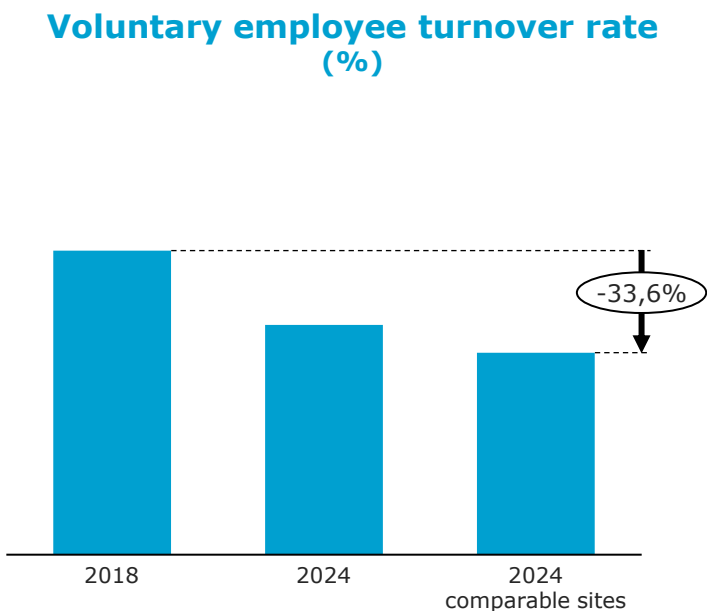
Engagement in "Voice of Employee"



Internal hire rate (Level 2-5)



Turnover has improved significantly



Upskilling and being data-driven

HR system enables more granular analytics and effective actions plans

Positive impact and next steps

- **Positive impact on internal hires**

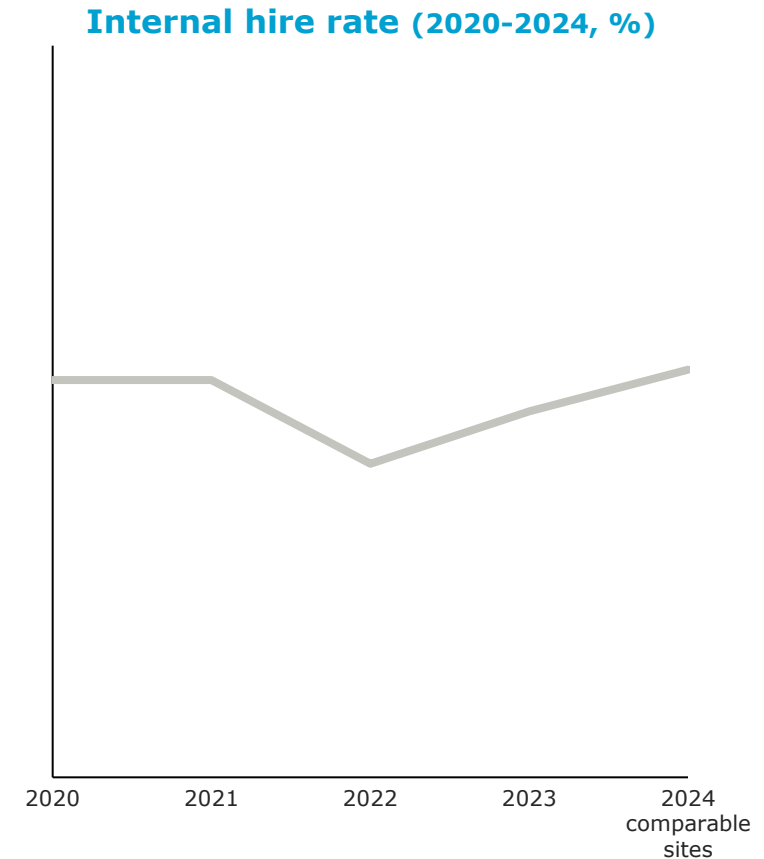
- Career growth opportunities go hand in hand with improved retention rate

- **Continuing the positive journey**

- Involuntary termination (excl. MFP)
- New acquisitions

- **Next steps**

- Continue working on the cycles to keep the positive trend
- Ensure constant review and focus from leaders
- More granular analytics
- Work actively with new acquisitions



Other sustainability-focused HR initiatives in 2024



CSRD

Preparation well in progress for first-time disclosing of metrics available

- **Extensive CSRD preparation**
 - CSRD gap assessment
 - Double materiality assessment
 - Changes made/ to be made, communication in progress



Diversity and Inclusion

Increase attention to Diversity, Equity, Inclusion & Belonging (DEIB) with a myriad of activities and fostering a culture of inclusion

- **DEIB: best practice sharing**
- **Diverse recruitment:** Training for hiring managers and recruiters on hiring fairly and inclusively

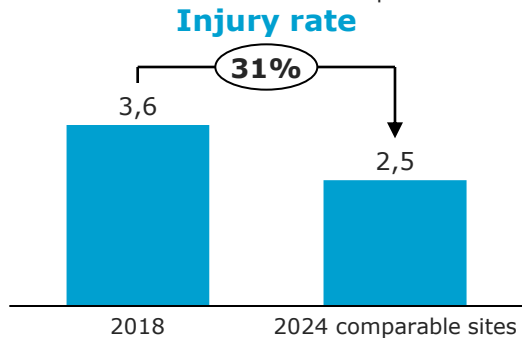
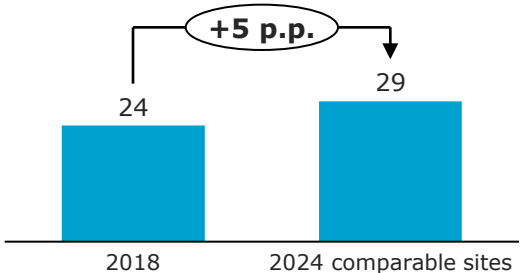


Safety and Well-being

Broaden the definition of safety and well-being to take even better care of our workforce

- **Risk based approach**
- **Wellbeing Pilot**
- **Safety in acquisitions**
- **"Together we are safe" workshops**

Female employees and unspecified gender group (L2-5, %)



Markus Kast – Record Group injury work improvement



Markus Kast

Head of Business Segment Pedestrian
ASSA ABLOY Entrance Systems

Key take-away

Continued positive progress in social sustainability since 2018



Positive improvement in cultural recognition



Decreased turnover and improved engagement score



More talents hired from within



Extensive CSRD preparation for rolling-out



Higher proportion of underrepresented gender groups



Lower injury rate



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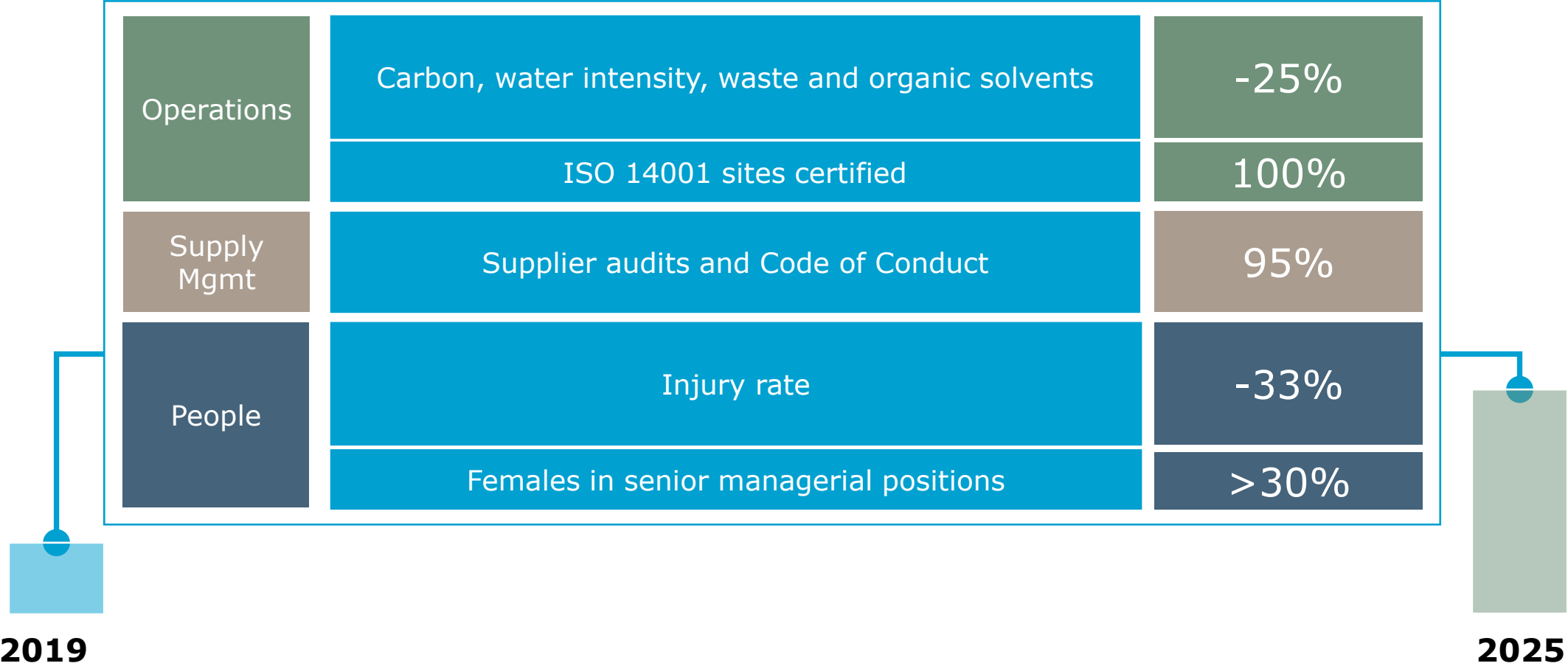
Sustainability program 2025

Charles Robinson, Head of Sustainability


Experience a safer and more open world

ASSA ABLOY

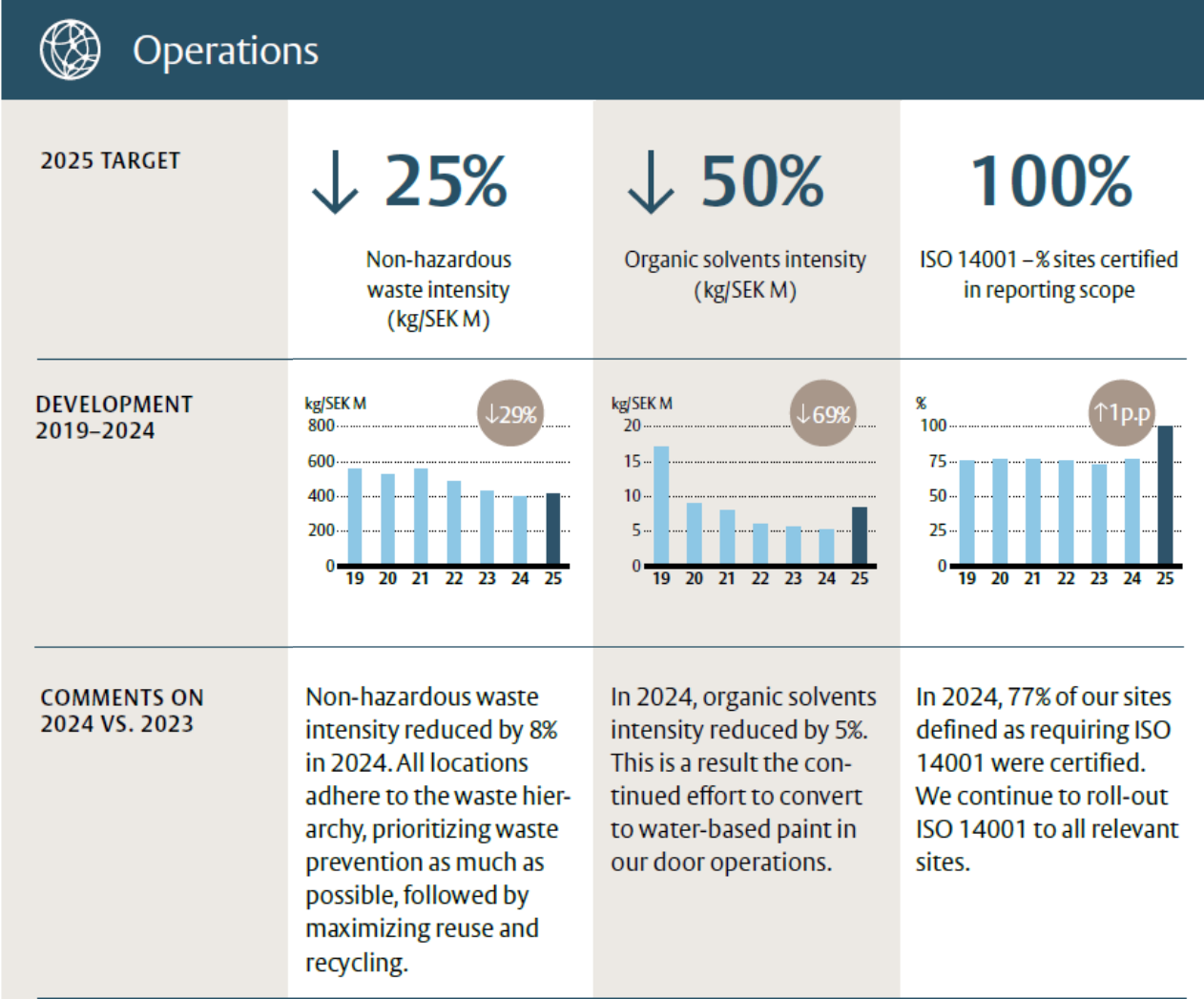
Sustainability program 2025



Sustainability program 2025 | Progress

<div>  Operations </div>				
2025 TARGET	<div>↓ 25%</div> <div>Carbon footprint (Scope 1 & 2, '000 tons absolute)</div>	<div>↓ 25%</div> <div>Energy intensity (MWh/SEK M)</div>	<div>↓ 25%</div> <div>Water intensity (m³/SEK M)</div>	<div>↓ 25%</div> <div>Hazardous waste intensity (kg/SEK M)</div>
DEVELOPMENT 2019–2024	<div> <div> <div>'000 tons</div> <div> <div>300</div> <div>200</div> <div>100</div> <div>0</div> </div> <div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div> <div>25</div> </div> </div> <div>↓36%</div> </div>	<div> <div> <div>MWh/SEK M</div> <div> <div>20</div> <div>15</div> <div>10</div> <div>5</div> <div>0</div> </div> <div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div> <div>25</div> </div> </div> <div>↓40%</div> </div>	<div> <div> <div>m³/SEK M</div> <div> <div>50</div> <div>40</div> <div>30</div> <div>20</div> <div>10</div> <div>0</div> </div> <div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div> <div>25</div> </div> </div> <div>↓56%</div> </div>	<div> <div> <div>kg/SEK M</div> <div> <div>100</div> <div>75</div> <div>50</div> <div>25</div> <div>0</div> </div> <div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div> <div>25</div> </div> </div> <div>↓42%</div> </div>
COMMENTS ON 2024 VS. 2023	<p>In 2024, there was a 20% decrease in Scope 1 & 2 absolute carbon emissions. Where 2% is due to focused energy efficiency improvements and 18% is linked with implementing the most recent emission factors.</p>	<p>Energy intensity reduced in 2024 by 10%, due to continued focus of energy effectiveness and efficiency initiatives and increased production output resulting in higher value added.</p>	<p>Water intensity reduced by 10% in 2024. This stemmed from ongoing efforts to enhance water efficiency across the Group and continued improvements in water infrastructure.</p>	<p>In 2024, hazardous waste intensity reduced by 5%. This was accomplished through waste reduction efforts, where production methods were further refined to minimize waste hazardous waste.</p>

Sustainability program 2025 | Progress



Cross-divisional collaboration in action

Sustainability Council F2F | March 2024

Ameristar, Tulsa OK

Meeting theme:

- Get to know your neighbours and **steal with pride**

“If only ASSA ABLOY knew what ASSA ABLOY knows”

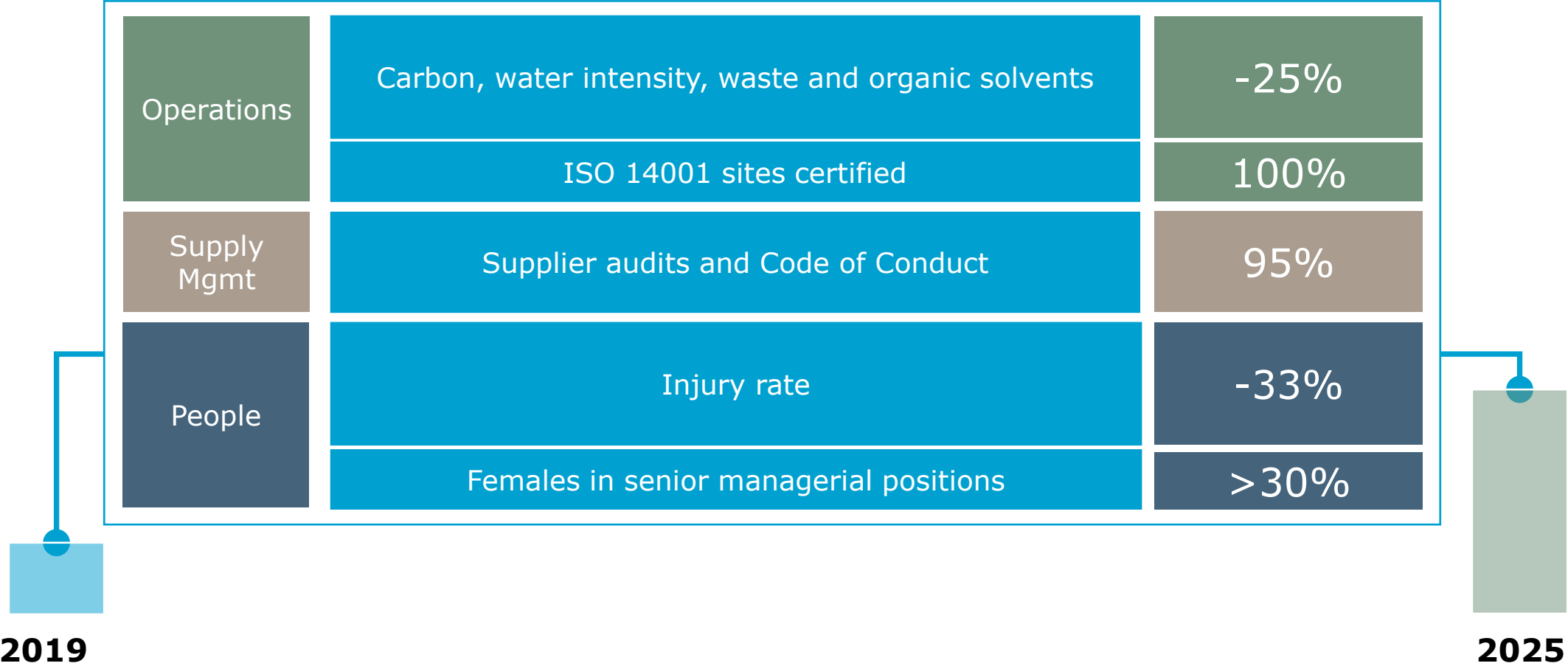
Ulf Södergren, former Group CTO



Ameristar video



Sustainability program 2025



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Supplier engagement

Anna-Eva Sparf Aagaard, Procurement & Sustainability Director

Experience a safer and more open world

ASSA ABLOY

Code of Conduct for our suppliers and partners

www.assaabloy.com [Our Code of Conduct](#) | ASSA ABLOY

- **Purpose and Scope**

- Ensures ethical behavior, social responsibility, environmental sustainability and health & safety for workers

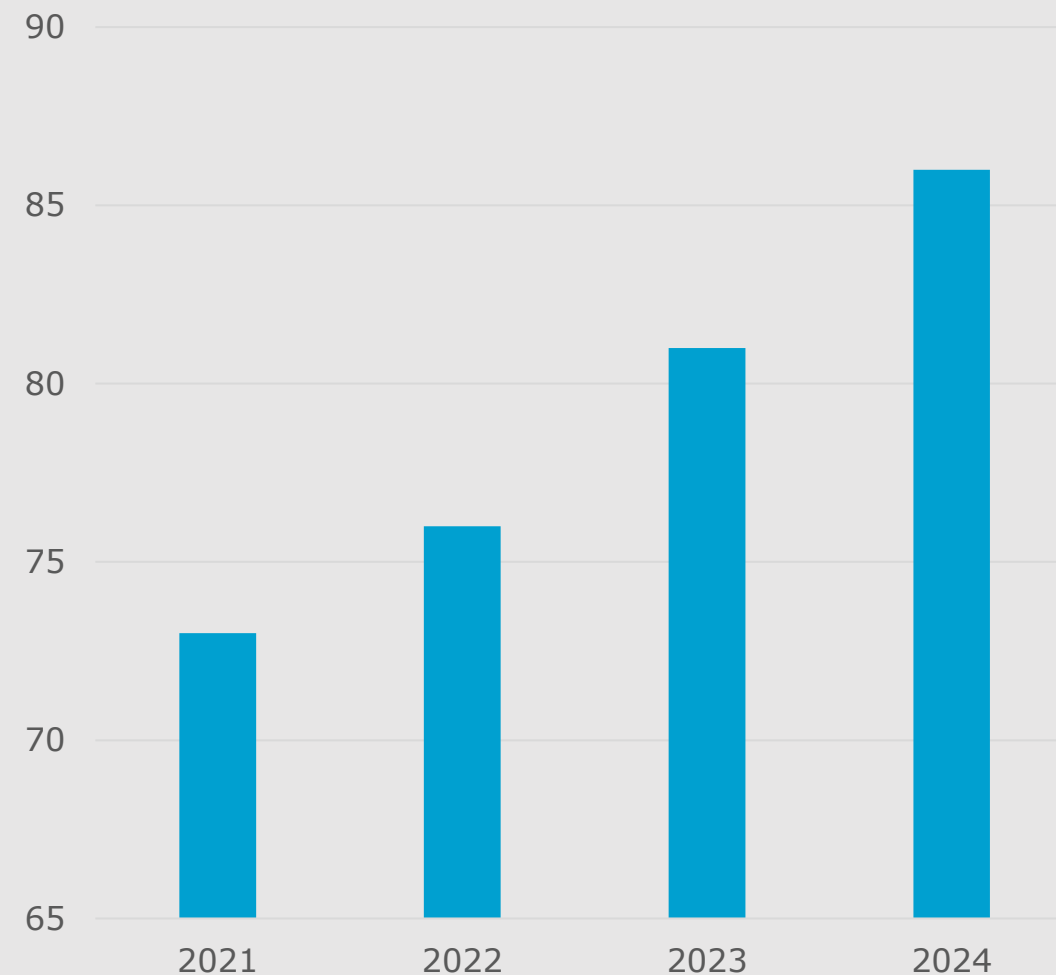
- **Foundational Principles**

- Based on international standards: UN Universal Declaration of Human Rights, UN Global Compact, ILO Principles, OECD Guidelines, ISO 14001

- **Key Expectations**

- Legal compliance with all applicable laws and regulations
- ASSA ABLOY respects country laws, but where the code sets a higher standard the Code of Conduct applies

Signed Code of Conduct for
Business Partner
(% of direct & indirect material spend)



Overview of Code of Conduct requirements



- **Business Ethics**
 - No corrupt activities: bribery, fraud, extortion, etc.
 - Compliance with competition and antitrust laws
 - Protection of data and intellectual property
- **Human Rights & Labor Standards**
 - No child labor or forced labor
 - Respect for freedom of association and collective bargaining
 - Fair working conditions: contracts, working hours, compensation
- **Environmental Responsibility**
 - Adherence to environmental laws and regulations
 - Commitment to sustainable practices
- **Health & Safety**
 - Safe and clean work environment
 - First aid and medical care



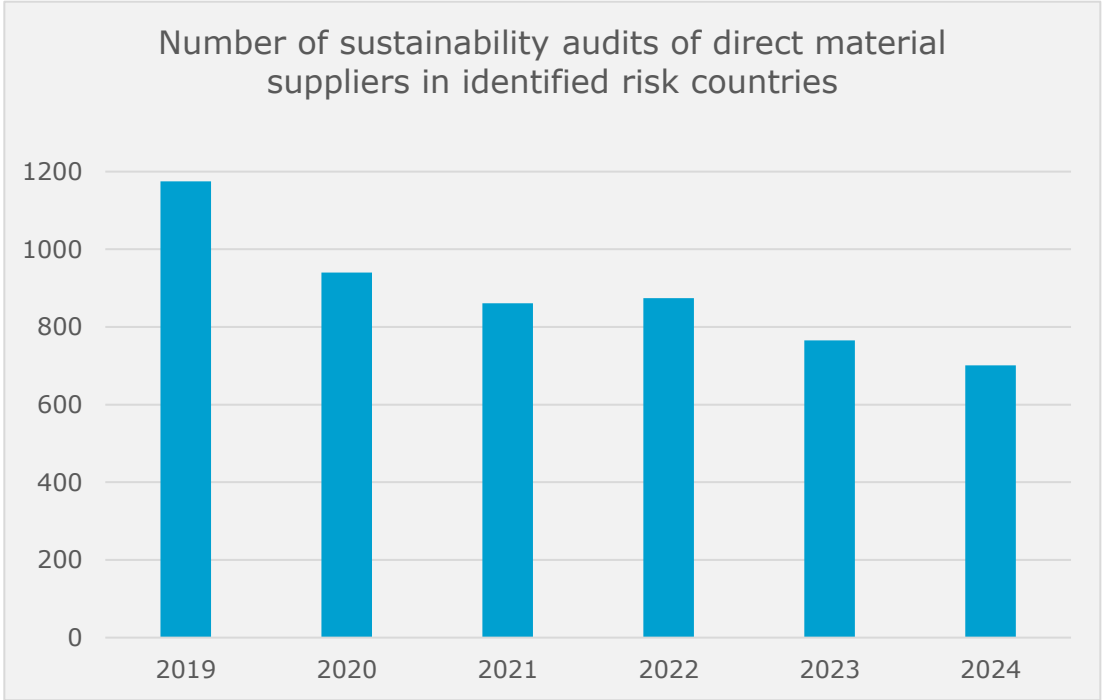
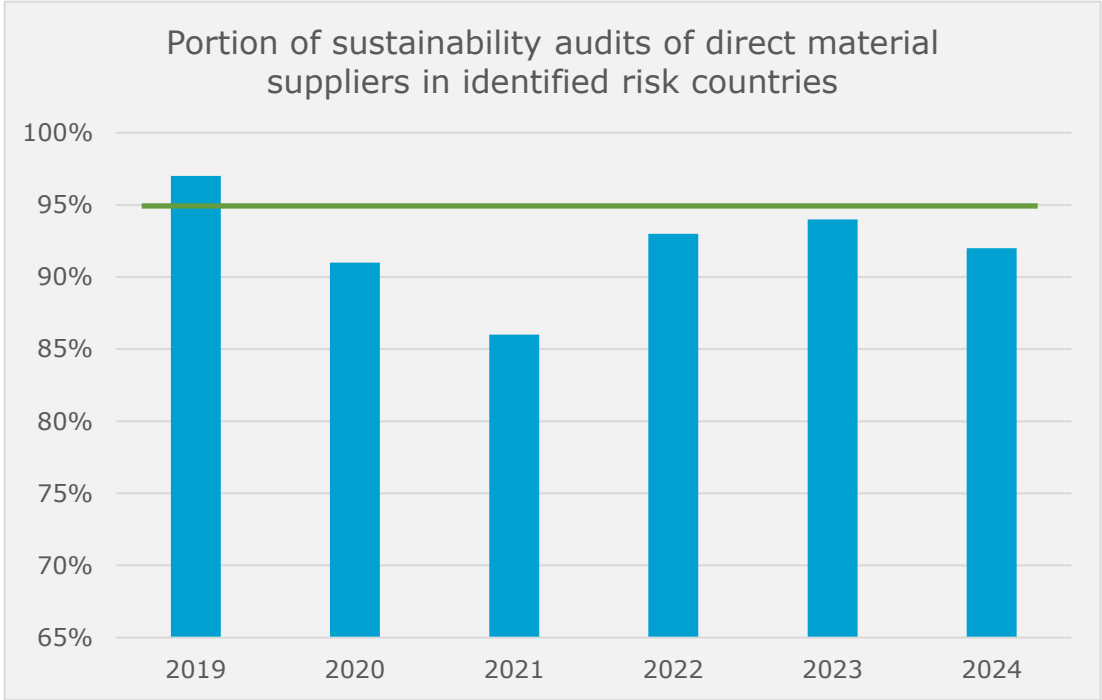
Sustainability audits ensure that our suppliers fulfil our Code of Conduct requirements

- Monitor and ensure suppliers' compliance to our set of sustainability requirements

Outcome:

- Improved sustainable supplier performance over time
- Identify and resolve problem areas to reduce risk
- Provide a platform for supply chain continuous improvement via corrective/preventive actions

Audits of direct material suppliers in identified risk countries



- Drop in coverage due to Covid travel restrictions during 2020-2021
- Number of risk countries, where our suppliers are located, declines over time

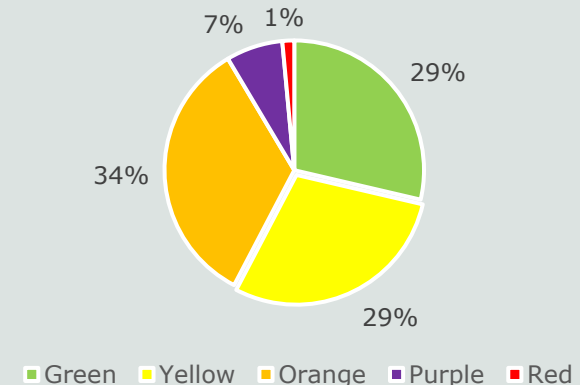
Audit process

- Pre-Audit: Supplier self-assessment
- On-Site Audit*: Detailed inspection and interviews
 - Audit checklist – Set of Questions & requirements
 - Interviews with Supplier's management & workers
 - Identified concerns are documented
- Post-Audit: Report generation and feedback
 - Parties to work on corrective actions
- Follow-Up Actions
 - Corrective action plans for non-compliance issues
 - Continuous monitoring and re-audits
 - Support and training for suppliers to improve sustainability practices

▪ *Carried out by our ASSA ABLOY auditor and/or external 3rd party authorized auditor

Rating	Re-audit Rule
Green	Re-audit shall be made within 3 years
Yellow	Re-audit shall be made within 2 years
Orange	Re-audit shall be made within 1 year
Purple	Re-audit shall be made within 1 year
Red	Re-audit shall be made within 6 months <ul style="list-style-type: none"> • If the supplier is rated Red at the 2nd re-audit, the supplier is prohibited and directly disqualified as supplier to ASSA ABLOY (regardless of improvements)

A typical month's SUS Audits rating, % of suppliers in G/Y/O/P/R status





Q&A

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Break until 15.45 CET

Science Based Targets

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Erik Pieder, CFO

~17:00

End.



Break until 15.40 CET



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Science Based Targets

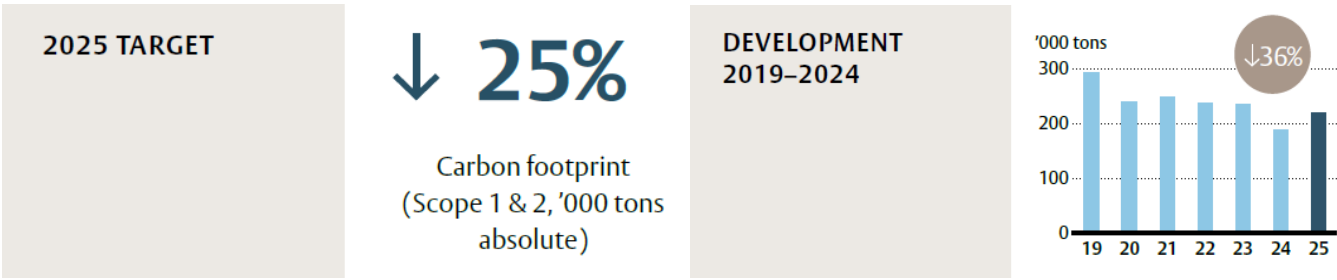
Charles Robinson, Head of Sustainability

Science Based Targets | Our commitment vs. 2019

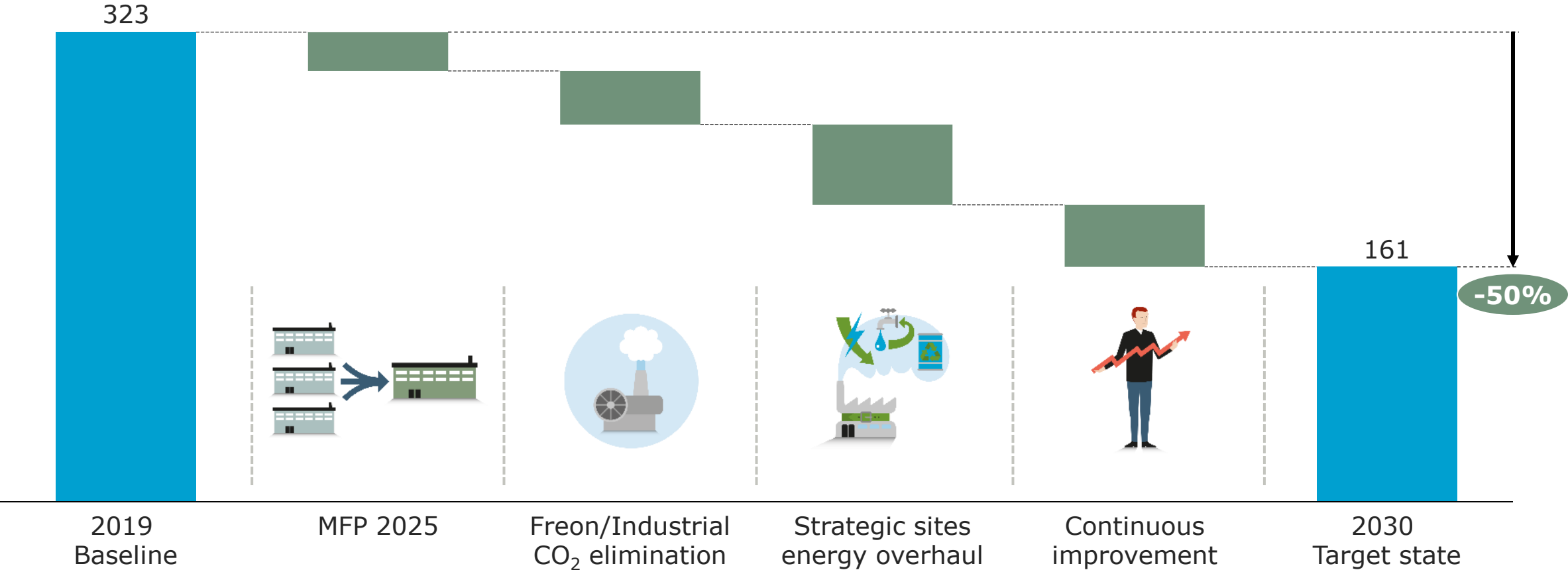
	SCOPE 1	SCOPE 2	SCOPE 3	
<div>NEAR-TERM SBT 2030</div> <div></div>	2030			<div>Ratified 2022</div> <div></div>
	-50% absolute reduction	-28% absolute reduction		
<div>LONG-TERM NET-ZERO 2050</div>	2050			<div>Ratified 2024</div> <div></div>
	Net-zero, all scopes			

- Scope 1 & 2 emissions: Greenhouse gas emissions linked with our operations
- Scope 3 emissions: Greenhouse gas emissions linked with our entire value chain

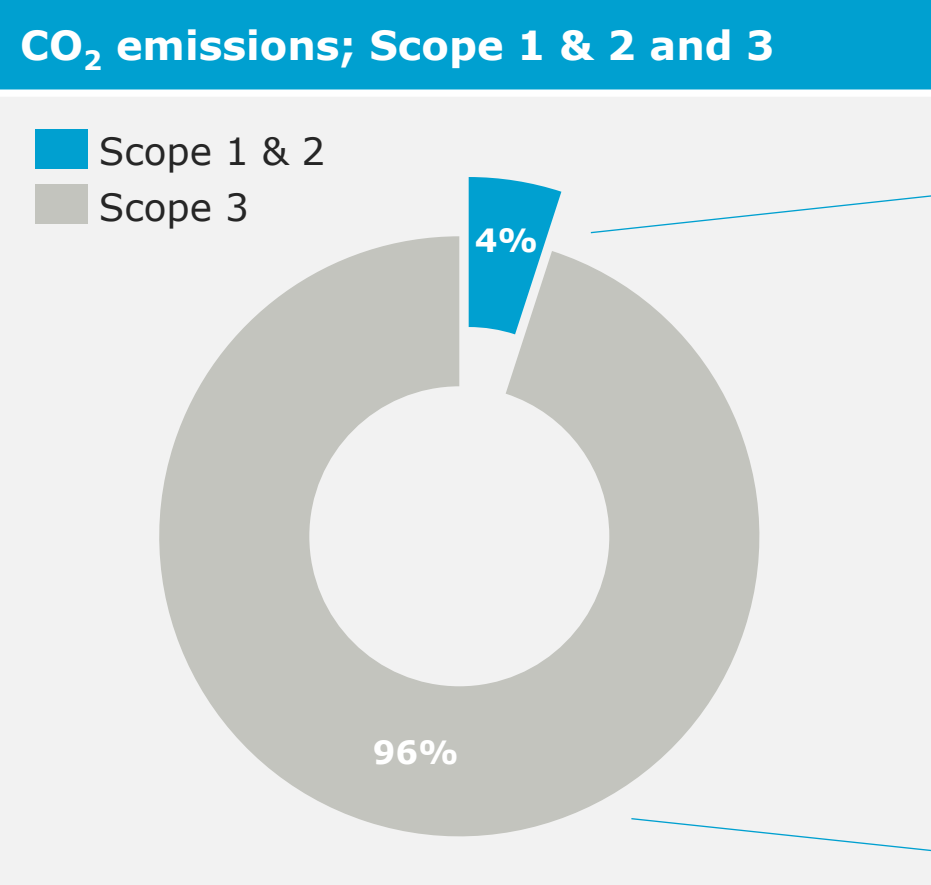
Scope 1 & 2 | Progress



CO₂ eq (kTons)



Scope 3 | Relevance of our Scope 3 footprint



Total Scope 3

**Energy in-use
of sold products**

Transport & logistics

**Purchased goods
& materials**

- **Product dematerialization** significantly reduces the CO₂ footprint of our solutions through purchased goods & materials
- **Energy efficiency** and **product power consumption** reduces CO₂ impact of our solutions during in-use phase

Global Science Based Targets core team & governance



Charles Robinson

Group SBT Lead

Anna-Eva Sparf Aagaard
Scope 3 Upstream



Anders Forslind
Scope 3 Downstream



Tomasz Solak
Scope 3 data & systems



Charles Robinson
Scope 1 & 2



Global Steering Committee



Johan Warnström
Group CTO



Lee Philp
Operations Board Chair



Erik Pieder
Group CFO

Governance:

- Quarterly division action plan follow-ups

Scope 3 | Pathway to success

Accomplishments:

- Improving **data accuracy**
- Supplier** Science Based Targets summits
- Refined **Scope 3 Playbook**
- Developed suite of **Science Based Targets tools**
- More **granular** Scope 3 action plans
- Bi-monthly **best practice sharing** sessions; accelerate internal cross-learning and collaboration

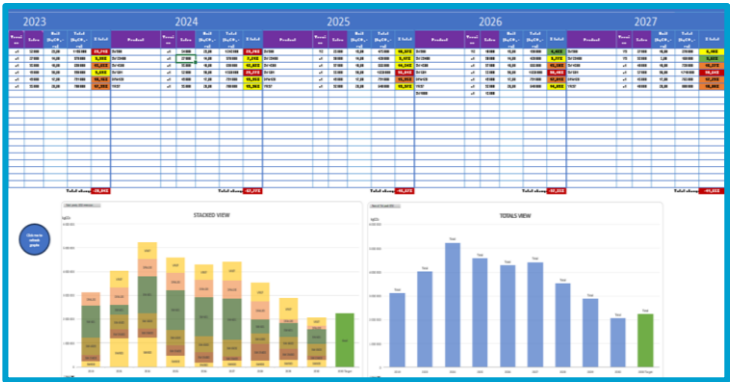


Compass Calculator

Best

Sustainability Portfolio Planning Tool

Better



Materials Comparison Tool

Good

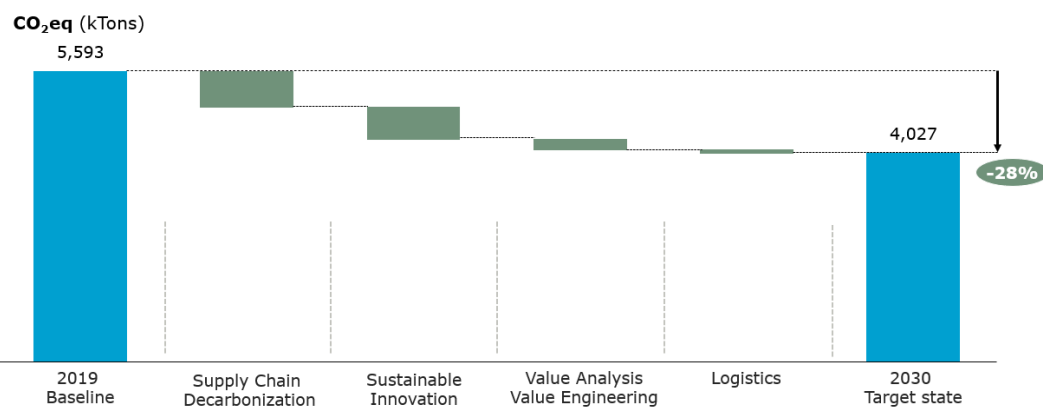
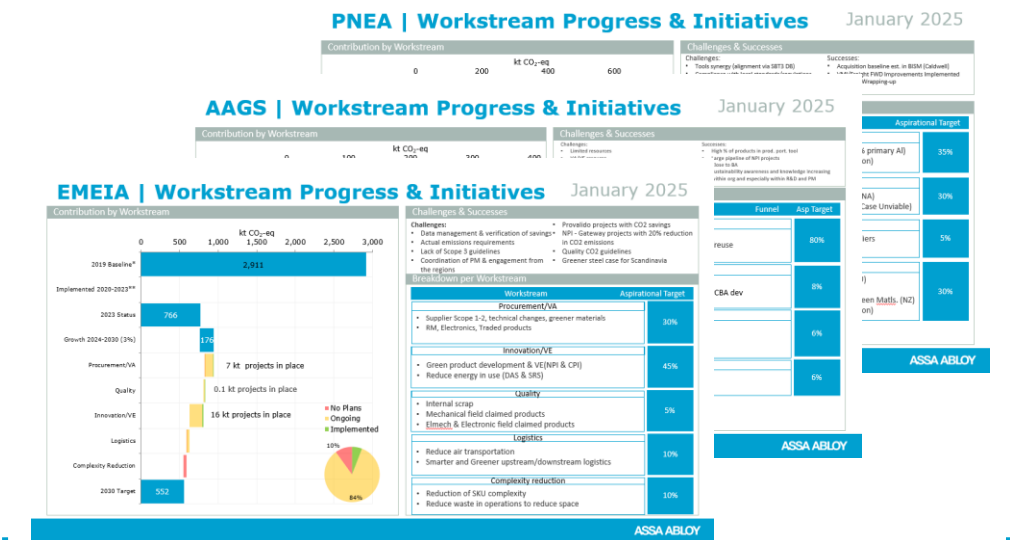
Science Based Targets | Scope 3 action plan progress

Good points

- Good organization & **cross-functional** teams
- Detailed projects identified
- Effective use of developed **Science Based Targets** tools

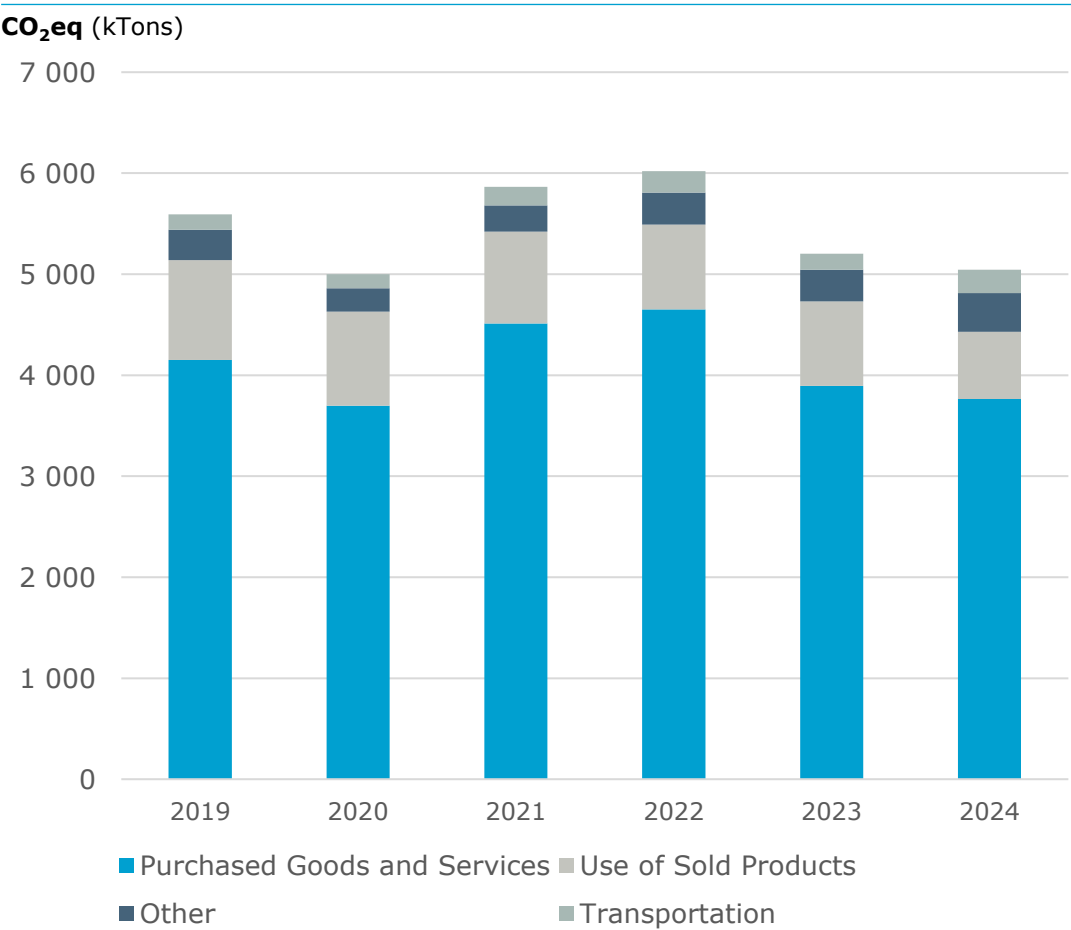
Continuous improvement

- Further develop **project pipeline**, fill remaining gaps
- Continue to develop **internal competence**
- Utilize **supplier specific** data



Scope 3 | Progress and waterfall

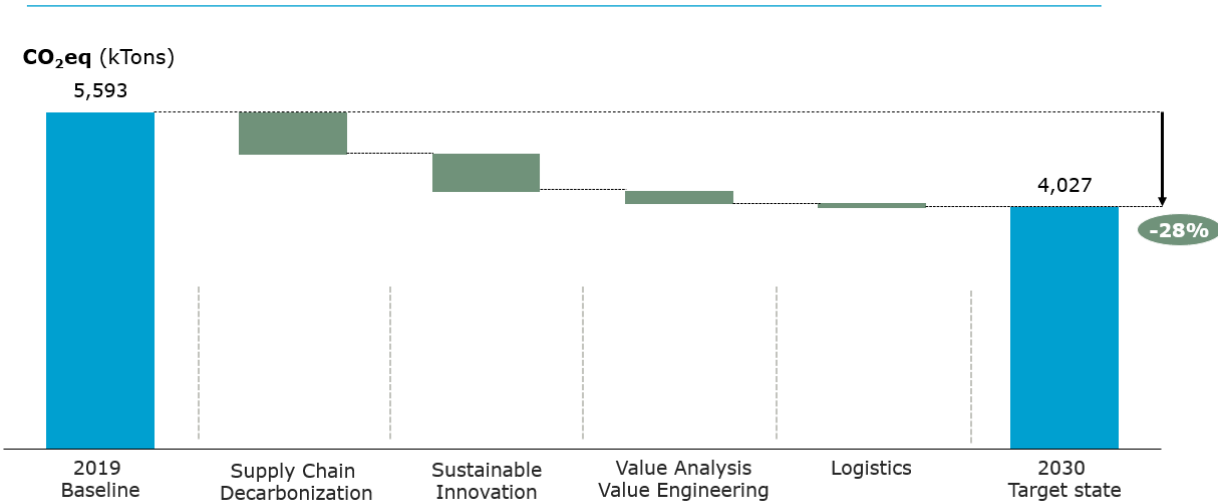
Scope 3 emissions footprint



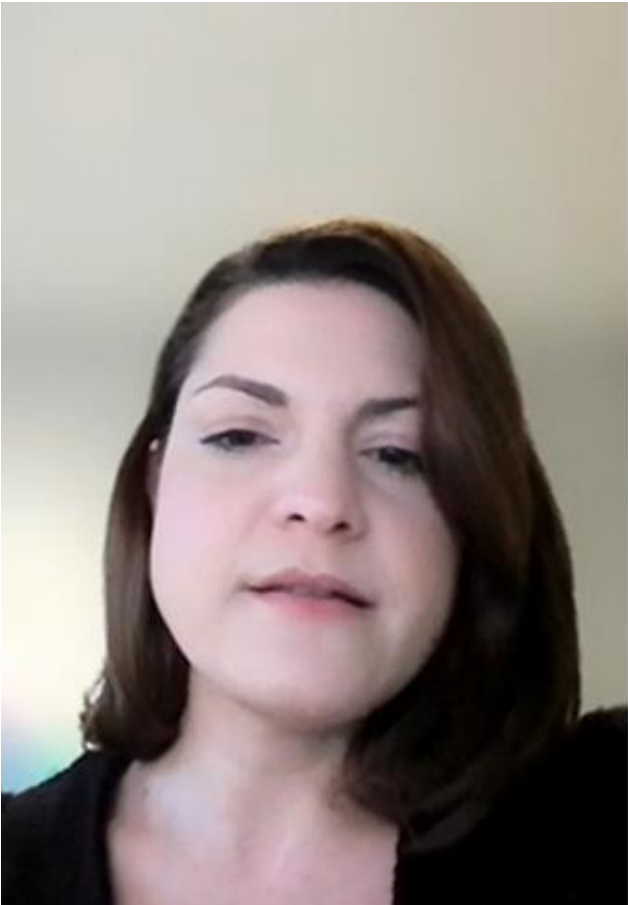
-10%

2024 vs. 2019 baseline

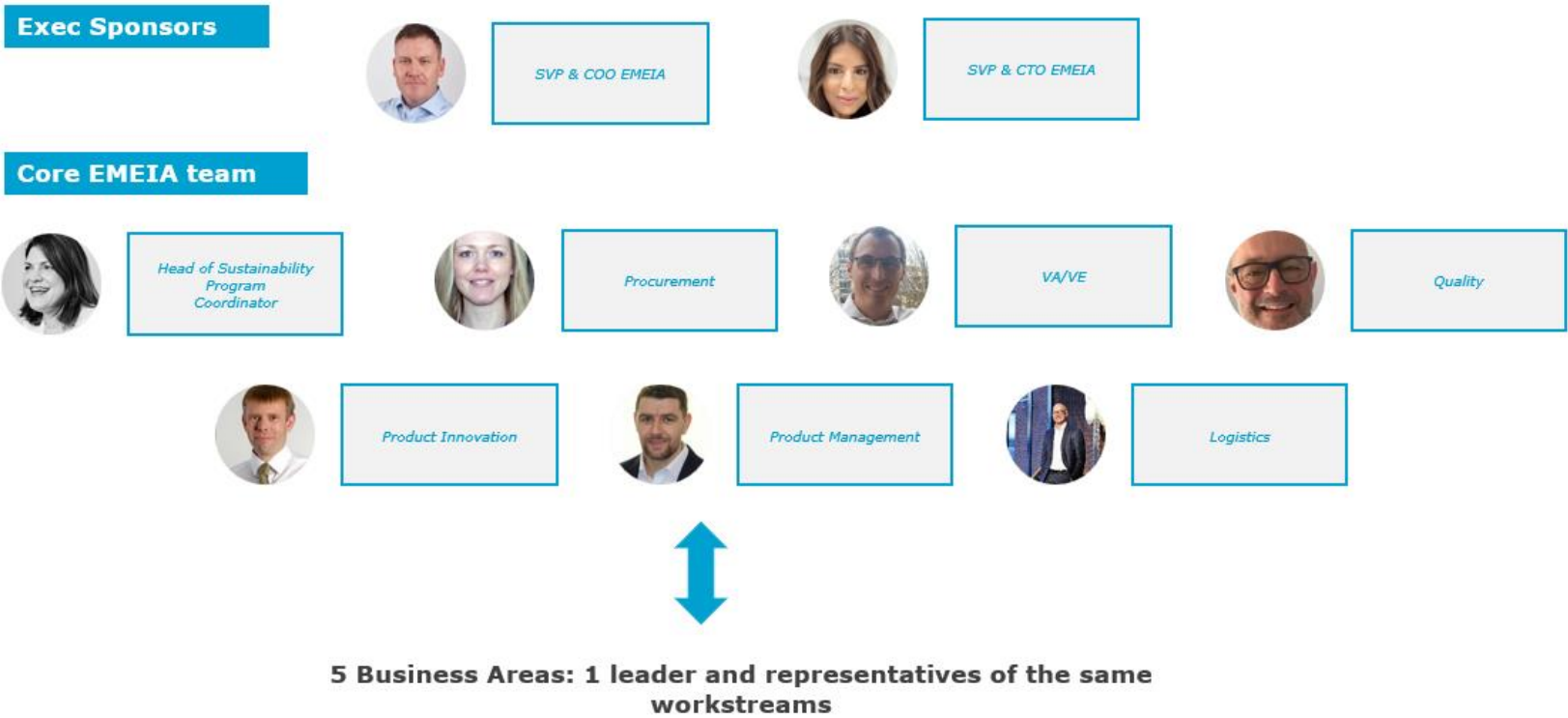
Scope 3 waterfall



Olympia Dolla – EMEIA and Scope 3

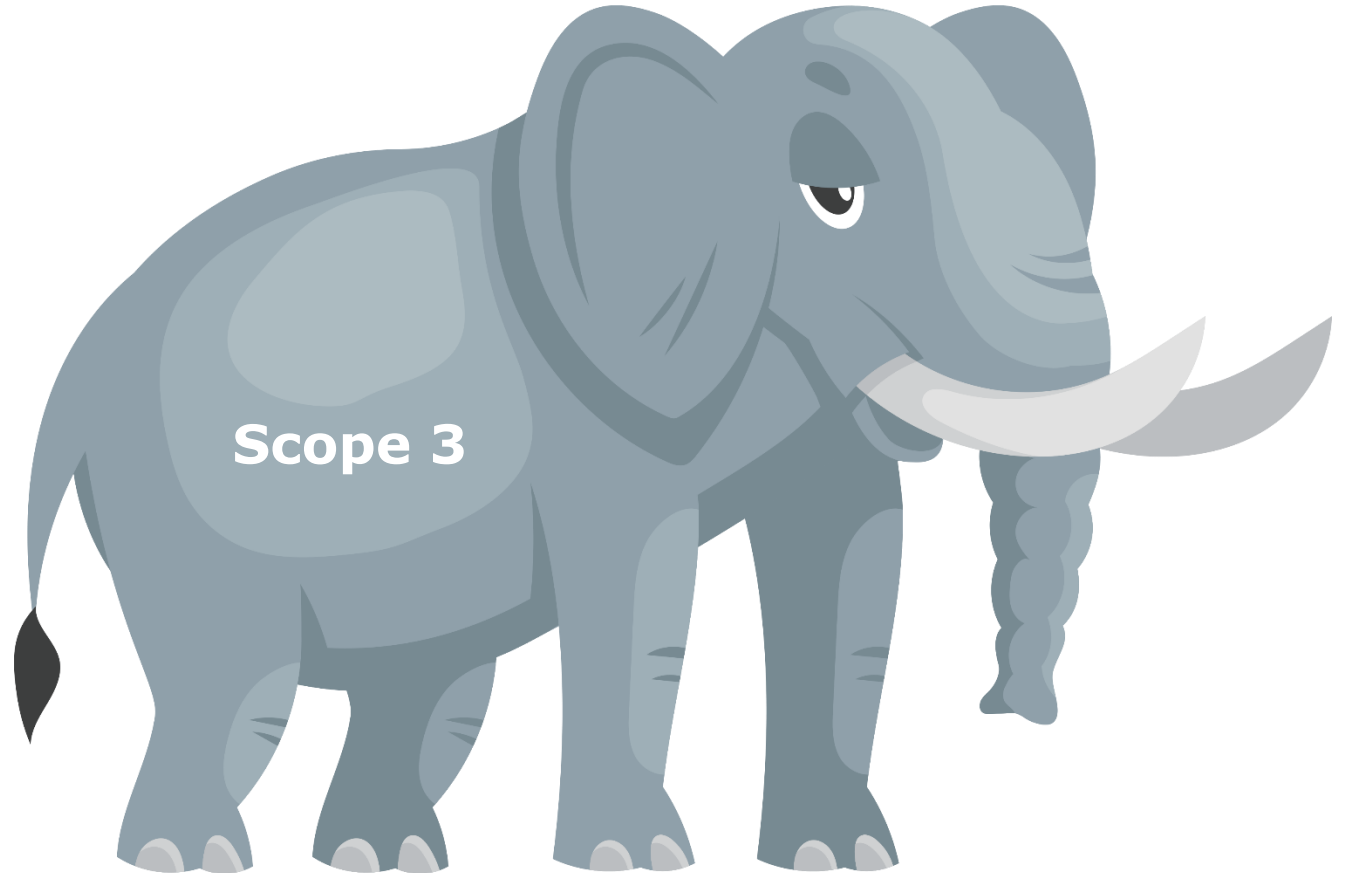


EMEIA's organization for Scope 3



Science Based Targets | Next steps

- Continue to drive **Scope 1 & 2** in a positive way
- **Accelerate** Scope 3 action plan development and implementation
- Scope 3 Data methodology, **weight-based priority**. Progress from spend-based secondary data to supplier-based primary data
- Continuous education, awareness & **competence** development



Sustainable Innovation

Anders Forslind, Head of Global Product Sustainability and Compliance

The ASSA ABLOY Group is the global leader in access solutions. Every day we help people feel safe, secure and experience a more open world.

Experience a safer and more open world

Internal

ASSA ABLOY



We are a natural part of buildings around the world

- We provide access solutions **from the perimeter to the core** of buildings
- **Our solutions** can be found in your home, at work or school, and when you shop or travel
- **37%** of global carbon footprint stems from the buildings sector
- **75%** of the infrastructure needed in 2050 is not built yet
- As the construction industry is being transformed, Sustainable Solutions will be an ever-growing **business enabler** for us



Innovation Strategy

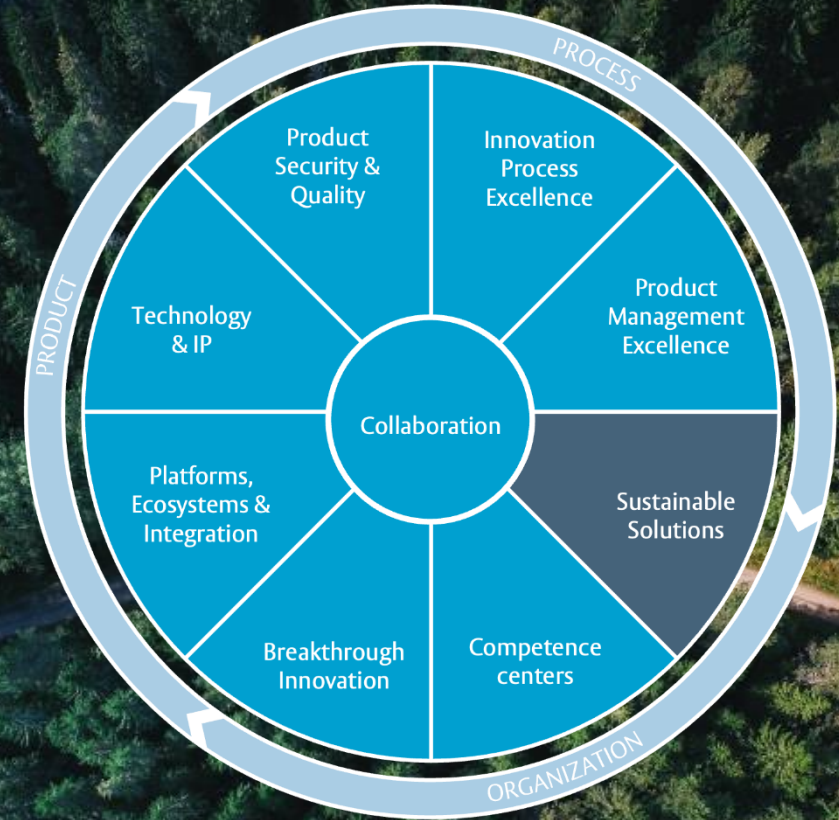
Sustainable Solutions

Vision

Our solutions are sustainable by design, enable circularity and guide our industry, customers, partners and end-users to a more sustainable future

Mission

- Integrate sustainability and circularity into every aspect of our product portfolios
- Ensure our products deliver value to customers while minimizing environmental impact, from cradle to cradle
- Assure commercialization of sustainability with strong value propositions, making it easy for customers to make conscious choices



All new released products have a sustainability value proposition

Strategic objectives | By 2030

Science Based Targets Scope 3 are achieved

Sustainable Innovation



INNOVATION

Design for the environment

- Up to 80% of a product's carbon footprint is determined in its design phase
- Our sustainability compass guides us to develop sustainable circular designs



CIRCULARITY

From linear to circular

- Strategy for circularity under development
- Best practice and handbook developed



TRANSPARENCY

Life-Cycle Assessment (LCA)

- LCA increases awareness and enables transparency
- Environmental Product Declarations (EPD) helps our customers reach their sustainability targets



GOVERNANCE

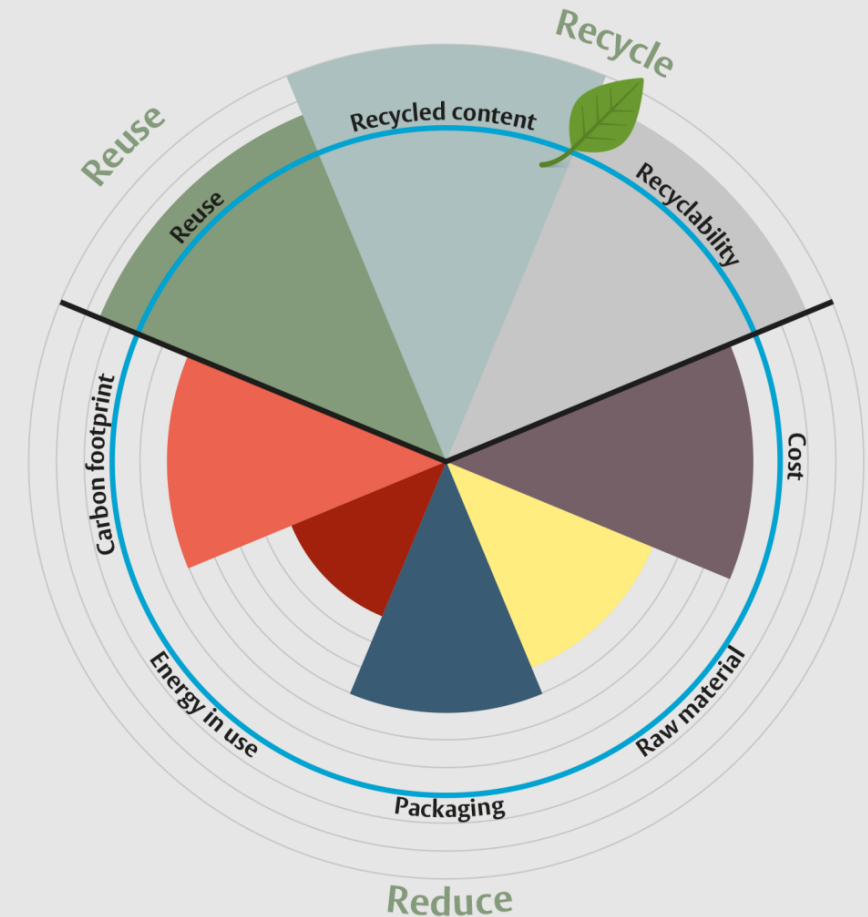
Science Based Target & Internal KPI's

- Internal tool developed to support Scope 3 fulfillment
- All new projects must reduce carbon footprint with min. 20%

Sustainability Compass

Accelerate the usage of environmental data early in product development

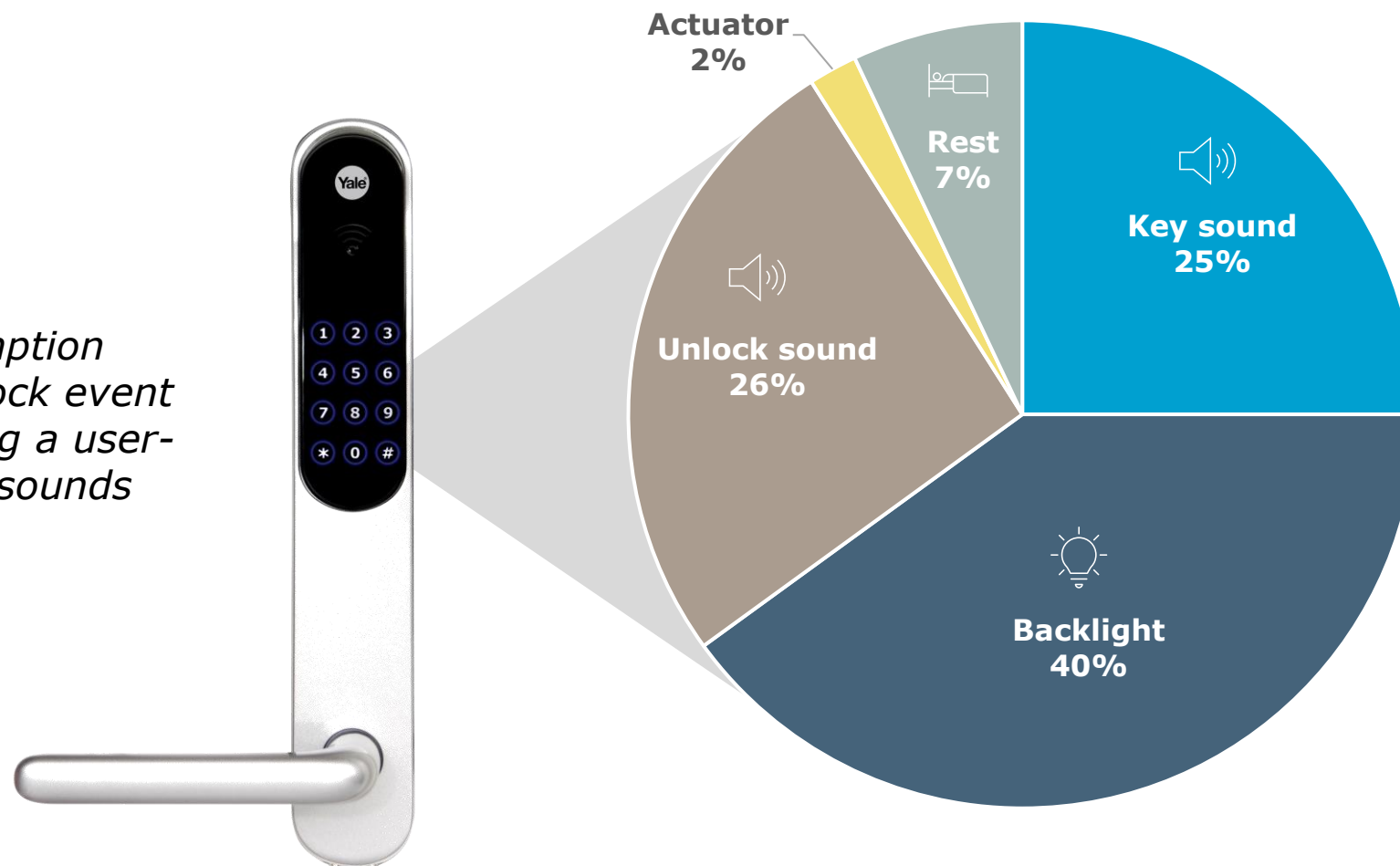
- Up to 80% of a product's carbon footprint is determined in its design phase
- Used to assess a variety of environmental attributes of new products
- Implement methodologies and ways of working on a continuous basis
- Establish a lasting change in culture



Calculating a product's energy consumption

91%

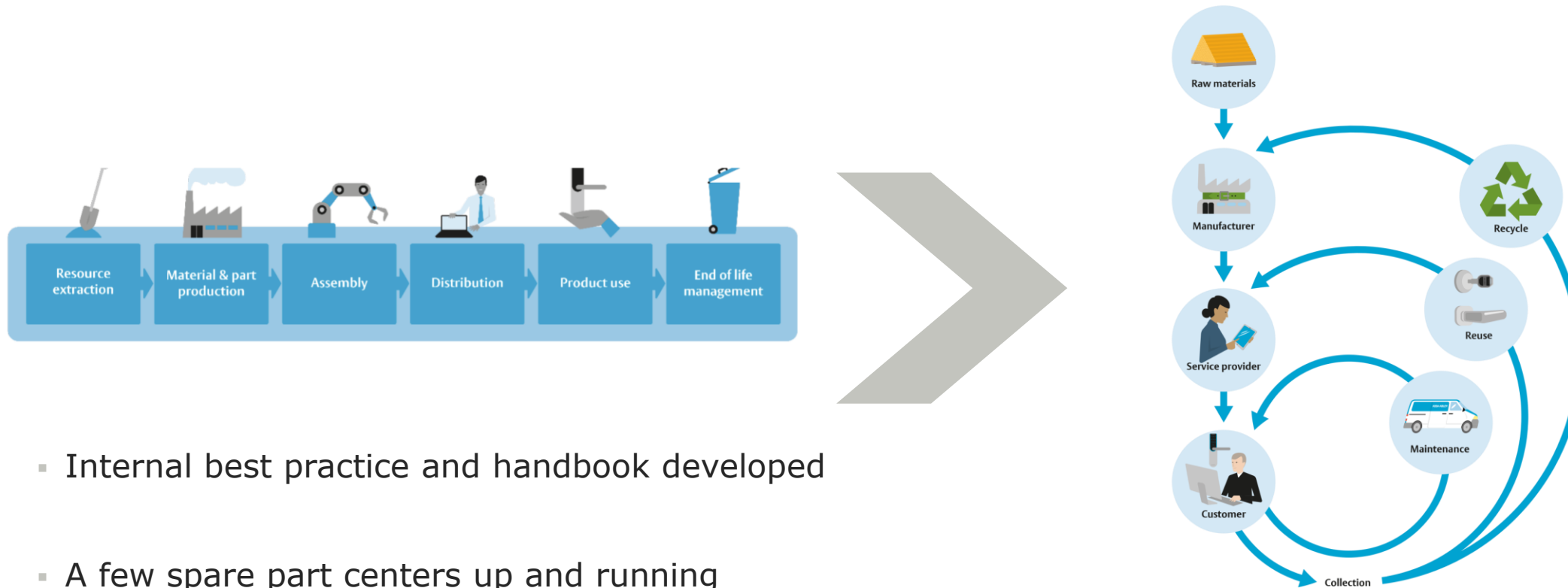
of total energy consumption during a passcode unlock event is derived from creating a user-friendly interface with sounds and lights



Yale Doorman Classic

Circularity

The transition from linear life-cycles to circular ones



- Internal best practice and handbook developed
- A few spare part centers up and running
- Circularity strategy under development

Life Cycle Assessment helps us quantify environmental impact

- ✓ Quick and accurate understanding of product **sustainability performance**



A life-cycle assessment tool supports us in three ways



Design Evaluation

- Product improvement for low carbon footprint
- Result presented in many environmental impacts, beyond carbon footprint
- Tailormade models with extensive library of datasets



Environmental Product Declarations (EPD)

- Supports sales by product comparison with competitors and certifications to building standards
- Have established a EPD process for time efficient publication

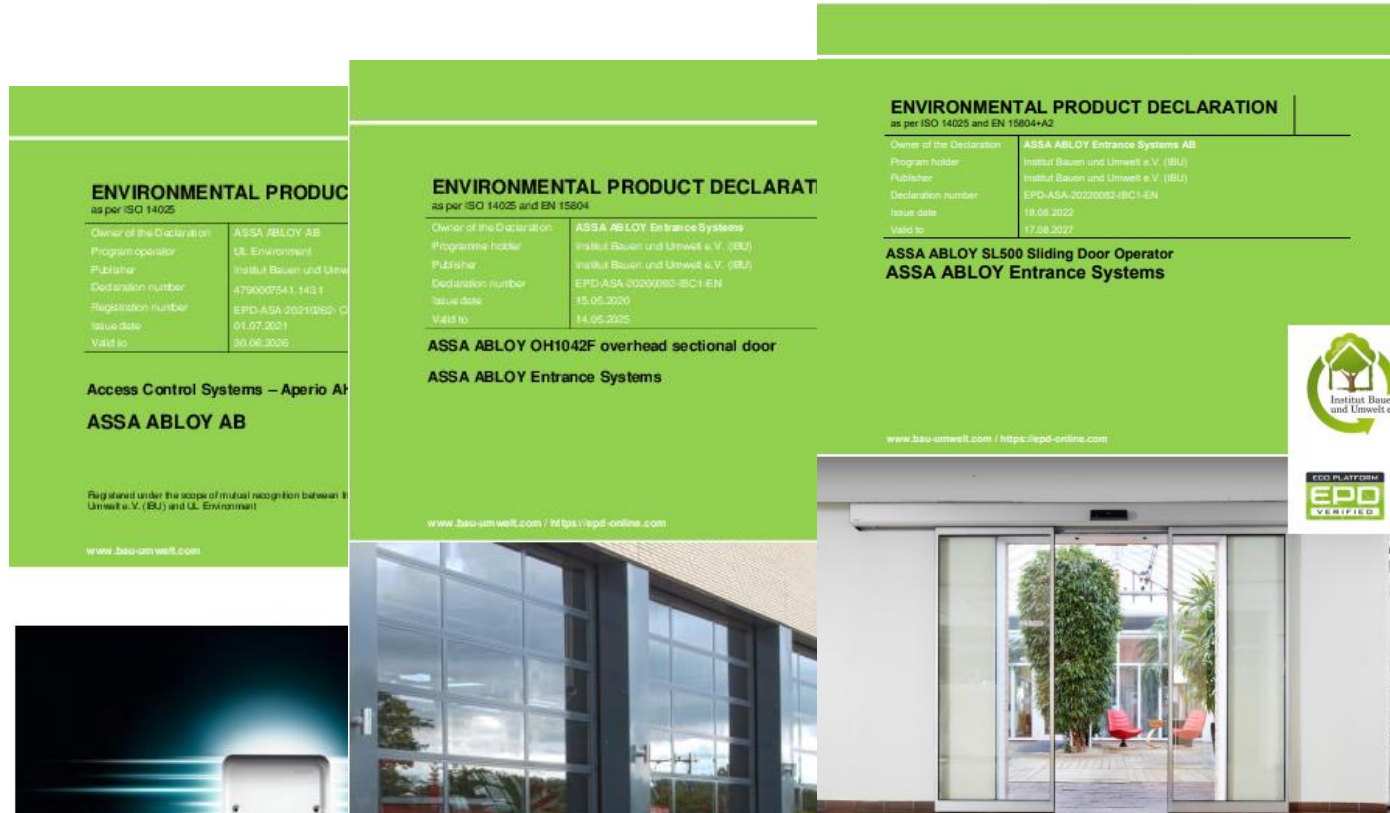


Product Compliance

- EU regulations will require companies to publish the product's carbon footprint in Construction Product Regulation and in the Digital Product Passports.
- Required for CE-marked products to be complaint.

Environmental Product Declarations (EPDs)

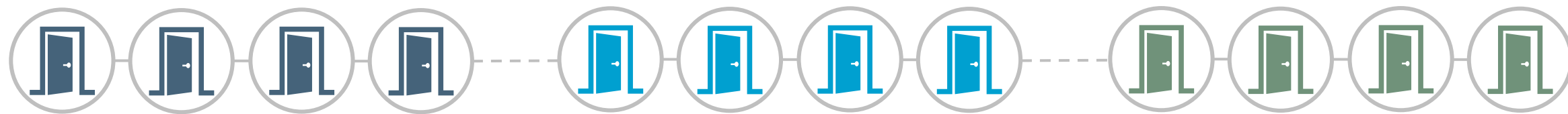
A prerequisite in tomorrow's buildings



267 EPDs
2024

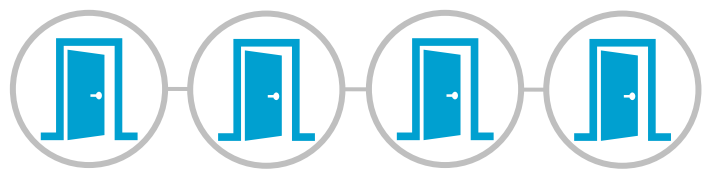
First internal EPD developed and sent for 3rd party verification

Guiding product development towards science based target goal



Aggregated product portfolio level

Aggregated sustainable product portfolio tool visualizes the impact of a number portfolios to highlight how we can assess different scenarios between product portfolios for best sustainability and value benefit



Product portfolio level

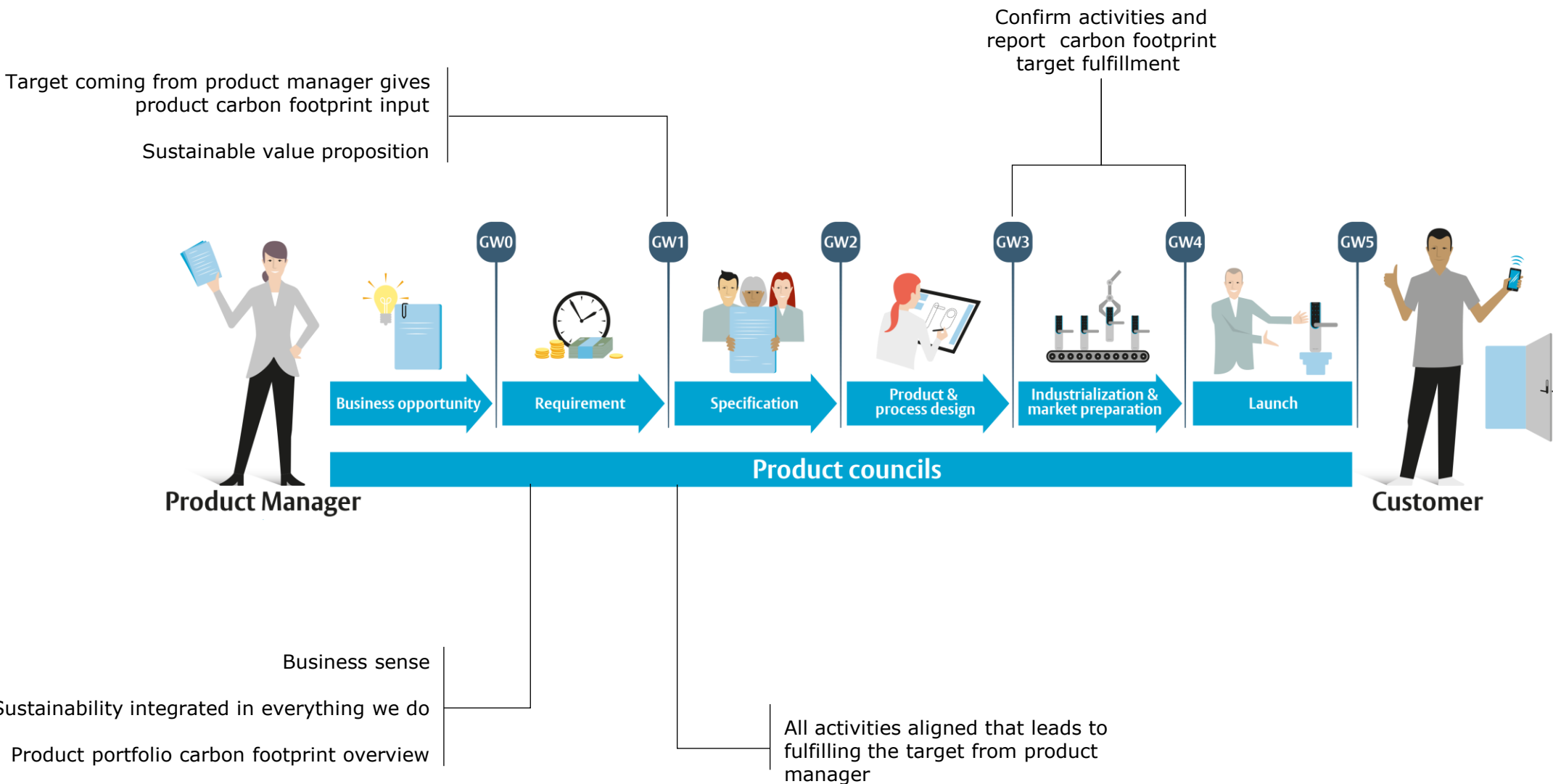
The sustainable portfolio planning tool evaluates different scenarios in the product portfolio from a carbon footprint and sales perspective to understand what size of reductions is required in the portfolio to reach the 2030 science based target goals.



Product level

In the compass calculator, we optimize products for low carbon footprint and address areas like material selection, optimize grade of recycle content and minimize energy in use.

Sustainability integrated in everything we do



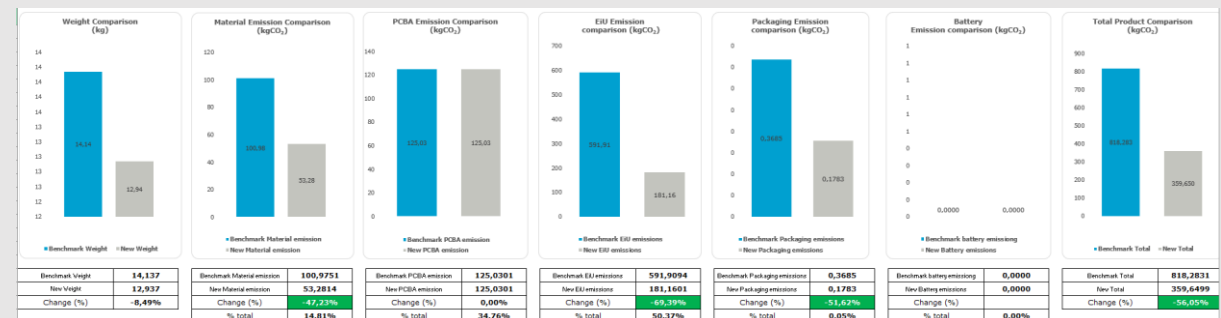
Sustainable Product Portfolio planning

Optimize the magnitude of carbon footprint in product portfolios

- Understand your portfolio from carbon footprint perspective with updated and new products
- Plan for reaching the 28% carbon footprint reduction to 2030
- Give input to Projects "What is the needed carbon footprint level for new product to fulfill SBT goal"



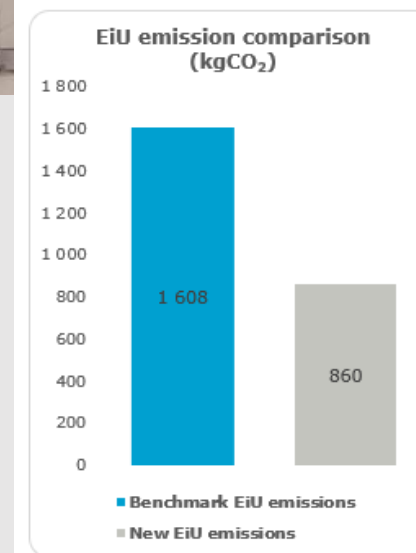
- Material/Supplier choice
- Electronics components
- Weight reduction
- Packaging material
- Energy in use
- Battery



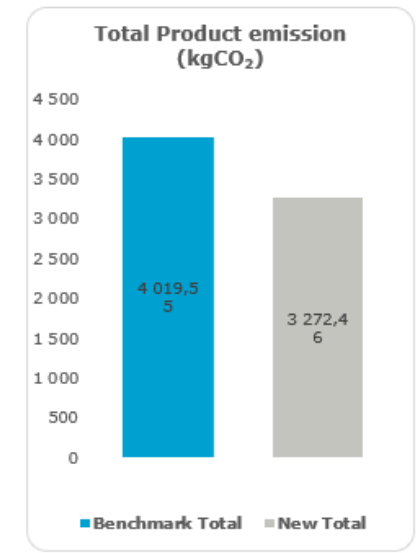
Savings in energy in use for automatic sliding doors

Reduced energy consumption

- Power to the sensors are switched off in OFF mode and OPEN mode
- Idle power in the motor control is disabled when motor is not running
- Lock that is requiring power to unlock is not power during the full opening cycle but only during the first phase of opening
- Savings starts counting from Q1 2025



Benchmark EiU emissions	1 607,53
New EiU emissions	860,44
Change in %	-46,47%

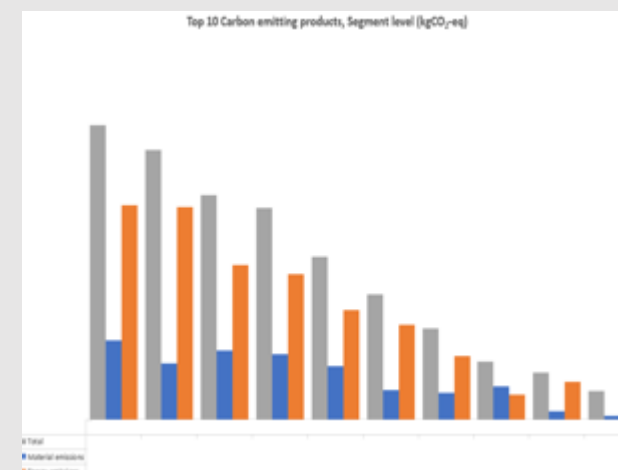
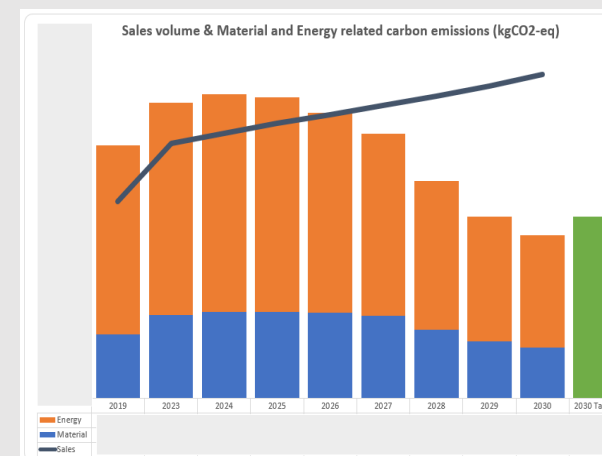


Benchmark Total	4 019,55
New Total	3 272,46
Change in %	-18,59%

Aggregated product portfolio

Make strategic decisions on aggregated level

- Give a clear view of if we decouple sales from carbon footprint
- Guides us to understand what reductions is needed to reach our Science Based Target initiative goals
- Carbon footprint divided between material and energy in use
- 10 top emitting products from the analyzed portfolios



To summarize

- We are a natural part of a **transforming construction** industry
- Sustainable Solutions will be an ever-growing **business enabler** for us
- **Our sustainability compass** integrate sustainability and circularity into every aspect of our product development
- **Our internal EPD development process** enable product transparency towards customers and being compliant to new regulations
- **Our internal tools** helps us visualize the potentials in our products, portfolios and aggregated portfolios to support us in reaching our Science Based Target initiative goals

We are implementing processes and tools that will deliver sustainable solutions and enable us to reach our Scope 3 environmental targets

INNOVATION

Design for the environment

CIRCULARITY

From linear to circular

TRANSPARENCY

Life-Cycle Assessment (LCA)

GOVERNANCE

SBT & Internal KPI's

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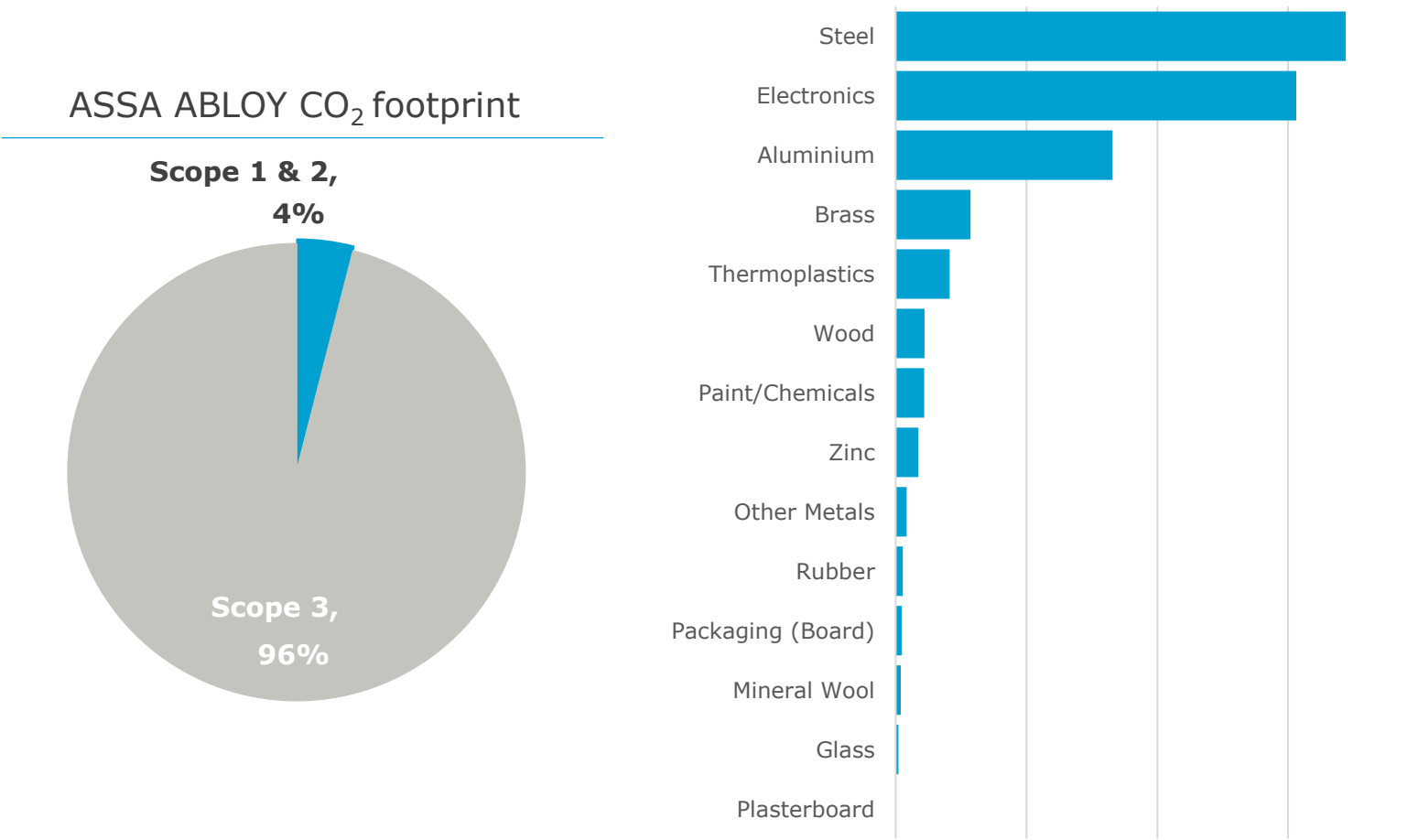
Supplier engagement

Anna-Eva Sparf Aagaard, Procurement & Sustainability Director

Experience a safer and more open world

ASSA ABLOY

Scope 3 emissions materiality profile category 3.1 representing ~70% of emissions



- All categories of purchased goods must contribute to reducing our emissions
- ASSA ABLOY aims to work with supplier partners that share the same ambition of reducing CO₂ as we do,
- We all benefit from market and customer expectations on “greener” access solutions

Scope 3 Category 3.1 = Purchased goods and services

To deliver our Science Based Targets commitment we must have a supply base supporting the journey



Supplier awareness session Oct 2022



Individual supplier discussions and draft action plans initiated



Supplier summit June 2024



Supplier engagement continue regarding data collection and tangible CO₂ improvements activities

Getting started

What you can do to start your CO₂ reduction journey

First idea generation



Get inspiration from CO₂ reduction drivers to generate your first ideas

Working together with ASSA ABLOY



Discuss your ideas with ASSA ABLOY and align on first actions

Measure your Scope 1-3 Emissions



Start to measure your scope 1-2-3 emissions according to Green House Gas Protocol

External support might be required

Develop your CO₂ reduction roadmap



Set your CO₂ reduction targets
Develop your short, medium and long-term roadmap

Review with ASSA ABLOY

Focus areas for supply chain



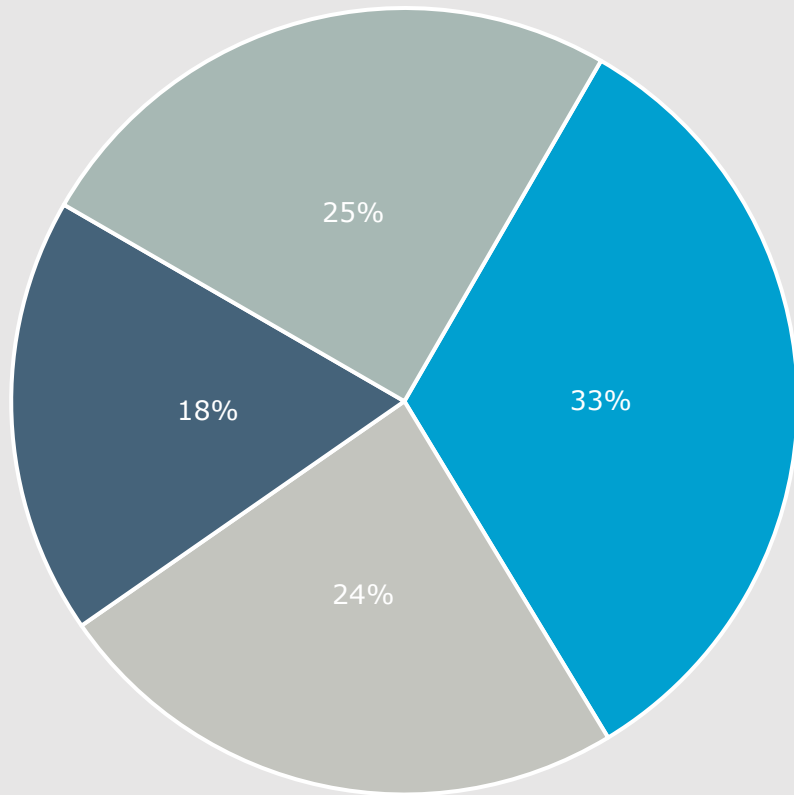
Proposals of areas to address

- Supplier awareness through supply chain
- Seek green technology with existing and new suppliers
- Source from suppliers with sustainable Production Practices
- Source from suppliers using higher recycled content
- Near shoring, transportation reductions
- Process improvements, scrap reduction

Sherwood Stainless & Aluminium - video



Spend composition of purchased goods



■ Raw material ■ Components
■ Traded products ■ Electronics

Current state of our supply base

- Our supply base is diversified
- Large global suppliers – well aware
- Small-medium sized suppliers – vary a lot in their awareness mostly depending on where they are located
- Large raw material suppliers are ambitious – but how far can they reach to 2030? (e.g. steel, aluminum, brass)
- Majority of our direct material supply base by spend have similar ambitions, including large transport providers



Q&A

The ASSA ABLOY Group is the global leader in access solutions. Every day we help people feel safe, secure and experience a more open world.



Agenda

Welcome and introduction

ASSA ABLOY and sustainability
Nico Delvaux, President & CEO

Commercializing sustainability

Our people & Sustainability program 2025

Break


Science Based Targets

- Product innovation and tools
- Supplier engagement

CSRD report summary and wrap-up
Erik Pieder, CFO

~17:00

End.



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Highlights from the CSRD report and wrap-up

Erik Pieder, Chief Financial Officer

CSRD report 2024

- First sustainability statement (CSRD report) part of ASSA ABLOY's 2024 annual report
 - To be published on 17 March 2025
- Builds on GRI reporting since 2010 and TCFD
- Data quality under development
 - Onsite and utility meters from sites, proxy at smaller sites
 - Scope 3 a mixture of spend-based and average-data methods => direct weight data from supplier base under development
- Limited audit assurance in 2024

CSRD

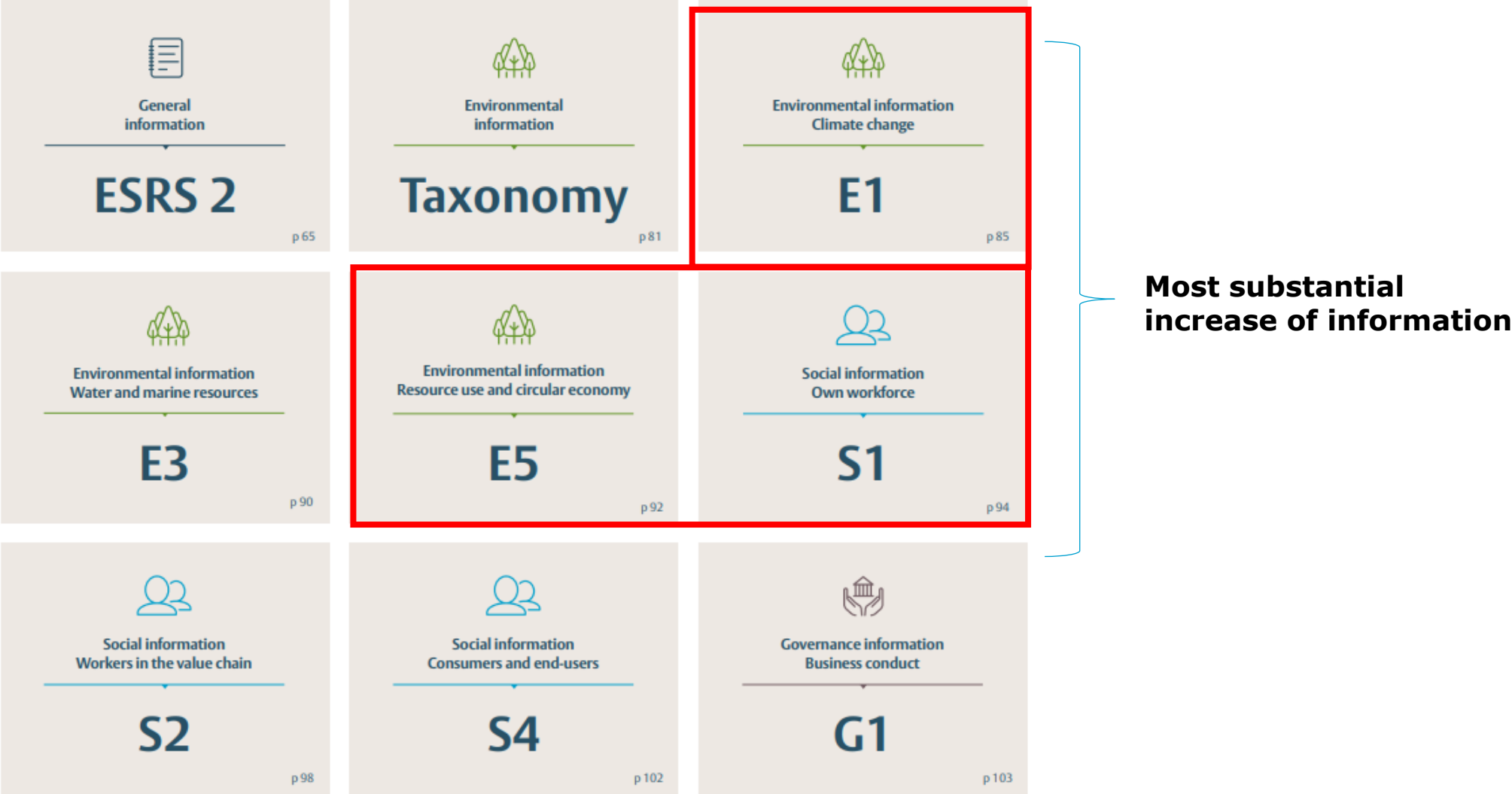
Corporate Sustainability Reporting Directive




CSRD report is structured around nine sections



CSRD report is structured around nine sections




Double materiality process conducted




Impact materiality assessment

Inside-out perspective to assess ASSA ABLOY's impact on the world



Financial materiality assessment

Outside-in perspective to assess the financial implications that potential material topics may have on the ASSA ABLOY Group



Reporting according to TCFD since 2021 has been a solid foundation

Process

Stakeholder survey	✓
Workshop 1: Impact materiality	✓
Workshop 2: Financial materiality	✓
Analysis of survey, workshops and written documents	✓
Workshop 3: Validation of draft list of material matters	✓

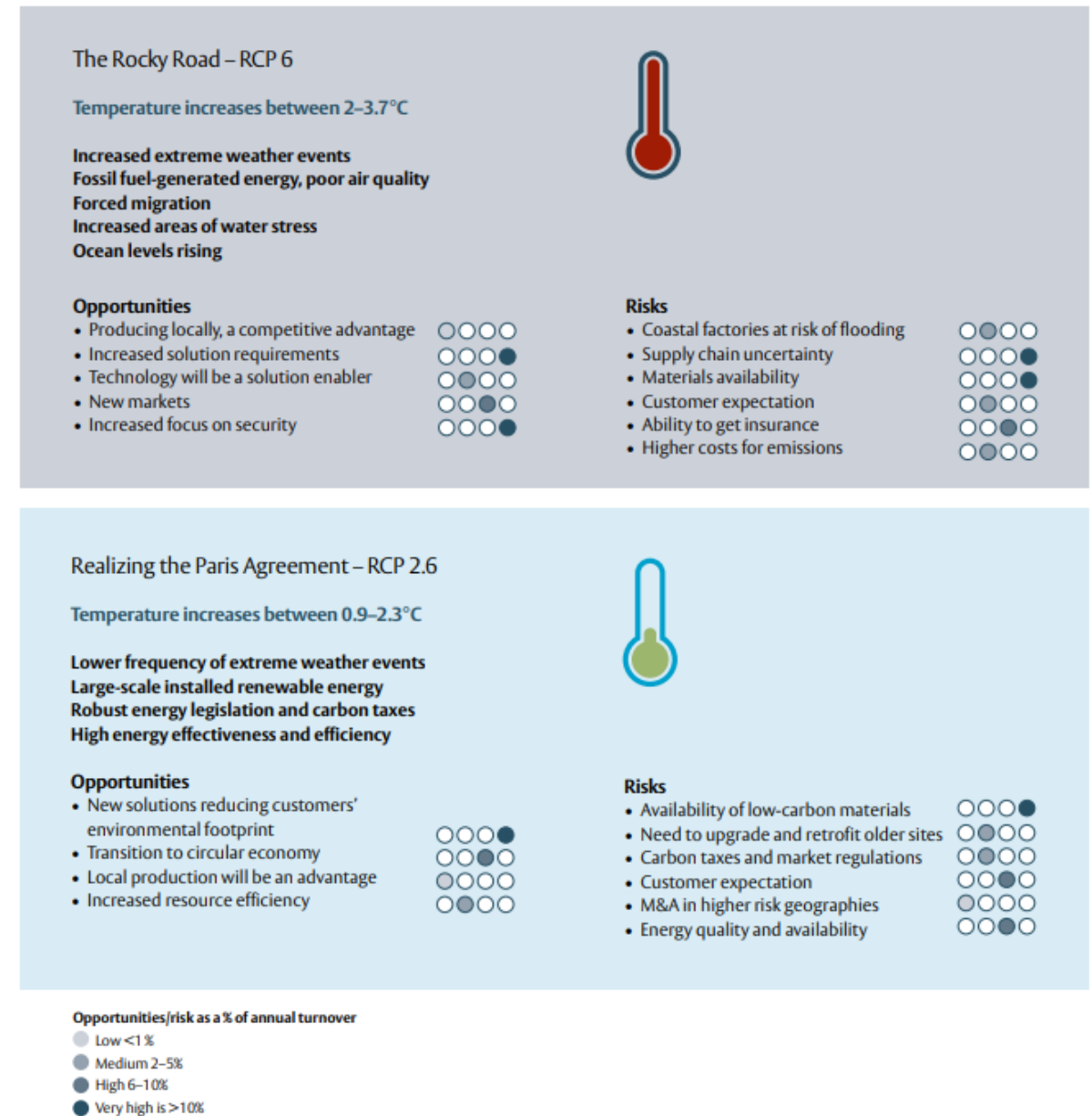
Seven topics identified as materially relevant

Identified material topics are closely aligned to our overall business strategy, where sustainability is integrated into everything we do.



TCFD reporting update

- Third climate scenario analysis conducted in 2024
 - Risks and opportunities of Market and Technology, Reputation, Policy and Regulation, and Physical Risks, to 2030 and 2050 were analyzed
- Two climate scenarios
 - Temperature increase of 2.3 degrees Celsius – ‘the Paris agreement’
 - Temperature increase of 3.7 degrees Celsius – the rocky road



EU Taxonomy

- Conducted reviews of established and new legislation relating to the EU Taxonomy in 2024
- Only one section relevant for ASSA ABLOY
 - Climate Change mitigation section 3.5; Manufacture of energy efficiency equipment for buildings
 - Doors with U-value below 1.2 (W/m²K).
 - However, U-value below 4 are technically impossible for revolving doors today

	Total (MSEK)	Eligible %	Non-eligible %
Sales	150,162	18%	82%
Capex	8,236	10%	90%
Opex	7,267	2%	98%

Alignment not reported due to ambiguity with the definition



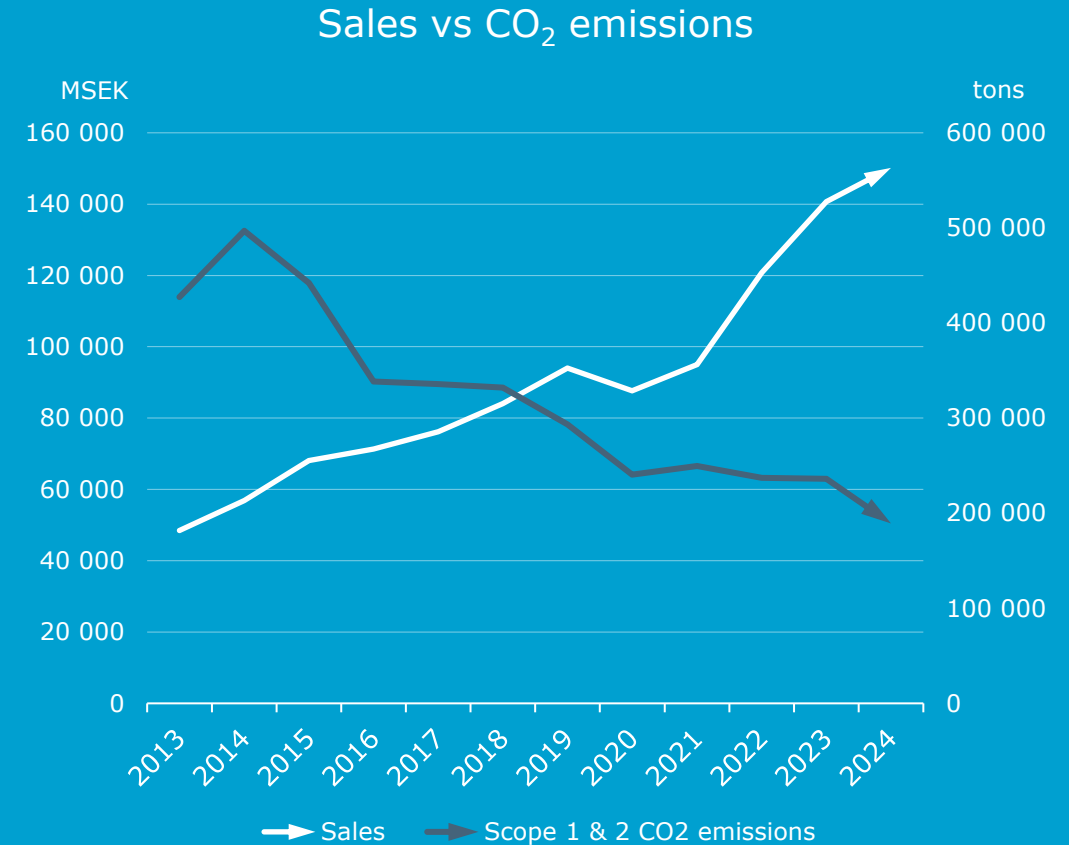
Social sustainability and governance

- All employees and non-employees in operation to comply with the **Code of Conduct**
 - Risk assessments, employee training, third-party vetting and reporting are essential components of the **Anti-Corruption compliance program**
- All suppliers to sign **Code of Conduct for business partners**
- **701 supplier audits** conducted in 2024
- Our ambition and vision is to be an **injury-free workplace**
 - Injury rates down 17% since 2019
- **Internal audit program** with 76 internal audits conducted in 2024
- Established **whistleblowing processes** in place



Wrap-up of the day

- 1 **Sustainability is integrated in everything we do**
- 2 Sustainable solutions and 'green buildings' **help accelerate our growth**
- 3 Through investments in R&D and in the production, ASSA ABLOY is **well positioned to realize opportunities** from the transition to a more sustainable future





IC DOOR STAND CLEAR

Thank you
assaabloy.com

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