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Policy Holder Nico Delvaux, CEO			Confidentiality level ASSA ABLOY PUBLIC	
Interest Holder Executive Team, Divisional Management and the local management of each Group entity and business unit			Approved by ASSA ABLOY AB Board	Page (of) 1 (5)

Group Environmental Sustainability Policy

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1.Introduction

Climate change and environmental sustainability presents both a risk and opportunity to ASSA ABLOY.

ASSA ABLOY is firmly committed to being a responsible global corporate citizen, willing to do what is needed to play our part to mitigate climate change and continuously work towards environmental sustainability across the entire value chain in an open and transparent way.

1.1. Purpose

The purpose of this Environmental Sustainability Policy is to give an overview of the roles and responsibilities of the internal stakeholders in ASSA ABLOY.

1.2. Scope

The requirements of this Group Policy shall apply to all ASSA ABLOY entities, employees, and third party consultants engaged to perform work for ASSA ABLOY unless specifically stated therein.

For this Group Policy all members of the Executive Team are the Group Policy Interest Holders, and the Group CEO is the Group Policy Holder.

1.3. Accountability

The Policy Holder, together with the Interest Holders, shall be accountable for ensuring that this Group Policy is implemented throughout the Group.

Suspected violations of this Group Policy must be reported, e.g. via the communication channels available for the reporting of Code of Conduct concerns.

Violation of a Group Policy may result in disciplinary actions, up to and including termination of employment.

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1.4. Definitions and abbreviations

Definitions	Description
Board of Directors	The Board of Directors of the ASSA ABLOY Group.
Executive Team	The Executive Team of the ASSA ABLOY Group, which consists: President and Chief Executive Officer Chief Financial Officer Chief Human Resources Officer Executive Vice President and Head of each Division

2. Policy requirements

2.1. General requirements

The Board of Directors has the overall responsibility for sustainability. The ASSA ABLOY Sustainability Council is made up of representatives from each division, the Group Director of Sustainability and is chaired by the Group CFO. The council periodically conducts materiality analyses involving all stakeholders across the value chain, which forms the basis for future sustainability goals and targets. The targets are agreed and approved by the Executive Team, while the execution is the responsibility of the divisions.

Sustainability is embedded in each of the Group functions, ensuring it is an organic part of everyday working practices; it is the responsibility of all employees and business partners to drive and work towards ASSA ABLOY's sustainability agenda. ASSA ABLOY continuously works to empower and enable employees and business partners to drive positive change.

ASSA ABLOY focuses on the material aspects across the entire value chain, to minimise the Group's environmental footprint:

- Supply chain – ASSA ABLOY works with key suppliers to improve their sustainability performance, while all suppliers are required to sign and comply with our Business Partner Code of Conduct. Suppliers located in countries representing material risk are audited with the ASSA ABLOY Sustainability Audit

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- Logistics – ASSA ABLOY and logistics partners work to optimise transport, while minimising carbon intensive shipping as much as possible
- Operations – ASSA ABLOY optimises manufacturing processes to ensure material and resource efficiency, while minimising emissions and waste generation. As a minimum, ASSA ABLOY complies with all legal regulations and requirements in the countries where we operate
- Products and Solutions – ASSA ABLOY products and solutions are designed based on lifecycle thinking and circular principles, to reduce their environmental footprint and where applicable, enable our customers to reduce their own environmental footprint

3. Appendices, references and further guidance

- A. Group Code of Conduct
- B. Group Sourcing Policy
- C. ASSA ABLOY Green Team Playbook
- D. Group Innovation Portal

4. Revision history

Revision	Date	Changed by	Description
1	2021-04-28	Charles Robinson	Group Environmental Sustainability Policy created (replacing Environmental Sustainability Policy GP26.01 due to new template).
2	2023-06-02	Charles Robinson	ASSA ABLOY Group Sustainability Council is now chaired by the Group CFO