ALLEGION™

PIONEERING SAFETY™

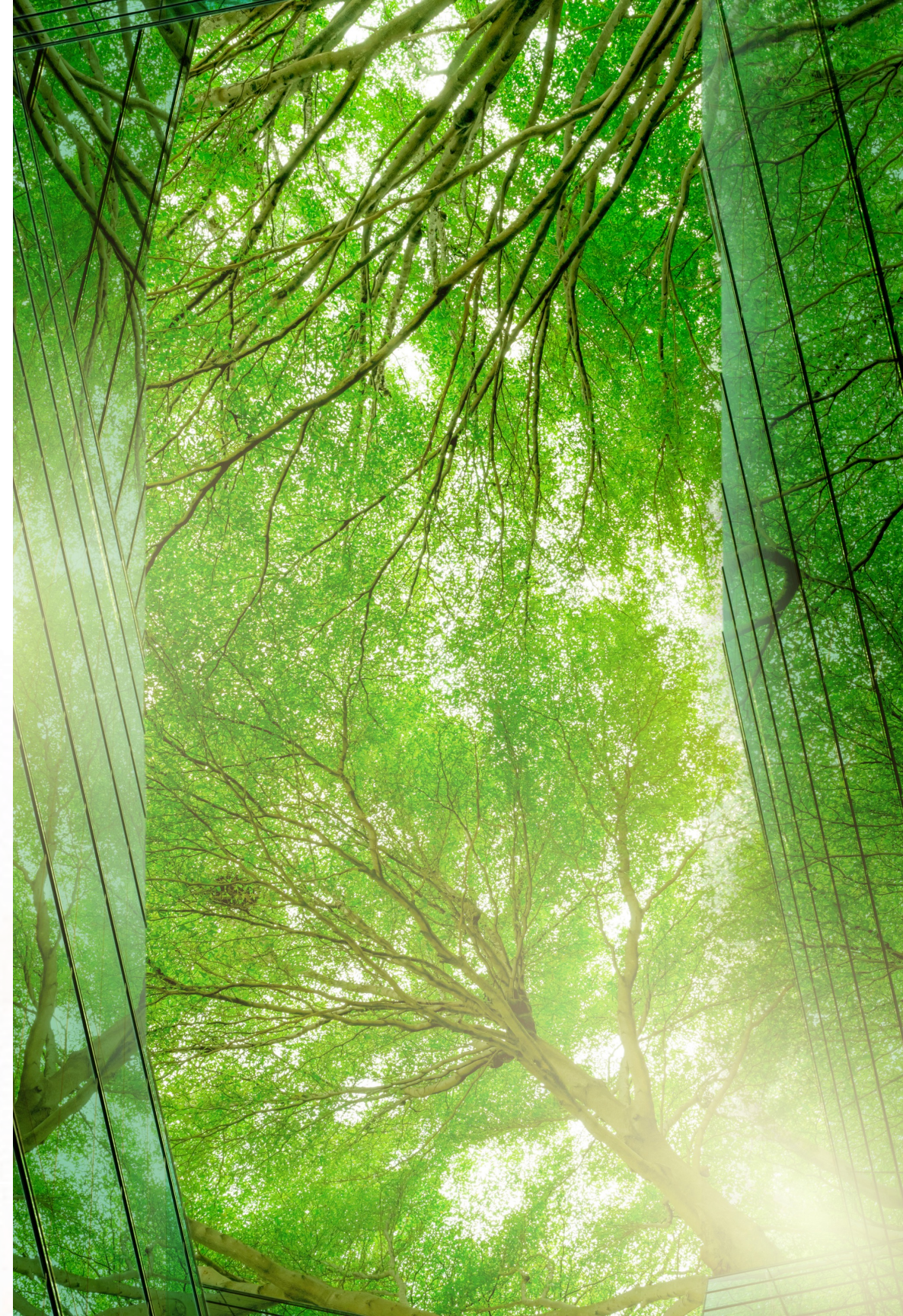# Sustainability Update

Environmental Social Governance

Published August 2024

Cautionary Statements

This presentation contains "forward-looking statements," which are statements that are not historical facts, including, but not limited to, statements related to our ESG goals and our ability to achieve them. These forward-looking statements generally are identified by the words "believe," "aim," "project," "expect," "anticipate," "estimate," "forecast," "outlook," "intend," "strategy," "future," "opportunity," "plan," "may," "should," "will," "would," "will be," "will continue," "will likely result" or the negative thereof or variations thereon or similar expressions generally intended to identify forward-looking statements.

Undue reliance should not be placed on any forward-looking statements, as these statements are based on the company's currently available information and current assumptions, expectations and projections about future events. They are subject to future events, risks and uncertainties—many of which are beyond the company's control—as well as potentially inaccurate assumptions that could cause actual results to differ materially from those in the forward-looking statements. Important factors and other risks that may affect the company's business or that could cause actual results to differ materially are included in filings the company makes with the Securities and Exchange Commission from time to time, including its Annual Report on Form 10-K, its Quarterly Reports on Form 10-Q and in its other SEC filings. All forward-looking statements in this presentation are expressly qualified by such cautionary statements and by reference to the underlying assumptions. The company undertakes no obligation to update these forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

This report contains updates on the company's progress on various initiatives. These performance updates are based on internal company records and have not been audited by a third party. Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document. We assume no liability for any third-party content contained on the referenced websites.

ALLEGION

Company Overview

Who We Are

Leading pure-play provider of security and access solutions

Iconic brands with leading market positions

Industry-leading EBITDA margins

Broad customer base, strategic partnerships

Expertise in IoT, electrification, communications, cybersecurity

Healthy, growing services business

Engaged workforce, focused on safety

Leading presence shaping a transforming industry

Growth-driven capital deployment strategy

10 YEAR ANNIVERSARY
2013 - 2023

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Global Business Profile

$3.7 Billion in 2023 revenue | Industry-leading margins

- Iconic brands with leading market positions
- Proven ability to expand margins over the cycle
- Enviable position for technology-fueled growth

Our Vision

Enabling seamless access and a safer world

Our Strategy

Allegion creates value as a solutions provider of security and access

Build on Our Legacy

Deliver New Value in Access

Be the Partner of Choice

Operate with Excellence

Our Values

SERVE OTHERS, NOT YOURSELF

DO THE RIGHT THING

BE CURIOUS BEYOND THE OBVIOUS

HAVE A PASSION FOR EXCELLENCE

ENJOY WHAT YOU DO AND CELEBRATE WHO WE ARE

BE SAFE, BE HEALTHY

BE EMPOWERED AND ACCOUNTABLE

THIS IS YOUR BUSINESS, RUN WITH IT

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Corporate Sustainability Overview

Corporate Sustainability Oversight

Allegion's Board of Directors, either directly or through its committees, has oversight of corporate sustainability / ESG, including strategies, goals, performance and reporting.

The Board's Corporate Governance and Nominating Committee oversees risks associated with our governance policies and practices and is responsible for ESG reporting.

The Board's Compensation and Human Capital Committee has oversight of human capital programs, policies and strategies, including diversity, equity and inclusion.

The Board's Audit and Finance Committee has oversight over the measurement and reporting of the company's ESG goals and external disclosures.

Senior executives are core members of the ESG Council Steering Committee, which is responsible for developing our strategic framework, overseeing our ESG management system and providing quarterly briefings to the Executive Leadership team. Executives are assigned to each materiality factor, ensuring strategic alignment and accountability for progress, monitoring and disclosures.

The ESG Council working group and its cross-functional experts monitor regulatory and stakeholder requirements, manage issues and work to meet our long-term goals and action priorities.

Internal Audit and Corporate Legal review annual disclosures and processes, ensuring fair balance in methodology and transparency.

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2013-2019

- Governance system in place, along with policies for EHS, quality and human rights, our ethics program and supplier standards and publicly available

- Disclosure of year-over-year change on key EHS factors in annual reporting

- CDP reporting and disclosure (water, climate change), beginning 2016

- Environmental product declarations, commitments to sustainable buildings and materials of concern publicly available

2020-2021

- ESG Council steering committee and working groups formed

- Governance groups established for Diversity Equity & Inclusion (DEI), Sourcing, Supplier Diversity and Incident Response, in addition to cross-functional Global Privacy and Cybersecurity Operations teams

- Materiality matrix completed, global ESG goals and key performance indicators (KPIs) set

- Expanded ESG discussion in financial reporting

- Launched the corporate ESG web portal

2022-2023

- Goals & KPI disclosures provided annually, and updated regularly on the Allegion ESG web portal

- Downloadable reports available: ESG Summary Report and the SASB-UNSDG discussion guide

- Semi-annual Board and management review of ESG matters

- Lead director, chairman are independent; Board diversity expanded

- ESG scorecard influences annual executive incentive compensation starting in 2023
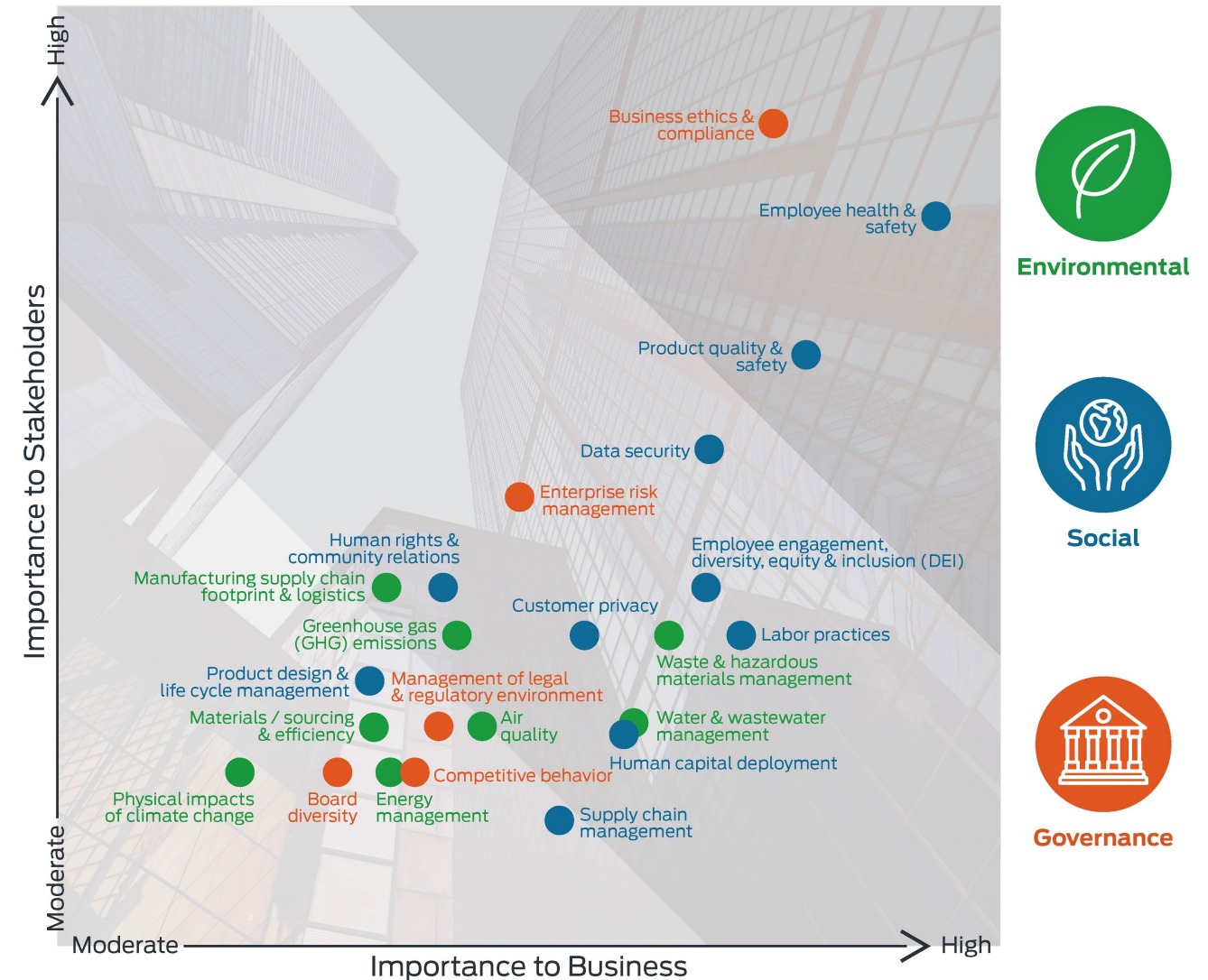
Materiality Matrix

Allegion's materiality matrix demonstrates we are highly aligned with our stakeholders.

In 2021, Allegion conducted a survey with key internal and external stakeholders to help us determine ESG factors of importance to our business and key external stakeholders, including our investors, suppliers, customers and community partners.

Sustainability Accounting Standards Board (SASB) factors were used as the basis of our materiality assessment completed in 2021. SASB has been referenced by the Task Force on Climate-related Financial Disclosures (TCFD) as an appropriate framework by which to fulfill TCFD recommendations.

23 ESG factors are of moderate-to-high importance to both our business and its stakeholders.

Materiality matrix plot — axes: Importance to Stakeholders (Moderate to High, vertical) and Importance to Business (Moderate to High, horizontal).

Plotted factors: Business ethics & compliance; Employee health & safety; Product quality & safety; Data security; Enterprise risk management; Employee engagement, diversity, equity & inclusion (DEI); Human rights & community relations; Manufacturing supply chain footprint & logistics; Customer privacy; Labor practices; Greenhouse gas (GHG) emissions; Waste & hazardous materials management; Product design & life cycle management; Management of legal & regulatory environment; Materials / sourcing & efficiency; Air quality; Water & wastewater management; Competitive behavior; Human capital deployment; Physical impacts of climate change; Board diversity; Energy management; Supply chain management.

Legend: Environmental, Social, Governance.

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Key ESG Goals

Environmental goals

> By 2030, achieve 40% reduction in **greenhouse gas (GHG)** emissions intensity for Scope 1 and Scope 2 emissions[1,2,4,7]

> By 2030, use 100% **carbon-free electricity**

> By 2030, achieve 20% reduction in **water usage** and **total waste to landfill**

> By 2035, make interim progress toward our long-term goal by achieving **carbon neutrality** at 50% of our current sites

> By 2050, achieve **carbon neutral emissions** globally (*without* requiring carbon offsets)

Social goals

> Socially responsible **product quality** and **product safety**

> Offer a best-in-class **supplier diversity** program (U.S.)

> World-class **employee safety** management, in line with National Safety Council principles

> By 2030, reach top quartile **employee engagement** in the Gallup Overall Index

> By 2030, reach 30% global **gender diversity** and 20% U.S. **racial and ethnic diversity** in our people manager roles

Governance goals

> Maintain Board oversight of our **risk management system**, including information technology, cybersecurity, privacy and disruptive technology matters; our ESG system and issues; and the ethics and compliance program

> Extend the **ethics and compliance program** to all employees, contingent workforce, suppliers and business partners, and resolve allegations / complaints in an average of 60 days or less

> Deliver **code of conduct training** to all salaried employees annually (9 languages), and to all new hires

> Deliver **harassment and discrimination awareness training** to all salaried employees, biennially

Most of our ESG goals target a 2030 completion date, and 2020 is used as the benchmark year for comparison purposes (unless otherwise noted). See footnotes page and www.allegion.com/ESG for references.

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Environmental Goals & Progress

Our key goals

By 2030, achieve 40% reduction in **greenhouse gas (GHG)** emissions intensity for Scope 1 and Scope 2 emissions[1,2,4,7]
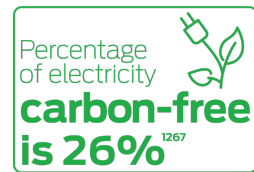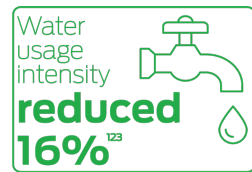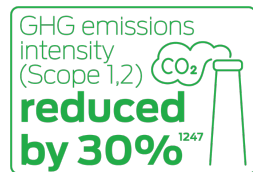
By 2030, use 100% **carbon-free electricity**

By 2030, achieve 20% reduction in **water usage** and **total waste to landfill**

By 2035, make interim progress toward our long-term goal by achieving **carbon neutrality** at 50% of our current sites

By 2050, achieve **carbon neutral emissions** globally (*without* requiring carbon offsets)

Our progress**

GHG emissions intensity (Scope 1,2) CO_2 **reduced by 30%**[1247]

Water usage intensity **reduced 16%**[123]

Percentage of electricity **carbon-free is 26%**[1267]

Waste diversion **rate 87%**[1257]

> We continually strive to be better every year in areas such as GHG emissions intensity, water usage and our waste management practices. We are also flexible and embrace a long-term perspective.
>
> In 2024, progress in GHG emissions intensity for Scope 1 and Scope 2 merited changing the target from 25% reduction to 40%, and we will continue to seek opportunities to stretch further.

**Our performance against stated objectives is based on internal company records and has not been audited by a third party.
Most of our ESG goals target a 2030 completion date, and 2020 is used as the benchmark year for comparison purposes (unless otherwise noted).
See footnotes page and www.allegion.com/ESG for references.

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Carbon Neutrality & Net Zero

We are striving for carbon neutrality globally by 2050 without the use of carbon credits — a timeline that aligns with the United Nations' Sustainable Development Goals (Global Goals) and allows utility providers where we operate much-needed time to develop energy infrastructure.

To fully address Scope 3 emissions, we are actively engaging community, regulatory and industry stakeholders. These efforts are crucial for achieving net zero and aligning with initiatives such as the Science Based Targets initiative (SBTi).

We disclose year-over-year GHG emission volumes and provide normalized data based on hours worked and annual revenue. Normalized data removes variations in GHG volume caused by factors such as reduced production output, active hours or the number of sites we operate.

By 2030, our company aims to meet our electricity needs with carbon-free electricity (that is, the energy is produced by a non-fossil fuel source that generates no carbon emissions).

We are making strides toward that goal: In 2020, 4% of our electricity needs were met by carbon-free sources; by the end of 2023, we were up to 26%.

A growing number of Allegion sites, including production and assembly facilities, now meet all their electricity needs with carbon-free energy. As of August 2024, 12 sites have fully transitioned to carbon-free electricity: Auckland, New Zealand; Birmingham, England; Carmel, Indiana (US); Cincinnati, Ohio; Everett, Washington (US); Greenfield, Indiana (US); Indianapolis, Indiana (US); Irving, Texas (US); McKenzie, Tennessee (US); Perrysburg, Ohio (US); Snoqualmie, Washington (US); and Veenendaal, Netherlands.

These sites have partnered with clean energy utility companies and are now operating on 100% carbon-free electricity, resulting in significant cost reductions and the conversion of millions of kilowatt hours to clean energy annually.

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Supporting Sustainable Buildings

As a global company, Allegion is committed to meeting worldwide customer needs for sustainable solutions and building materials. There are a variety of codes, standards and market demands to help customers meet and comply with sustainability programs. We also adapt to quickly evolving regulatory requirements and directives that relate to our industry and collaborate with our supply chain to source responsibly and meet or exceed standards.

Living Building Challenge

Declare Labels tell where a product comes from, what it is made of and where it goes at the end of its life. To support the Living Building Challenge, we provide Declare Labels for products by **LCN, Schlage, Steelcraft, TGP** and **Von Duprin**.

Leadership in Energy and Environmental Design (LEED)

By developing Environmental Product Declarations (EPDs) and Health Product Declaration (HPDs), we strive to provide our customers with the information they need to make decisions regarding their sustainable building concepts and achieve sustainable building initiative certifications.

Products by **Briton, Falcon, Ives, Glynn-Johnson, LCN, Republic, Schlage, Stanley Access Technologies, Steelcraft, TGP** and **Von Duprin** contribute to LEED certification.

Environmental Product Declaration Programme

Briton (Allegion UK) is a proud participating member of ARGE, the European Federation of Locks & Building Hardware Manufacturers, which is responsible for the development of industrywide EPDs to support sustainable buildings. Briton provides ISO 14025 and EN 15804 compliant EPDs. Learn more about Briton's long-term approach to sustainable hardware.

Product Life Cycle Analysis (LCA)

LCAs provide an inventory of resources and energy used and the resulting greenhouse warming potential generated in a product's production and use. They are a broadly accepted and effective way to communicate a product's environmental attributes. They must be renewed every five years and are a prerequisite to developing EPDs.

Environmental Product Declarations (EPDs)

We provide third-party independently verified documents that communicate transparent information about the environmental impact of our products throughout their life cycle.

We currently provide EPDs for **Briton, Glynn-Johnson, Ives, LCN, Republic, Schlage, Stanley Access Technologies, Steelcraft, TGP, Von Duprin** and **Zero** brands.

Health Product Declarations (HPDs)

HPDs provide a chemical inventory of products. We voluntarily develop HPDs to support sustainability and transparency initiatives such as LEED and Living Building Challenge.

HPDs provide a chemical inventory of products, including **Glynn-Johnson, Ives, LCN, Republic, Schlage, Steelcraft** and **Von Duprin.**

Materials Traceability & Material Declarations

Governmental regulations and directives associated with restricted hazardous chemical use, reporting substance of very high concerns (SVHCs) and product safety labeling and notification include REACH, RoHS and Proposition 65.

Learn more about materials traceability and material declarations.

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Social Goals & Progress

Our key goals

World-class **employee safety** management, in line with National Safety Council principles

Socially responsible **product quality and safety**

Offer a best-in-class **supplier diversity** program (U.S.)

By 2030, reach top quartile **employee engagement** in the Gallup Overall Index

By 2030, reach 30% global **gender diversity** and 20% U.S. **racial and ethnic diversity** in our people manager roles

Our progress**

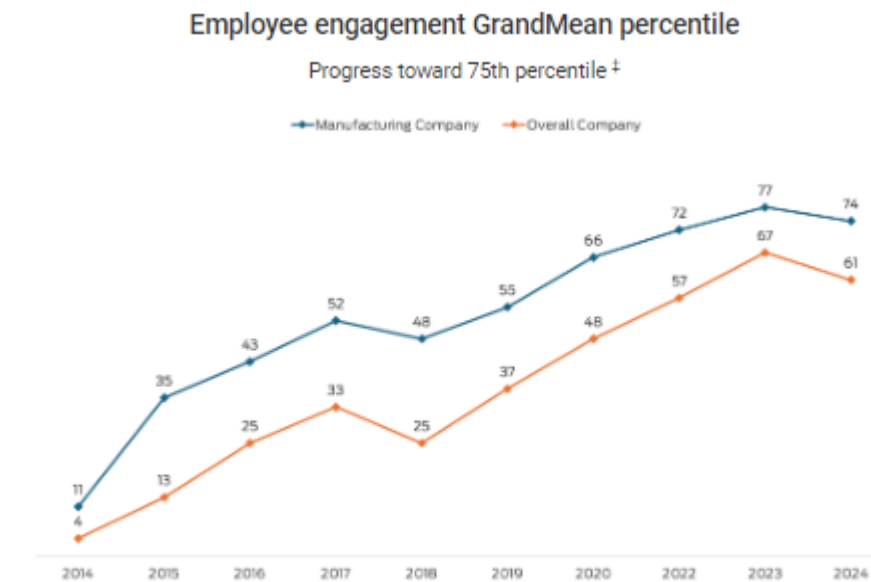|			
Won 2024 Gallup award for **exceptional workplace**	YOY LTIR (lost time incident rate) **lowered by 42%**[189]	TRIR (total recordable incident rate) **safety rate 0.40**[189]	Of people managers, **25% are women**[1,#]

> Investments in social priorities provide better shareholder returns through productivity, customer satisfaction, talent retention and innovation.
>
> In 2024, Allegion was named a Gallup Exceptional Workplace Award Winner, a prestigious honor recognizing the most engaged workplace cultures in the world.
>
> In line with this, we're making steady progress on one of our key business drivers – employee engagement – toward our top-quartile goal.

Employee engagement GrandMean percentile
Progress toward 75th percentile [‡]

Manufacturing Company / Overall Company

	2014	2015	2016	2017	2018	2019	2020	2022	2023	2024
Manufacturing Company	11	35	43	52	48	55	66	72	77	74
Overall Company	4	13	25	33	25	37	48	57	67	61

‡ Percentiles are based on Gallup's Q12 Manufacturing Company Database and the Q12 Overall Company Level Database from the survey year. GALLUP is a registered trademark of Gallup, Inc. and the property of its owner.

x 2017 pulse survey, a representative sample rather than the full census.

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Diversity, Equity & Inclusion (DEI)

Allegion promotes advancement and retention of diverse talent at all levels and is actively working to build the pipeline of available, representative talent ready for leadership opportunities.

The **Compensation and Human Capital Committee** assists the Board in its oversight of our key human capital programs, policies and strategies, including DEI.

Senior executives sponsor the DEI Steering Committee, which is responsible for developing the DEI strategy and working with cross-functional subject matter experts and employee-led resource groups to progress goals and monitor progress. It provides biennial updates to the Board and our Executive Leadership team.

Strategic action priorities:
- Building and sustaining equitable policies and procedures
- Creating an inclusive culture
- Elevating DEI in our industry and communities

> View detailed **workforce diversity information** and download our latest **EEO-1 summary report** on the corporate ESG web portal.

Employee Safety & Engagement

Allegion is committed to fostering a safe and healthy work environment in accordance with our core values, especially "be safe, be healthy." From peer-to-peer safety programs to reduce workplace injuries to an internal organization focused on employee wellness, Allegion prides itself on having one of the safest workforces in the world.

Our Environmental, Health and Safety (EHS) team actively monitors safety incidents and provides regular reports to senior leaders. Through local and global initiatives, we proactively identify and address physical safety hazards while promoting psychological safety. Our Good Catch Program encourages manufacturing employees to share potential safety hazards and ideas for injury prevention, and we recognize their contributions. We value feedback on ethics and safety from work teams and the annual employee engagement census, and we also provide an anonymous reporting option through our Ethics Helpline for safety concerns.

In 2023, Allegion launched unconscious bias development courses alongside a campaign encouraging employees to participate. The Elevate Experience program enhanced those learnings through the celebration and discussion of Allegion's culture, DEI and psychological safety, and we've made additional resources available to all employees through our learning channels. In addition, marketing and communications staff worldwide have access to a professional development program on inclusive content creation, sales and marketing practices, and the opportunity to learn from peers.

In 2023, Allegion's EHS team launched a new quarterly global awards program, the Allegion Circle of Excellence (ACE) Awards, designed to empower and encourage employees to be proactive about finding and implementing long-term improvements to sustainability, ergonomic and safety matters in our facilities.

Inaugural Jackson Lewis DEI Champion Award - Indiana
2021

National Safety Council's Robert W. Campbell Award
2021

World's Top Female Friendly Companies Forbes
2022

World's Best Employer Forbes
2022

Mission41K Talent Champion Mira Award
2023

World's Top Companies for Women - Forbes
2023

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Governance Goals & Progress

Our key goals

Maintain Board oversight of our **risk management system**, including information technology (IT), cybersecurity, privacy and disruptive technology matters; our ESG system and issues; and the ethics and compliance program

Extend the **ethics and compliance program** to all employees, contingent workforce, suppliers and business partners

Deliver **code of conduct training** to all salaried employees annually (9 languages) and to all new hires

Deliver **harassment and discrimination awareness training** to all salaried employees, biennially

Our progress**

Independent chairs for **board, committees**	Board of Directors **75% diversity**	Executive incentive payouts tied **to ESG scorecard**	No direct corporate **political donations**

> Governance considers processes, policies, regulatory requirements and sets high standards for our Board of Directors, leaders, employees, contingent workers, suppliers and all our business partners and contractors.
>
> Among other things, our Code of Conduct includes the obligation to speak up and protects against retaliation.

> Key policies and reference documents on the Allegion website:
> - Corporate Governance Policies
> - Code of Conduct and Business Partner Code of Conduct
> - Global Human Rights Policy (aligns to the ILO Convention Framework and addresses freedom of association, collective bargaining, working hours)
> - Anti-retaliation (whistleblower protection)
> - Anti-Slavery & Human Trafficking Statement
> - Conflict Minerals Policy
> - Privacy Policy
> - EHS Policy
> - Equal Opportunity and Affirmative Action Employer
> - Supplier Diversity Policy
> - See also the Policies page on the corporate website

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Ethics & Compliance

Our **Ethics & Compliance Program** is structured to help us engage ethically with our employees, external business partners and communities.

We reinforce the importance of speaking up: From enacting a whistleblower protection policy and executive videos to ongoing training, a 'What would you do?' series, posters and an 'Ethics & Compliance Week' campaign.

The ethics helpline is supported in 200 languages, and its utilization has increased by 58% over the past two years.

Enterprise Risks

Allegion conducts periodic enterprise risk management surveys to identify the company's key risks and resiliency. Subject matter experts from Allegion's Executive Leadership team are designated to implement risk monitoring and mitigation strategies and actions for each key risk.

Risk management strategies, programs and policies are reviewed at least annually.

A mature incident and crisis preparedness system is in place, led by the Incident Response Steering Committee.

Cybersecurity & Privacy

At Allegion, we prioritize cybersecurity and privacy to ensure the protection of our customers and stakeholders. The **Cybersecurity Risk Program** is a key component of our regular Board meetings. We conduct privacy impact assessments as a standard practice when procuring services, ensuring that privacy considerations are effectively addressed.

To achieve compliance efficiently, our **Global Privacy Program** leverages automation and enhanced decision-making processes. We employ privacy engineering techniques across our enterprise systems and product solutions to drive compliance with regulations like GDPR and CCPA. Privacy-by-design principles are integrated into our product development and research and development (R&D) processes, ensuring that privacy considerations are embedded from the inception of our offerings.

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Allegion Board of Directors

Kirk S. Hachigian
Independent Board Chair
Chair, Corporate Governance &
Nominating Committee

Steven (Steve) C. Mizell
Chair, Compensation Committee

Lauren B. Peters
Chair, Audit & Finance Committee

Susan L. Main

Nicole Parent Haughey
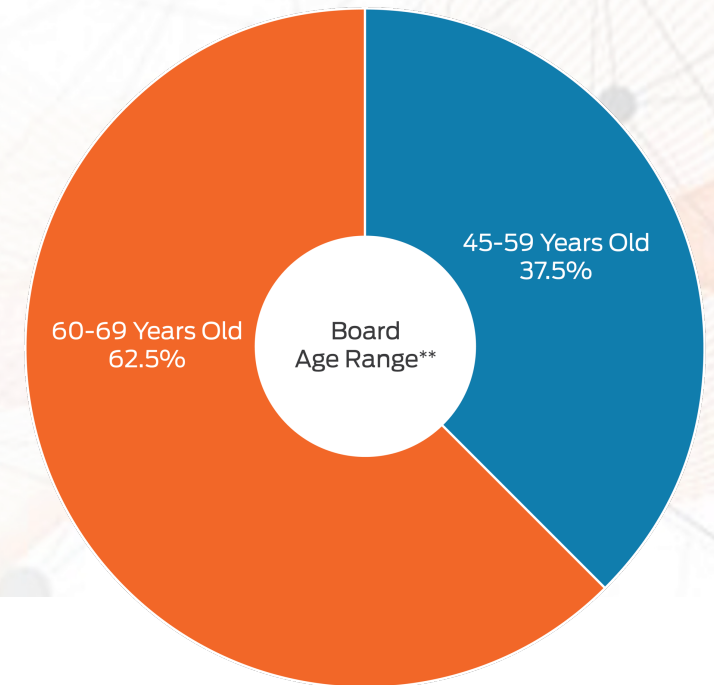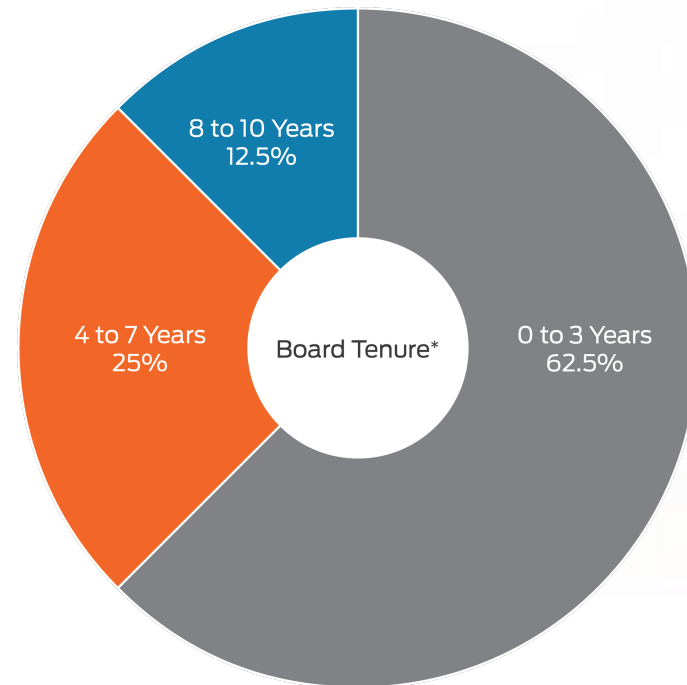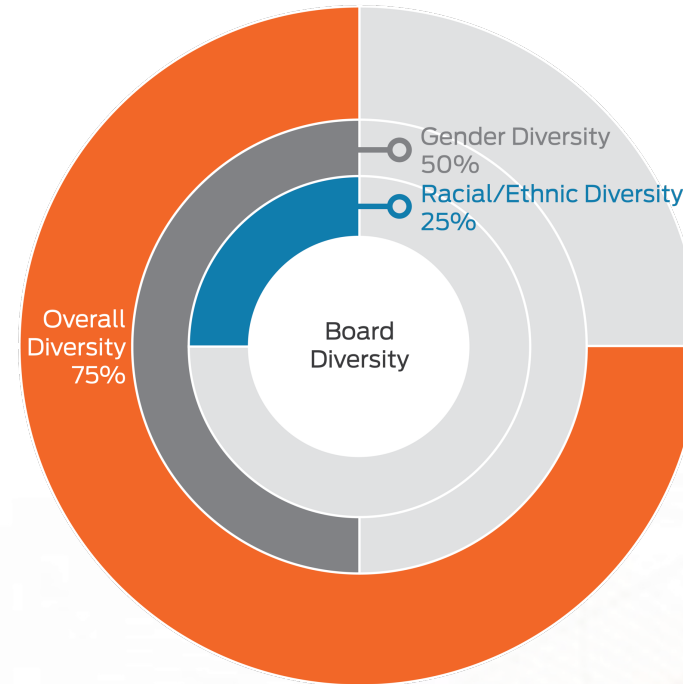
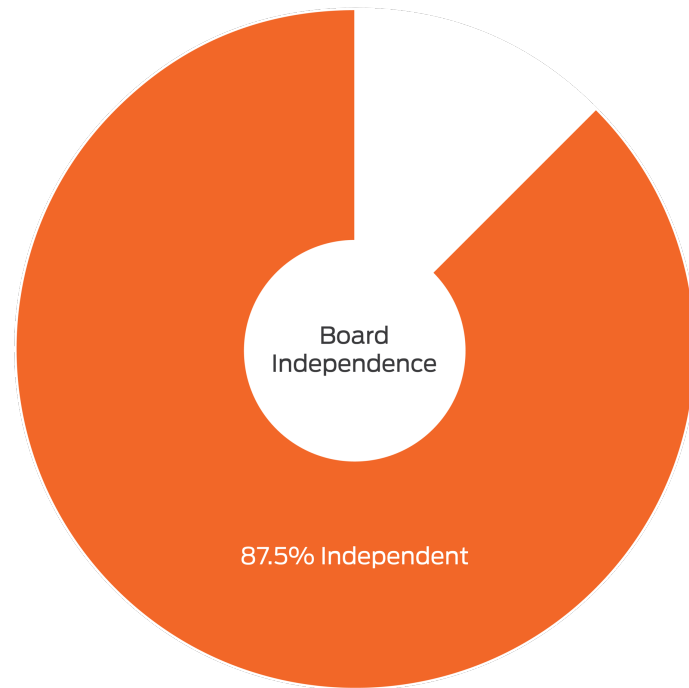Ellen Rubin

John H. Stone
President & CEO

Dev Vardhan

The Allegion Board of Directors is responsible for ESG oversight. The Board chair is an independent chair, separate from the CEO, and all Board committees and committee chairs are independent.

The Board adopted an **ESG scorecard** to support the Annual Incentive Plan for executive officers. Beginning in 2023, the scorecard factors into executives' individual performance scores.

> **Twice a year, ESG is on the Corporate Governance and Nominating Committee agenda**. In addition, throughout the year, various Board committees receive topic-specific briefings for matters such as EHS, enterprise risk management, ethics and compliance, cybersecurity and privacy, compensation and DEI strategy.

> **Diversity is valued in all aspects of our business, including Board diversity.** As of June 2024, we have 75% diversity across gender, racial and ethnic representation among our Board of Directors. Two of the three committee chairs are diverse.

> **The Board refreshment plan is reviewed annually.** Since 2023, two new directors have joined our Board.

Board Overview

Board Independence
87.5% Independent

Board Tenure*
- 0 to 3 Years 62.5%
- 4 to 7 Years 25%
- 8 to 10 Years 12.5%

Board Diversity
- Overall Diversity 75%
- Gender Diversity 50%
- Racial/Ethnic Diversity 25%

Board Age Range**
- 45-59 Years Old 37.5%
- 60-69 Years Old 62.5%

* Calculated through the 2024 Annual General Meeting date
** Age calculated as of April 1, 2024

2024 Proxy Statement & 2024 Engagement

> Allegion has a well-designed incentive compensation program that closely aligns executive compensation with total shareholder returns.

> In 2024, Allegion received 85% approval on its non-binding say-on-pay vote.

> As an Irish-domiciled company, Allegion has two unique proposals submitted to shareholders for approval on an annual basis.

- In 2024, we renewed the Board's existing authority to issue up to 20% (down from 33% in 2023) of our issued ordinary share capital. This proposal is consistent with ISS' recommended guidelines for foreign companies listed on U.S. exchanges. In 2024, this proposal received 99% approval.

- In 2024, we renewed the Board's existing authority to issue shares up to 20% (up from 5% in 2023) of our issued ordinary share capital for cash consideration without offering preemptive rights. This proposal is consistent with ISS' recommended guidelines for foreign companies listed on U.S. exchanges. In 2024, this proposal received 85% approval.

> **Allegion proactively engages with shareholders on ESG and other governance items.** In response to our engagement efforts, we have made the following governance improvements:

- In 2023, upon retirement of our longstanding board chair, we split the roles of CEO and chair of the Board. John H. Stone (president & CEO) is a member of the Board, and Kirk Hachigian is its independent chair.

- Starting in 2023, we updated our annual incentive plan to include an ESG scorecard for executive officers.

- We have refreshed our Board by adding two new directors since 2023, and 75% of our Board is diverse.

- We continue to update our ESG disclosures, sharing steps taken to support our long-term strategy and commitments.

2024 Proxy Statement
Notice of Annual General Meeting of Shareholders
ALLEGION PIONEERING SAFETY

Download the 2024 proxy, on the Digital Annual Report & More page of the corporate website.

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Footnotes

1 Data is normalized to hours worked. To the extent actual hours worked are not available for any full-time employee, an average of 40 hours per week is used.

2 Actual environmental impact numbers for 2020 and 2021 have been adjusted based on an internal audit completed in 2023. The adjustments did not have a significant impact on reported "Environmental Impact (Normalized)" percentages other than for waste to landfill where percentage change from 2021 to 2020 baseline went from 3% to 1%. Water usage was originally reported at 103.5 mil. and 98.3 mil. gallons for 2020 and 2021 respectively; GHG was originally reported at 100.6 metric and 99.6 metric tons for 2020 and 2021 respectively; waste to landfill was originally reported at 4.3 mil. and 4.4 mil. pounds for 2020 and 2021 respectively and electricity used was originally reported at 113.3 mil. and 115.5 mil. KwH for 2020 and 2021 respectively.

3 Assumes an average of 15 gallons (or 57 litres) of water used per employee per workday.

4 Calculation includes all scope 1 and 2 emissions except for the company vehicle fleet. Where actual data is not collected, assumes an average of 2,000 BTU of gas usage and 0.6 Kilowatt-hours ("KwH") of electricity usage per square footage per month for warehouse locations and 2,700 BTU of gas usage and 1.5 KwH of electricity usage per square footage per month for office type locations. Calculations showing metric tons rely upon estimates pursuant to the U.S. EPA greenhouse gas equivalencies calculator. The 2022 results include 10,000 purchased Emission Free Energy Credits (EFEC).

5 Assumes an average of 40 lbs. (18 kilograms) of non-hazardous waste per employee per month. The 2020 and 2021 waste to landfill results were adjusted based on an internal audit conducted in 2023, resulting in a change in the 2021 comparison to baseline year 2020 and it has been adjusted from +3% to +1%. In 2023, Allegion transitioned to Waste Diversion Rate as it believes it is a better measurement for assessing its progress on measuring waste reduction. Allegion will continue to report waste to landfill for continuity purposes.

6 Assumes an average of 0.6 KwH of electricity usage per square footage per month for warehouse locations and 1.5 KwH of electricity usage per square footage per month for office type locations.

7 Data does not include fleet fuel usage, one-time activities not associated with manufacturing or distribution, any metrics associated with the field service activities for Stanley Access Technologies, to the extent applicable. In addition, data associated with the manufacturing activies of Stanley Access Technologies is included in 2023 values, but 2020 baseline data has not been adjusted.

8 2020 through 2022 calculations exclude revenue and metric data from the Stanley Access Technologies business acquired in July 2022. 2023 calculations include revenue and metric data from the manufacturing operations of Stanley Access Technologies, but both exclude the Stanley Access Technologies service business.

9 LTIR and TRIR reflect data points as of December 31, 2023.

¶ Data as of Dec. 31, 2023. For more information on our U.S. workforce, refer to our EEO-1 report.

'Senior leadership team' refers to the members of the company's management, i.e. the Executive Leadership Team (ELT). 'Other leaders' refer to those individuals reporting directly to an ELT member. 'People managers' refer to those individuals who have direct reports that they manage.

**Our performance against stated objectives is based on internal records and has not been audited by a third party.

See more information on ESG results and measurement at www.allegion.com/ESG.

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About Allegion™

Allegion (NYSE: ALLE) is a global pioneer in seamless access, with leading brands like CISA®, Interflex®, LCN®, Schlage®, SimonsVoss® and Von Duprin®. Focusing on security around the door and adjacent areas, Allegion secures people and assets with a range of solutions for homes, businesses, schools and institutions. Allegion had $3.7 billion in revenue in 2023, and its security products are sold around the world.

For more, visit www.allegion.com

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