

2021 ESG Highlights

Environmental, social and governance (ESG) factors are a way to help gauge how a company runs its business and impacts the world around it. At Allegion, we've mobilized a cross-functional ESG Council to support our ongoing commitment to ESG matters. We are proactively measuring a variety of ESG key performance indicators, which include the below highlights from 2021.



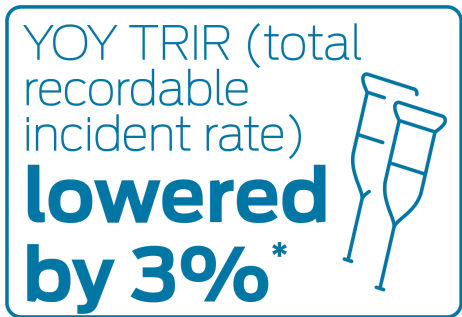
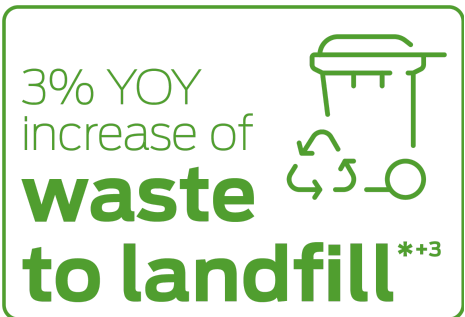
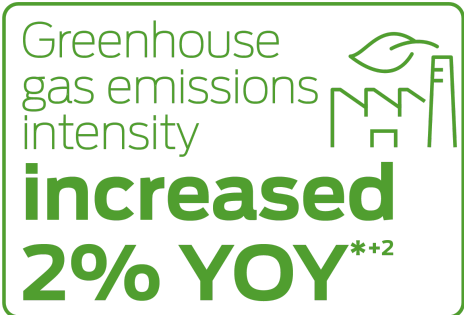
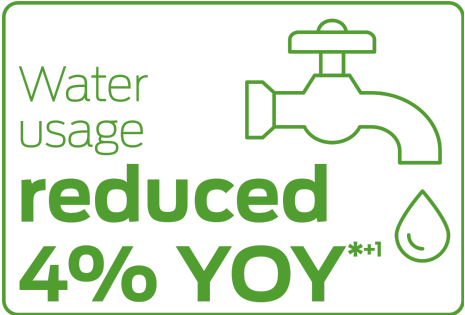
Environmental



Social



Governance



* 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.

+ Actual data collected for manufacturing facilities and certain warehouses globally. For all other facilities, data is based on certain estimates as indicated below. From 1 April 2020 through 31 December 2021, a 50% reduction was applied to the below estimates for water usage and waste to landfill in office type locations to take into account the remote work environment during the COVID-19 pandemic.

¹ Assumes an average of 15 gallons (or 57 litres) of water used per employee per workday.

² 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.

³ Assumes an average of 40 lbs. (18 kilograms) of non-hazardous waste per employee per month.

⁴ Across gender, racial and ethnic diversity; current as of December 31, 2021.