

## Dometic's Remuneration Report 2022

### Introduction

This remuneration report provides an outline of how Dometic's Guidelines for Remuneration for the CEO & the Group Management (the "remuneration guidelines"), adopted by the annual shareholders' meeting 2020, which was implemented in 2021. The report also provides details on the remuneration of the CEO of Dometic. The report has been prepared in accordance with the Swedish Companies Act and Stock Market Self-Regulation Committee's Remuneration Rules.

Further information on executive remuneration is available in note 9 (*Employee benefit expense and remuneration*) on page 104 in the annual report 2022. Information on the work of the Remuneration Committee in 2022 is set out in the corporate governance report available on pages 70-82 in the annual report 2022.

Remuneration of the Board of Directors is not covered by this report. Such remuneration is resolved annually by the annual shareholders meeting and disclosed in note 9 on page 104 in the annual report 2022.

### Key Developments 2022

The CEO summarizes the company's overall performance in his statement on pages 5-6 in the annual report 2022.

### The company's remuneration guidelines: scope, purpose and deviations in 2022

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company can recruit and retain qualified personnel. To this end, it is necessary that the company offers competitive remuneration. Dometic's remuneration guidelines enable the company to offer the Executive Management a competitive total remuneration.

Under Dometic's remuneration guidelines, total remuneration shall be based on the position held, individual performance, performance of the Dometic Group and be competitive in the country of employment. The overall remuneration package may consist of the base salary, variable salary based on short-term annual performance targets, long-term incentives, pension and other benefits, including non-monetary benefits. The variable cash remuneration, STI, shall be based on predetermined and measurable performance targets which can be financial or non-financial. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the executive's long-term development. The variable cash remuneration, LTI, shall be designed to ensure a long-term commitment to Dometic Group's development, be implemented on market terms and have a term of no less than three years. Long-term incentive programs shall be cash-based and linked to the development of earnings per share.

The remuneration guidelines are found on pages 62-64 in the annual report 2022. Total remuneration of the CEO during 2022 has complied with the company's remuneration guidelines.

The auditor's report regarding the company's compliance with the remuneration guidelines is available on:

<https://www.dometicgroup.com/en-us/our-company/corporate-governance/shareholders-meeting/2023>

Table 1 – Total CEO remuneration in 2022 (kSEK)

Name of Director, position	1 Fixed remuneration		2 Variable remuneration		3	4	5	6
	Base salary*	Other benefits**	One-year variable	Multi-year variable***	Extraordinary items	Pension expense****	Total remuneration	Proportion of fixed and variable remuneration
Juan Vargues (CEO)	10 483	853	0	4 493	0	3 623	19 452	Fixed 77% Variable 23%

\* Including vacation pay of kSEK 133.

\*\* Including allowances, car benefit, per diem and health care benefit.

\*\*\* LTI 2020, vesting March 31<sup>st</sup>, 2023.

\*\*\*\* Pension expense which in its entirety relates to base salary and is premium defined, has been counted entirely as fixed remuneration.

#### Application of performance criteria

The performance measures for the CEO's variable remuneration have been selected to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy, or promote the executive's long-term development.

As to the quantitative assessment of performance, the internal financial metrics have been measured against the latest financial information made public by the company.

Table 2 - Performance of the CEO in the reported financial year: variable cash

1 Plan description	2 Description of the criteria related to the remuneration component	3 Relative weighting of the performance criteria	4 Measured performance and actual award/ remuneration outcome	
			a)	b)
STI 2022	EBIT 2022	60%	a) MSEK 2 948 b) kSEK 0	
	EBIT Margin 2022	10%	a) 11,1% b) kSEK 0	
	Cash conversion 2022	30%	a) 60% b) kSEK 0	
LTI 2020	EPS 2020	33,3%	60%	
	EPS 2021	33,3%	100%	
	EPS 2022	33,3%	0%	

LTI 2021	EPS 2021	23,3%	100%*
	ESG 2021	10%	83%*
	EPS 2022	23,3%	0%*
	ESG 2022	10%	20%*
	EPS 2023	23,3	**
LTI 2022	ESG 2023	10%	**
	EPS 2022	23,3%	0%*
	CO2 Reduction	3,3%	a) 7% b) 100%*
	LTIFR	3,3%	a) 1,63 b) 100%*
	Share of female managers	3,3%	a) 24% b) 0%*
	EPS 2023	23,3%	**
	ESG 2023	10,0%	**
	EPS 2024	23,3%	**
ESG 2024	10%	**	

\* Not included in total CEO remuneration as performance period is still running.

\*\* Performance period still running.

### Comparative information on the change of remuneration and company performance

**Table 3 – Change of remuneration and company performance over the last three reported financial years**

Annual change	2019 vs 2018	2020 vs 2019	2021 vs 2020	2022 vs 2021	2022 (RFY)
Juan Vargues, CEO (kSEK)	-4 828 -21,5%	+6 430 +36,4%	-2 231 -9,3%	-2 391 -10,9%	19 452
EBIT* (MSEK)	-244 -9,1%	-496 -20,4%	+1 040 +53,6%	-385 -11,6%	2 948
Average remuneration on a full-time equivalent basis of all employees in the group** (kSEK)	+50 +13,3%	-39 -9,1%	-19 -4,9%	+39 +9%	411

\* EBIT before items affecting comparability.

\*\* A comparison with the company's employees (Dometic Group AB publ.) is not possible as it only employs Group Management members. The calculation excludes CEO & Group Management.