



# SUSTAINABILITY

We love the outdoors. As pioneers in the Mobile Living area, we are committed to driving sustainability in our industry. Because we want nature to be a resource for everyone to enjoy and explore. Forever.







# WE DRIVE SUSTAINABILITY IN OUR INDUSTRY













As a market leader in Mobile Living solutions, Dometic is committed to driving sustainability. Millions of people around the world buy and use Dometic products. All are part of a growing movement of people who enjoy an active mobile outdoor lifestyle, for freedom and for adventure. Proximity to nature is an important motivation for users of

Dometic's solutions. The Company aims to meet the growing demand for the Mobile Living lifestyle while continuously reducing consumers' environmental footprints. Sustainability is an integrated part of Dometic's strategy and crucial for building a company that is well prepared for future challenges and opportunities.

## OUR CONTRIBUTION

Dometic contributes to a more sustainable world by enabling people to enjoy and explore nature – locally and more frequently. We do so by offering innovative, durable, low-carbon products that inspire an active, comfortable, and responsible life in the outdoors.

# SUSTAINABILITY PLATFORM 2022–2024

Focus areas	Areas of influence			Dometic Ambitions	Dometic Goals	SDG contribution
	Company	Products /supply chain	Consumer			
<b>People</b> 	Employer of choice in the outdoor industry	Good labor standards	Well-being	Offer a safe, inclusive, diverse and dynamic workplace – allowing every employee to reach their full potential for the best of the company as a whole.	<ul style="list-style-type: none"> <li>Provide a healthy and safe work environment for all employees</li> <li>All employees can be their authentic selves</li> <li>Excellent leadership on all levels of the organization</li> </ul>	  
<b>Planet</b> 	Sustainable operations	Sustainable innovation	Sustainable lifestyle	Offer innovative, durable, circular, low-carbon products. Minimize climate impact, increase resource efficiency and support circularity.	<p><b>Sustainable operations:</b></p> <ul style="list-style-type: none"> <li>Operations fully powered by renewable electricity</li> <li>Reduce CO<sub>2</sub> from transport of goods</li> <li>Minimize onsite waste and eliminate landfill</li> </ul> <p><b>Sustainable innovations:</b></p> <ul style="list-style-type: none"> <li>Increase efficiency in the product use phase</li> <li>Increase use of renewable and recycled materials</li> <li>Extend expected lifetime</li> </ul>	  
<b>Governance</b> 	Good business practices	Good business partner	Enable outdoor experiences for more	Safeguard human rights at all times while pursuing fair business and labor practices.	<ul style="list-style-type: none"> <li>All employees understand the Code of Conduct and know how to act in difficult situations</li> <li>All business partners have a good understanding of the Code of Conduct and support in driving sustainability in our industry</li> </ul>	  

Through Dometic’s sustainability platform and goals, the Company contributes to at least six Sustainable Development Goals (SDGs) in support of the 2030 Agenda for Sustainable Development.

Dometic’s sustainability platform for 2022–2024 consists of the focus areas People, Planet and Governance. Dometic wants to make a difference through its areas of influence – within the Company, through its products and supply chain, and for its consumers. Each focus area, along with corresponding ambitions, goals and action plans, has clear ownership within Group Management. For each goal, clear KPIs with corresponding targets have been established. Three ESG targets are also included as part of the long-term incentive program. The platform’s current mandate ends in December 2024. It will undergo renewal in alignment with CSRD and ESRS requirements.

In the intersection of the three focus areas and the areas of influence, nine blocks of action have been identified.



# PEOPLE | FOCUS AREA



Dometic is committed to being an attractive workplace and the employer of choice in the outdoor industry. Four core values form the foundation of Dometic’s company culture. They provide the framework for everything Dometic does, as well as how people in the Group interact with each other and external parties.

With a work environment based on Dometic’s core values, the Code of Conduct and supporting governing documents, the Company’s ambition is to create a great place to work for current and future employees.

## Core values

To support the transitional journey Dometic is on, and to help master the constantly changing business needs, a thorough process to update the Core Values took place 2023. The process took over six months and involved employees across the global Dometic organization.

The purpose was to build a common culture, strengthening the leaders and improve communication and trust between segments and functions. Further, Dometic wanted to enable decentralized decision making and increase the speed of execution ensuring that core values support the company’s purpose, vision, strategy and brand.

**“Together, we build our future! The four Core Values provide guidance on who we are and what we represent. They help us align priorities and enable decentralized decision making while building a ONE Dometic culture together.”**



- 3.9 Reduce illness and deaths from hazardous chemicals and pollution
- 5.1 End discrimination against women and girls
- 8.8 Protect labor rights and promote safe working environments

By implementing and following Dometic’s Code of Conduct and additional governing documents as well as the ambitions and goals for 2022–2024 within the focus area People, the Company contributes to the SDGs.

## Diversity, equity and inclusion

In the last few years, diversity, equity and inclusion (DE&I) has become a fundamental element of Dometic's culture. A global structure with teams in each segment has been established to continuously focus on creating a diverse workforce and an inclusive work environment. Dometic has a global diversity, equity and inclusion training initiative to build solid awareness and understanding that aims to foster a diverse and inclusive mindset throughout the organization. Such training programs are important steps to ensuring implementation of the DE&I policy and to nurture a culture in which every employee feels respected, valued and comfortable being their authentic selves.

The Group's internal job market portal offers access to all open positions in the Group and supports a fair and transparent hiring process. Last year, an initiative to review the recruitment process was launched with the ambition to attract a broader scope of talent and explore how the group can reduce subconscious bias in the recruitment process. This includes a global diversity, equity and inclusion statement in all job ads, as well as looking into how the language can be modified to attract all talent pools. The recruitment process improvement initiative will continue and be extended to include more aspects of the recruitment, onboarding, and retention processes and culture.

Dometic's diversity, equity and inclusion initiative also supports gender diversity. In the past few years, Dometic has had a particular focus on increasing gender diversity in managerial positions. The share of female managers has increased to 29 percent

(24) which illustrates the company's commitment to creating a more equitable workplace. Including the acquisitions made in 2021 and 2022, the share of female managers result was 28 percent. The result is supported by all segments' dedicated efforts to promote gender diversity, equity and inclusion and the efforts continue. Group Management comprises 11 (10) people, of which 4 (4) are women. The Board of Directors comprises 8 (8) people, of which 3 (3) are women.

For 2024, Dometic aims to improve its DE&I index, which is based on the employee engagement survey. The survey supports human resource leaders to design and implement further DE&I initiatives across the organization. Empowering underrepresented groups is an imperative for the company to drive a more diverse and inclusive employer branding strategy. During 2023, Dometic launched WIN Operations, Women in Operations, a pilot networking forum for women in operations across segment Americas, Marine and Global. The program intends to create a space where female team members from different areas of operations can share experiences and challenges, learn, network and have mentoring sessions.

## Health and safety

Dometic works continuously to safeguard a healthy and safe work environment for all employees. The Dometic Health and Safety (H&S) Guideline is a key component of the factory management systems and aims to ensure a common high standard across the Group. Another component of the factory management systems is the Dometic Loss Prevention Guideline

(DLPG), which is designed to guide the Group's production sites on safety and security measures to reduce risk, ensure compliance with industry practices, and maintain high standards for safety, quality and delivery. Occupational health and safety management system standards, such as ISO 45001, comprise a third component of the factory management systems for selected sites. In 2023, Dometic's on-site audit program was resumed with third-party assessments with three additional sites receiving ISO 45001 certification. To ensure awareness among employees, Dometic provides a H&S learning program to all factory employees.

This year, the focus continued to be on risk identification, mitigation and elimination, through strengthening local procedures in line with the H&S Guideline. The organization has been strengthened with more local and regional environment, health and safety (EHS) resources supporting Dometic's operations. The EMEA segment has implemented EHS Excellence processes with focus on improved leadership and organization, EHS compliance, risk management practice, general H&S guidance. To facilitate the return to work after an injury, the Marine segment has established a program "Fit for Duty" that supports an employee's fitness after injury. During 2023 the focus of the program has been on ergonomics, wellness and safety training for example, on "Spot the Hazard" to identify, correct, and track unsafe conditions within a facility.

The goal is to provide a healthy and safe work environment for all employees. To track the progress, Dometic uses two key performance indicators (KPIs).

The first indicator is the global H&S index which is based on the biennial employee survey. The employee survey guides the development of local measures and initiatives for improvement and tracks employee favorable responses to H&S initiatives. In 2023, the Dometic employee survey yielded a 76 percent favorable response from employees. The target is to increase the H&S index to a 78 percent favorable employee response by 2024.

The second indicator relates to safety procedures. These efforts are tracked through the lost time injury frequency rate (LTIFR)<sup>1</sup>. In 2023, the LTIFR was 1.7 (1.6), well below the baseline of 2.4. The increase compared to last year is due to less total worked hours in the company, as a result of significantly fewer FTE's. Including acquisitions, the LTIFR was 1.5. Efforts focusing on injury prevention continue throughout the organization to stay below the target of 2.0. This year 23 (25) lost-time safety-related incidents were reported. The number of injuries has decreased compared to last year. Dometic is currently establishing a company-wide H&S incident reporting system (AFA IA system). The system has enabled the Group to further learn from events that do occur and promote an open climate where reporting of incidents, accidents or other events or risks is a natural part of efforts to constantly improve. As an example, one manufacturing site has managed to reduce accidents by 70 percent compared to 2022 by implementing the system.

<sup>1</sup> Absence due to illness occupational injuries per million working hours.

### Competence management

Organizational capabilities remain key elements for Dometic’s business success and for its employees during the Company’s transition journey. Dometic Academy provides a central learning management system that hosts training opportunities globally and is the tool for strategy deployment and personal development within the Company. An annual roadmap has been established, which strongly accelerates the production of training output yearly. As a tool for personal development, Dometic Academy contributes to target alignment in performance management throughout the organization. In total, 5,133 (4,608) employees participated in 1,161 (984) training activities across all segments in 2023.

The ambition forward is to further improve the existing digital learning environment with easy access to broad and specific content as well as learning campaigns. This to help drive Dometic’s strategic goals by supporting personal development. Dometic is also planning to improve the in-person training approach toward customers with digital certification training, enabling business customers to get certified on product knowledge, service and repair. With this initiative, Dometic aims to bring a great end-customer experience to fruition.

### Leadership

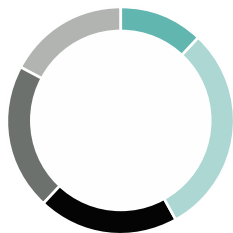
Dometic’s transformation journey puts high demands on leaders to succeed with the strategy deployment.

Dometic’s leadership model is based on three leadership criterias for transformational leadership: I drive performance, I inspire engagement and I lead change. These criteria support leaders in understanding their expectations to act as role models and ensure ethical and responsible business practices. Dometic is now taking the next steps in creating a viable leadership training curriculum for the Group with a mix of face to face and online learning. The plan is also to launch a Group-wide Executive Development Program (EDP) during 2024. Furthermore, the Group will set more clear targets for 2024 onwards to further improve the leadership index based on the global employee engagement survey.

### Sustainability training for all employees

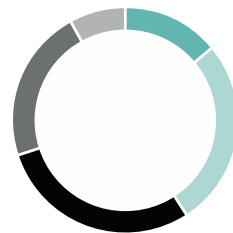
Sustainability can only be fully integrated in a company’s processes and day-to-day decisions if employees are aware of the benefits and importance for the various stakeholders. Since 2020, Dometic has provided a global sustainability e-learning program, which is part of the mandatory training package for all employees. As sustainability is an important part in the day-to-day operations, the Group’s e-learning in Sustainability is relaunched for all employees on a yearly basis. The training highlights how all employees will learn about how Dometic contribute to a more sustainable development, as well as the program and goals for the coming years.

No. of employees per segment, %



- Americas 12% (13)
- EMEA 30% (31)
- APAC 20% (19)
- Marine 21% (20)
- Global 17% (16)

Age structure, %



- <30 years, 14% (15)
- 30-39 years, 27% (26)
- 40-50 years, 29% (29)
- 51-60 years, 22% (21)
- >60 years, 8% (8)

### FOCUS AREA PEOPLE

Ambition: Offer a safe, inclusive, diverse and dynamic workplace – allowing every employee to reach their full potential for the best of the company as a whole.

GOAL	KPI	ACTUAL 2023	BASELINE <sup>2)</sup>	TARGET 2024
Provide a healthy and safe work environment for all employees	Health & Safety index	76%	75%	78%
	Lost time accidents per million working hours (LTIFR)	1.7	2.4	<2
All employees can be their authentic selves	Diversity & Inclusion index	82% <sup>1)</sup>	75%	78 %
	% female managers at year end	29%	24%	+1%-point per year
Excellent leadership on all levels of the organization	Leadership index	77%	77%	80%

<sup>1)</sup> The 2023 employee survey incorporated a different set of questions, impacting the comparison with the 2021 results. When analyzing the same set of questions, no changes were noted. <sup>2)</sup> Target Baseline refers to actual results from 2020, 2021 or 2022 depending on the KPI. See Detailed sustainability information page 140 for actual results per year.



# PLANET | FOCUS AREA



Proximity to nature is an important motivation for users of Dometic's products. Dometic is committed to offer innovative, durable, low-carbon products that inspire an active, comfortable and responsible life in the outdoors. Environmental consideration is an integral aspect of product design, and the company strives for resource efficiency and to continuously reduce its environmental impact throughout the product lifecycle.

## SUSTAINABLE INNOVATION

Dometic uses the knowledge gained from lifecycle assessments (LCA) conducted on major product groups, such as cooling boxes, minibars and rooftop air conditioners, to make informed decisions on the development of new products. Dometic focuses on several areas to reduce the environmental impact of the product portfolio, including product energy efficiency, plastic recycle content, use of biobased plastics, recycled fabrics, refrigerants with low global-warming potential (GWP) and product weight reductions.

In 2023, Dometic introduced a new global function called product sustainability to strengthen the group's commitment to sustainability, climate action and circularity in all aspects of the product life cycle. With this strategic addition to the organization, the goal is to ensure that sustainability principles are integrated in all processes, which will help to drive sustainability throughout product design, management and development.



- 3.9 Reduce illnesses and deaths from hazardous chemicals and pollution.
- 8.4 Improve resource efficiency in consumption and production.
- 9.4 Upgrade all industries and infrastructures for sustainability.
- 12.2 Sustainable management and efficient use of natural resources.

By providing innovative low-carbon products and supporting circularity, Dometic contributes to the SDGs.



**Efficiency in product-use phase**

Based on the knowledge gained from the concluded LCAs, energy efficiency in the product-use phase contributes greatly to minimizing the overall environmental footprint of Dometic’s energy-consuming products. It also enables users of Dometic’s products to reduce energy costs and stay out longer. Dometic’s development of the connectivity technology area will contribute to optimizing the performance and use of product and thereby further improve energy efficiency.

Dometic has a target to increase the energy efficiency of new products developed by minimum 5 percent, compared to previous models. These energy efficiency targets in the product development processes have incentivized the development of innovative products and solutions to reduce energy consumption. In 2023, several new products with higher energy efficiency were launched. An example is Dometic’s new NRX refrigerators, which feature smaller, more compact and efficient compressors. Compared to previous models, this new series allows for a 19 percent reduction in energy consumption at its maximum and an average of almost 10 percent reduction in energy consumption across the entire family of models.

Another example is Dometic’s new ACC3100D rooftop ventilation system for RVs, which not only sets a new standard in ventilation and indoor air quality, but also stands out for its remarkable energy efficiency. This product reduces energy consumption of the RV both when heating and cooling by up to 20 percent. This is done by allowing up to 87 percent of the exchanged air’s heat energy to be recovered.

Dometic also continues to widen its portfolio of solar panels and battery solutions to simplify access to renewable power for consumers. Energy efficient products are paramount here since energy efficiency also simplifies operation by solar power.

**Weight reduction**

Weight is the most obvious measure of material use and direct use of energy for manufacturing. In addition, the weight of Dometic products used in mobile applications has an indirect impact linked to the energy consumed when the products are being transported. Thus, reducing product weight is important for limiting this direct and indirect energy consumption. Dometic has therefore set a target to reduce the weight of new products developed for mobile applications where indirect impact is significant. One example is the new rooftop air-conditioner FreshJet FjX-series, which was launched on the EMEA market in January 2023 and on the APAC market in March 2023. The new version is 9 percent lighter compared to the previous model and also consumes considerably less energy. The new inverter technology in some of the models allows for a very large energy efficiency increase in combination with a much more silent operation. This new air conditioner further contributes to lower climate impact through using a lower GWP refrigerant.

**Electrification, renewable energy and mobile power solutions**

Dometic continues to focus on adapting and broadening the product offering to support electrification and further use of renewable energy sources. Dometic’s



Dometic’s new ACC3100D rooftop ventilation system for RVs which not only sets a new standard in ventilation and indoor air quality, but also stands out for its remarkable effect on energy consumption.

range of compressor refrigerators and the further widening of the offering of inverter technology in the A/C support electrification globally. Further, Dometic mobile power solutions such as high-end solar power solutions, batteries and battery chargers allow consumers to explore the outdoors, off-grid, with less dependency on fossil energy. This product area focuses on increasing efficiency and decreasing weight and physical dimensions.

Dometic’s brand Go Power! has grown to become a leading supplier of recreational and business power

solutions in North America, offering solutions such as flexible solar panels and solar charge controllers. In 2023, flexible 55 Wp and 110 Wp solar panels were introduced to EMEA CPV aftermarket customers. These products are among the most efficient flexible panels in the market. Characterized by their lightweight and ultra-thin aerodynamic design, these panels offer exceptional flexibility allowing them to seamlessly conform to the contours of various surfaces, such as truck cabins, trailer bodies or curved van roofs. The lightweight product reduces a vehicle’s fuel consumption and GHG emissions. The solution eliminates the need for idling of delivery vehicles to charge auxiliary equipment such as fork-lifts, jack-lifts, etc., thereby also contributing to an improved local environment by reducing vehicle emissions.

During the year, a 48V solution for Climate was also presented, combining 48V power solution with a dedicated inverter A/C running at 48V that allows for a cost and performance optimized vehicle solution for the North American market.

Segment Marine has developed a new electric steering actuator that eliminates hydraulic fluids, pump, cylinder and hoses and consolidates three major sub-systems into a single unit. It was launched in November 2022 and is 55 percent lighter and saves 85 percent of the electrical power over the previous hydraulic steering system. The reduced power consumption reduces outboard engine idling. For some day boats, the surplus electricity can be used to power other house electrical loads, reducing the dependence on a diesel generator installation. This technology is now creating further interest in



the market and with that, further beneficial impact on the environment.

**Circularity through durability and alternative materials**  
**Materials**

The main materials sourced for Dometic’s products are plastics, steel, aluminium and copper. For the past few years, Dometic has taken an active role in exploring and promoting new materials, such as plastics and fabrics made from recycled sources and bio-composites in selected applications. For 2024, Dometic has set a goal to further increase the use of renewable or

recycled materials. Recent efforts led to the introduction of a recycled material “REDUX” made from PET bottles. Dometic use REDUX in tents, awnings and camping chairs. In the past year, focus has been on finding the right long-term partners for a stable supply of recycled plastic materials with the right quality and properties. Dometic is also working to reduce the impact of product packaging by minimizing the use of plastics, phasing out expanded polystyrene (EPS) and increasing post-consumer recycled content in plastics. During 2023, Dometic successfully eliminated EPS for heavy products such as compressor coolers and A/C. For sensitive products such as windows, Dometic aims

to introduce cardboard as well, but in the meantime virgin continues to be replaced with recycled EPS.

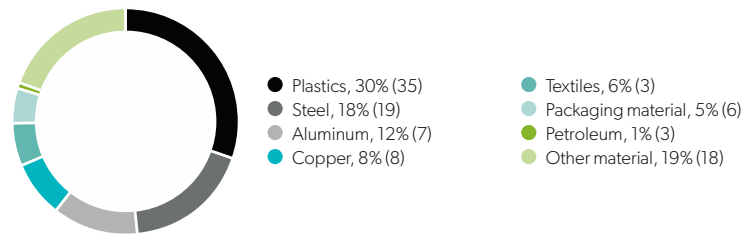
A key activity in Dometic’s efforts to reach the goals for sustainable innovation, both for existing products as well as in new product development, is value analysis, value engineering (VAVE). Through this cross-functional process, alternative features, materials and design are explored, many of which have the potential to improve the environmental performance of the product.

**Extending expected lifetime**

Dometic aims to enhance serviceability, repairability and recyclability in future product generations. With

increased efforts in the aftermarket with planned maintenance programs, repairs and upgrade kits, these measures aim to support circularity and efficient use of natural resources. Dometic therefore continues to follow up the aftermarket program in each project to ensure that at least 80 percent of the projects have such focus included. Dometic also continue to work with the design for sustainability guidelines. This work is linked to the long experience of the Group in efficient documentation and handling of spare parts and service solutions for the products. Since January 1, 2023, 82 percent of the initiated projects have a program to extend the expected lifetime of the product.

**Raw material spend**



The scope has been widened compared to previous year’s Annual and Sustainability Report as Segment Marine and sub-segment Igloo have been added. The process of including other acquisitions made in 2021–2022 has been initiated, but is not yet completed. To ensure efficient use of resources a goal has been set to increase the use of recycled and renewable plastics and fabrics by 2024.

**FOCUS AREA PLANET – SUSTAINABLE INNOVATION**

GOAL	KPI	ACTUAL 2023	BASELINE <sup>1)</sup>	TARGET 2024
Increase efficiency in the product-use phase	% increase in energy efficiency of relevant new products	Outcomes of 2023 are presented through examples in the text, see p.36	Varies by product	5%
	% weight reduction (to save energy consumption in application of use) for relevant mobile applications	Outcomes of 2023 are presented through examples in the text, see p.36	Varies by product	5%
Increase use of renewable and recycled materials	% of total purchased plastic that comes from recycled or renewable sources	Increased to 1.4%	0.2%	Increase compared to baseline
	% of total purchased fabric that comes from recycled or renewable sources	Decreased to 0.7%	4%	Increase compared to baseline
Extend expected lifetime	% of new released products that provide a program that can prolong the expected lifetime	82%	n/a	80%

<sup>1)</sup> Target Baseline refers to actual results from 2020, 2021 or 2022 depending on the KPI. See Detailed sustainability information page 140 for actual results per year.



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## SUSTAINABLE OPERATIONS

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### Clean and resource efficient operations

Dometic aims to reduce the environmental footprint of Mobile Living. Dometic continues to reduce environmental impact throughout the entire operations, including the supply chain. Resource efficiency and renewable energy serve as the cornerstones of the group's climate change goals.

### Energy efficiency and renewable energy

Dometic has worked proactively for years with energy-saving programs aimed at reducing energy consumption at its facilities. In 2023, several initiatives to optimize energy use were launched throughout Dometic operations. For example, electricity consumption was reduced through the conversion of site lighting to LED and the installation of motion sensors in a production facility in the UK. Other measures to increase energy efficiency include building insulation and compressed air efficiency, as well as machine and process upgrading.

In 2023, total energy consumption decreased by -7 percent compared to baseline year 2020, relative to net sales the energy consumption decreased by -15 percent. Dometic aims to continuously improve energy efficiency as part of the segments' environmental programs. Environmental management systems (ISO 14001) and energy management systems (ISO 50001) ensure continuous focus on improvement areas.

Dometic continues the implementation and further development of its roadmap for transitioning to renewable electricity in all production facilities. In 2023, the proportion of the Group's total electricity derived from renewable sources is 37 percent, a significant increase compared to 6 percent in 2020. During the second quarter, two manufacturing sites, one in APAC and one in EMEA installed photovoltaic systems. APAC's system will generate approximately 50 percent of the site's electricity consumption. Furthermore, in Australia, a photovoltaic array commissioned in the third quarter is expected to fully power one of our distribution centers with renewable electricity.

In 2023, total greenhouse gas (GHG) emissions from Scope 1 and 2 in relation to net sales decreased by -46 percent (-39) compared to the 2020 baseline, mainly due to transitioning to renewable electricity in 13 of 24 factories. Most manufacturing sites within the EMEA segment are purchasing renewable electricity. Additional renewable electricity contracts in other segments were reached in 2023. Energy optimization and renewable electricity initiatives in all segments remain a priority to reduce Scope 1 and 2 GHG emissions. One example of such initiatives is the collaborative robot (cobot) integrated in one of the manufacturing sites in the US. Along with the cobot integration, a heating chamber was designed and built for applying Vent Filter labels. The newly designed machine drastically reduces the energy consumption of this manufacturing process.

### Transportation and distribution

During 2023, GHG emissions from transportation of goods in relation to net sales decreased by –48 percent relative to the 2020 baseline. The result is supported by all segments’ dedicated efforts. One example of such initiatives is the reduction of truck transport distances and route optimization through direct shipment to customers in segment EMEA. Segment Marine has led the optimization of container utilization through load consolidation. Segment APAC is requiring potential logistic service providers for sea shipments to include information on GHG emissions and reduction potentials. Several segments are actively switching transportation modes from air freight to ocean and road transportation.

Implementing collaborative solutions to mitigate the transport-related impact is essential. An example of such an initiative is the SmartWay EPA (US Environmental Protection Agency) program supporting the freight transportation sector to improve supply chain efficiency. The SmartWay program is implemented with all of Segment America’s full truckload carriers.

As Dometic embraces the upcoming reporting requirements in the new EU Legislation, European Sustainability Reporting Standards (ESRS), a review of the Scope 1, 2, 3 GHG accounting, and all GHG targets is in progress to further develop the sustainability agenda.

### Resource efficiency and waste

Dometic works continuously to increase resource efficiency and minimize waste generated in production facilities. In 2023, several initiatives have been launched. Example of such initiative include the completion of the stretch film optimization project contributing to the reduction of the amount of packaging material used in two sites in Europe. In the APAC segment, continuous process optimization yielded a significant reduction of plastic waste on-site. In the US, an initiative was launched to recycle scrap from the injection moulding process. The site in Texas uses plastic work in progress (WIP) pallets made from its own plastic regrind.

In 2023, operational waste amounted to 8,230 tons (12,780), of which 150 tons (200) were hazardous waste. In all, 86 percent (76) of total waste was recycled. Activities to increase resource efficiency remain high across the organization with employee engagement playing an important role. An example is Segment Marine’s recycling quiz contest, which increased employee awareness of recycling within the site.

Dometic continues to monitor on-site water consumption across all segments, identifying initiatives to reduce usage while ensuring regulatory compliance.



### FOCUS AREA PLANET – SUSTAINABLE OPERATIONS

Ambition: Minimize climate impact, increase resource efficiency and support circularity.

GOAL	KPI	ACTUAL 2023	BASELINE <sup>1)</sup>	TARGET 2024	TARGET 2030
Operations fully powered by renewable electricity	% Renewable electricity (scope 2)	37%	6%	30%	80%
	CO <sub>2</sub> emissions ton/net sales SEKm (scope 1 and 2)	–46%	2.0	–30%	–50%
Reduce CO <sub>2</sub> from transport of goods	Downstream transportation and distribution ton CO <sub>2</sub> e/net sales SEKm (scope 3)	–48%	1.5	–	–
Minimize waste and eliminate landfill	% Waste recycled or incinerated for energy recovery	86%	80%	85%	–

<sup>1)</sup> Target Baseline refers to actual results from 2020, 2021 or 2022 depending on the KPI. See Detailed sustainability information page 140 for actual results per year.



# GOVERNANCE | FOCUS AREA



Dometic’s Code of Conduct and additional governing documents lay out the framework for how the Group acts and follows up on its business practices. The Code of Conduct applies to all employees as well as business partners. Dometic is a signatory to the UN Global Compact and is committed to align strategies and operations with the ten universal principles on human rights, labor, environment and anti-corruption.

## Training and awareness

All Dometic employees are trained in how to interpret and apply the principles set forth in the Code of Conduct. The Code of Conduct awareness program provides hands-on examples of work-related situations to practice expected behaviors in difficult situations. No matter where in the world, new employees are invited to the training program and expected to complete it within their first few weeks of employment. The first training course is to be followed by a regular refresher every other year. A total of 94 percent (96) of

white-collar workers and 99 percent (84) of blue-collar workers completed the Code of Conduct awareness program in 2023. The Dometic engagement surveys, carried out repeatedly, have confirmed that there is high awareness and a good understanding of the principles set forth in the Code of Conduct and the whistleblowing system in the organization. Read more about the whistleblowing system and reported cases in the sustainability notes on page 132. The Code of Conduct training is complemented for targeted groups in topics such as export regulations and anti-trust.



- 5.1 End discrimination against women and girls.
- 8.7 End modern slavery, trafficking and child labor.
- 8.8 Protect labor rights and promote safe working environments.
- 16.5 Substantially reduce corruption and bribery in all their forms.

Dometic contributes to the SDGs by implementing and following the Dometic Code of Conduct and the Code of Conduct for Business Partners and additional governing documents as well as the company’s ambitions and goals for 2024.



### Business partners

Working with business partners who share Dometic’s high standards regarding business ethics, quality, environmental awareness and social standards is necessary to effectively manage risks and enhance performance throughout the value chain. Dometic sources from suppliers in countries with varying levels of risk. Through an audit process, exposure to corruption, human rights practices and environmental management, are assessed. The Group has just under 3,000 suppliers of direct material in 51 countries. The biggest categories of direct material bought by Dometic are metal components, plastic components, electronic components and traded products. To ensure that suppliers meet the standards for respon-

sible and ethical business practices, suppliers are required to comply with the principles set forth in the Dometic Code of Conduct for Business Partners.

The Group’s sourcing organizations monitor compliance with the Code of Conduct through supplier assessments that consist of self-assessment, online audits, on-site audits and third-party audits. An internal training program for the sourcing and the supplier audit organization has been implemented to ensure a good understanding of Dometic’s sustainability expectations on business partners and how to verify suppliers’ compliance with these requirements.

Through specific clauses in the supply framework agreement Dometic set the expectations on sustainability. In 2023, 96 percent of direct material suppliers

had signed the Dometic Code of Conduct for Business Partners. A total of 98 percent of new direct material suppliers as of January 1, 2023 were audited for ESG as part of the onboarding process. A total of 88 percent (92) of the direct material supplier spend in low-cost countries was audited over the past three years. Dometic’s strategy to reduce complexity and number of suppliers enables deeper assessment and follow-up of selected suppliers over time.

Dometic has an online training program for business partners to support communication around the content of Dometic’s Code of Conduct for Business Partners. Implementation of the training has started and will continue. Dometic works with a third-party sustainability rating platform to accelerate our work

with suppliers to support our sustainability agenda. In 2023, Dometic initiated the onboarding of suppliers to this assessment platform. Each segment has established formalized plans and specific targets to guarantee a successful onboarding. The ambition is to further strengthen the responsible sourcing efforts, through clarifying supplier expectations, standardizing and enhancing of existing supplier assessment process and by providing the tools and insights necessary to make informed decisions and foster a culture of sustainability across the supply chain.

### FOCUS AREA GOVERNANCE

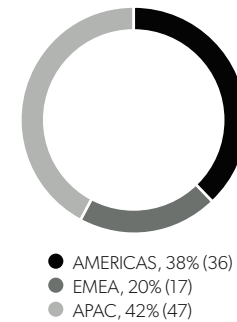
**Ambition: Safeguard human rights at all times while pursuing fair business and labor practices.**

GOAL	KPI	ACTUAL 2023	BASELINE <sup>2)</sup>	TARGET 2024
All employees understand the Code of Conduct and know how to act in difficult situations	% employees that have passed Code of Conduct training	97% <sup>1)</sup>	95%	95%
	% of direct material suppliers that have signed the Code of Conduct	96%	94%	95%
All business partners have a good understanding of the Code of Conduct and support in driving sustainability in our industry	% of new direct material suppliers that have been ESG audited (Dometic on-site, remote or 3rd party audit)	98%	n/a	90%

<sup>1)</sup> Including acquisitions from 2021/2022.

<sup>2)</sup> Target Baseline refers to actual results from 2020, 2021 or 2022 depending on the KPI. See Detailed sustainability information page 140 for actual results per year.

**Distribution of direct material supplier spend per geographic region**



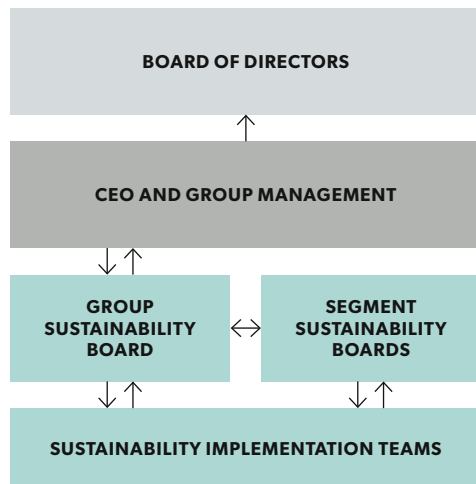
Dometic aims to reduce the total number of suppliers and performs risk assessments from a sustainability perspective in order to focus efforts of due diligence to suppliers of higher risk.

# SUSTAINABILITY GOVERNANCE AND DETAILED INFORMATION

## SUSTAINABILITY GOVERNANCE

Sustainability is an integrated part of Dometic's strategy. The CEO and Group management are in charge of incorporating sustainability into the strategy and global sustainability initiatives into operations as well as for monitoring reporting and performance. Dometic's sustainability board drives the development of the Group's sustainability agenda and ensures that sustainability is an integral aspect of Dometic's core values, strategy, training and communication. This internal governance body assess priorities, monitors progress and evaluates risks and opportunities. The sustainability

## ORGANIZATION AND GOVERNANCE RELATED TO SUSTAINABILITY



board gives recommendations to Dometic Group Management, which takes decisions on strategic sustainability issues. Responsibilities also include stakeholder dialogues. The sustainability board consists of the President and CEO, Head of Group Operations, Chief Technology Officer, Head of Group Business Control, Global Sustainability Officer, Global Head of Product Sustainability and Global Sustainability Controller. Segment sustainability boards oversee Segment specific sustainability strategy and ensure alignment with Group's overall sustainability agenda, policies and metrics. Sustainability implementation teams are Segment and function specific. These teams define action plans to implement sustainability strategy, carry out key sustainability activities and report on progress, performance and results. The Board of Directors is responsible for the statutory sustainability report and quarterly interim financial reports, which contain selected sustainability information.

## GOVERNING DOCUMENTS

Governing documents are approved by the Dometic Board of Directors.

- Code of Conduct
- Finance Policy (incl. Tax Policy, Treasury Policy and Credit Policy)
- Information Policy
- Insider Policy
- Internal Audit Policy
- Privacy Policy
- IT Policy
- Diversity and Inclusion Policy

## DOMETIC'S CODE OF CONDUCT

The principles of Dometic's Code of Conduct are based on Dometic's core values, sustainability focus areas, international legislation, standards and agreements, including the UN Global Compact and other international ethical guidelines<sup>1)</sup>. The Code of Conduct is complemented by a Code of Conduct for Business Partners. Dometic Group's Legal, HR and Sourcing departments monitor compliance with the Code of Conduct internally as well as among business partners. Read more in the chapter Governance on pages 65–77.

## ANTI-CORRUPTION

Dometic's Code of Conduct strictly prohibits engaging in or facilitating any kind of corruption, including fraudulent actions, bribery, facilitation payments or money laundering. Dometic's relationships with business partners are based on high ethical standards and business practices that aim to support ethical behavior throughout the value chain. These practices strengthen the Dometic brand and contribute to fair market competition. Internal control activities aligned with Dometic's enterprise risk management process support the principles of the Code of Conduct. Internal control training is provided to increase awareness of internal control measures as part of the daily operations. The effectiveness of the internal control measures is assessed through a self-assessment and controlled by internal audit according to a defined audit plan.

## WHISTLEBLOWING

The Dometic whistleblowing system, called the Dometic SpeakUp Line, is available for reporting in all Group languages. It offers Dometic's employees an anonymous channel through which to report any business activities or behaviors that are potentially in breach of the Code of Conduct or applicable laws and regulations. Dometic's SpeakUp Line is managed by a third-party vendor to ensure full privacy. This system enables employees to report cases in their native

language, either through a website or a toll-free phone call. Employees are encouraged to report any conduct that they believe is in breach of the Code of Conduct and/or applicable laws and regulations, to their managers or to an HR department representative. In circumstances when such reporting is not possible, or if there is a conflict of interest, or if the case is sensitive in nature, reporting is encouraged to be through the SpeakUp line. Dometic expects managers to address issues and ensure their satisfactory resolution in compliance with the Code of Conduct and/or applicable laws and regulations.

During the year, a total of 23 alleged violations of the Code of Conduct and/or applicable laws and regulations were reported through Dometic's SpeakUp line. No evidence of wrongdoing was found in the alleged cases of fraud. The majority of cases related to labor relations were handled in the respective segment. In one case, weaknesses were found in internal processes, which were subsequently improved with support from the Internal Control function. No cases were reported to police or any other governmental authorities, nor were any legal proceedings initiated.

## Reported alleged violations

Fraud	1
Labor relations including discrimination and harassment	19
Other	3

## STAKEHOLDER DIALOGUE

Dometic engages both directly and indirectly with key investors, customers, business partners, employees and trade unions. In 2021, Dometic performed a strategic sustainability review based on macro trends, the strategic framework and input from key stakeholders. The review resulted in identification of three modified focus areas: people, planet and governance. Goals, KPIs and key activities have been identified within each focus area for 2024. Dometic actively works with relevant measures for each area to further

<sup>1)</sup> The United Nations Universal Declaration on Human Rights; International Labour Organization Declaration on Fundamental Principles and Rights at Work; OECD's Guidelines for Multinational Enterprises; UN Guiding Principles for Business and Human Rights; UN Convention on Rights of Children and Children's Rights and Business Principles



enhance value creation and compliance, and to reduce and mitigate sustainability risks.

Dometic will face the requirements of the new EU directive CSRD (Corporate Sustainability Reporting Directive), along with the corresponding European standards ESRS (European Sustainability Reporting Standards). In line with the CSRD, Dometic is conducting a double materiality analysis. A fundamental part of this assessment is to understand and address the concerns, priorities and expectations of the group's stakeholders. This process was initiated under 2023 and will continue during 2024. For more information about Dometic's stakeholder dialogue, see the overview on the website, [dometicgroup.com](https://www.dometicgroup.com).

### SUSTAINABILITY RISKS

Sustainability risks are integrated in the governance of risk within Dometic. This includes strategic risks such as climate-related physical risks and transition risks. The Sustainability Board and Management Team regularly review and evaluate the effectiveness of global mitigation initiatives. Read more about risk management in the risk chapter on pages 60–62 and climate risks on pages 63–64.

### ENVIRONMENTAL IMPACT

Dometic undertakes production in Americas, EMEA and APAC. Manufacturing mainly comprises the assembly of components sourced from external suppliers. Other processes include processing of metal, sheet metal and plastic, welding, vacuum forming, foaming and painting, sewing and brazing as well as filling of refrigerants into cooling units.

The product portfolio consists of mobile cooling boxes, refrigerators, air conditioning systems, windows, steering systems and other equipment and appliances.

The most important environmental aspects in production primarily constitute energy consumption and waste. Studies of the total environmental impact of the Group's main product groups during their entire lifecycle, i.e. from production and use to recycling, indicate that the largest environmental impact

is generated when the products are used, which is why energy efficiency in the use phase is a key environmental target. The Group has a long history of collecting and monitoring environmental data from its production sites and reports, among other things, on water consumption, energy, CO<sub>2</sub> emissions and waste recycling. Dometic's manufacturing units adjust their operations, apply for necessary permits and report to the authorities in accordance with local legislation. For details on permits, see page 62 in the Board of Directors' report.

Dometic's products are affected by laws, rules and regulations in various markets principally involving energy consumption, producer responsibility for recycling and the management of hazardous substances. Dometic continuously monitors changes in laws, rules and regulations, and both product development and manufacturing incorporate any required legal changes.

### Product safety and substance control

Dometic's products are subject to more than 100 specific product regulations worldwide, and the products are often found in the interface between household and vehicle legislation. The company continues to strengthen global substance control in order to manage constantly growing substance legislation requirements and ensure product safety throughout the product life cycle. The Dometic Restricted Substances List (RSL), which is used in communication with suppliers, is available at [Dometicgroup.com](https://www.dometicgroup.com).

Refrigerants are key components in many of Dometic's products. To minimize their potential negative impact, Dometic is phasing out refrigerants with high Global Warming Potential (GWP) in favour of refrigerants with lower GWP that can fulfil the technical requirements, including safety. This is particularly important for air-conditioning products, where the main efforts are being made.

### CERTIFICATIONS

An overview of site certifications is available at Dometic's website. Read more at [dometicgroup.com](https://www.dometicgroup.com)



# TAXONOMY

## DOMETIC'S REPORTING IN ACCORDANCE WITH THE EU TAXONOMY REGULATION

In accordance with the EU's taxonomy for sustainable activities (EU 2020/852), Dometic has assessed which of its business activities are covered by the taxonomy and can thereby be classified as "eligible" and subsequently "aligned," meaning that they meet the technical screening criteria, minimum social safeguards and do no significant harm.

### Included activities

Eligible activities in this report include economic activities for Dometic businesses that, according to the taxonomy regulation, could potentially be defined as taxonomy aligned. The technical screening criteria for potentially aligned economic activities in 2023 apply specifically to those focused on environmental objectives mitigation and the transition to a circular economy. These criteria encompass a range of activities outlined in the taxonomy, including the manufacture of electrical and electronic equipment, renewable energy technologies, batteries and energy-efficient equipment for buildings, among others.

Dometic's products are designed and intended for outdoor use, which do not categorize as household products in the context of the EU energy legislation and are thereby not eligible according to the EU framework. However, Dometic is a manufacturer of renewable energy technologies, batteries and other electrical equipment that are eligible according to the EU Taxonomy framework, even though some of the products are entirely sourced as traded goods.

The eligible activities under the objective mitigation are categorized as "enabling," while those under the circular economy are classified as "transitional". To avoid dual reporting, Dometic has a materiality perspective when approaching activities that can be applied under both

objectives; this relates to where Dometic has the most impact or highest risk.

### Revenue

#### Eligible revenues

Dometic's share of total reported revenue associated with taxonomy-eligible activities in 2023 was 47%. This proportion is mainly allocated toward the circular economy objective covering net sales from electrical and electronic consumer-use equipment and spare parts. The remaining share is allocated toward the environmental objective mitigation covering net sales from solar panels, batteries and refrigeration appliances with an EU energy label. This includes minibars, wine cellars and some specific compressor cooling boxes. However, it's important to note that Dometic is trading products globally while the taxonomy is an EU specific regulation. Some of the taxonomy regulation's technical screening criteria refer to EU labeling legislation, which only applies to products traded within the EU. Consequently, products traded outside the EU may not meet the taxonomy requirements due to the lack of uniform energy labeling standards worldwide. Therefore, only sales within the EU market are considered taxonomy eligible.

#### Aligned revenues

EU-labeled wine cellars and minibars are not aligned since they do not meet the technical screening criteria for energy efficiency. Some of the eligible compressor cooling boxes do fulfill the technical screening criteria set for energy efficiency. However, as they contain components with brass with a content of lead above 0.1% (w/w), they do not fulfill the DNSH according to Appendix C, see section below under Pollution & Substances usage. Manufacturing of

solar panels and batteries are considered a green activity according to the taxonomy. However, their inclusion of brass components containing lead levels exceeding 0.1% (w/w) prevents them from meeting the DNSH criteria. Dometic has batteries that are free from lead and any other substances stated in the DNSH and are therefore considered aligned. Their share of total net sales is however negligible.

The share of revenue covered by the taxonomy corresponds to the total sales from sold articles/components in Dometic's assortment. The screening criteria are reviewed for each article/component to fully understand the impact from the products Dometic places on the market. The revenue base corresponds to the total reported revenue for the financial year (see consolidated comprehensive income on page 79 and note 5). The policies for consolidated revenue recognition are described in more detail under note 6.

### Capital expenditures (CapEx)

Dometic's share of investment associated with taxonomy eligible activities in 2023 was 72%. The majority of the eligible investments are related to the Group's right of use assets in buildings and investment associated with eligible revenue-related activities. A minor contribution is derived from investment in electrical cars, charging stations and improvement of building's energy efficiency.

The right of use assets for buildings that are considered eligible with the taxonomy correspond to 98% of the year's new leases signed by the Group. Dometic mainly leases the group's manufacturing and assembly sites. The property owner is usually responsible for maintenance, renovation and repairs why Dometic has little to no possibility to impact the energy efficiency of the building. However, where it is possible, Dometic work together with property owner in order to minimize the building's climate related impact, e.g., by converting to green electricity, installing solar panels and other actions that increase the building's energy efficiency. None of the eligible right-of-use assets for leased buildings meet the criteria for alignment, as they do not fulfill the

energy efficiency requirements equivalent to level A in their energy declaration standard.

Other additional investments related to installations, minor renovations, new machinery, and technical equipment etc. that do not have a direct connection to the Group's eligible products have not had a substantial impact on the site's total energy performance and are therefore not considered aligned.

The eligibility for Dometic's newly added leasing contract for vehicles corresponds to 2% where the majority are related to leased electrical cars. The technical screening criteria for transport by passenger cars and light commercial vehicles state that the CO<sub>2</sub> emissions from exhaust fumes shall not exceed 50g CO<sub>2</sub>/km. The electrical cars meet the technical screening criteria but due lack of transparency, it cannot be determined whether the suppliers are compliant with the DNSH criteria.

The value of the assets covered by the taxonomy corresponds to the cost for these assets through total acquired non-current assets, including right-of-use assets during the current reporting period (see notes 8, 14 and 15). Property, plant and equipment are recognized at cost after deducting accumulated depreciation and any impairment. Cost includes the purchase price plus direct costs associated with putting the asset in place in a condition to be used in the operations. In cases where an investment cannot entirely be associated with a specific activity in the taxonomy, a standard rate is used based on the legal entity's eligibility and alignment from sold products. This principle is used primarily for investments and right to use assets in machinery and equipment as well as for intangible investments associated with customer relations, capitalized development expenditures, brands and patents, etc. Gross investments related to IT systems and Goodwill are not part of the taxonomy's reporting scope.

### Operating expenses (OpEx)

According to the taxonomy regulation, operating expenses are defined as direct non-capitalized costs associated with maintaining the value of assets linked to companies' eligible

products. This relates to costs for research and development (R&D), short-term lease, repair and maintenance. Eligible expenses include a share of repair and maintenance, along with costs associated with collecting, processing, and storing user data from Dometic's products. Remaining costs are deemed negligible as the total share of eligible expenses associated with the taxonomy represents 4%. The majority of expenses related to product development is targeting products that are not included in the current scope of the taxonomy. The denominator consists of repair and maintenance costs, low value and short-term lease cost (note 8) and product development cost. Repair and maintenance costs are presented as a part of costs for raw materials and manufacturing supplies (note 6).

**Do No Significant Harm (DNSH)  
Risk assessment**

Potential risks associated with the transition to a low-carbon economy include both changing consumer preferences and stricter laws and regulations. The risk framework aligns the Group's strategic objectives and the strategy toolbox for execution where climate and other risks are continuously identified, managed and reported (see pages 60–62). Mitigating risks usually comes at a cost. To obtain a better understanding of the financial consequences of climate change, Dometic has chosen to apply the TCFD's recommendations, see pages 63–64.

A lifecycle assessment for a product is used to identify the product's vulnerability and related risks. The product life cycle includes product generation planning with phase-in and phase-out of products and spare-part strategy. Dometic has conducted lifecycle assessments on three main product groups: minibars, rooftop air conditioners, and cooling boxes. These studies are used to inform future environmental priorities that have a substantial positive environmental impact on the basis of lifecycle considerations. The assessments also provide valuable data in the product development process to reduce the Group's environmental footprint. With this knowledge, Dometic can make informed

decisions about new products, and by mapping the product's life cycle, Dometic can identify areas that offer the greatest opportunity to reduce that impact.

Dometic also uses third-party-conducted risk assessments on manufacturing sites. These assessments include both internal and external environmental aspects, such as fire, earthquakes and flooding, to fully understand the vulnerability in, for example, a production process.

**Pollution & Substances usage**

Dometic's manufacturing sites ensure compliance with local environmental legislation, including pollution control.

Dometic has a Restricted Substances List (RSL), available at Dometicgroup.com. The list includes all substances that are restricted according to EU regulations and must be reported if present in an article or material delivered to the Group.

Dometic complies with all legal requirements described in Appendix C under the generic criteria for DNSH to pollution prevention and control regarding use and presence of chemicals. Approved exemptions of restricted substances present in Dometics products are permitted where there is no technical alternative currently available. Most of Dometic's electrical products contain articles with substances listed in REACH's candidate list referred to in the legislation, such as lead in brass. The legal requirements in REACH allow articles in products to contain substances in the REACH candidate list above 0.1% (w/w). But since the criteria in Appendix C goes beyond the legal requirements these products cannot fully be aligned with the taxonomy. As Dometic's products are not essential to society, there is a need to phase out the lead content, or at least reduce it below 0.1% (w/w) in articles, before stating that the products are fully aligned with the DNSH criteria.

**Water risk management**

Risks related to preserving water quality and avoiding water stress are identified and addressed from an operation and site perspective. The amount of water used in Dometic's production processes is not material from an environmental

perspective. Dometic complies with national legislation. Dometic continuously tracks and attempts to minimize water usage in the factories.

**End-of-life and recycling**

Dometic has an important role to play in enabling people to live more circular lives through its products and solutions. Dometic's Design for Sustainability Guideline provides recommendations for development projects on how to enhance the recyclability of each product. Dometic participates in relevant recycling schemes in the markets where products are sold. Service and aftermarket programs ensure durability and extended product lifetime.

In operations, Dometic interacts with the different manufacturing sites to identify new opportunities for material reuse and recycling while reducing the amount of waste sent to landfill or incinerated without energy recovery.

**Minimum Safeguards**

The following procedures have been implemented to ensure alignment with the policies and procedures of the Social Minimum Safeguards:

- The Dometic Code of Conduct and the Code of Conduct for Business Partners define the ethical business practices of Dometic and its business partners within the areas of governance, environment, social conditions, and health and safety.
- Dometic is a signatory to the UN Global Compact and committed to working with the ten universally accepted principles in the areas of human rights, labor, the environment, and anti-corruption.
- Dometic performs ESG assessments of all new direct material suppliers as part of the onboarding process. In addition, Dometic assesses its suppliers for ESG on a regular basis in order to ensure adherence to the Code of Conduct for Business Partners. More details on ethical business practices and ESG aspects concerning business partners are described in the chapter Governance (pages 65–77) and in the Sustainability notes section (page 132).

- Dometic has adopted effective environmental management systems (ISO 14001, ISO 50001, ISO 45001, SA 8000) in selected sites. See overview of certified sites on Dometicgroup.com.
- Dometic views tax compliance as an essential component of our commitment to grow in a sustainable, responsible, and socially inclusive manner. Dometic complies with the tax regulations in countries where the Company operates. The Group Tax function and national tax and finance functions ensure that the financial, regulatory, and reputational risks associated with taxation are fully identified, evaluated and managed. Dometic's tax policy is approved annually by the Board of Directors. The purpose of the tax policy is to ensure that the Group has a framework that is in line with the Group's objectives regarding taxes and tax-related risks. According to the policy, Dometic shall comply with and be up to date with applicable laws, rules and regulations, and manage tax risks. Dometic shall not engage in artificial transactions or create structures that do not have any business purpose. For more information related to the Group's tax disclosures, see note 12.
- Dometic's Code of Conduct states that the company supports the principles of free enterprise and fair competition as the basis for business development and innovation. Dometic strives to compete on the market in a manner that is both ethical and fair, without engaging in any inappropriate activities or unfair trade practices. In addition to training in the Code of Conduct, a global training on fair competition and anti-trust is assigned to selected target groups in the organization.



**Turnover<sup>1)</sup>**

Financial year N	2023			Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)						Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) turnover, year N-1	Category (enabling activity)	Category (transitional activity)
	Code	Turnover	Proportion of Turnover, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity				
Economic activities		Currency	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Manufacture of batteries	3.4	7	0.03%	Y						Y	Y	Y	Y	Y	Y	0.04%	E	-	
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		7	0.03%													0.04%			
Of which Enabling		7	100%																
Of which Transitional			-																
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
Manufacture of electrical and electronic equipment	1.2	10,148	36.5%				EL									-	-	T	
Sale of spare parts	5.2	1,218	4.4%				EL									-	-	T	
Manufacture of renewable energy technologies	3.1	611	2.2%	EL												2.7%	E	-	
Manufacture of batteries	3.4	421	1.5%	EL												1.8%	E	-	
Manufacture of energy efficiency equipment for buildings	3.5	751	2.7%	EL												2.8%	E	-	
<b>Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		13,149	47.3%													7.3%			
<b>A. Turnover of Taxonomy-eligible activities (A.1+A.2)</b>		13,157	47.4%													7.3%			
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
<b>Turnover of Taxonomy-non-eligible activities</b>		14,618	52.6%													92.7%			
<b>Total</b>		27,775	100%													100%			

<sup>1)</sup> Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year N

	Proportion of Turnover/Total Turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.03%	6.4%
CCA	-	-
WTR	-	-
CE	-	40.9%
PPC	-	-
BIO	-	-

CapEx<sup>2)</sup>

Financial year N	2023			Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)						Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) CapEx, year N-1	Category (enabling activity)	Category (transitional activity)
	Code	CapEx	Proportion of CapEx, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity				
Economic activities	Code	CapEx	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4	0.03	0.0%	Y							Y	Y	Y	Y	Y	Y	-	E	-
Acquisition and ownership of buildings	7.7																3.0%	E	-
<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		0.03	0.0%														3.0%		
Of which Enabling		0.03	100.0%														100.0%		
Of which Transitional			-																
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
Manufacture of electrical and electronic equipment	1.2	0	0.0%				EL										-	-	T
Manufacture of renewable energy technologies	3.1	2	0.1%	EL													0.5%	E	-
Manufacture of batteries	3.4	0	0.0%	EL													0.0%	E	-
Manufacture of energy efficiency equipment for buildings	3.5	3	0.1%	EL													0.2%	E	-
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	27	1.3%	EL													1.5%	E	-
Renovation of existing buildings	7.2	10	0.5%	EL													-	-	T
Installation, maintenance, and repair of energy efficiency equipment	7.3	40	2.0%	EL													0.3%	E	-
Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4	0	0.0%	EL													0.0%	E	-
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	0	0.0%	EL													0.1%	E	-
Acquisition and ownership of buildings	7.7	1,419	68.4%	EL													15.1%	E	-
<b>CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		1,502	72.4%														17.8%		
<b>A. CapEx of Taxonomy-eligible activities (A.1+A.2)</b>		1,502	72.4%														20.9%		
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
<b>CapEx of Taxonomy-non-eligible activities</b>		573	28%														79.1%		
<b>Total</b>		2,075	100%														100%		

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	72.4%
CCA		
WTR		
CE	0.0%	0.0%
PPC		
BIO		

<sup>2)</sup> Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year N

OpEx<sup>3)</sup>

Financial year N	2023			Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)						Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) OpEx, year N-1	Category (enabling activity)	Category (transitional activity)
	Code	OpEx	Proportion of OpEx, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity				
Economic activities		Currency	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>																			
<b>OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)</b>		0	0,0%	-	-	-	-	-	-	-	-	-	-	-	-	Y	0,0%		
Of which Enabling		-																	
Of which Transitional		-																	
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
Manufacture of electrical and electronic equipment	1.2	24	2,9%														-	-	T
Sale of spare parts	5.2	9	1,1%														-	E	-
Manufacture of renewable energy technologies	3.1	0	0,0%														0,0%	E	-
Manufacture of batteries	3.4	0	0,0%														0,1%	E	-
Manufacture of energy efficiency equipment for buildings	3.5	1	0,1%														0,3%	E	-
<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		35	4,2%														0,4%		
<b>A. Turnover of Taxonomy-eligible activities (A.1+A.2)</b>		35	4,2%														0,4%		
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
<b>OpEx of Taxonomy-non-eligible activities</b>		799	95,8%														99,6%		
<b>Total</b>		834	100%														100%		

<sup>3)</sup> Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year N

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0,2%
CCA		
WTR		
CE	0%	4,0%
PPC		
BIO		





Nuclear and fossil-gas-related activities		
Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	<b>Fossil gas related activities</b>	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

<b>PEOPLE</b>	2023	2022	2021	2020
% White collar employees (WC)	44	41	38	38
% Blue collar employees (BC)	56	59	62	62
% female employees at year end	36	36	36	36
% female managers at year end	29	24	24 <sup>1)</sup>	24
Diversity & Inclusion index %	82 <sup>3)</sup>	– <sup>2)</sup>	78	–
Lost time accidents	23	25	40	41
Lost time accidents per million working hours (LTIFR)	1.7	1.6	2.4	2.8
Health & Safety index %	76	– <sup>2)</sup>	75	–
Fatalities	0	0	0	0
Leadership index %	77	– <sup>2)</sup>	77	–
Core values index %	– <sup>4)</sup>	– <sup>2)</sup>	77	–

<b>PLANET</b>	2023	2022	2021	2020
Share of renewable electricity %	37.4	32.4	21.6	5.8
<b>Total energy consumption within the organization MWh</b>	<b>91,420</b>	<b>103,600</b>	<b>114,500</b>	<b>98,800</b>
Direct energy MWh	41,760	48,300	50,300	38,900
Indirect energy MWh	49,660	55,300	64,200	59,900
Energy intensity MWh/net sales SEKm	5.2	5.2	5.7	6.1
<b>GHG emission (scope 1 and 2 market-based) ton</b>	<b>19,270</b>	<b>24,180</b>	<b>30,100</b>	<b>32,600</b>
Scope 1 GHG emissions ton CO <sub>2</sub> e	8,600	9,920	10,400	9,200
Scope 2 GHG emissions (market-based) ton CO <sub>2</sub> e	10,670	14,260	19,800	23,400
<b>GHG emissions intensity (scope 1 and scope 2 market-based) tCO<sub>2</sub>e / net sales SEKm</b>	<b>1.1</b>	<b>1.2</b>	<b>1.5</b>	<b>2.0</b>
Scope 2 GHG emissions (location-based) ton CO <sub>2</sub> e	16,780	21,100	25,700	24,100
Scope 3 GHG emissions (downstream transportation and distribution) ton CO <sub>2</sub> e	13,630	24,350	28,800	24,600
Scope 3 GHG emissions intensity (downstream transportation and distribution) tCO <sub>2</sub> e/net sales SEKm	0.8	1.2	1.4	1.5
Waste ton	8,230	12,780	15,100	12,300
Hazardous waste ton	150	200	400	400
Recycling waste %	86	76	80	76
Water m <sup>3</sup>	183,370	268,700	261,600	224,400
Water m <sup>3</sup> /net sales SEKm	10.4	13.6	13.0	13.9

<b>GOVERNANCE</b>	2023	2022	2021	2020
% Employees that have been trained in the CoC (WC)	94 <sup>3)</sup>	96 <sup>3)</sup>	94	95
% Employees that have been trained in the CoC (BC)	99 <sup>3)</sup>	84 <sup>3)</sup>	95	95
% Suppliers that have signed the CoC	96	95	94	95
% of supplier spend in LCC that has been audited (last 36 months)	88	92	88	82

<sup>1)</sup> New broader measurement specification from 2022.

<sup>2)</sup> Employee survey, conducted every other year. Next will be in 2023.

<sup>3)</sup> Including acquisitions from 2021/2022.

<sup>4)</sup> Since the core values underwent an update in late 2023, this index was not considered in the employee survey conducted during that year.

# REPORTING PRINCIPLES AND DEFINITIONS

## Boundaries

Dometic's sustainability report covers all the Group's own operations except companies acquired in 2021 and 2022, unless stated otherwise. All data have been collected in accordance with Dometic's financial year and policies.

## Precautionary principle

The precautionary principle is applied to sustainability where necessary.

## PEOPLE

### Employees

Reported data includes all of Dometic's active employees including employees from acquired companies. Active employees pertain to the total number of employees with whom the company has an employment contract/agreement at the end of each respective reporting period, irrespective of whether the employment is temporary, part-time, or full-time. Contractors are not included. A contractor represents a person who is not on the Dometic payroll, but who works in-house at Dometic facilities. The reported data include employees on leave of absence, on parental leave etc. White-collar employees represent staff not directly involved in manufacturing/assembly, e.g. purchasing, finance staff etc. Blue-collar employees represent personnel who perform manual labor, e.g. construction work, mechanical maintenance, warehousing, technical installation etc.

### Female managers

The share of female managers is calculated as the percentage of female managers in the company at the end of each period. The manager definition has been updated in 2022. Management position refers to managers with employee responsi-

bility, employees who report directly to Group management members, and/or have a managerial position that belongs to any of the Group's segments' management teams.

### The Lost Time Injury Frequency Rate

Lost time accidents are defined as the number of unplanned work-related events that resulted in personal injury, with absenteeism for a minimum of one full day or a full work shift. Accidents resulting from non-work-related activities, commuting injuries/ from home to and back from the office, are not included in the data. The Lost Time Injury Frequency Rate is defined as work related accidents with lost time  $\geq 1$  day per million working hours. Rolling 12 months.

Actual working hours include regular work hours of permanent and temporary workers, paid and unpaid overtime. The definition excludes time not worked due to public holidays, annual paid leave, sick leave, injury and temporary disability, parental leave, schooling or training, slack work for technical or economic reasons, strike, or labor disputes etc.

## PLANET

### Energy consumption

The total amount of consumed energy is reported in Megawatt hours (MWh) and includes electricity consumption, heating, cooling and steam. The energy consumption is divided between direct and indirect energy. The reported consumption covers all of Dometic's 23 manufacturing and production sites. The measurement share of renewable energy includes energy consumption from the 13 sites that have converted to green energy. Self-generated energy pertains to solar power from Group-owned solar panel systems. All data pertain to actual consumption during the 2023 calendar year.

## Emissions

Environmental data, energy, and emissions are collected through the Group's environmental reporting system. The consolidation principles used for environmental data are used for all parameters and reporting units/sites. The Group GHG (greenhouse gases) emissions disclosure is prepared in a tool aligned with the GHG protocol for CO<sub>2</sub> reporting. Greenhouse gas (GHG) emissions are reported in tons of CO<sub>2</sub> equivalent (CO<sub>2</sub>e).

Based on the GHG Protocol Corporate Accounting and Reporting standard, Dometic's scope 2 emission accounting follows both location-based and market-based methods. Currently, the reported GHG emissions correspond to all of Dometic's 23 manufacturing and production sites, excluding acquisitions made in 2021 and 2022. The following emissions sources are currently included in the reporting scope:

- Scope 1: direct emissions from sources such as emissions from natural gas combustion in the operations of Group's manufacturing and production sites (Scope 1).
- Scope 2: indirect emissions from the generation of purchased electricity and district heating for offices, dormitories, manufacturing sites and distribution centres.
- Outbound transportation by rail, air, road, and ocean (Scope 3, category 9 downstream transportation and distribution).

### Transport

Reported emissions from transport include transportation by air, train, road, or ocean, where Dometic pays for the specific leg of transportation. This includes transportation from Dometic sites to end user classified as outbound and are included in the current reporting scope.

## Waste

Reported waste corresponds to data from the Group's different waste handling contractors, based on the number of collections made during the current reporting period. Data are reported as the number of tons of waste from the Group's manufacturing sites. Data from waste are reported based on predefined waste fractions. Waste fractions are determined by type of material and the handling method for the sorted waste.

## Water use

Data for the Group's water consumption correspond to water used in the processes at Dometic's manufacturing sites.

## Product programs with extended lifetime

This is defined as the share of products launched from January 2023, with a defined program for extended product lifecycle. The ambition level for the program is broken down into four levels on a scale from A to D, where A is considered the highest while D the lowest. All levels prior to the selected ambition level need to be fulfilled in order to reach the next. All projects above C level are considered to fulfil the requirement for extended lifetime. The share is based on data from the Group's project management tool.

## Recycled materials

Recycled material is referred to both post-industrial or/and post-consumer recycled material content.



### Recycled fabric

The percentage of recycled fabric is determined by the total spend on products made from recovered material and/or post-consumer recovered material, with fabric as the primary component. The spend volume for each item is retrieved from the reporting system and the total spend is based on each item's material cost.

### Recycled plastic

The share of recycled plastic is defined as the spend of purchased plastic parts or resin that comes from recycled sources. The spend data is retrieved from the Groups purchasing BI system, which is based on invoiced direct material from external suppliers.

### Direct material spend per geographical supplier region

Data is based on invoiced direct material from external suppliers. The acquired companies from 2021 and 2022 are excluded except for Igloo.

### Direct material spend per main raw material category

The graphs are based on data from the Group's purchasing system. Data is based on invoiced direct material from external suppliers. The material spend corresponds to the raw material used to produce the product. Non-material, such as overhead cost for IT, freight, energy etc. are not included. The acquired companies from 2021 and 2022 are excluded except for Igloo.

### GOVERNANCE Suppliers

External suppliers are suppliers that are not part of the Dometic Group, but from which the Group makes direct and/or indirect purchases. Active suppliers are suppliers with a spend in the last 12 months rolling of > SEK 20,000. Suppliers to acquired companies in 2021 and 2022 are currently not part of the reporting scope. New suppliers are defined as suppliers that have had an accumulated spend exceeding SEK 20,000 in the last 12 months rolling. Suppli-

ers of tooling equipment are not considered direct material suppliers and are therefore not part of the ESG objective. Potential suppliers that are involved in pre-production samples or prototype approval samples do not need to be ESG audited until contracted as suppliers for normal production. If samples and/or prototypes are approved, the supplier will need to sign the Code of Conduct for Business Partners and have a valid ESG audit result prior to supplying Dometic with any production materials.

### Direct material suppliers that have signed the Code of Conduct

Share of active direct material suppliers with signed Dometic's Code of Conduct corresponds to active: suppliers with signed Code of Conduct, divided by the total number of active external direct material suppliers.

### Direct material suppliers that have been ESG audited

As part of the Dometic supplier evaluation process, all new external direct material suppliers shall be ESG audited and

approved before any contracts or orders are drawn up or made. Measuring period to be included as a new supplier is January 1, 2022, until end of 2024. An audit is equivalent to a Dometic on-site audit, a remote audit, or third-party audit carried out on behalf of Dometic. An audit is valid for 36 months. Suppliers in low-cost countries (LCC) are predefined in the system.

### Training

All training activities for white-collar employees are conducted through Dometic's global learning management system. Results and passing rates are retrieved from the system on a quarterly basis. All training activities for blue-collar workers are conducted through classroom sessions. Acquisitions that have been part of Dometic for at least 12 months are included.

**Auditor's report on the statutory sustainability report**

To the general meeting of shareholders in Dometic Group AB (publ),  
Corporate Identity Number 556829-4390

**Engagement and responsibility**

It is the board of directors who is responsible for the statutory sustainability report for the financial year 2023 on pages 30–42 and 132–143 and that it has been prepared in accordance with the Annual Accounts Act.

**The scope of the audit**

Our examination has been conducted in accordance with FAR's auditing standard RevR 12. The auditor's opinion regarding the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

**Opinion**

A statutory sustainability report has been prepared.

Stockholm, March 15, 2024  
PricewaterhouseCoopers AB

Patrik Adolfsen  
Authorized Public Accountant  
Partner in charge

Anna Rozhdestvenskaya  
Authorized Public Accountant