



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.



COMMITTED TO DRIVE SUSTAINABILITY IN OUR INDUSTRY

As a market leader in Mobile Living solutions, Dometic is committed to driving sustainability in our industry. 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 more innovative, durable, low-carbon products that inspire an active, comfortable, and responsible life in the outdoors.

SUSTAINABILITY PLATFORM 2022–2024

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

Dometic wants to make a difference through its areas of influence – within the Company, through its supply chain, and for its consumers. Dometic’s sustainability platform consists of the three focus areas, Planet, People, and Governance.

Each focus area has clear ownership within Group Management. For each goal, clear KPIs with corresponding sustainability targets have been established. Three sustainability targets are also included as part of the long-term incentive program. The sustainability platform is undergoing renewal in alignment with Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) requirements and the 2025 targets are shown on page 38.

Focus areas	Areas of influence			KPI	Actual 2024	Targets 2024	UN SDGs
	Company	Products /supply chain	Consumer				
Planet (E) 	Sustainable operations	Sustainable innovation	Sustainable lifestyle	% increase in energy efficiency of relevant new products	Outcomes of 2024 are presented through examples, see p.31	5%	   
	Dometic goals Sustainable operations: <ul style="list-style-type: none"> Operations fully powered by renewable electricity Minimize onsite waste and eliminate landfill Sustainable innovations: <ul style="list-style-type: none"> Extend expected lifetime 			% weight reduction (to save energy consumption in application of use) for relevant mobile applications	Outcomes of 2024 are presented through examples, see p.31	5%	
				% of new released products that provide a program that can prolong the expected lifetime	73%	80%	
				% Renewable electricity	91%	30%	
				CO ₂ emissions ton/net sales SEK m (scope 1 and 2)	-66%	-30%	
				% Waste recycled or incinerated for energy recovery	88%	85%	
People (S) 	Employer of choice in the outdoor industry	Good labor standards	Well-being	Lost time accidents per million working hours (LTIFR)	2.2	<2	  
	Dometic goals <ul style="list-style-type: none"> Provide a healthy and safe work environment for all employees All employees can be their authentic selves 			% female managers at year end	29%	+1%-point per year	
Governance (G) 	Good business practices	Good business partner	Enable outdoor experiences for more	% employees that have passed Code of Conduct training	97%	95%	  
	Dometic goals <ul style="list-style-type: none"> All employees understand the Code of Conduct and know how to act in difficult situations All business partners have a good understanding of the Code of Conduct and support in driving sustainability in our industry 			% of direct material suppliers that have signed the Code of Conduct	91%	95%	
				% of new direct material suppliers that have been ESG audited (Dometic on-site, remote or 3rd party audit)	99%	90%	

In the intersection of the three focus areas and the areas of influence, nine blocks of action have been identified. For more details of the Dometic Sustainability results, see page 136.

E | FOCUS AREA PLANET



Proximity to nature is an important motivation for users of Dometic's products. Dometic is committed to offer more 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, recycled materials, refrigerants with low global-warming potential (GWP) and product weight reductions.

The goal of the function Product Sustainability at Dometic is to ensure that sustainability principles are

integrated in all processes, which will help to drive sustainability throughout product design, management and development.

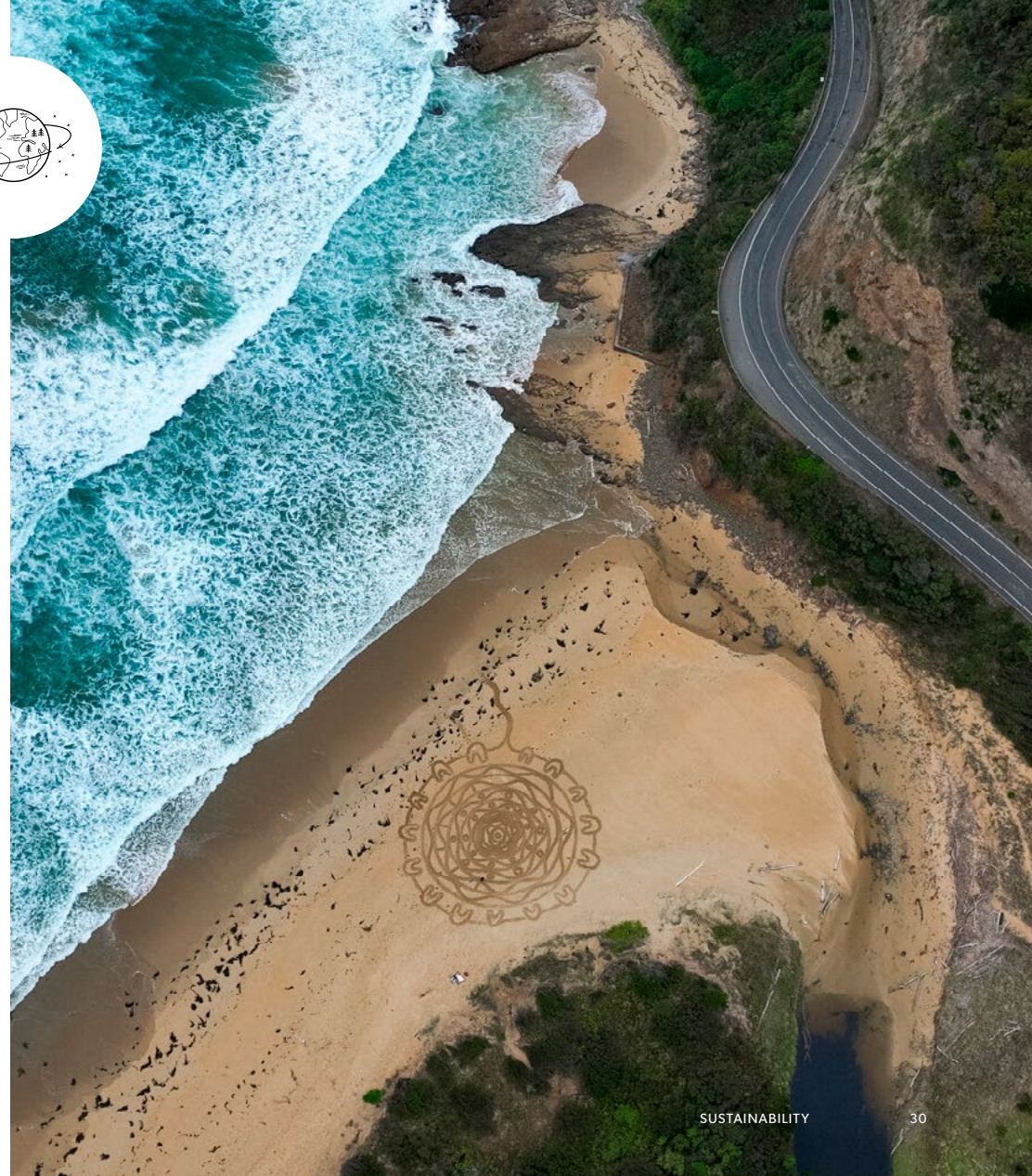
Efficiency in product-use phase

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.



- 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.

Dometic contributes to the SDGs by providing innovative low-carbon products and circular solutions as well as more sustainable operations.



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 2024, several new products with higher energy efficiency were launched that are in scope for Energy Efficiency target on page 29. The table below shows CFX2 (Mobile Cooling product), CFX5 (Mobile Cooling product), and MY24 (truck refrigerator) with their improved energy efficiency performance.

Across all Air Conditioning product lines and most compressor-driven refrigerator product lines sold into the Americas market, refrigerants are being replaced with more sustainable alternatives. Manufacturing with less sustainable refrigerants will cease on January 1, 2025.

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.

The table below shows CFX2 (Mobile Cooling product), CFX5 (Mobile Cooling product), and MY24 (truck refrigerator) with their weight reduction performance, which have been identified as in scope for the Weight Reduction target on page 29.

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 range of compressor refrigerators and the further widening of the offering of inverter technology in the

A/C support electrification globally. Furthermore, 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.

Sustainable materials

The main materials sourced for Dometic’s products are plastics, steel, aluminium and copper. 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.

In 2024, Dometic became the first company to offer RV windows made with recycled acrylic glass that fully comply with EU regulations. Starting in March

2025, Dometic will gradually increase the share of recycled acrylic glass (rPMMA) in RV window products. Supplier data indicates a 65 percent reduction in the global warming potential (GWP) of recycled compared to virgin acrylic glass.

Dometic continued to improve the efficiency of packaging in 2024. Following the successful completion of stretch film optimization, the annual consumption of stretch films was reduced by 33 tons, reducing carbon emissions by 96 tons, compared to 2023.

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 also continue to work with the design for sustainability guidelines. Since January 1, 2024, 73 percent (82) of the initiated projects have a program to extend the expected lifetime of the product.

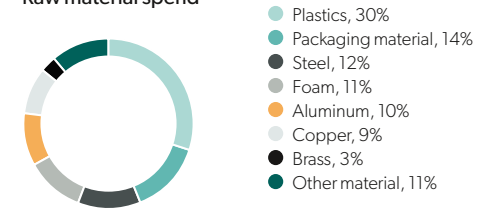


Weight reduction and energy efficiency performance

Product Series	Energy Efficiency improved*	Weight Reduced*	How the improvements were achieved
CFX2	14%	7%	More efficient cooling systems and lower GWP refrigerants.
CFX5	18%	2%	Superior insulation, better compressors, more efficient cooling systems, lower GWP refrigerants, Vacuum Insulated Panels, and lightweight construction design.
MY24	30%	18%	Better compressors, more efficient and lightweight cooling systems

* Compared to the previous version

Raw material spend



The scope has been widened compared to previous year’s Annual and Sustainability Report as all Segments have now been included in the spend data.

SUSTAINABLE OPERATIONS

Dometic strives to improve the sustainability performance across its own operations, particularly by improving resource efficiency and increasing the use of renewable energy sources.

Dometic has completed its GHG baseline, where reduction levers were identified and internal reduction targets were defined in the Climate Transition Plan. Finalizing the Climate Transition Plan and related disclosures will be a key priority during 2025.

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 2024, total energy consumption decreased by -17 percent compared to baseline year 2020, relative to net sales the energy consumption decreased by -11 percent.

In 2024, several initiatives to optimize energy use were launched throughout Dometic operations. A site in Land Vehicles Asia Pacific implemented an improvement project to decrease cooling test time, which resulted an annaul saving of 12,000 kWh. Another Land Vehicles Asia Pacific site reduced the lighting energy consumption from optimizing capacity

utilization, contributing to an annual 31,000 kWh reduction. Moreover, Land Vehicles EMEA, Marine, and Global Ventures facilities continue to transition to LED light bulbs and smart solutions to reduce energy consumption.

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. For more information on certified sites, please go to dometicgroup.com.

In 2024, total Scope 1 and 2 GHG emissions relative to net sales decreased by 66 percent compared to the 2020 baseline, mainly driven by the transition to renewable electricity across our operations.

The proportion of the Group's legacy sites' total electricity sourced from renewables increased to 91 percent, marking a significant improvement from 6 percent in 2020. All major Marine and Land Vehicle Americas sites, along with most of the largest Land Vehicle EMEA sites, have sourced 100 percent of their electricity consumption from renewables.

Additionally, a Land Vehicles Asia Pacific factory installed a photovoltaic system in Q4 expected to generate approximately 20 percent of the site's electricity consumption.

These efforts support Dometic's ongoing progress in advancing its roadmap for transitioning to renewable energy.

Transportation and distribution

During 2024, GHG emissions from transportation of goods in relation to net sales increased by 18 percent



relative to the 2020 baseline. Several segments are continuing the efforts to switching from air freight to ocean and road transportation to reduce our overall transport emissions. The transport emission baseline will be recalculated in the Climate Transition Plan and reduction levers have been identified for the coming years.

Resource efficiency and waste

Dometic works continuously to increase resource efficiency and minimize waste generated in production facilities. In 2024, operational waste amounted to 7,507 metric tons (8,230), of which 207 metric tons (150) were hazardous waste. In all, 88 percent (86) of total waste was diverted from landfill.

In 2024, several initiatives have been launched. A site in Americas improved the recycling process for cardboard and pallets, which diverted these waste streams away from landfill. In addition, segment

Marine worked with local communities to turn plastic waste into outdoor benches to keep non-recyclable plastics out of the landfill. Another Marine site achieved significant waste reduction in the production of linear polyethylene products by regrinding low density polyethylene (LDPE) scraps on site.

Land Vehicles EMEA switched from plastic and paper cups to reusable cups and eliminated the use of approximately 30,000 disposable cups annually, reducing CO₂ emissions by 2,400 kg per year.

In 2025, Dometic will focus on improving waste data quality in alignment with the upcoming Sustainability Reporting Manual (SRM). We will complete the waste baseline to cover the full scope of operations and aim to reduce waste generation while maintaining or improving landfill diversion rates consistent with 2025 targets.

S | FOCUS AREA PEOPLE

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

The purpose of the Core Values is to build a common culture, strengthen the leaders and improve communication and trust across the Dometic Group. For more information on Dometic’s Core Values, please see page 25.

“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

Dometic contributes to the SDG’s through 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.

Diversity, equity and inclusion

Diversity, equity and inclusion (DE&I) is 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 DE&I 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 ensure 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. In 2024, Dometic launched the Global Career site, where the career pages and recruitment systems have been implemented to increase quality, efficiency and GDPR compliance in the recruitment process.

Dometic's DE&I 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 (29) from 24 percent in 2020, which illustrates the company's commitment to creating a more equitable workplace. The result is supported by all segments' dedicated efforts to promote gender diversity, equity and inclusion and the efforts continue. Dometic has in addition launched initiatives in areas with relatively lower representation of women, such as the implementation of the pilot network Women in Operations.

¹⁾ Absence due to illness occupational injuries per million working hours.

Group Management comprises 12 (11) people, of which 4 (4) are women. The Board of Directors comprises 8 (8) people, of which 3 (3) are women. Empowering underrepresented groups is an imperative for the company to drive a more diverse and inclusive employer branding strategy.

Health and safety

The Health and Safety (H&S) Guideline is a key part of our management systems, ensuring consistently high standards across the Group. The Loss Prevention Guideline (DLPG) complements this by providing additional guidance on site safety and security. Together, these guidelines support Dometic's H&S programs by reducing risk, ensuring compliance with industry best practices, and maintaining high H&S standards.

ISO 45001 is a key reference in Dometic's health and safety management systems. The Marine segment plans to complete certification for all sites by 2025. For more information, please visit dometicgroup.com/en-us/sustainability/certificates. 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 Land Vehicles EMEA segment implemented a Hand Injury Reduction Program in 2024, where risk mitigation projects were defined on site that covered machine guarding improvements, awareness activities, and inspections. In addition,

emergency preparedness drills were carried out to prepare our employees for unexpected events. Another H&S initiative was the EHS Toolbox Talk which keeps the team members alert to possible hazards and improves communication across different teams on site. Furthermore, with a significant portion of work-related injuries classified as Musculoskeletal Disorders (MSDs), Segment Marine has implemented a work rotation schedule and actively replaced manual labor with machinery wherever possible to reduce repetitive physical strain on employees.

Dometic is committed to providing a healthy and safe work environment for all employees. In 2024, the company tracked safety progress using a key metric: the Lost Time Injury Frequency Rate (LTIFR)¹⁾. In 2024, the LTIFR was 2.2 (1.7), 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 1.6. Efforts focusing on injury prevention continue throughout the organization to stay below the target of 2.0. This year 26 (23) lost-time safety-related incidents were reported.

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. During 2024 Dometic

implemented a new, global, learning platform to enhance training and knowledge-sharing across the organization. In 2024, there were a total of 6,039 (5,133) participations in 1,772 (1,161) training activities across all segments, showcasing our continued commitment to learning and growth.

Leadership

Dometic's transformation journey places significant demands on leaders to successfully implement the strategy. The leadership model is built on three key criteria for transformational leadership: I drive performance, I inspire engagement, and I lead change. These criteria help leaders understand their role and ensure ethical and sustainable business practices.

In 2024, Dometic launched a global Executive Development program to equip leaders with agile leadership skills necessary for today's complex and ambiguous business environment. In addition, the ELEVATE Leadership program, the second phase in the Dometic leadership development series, was launched.

Leadership development will continue to be a focus area throughout 2025 to ensure that leaders at all levels are equipped to meet the business demands.

Sustainability training

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 offered a global sustainability e-learning course,

which all new employees are expected to complete within their first few weeks of employment. This ensures that every team member is aligned with the company's sustainability values. As sustainability evolves, ongoing competence development is vital to Dometic's success. In 2024, the company reinforced its commitment by providing all employees access to the UN Global

Impact Academy, offering cutting-edge sustainability courses. This initiative supports a knowledgeable workforce equipped to drive meaningful, sustainable change within the organization and beyond.

Additionally, H&S and operational trainings have been provided throughout the year. For more details, please page 34.

No. of employees per segment, %

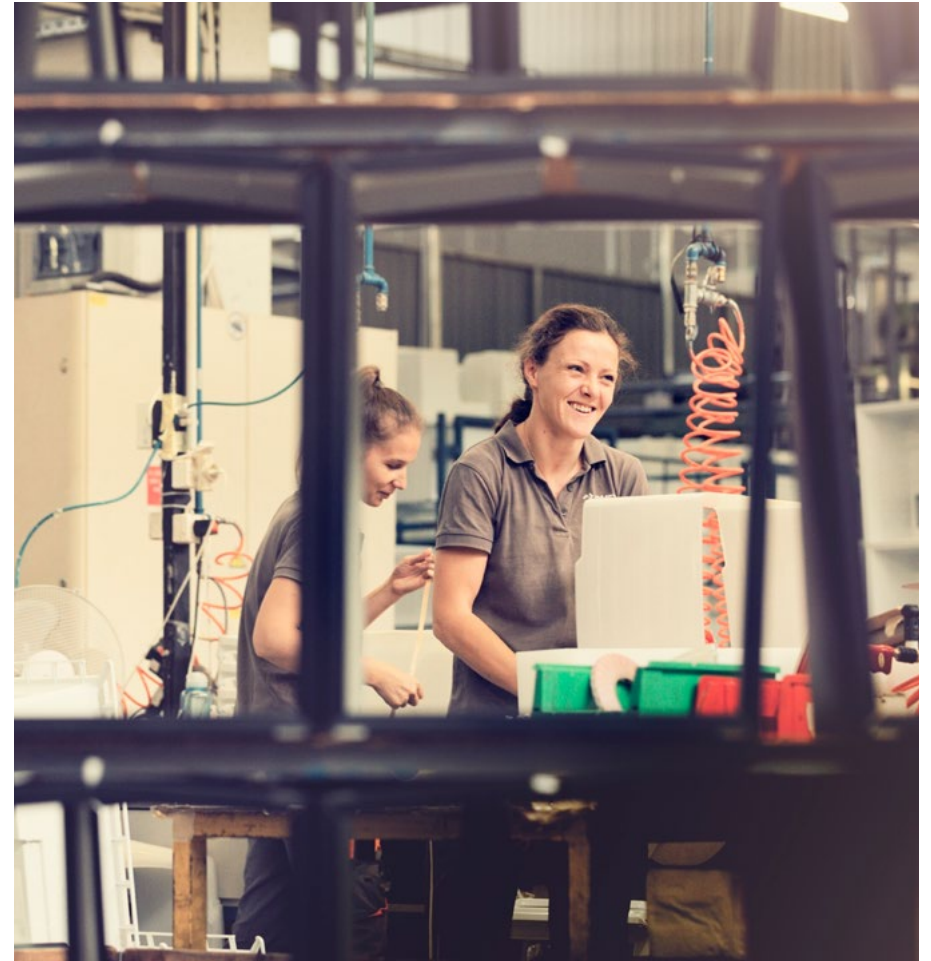


- Land Vehicles Americas 12%
- Land Vehicles EMEA 29%
- Land Vehicles APAC 19%
- Marine 20%
- Global Ventures 4%
- Mobile Cooling Solutions 14%

Employee age structure, %



- <30 years, 14%
- 30-39 years, 26%
- 40-50 years, 30%
- 51-60 years, 22%
- >60 years, 9%



G | FOCUS AREA GOVERNANCE



Dometic's Code of Conduct and additional internal 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 96 percent (94) of white-collar workers and 98 percent (99) of blue-collar workers completed the Code of Conduct awareness program in 2024. The Code of Conduct training is complemented for targeted groups in topics such as export regulations and anti-trust. Read more about the whistleblowing system and Code of Conduct in the sustainability notes on page 129.



- 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. During supplier management process, exposure to corruption, human rights practices and environmental management are assessed. The Group has just over 3,400 suppliers of direct material in 52

countries. To ensure that suppliers meet the standards for responsible 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. Continuous training for the sourcing and supplier audit teams enhances their ability to verify compliance with Dometic’s sustainability expectations.

Through specific clauses in the supply framework agreement, Dometic set the expectations on sustainability. In 2024, 91 percent of direct material suppliers had signed the Dometic Code of Conduct for Business Partners. A total of 99 percent of new direct material suppliers as of December 31, 2024 were audited for ESG as part of the onboarding process. Dometic’s strategy to reduce complexity and number of suppliers enables deeper assessment and follow-up of selected suppliers in the coming years.

Dometic has an online training program for business partners to support communication around the content of Dometic’s Code of Conduct for Business Partners. Dometic partners with a third-party sustainability rating platform to advance supplier engagement in its sustainability agenda. 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.

Distribution of direct material supplier spend per geographic region



- AMERICAS, 37%
- EMEA, 19%
- APAC, 44%

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.



91%

of direct material suppliers had signed the Dometic Code of Conduct for Business Partners

98%

of blue-collar workers completed the Code of Conduct awareness program in 2024

SUSTAINABILITY PLATFORM 2025










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

Dometic wants to make a difference through its areas of influence – within the Company, through its supply chain, and for its consumers.

Dometic’s sustainability platform consists of the three focus areas Planet, People, and Governance. Each focus area has clear ownership within Group Management. For each goal, clear KPIs with corresponding sustainability targets have been established. Three sustainability targets are also included as part of the long-term incentive program.

In 2024, Dometic has been working extensively with sustainability data management, which will continue in 2025, aligning with CSRD and ESRS requirements. The Sustainability Reporting Manual (SRM) will define our sustainability data process within Dometic Group in 2025.

Furthermore, Dometic completed its greenhouse gas (GHG) baseline, including Scope 3 emissions, where reduction levers were identified and internal reduction targets were defined. Finalizing a Climate Transition Plan to be aligned with the Paris Agreement will be a key priority during 2025.

Focus areas	Dometic’s Goals	KPI	Targets 2025	Targets 2030	UN SDGs
Planet (E) 	Sustainable Operations: <ul style="list-style-type: none"> Operation fully powered by renewable electricity Reduce climate impact from Dometic’s operations Sustainable Innovations: <ul style="list-style-type: none"> Innovate and develop more sustainable products 	% renewable electricity in operations	35%	80%	     
		GHG emission reduction Scope 1 & 2 (vs. 2023 baseline)	25%	45%	
		% new product development projects with a significant sustainability ambition	70%	80%	
		Product Innovation Index	25%	>25%	
People (S) 	<ul style="list-style-type: none"> Provide a healthy and safe work environment for all employees All employees can be their authentic selves 	Lost Time Injury Frequency Rate (LTIFR)	1.5	1.5	
		% female managers at year end	30%	30%	
Governance (G) 	<ul style="list-style-type: none"> All employees understand the Code of Conduct and know how to act in difficult situations All business partners have a good understanding of the Code of Conduct and support in driving sustainability in our industry 	% employees completing Code of Conduct training	100%	100%	
		% of direct material suppliers that have signed the Code of Conduct	100%	100%	
		% high-spend direct material suppliers assessed for sustainability	65%	95%	

DOUBLE MATERIALITY ASSESSMENT

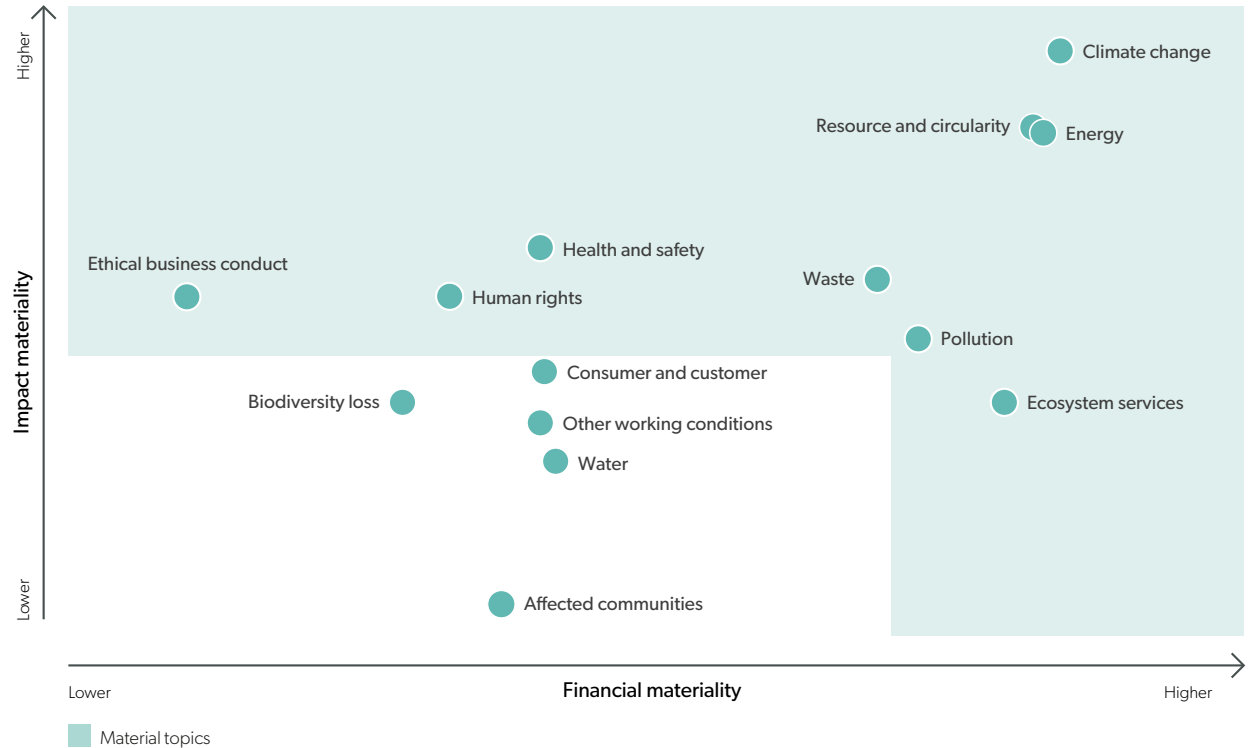
Dometic has concluded its first Double Materiality Assessment (DMA) inspired by CSRD requirements. The double materiality concept was implemented, which determines the scope of Dometic’s sustainability reporting as well as shaping Dometic’s future strategy. A sustainability topic or information meets therefore the criteria of double materiality if it is material from the impact perspective or from the financial perspective or from both of these two perspectives.

The process involved analyzing the sustainability context, identifying potential impacts, risks, and opportunities, and assessing materiality through stakeholder consultation via questionnaires and interviews. Surveys were sent to 83 recipients, including investors, customers, suppliers, employees, and group management members, with 67 responses received. The responses were collected, analyzed, and consolidated into key risks and impacts. The results were validated by Segment Management, Group Management, and the Board of Directors.

Nine material topics were identified – Climate Change, Energy, Resource Use, Pollution, Ecosystem Services, Waste, Health and Safety, Human Rights, and Ethical Business Conduct in both Dometic’s own operations as well as the value chain, which are presented in the Double Materiality Matrix. The nine Dometic material topics can be identified in seven out of the ten ESRS topic standards.

Climate Change, Energy Consumption, and Resource Use are strategic material topics for Dometic, considering both their impact and financial significance. Stakeholders expressed their confidence in Dometic’s processes for ethical business practices. Health & Safety and Human Rights, are highlighted as the most significant social concerns, underscoring their importance to Dometic’s corporate responsibility efforts. Furthermore, Diversity & Inclusion within Dometic’s workforce were recognized as vital contributors to long-term success.

In 2025, Dometic will prepare its first CSRD report according to the DMA and close the data gaps identified in the process. The DMA will also serve as a guidance for Dometic’s sustainability strategic direction.



SUSTAINABILITY GOVERNANCE AND DETAILED INFORMATION

SUSTAINABILITY GOVERNANCE

Sustainability is an integrated part of Dometic's strategy. Thereby, the Board of Directors holds the ultimate responsibility for overseeing sustainability matters. The Board is also responsible for the statutory sustainability report. See the Corporate Governance report for more information on page 62.

The President and CEO, together with Group Management members, is accountable for integrating sustainability into Dometic's strategy, operations, and business processes. Responsibilities include overseeing the company's material sustainability impacts, risks, and opportunities, driving continuous improvement, and ensuring compliance with evolving reporting requirements and sustainability performance indicators. To support this agenda, the Dometic Group Sustainability Committee serves as an internal governance body dedicated to shaping sustainability priorities, developing targeted initiatives, and embedding sustainability across the organization. The committee comprises senior executives, including EVP and Head of Group Operations & Sustainability, Chief Technology Officer, Global Sustainability Officer, Global Head of Product Sustainability, Head of Group Business Control, and Group Sustainability Controller. This internal governance body prepares regular information about ongoing strategic sustainability initiatives, governance structures, and progress reports towards Group Management and the Board of Directors.

Execution is driven by segment-level cross-functional teams, responsible for translating Dometic's sustainability strategy into tangible initiatives across the business. These teams ensure alignment with Group policies and objectives

while integrating sustainability principles into key areas such as operations, working conditions, supply chain, and product development. Through cross-functional collaboration and action plans, they drive measurable improvements, monitor progress against sustainability targets, and adapt initiatives to address emerging risks and opportunities.

GOVERNING DOCUMENTS

Governing documents are approved by the Dometic Board of Directors. See Corporate Governance Report, page 62, for the detailed list of Dometic's internal governing documents.

DOMETIC'S CODE OF CONDUCT

Dometic's Code of Conduct is based on the company's core values, sustainability framework, and internationally recognized principles. It aligns with international conventions, standards, and initiatives, including the UN Universal Declaration of Human Rights, the ten principles of the UN Global Compact, as well as the guidelines set forth by the International Labour Organisation and OECD for multinational enterprises. 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. For more information on Dometic Code of conduct, please go to dometicgroup.com.

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 channel, 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. Reports submitted through the SpeakUp line are reviewed by the Ethics Committee, an internal governance body comprising representatives from Group Legal, Group HR, and Group Internal Audit and Control.

During the year, a total of 47 alleged violations of the Code of Conduct and/or applicable laws and regulations were reported through the 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 two instances, weaknesses were found in the internal process, 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	2
Discrimination and harassment	4
Labor relations general / Other	41

STAKEHOLDER DIALOGUE

Dometic's 2022–2024 sustainability platform was developed based on a strategic review conducted in 2021, incorporating macro trend analysis and key stakeholder input to define focus areas, metrics, and targets. See page 29 for more details on current platform.

In 2024, a Double Materiality Assessment (DMA) was conducted inspired by CSRD requirements. As part of this process, stakeholder engagement included surveys sent to

83 recipients – investors, customers, suppliers, employees, and Group Management, yielding 67 responses. The assessment identified nine material topics: climate change, energy, resource use, pollution, ecosystem services, waste, health and safety, human rights, and ethical business conduct. Key changes from previous dialogues indicate growing importance of GHG emissions and human rights, while ecosystem services have gained importance from a resource and risk perspective. See page 39 for further information on the DMA.

SUSTAINABILITY RISKS

Sustainability risks are considered within Dometic’s risk governance. The 2024 DMA evaluated sustainability risks and impacts, strengthening our focus on climate, resource efficiency, and regulatory developments. Insights from the DMA and Dometic’s Climate Risks Disclosures help shape risk mitigation efforts, which are regularly reviewed by Management Teams. Read more about Dometic’s enterprise risk management process on pages 57–59 and climate risks on pages 60–61.

ENVIRONMENTAL IMPACT & COMPLIANCE

Dometic operates manufacturing and assembly facilities across the Americas, EMEA, and APAC. Our production processes include plastic molding, metalworking, welding, vacuum forming, and refrigerant filling. The primary environmental impacts in our operations stem from indirect greenhouse gas (GHG) emissions from energy use. Across our value chain, the most significant GHG emissions come from raw material procurement and the energy consumption of our products during use.

Refrigerants are critical to our products, particularly in air-conditioning. We are phasing out high-GWP refrigerants in favor of lower-GWP alternatives that meet safety and technical requirements.

We track and report key sustainability metrics, including energy use, GHG emissions, and waste. Our facilities comply with local regulations, obtain necessary permits, and report to authorities as required (see page 56 in the Board of Directors’ report).

Dometic products are subject to over 100 global regulations on energy use, recycling, and hazardous substances. We continuously monitor regulatory developments and enforce strict substance controls through our Restricted Substances List (RSL) in supplier communications.

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 favor 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/en-us/sustainability/certificates.



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 qualify as "eligible," meaning they fall within the scope of the taxonomy. Eligible activities can then be classified as "aligned" if they meet the technical screening criteria, comply with minimum social safeguards, and do not significantly harm (DNSH) other environmental objectives.

Activities in scope

The technical screening criteria for potentially aligned economic activities in 2024 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 2024 was 52%. 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 76 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 2024 was 8.9%. The majority of the eligible investments are related to the Group's right of uses 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 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 renewable electricity, installing solar panels and other actions that increase the building's energy efficiency.

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 0.7% 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 CO₂ emissions from exhaust fumes shall not exceed 50g CO₂/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 1%. 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 57–59). 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 60–61.

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](https://www.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 62–74) and in the Sustainability notes section (page 129).
- 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](https://www.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.

Turnover¹⁾

Financial year N	2024			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	Code	Turnover	Proportion of Turnover, year N	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
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of renewable energy technologies	3.1	22	0.09%	Y						Y	Y	Y	Y	Y	Y	Y	-	E	-
Manufacture of batteries	3.4	10	0.04%	Y						Y	Y	Y	Y	Y	Y	Y	0.03%	E	-
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		32	0.13%														0.03%		
Of which Enabling		32	100%																
Of which Transitional		-	-																
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of electrical and electronic equipment	1.2	10,071	40.9%					EL									36.5%	-	T
Sale of spare parts	5.2	1,163	4.7%					EL									4.4%	-	T
Manufacture of renewable energy technologies	3.1	554	2.3%	EL													2.2%	E	-
Manufacture of batteries	3.4	369	1.5%	EL													1.5%	E	-
Manufacture of energy efficiency equipment for buildings	3.5	550	2.2%	EL													2.7%	E	-
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		12,707	51.6%														47.3%		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		12,739	51.7%														47.4%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		11,881	48.3%														52.6%		
Total		24,620	100%														100%		

¹⁾ 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	0.13%	6.0%
CCA	-	-
WTR	-	-
CE	-	45.6%
PPC	-	-
BIO	-	-

CapEx²⁾

Financial year N	2024			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	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	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	4	0.7%	Y							Y	Y	Y	Y	Y	Y	0.00%	E	-
Installation, maintenance, and repair of energy efficiency equipment	7.3	0.6	0.1%	Y							Y	Y	Y	Y	Y	Y	-	E	-
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		5	0.9%														0.00%		
Of which Enabling		5	100.0%														100.0%		
Of which Transitional			-																
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of electrical and electronic equipment	1.2	7	1.4%					EL									0.0%	-	T
Manufacture of renewable energy technologies	3.1	1	0.2%	EL													0.1%	E	-
Renovation of existing buildings	3.2	0.2	0.0%					EL									-	-	T
Manufacture of batteries	3.4	0.1	0.0%	EL													0.0%	E	-
Manufacture of energy efficiency equipment for buildings	3.5	4	0.9%	EL													0.1%	E	-
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	2	0.3%	EL													1.3%	E	-
Renovation of existing buildings	7.2	21	4.0%	EL													0.5%	-	T
Installation, maintenance, and repair of energy efficiency equipment	7.3	5	1.0%	EL													2.0%	E	-
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	1	0.3%	EL													0.0%	E	-
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		42	8.0%														72.4%		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		46	8.9%														72.4%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		478	91.1%														27.6%		
Total		524	100%														100%		

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

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.9%	6.6%
CCA		
WTR		
CE	0.0%	1.4%
PPC		
BIO		

OpEx³⁾

Financial year N	2024			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				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		
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	Y	0.0%				
Of which Enabling		-																			
Of which Transitional		-																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
Manufacture of electrical and electronic equipment	1.2	3	0.4%					EL									2.9%	-	T		
Sale of spare parts	5.2	0	0.0%					EL									1.1%	-	T		
Manufacture of renewable energy technologies	3.1	0.1	0.0%	EL													0.0%	E	-		
Manufacture of batteries	3.4	0	0.0%	EL													0.0%	E	-		
Manufacture of energy efficiency equipment for buildings	3.5	2	0.2%	EL													0.1%	E	-		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		5	0.6%														4.2%				
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		5	0.6%														4.2%				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
OpEx of Taxonomy-non-eligible activities		895	99.4%														95.8%				
Total		901	100%														100%				

³⁾ 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%	0.4%
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
Fossil gas related activities		
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

SUSTAINABILITY DATA POINTS

PEOPLE	2024	2023	2022	2021
% White collar employees (WC)	45 ²⁾	44	41	38
% Blue collar employees (BC)	55 ²⁾	56	59	62
% female employees at year end	36 ²⁾	36	36	36
% female managers at year end	29	29	24	24
Lost Time Injury (LTI)	26	23	25	40
Lost Time Injury Frequency Rate (LTIFR)	2.2	1.7	1.6	2.4
Fatalities	1 ¹⁾	0	0	0
PLANET	2024	2023	2022	2021
Share of renewable electricity %	91.0	37.4	32.4	21.6
Total energy consumption within the organization MWh	82,129	91,420	103,600	114,500
Direct energy MWh	39,122	41,760	48,300	50,300
Indirect energy MWh	43,007	49,660	55,300	64,200
GHG emissions (scope 1 and 2 market-based) ton	10,342	19,270	24,180	30,100
Scope 1 GHG emissions ton CO _{2e}	7,896	8,600	9,920	10,400
Scope 2 GHG emissions (market-based) ton CO _{2e}	2,446	10,670	14,260	19,800
GHG emissions intensity (scope 1 & 2 market-based) tCO_{2e} / net sales SEK m	0.7	1.1	1.2	1.5
Scope 2 GHG emissions (location-based) ton CO _{2e}	17,063	16,780	21,100	25,700
Scope 3 GHG emissions (upstream transportation and distribution) ton CO _{2e}	26,728	13,630	24,350	28,800
Waste ton	7,507	8,230	12,780	15,100
Hazardous waste ton	207	150	200	400
Landfill diversion rate %	88	86	76	80
Water m ³	162,526	183,370	268,700	261,600
GOVERNANCE	2024	2023	2022	2021
% Employees that have been trained in the CoC (WC)	96 ²⁾	94 ²⁾	96 ²⁾	94
% Employees that have been trained in the CoC (BC)	98 ²⁾	99 ²⁾	84 ²⁾	95
% Suppliers that have signed the CoC	91	96	95	94
% of supplier spend in LCC that has been audited	100	88	92	88

¹⁾ Including both employees and non-employees. ²⁾ Including acquisitions from 2021/2022.



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. Manage-

ment position refers to managers with employee responsibility, 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.

Health and safety

A Lost Time Injury (LTI) is an unplanned work-related incident that results in at least one full day or shift away from work, excluding non-work-related injuries such as commuting incidents. The Lost Time Injury Frequency Rate (LTIFR) is calculated as the number of LTIs per million hours worked.

Worked hours include regular and overtime hours (both paid and unpaid) for employees, contractors, and subcontractors. Time not worked due to public holidays, annual leave, sick leave, parental leave, training, or labor disputes is excluded. Worked hours and LTIFR are reported monthly in our financial systems.

PLANET

Energy consumption

The total energy consumption is reported in megawatt hours (MWh) and includes both direct and indirect energy use within Dometic's operational boundaries. Direct energy consumption covers fuels combusted on-site or in owned or controlled assets, including natural gas, diesel, gasoline, propane, liquefied petroleum gas (LPG), acetylene and other fossil or biobased fuels. It also includes energy generated from company-owned assets, such as solar panels. Indirect energy consumption refers to electricity, steam, district heating, and cooling purchased from external providers for operational use.

Greenhouse Gas (GHG) Emissions

GHG emissions are reported in metric tonnes of carbon dioxide equivalent (CO₂e) and categorized based on the Corporate GHG Protocol into Scope 1, Scope 2, and Scope 3. Scope 1 includes direct emissions from owned or controlled sources, while Scope 2 encompasses indirect emissions from energy purchased for use in owned and controlled facilities. Scope 2 emissions, which result from purchased electricity, steam, heating, and cooling, are reported using both location-based and market-based methods. Dometic's climate targets is to reduce Scope 1 and market-based Scope 2 emissions. Upstream transportation and distribution are included in Scope 3 emissions. Currently, reported emissions cover 22 manufacturing and distribution sites, excluding acquisitions made in 2021 and 2022.

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 customers classified as outbound and are included in the current reporting scope.

Waste

Reported waste data is collected from the Group's waste handling contractors, based on the number of collections during the reporting period. Waste is measured in metric tonnes and categorized by treatment method, including recycling, incineration, and landfill. It is further classified as hazardous or non-hazardous and by material type, such as wood, plastic, metal, household waste, and cardboard.

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 fulfill the requirement for extended lifetime. The share is based on data from the Group's project management tool.

Direct material spend per geographical supplier region

Data is based on invoiced direct material from external suppliers.

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.



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. New suppliers are defined as suppliers that have had an accumulated spend exceeding SEK 20,000 in the last 12 months rolling. Suppliers 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.

This is a literal translation of the Swedish original report

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 2024 on pages 28–40 and 129–138 and that it has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

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 20, 2025
Öhrlings PricewaterhouseCoopers AB

Patrik Adolfson
Authorized Public Accountant
Partner in charge