

SUSTAINABILITY

To Dometic, sustainability means balancing the Group's environmental, economic and social impact throughout the value chain. Dometic is committed to increasing value creation by conducting business responsibly, while taking the perspectives of various stakeholders into account.

THE PROMISE

Dometic will use its market position and influence to drive sustainability improvements in the industry, share knowledge and cooperate with others to reduce the environmental impact of mobile living.

DOMETIC'S AMBITIONS

DELIVER SAFE, RELIABLE AND ENERGY EFFICIENT PRODUCTS FOR MOBILE LIVING

New models of Dometic products will offer higher energy efficiency, reparability and recycling.

RESPONSIBLE SOURCING AND BUSINESS

Practices that secure human rights, along with acceptable labor practices and business ethics throughout the value chain.

IMPROVE ENVIRONMENTAL IMPACT

Responsible use of raw materials, energy and water as well as lower emissions, improved waste management and phasing out harmful materials.

SAFE, DIVERSE AND DYNAMIC WORKPLACES

Workplaces where people work together to achieve the goals and to create value for the stakeholders and for society.

For a description of Dometic's business model, please see page 10.
For a description of risks relating to sustainability, please see page 67.
For a description of Dometic Group, please see note 26 on page 123.

RESPONSIBILITY THROUGHOUT THE VALUE CHAIN



3

MAIN DISTRIBUTION CENTERS

4,100

SUPPLIERS OF DIRECT MATERIAL IN 40 COUNTRIES

27

MANUFACTURING AND ASSEMBLY SITES

Dometic's operational activities have been organized to achieve higher efficiency, with an optimized level of vertical integration that is designed to reduce costs and improve delivery time.

DOMETIC'S ROLE IN SOCIETY – MOBILE LIVING MADE EASY

As a market leader in mobile living solutions, Dometic strives to take an active role in key sustainability issues in the industry. Millions of people around the world buy and use Dometic products: RV users, boat owners, truck drivers, workers on professional boats, campers, hotel guests and in general people who enjoy the outdoors and are on the move. All are part of a growing movement of people who enjoy an active and mobile lifestyle, for freedom and adventure and for people that travel in their work life.

The aim is to meet the growing demand for the mobile living lifestyle, while increasing resource efficiency and reducing the environmental footprint.

Benefits from Dometic's solutions are:

- Reduced food waste through efficient refrigeration products.
- Reduced water usage and waste through smart sanitary solutions in RVs and boats.
- Improved working environment in commercial vehicles through smart climate control solutions.
- Improved life cycle energy efficiency through innovative new product lines.

FOOTPRINT AND SUPPLY CHAIN

As Dometic has a large impact on people, the environment and society, it is vital to take active responsibility for the footprint throughout the value chain.

Purchasing

The Group has a Global Purchasing Board with regional execution and sourcing from around 4,100 suppliers of direct material in 40 countries that deliver to the factories. The biggest categories of material bought by Dometic are metal components, plastic components, electronic components and traded products.

All suppliers are expected to comply with the Dometic Code of Conduct. The target is that 100 percent of Dometic's suppliers should have signed the Code of Conduct by 2021. Today, suppliers accounting for 70 percent of Dometic's purchasing volume have signed the Code of Conduct. For China the figure is 80 percent. Dometic conducts a large number of supplier audits every year. In China alone, more than 100 audits were performed in 2018. During the year, the global supplier audit plan was revised, stretching over several years and aligned with the risk assessment.

Manufacturing and assembly

Dometic's current footprint balances customer proximity requirements with global cost benefits. The products are manufactured and assem-

bled at 27 Dometic sites in 12 countries across North America, Europe and China. There is a high level of vertical integration in certain products, such as refrigerators for vehicle OEMs. For several other products, however, Dometic relies on suppliers for better economies of scale and expertise in component manufacturing and assembly. The manufacturing operations use resources including raw materials, components, chemicals, water and energy, and generate emissions as well as waste.

Logistics

Dometic has three main distribution centers for finished products – Emsdetten in Germany and Goshen and Litchfield in the US. In Emsdetten the total space is going to be expanded with up to 40 percent until spring 2020. Following the modernization of IT systems and logistical processes, this expansion started in 2018 to prepare Dometic for future growth. Several regional aftermarket distribution centers will move to Emsdetten as well as additional product ranges. New acquisitions and the e-commerce development are causing increasing space requirements for the warehouses.

At the same time several local warehouses in key countries in each of the three regions enable fast local delivery. Dometic strives to optimize its logistics processes as transportation of goods across the world accounts for a significant amount of Dometic's greenhouse gas emissions.

STRATEGIC SUSTAINABILITY REVIEW

In 2018, Dometic performed a strategic sustainability review based on macro trends, input from key stakeholders and the strategic framework launched in the autumn 2018. The review re-confirmed the four sustainability focus areas – products, environment, ethics, people – that Dometic focuses on to further enhance value creation, reduce environmental impact and mitigate sustainability risks. Dometic has clear targets for each focus area, followed up on activities for 2018 and identified additional activities for each focus area. For relevant sustainability aspects and risk management, please see page 67.



STAKEHOLDERS AND STAKEHOLDER DIALOGUE

Dometic gathers valuable input regarding focus and development areas, primarily from stakeholder dialogues, customer and employee surveys, meetings with customers, investors, suppliers and other business partners. Sustainability was also on the agenda at the 2018 Global Management Conference where focus areas were confirmed and clarified through the input of approximately 150 Dometic managers. In order to create a stronger sustainability awareness, the internal dialogue around sustainability was intensified in 2018.

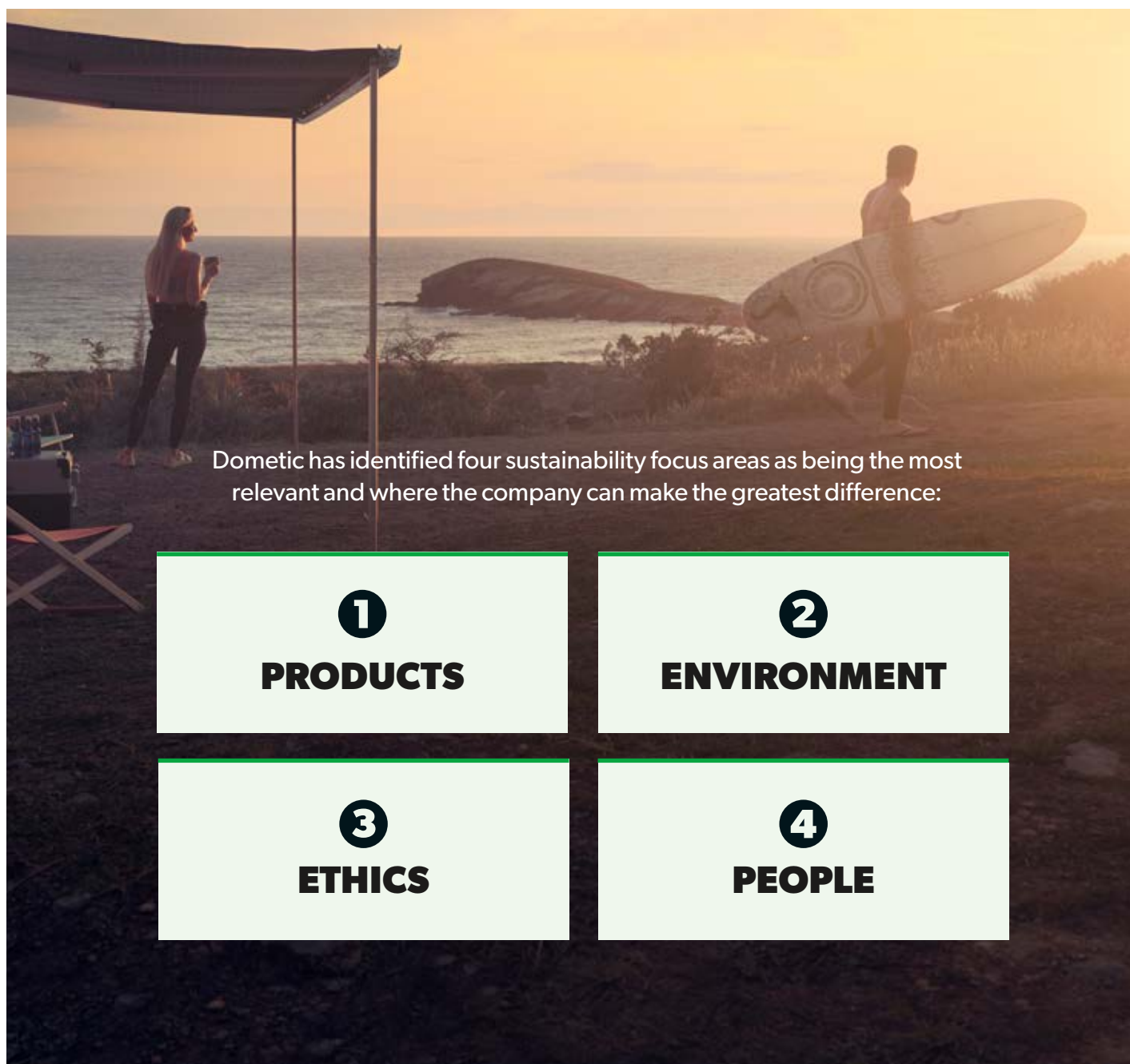
TEN KEY FOCUS AREAS IDENTIFIED BY LOCAL MANAGERS

Business ethics	Terms of employment
Material footprint	Competence development
Energy efficiency	Work life health and safety
Climate impact	Product development and innovation
Work life balance	End user/customer health and safety innovation

SUSTAINABILITY FOCUS AREAS

Acting as sustainably as possible is a necessity in today's world. We all need to take responsibility for a more sustainable future.

For Dometic as a Group, sustainability is about balancing the environmental, economic and social impacts throughout the entire value chain. Dometic is committed to using the strong market position to drive sustainability improvements in the industries in which the company operates.



Dometic has identified four sustainability focus areas as being the most relevant and where the company can make the greatest difference:

1

PRODUCTS

2

ENVIRONMENT

3

ETHICS

4

PEOPLE

DOMETIC SUSTAINABILITY FOCUS AREAS – OVERVIEW

1 PRODUCTS

Products are the backbone of Dometic's business. The Group delivers smart and reliable products that are safe to use and strives for resource efficiency during the entire life cycle. To improve the basic understanding, Dometic will put more emphasis on life cycle analysis, with particular focus on the impact of new materials, weight, energy consumption and different types of refrigerants. Dometic will also gradually improve its own metrics to prepare for introduction of relevant GRI metrics.

ENVIRONMENTAL

Environmental considerations are integral aspects of the design and improving the energy efficiency, reparability and recyclability of each product is key. In addition, integrated sustainability checkpoints are used when developing new products.

Dometic is looking to take an active role in the environmental area, and has initiated initiatives aiming at developing products produced with 100 percent recycled material. As of 2019, Dometic intends to introduce at least one such product range in the market.

Several of the product categories, such as air conditioning, heating and refrigeration, consume a significant amount of energy when in use. Increased energy efficiency during the product life cycle is therefore a key strategy in reducing environmental footprint and Dometic will continuously work to improve those metrics. The use of refrigerants is important to the business and Dometic is always looking for the most environmentally friendly and safe choice for each specific application.

Dometic will continue to minimize the use of greenhouse gases and use the most environmentally friendly alternative that can fulfil

the technical requirements. This is particularly important for air conditioning products where the main efforts will be made.

LEGISLATION AND INDUSTRY STANDARDS

Currently, Dometic's products are subject to more than 100 specific regulations worldwide which demands a high level of expertise. Dometic aims to take a proactive role in selected regulatory and industry bodies, working to proactively prepare for future legislation and standards.

Dometic's products are often found in the interface between household and vehicle legislation and to ensure applicability, Dometic shall adhere to legislation in all the products. Dometic will work towards a closer industry co-operation on key legislation and may, if necessary, also start to introduce voluntary industry standards.

GLOBAL SUBSTANCE CONTROL

Dometic has launched programs to further strengthen global substance control and to manage integration of both current and future legislation. This is particularly important to be able to manage fast-growing substance legislations.

Dometic aims at being the industry leader in terms of handling product compliance information in order to be able to serve global customers in the most professional way. To increase efficiency in following up of substance legislation, Dometic will launch a global database with substance compliance data.



1 PRODUCTS | KEY ACTIVITIES AND TARGETS

KEY ACTIVITIES 2018

- Close interaction with authorities in formulation of new energy requirement for products in EMEA
- Started to reduce product complexity
- Launch of programs to further strengthen global control and to manage both current and future legislation

TARGETS 2019–2021

- **Reduce energy consumption**
5 percent reduction of energy consumption in new global products by 2021
- **Reduce the use of greenhouse gases**
A minimum of 10 percent CO₂-eq reduction through introduction of new refrigerants
- **Reduce stock keeping units (SKU)**
40 percent reduction of stock keeping units (SKU) of finished goods by 2021
- **Improve material control**
90 percent of component purchase value to be captured in a central database for material substance control

KEY ACTIVITIES 2019–2021

- Introduce a sustainability range of products
- Use GRI metrics combined with product LCA to drive sustainability in product development
- Continue the phasing-out of F-gases in air conditioning and refrigerator products
- Increase efficiency in follow-up of substance legislation
 - Improved systems for handling product compliance information
 - A supplier database that handles all product compliance information on component level connected to the ERP system allowing maximum automation
- Closer industry co-operation on key legislation



2 ENVIRONMENT

Reduced environmental impact is a key priority in order to achieve a long-term, sustainable business model. Important areas include reduced energy consumption in production, lower emissions of CO₂ gases from production and transportation, responsible use of raw materials, water and waste in production, as well as increased energy efficiency throughout the life cycle of each product. Dometic's production units have set local targets to improve their environmental performance based on their production profile, local environment and improvement potential. Next step will be to drive this development from a global perspective as well.

MATERIAL USE AND WASTE

The main materials used in Dometic products are plastics, steel, aluminum and copper. To minimize the use of resources, the ambition is to increase the use of recycled materials, along with enhanced reparability and recyclability in future product generations. Currently, the use of recycled materials in Dometic products is limited to recycled plastics on a low scale. Dometic has made focused efforts to increase the recycling of waste over the last years. A certain percentage of recycled material is included in components made of cardboard and steel. Since 2016, Dometic has also implemented a ten-year spare parts guarantee with the aim of prolonging product life.

In 2018, total waste amounted to 7,004 (7,641) tons, of which 228 (319) were hazardous waste. In all, 66 (59) percent of waste was recycled, including packaging, plastics and metals. In most countries, Dometic has access to developed systems for recycling and energy recovery, and aims to achieve recycling solutions in all markets.

ENERGY CONSUMPTION

Improved energy efficiency is one of the cornerstones and key challenges for Dometic. For years the Group has worked proactively with energy-saving programs aimed at reducing energy consumption at all facilities. Total energy consumption has continued to be improved in 2018. This was mainly done by:

- Improved compressor technologies (i.e. compressed air)
- Installation of LED lighting systems
- Heat recovery
- Improved heating systems
- Implementation of energy management systems

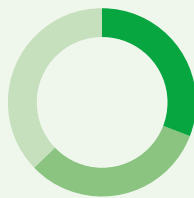
Dometic expects to increase the percentage of energy from renewable sources over the next few years, in line with its aim to reduce CO₂ emissions.

In order to further improve the energy efficiency in Dometic's operations, a new energy savings target of 10 percent until 2021 was set on Group level. Global CO₂ emissions are disclosed yearly by CDP Carbon Disclosure Project. Total energy use in 2018 was 76.6 GWh (77.0). Energy consumption in proportion to net sales improved to 4.2 percent (5.4), mainly driven by improved technologies for lightning, compressed air, heating and air-conditioning.

CHEMICALS

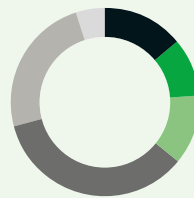
Dometic complies with applicable chemical legislation, including REACH and RoHs, with the aim of phasing out CMR chemicals. Key issues also include responsible end-of-life handling of cooling agents. Dometic has developed an end-of-life technology for emptying cooling units in absorption refrigerators. This technology is also used in Dometic's production units worldwide.

Sourcing by region*



● Americas, 31%
● EMEA, 32%
● APAC, 37%

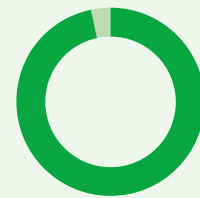
Raw material spend*



● Aluminum, 14% ● Plastic-other, 35%
● Copper, 10% ● Steel, 24%
● Plastic-foam, 12% ● Other, 5%

* Excluding SeaStar Solutions

Waste in tons 2018



● Non-hazardous waste, 6,776 tons (7,323)
● Hazardous waste, 228 tons (319)

2 ENVIRONMENT | KEY ACTIVITIES AND TARGETS

KEY ACTIVITIES 2018

- Phase out of CMR solvents for PU foaming operations
- Implementation of ISO 14001:2015 at Milan factory
- Successful conversion to new ISO 14001:2015 standard at all currently certified sites
- Energy saving project for central air-conditioning system at the Shenzhen manufacturing site
- Termination of ground water usage for cooling purposes at the Krautheim manufacturing site
- Improved treatment of VOC emissions from Krautheim paint shop

TARGETS 2019–2021

- **Reduce space**
15 percent space reduction by 2021
- **Accelerate energy saving**
15 percent reduction of energy consumption by 2021
- **Reduce water consumption**
10 percent reduction of water consumption by 2021
- **Increase recycling**
75 percent recycling target of all waste by 2021

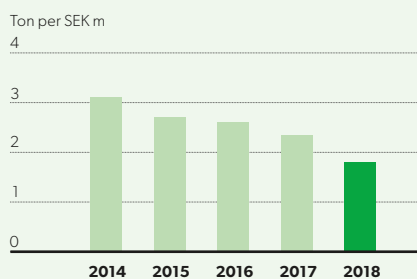
KEY ACTIVITIES 2019–2021

- Consolidation of locations to reduce space
- Outsourcing
- Reduction of stock keeping units (SKUs) and components
- Modular product platform
- Digitalization throughout the entire value chain
- Consolidation of suppliers
- Increased coordination of transportation of goods
- Continue ISO 14001: 2015 certification
- Increased focus on Value Analysis / Value Engineering to reduce use of material and waste

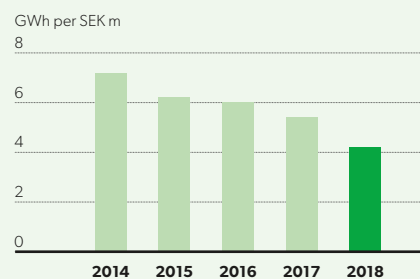
Total water consumption

229,888m³

Group total CO₂ emissions in proportion to net sales



Group total energy consumption in proportion to net sales



3 ETHICS

Dometic's Code of Conduct and other governing documents set the framework for how the Group acts and follows up on business practices. The Code of Conduct applies to all employees, customers, business partners and suppliers.

In 2018, approximately 98 percent of white-collar workers conducted the Code of Conduct awareness program for employees that was launched globally in 2017. This e-learning program provides hands-on examples from the workplace to train expected behaviors and to ensure that all employees are aware of expectations and behavioral guidelines. Additionally, new employees, regardless where in the world, are invited and expected to conduct training in their first work weeks.

As stated in the Code of Conduct, Dometic's policy 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 and suppliers are based on high ethical standards and business practices and aim to prevent unethical behaviors.

ANTI-CORRUPTION

The Group shall not participate in or facilitate any kind of corruption, including fraudulent actions, bribery, facilitation payments or money laundering.

SUPPLIERS

Dometic has around 4,100 suppliers of direct material in 40 countries. To ensure that they meet the standards for responsible and ethical business practices, the suppliers are required to comply with the principles of the Code of Conduct. The Group's procurement organization monitors compliance with the Code of Conduct using self-assessments and supplier audits. Dometic continues to develop the supplier audits globally to reach fully fledged sustainability audits for suppliers.

WHISTLEBLOWING

In 2017, Dometic implemented a new whistleblower system called the Dometic SpeakUp Line, available in all Dometic Group languages. It offers Dometic's employees an anonymous channel to report any business activities or behaviors that are potentially in breach of the Code of Conduct. Dometic's SpeakUp Line is managed by a third-party vendor to ensure full privacy. In 2018 85 percent of reported cases led to investigations and actions. 15 percent were guided to appropriate channels or closed as not relevant.



3 ETHICS | KEY ACTIVITIES AND TARGETS

KEY ACTIVITIES 2018

- Increased awareness regarding the Code of Conduct
 - Approximately 98 percent of white-collar workers took part in the Code of Conduct e-learning
 - Increased due diligence of suppliers
 - Development of a global Purchasing Manual
 - Development of contract templates for purchasing, including the Code of Conduct as a mandatory attachment to be signed by suppliers
 - Initiate audits of top suppliers of direct material in the regions, focusing on their corporate structure, quality and manufacturing process
- Development and launching of GDPR awareness program to secure compliance with GDPR
 - Training for representatives for all regions in main elements of GDPR
 - Appointment of the Data Protection Officer (DPO) and Data Protection Managers (DPMs) in European entities
 - Development of GDPR e-learning program for employees and the board of directors
- Deployment of the whistleblower system (Dometic SpeakUp Line)

TARGETS 2019–2021

- **Continue to implement the Code of Conduct**
 - 100 percent of employees (white-collar and blue-collar) conduct e-learning on the Code of Conduct
 - 100 percent of suppliers of direct material adhere to the Dometic Code of Conduct
- **Implement training program on anti-trust and sanctions**
 - 100 percent of the senior managers and sales employees conduct e-learning on anti-trust and sanctions
- **Conduct supplier audits**
 - 90 percent of all suppliers of direct material spend in low cost countries should be audited every second year

KEY ACTIVITIES 2019–2021

- Ensure that all blue-collar workers receive training on the Code of Conduct
- Develop e-learning courses on anti-trust and sanction regulations
- Strengthen the supplier audit organization
- Develop new global audit template and plan for supplier audits
- Accelerate supplier audits
- Continue GDPR implementation and perform audits on status
- Implement structured CSR screening as part of the due diligence process for acquisition targets



4 PEOPLE

Dometic is committed to provide an attractive work place. Key areas include creating diverse work environments and ensuring that the Group complies with principles of equality and diversity when hiring and providing development opportunities to the employees to enable them to reach their full potential. In 2018 Dometic introduced a revised version of its Core Values guiding employees in their work by building a more value-driven organization. By having a work environment based on Dometic's Core Values and Code of Conduct, the company creates a great place to work for both current and future employees.

Core values and The Dometic Way

The Dometic Way is the foundation of the corporate culture, derived from Dometic's Core Values. It sets the standards for everything Dometic does and how people in the Group interact with each other and external parties. Four Core Values provide direction for the leaders and employees:

- We are passionate
- We act responsibly
- We are building together
- We embrace change

At the end of 2018, a project for the development of a common training in understanding the Core Values and the Dometic Way has started, as well as an Employer Branding project pinpointing what the company culture has to offer both future and current employees.

Gender distribution

In 2018, Dometic employed on average 7,991 people, 36 percent of whom were women. The Group management team comprised 10 people, of which 4 were women (40 percent). Dometic continually works with gender distribution at all levels in the Group by enhancing the hiring processes and skills development opportunities. Out of a total of 546 managers, 23 percent are women.

Health and Safety

Health and safety is a key area for Dometic, from both a regulatory, people and business perspective. The company works proactively to reduce the number of work-related incidents and increase control of the work environment, with the aim of improving product quality and output.

To further emphasize the importance of health and safety, it is clearly integrated in the Dometic Way. Consequently, all business reviews as well as daily start-up meetings on the shop floors start with a health and safety review. Dometic's Health & Safety Guidelines were introduced during the year at all legal entities to ensure a common standard across the Group, as well as adherence to local regulations. In 2018, 11 operation sites were assessed according to the Dometic Health & Safety Guidelines.

As part of the Health & Safety Guidelines, Dometic conducts a Job Safety Analysis (JSA) to identify hazards related to specific tasks in a proactive effort to reduce the risk of injury to workers and to prevent accidents. Workers receive training to carry out their jobs safely and ensure adequate technical safety, including the use of personal protective equipment. Health and safety processes are key components of the factory management systems. In 2018, 64 lost-time health and safety-related incidents were reported.

Dometic has introduced the Dometic Loss Prevention Guideline (DLPG) to reduce risk and maintain high standards for safety, quality and delivery. The DLPG is designed to guide the Group's production sites regarding appropriate safety and security levels. Based on DLPG, a risk-scoring model is used to ensure compliance with good industry practices. In addition to local work, Dometic regularly conducts assessments together with a third party at all production sites to analyze potential risks. In 2018, Dometic assessed 17 sites according to DLPG and performed Business Impact Analysis workshops for 5 sites across all three regions

Competence Management

Knowledge is a key factor for Dometic's business success, its employees as well as for the business partners. Dometic Academy provides a central learning management system that hosts training opportunities globally. In recent years, coordinated efforts have led to several appreciated global trainings that could be provided internally in line with business needs. The digital infrastructure contains eLearning sessions, tutorials and webinars available to all employees. Employees can also download business-related books, as well as titles on stress reduction, language skills and IT software. English courses are provided globally to improve English skills in all countries where it is relevant. In addition, Dometic supports its employees through practical skills training programs to gain new knowledge and build leadership skills. In total, more than 2,000 employees participated in over 300 training activities across all our markets in 2018.

In the coming years, Dometic will have to increase its efforts in Competence Management to defend its leading market position. New areas such as e-commerce will lead to the development of a totally different skill set than before.

In order to take a next step in Competence Management, a global common process for Performance Management has been developed in 2018, securing that all employees will have a performance review with their managers.

4 PEOPLE | KEY ACTIVITIES AND TARGETS

KEY ACTIVITIES 2018

- Global Health & Safety Guideline with audit readiness implemented
- Lean trainings conducted in several sites in EMEA
- Development of Diversity and Inclusion policy
- Several new product trainings launched on LMS platform

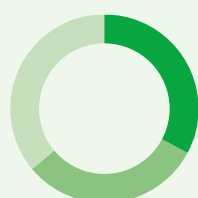
TARGETS 2019–2021

- **Reduce injury rate**
Reach a lost time injury frequency rate of 2 by 2021 (LTIFR= work accidents with lost time > = 1 day / per million working hours)
- **Improve gender distribution**
26 percent female managers by 2021
- **Increase competence management**
100 percent employee performance reviews by 2021

KEY ACTIVITIES 2019–2021

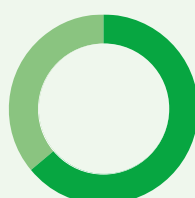
- Implement electronic performance agreements including individual development plans
- Develop and implement Career Paths
- Implement regional competence management processes by 2020
- Implement leadership model globally
- Perform global health & safety awareness initiative finalized by 2020

No. of employees per region, %



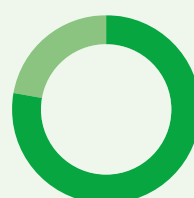
- Americas 33% (28)
- EMEA 31% (27)
- APAC 36% (45)

Gender, %



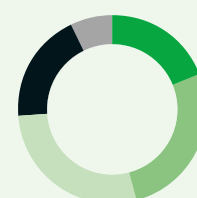
- Male 64% (65)
- Female 36% (35)

Manager gender, %



- Male 77% (78)
- Female 23% (22)

Age structure, %



- < 30 years, 19% (23)
- 30–39 years, 27% (27)
- 40–50 years, 28% (27)
- 51–60 years, 19% (19)
- > 60 years, 7% (5)

Manufacturing plants and certificates

LOCATION	QUALITY	ENERGY	ENVIRON- MENT	QUALITY	HEALTH & SAFETY	SOCIAL
EMEA						
Geluwe, Belgium						
Dillenburg, Germany	ISO 9001	ISO 50001				
Emsdetten, Germany	ISO 9001	ISO 50001	ISO 14001			
Krautheim, Germany	ISO 9001	ISO 50001	ISO 14001			
Siegen, Germany	ISO 9001	ISO 50001	ISO 14001			
Jaszbereny, Hungary	ISO 9001	ISO 50001	ISO 14001			
Bassano, Italy	ISO 9001					
Forli, Italy	ISO 9001		ISO 14001		ISO 45001	
Milan, Italy	ISO 9001		ISO 14001			
Filakovo, Slovakia	ISO 9001		ISO 14001			
Girona, Spain						
Tidaholm, Sweden	ISO 9001		ISO 14001			
Selsey, UK	ISO 9001					
AMERICAS						
Big Prairie, Ohio, USA			ISO 14001			
Elkhart, Indiana, USA (Refrigerators)			ISO 14001			
Elkhart, Indiana, USA						
Greenbrier, Tennessee, USA	ISO 9001					
LaGrange, Indiana, USA			ISO 14001			
Pompano Beach, Florida, USA	ISO 9001		ISO 14001			
Vancouver, British Columbia, Canada	ISO 9001					
Limerick, Pennsylvania, USA	ISO 9001					
Sparta, Pennsylvania, USA	ISO 9001					
Stuart, Florida, USA						
Manchester, Vermont, USA						
APAC						
Shenzhen, China	ISO 9001		ISO 14001	IATF16949	OHSAS 18001	SA 8000
Wuhu, China						
Zhuhai, China	ISO 9001		ISO 14001	IATF16949		



ORGANIZATION & GOVERNANCE RELATED TO SUSTAINABILITY



Dometic's **Board of Directors** has overall responsibility for monitoring the Group's sustainability policies and work.

The **CEO and Group Management** are incorporating global sustainability initiatives into Dometic's strategy and operations as well as overview of reporting, performance and result.

Dometic's **Sustainability Team** manages the Group's sustainability work. The team consists of the CEO, CFO, Head of Group HR, Group General Council, Head of Operations and Chief Technology Officer as well as other key members from time to time, as well as supporting specialists for example for Health & Safety.

The Head of Group HR is responsible for the coordination of the sustainability team meetings and ensures that sustainability is an integral aspect of Core Values, leadership training and internal communications.

The responsibilities for the defined four sustainability focus areas are shared as follows:

- Products – Chief Technology Officer
- Environment – Head of Operations
- Ethics – Group General Council
- People – Head of Group HR

The team sets the overall ambition level, sustainability focus areas, targets and activities and meets quarterly to follow up on results. Responsibilities also include ongoing stakeholder dialogues and close monitoring of macro trends and drivers.

Business functions execute on sustainability key activities and report on progress, performance and result.

GOVERNING POLICIES

- Code of Conduct
- Remuneration policy
- Finance policy (incl. Tax policy, Treasury policy and Credit policy)
- Information policy
- Insider policy
- Internal Audit policy
- Dividend policy
- IT Policy

CODE OF CONDUCT

The principles of Dometic's Code of Conduct are based on the Core Values, international and national legislation, and international standards and agreements, including the UN Global

Compact and OECD's guidelines for multinational companies. They serve as the foundation of Dometic's way of working.

Monitoring and reporting

Dometic Group's legal and HR departments monitor compliance with the Code of Conduct in an ongoing process that the Dometic Group undertakes in light of applicable circumstances (i.e. sector, operating context, size and similar factors). Employees are encouraged to report any conduct that they believe, in good faith, to be in breach of applicable laws, regulations and/or the Code of Conduct, to their manager or via the whistleblower procedure called the Dometic SpeakUp line, managed by a third-party vendor to ensure full privacy. This system enables employees to report potential cases in their native language via either a website or a toll-free phone call. Dometic expects managers to seriously address issues and work to ensure satisfactory resolution in compliance with applicable laws and/or the Code of Conduct.

Key stakeholder dialogues

STAKEHOLDER GROUP	TYPE OF DIALOGUE	KEY TOPICS DISCUSSED
CAPITAL MARKETS <ul style="list-style-type: none"> • Shareholders • Investors • Analysts 	<ul style="list-style-type: none"> • Individual meetings • Annual Shareholder Meeting • Investor requests and questionnaires 	<ul style="list-style-type: none"> • General strategy/focus areas • Code of Conduct implementation and follow-up • US class action • Environmental impact
BUSINESS PARTNERS <ul style="list-style-type: none"> • OEMs customers • End users • Suppliers 	<ul style="list-style-type: none"> • Individual meetings • Sales meetings • Trade exhibitions • Customer requests and questionnaires 	<ul style="list-style-type: none"> • General strategy/focus areas • Product performance • Code of Conduct implementation • Environmental impact
EMPLOYEES <ul style="list-style-type: none"> • Current employees • Potential employees 	<ul style="list-style-type: none"> • Management meetings and conferences • Intranet • Performance appraisal meetings • Interviews 	<ul style="list-style-type: none"> • The Dometic Way and Code of Conduct • Health & Safety • Work Environment • Competence Development • Gender Equality and diversity

Auditor's report on the statutory sustainability report

To the general meeting of the 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 year 2018 on pages 42–57 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. This means that our examination of 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, 2019
PricewaterhouseCoopers AB

Anna Rosendal
Authorized Public Accountant