A man and a woman are seen from behind, standing on a mountain ridge. They are both wearing large backpacks and looking out over a vast mountain range. The sun is low on the horizon, creating a warm, golden glow and long shadows. The man is on the left, wearing a cap and a light-colored shirt. The woman is on the right, wearing a light-colored jacket and holding a water bottle. The overall mood is peaceful and adventurous.

SUSTAINABILITY

WE DRIVE SUSTAINABILITY IN OUR INDUSTRY

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.

DOMETIC'S ROLE IN SOCIETY – MOBILE LIVING MADE EASY

As a market leader in Mobile Living solutions, Dometic is committed to driving sustainability in its 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 products. The Company shall therefore meet the growing demand for the Mobile Living lifestyle while continuously reducing consumers' environmental footprints. Sustainability is an integrated part of the Dometic's strategy and crucial for building a company that is well prepared for future challenges and opportunities.

OUR CONTRIBUTION

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



SUSTAINABILITY PLATFORM 2022–2024 AND FOCUS AREAS

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

Dometic’s sustainability platform for 2022–2024 comprises the focus areas People, Planet, and Governance. Dometic wants to make a difference through its areas of influence – within the Company, through its products and supply chain, and for its consumers. In the intersection

of focus areas and areas of influence, nine blocks of actions have been defined.

Each focus area, along with corresponding ambitions, goals, and action plans, has clear ownership in Group Management. For each goal, clear KPIs with corresponding targets have

been established. Three targets are included as part of the long-term incentive program: decrease CO₂ in relation to net sales, share of female managers, and Lost time accidents (LTIFR). Each target equals 10 percent, giving a total of 30 percent weighting for ESG targets.

FOCUS AREAS	AREAS OF INFLUENCE			AMBITIONS	GOALS	RELATED SDG CONTRIBUTION
	COMPANY	PRODUCTS AND SUPPLY CHAIN	CONSUMER			
People 	Employer of choice in the outdoor industry	Good labor standards	Well-being	Offer a safe, inclusive, diverse and dynamic workplace – allowing every employee to reach their full potential for the best of the company as a whole.	<ul style="list-style-type: none"> Provide a healthy and safe work environment for all employees All employees can be their authentic selves Excellent leadership on all levels of the organization 	  
Planet 	Sustainable operations	Sustainable innovation	Sustainable lifestyle	Offer innovative, durable, circular, low-carbon products. Minimize climate impact, increase resource efficiency, and support circularity.	<p>Sustainable operations:</p> <ul style="list-style-type: none"> Operations fully powered by renewable electricity Reduce CO₂ from transport of goods Minimize waste and eliminate landfill <p>Sustainable innovations:</p> <ul style="list-style-type: none"> Increase efficiency in the product use phase Increase use of renewable and recycled materials Extend expected lifetime 	       
Governance 	Good business practices	Good business partner	Enable outdoor experiences for more	Safeguard human rights at all times while pursuing fair business and labor practices.	<ul style="list-style-type: none"> 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 	  

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



PEOPLE | FOCUS AREA

Dometic is committed to being an attractive workplace and the employer of choice in the outdoor industry. Four core values form the foundation of Dometic’s company culture and 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.

DIVERSITY AND INCLUSION

In the last few years, Diversity and Inclusion (D&I) has become a fundamental element of Dometic’s culture. A global structure with teams in each segment has been established to continuously focus on creating a diverse workforce and an inclusive work environment together. In 2021, Dometic initiated a global diversity and inclusion training initiative to build solid awareness and understanding, and with that, to foster a diverse and inclusive mindset throughout the organization. Such training programs are important steps to ensuring implementation

of the D&I policy and to nurturing a culture in which every employee feels respected, valued, and comfortable being authentic. The initiatives continue and in 2023, additional digital training will enhance inclusion and deepen awareness of unconscious bias.

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 2022, the recruitment process was analyzed and adjusted to attract a broader scope of talent. Dometic has started to train hiring managers to reduce unconscious bias in the recruitment process. A global initiative to achieve alignment on a diversity and inclusion statement in all job ads has been initiated. The recruitment process improvement initiative will continue in 2023 and be extended with more aspects of the recruitment, onboarding, and retaining processes and culture.

Dometic’s diversity and inclusion initiative also supports gender diversity. In the past few years, Dometic has had a particular focus on increasing gender diversity in managerial positions. The Company has not yet seen the effect of the efforts in the share of female managers,



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

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



due in part to limited recruitment during the year. In 2022, 24 percent (24) of managers were female. Group Management comprises 10 people, of which 4 are women. The Board of Directors comprises 8 people, of which 3 are women. The Company will step up efforts to increase the proportion of female managers to reach the target for 2024.

For 2024, Dometic aims to improve its D&I index, which is based on the employee engagement survey, by further improving employees' perceptions of the culture related to diversity and inclusion. The Company will also focus efforts on underrepresented groups and strive to drive a more diverse and inclusive employer branding strategy throughout 2023.

HEALTH AND SAFETY

Dometic works continuously to safeguard a healthy and safe work environment for all employees. The Dometic H&S Guideline is a key component of the factory management systems and aims to ensure a common high standard across the Group. Another component of the factory management systems is the Dometic Loss Prevention Guideline (DLPG), which is designed to guide the Group's production sites on safety and security measures to reduce risk, ensure compliance with industry practices, and maintain high standards for safety, quality, and delivery. Occupational health and safety management system standards, such as ISO 45001, comprise a third component of the factory management systems for selected sites. In 2022, Dometic's on-site audit program was resumed post-Covid with third-party assessments, and

during the year, three additional sites received ISO 45001 certification. To ensure awareness among employees, Dometic provides a global Health & Safety (H&S) learning program to all factory employees.

The main focus during 2022 has been given to risk identification, mitigation, and elimination, and to strengthening local procedures in line with the H&S Guideline. The H&S organization has been strengthened with more local and regional HSE (Health, Safety, Environment) resources supporting Dometic's operations. Additionally, a review and update of the H&S Guideline was completed. Over the past two years, the EMEA segment has implemented a new tool for operations called "Quick Response Safety Control" which is now fully implemented in the segment. The purpose of the new tool is to improve overall safety by decreasing the number of open reports and the response time.

Dometic's global H&S index based on the employee engagement survey enables global monitoring of progress. It also guides the development of local measures and initiatives for improvement. The H&S index increased from 70 percent favorable answers in 2019 to 75 percent in the 2021 engagement survey. Dometic has set a target to improve the H&S index to 78 percent by 2024. In 2022, 25 (40) lost-time safety-related incidents were reported and LTIFR was reduced to 1.6 (2.4), a significant reduction well below the target set for 2024. Dometic is currently working on establishing a company-wide H&S incident reporting system.

Another priority in 2022 has been to systematically ensure its facilities and offices have

the equipment and procedures necessary to prevent the spread of Covid-19. The Company continued to guide and coordinate its Covid-19 response. In addition to local crisis teams, Dometic continues to work with the global pandemic team from corporate headquarters and the segments. For Covid-19, measures included offering tests, conducting hygiene and mental health training, and providing a range of personal protective equipment (PPE) as well as established well-functioning global structures to share knowledge and experiences to quickly adapt to rapidly changing circumstances. In the most recent engagement survey, 85 percent of employees agreed that Dometic made employee safety a top priority during the pandemic.

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 people development in the Company. An annual roadmap is established, which strongly accelerates the production of training output yearly. As a tool for people development, Dometic Academy contributes to target alignment in performance management throughout the organization. In total, 4,608 (4,660) employees participated in 984 (885) training activities across all segments in 2022.

The ambition for 2023 is to further improve the existing digital learning environment with easy access to broad and specific content and learning campaigns to help drive Dometic's strategic goals by supporting people development. Dometic is also planning to improve the in-person training approach toward customers with digital certification training, enabling business customers to get certified on product knowledge, service, and repair. With this initiative, Dometic aims to bring a great end-customer experience to fruition.

Leadership

Dometic’s transformation journey puts high demands on leaders to succeed with the strategy deployment. Dometic’s leadership model is based on three leadership criteria for transformational leadership: I drive performance, I inspire engagement, I lead change. These criteria support leaders in understanding the expectations of them and in acting as role models to ensure ethical and responsible business practices. In 2021, Dometic rolled out its first fully virtual leadership training program to implement the global leadership model. The roll-out of the program will be followed by different initiatives and further training of leaders on different levels in the segments. Strong improvements have been made in several areas

of leadership, such as living the core values, supporting the employee’s professional development, and giving constructive feedback and coaching. Dometic’s target for 2024 is to further improve the leadership index based on the global employee engagement survey.

Sustainability training for all employees

Sustainability can only be fully integrated in a company’s processes and day-to-day decisions if employees are aware of the benefits and importance for the various stakeholders. Since 2020, Dometic has provided a global sustainability e-learning program, which is part of the mandatory training package for all employees. In 2022, a new version of the Group’s e-learning in Sustainability was launched for all employees.



FOCUS AREA PEOPLE

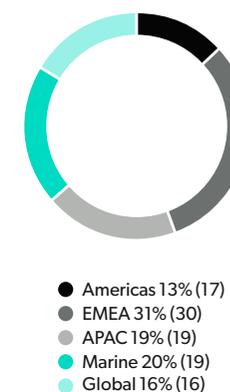
Ambition: Offer a safe, inclusive, diverse and dynamic workplace – allowing every employee to reach their full potential for the best of the company as a whole.

GOAL	KPI	ACTUAL 2022	BASELINE ²⁾	TARGET 2024
Provide a healthy and safe work environment for all employees	Health & Safety index	– ¹⁾	75%	78%
	Lost time accidents per million working hours (LTIFR)	1.6	2.4	<2
All employees can be their authentic selves	Diversity & Inclusion index	– ¹⁾	75%	78%
	% female managers at year end	24%	24%	1%-point per year
Excellent leadership on all levels of the organization	Leadership index	– ¹⁾	77%	80%

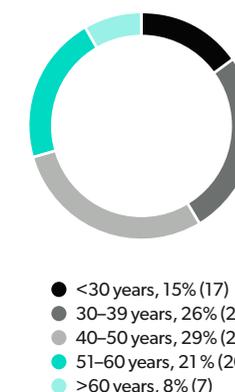
¹⁾ Employee survey, conducted every other year. Next will be in 2023.

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

No. of employees per segment, %



Age structure, %





PLANET | FOCUS AREA

Proximity to nature is an important motivation for users of Dometic’s products. Dometic offers 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

LIFECYCLE APPROACH

The total environmental impact of any product is the sum of the input of raw materials, processing, shipping, the use phase, and the end of life. Mapping the impact data enables identification of environmental risks that offer the greatest opportunities for improvement. Dometic uses the knowledge gained from lifecycle assessments (LCA) conducted on major product groups, such as cooling boxes, mini bars, and rooftop air conditioners, to make informed decisions on the development of new products. The goals for 2024 are based on the conclusions of these assessments. A primary impact hotspot is the energy consumed in the use phase, which is why for many years, the focus has been on continuously improving the energy efficiency of products. Alternative materials, such as recycled or renewable plastics, the phase-out of certain

refrigerants, and weight reduction are examples of other areas with the potential to further reduce environmental impact.

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 VAVE (Value Analysis, Value Engineering). 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 2022, the VAVE team was complemented with additional resources and competence focusing on alternative plastics in order to speed up progress in this area.

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

- | | | | | |
|--|--|---|---|---|
| 3 GOOD HEALTH AND WELL-BEING
 | 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
 | 8 DECENT WORK AND ECONOMIC GROWTH
 | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
 | 3.9 Reduce illnesses and deaths from hazardous chemicals and pollution.
9.4.1 Reduce CO2 emissions per unit of value added.
8.8 Protect labor rights and promote safe working environments.
12.3 Halve global per capita food waste. |
|--|--|---|---|---|

By providing innovative, durable, low-carbon products, Dometic has the opportunity to contribute to reducing the impact caused by the lifecycle of its products and support the UN SDGs.

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 of products in use and thereby further improve energy efficiency.

Dometic sets energy efficiency targets in all relevant development projects, in line with the Group’s goal to improve the energy efficiency of each new product. One example is the new Dometic ACC3000, a rooftop ventilation system with heat recovery for RVs. By using this ventilation system instead of conventional ventilation systems, the user can save up to 3.7 KWh per day in an average RV, which corresponds to approximately 13 percent of the energy needed to maintain the temperature inside an RV. Another example is the introduction of new compressors and new refrigerants with lower global warming potential for RV fridges and mini bars for the European market. Through these products, Dometic is able to significantly reduce the electrical energy consumption of the fridges. For mini bars, these savings correspond up to 23 percent of annual consumption, and up to 29 percent for RV fridges.

Weight reduction

Products used in mobile applications also have an indirect impact linked to the energy or fuel consumed in the application where the products are being used or transported, which is why reducing weight, especially of mobile products, is important for limiting this indirect energy consumption. Dometic has

therefore set a target to reduce the weight of all new products developed with a significant weight impact. One example is the new rooftop air-conditioner FreshJet, which was launched on the American market in September 2022 and is 14 percent lighter than its previous model, thanks to choosing alternative, lighter materials, which reduce the overall weight load of the RV while improving performance. In addition, the amount of refrigerant needed has been reduced by 28 percent. Another example is the new I-Lux injection-molded framed window, which will save approximately 14 percent of weight compared to polyurethane (PU) foamed framed windows, corresponding to up to one kilo per window and up to seven kilos for an average RV. In addition, all materials used are fully recyclable, as opposed to PU framed windows.

ELECTRIFICATION, RENEWABLE ENERGY, AND MOBILE POWER SOLUTIONS

Adapting and broadening the product offering to support electrification and further use of renewable energy sources, especially through mobile power solutions such as high-end solar power solutions, batteries, and battery chargers, has been a strong focus through recent acquisitions. These products allow users to explore the outdoors, off-grid, with less dependency on fossil energy as more and more people spend time outdoors using a vehicle or boat as their base. The core development in this product area focuses on the key topics in the market – to increase efficiency and decrease weight and physical dimensions. Another

action to support electrification is the continued development of Dometic’s range of compressor fridges to support electrification in all regions.

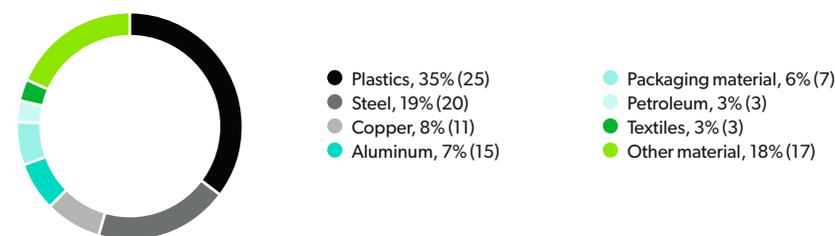
Segment Marine has developed a new electric steering actuator that eliminates hydraulic fluids, pump, cylinder and hoses and consolidates three major sub-systems into a single unit. It was launched in November 2022, and is 55 percent lighter and saves 85 percent of the electrical power than the previous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

CIRCULARITY THROUGH DURABILITY AND ALTERNATIVE MATERIALS

Alternative materials

The main materials sourced for Dometic’s products are plastics, steel, aluminum, and copper. For the past few years, Dometic has taken an active role in exploring and promoting new materials, such as plastics and fabrics made from recycled sources and bio-composites in selected applications. For 2024, Dometic has set a goal to further increase the use of renewable or recycled materials. Recent efforts led to the introduction of a recycled material “REDUX” made from PET bottles used in tents, awnings, and camping chairs released in 2022. Much focus in the past year has also been given to finding the right long-term partners for a

Raw material spend



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

stable supply of recycled plastic materials with the right quality and properties. The Company is also working to reduce the impact of product packaging by minimizing the use of plastics, phasing out EPS, and increasing the use of recycled materials. One example is the packaging of Dometic's S4 windows, where the previous EPS packaging protection will be replaced by a recycled paper solution that reduces environmental impact by around 60 percent.

Extending expected lifetime

Dometic aims to enhance serviceability, repairability, and recyclability in future product generations. Together 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. For 2024, Dometic has set a goal for 80 percent of new released products to have a program that can extend the expected product lifetime. In 2022, new projects have integrated a newly introduced model for identification of opportunities for Service & Aftermarket (SAM) together with a rating system to define the SAM ambition level and potential to extend the expected lifetime of the product. Since January 1, 2022, 94% initiated projects have a program to extend the expected lifetime of the product.



FOCUS AREA PLANET – SUSTAINABLE INNOVATION

Ambition: Offer innovative, durable, circular, low-carbon products.

GOAL	KPI	ACTUAL 2022	BASELINE ²⁾	TARGET 2024
Increase efficiency in the product-use phase	% increase in energy efficiency of relevant new products	Outcomes of 2022 are presented through examples in the text, see p.39	Varies by product	5%
	% weight reduction (to save energy consumption in application of use) for relevant mobile applications	Outcomes of 2022 are presented through examples in the text, see p.39	Varies by product	5%
Increase use of renewable and recycled materials	% of total purchased plastic that comes from recycled or renewable sources	– ¹⁾	0.2%	Increase
	% of total purchased fabric that comes from recycled or renewable sources	– ¹⁾	4%	Increase
Extend expected lifetime	% of new released products that provide a program that can prolong the expected lifetime	94%	n/a	80%

¹⁾ New measurement as of 2023.

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



SUSTAINABLE OPERATIONS

CLIMATE ROADMAP FOR 2030

Dometic aims to reduce the carbon footprint of mobile living. The long-term climate target is to reduce CO₂ emissions from scope 1 and 2 in relation to net sales by 50 percent by 2030, compared to the baseline year 2020.

Renewable energy and carbon intensity

Dometic continues the implementation and further development of its roadmap for transitioning to renewable electricity in all production facilities. Some markets present more challenges than others. In such countries the Company is looking to produce its own electricity by installing solar panels. One such example that has come a long way is the site in Zhuhai, where installation of solar panels on the roof is expected to cover around 50 percent of the electricity consumption by 2023 which will contribute significantly to reducing the carbon emissions of the whole Group. In 2022, total CO₂ emissions from scope 1 and 2 in relation to net sales decreased by 39 percent compared to the 2020 baseline, due to transitioning to renewable electricity in 13 of 24 factories.

During the year, the share of renewable electricity has increased from 6 percent in 2020 to 32 percent in 2022. Dometic aims to continue transitioning to renewable energy sources over the next few years to ensure fulfilment of the long-term reduction target.

Energy efficiency

Dometic has worked proactively for years with energy-saving programs aimed at reducing energy consumption in its facilities. The environmental management systems (ISO 14001) and energy management systems (ISO 50001) in the factories ensure continuous focus on identification of improvement areas. Examples of activities in 2022 are installation of LED lights and motion sensors, reduced heating, compressed air surveys, insulation of buildings and other measures to increase efficiency and reduce consumption. In 2022, total energy consumption increased by 5 percent compared to baseline year 2020 but relative to net sales the group see a decreased by 14 percent. Dometic aims to further improve energy efficiency as part of the segments’ environmental programs.

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- 8.4 Improve resource efficiency in consumption and production.
- 9.4 Upgrade all industries and infrastructures for sustainability.
- 12.6 Encourage companies to adopt sustainable practices and sustainability reporting.
- 6.3 Improve water quality, wastewater treatment and safe reuse.

By minimizing climate impact, increasing resource efficiency & supporting circularity, Dometic contributes to the SDGs.

Transport of goods

Another component of the climate roadmap is to reduce emissions from transport of goods (scope 3). A footprint inventory has confirmed the baseline for 2020. Areas of improvement have been identified and internal reduction targets have been defined for 2024 as preparation for later external communication of the targets. In 2022, the emissions in relation to net sales decreased by 18 percent relative to the baseline in 2020.

MINIMIZE WASTE AND ELIMINATE LANDFILL

Dometic works continuously to minimize waste generation and increase the recycling rate. In most countries, Dometic has access to developed systems for recycling and energy recovery and aims to achieve recycling solutions in all markets to further increase the recycling rate. During the year, further initiatives have been launched and completed to improve the recycling rates and reduce total waste from factories. Examples are process improvements, new sorting concepts, and initiatives to reduce

the use of single-use items. In 2022, total waste amounted to 12,780 tons (15,100), of which 200 tons (400) were hazardous waste. In all, 76 percent (80) of total waste was recycled. Activities remain high across the organization to reduce waste and increase the recyclability rate.

WATER MANAGEMENT

Monitoring water consumption and identifying initiatives to improve the efficiency of water use are elements of the segments’ environmental program to manage water responsibly. Compared to last year, total water consumption has increased by 3 percent mainly due to a sewage pipeline construction in segment APAC causing temporary extra consumption. In relation to net sales total water consumption has decreased by 2 percent compared to baseline 2020, primarily due to reduced consumption in segment Americas as a result of an investment in a new wash line that reuses process water.



FOCUS AREA PLANET – SUSTAINABLE OPERATIONS

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

GOAL	KPI	ACTUAL 2022	BASELINE ²⁾	TARGET 2024	TARGET 2030 ¹⁾
Operations fully powered by renewable electricity	% renewable electricity (scope 2)	32%	6%	30%	80%
	CO ₂ emissions ton/net sales SEKm (scope 1 and 2)	-39%	2.0	-30%	-50%
Reduce CO ₂ from transport of goods	Outbound CO ₂ emissions ton/net sales SEKm (scope 3)	-18%	1.5	-	-
Minimize waste and eliminate landfill	% waste recycled or incinerated for energy recovery	76%	80%	85%	-

¹⁾ Long-term commitment target for 2030 are under development.

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



GOVERNANCE | FOCUS AREA

Dometic’s Code of Conduct and additional governing documents lay out the framework for how the Group acts and follows up on its business practices. The Code of Conduct applies to all employees as well as business partners. Dometic is a signatory to the UN Global Compact and supports the ethical guidelines from which the Global Compact is derived. As a signatory, Dometic is committed to working with the ten universally accepted principles in the areas of human rights, labor, the 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 is to be followed by a regular refresher every other year. 96 percent (94) of white-collar workers and 84 percent (95) of blue-collar workers completed the Code

of Conduct awareness program in 2022. The decline in blue-collar workers compared to the previous year was related to the acquired Igloo business where the roll-out of the awareness program is ongoing. Excluding Igloo the completion rate has improved significantly. The Dometic engagement surveys, carried out repeatedly, have confirmed that there is high awareness and a good understanding of the principles set forth in the Code of Conduct and the whistleblowing system in the organization. Read more about the whistleblowing system and reported cases in the sustainability notes on page 132. The Code of Conduct training is complemented by specific training to targeted groups in topics like export regulations and anti-trust.

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 countries with varying levels of risk exposure to corruption, human rights abuse, and poor environmental management. The



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

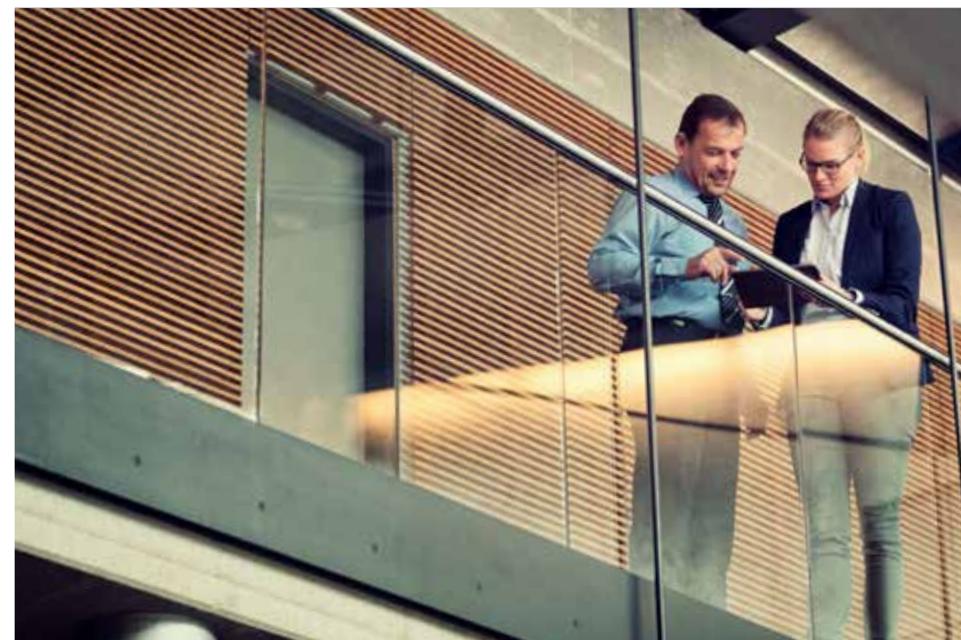
Dometic contributes to the SDGs by implementing and following the Dometic Code of Conduct and the Code of Conduct for business partners and additional governing documents as well as the company’s ambitions and goals for 2024.

Group has just under 3,000 suppliers of direct material in 46 countries. The biggest categories of direct material bought by Dometic are metal components, plastic components, electronic components, and traded products. To ensure that suppliers meet the standards for 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 and segments' sourcing organizations monitor compliance with the Code of Conduct through supplier assessment, consisting of self-assessment, online audits, on-site audits, and third-party audits. An internal training program for sourcing and the supplier audit organization is implemented to ensure a good understanding of the principles set forth in the Dometic Code of Conduct for Business Partners and how to verify suppliers' compliance with these requirements.

In 2022, 95 percent of direct material suppliers had signed the Dometic Code of Conduct

for Business Partners. All new direct material suppliers as of January 1, 2022 were audited for ESG as part of the onboarding process. 92 percent (88) of the direct material supplier spend in low-cost countries were audited over the past three years. Dometic's strategy to reduce complexity and number of suppliers enables deeper assessment and follow-up of selected suppliers over time.

In 2022, a new online training for business partners was developed to support the communication around the content of Dometic's Code of Conduct for Business Partners. The implementation of the training has started and will continue in 2023. The Company has also engaged with a third party and initiated the onboarding of a platform for supplier ESG assessment, follow-up, and development. This platform will complement and strengthen the existing processes for supplier assessment.



FOCUS AREA GOVERNANCE

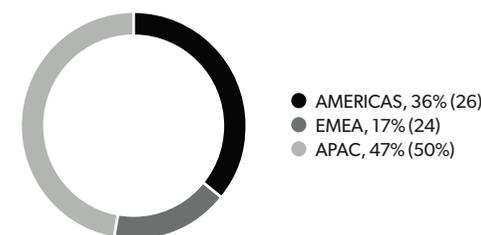
Ambition: Safeguard human rights at all times while pursuing fair business and labor practices.

GOAL	KPI	ACTUAL 2022	BASELINE ²⁾	TARGET 2024
All employees understand the Code of Conduct and know how to act in difficult situations	% employees that have passed Code of Conduct training	89% ¹⁾	95%	95%
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	95%	94%	95%
	% of new direct material suppliers that have been ESG audited (Dometic on-site, remote or 3rd party audit)	100%	n/a	90%

¹⁾ Including acquisitions from 2021/2022

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

Distribution of direct material supplier spend per geographic region



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

SUSTAINABILITY GOVERNANCE AND DETAILED INFORMATION

SUSTAINABILITY GOVERNANCE

Sustainability is an integrated part of Dometic’s strategy. The CEO and Group management are in charge of incorporating sustainability into the strategy and global sustainability initiatives into operations as well as for monitoring reporting and performance. Dometic’s sustainability board defines the Group’s sustainability platform and ensures that sustainability is an integral aspect of Dometic’s core values, strategy, training, and communication. The Sustainability Board sets the overall ambition level, targets, and activities. Responsibilities also include stakeholder dialogues and close monitoring of macro trends and drivers. The sustainability board consists of the President and

CEO, CFO, Compliance and Sustainability Officer, Group Legal Counsel, Head of Group HR, CTO and COO. Business functions carry out key sustainability activities and report on progress, performance and results. The Board of Directors is responsible for the statutory sustainability report and quarterly interim financial reports, which contain selected sustainability information.

GOVERNING DOCUMENTS

Governing documents are approved by the Dometic Board of Directors.

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

DOMETIC’S CODE OF CONDUCT

The principles of Dometic’s Code of Conduct are based on Dometic’s core values, sustainability focus areas, international legislation, standards and agreements, including the UN Global Compact and other international ethical guidelines¹⁾. The Code of Conduct is complemented by a Code of Conduct for Business Partners. Dometic Group’s Legal, HR and Sourcing departments monitor compliance with the Code of Conduct internally as well as among business partners. Read more in the chapter Governance on pages 43–44.

ANTI-CORRUPTION

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

WHISTLEBLOWING

The Dometic whistleblowing system, called the Dometic SpeakUp Line, is available for reporting in all Group languages. It offers Dometic’s employees an anonymous channel through which to report any business activities or behaviors that are potentially in breach of the Code of Conduct or applicable laws and regulations. Dometic’s SpeakUp Line is managed by a third-party vendor to ensure full privacy. This system enables employees to report cases in their native language, either through a website or a toll-free phone call. Employees are encouraged to report any conduct that they believe is in breach of the Code of Conduct and/or applicable laws and regulations, to their managers, or to an HR department representative. In circumstances when such reporting is not possible, or if there is a conflict of interest, or if the

case is sensitive in nature, reporting is encouraged to be through the SpeakUp line. Dometic expects managers to address issues and ensure their satisfactory resolution in compliance with the Code of Conduct and/or applicable laws and regulations.

During the year, a total of 21 alleged violations of the Code of Conduct and/or applicable laws and regulations were reported through Dometic’s SpeakUp line. No evidence of wrongdoing was found in any of the alleged cases of fraud. The majority of cases related to labor relations were handled in the respective segment. In one case, weaknesses were found in internal processes, which were subsequently improved with support from the Internal Control function. No cases were reported to police or any other governmental authorities, nor were any legal proceedings initiated.

Reported alleged violations

Fraud	1
Labor relations including discrimination and harassment	18
Other	2

Organization and Governance related to sustainability



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

STAKEHOLDER DIALOGUE

As a global Group, it is vital for Dometic to ensure accountability for its actual and potential impact on stakeholders. Dometic engages both directly and indirectly with key investors, customers, business partners, employees, and trade unions. In 2021, Dometic performed a strategic sustainability review based on macro trends, the strategic framework, and input from key stakeholders. The review resulted in identification of three modified focus areas: people, planet and governance. Goals, KPIs, and key activities have been identified within each focus area for 2024 and beyond. Dometic actively works with relevant measures for each area to further enhance value creation and compliance, and to reduce and mitigate sustainability risks. For more information about Dometic's stakeholder dialogue, see the overview on the website, dometicgroup.com.

SUSTAINABILITY RISKS

Sustainability risks are integrated in the governance of risk within Dometic. This includes climate-related physical risks and transition risks, both from a strategic and an execution perspective. All identified risks are quantified from a financial point of view. The Sustainability Board and Management Team regularly review and evaluate the effectiveness of global mitigation initiatives. Read more about risk management in the risk chapter on pages 63–65 and climate risks on pages 66–67.

ENVIRONMENTAL IMPACT

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

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

The most important environmental aspects in production primarily constitute energy consumption and waste. Studies of the total environmental impact of the Group's main product groups during their entire lifetime, i.e. from production and use to recycling, indicate that the largest environmental impact is generated when the products are used which is why energy efficiency in the use phase is a key environmental target. The Group has a long history of collecting and monitoring environmental data from its production sites and reports, among other things, on water consumption, energy, CO₂ emissions and waste recycling. All Dometic factories with more than 50 employees are expected to maintain ISO 14001 certification of their operations. Dometic's manufacturing units adjust their operations, apply for necessary permits, and report to the authorities in accordance with local legislation. For details on permits, see page 62 in the Board of Directors' report.

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

Product safety and substance control

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

Refrigerants are key components in many of Dometic's products. To minimize their potential negative impact, Dometic is phasing out refrigerants with high Global Warming Potential (GWP) in 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

TAXONOMY

DOMETIC'S REPORTING IN ACCORDANCE WITH THE EU TAXONOMY REGULATION

In accordance with the EU's green taxonomy (EU 2020/852), for the fiscal year of 2022, Dometic has assessed which of its business activities are covered by the taxonomy and can thereby be classified as "eligible" and subsequently "aligned" if they meet the technical screening criteria and minimum social safeguards.

The taxonomy is an EU regulation based on economic activities that research shows are responsible for a large share of greenhouse gas emissions, and that the EU deems to have a critical role to play in the transition to a low-carbon, resilient economy that uses resources efficiently. Dometic's business related to mobile capital goods is not directly connected to any of the economic activities referenced above. The majority of Dometic's products are intended and designed for use outside the home and are therefore not categorized as household products in the context of the EU energy legislation. Most of the taxonomy's activities that are relevant to Dometic refer to household products, which is why only a limited share of Dometic's business can be classified as eligible.

The Group manufactures and sources traded goods under the Dometic brand name. From a market perspective, Dometic is considered to be a manufacturer of the products that the company puts on the market, despite the fact that a share of the products placed on the market are fully sourced traded goods. Dometic operates in 24 manufacturing and assembly sites in 11 countries with sales in approximately 100 countries. A majority of Dometic's products are mobile. Dometic has three main go-to-market channels in four areas: Food & Beverage, Climate, Power & Control, and Other Applications. In 2022, three newly acquired companies, Cadac International, NDS Energy & Treeline Capital LLC, were included in the

screening criteria. A limited share of Dometic's sales are classified as direct revenue-generating activities, according to the taxonomy's first delegated act on mitigation and adaptation to climate change. The Group's acquisitions and investments in property, plant and equipment and right-of-use assets are the parts of the business with the greatest coverage by the taxonomy.

All eligible activities are classified as "enabling" and related to the objective "mitigation." No eligible activities are related to multiple environmental objectives. 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.

Limitations

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 labelling legislation which only applies to products traded within the EU. This means that the same products, when traded outside the EU, cannot be aligned with the requirements in the taxonomy, as they are not allowed to have an EU-energy label, and are therefore not considered eligible.

Revenue

Dometic's share of total reported revenue associated with taxonomy-eligible activities in 2022 was 7 percent. This proportion mainly includes net sales from solar panels, batteries and refrigeration appliances that have an EU energy label, mainly mini bars, wine cellars, and some cooling boxes.

EU-labelled 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



The majority of Dometic's products are intended and designed for use outside of the home and are therefore not categorized as household products within the framework of EU energy legislation.

with a small content of lead, they do not fulfill the DNSH according to Appendix C, see section below under Substances & Material usage the generic criteria. Manufacturing of solar panels and solar panel batteries is considered as a green activity according to the taxonomy but as lead are present in a few of the components they do not fulfill the DNSH criteria. Dometic have 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 neglectable.

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 83 and note 5). The policies for consolidated revenue recognition are described in more detail under note 6.

Capital expenditures (CapEx)

The Group's acquisitions and investments in property, plant and equipment and right-of-use assets as well as related costs are the parts of the business with the greatest coverage by the taxonomy. New acquired companies whose businesses contribute through new products and solutions and investments in more energy-efficient systems help Dometic and other parties to make the transition, while helping to reduce emissions in Dometic's value chain. Dometic mainly leases the group's manufacturing and assembly sites. This corresponds to the majority of the Group's reported right-of-use assets for leases signed by the Group. The property owner is usually responsible for maintenance, renovation, and repairs why Dometic has little to no possibility to impact the energy efficiency of the building. However, where it is possible Dometic work together with property owner in order to minimize the building's climate related impact,

e.g., by converting to green electricity, installing solar panels and other actions that increase the building's energy efficiency.

Dometic's share of investment associated with taxonomy eligible activities in 2022 was 21 percent. Compared to prior year the group have had lower gross investment, mainly due to fewer acquisitions. The majority of the investments that are eligible mainly include the group's right of uses assets in buildings and investment associated with eligible activities such as solar panels and batteries. A minor contribution is derived from investment in electrical cars, charging stations and improvement of building's energy efficiency. The right of use assets for buildings that are considered eligible with the taxonomy correspond to 89 percent of the year's new right of use commitments. The share of alignment is equivalent to 15 percent of this year eligible right of uses assets and corresponds to the buildings that, according to the taxonomy, meet the energy efficiency requirements for level A in their energy declaration or equivalent regional standard. Other additional investments related to installations, minor renovations, new machinery, and technical equipment etc. that do not have a direct connection to the group's eligible products have not had a substantial impact on the site's total energy performance and are therefore not considered aligned.

The share of Dometic's newly added leasing contract for vehicles corresponds to 7 percent 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. The expenses defined by Dometic are represented by an eligible share of repair and maintenance costs. Remaining costs are deemed neglectable as the total share of eligible expenses associated with the taxonomy represents less than 1 percent. 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 is presented as a part of costs for raw materials and manufacturing supplies (not 6).

Do No Significant Harm (DNSH)

The criteria related to the principle of not doing any significant harm to the taxonomy's six objectives

is partly covered by Dometic's risk management process. 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 63–65). 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 page 66–67.

Lifecycle assessment & risk assessments

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: mini bars, 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. From a climate-impact perspective, the use-phase of energy-consuming products often represents the largest CO₂ emissions. Other material areas relate to the manufacturing of material inputs.

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. These reports serve as the basis for Dometic's insurance policies and fees. Each

risk is assessed on the basis of two equally important aspects: probability and impact. Physical risks due to extreme weather that can impact the early process stages of a product are primarily related to the supplier and production process. With reference to the products' eligibility with the taxonomy, no undetected risks related to the products' life cycle have resulted in a material cost for the Group.

Substances & material usage

Dometic has a Restricted Substances List (RSL) and must be notified if an article or material delivered to the Dometic Group contains any of these restricted substances. The RSL is communicated to suppliers and information about the listed substances is requested and collected. More information about the RSL is available at [Dometicgroup.com](https://www.dometicgroup.com).

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. For products to fully align with the taxonomy and to be considered green from a climate perspective there are some substances that need to be avoided. Many of the existing substance requirements are related to whether the concentration is above a threshold or not. Most of Dometic's electrical products contains a substance mentioned in Reach's candidate or intention lists referred to in the legislation, eg lead in brass. Since the criteria in appendix C has a detailed oriented focus exceeding the legal requirements there is a transparency gap at some levels in the supply chain, and substances that Dometic needs phase out, 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. No material risk has been identified. Dometic continuously tracks and attempts to minimize water usage in the factories.

End-of-life and recycling

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.

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 (page 43–44) and in the Sustainability notes section (page 132).
- Dometic has adopted effective environmental management systems (ISO 14001, ISO 50001, ISO 45001, SA 8000) in selected sites. See overview of certified sites on [Dometicgroup.com](https://www.dometicgroup.com).
- Being tax compliant is an essential component of our commitment to grow in a sustainable, responsible, and socially inclusive manner. Dometic complies with the tax regulations in the countries where the Company operates. The Group and national tax functions ensure that the financial, regulatory, and reputational risks associated with taxation are fully identified and evaluated to manage any tax-related risks. 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 objectives regarding taxes and tax-related risks. According to the policy, Dometic shall comply with and be up to date with laws, rules and regulations, manage risk, and not engage in artificial transactions/structures that do not have any business purpose. For more information related to the Group's tax disclosures, see note 12.
- Dometic's Code of Conduct states that the company supports the principles of free enterprise and fair competition as the basis for business development and innovation. Dometic strives to compete on the market in a manner that is both ethical and fair, without engaging in any inappropriate activities or unfair trade practices. In addition to training in the Code of Conduct, a global training on fair competition and anti-trust is assigned to selected target groups in the organization.

Turnover ¹⁾				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)						Minimum safeguards	Taxonomy-aligned proportion of turnover, year N	Taxonomy-aligned proportion of turnover, year N-1	Category (enabling activity)	Category (transitional activity)
Economic activities	Code(s)	Absolute turnover	Proportion of turnover	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems					
		SEKm	%	%	%	%	%	%	%	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 batteries	3.4	11	0.04%	100%	0%						Y	Y	Y	Y	Y	Y	0.04%	-	E	-
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		11	0.04%	100%	0%												0.04%			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of renewable energy technologies	3.1	806	2.7%																	
Manufacture of batteries	3.4	535	1.8%																	
Manufacture of energy efficiency equipment for buildings	3.5	831	2.8%																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2,172	7.3%														-			
Total (A.1 + A.2)		2,183	7.3%														-			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities (B)		27,581	92.7%																	
Total (A+B)		29,764	100%																	

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

CapEx ²⁾				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)						Minimum safeguards	Taxonomy-aligned proportion of CapEx, year N	Taxonomy-aligned proportion of CapEx, year N-1	Category (enabling activity)	Category (transitional activity)
Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems					
		SEKm	%	%	%	%	%	%	%	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)																				
Acquisition and ownership of buildings	7.7	30	3.0%	100%	0%					Y	Y	Y	Y	Y	Y	Y	3.0%	-	E	-
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		30	3.0%	100%	0%												3.0%			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of renewable energy technologies	3.1	5	0.5%																	
Manufacture of batteries	3.4	0.5	0.0%																	
Manufacture of energy efficiency equipment for buildings	3.5	2	0.2%																	
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	15	1.5%																	
Installation, maintenance, and repair of energy efficiency equipment	7.3	3	0.3%																	
Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4	0.2	0.0%																	
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	1	0.1%																	
Acquisition and ownership of buildings	7.7	150	15.1%																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		178	17.8%														-			
Total (A.1 + A.2)		208	20.9%														-			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-Non-eligible activities (B)		789	79.1%																	
Total (A+B)		997	100%																	

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

OpEx ³⁾				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)						Minimum safeguards	Taxonomy-aligned proportion of OpEx, year N	Taxonomy-aligned proportion of OpEx, year N-1	Category (enabling activity)	Category (transitional activity)
Economic activities	Code(s)	Absolute OpEx	Proportion of mitigation	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems					
		SEKm	%	%	%	%	%	%	%	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	0.0%	-	-					-	-	-	-	-	-	Y	0.0%	-	E	-
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of renewable energy technologies	3.1	0.3	0.0%																	
Manufacture of batteries	3.4	0.6	0.1%																	
Manufacture of energy efficiency equipment for buildings	3.5	2	0.3%																	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		3	0.4%														-			
Total (A.1 + A.2)		3	0.4%														-			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-Non-eligible activities (B)		738	99.6%																	
Total (A+B)		741	100%																	

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

PEOPLE	2022	2021	2020
% White collar employees (WC)	41	38	38
% Blue collar employees (BC)	59	62	62
% female employees at year end	36	36	36
% female managers at year end	24	24 ¹⁾	24
Diversity & Inclusion index	- ²⁾	78	-
Lost time accidents	25	40	41
Lost time accidents per million working hours (LTIFR)	1,6	2,4	2,8
Health & Safety index	- ²⁾	75	-
Fatalities	0	0	0
Leadership index	- ²⁾	77	-
Core values index	- ²⁾	77	-

PLANET	2022	2021	2020
Renewable electricity %	32,4	21,6	5,8
Total energy GWh	103	115	99
Direct energy GWh	48	50	39
Indirect energy GWh	55	64	60
Total energy MWh/net sales SEKm	5,2	5,7	6,1
CO₂ total energy (scope 1 and 2 market based) ton	24,180	30,100	32,600
CO ₂ direct (scope 1) ton	9,920	10,400	9,200
CO ₂ indirect (scope 2) market based ton	14,260	19,800	23,400
CO₂ total energy (scope 1 and 2 market based) ton/net sales SEKm	1,2	1,5	2,0
CO ₂ indirect (scope 2) location based ton	21,100	25,700	24,100
CO ₂ outbound transport (scope 3) ton	24,350	28,800	24,600
CO ₂ outbound transport (scope 3)/net sales SEKm	1,2	1,4	1,5
Waste ton	12,780	15,100	12,300
hazardous waste ton	200	400	400
Recycling waste %	76	80	76
Water m ³	268,700	261,600	224,400
Water m ³ /net sales SEKm	13,6	13,0	13,9

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

¹⁾ New broader measurement specification from 2022.

²⁾ Employee survey, conducted every other year. Next will be in 2023.

³⁾ 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 compared to previous years. Management 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.

Lost time accidents

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

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

PLANET Energy consumption

The total amount of consumed energy is reported in Gigawatt hours (GWh) and includes electricity consumption, heating, and cooling. The energy consumption is divided between direct and indirect energy. Direct energy includes energy produced and consumed by Dometic in its own operations, projects, and facilities. Indirect energy includes the energy used in our suppliers manufacturing sites. The reported consumption covers all of Dometic's 24 manufacturing and production sites. The measurement share of renewable energy includes energy consumption from the 13 sites that have converted to green energy. Self-generated energy pertains to solar power from Group-owned solar panel systems. All data pertain to actual consumption during the 2022 calendar year.

Emissions

Environmental data, energy, and emissions are collected through the Group's environmental reporting system. The consolidation principles used

for environmental data are used for all parameters and reporting units/sites. Climate data are generally associated with a certain level of uncertainty, owing to varying measurement methods and data quality. The Group GHG (greenhouse gases) emissions disclosure is prepared in a GRI-conformed tool aligned with the GHG protocol for CO₂ reporting. The total volume of greenhouse gases is reported in tons of CO₂ equivalents (CO₂e). Recalculation to CO₂e consists mainly of carbon dioxide, methane, and nitrous oxide. CO₂e constitutes a common measurement of emissions from certain types of greenhouse gases and their impact on the climate. The impact of the emissions is recalculated to the corresponding amount of carbon dioxide that would cause the same effect.

In accordance with the GHG protocol, Scope 1 and 2 emissions are obligatory to report. Reporting Scope 3 emissions is not obligatory. Country-specific emissions factors have been used to calculate Scope 1, 2, and 3 emissions in accordance with the market-based method. For calculations of Scope 2 emissions in accordance with the location-based method, the emission factors used are based on average emissions intensity of grids on which the energy consumption occurs. Currently, the reported emissions correspond to all of Dometic's 24 manufacturing and production sites, except for acquisitions made in 2021 and 2022. The following emissions sources are currently included in the reporting scope:

- Purchased natural gas for the Group's manufacturing and production sites, (Scope 2).
- Purchased electricity and district heating for offices, dormitories, manufacturing, and production sites (Scope 2).
- Outbound transportation by rail, air, road, and ocean (Scope 3).

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 of incoming components or/and products sent by suppliers, in intercompany transports or shipments to final customers. Transport from Dometic sites to end user are classified as outbound and are included in the current reporting scope.

Waste

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

Water use

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

Product programs with extended lifetime

This is defined as the share of products launched from January 2022, 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 needs 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 tool.

Recycled materials

Recycled material is referred to as post-industrial or/and post-consumer recycled material content, meaning that the consumer has already used it and it has been processed at a recycling center to make use in new items or products.

Recycled fabric

The share of recycled fabrics is defined as the total spend from products that are composed of recovered material or/and post-consumer recovered material, where fabric is a dominated component. The sales volume for each item is retrieved from the reporting system and the total spend is based on each item’s material cost.

Recycled plastic

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

Direct material spend per geographical supplier region

The graphs are based on data from the Groups purchasing BI system. Data is based on invoiced direct material from external suppliers. The acquired companies from 2021 and 2022 are excluded except for Igloo.

Direct material spend per main raw material category

The graphs are based on data from the Group’s purchasing BI system. Data is based on invoiced direct material from external suppliers. The material spend corresponds to the raw material used to produce the product. Non-material, such as overhead cost for IT,

freight, energy etc. are not included. The acquired companies from 2021 and 2022 are excluded except for Igloo.

**GOVERNANCE
Suppliers**

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

Direct material suppliers that have been ESG audited

The share of new direct material suppliers that have been ESG audited (on-site, remote or 3rd party audits). 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) is predefined by the Dometic Management.

Trainings

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

Auditor's report on the statutory sustainability report

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

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the financial year 2020 on pages 32–45 and 132–143 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12. The auditor's opinion regarding the statutory sustainability report. 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, 20 March 2023
PricewaterhouseCoopers AB

Patrik Adolfson
Authorized Public Accountant
Partner in charge

Anna Rozhdestvenskaya
Authorized Public Accountant