

May 30th, 2025.

Dometic Marine Canada

Statement on Forced Labour and Child Labour

Reporting period: 1st January 2024 to 31st December 2024.

Company: Dometic Marine Canada Inc.

Business number: BC0984712

Address: 3831 No 6 Rd, Richmond, BC V6V 1P6

Introduction

Dometic Group AB (publ) (“Dometic”) and Dometic Marine Canada Inc. (“Dometic Marine Canada”) are committed to respecting and upholding the principles of the United Nations Global Compact, being a signatory since 2017. These principles, rooted in international conventions like the Universal Declaration of Human Rights and the International Labour Organization (“ILO”) Declaration, govern human rights and labour practices. We at Dometic support the protection of international human rights worldwide and we do not tolerate any form of modern slavery, including child labour, forced labour, and human trafficking.

This statement is made by Dometic Marine Canada pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act. In this statement, Dometic Marine Canada outlines the actions taken to detect and mitigate the risks of forced and child labour in its operations and supply chain. This statement covers activities for the financial year ending on December 31st, 2024.

We are committed to continuously improving and refining our procedures and systems in collaboration with our suppliers, our employees, and external stakeholders.

About Dometic Group AB

Dometic is a global outdoor tech company on a mission to make mobile living easy. Leveraging our core expertise in cooling, heating, power & electronics, mobility, and space optimization, we empower more people to connect with nature and elevate their sense of freedom in the outdoors. We achieve this by creating smart, sustainable, and reliable products with outstanding design. Millions of people around the world use our products while camping and exploring nature with their cars, RVs, or boats. Our range of offerings includes installed products for land vehicles and boats, as well as standalone solutions for outdoor enthusiasts. Dometic employs approximately 7,000 people worldwide, had net sales of SEK 24.6 billion (USD 2.3 billion) in 2024 and is

headquartered in Solna, Sweden. In 2024 Dometic had six reported segments: Land Vehicles Americas, Land Vehicles EMEA, Land Vehicles APAC, Marine, Mobile Cooling Solutions and Global Ventures. The Marine segment was established in early 2022 and supplies the global marine industry with a wide range of innovative products for both the leisure and professional markets.

About Dometic Marine Canada

Dometic Marine Canada is a subsidiary of Dometic in, based in Richmond, British Columbia. It specializes in designing, manufacturing, and selling marine electronic and hydraulic steering systems as well as auxiliary heaters. Dometic Marine Canada employs 457 workers across Canada.

Dometic Marine Canada's supply chain is diverse and includes the sourcing of raw materials to be processed locally, finished machined parts ready to be used in assemblies and electrical assemblies.

Finished goods are distributed both in Canada and internationally through sales channels including company-owned distributors, other distributors, third party Original Equipment Manufacturers (OEMs), eCommerce channels and direct to consumer sales.

Policies and Sustainability Initiatives

Dometic does not tolerate child labour or any form of modern slavery, including forced, bonded, or compulsory labour, physical or psychological punishment or human trafficking. To formalize this commitment, Dometic has established a Code of Conduct (the "CoC") which is guided by principles based on its core values, sustainability platform, international conventions, standards, and initiatives, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption.




The CoC is valid throughout Dometic's global organization and covers the following areas: human rights and employment, health and safety, business ethics and environment. The CoC outlines Dometic's commitment to support and respect the protection of internationally proclaimed human rights.

All employees must adhere to the CoC and are provided a copy of the CoC at the beginning of employment. The CoC is also accessible via Dometic's Intranet and publicly available on the Dometic website [here](#). Employees are also required to complete mandatory training on the CoC. Violations of the CoC may lead to disciplinary measures, including written warnings or termination of employment.

Dometic's sustainability platform, as described in Dometic's Annual and Sustainability Report 2024 highlights Dometic's commitment to upholding human rights and fostering equitable

business and labour standards. Two core goals drive Dometic’s sustainability ambitions on this topic, namely: (i) to ensure that all employees understand the CoC and are equipped to navigate challenging scenarios; (ii) to cultivate a robust understanding of the CoC among suppliers, thereby mobilizing their support in advancing sustainability within our industry. In conjunction with these goals, Dometic has established three key performance indicators (KPIs) with corresponding targets, as detailed in Table 1.

Table 1: Dometic’s key performance indicators (KPIs)

Focus areas	Goal	Key Performance Indicator (KPI)	
Governance (G) 	<ul style="list-style-type: none"> All employees understand the Code of Conduct and know how to act in difficult situations All business partners have a good understanding of the Code of Conduct and support in driving sustainability in our industry 	% employees completing Code of Conduct training	
		% of direct material suppliers that have signed the Code of Conduct	
		% high-spend direct material suppliers assessed for sustainability	

To ensure that suppliers meet the standards for responsible and ethical business practices, suppliers are required to comply with the principles set forth in Dometic’s Code of Conduct for Business Partners. These principles encompass human rights and labour conditions, including clauses that strictly prohibit child labour or forced labour. The Code of Conduct for Business Partners is available on our website [here](#).

The Code of Conduct for Business Partners is included as part of all contracts with suppliers. Dometic’s direct material suppliers are expected to sign and adhere to the Code of Conduct for Business Partners. The contracts stipulate that any breach of the provisions of the Code of Conduct for Business Partners may lead to Dometic immediately terminating a contract with the business partner.

Dometic’s Annual and Sustainability Report 2024 contains additional information on ethics and our relationships with business partners. The Annual Sustainability Report is available [here](#).

Risk Assessment and Due diligence

Dometic has developed and applies a risk mapping approach to identify salient human rights risks. The risk mapping approach uses data from the U.S. Department of Labor and the Global Slavery Index and is complemented with data from a third-party Environmental, Social and Governance (ESG) company rating platform, namely EcoVadis. Through the risk mapping Dometic Marine Canada has analyzed its direct suppliers and identified countries with risks for violation in the areas of human rights, labour standards, corruption, and environmental practices. The supply chain risk analysis identified China as a high-risk country as well as mining and manufacturing within the electronic industry as risk areas with respect to forced labour and child labour.

Dometic Marine Canada recognizes that modern slavery risks, including forced and child labour, are higher in certain mineral supply chains. Dometic's Conflict Minerals Program includes conducting due diligence on high-risk minerals, consisting of tantalum, tin, tungsten, and gold (3TGs). Through an independent third-party, Dometic utilized Conflict Minerals Reporting Template (CMRT) developed by Responsible Minerals Initiative (RMI). The main regions that Dometic sourced minerals from includes Brazil, China, Indonesia, Japan, and United States.

Additionally, Dometic sourcing and quality organizations monitor supplier risk through sustainability assessments, including self-assessment, online audits, on-site audits, and third-party audits. As presented in Table 1, in 2024, 91 percent of direct material suppliers signed the Dometic Code of Conduct for Business Partners. Moreover, in 2024, 99 percent of direct material suppliers underwent sustainability compliance assessment. Further, a total of 100 percent of the direct material supplier spend in low-cost countries was assessed.

To further strengthen due diligence, evaluate the effectiveness of our human rights practices and to advance our sustainability agenda Dometic works with a third-party ESG company rating platform to accelerate our engagement with suppliers. Dometic continuous strengthening responsible sourcing efforts, through clarifying supplier expectations and managing corporate sustainability risks in the supply chain.

Remediation

Dometic's whistleblowing system, namely the Dometic SpeakUp Line, is available for reporting in all Dometic's languages. It offers an anonymous channel for all employees to report any business activities or behaviors that are potentially in breach of the CoC and/or applicable laws and regulations (including with respect to forced and child labour). Employees are also encouraged to report potential breaches of the CoC 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 made through the SpeakUp line. Dometic's SpeakUp Line is managed by a third-party vendor to ensure full privacy. Employees can access Dometic's SpeakUp lines through a website, by using the SpeakUp app or by phone, without the interference of a human operator. SpeakUp is available to employees at no charge, with local phone numbers provided in over 30 different countries 24 hours per day and 365 days a year. Therefore, employees can use SpeakUp to leave a message or check for a response any time.

Reported cases follow the process outlined in Dometic's whistleblowing procedure and are reviewed and investigated by the Dometic Ethics Committee, consisting of representatives from the global functions of Group Legal and Compliance, Group HR and Group Internal Audit and Control. During 2024, a total of 47 alleged violations of the CoC and/or applicable laws and regulations were reported through Dometic's SpeakUp line. No cases were reported in relation to modern slavery, forced and child labour and/or human trafficking. As such, there were no remediation measures implemented in these areas.

In due diligence procedures with suppliers, if Dometic identifies risk or incidents, Dometic collaborates with suppliers to develop corrective action plans.

Training

Dometic provides continuous training on the CoC to all employees. The CoC awareness program provides hands-on examples of work-related situations to practice expected behaviors in difficult situations. No matter where they are in the world, new employees are invited and expected to complete the training program within their first few weeks of employment. The first training course shall be followed by a regular refresher every other year.

A total of 97 percent of Dometic's employees completed the CoC awareness program in 2024. For Dometic Marine Canada, a total of 98 percent of employees completed the CoC on-line training in 2024. Dometic employee engagement surveys carried out once every two years have confirmed that there is a high awareness and a good understanding of the principles set forth in the CoC and the whistleblowing system in the organization.

Moreover, Dometic provides online training for business partners explaining the content of Dometic's Code of Conduct for Business Partners and Dometic's expectations. The course is accessible via an online portal and can be accessed [here](#). Dometic strongly encourages all its business partners to undergo this training. In 2024, further training in human rights and due diligence was provided for the Marine Segment's Head of Operations, Human Resources and Health and Safety.

An internal training program for Dometic sourcing and supplier quality assurance organization has been implemented to ensure a good understanding of our sustainability expectations for suppliers and how to verify suppliers' compliance with the requirements of the Code of Conduct for Business Partners.

Assessing Effectiveness in Preventing Forced and Child Labour

Dometic employs a risk-based approach to due diligence to guard against social harm. Dometic Marine Canada conducts risk assessments to identify factors that may indicate the presence of forced labour and child labour and to review best practices in human rights due diligence. The due diligence program includes an annual update of the risk assessment. Dometic's policies include the Dometic Code of Conduct applicable to all Dometic's employees and the Code of Conduct for Business Partners, the latter outlining the standards that Dometic expects from its suppliers. During supplier due diligence procedures, Dometic assesses suppliers' management systems, including environmental, social and governance systems. If shortcomings are identified, Dometic collaborates with suppliers to develop improvement plans.

Approval and Attestation

This report was approved and attested as of May 30th, 2025, as required under subparagraphs 11(4) and 11(5) of the Act by the Board of Directors of Dometic Marine Canada for the financial year ended December 31st, 2024.

Full name: Eric Fetchko

Title: President of Dometic Marine

Date: May 30th, 2025

A handwritten signature in black ink, appearing to read "E. Fetchko", with a horizontal flourish extending to the right.

Signature: _____

I have the authority to bind Dometic Marine Canada

