

DOVER 2021 GRI INDEX



Dover's sustainability disclosure is informed by leading sustainability frameworks such as GRI, SASB, and TCFD. We are publishing this GRI Index in order to facilitate transparency and comparability of the sustainability information presented on the website. We are committed to focusing on and making progress against ESG metrics and targets that are material to our business.

| GRI Standard | Disclosure Description | Company Response Location (Report section, URL) |
|---|---|---|
| THE ORGANIZATION AND ITS REPORTING PRACTICES | | |
| 2-1 | Organizational details | Dover Corporation 2022 Annual Form 10-K (Item 1. Business) |
| | | 3005 Highland Parkway Downers Grove, Illinois 60515 2022 Annual Form 10-K (Item 2. Properties) |
| | | |
| 2-2 | Entities included in the organization's sustainability reporting | 2022 Annual Form 10-K (Exhibit 21) |
| 2-3 | Reporting period, frequency and contact point | Calendar year 2021 for financial and sustainability reporting December 2022 Adrian Sakowicz Vice President of Communications asakowicz@dovercorp.com |
| | | |
| 2-4 | Restatements of information | No restatements |
| 2-5 | External assurance | Third-party Verification of Greenhouse Gas Emissions |
| ACTIVITIES AND WORKERS | | |
| 2-6 | Activities, value chain and other business relationships | Company Overview |
| | | About Us |
| | | 2021 Annual Report Form 10-K (P.5 - ITEM 1. Business) |
| | | 2021 Annual Report Form 10-K (P.11 - Raw Materials) |
| | | Human Rights in the Supply Chain |
| | | Environmentally Responsible Sourcing |
| 2-7 | Employees | 2021 Annual Report Form 10-K (P.5 - ITEM 1. Business) |
| | | Diversity and Inclusion |
| GOVERNANCE | | |
| 2-9 | Governance structure and composition | Corporate Governance Guidelines |
| | | Our Governance |
| | | Governance and Accountability |
| | | 2022 Proxy Statement |
| 2-10 | Nomination and selection of the highest governance body | 2022 Proxy Statement |
| 2-11 | Chair of the highest governance body | Michael F. Johnston is Chair of the Board. The CEO and Chair of the Board of Directors are separate roles. |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | 2022 CDP Climate Change Response (C1. Governance) |
| 2-13 | Delegation of responsibility for managing impacts | 2022 CDP Climate Change Response (C1. Governance) |
| 2-14 | Role of the highest governance body in sustainability reporting | 2022 CDP Climate Change Response (C1. Governance) |

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|---|--|--|
| 2-15 | Conflicts of interest | 2022 Proxy Statement |
| | | Code of Conduct |
| 2-16 | Communication of critical concerns | 2022 Proxy Statement |
| 2-17 | Collective knowledge of the highest governance body | 2022 Proxy Statement |
| | | Board of Directors |
| 2-18 | Evaluation of the performance of the highest governance body | 2022 Proxy Statement |
| 2-19 | Remuneration policies | 2022 Proxy Statement |
| 2-20 | Process to determine remuneration | 2022 Proxy Statement |
| 2-21 | Annual total compensation ratio | 2022 Proxy Statement |
| STRATEGY, POLICIES AND PRACTICES | | |
| 2-22 | Statement on sustainable development strategy | 2021 Annual Report, P. 3, A Message from the President and Chief Executive Officer |
| | | Sustainability: Message from the CEO |
| | | Sustainability Overview |
| 2-23 | Policy commitments | Policies and Disclosures |
| 2-24 | Embedding policy commitments | Policies and Disclosures |
| | | Environmental Compliance |
| | | Ethics and Compliance |
| 2-25 | Processes to remediate negative impacts | Whistleblower Communication Guidelines |
| | | Dover Ethics Hotline |
| 2-26 | Mechanisms for seeking advice and raising concerns | Whistleblower Communication Guidelines |
| | | Dover Ethics Hotline |
| 2-27 | Compliance with laws and regulations | Environmental Compliance |
| | | 2021 Annual Report Form 10-K (P. 15) |
| 2-28 | Membership associations | Dover is a member of the Manufacturers Alliance and the National Association of Manufacturers. |
| STAKEHOLDER ENGAGEMENT | | |
| 2-29 | Approach to stakeholder engagement | Materiality Analysis |
| 2-30 | Collective bargaining agreements | 2021 Annual Report Form 10-K (P.17) |
| MATERIAL TOPICS | | |
| 3-1 | Process to determine material topics | Materiality Analysis |
| 3-2 | List of material topics | Sustainability Overview |
| 3-3 | Management of material topics | Sustainability Overview |
| Climate change risks and opportunities | | |
| 3-3 | Management of material topic | Climate Change Risks and Opportunities |
| | | 2022 CDP Climate Change Response (C2.2) |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 2022 CDP Climate Change Response (C2.3 and C2.4) Climate Change Risks and Opportunities |

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| Community engagement and philanthropy | | |
| 3-3 | Management of material topic | Community Engagement and Philanthropy |
| 201-1 | Direct economic value generated and distributed (Community investments) | Community Engagement and Philanthropy |
| Data security and privacy | | |
| 3-3 | Management of material topic | Data Security and Privacy |
| SASB RT-AE-230a.2 | Description of approach to identifying and addressing data security risks in (1) company operations and (2) products | Data Security and Privacy |
| Diversity and inclusion | | |
| 3-3 | Management of material topic | Diversity and Inclusion |
| 405-1 | Diversity of governance bodies and employees | Diversity and Inclusion |
| Employee health and safety | | |
| 3-3 | Management of material topic | Employee Health and Safety |
| 403-1 | Occupational health and safety management system | Employee Health and Safety |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Employee Health and Safety |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Employee Health and Safety |
| 403-6 | Promotion of worker health | Employee Health and Safety |
| 403-8 | Workers covered by an occupational health and safety management system | Employee Health and Safety |
| 403-9 | Work-related injuries | Employee Health and Safety |
| ISO | Percentage of sites certified to the ISO 45001 / OHSAS 18001 standard | Employee Health and Safety |
| Energy and emissions | | |
| 3-3 | Management of material topic | Energy and Emissions 2022 CDP Climate Change Response (C4 - C8) |
| 302-1 | Energy consumption within the organization | Energy and Emissions 2022 CDP Climate Change Response |
| 302-3 | Energy intensity | |
| 302-4 | Reduction of energy consumption | |
| 305-1 | Direct (Scope 1) GHG emissions | |
| 305-2 | Energy indirect (Scope 2) GHG emissions | |
| 305-3 | Other indirect (Scope 3) GHG emissions | |
| 305-4 | GHG emissions intensity | |
| 305-5 | Reduction of GHG emissions | |
| Environmentally responsible sourcing | | |
| 3-3 | Management of material topic | Environmentally Responsible Sourcing |
| 308-1 | New suppliers that were screened using environmental criteria | Environmentally Responsible Sourcing |

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| Ethics and compliance | | |
| 3-3 | Management of material topic | Ethics and Compliance |
| 205-1 | Operations assessed for risks related to corruption | Ethics and Compliance |
| 205-2 | Communication and training about anti-corruption policies and procedures | Ethics and Compliance |
| | | Code of Conduct and Ethics |
| Human rights in the supply chain | | |
| 3-3 | Management of material topic | Human Rights in the Supply Chain |
| Dodd-Frank Wall Street Reform Section 1502 | Conflict minerals disclosure | Human Rights in the Supply Chain |
| | | Conflict Mineral Policy |
| | | Conflict Minerals Report |
| Innovation for sustainable products | | |
| 3-3 | Management of material topic | Innovation for Sustainable Products |
| 305-3 | Other indirect (Scope 3) GHG emissions: Category 11, Use of sold products | Energy and Emissions |
| SASB RT-IG-410a | Product Design & Lifecycle Management: Fuel economy & emissions in use-phase | Innovation for Sustainable Products |
| US GAAP ASC 730 | R&D spend ratio | Innovation for Sustainable Products |
| Product quality and safety | | |
| 3-3 | Management of material topic | Product Quality and Safety |
| 416-1 | Assessment of the health and safety impacts of product and service categories | Product Quality and Safety |
| ISO | Percentage of sites certified to the ISO 9001 Quality Management standard | Product Quality and Safety |
| Talent attraction and development | | |
| 3-3 | Management of material topic | Talent Attraction and Development |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Talent Attraction and Development |
| Water | | |
| 3-3 | Management of material topic | Water |
| | | 2022 CDP Water Report |
| 303-1 | Interactions with water as a shared resource | Water |
| 303-3 | Water withdrawal | Water |
| 303-4 | Water discharge | 2022 CDP Water Report |
| 303-5 | Water consumption | Water |
| Waste | | |
| 3-3 | Management of material topic | Waste |
| 306-2 | Management of significant waste-related impacts | Waste |
| Fair remuneration practices | | |
| 3-3 | Management of material topic | Fair Remunerations Practices |



| GRI Standard | Disclosure Description | Company Response Location (Report section, URL) |
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| Labor relations | | |
| 3-3 | Management of material topic | Labor Relations |
| Environmental compliance | | |
| 3-3 | Management of material topic | Environmental Compliance |
| 2-27 | Compliance with laws and regulations | 2021 Annual Report Form 10-K (P. 15) |
| ISO | Percentage of sites certified to the ISO 14001 Environmental Management standard | Environmental Compliance |