

DOVER 2024 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 sustainability metrics and targets that are material to our business.

GRI Standard	Disclosure Description	Company Response Location
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	Dover Corporation
		2024 Annual Report Form 10-K (ITEM 1. Business)
		3005 Highland Parkway Downers Grove, Illinois 60515
		2024 Annual Report Form 10-K (ITEM 2. Properties)
2-2	Entities included in the organization's sustainability reporting	2024 Annual Report Form 10-K (ITEM 15. Exhibits and Financial Statement Schedules - Exhibit 21)
2-3	Reporting period, frequency and contact point	Calendar year 2024 for financial and sustainability reporting
		Annual
		Adrian Sakowicz Vice President of Communications asakowicz@dovercorp.com
2-4	Restatements of information	No restatements
2-5	External assurance	Independent Verification of Our GHG Data
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Company Overview (2024)
		About Us
		2024 Annual Report Form 10-K (ITEM 1. Business)
		2024 Annual Report Form 10-K (ITEM 1. Business - Raw Materials)
		Human Rights in the Supply Chain
		Environmentally Responsible Sourcing
		2024 Annual Report Form 10-K (ITEM 1. Business - Business Segments)
2-7	Employees	2024 Annual Report Form 10-K (ITEM 1. Business)
		Inclusion and Engagement
GOVERNANCE		
2-9	Governance structure and composition	Corporate Governance Guidelines
		Our Governance
		Governance and Accountability
		2025 Proxy Statement (Board Composition)
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement (Director Nomination Process)
2-11	Chair of the highest governance body	Richard J. Tobin is Dover's CEO, President, and Chair of the Board.
2-12	Role of the highest governance body in overseeing the management of impacts	2025 CDP Response (C4. Governance)
2-13	Delegation of responsibility for managing impacts	2025 CDP Response (C4. Governance)
2-14	Role of the highest governance body in sustainability reporting	2025 CDP Response (C4. Governance)

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2-15	Conflicts of interest	Corporate Governance Guidelines Code of Conduct
2-16	Communication of critical concerns	2025 Proxy Statement (Communication with Directors)
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement (2025 Director Nominees) Board of Directors
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement (Compensation Discussion and Analysis)
2-19	Remuneration policies	2025 Proxy Statement (Compensation Discussion and Analysis)
2-20	Process to determine remuneration	2025 Proxy Statement (Compensation Discussion and Analysis)
2-21	Annual total compensation ratio	2025 Proxy Statement (Compensation Discussion and Analysis)
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	2024 Annual Report (A Message from the Chairman, 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	Communications and Complaints - Policy & Procedures Dover Ethics Hotline
2-26	Mechanisms for seeking advice and raising concerns	Communications and Complaints - Policy & Procedures Dover Ethics Hotline
2-27	Compliance with laws and regulations	Environmental Compliance 2024 Annual Report Form 10-K (ITEM 1. Business - Other Matters)
2-28	Membership associations	Dover is a member of the National Association of Manufacturers.
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	Materiality Analysis
2-30	Collective bargaining agreements	2024 Annual Report Form 10-K (ITEM 1A. Risk Factors)
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 2025 CDP Response (C3. Disclosure of Risks and Opportunities)
201-2	Financial implications and other risks and opportunities due to climate change	2025 CDP Response (C3. Disclosure of Risks and Opportunities) 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	Economic value 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
Inclusion and engagement		
3-3	Management of material topic	Inclusion and Engagement
405-1	Diversity of governance bodies and employees	Inclusion and Engagement
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
403-5	Worker training 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
Energy and emissions		
3-3	Management of material topic	Energy and Emissions
		2025 CDP Response (C7. Environmental Performance - Climate Change)
302-1	Energy consumption within the organization	2025 CDP Response (C7. Environmental Performance - Climate Change)
302-3	Energy intensity	2025 CDP Response (C7. Environmental Performance - Climate Change)
302-4	Reduction of energy consumption	2025 CDP Response (C7. Environmental Performance - Climate Change)
305-1	Direct (Scope 1) GHG emissions	Energy and Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions
305-3	Other indirect (Scope 3) GHG emissions	Energy and Emissions
305-4	GHG emissions intensity	2025 CDP Response (C7. Environmental Performance - Climate Change)
305-5	Reduction of GHG emissions	Energy and 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
		2025 CDP Response (C5. Business Strategy)

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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
Human rights in the supply chain		
3-3	Management of material topic	Human Rights in the Supply Chain
414-1	New suppliers that were screened using social criteria	Human Rights in the Supply Chain
Dodd-Frank Wall Street Reform Section 1502	Conflict minerals disclosure	Human Rights in the Supply Chain Conflict Minerals 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
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 2025 CDP Response (C9. Environmental Performance - Water Security)
303-1	Interactions with water as a shared resource	Water
303-3	Water withdrawal	2025 CDP Response (C9. Environmental Performance - Water Security)
303-4	Water discharge	2025 CDP Response (C9. Environmental Performance - Water Security)
303-5	Water consumption	2025 CDP Response (C9. Environmental Performance - Water Security)
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

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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	2024 Annual Report Form 10-K (ITEM 1. Business - Other Matters)
Political disclosure		
3-3	Management of material topic	Political Disclosure
415-1	Political contributions	Political Disclosure