

DOVER 2025 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
		2025 Annual Report Form 10-K (ITEM 1. Business)
		Sustainability Overview
		3005 Highland Parkway Downers Grove, Illinois 60515
		2025 Annual Report Form 10-K (ITEM 2. Properties)
2-2	Entities included in the organization's sustainability reporting	2025 Annual Report Form 10-K (ITEM 15. Exhibits and Financial Statement Schedules - Exhibit 21)
2-3	Reporting period, frequency and contact point	Calendar year 2025 for financial and sustainability reporting
		Annual
		Adrian Sakowicz Vice President of Communications asakowicz@dovercorp.com
2-4	Restatements of information	We make restatements on information from previous reporting periods to correct errors or to account for changes in measurement methodology and the structure of our business. In 2026, we performed a rebaseline of our 2019 emissions to more accurately account for acquisitions, divestitures and methodological improvements which have occurred since that base year. Please refer to our Climate Action webpage to see the results of these changes.
2-5	External assurance	Independent Verification of Our GHG Data
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Company Overview (2025)
		About Us
		2025 Annual Report Form 10-K (ITEM 1. Business)
		2025 Annual Report Form 10-K (ITEM 1. Business - Raw Materials)
		Sustainability Overview
		Supply Chain Responsibility
		Climate Action
2-7	Employees	2025 Annual Report Form 10-K (ITEM 1. Business - Business Segments)
		2025 Annual Report Form 10-K (ITEM 1. Business)
		Inclusion and Talent
GOVERNANCE		
2-9	Governance structure and composition	Corporate Governance Guidelines
		Our Governance
		Sustainability Overview
		2026 Proxy Statement (Board Composition)
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement (Director Nomination Process)

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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)
2-15	Conflicts of interest	Corporate Governance Guidelines Code of Conduct
2-16	Communication of critical concerns	2026 Proxy Statement (Communication with Directors)
2-17	Collective knowledge of the highest governance body	2026 Proxy Statement (2026 Director Nominees) Board of Directors
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement (Compensation Discussion and Analysis)
2-19	Remuneration policies	2026 Proxy Statement (Compensation Discussion and Analysis)
2-20	Process to determine remuneration	2026 Proxy Statement (Compensation Discussion and Analysis)
2-21	Annual total compensation ratio	2026 Proxy Statement (Compensation Discussion and Analysis)
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	2025 Annual Report (A Message from the Chairman, President and Chief Executive Officer) Sustainability: Message from the CEO Sustainability Overview
2-23	Policy commitments	Reports and Disclosures (Policies and Disclosures)
2-24	Embedding policy commitments	Reports and Disclosures (Policies and Disclosures) See GRI 3-3 topical mappings below
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	Business Conduct 2025 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	Sustainability Overview (Materiality and ESRS alignment)
2-30	Collective bargaining agreements	2025 Annual Report Form 10-K (ITEM 1A. Risk Factors)

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ESRS MATERIAL TOPICS		
3-1	Process to determine material topics	Sustainability Overview (Materiality and ESRS alignment)
3-2	List of material topics	Sustainability Overview
3-3	Management of material topics	Sustainability Overview
Business conduct (GRI 205)		
3-3	Management of material topic	Business Conduct
205-1	Operations assessed for risks related to corruption	Business Conduct
205-2	Communication and training about anti-corruption policies and procedures	Business Conduct
		Code of Conduct
Climate action (GRI 201, 302, 305, 308)		
3-3	Management of material topic	Climate Action
		2025 CDP Response (C3. Disclosure of Risks and Opportunities)
		2025 CDP Response (C7. Environmental Performance - Climate Change)
201-2	Financial implications and other risks and opportunities due to climate change	2025 CDP Response (C3. Disclosure of Risks and Opportunities)
		Task Force on Climate-related Financial Disclosures (TCFD) Index
		Climate Action
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	Climate Action
305-2	Energy indirect (Scope 2) GHG emissions	Climate Action
305-3	Other indirect (Scope 3) GHG emissions	Climate Action
	Other indirect (Scope 3) GHG emissions: Category 11, Use of sold products	Climate Action
305-4	GHG emissions intensity	2025 CDP Response (C7. Environmental Performance - Climate Change)
305-5	Reduction of GHG emissions	Climate Action
308-1	New suppliers that were screened using environmental criteria	Climate Action
		2025 CDP Response (C5. Business Strategy)
SASB RT-IG-410a	Fuel economy & emissions in use-phase	Climate Action
		2025 SASB Index
US GAAP ASC 730	R&D spend ratio	Climate Action
Circularity and waste (GRI 306)		
3-3	Management of material topic	Circularity and Waste
306-2	Management of significant waste-related impacts	Circularity and Waste

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Employee health and safety (GRI 403)		
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
Inclusion and talent (GRI 404, 405)		
3-3	Management of material topic	Inclusion and Talent
404-2	Programs for upgrading employee skills and transition assistance programs	Inclusion and Talent
Supply chain responsibility (GRI 414)		
3-3	Management of material topic	Supply Chain Responsibility
414-1	New suppliers that were screened using social criteria	Supply Chain Responsibility
Dodd-Frank Wall Street Reform Section 1502	Conflict minerals disclosure	Supply Chain Responsibility
		Conflict Minerals Policy
		Conflict Minerals Report
Product and end-user safety (GRI 416)		
3-3	Management of material topic	Product and End-User Safety
416-1	Assessment of the health and safety impacts of product and service categories	Product and End-User Safety

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ADDITIONAL SUSTAINABILITY REPORTING TOPICS		
Community engagement and philanthropy (GRI 201)		
3-3	Management of material topic	Community Engagement and Philanthropy
201-1	Economic value distributed (Community investments)	Community Engagement and Philanthropy
Water (GRI 303)		
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)
Political disclosure (GRI 415)		
3-3	Management of material topic	Political Disclosure
415-1	Political contributions	Political Disclosure
Data security and privacy (GRI 418)		
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