

# DOVER 2023 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
<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>		
2-1	Organizational details	Dover Corporation
		<a href="#">2023 Annual Report Form 10-K (ITEM 1. Business)</a>
		3005 Highland Parkway Downers Grove, Illinois 60515 <a href="#">2023 Annual Report Form 10-K (ITEM 2. Properties)</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">2023 Annual Report Form 10-K (ITEM 15. Exhibits and Financial Statement Schedules - Exhibit 21)</a>
2-3	Reporting period, frequency and contact point	Calendar year 2023 for financial and sustainability reporting
		Annual <a href="#">Adrian Sakowicz</a> <a href="#">Vice President of Communications</a> <a href="mailto:asakowicz@dovercorp.com">asakowicz@dovercorp.com</a>
2-4	Restatements of information	No restatements
2-5	External assurance	<a href="#">Independent Verification of Our GHG Data</a>
<b>ACTIVITIES AND WORKERS</b>		
2-6	Activities, value chain and other business relationships	<a href="#">Company Overview (2023)</a>
		<a href="#">About Us</a>
		<a href="#">2023 Annual Report Form 10-K (ITEM 1. Business)</a>
		<a href="#">2023 Annual Report Form 10-K (ITEM 1. Business - Raw Materials)</a>
		<a href="#">Human Rights in the Supply Chain</a>
		<a href="#">Environmentally Responsible Sourcing</a>
2-7	Employees	<a href="#">2023 Annual Report Form 10-K (ITEM 1. Business)</a>
		<a href="#">Diversity and Inclusion</a>
<b>GOVERNANCE</b>		
2-9	Governance structure and composition	<a href="#">Corporate Governance Guidelines</a>
		<a href="#">Our Governance</a>
		<a href="#">Governance and Accountability</a>
		<a href="#">2024 Proxy Statement (Board Composition)</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2024 Proxy Statement (Director Nomination Process)</a>
2-11	Chair of the highest governance body	Richard J. Tobin is both Dover's CEO and Chair of the Board.
2-12	"Role of the highest governance body in overseeing the management of impacts"	<a href="#">2024 CDP Response (C4. Governance)</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">2024 CDP Response (C4. Governance)</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2024 CDP Response (C4. Governance)</a>

GRI Standard	Disclosure Description	Company Response Location
2-15	Conflicts of interest	<a href="#">Corporate Governance Guidelines</a>
		<a href="#">Code of Conduct</a>
2-16	Communication of critical concerns	<a href="#">2024 Proxy Statement (Communication with Directors)</a>
2-17	Collective knowledge of the highest governance body	<a href="#">2024 Proxy Statement (2024 Director Nominees)</a>
		<a href="#">Board of Directors</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">2024 Proxy Statement (Compensation Discussion and Analysis)</a>
2-19	Remuneration policies	<a href="#">2024 Proxy Statement (Compensation Discussion and Analysis)</a>
2-20	Process to determine remuneration	<a href="#">2024 Proxy Statement (Compensation Discussion and Analysis)</a>
2-21	Annual total compensation ratio	<a href="#">2024 Proxy Statement (Compensation Discussion and Analysis)</a>
<b>STRATEGY, POLICIES AND PRACTICES</b>		
2-22	Statement on sustainable development strategy	<a href="#">2023 Annual Report (A Message from the President and Chief Executive Officer)</a>
		<a href="#">Sustainability: Message from the CEO</a>
		<a href="#">Sustainability Overview</a>
2-23	Policy commitments	<a href="#">Policies and Disclosures</a>
2-24	Embedding policy commitments	<a href="#">Policies and Disclosures</a>
		<a href="#">Environmental Compliance</a>
		<a href="#">Ethics and Compliance</a>
2-25	Processes to remediate negative impacts	<a href="#">Communications and Complaints - Policy &amp; Procedures</a>
		<a href="#">Dover Ethics Hotline</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Communications and Complaints - Policy &amp; Procedures</a>
		<a href="#">Dover Ethics Hotline</a>
2-27	Compliance with laws and regulations	<a href="#">Environmental Compliance</a>
		<a href="#">2023 Annual Report Form 10-K (ITEM 1. Business - Other Matters)</a>
2-28	Membership associations	Dover is a member of the National Association of Manufacturers.
<b>STAKEHOLDER ENGAGEMENT</b>		
2-29	Approach to stakeholder engagement	<a href="#">Materiality Analysis</a>
2-30	Collective bargaining agreements	<a href="#">2023 Annual Report Form 10-K (ITEM 1A. Risk Factors)</a>
<b>MATERIAL TOPICS</b>		
3-1	Process to determine material topics	<a href="#">Materiality Analysis</a>
3-2	List of material topics	<a href="#">Sustainability Overview</a>
3-3	Management of material topics	<a href="#">Sustainability Overview</a>
<b>Climate change risks and opportunities</b>		
3-3	Management of material topic	<a href="#">Climate Change Risks and Opportunities</a>
		<a href="#">2024 CDP Response (C3. Disclosure of Risks and Opportunities)</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2024 CDP Response (C3. Disclosure of Risks and Opportunities)</a>
		<a href="#">Climate Change Risks and Opportunities</a>

GRI Standard	Disclosure Description	Company Response Location
<b>Community engagement and philanthropy</b>		
3-3	Management of material topic	<a href="#">Community Engagement and Philanthropy</a>
201-1	Economic value distributed (Community investments)	<a href="#">Community Engagement and Philanthropy</a>
<b>Data security and privacy</b>		
3-3	Management of material topic	<a href="#">Data Security and Privacy</a>
SASB RT-AE-230a.2	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	<a href="#">Data Security and Privacy</a>
<b>Diversity and inclusion</b>		
3-3	Management of material topic	<a href="#">Diversity and Inclusion</a>
405-1	Diversity of governance bodies and employees	<a href="#">Diversity and Inclusion</a>
<b>Employee health and safety</b>		
3-3	Management of material topic	<a href="#">Employee Health and Safety</a>
403-1	Occupational health and safety management system	<a href="#">Employee Health and Safety</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Employee Health and Safety</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Employee Health and Safety</a>
403-5	Worker training on occupational health and safety	<a href="#">Employee Health and Safety</a>
403-6	Promotion of worker health	<a href="#">Employee Health and Safety</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Employee Health and Safety</a>
403-9	Work-related injuries	<a href="#">Employee Health and Safety</a>
ISO	Percentage of sites certified to the ISO 45001 / OHSAS 18001 standard	<a href="#">Employee Health and Safety</a>
<b>Energy and emissions</b>		
3-3	Management of material topic	<a href="#">Energy and Emissions</a> <a href="#">2024 CDP Response (C7. Environmental Performance - Climate Change)</a>
302-1	Energy consumption within the organization	<a href="#">2024 CDP Response (C7. Environmental Performance - Climate Change)</a>
302-3	Energy intensity	<a href="#">2024 CDP Response (C7. Environmental Performance - Climate Change)</a>
302-4	Reduction of energy consumption	<a href="#">2024 CDP Response (C7. Environmental Performance - Climate Change)</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Energy and Emissions</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Energy and Emissions</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Energy and Emissions</a>
305-4	GHG emissions intensity	<a href="#">2024 CDP Response (C7. Environmental Performance - Climate Change)</a>
305-5	Reduction of GHG emissions	<a href="#">Energy and Emissions</a>
<b>Environmentally responsible sourcing</b>		
3-3	Management of material topic	<a href="#">Environmentally Responsible Sourcing</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">Environmentally Responsible Sourcing</a> <a href="#">2024 CDP Response (C5. Business Strategy)</a>

GRI Standard	Disclosure Description	Company Response Location
<b>Ethics and compliance</b>		
3-3	Management of material topic	<a href="#">Ethics and Compliance</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Ethics and Compliance</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Compliance</a> <a href="#">Code of Conduct</a>
<b>Human rights in the supply chain</b>		
3-3	Management of material topic	<a href="#">Human Rights in the Supply Chain</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Human Rights in the Supply Chain</a>
Dodd-Frank Wall Street Reform Section 1502	Conflict minerals disclosure	<a href="#">Human Rights in the Supply Chain</a> <a href="#">Conflict Minerals Policy</a> <a href="#">Conflict Minerals Report</a>
<b>Innovation for sustainable products</b>		
3-3	Management of material topic	<a href="#">Innovation for Sustainable Products</a>
305-3	Other indirect (Scope 3) GHG emissions: Category 11, Use of sold products	<a href="#">Energy and Emissions</a>
SASB RT-IG-410a	Product Design & Lifecycle Management: Fuel economy & emissions in use-phase	<a href="#">Innovation for Sustainable Products</a>
US GAAP ASC 730	R&D spend ratio	<a href="#">Innovation for Sustainable Products</a>
<b>Product quality and safety</b>		
3-3	Management of material topic	<a href="#">Product Quality and Safety</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Product Quality and Safety</a>
ISO	Percentage of sites certified to the ISO 9001 Quality Management standard	<a href="#">Product Quality and Safety</a>
<b>Talent attraction and development</b>		
3-3	Management of material topic	<a href="#">Talent Attraction and Development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Talent Attraction and Development</a>
<b>Water</b>		
3-3	Management of material topic	<a href="#">Water</a> <a href="#">2024 CDP Response (C9. Environmental Performance - Water Security)</a>
303-1	Interactions with water as a shared resource	<a href="#">Water</a>
303-3	Water withdrawal	<a href="#">2024 CDP Response (C9. Environmental Performance - Water Security)</a>
303-4	Water discharge	<a href="#">2024 CDP Response (C9. Environmental Performance - Water Security)</a>
303-5	Water consumption	<a href="#">2024 CDP Response (C9. Environmental Performance - Water Security)</a>
<b>Waste</b>		
3-3	Management of material topic	<a href="#">Waste</a>
306-2	Management of significant waste-related impacts	<a href="#">Waste</a>



GRI Standard	Disclosure Description	Company Response Location
Fair remuneration practices		
3-3	Management of material topic	<a href="#">Fair Remunerations Practices</a>
Labor relations		
3-3	Management of material topic	<a href="#">Labor Relations</a>
Environmental compliance		
3-3	Management of material topic	<a href="#">Environmental Compliance</a>
2-27	Compliance with laws and regulations	<a href="#">2023 Annual Report Form 10-K (ITEM 1. Business - Other Matters)</a>
ISO	Percentage of sites certified to the ISO 14001 Environmental Management standard	<a href="#">Environmental Compliance</a>
Political disclosure		
3-3	Management of material topic	<a href="#">Political Disclosure</a>
415-1	Political contributions	<a href="#">Political Disclosure</a>