

DOMETIC MARINE CANADA INC.

Pay Transparency Report

Employer:	DOMETIC MARINE CANADA INC.
Address:	1200 Waterfront Centre 200 Burrard Street P.O. Box 48600, Vancouver, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	31-33 - Manufacturing
Number of Employees:	300-999

About Dometic's workforce

Who are we?

Millions of people around the world buy and use Dometic products. They're RV users, boat owners, truck drivers, campers, essentially outdoor people. All part of a growing movement, a longing for adventure, a desire to explore the world and to stay away for extended periods of time. We call it Mobile Living. Dometic has approximately 6,000 employees worldwide with the head office located in Stockholm, Sweden.

Dometic Marine Canada's headquarters are in Vancouver, BC. The facility develops and manufactures hydraulic steering products, electronic linear actuators, and combustion-based products. For the 2024 reporting period, the Vancouver location had 434 employees, both hourly and salary. This year the survey participation rate was 67% with the breakdown as follows:



Hourly - Pay

Mean hourly pay gap¹

\$1.00	Men
\$1.01	Women
\$2.21	Prefer not to say / Unknown

In this organization women's average hourly wages are 1% more than men's. For every dollar men earn in average hourly wages, women earn \$1.01 in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.95	Women
\$1.02	Prefer not to say / Unknown

In this organization women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Pay Equity at Dometic

At Dometic, men and women receive equal pay for equal work. For example, production workers are compensated at the same hourly wage rate in accordance with the Collective Agreement, which is based on years of service.

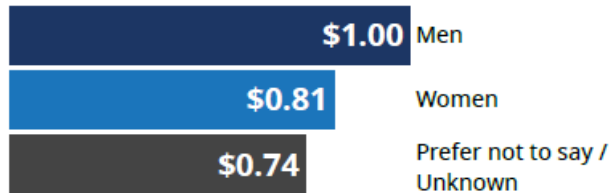
- **Job Classifications & Pay Rates:** A wide range of job classifications exist, each with its own pay scale. Employees with 1 to 6 years of service receive annual increases as outlined in the Collective Agreement.
- **Tenure Under 7 Years:** During this reporting period, 45% of employees in this category identified as female, 50% as male, and 5% preferred not to disclose. While there is a higher proportion of male employees, all workers are paid equally according to their years of service.
- **Tenure Over 7 Years:** Among 186 hourly employees with more than 7 years of service, 13% identified as female and 17% as male. The remaining 70% chose not to disclose, which skews the distribution toward the "preferred not to say" category.

This demonstrates that regardless of gender or disclosure preference, all employees are compensated fairly and consistently based on tenure and the Collective Agreement.



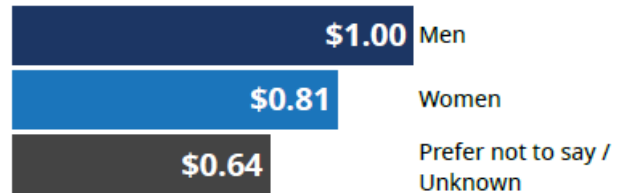
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 19% less than men's. For every dollar men earn in average overtime pay, women earn 81 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 19% less than men's. For every dollar men earn in median overtime pay, women earn 81 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-13
Prefer not to say / Unknown	-48

In this organization the average number of overtime hours worked by women was 13 less than by men. *

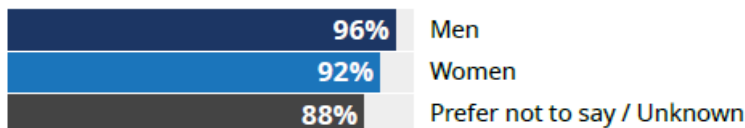
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-3
Prefer not to say / Unknown	-72

In this organization the median number of overtime hours worked by women was 3 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

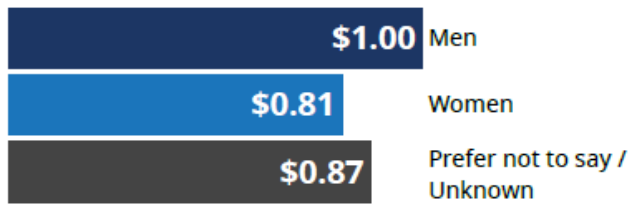
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

In accordance with the Collective Agreement, the company makes an effort to distribute available overtime hours equitably among the employees who have indicated a willingness to work overtime and have the ability to perform the work available. Findings of the survey demonstrate more male employees volunteered and worked overtime.



Bonus pay

Mean bonus pay⁷



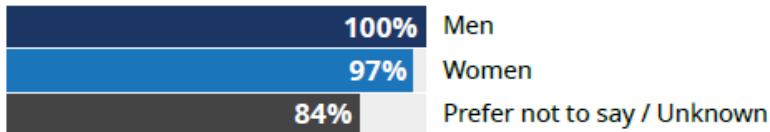
In this organization women's average bonus pay is 19% less than men's. For every dollar men earn in average bonus pay, women earn 81 cents in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 17% less than men's. For every dollar men earn in median bonus pay, women earn 83 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.

The program is self-funded, meaning if the facility exceeds the Budget in any of these four categories, a portion of this is distributed to the employees. The bonus is paid based on hours worked including overtime, sick pay, vacation and any shift premiums. Similar to overtime pay, more males are working overtime, therefore bonus pay is higher.

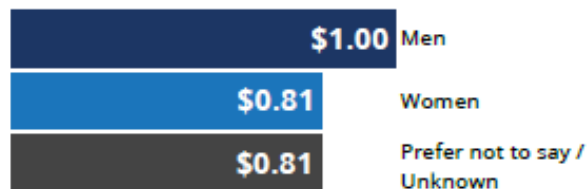


Salaried - Pay

Why is there a pay difference?

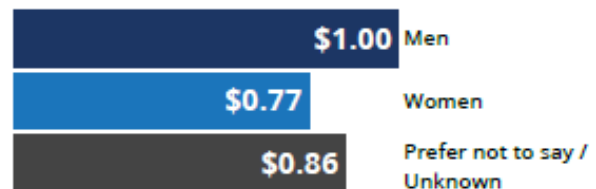
Dometic conducts comprehensive, market-based compensation analyses for all salaried positions to ensure pay practices are fair, competitive, and aligned with industry standards. Within the manufacturing sector, certain technical and skilled-trade roles—such as engineering—have historically been male-dominated.

Mean hourly pay gap¹



In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 23% less than men's. For every dollar men earn in median hourly wages, women earn 77 cents in median hourly wages. *

Explanatory notes

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Salaried - Overtime Pay

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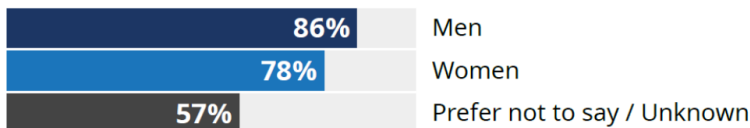


Salaried - Bonus Pay

Who receives bonus pay?

All salaried employees are eligible to participate in the organization's bonus program. From a pay-equity perspective, it is important to recognize that bonus outcomes are influenced by the distribution of employees across organization levels. As shown in the accompanying graph, men are more highly represented in higher-paying technical and skilled-trade positions such as engineering - which affects overall bonus participation and average bonus amounts by gender.

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

Dometic remains committed to fostering a workplace where all employees have equitable access to opportunity, advancement, and fair compensation. While historical industry trends have contributed to lower female representation in certain technical and higher-paying roles, the organization recognizes the importance of addressing these gaps. We are actively working to increase female representation across all levels of the business by strengthening recruitment efforts, expanding development pathways, and supporting career progression into skilled-trade, technical, and leadership positions.

Our ongoing commitment to pay transparency, equity, and inclusion ensures that every employee regardless of gender can build a meaningful and rewarding career at Dometic.