

ABOUT DORMAN

Dorman gives repair professionals, enthusiasts, and owners greater freedom to fix motor vehicles. For over 100 years, we have been driving new repair solutions, releasing tens of thousands of aftermarket replacement products engineered to save time and money and increase convenience and reliability.

Founded and headquartered in the United States, we are a pioneering global organization offering an always evolving catalog of products covering cars, trucks, and specialty vehicles, from chassis to body, from under hood to undercarriage, and from hardware to complex electronics. We have operations throughout North America, China, Taiwan, and India.

DORMAN AT A GLANCE

As of and for the Year Ended December 31, 2025

144K+

Products

>20

New Parts Daily

~3,870

Employees

\$2.13B

Net Sales

OUR CORPORATE RESPONSIBILITY PROGRAM

PEOPLE

PRODUCTS & CUSTOMERS

PLANET

GOVERNANCE



“Our employees, who we refer to as Contributors, are at the heart of Dorman’s approach to corporate responsibility. Through their innovation and commitment, we are strengthening ethical business practices, supporting the communities we serve, and advancing environmental sustainability as part of our long-term business strategy.”

Kevin M. Olsen
Chairman, President & CEO



OUR CORPORATE RESPONSIBILITY PILLARS

PEOPLE	2024	2025
Contributor headcount ⁽¹⁾	3,787	3,870
Total Recordable Incident Rate (TRIR) ⁽²⁾⁽³⁾	2.66	2.15
Percentage of Contributors that received a performance review or career development review ⁽⁴⁾	100%	100%

1. As of December 31.
2. Designed to measure the total number of Occupational Safety and Health Administration (OSHA) recordable injuries and illnesses. Calculated by multiplying the total number of OSHA recordable incidents by 200,000 and then dividing by the total number of hours worked by all permanent employees.
3. Health and Safety data excludes industrial operations outside North America.
4. All active Contributors, excluding too-new-to-rate (i.e. employed after October 31 of calendar year).

CONTRIBUTOR RESOURCE GROUPS

We continue to engage as many Contributors as possible through our Contributor Resource Groups (CRGs), which help foster communication, collaboration, and employee empowerment and innovation.



Casual Contributor Career Network at Dorman



Multi-Cultural Network at Dorman



Veterans Network at Dorman



Women's Network at Dorman

PHILANTHROPY

Dorman approaches philanthropy with a focus on alignment—connecting our giving efforts to our brand, values, and Culture of Contribution. This culture emphasizes support for our Contributors, our communities, and our industry, helping drive engagement and strengthen our reputation. Our charitable support prioritizes children and youth services as well as cancer prevention and research initiatives. Through matching gifts, a Contributor relief fund, and paid volunteer time, Dorman empowers Contributors to give back in meaningful ways. Over the last three years, these efforts have included raising several hundred thousand dollars for St. Jude Children’s Research Hospital.

PRODUCTS & CUSTOMERS

New Idea Generation: Dorman launches hundreds of new motor vehicle replacement parts each month, underscoring our innovation-driven culture and disciplined approach to new product development. Specialized teams with dedicated resources focus exclusively on turning new ideas into market-ready solutions.

Investment in Innovation: With approximately \$147 million invested in research and development over the past five years, Dorman has strengthened its ability to stay in step with—and often lead—the motor vehicle aftermarket industry.

Product Quality & Safety: Dorman’s success in the motor vehicle aftermarket is built on a deep commitment to product quality, safety, and customer satisfaction. Our leadership is reinforced by disciplined Advanced Product Quality Planning (APQP), a strong focus on designing for manufacturability, and rigorous oversight as products scale from development through long-term, stable manufacturing. This end-to-end approach helps ensure consistent product performance and reliability throughout the product lifecycle.

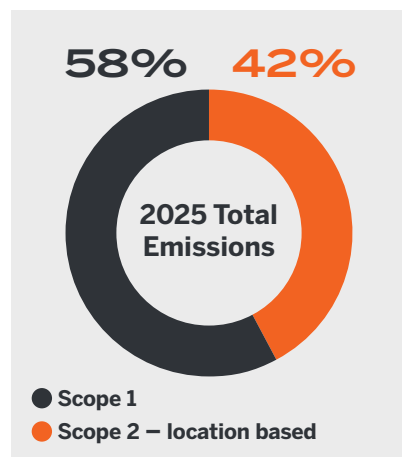


PLANET

We plan to reduce the total amount of Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions from 2022 baseline numbers through 2030 by 3,000 MTCO₂e.⁽¹⁾ Beginning in 2023, Dorman has made facility upgrades, such as installation of LED lighting and other efficiency improvements to high-energy use equipment. We believe the tracked energy savings from these efforts put us on target to reach this GHG emissions goal. Additional measures are anticipated in future years to contribute to our GHG emissions reduction efforts.

GREENHOUSE GAS EMISSIONS & ENERGY USE⁽¹⁾⁽²⁾⁽⁴⁾

	2024	2025
Total Emissions	26,785	26,826
Scope 1 Emissions	13,979	15,512
Scope 2 Emissions – location based	12,806	11,314
GHG Emissions Intensity – MTCO₂e/Net Sales (million USD)⁽³⁾	13.33	12.59
Total energy consumption (gigajoules)	396,559	412,559
Electricity (GJ)	126,795	113,488
Natural gas (GJ)	250,417	273,757
Propane (GJ)	6,981	11,330
Other (GJ)	12,366	13,984



WASTE⁽⁵⁾

	2024	2025
Total waste generated by company's industrial operations (metric tons)	20,125	17,926
Hazardous waste generated (metric tons)	4	5
Non-hazardous waste generated (metric tons)	20,121	17,921
Waste disposal from company's industrial operations		
Waste that is sent to landfill (metric tons)	1,965	3,295
Recycled – both hazardous and non-hazardous (metric tons)	18,156	14,626
Percent Recycled	90%	82%
Hazardous waste disposed (metric tons)	4	5

REMANUFACTURED WASTE

	2024	2025
Total waste diverted due to remanufacturing (metric tons)	423	259
Total waste diverted from landfill (both recycled waste and remanufactured)	18,579	14,885

1. Emissions data provided in metric tons of carbon dioxide equivalent (MTCO₂e). Scope 1 and Scope 2 GHG emissions in 2022 were 31,313 MTCO₂e in the aggregate.

2. 2024 data enhanced to higher degree of completeness and accuracy.

3. Net Sales were approximately \$2.01 billion and \$2.13 billion in 2024 and 2025, respectively.

4. Approximately 3% of 2025 data not available and excluded from amounts shown.

5. Disposed of in accordance with applicable regulations.

2025 CORPORATE RESPONSIBILITY FACTSHEET

GOVERNANCE

2024

2025

Total number of substantiated complaints concerning breaches of customer privacy and total number of losses, thefts, or leaks of customer data

0

0

Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations

\$0

\$0

75%

of our Directors are independent

50%

of our independent Directors are racially or gender diverse

ABOUT THIS REPORT

This report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as “believe,” “demonstrate,” “expect,” “intend,” “estimate,” “forecast,” “anticipate,” “should,” “plan,” “will,” and “likely,” and similar expressions, identify forward-looking statements. However, the absence of these words does not mean the statements are not forward-looking. In addition, statements that are not historical should also be considered forward-looking statements. Readers are cautioned not to place undue reliance on those forward-looking statements, which speak only as of the date the statement was made. Such forward-looking statements are based on current expectations that involve known and unknown risks, uncertainties, and other factors (many of which are outside of our control), which may cause actual events to be materially different from those expressed or implied by such forward-looking statements. For additional information concerning factors that could cause actual results to differ materially from the information contained in this report, please see Dorman’s prior press releases and filings with the U.S. Securities and Exchange Commission (SEC), including Dorman’s most recent Annual Report on Form 10-K and its subsequent SEC filings. Dorman is under no obligation to (and expressly disclaims any such obligation to) update any of the information in this report if any forward-looking statement later turns out to be inaccurate whether as a result of new information, future events, or otherwise, except as may be required by applicable law.

Much of the information presented in this report is non-financial in nature and therefore has not been prepared in accordance with generally accepted accounting principles (GAAP), nor reviewed or evaluated using an established control framework. In addition, this report has not been independently audited. Inclusion of information in this report is not an indication that we deem such information to be material or important to an understanding of our business or an investment decision with respect to our securities.

Information presented in this report, including performance or other metrics, may be based on estimates and assumptions that require a high degree of complex and subjective judgment, and may not necessarily be comparable with that presented by other companies or as calculated pursuant to all third-party standards of sustainability reporting. As with any projection or estimate, actual results or numbers may vary. Many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. We continually strive to improve our data tracking and tracing.

Unless expressly stated otherwise, this report (i) covers our owned and operated businesses only and (ii) does not address the performance, conduct, or operations of our suppliers, contractors, and partners. In addition, this report excludes Dorman’s non-US operations for purposes of health and safety metrics, which are based on US regulations.

We welcome your feedback about this report. Please direct your comments or questions to Legal@DormanProducts.com.



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