



doming
UNIVERZUM INSTALACIJA

DOMING

Sustainability Report 2024

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Our Message

2024 at a glance. **We achieved our highest sales of sustainable products to date—€4,800,000.** We also opened a new shop in Sombor and began constructing a 5,500 sqm warehouse in Šimanovci, strengthening our service capacity. These milestones build on the momentum created in 2023, when we expanded our green portfolio and installed a 115 kW rooftop PV system at our Šimanovci headquarters.

Our commitments. Protecting the environment, using resources responsibly, and supporting the well-being of our employees and communities remain central to how we operate. We will reinforce our governance by adopting group-wide policies and by delivering ongoing training for all employees.

Energy and climate. We are setting branch-level energy-reduction targets and pursuing a long-term objective for each branch to install a solar system that supplies at least 35% of its electricity needs. The rooftop PV at our central warehouse is a practical reference point for scaling on-site renewables across the network.

Measuring what matters. Beyond energy, we will establish measurable goals across other ESG related impacts to track progress and guide action. Acknowledging that climate change and pollution can affect our business, we will prioritize the promotion—internally and externally—of products that help mitigate these effects, while continuing to expand a range that saves resources and energy and reduces pollution.

People and culture. In a tight labor market, we are committed to improving the employee experience so colleagues can thrive. This includes appropriate hybrid-work options where feasible, protection from harmful behaviors, and a safe, respectful, and inclusive workplace supported by permanent education. We will report our progress transparently and hold ourselves accountable for these commitments.





About the Report

This is our third sustainability report, created in accordance with the **GRI Standards (Global Reporting Initiative)** and it covers information about the company's economic, social and environmental impacts over the last three years.

The report is structured in six chapters: DOMING Overview, Sustainability Strategy, Saving Natural Resources, Our Team, Ethics and GDPR. The contents of the report are based on the March 2022 materiality process and stakeholder engagement survey. The survey was created for employees, civil society, NGOs and all other stakeholders, so that we would define and evaluate our materiality topics.

The report respects the following GRI recommended principles: Exhaustivity, Accuracy, Equilibrium, Clarity, Comparability, Reliability and Up-to-date Data. The information is presented in context, for the last three years, and it includes the sustainability objectives. While structuring and redacting the report, we relied on the Precautionary Principle, enabling decision-makers to adopt precautionary measures when scientific evidence about an environmental or human health hazard is uncertain and the stakes are high. The report is in conformity with the EU Directive 2014/95/EU. **Our external audit company for the year of 2024 is Privredni Savetnik - Revizija.**

The report reflects the company's non-financial information related to the period January 1, 2024 - December 31, 2024. This report has been made by Seneca Ecologos together with the Doming and Romstal Sustainability Team. The publication date is October 2025.

For additional information, suggestions or questions regarding the content of this report, please contact us at: ecologos@asociatiasnk.ro.



DOMING'S MISSION

Our mission is to be the main supplier and trusted partner for plumbers, providing them with products that reduce energy, water and greenhouse gas emissions.

About Us

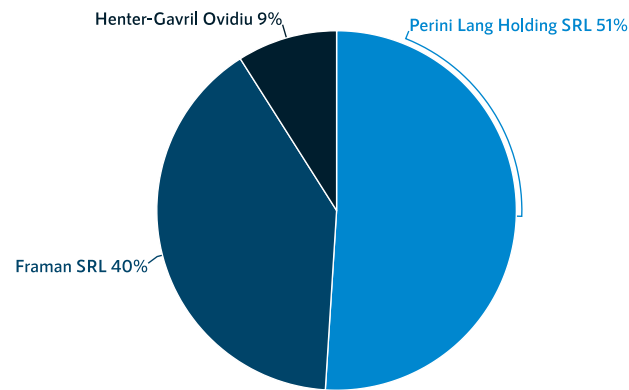
DOMING is a chain of specialized shops focused on the sale of installation equipment for heating and air conditioning, water supply and sewerage, sanitary and other equipment used in modern design and construction of residential, business, industrial and other types of buildings.

Founded in 1992, it soon became an important player in the pipes and plumbing equipment reseller market of Serbia. In 2008 the company joined the Romstal family, and aligned its mission and focus.

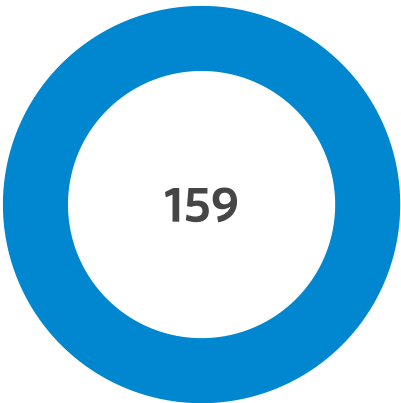
In 2024, we achieved our highest sales rate of sustainable products, reaching €4,800,000. Two other key highlights of the year are the opening of a new shop in Sombor and the construction of a new 5,500 sqm warehouse in Šimanovci.



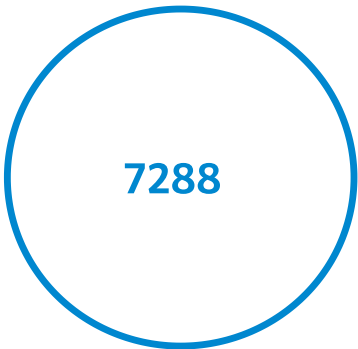
DOMING Shareholders



Employees



Stock Items



Data for shareholders, employees and stock items is presented for the end of year 2024.

About Us

Company name:

Doming d.o.o. Serbia

Legal form:

Limited Liability Company

Headquarters:

ŠIMANOVCI, GOLUBINAČKA BB

Countries of operation:

Serbia

Legal entities included in the financial report:

Doming d.o.o.

DOMING does not belong to national or international advocacy organizations and is not a member of industry associations. Our operations are carried out in Serbia.

Governance structure:

Sales Director: Nebojša Ilić

Supply Chain Director: Vladimir Palavestrić

DOMING is part of the Romstal Group.

Nomination and selection of the governance structure is a direct result of the Romstal shareholder vote. The sustainability policies are established by Romstal, the role of the DOMING directors is to supervise and implement them.

The directors do not hold any decision-making positions in other companies.



Value Chain

Products

We take great care in selecting new products, with a focus on eco-friendly options and consideration for the brand and the price-quality ratio.



Procurement

When making acquisitions, we strive to choose sustainable supply chains and lower environmental impact through transportation, where possible. We acquire most of our products from Europe, thus reducing the distance needed for travel.



Logistics and Branches

Our aim is to make DOMING products easily accessible to everyone in erbia. We have trained managers to receive goods and dedicated supply chain managers to ensure quick delivery to our branches and to our online store customers.



Customers

At the core of our business are our customers, especially the community of installers. We have built our relationship with them on trust and strive to exceed their expectations. Our service offers include training and consulting programs. We also maintain sufficient stock of spare parts to provide quick solutions.



Recycle and Reuse

We are committed to reducing the amount of waste generated by our operations and products. We ensure that our products are designed to be recycled, reused or repaired wherever possible.



DOMING Overview

17 branches

159 employees

Belgrade:

Doming - Petlovo brdo

Doming - Pašino brdo

Doming - Tošin bunar

Doming - Batajnica

Doming - Ledine

Doming - Šimanovci

Doming - Borča

Doming - Zrenjanin

Doming - Novi Sad

Doming - Niš

Doming - Šabac

Doming - Kragujevac

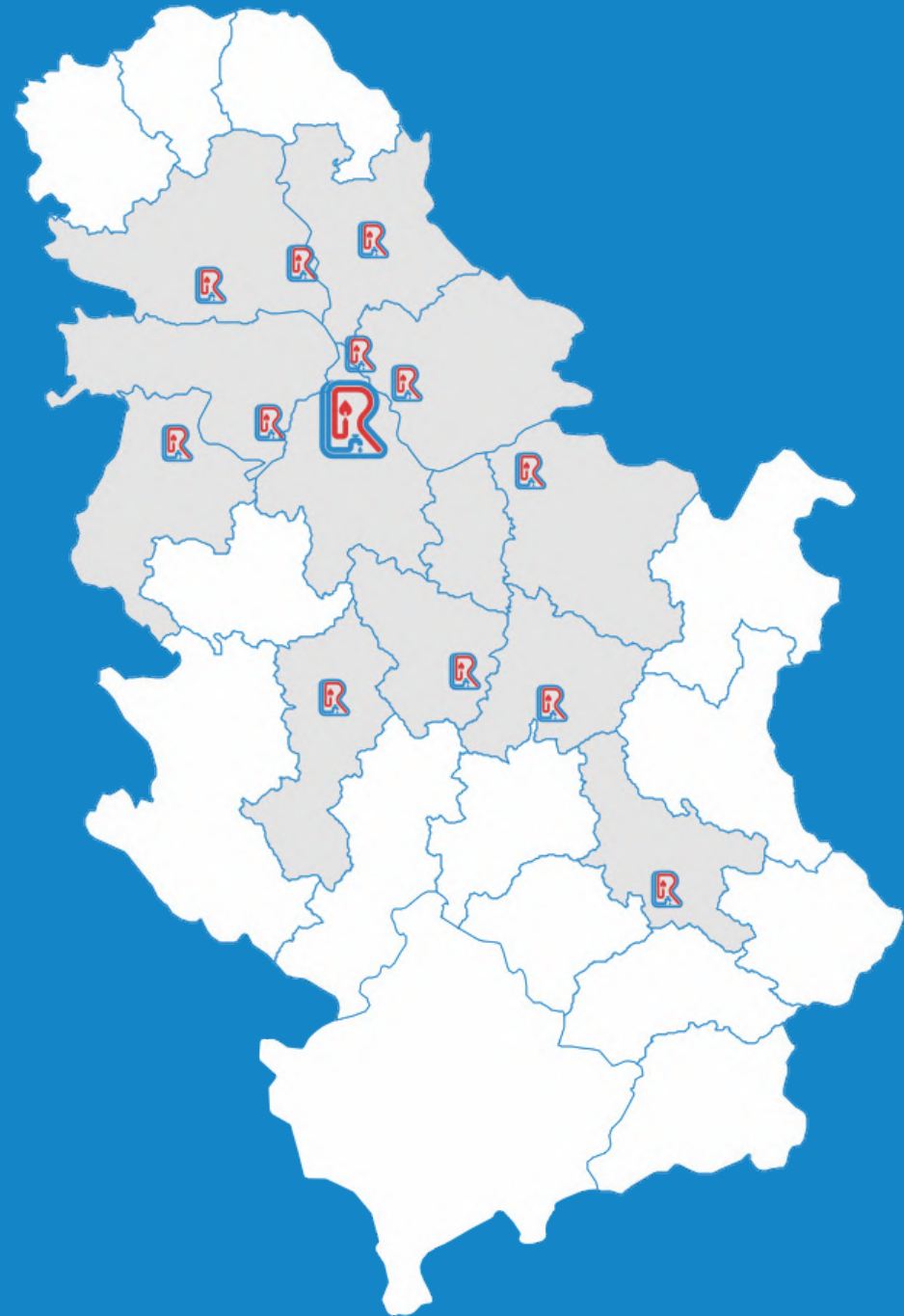
Doming - Čuprija

Doming - Požarevac

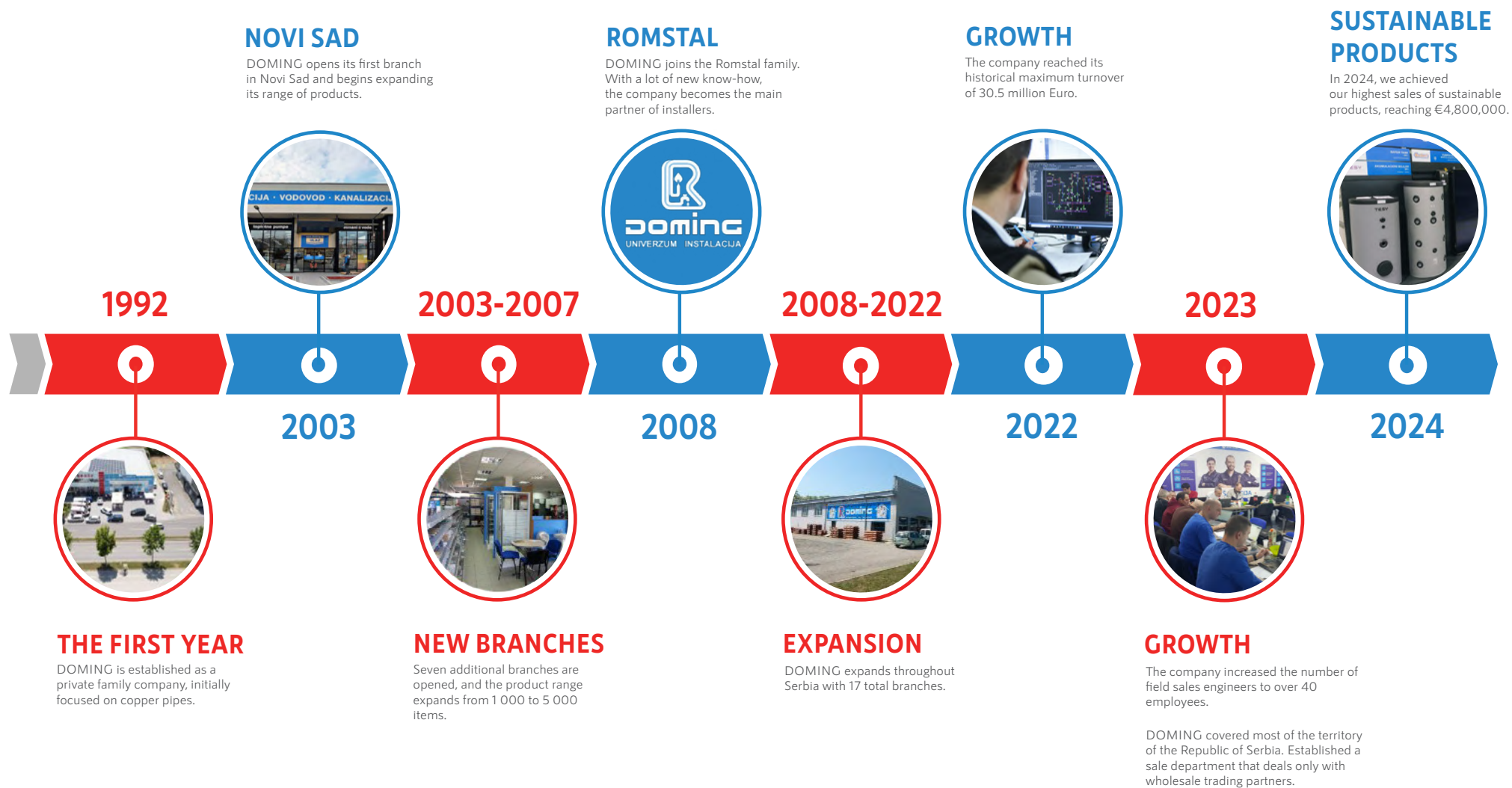
Doming - Čačak

Doming - Pančevo

Domina - Sombor



DOMING Milestones



DOMING Portfolio: Products

THERMAL

The heating system is one of the most important choices to be made in a home. We help clients make the best decisions by means of technical advice, designed to provide the perfect solution for every home. Our products are intended for residential, commercial and industrial use. Our range of solutions with low environmental impact includes solar panels, heat pumps, wood pellet boilers, automation systems and consumption control systems (chrono-thermostats and thermostats). We supply complete and complex heating installations working on fossil fuel (methane gas, LPG), renewable sources of energy (wood and wood pellets, solar energy) or electric (heating boilers, heat pumps), cooling systems (chillers, roof tops, VRV, mono or multi-split systems), hot and cold air generators, domestic water heaters, radiators, as well as alternative heating systems.

HYDRO

The Hydro Division manages an important portfolio of suppliers grouped by product category: pumps and expansion vessels, pipes, valves, fittings, sewage and drainage systems, irrigation and fire protection systems, tanks, pumps, meters, as well as gaskets and other systems of joining. Within DOMING, you can find the largest range of filters in Serbia for domestic use. Designed to reduce resource consumption, our filters ensure exceptional water quality in terms of salts, nitrates, nitrites, and chlorine.

SPARE PARTS

This range includes products delivered directly from the manufacturer: spare parts for heating systems, boilers, solar panels, radiators, air conditioners, fans, pumps, faucets, shower cabins, shower furniture and much more. These original parts are easy to install and will prolong the lifetime of customers' appliances.

Financial Data

(Euro)	2021	2022	2023	2024
Turnover	27 649 082	30 467 396	28 451 626	26 397 917
Employee wages and benefits (taxes included)	2 630 169	3 182 565	3 315 534	3 588 129
Taxes and fees (excluding deferred taxes)	75 088	79 660	71 039	67 502
Payments to providers of capital (dividends)	0	0	0	0
Community investments	0	0	0	0



SUSTAINABILITY STRATEGY

- GRI Standards, Sustainable Development Goals
- Stakeholder Engagement
- Material Topics
- Materiality Matrix
- Topic Boundary

GRI Standards. Sustainable Development Goals

This sustainability report represents our commitment to environmental protection through which we aim to provide a transparent and clear picture of our contribution to sustainability.

We joined the GRI Standards out of a desire to align ourselves with international initiatives and respond to the needs of stakeholders to understand the impact that our company has on an economic, social and environmental level.

The selection and prioritization of the topics included in the report was made considering external and internal standards and feedback:

- Sustainable Development Goals (SDGs);
- Management Team;
- Employees, Suppliers, Customers, Partners, Community Members.

The 17 Sustainable Development Goals of the 2030 Agenda, adopted by UN General Assembly Resolution A/RES/70/1, at the UN Sustainable Development Summit in September 2015, promote global action and cover a wide range of topics in three areas: economy, society and environment. We grant particular importance to these objectives in establishing the sustainability strategy, because we believe that sustainable growth can be ensured by increasing the positive impact on society and by reducing the negative impact on the environment.



Stakeholder Engagement

Stakeholder Engagement is a basic principle recommended by the GRI Standards.

Caring for people and the environment remains one of the most important values of our company. In order to look to the future with confidence, we need all our partners: employees, customers, partners, suppliers, mass media, and non-governmental organizations.

To us, stakeholders are all individuals or entities that may reasonably be affected by the company's activities, products and services, or whose actions may influence the organization's ability to implement its strategies and to achieve its goals.

The process of identifying the company's future areas of action, to support a sustainable development, meant the involvement of all these factors. Their perception and opinions on our company's work help us stay connected to society's needs and act responsibly.

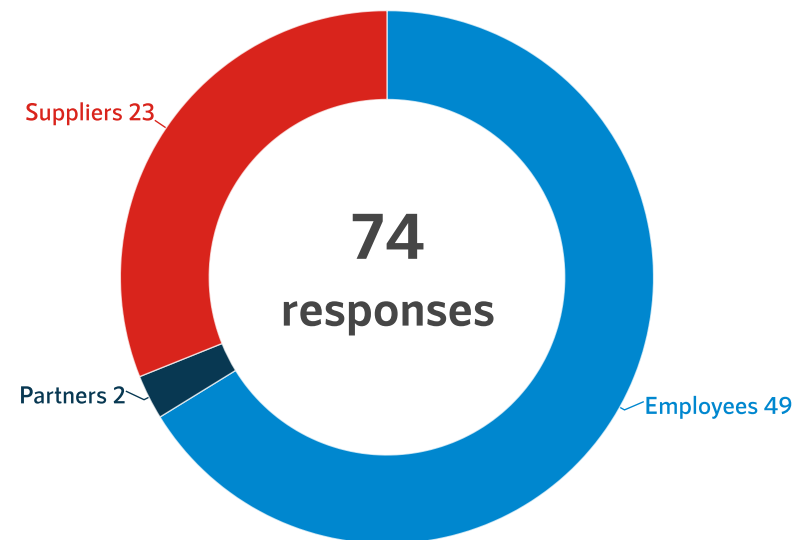
The stakeholder involvement process was carried out in the following stages:

- Identifying material topics in the field of sustainability,
- Creating the list of internal and external stakeholders,
- Designing and distributing the online stakeholder engagement survey,
- Results analysis.

The survey questions were defined based on several factors:

- Opinions previously expressed by stakeholders,
- An analysis of the material topics up to the time of the survey,
- An analysis of the market in which our company operates and
- An analysis of other sustainability reports published by international companies in the same industry.

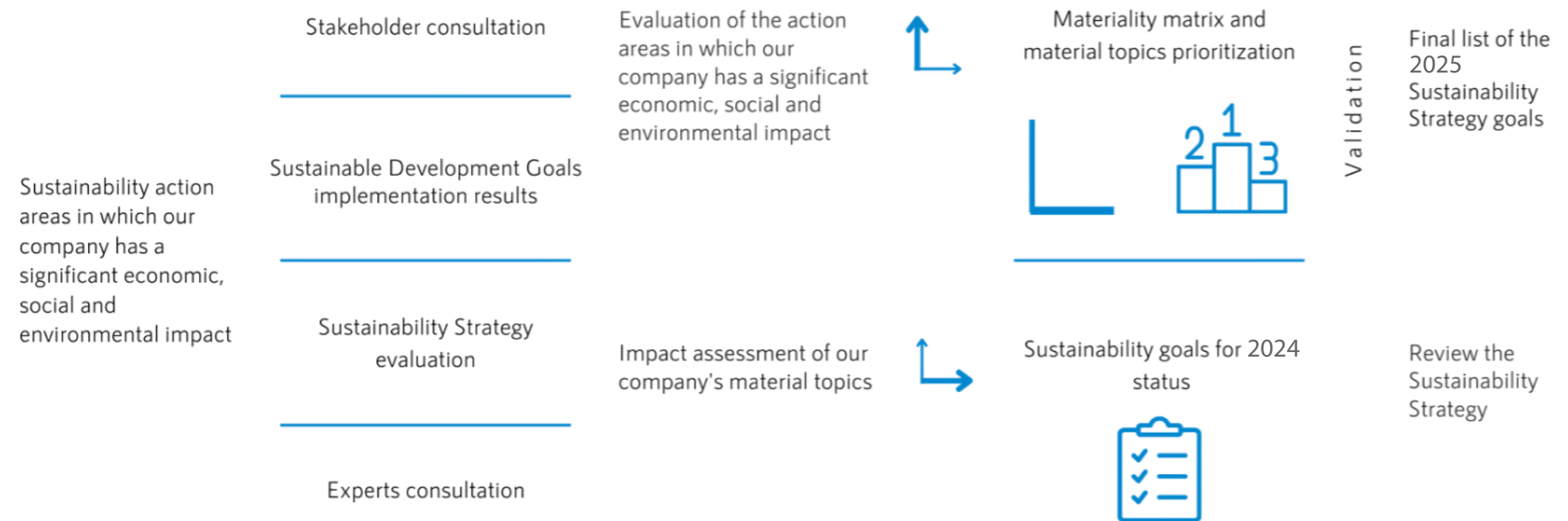
The stakeholder engagement process was the basis for the creation of this sustainability report and the Sustainability Strategy of our company.



Stakeholder Engagement

In 2024, no stakeholder involvement process was conducted, therefore we relied on the results of the comprehensive stakeholder engagement carried out in 2023. Based on this, the important aspects that should be considered for our sustainability strategy are:

- Simplify the ordering process for internal acquisitions;
- Maintain the wages at the average level of the Serbian economy;
- Invest in more employee training programs;
- Reduce energy consumption by using LEDs for the lighting systems;
- Focus on producing green energy by installing photovoltaic panels;
- Create a waste recycling system, minimizing the amount of waste sent to the landfill.



Material Topics

In accordance with the stakeholder engagement process, below we reproduce the list of material topics that reflect our company's economic, social or environmental impacts. The stakeholder engagement process was the basis for the creation of this report and the company's objectives in the field of sustainability.

Economic Impact	
Business Ethics	Measures to gain and maintain the trust of the company's customers, suppliers and partners and to promote fair competition. Regularly reviewing the company's code of conduct, internal communication and organizing trainings to promote ethical business behaviour.
Anti-corruption Policy	Measures to prevent acts of corruption, bribery and conflicts of interest in relation to internal and external stakeholders, through regulations and training programs to raise awareness and manage conflicts.
Investment in Education - Highschools/ Colleges collaboration	The company's contribution to improving skills and knowledge in high schools and colleges, to help future technical professionals be better prepared for the labour market.
Social Impact	
Corporate Culture	Integrating sustainability into the company's training and leadership programs. Environmental education courses for employees. Employee involvement in environmental initiatives. Creating an environment conducive to the use of sustainable means of transport (bicycles). Canteen with local products. Internal communication on environmental topics.
Workplace Well-being	Work environment that promotes work-life balance. Effective methods to reduce stress.
GDPR Policy	Data processing in accordance with national and European principles in the field of personal data protection.
Investments in Communities' Development	The implementation of social and cultural responsibility projects that help the sustainable development of communities connected to the company. Efficient management of these projects to maximize medium and long term impact. Voluntary involvement of the employees and partners in these projects.
Employees' Professional Development	Creation of professional development programs for employees. Prioritizing the continuous improvement of workplace skills and development of human potential.
Diversity and Inclusion in the Workplace	Opposing all forms of discrimination and gender stereotypes among the company's stakeholders. Ensuring equal opportunities and avoiding discrimination in the workplace. Creating a diverse and inclusive work environment.
Together for Ukraine	Supporting refugees by providing accommodation, food, assistance and the possibility of employment within the company.
Health and Safety of the Employees in the Workplace	Implementing appropriate and efficient health and safety measures for all employees, by organizing training sessions and by increasing the level of awareness and education about risks. Good practices for eliminating any type of work accidents.
Environmental Impact	
Climate Change CO2 Emissions	Climate change mitigation, including the management of direct and indirect Greenhouse Gas emissions.
Corporate Energy Policy	Responsible energy consumption and increased consumption of energy from renewable sources.
Waste Management. Circular Economy	Reducing the amount of waste sent to landfill: waste sorting infrastructure, separate waste collection and delivery to recycling companies, reuse of packaging.
Water Management	Sustainable water management: responsible water consumption in the company and promoting responsible consumption through marketed products.
Sustainable Products. Sustainable Lifestyle	Selling sustainable products, which can help the company's customers reduce the carbon footprint of their own buildings or projects.

Materiality Matrix

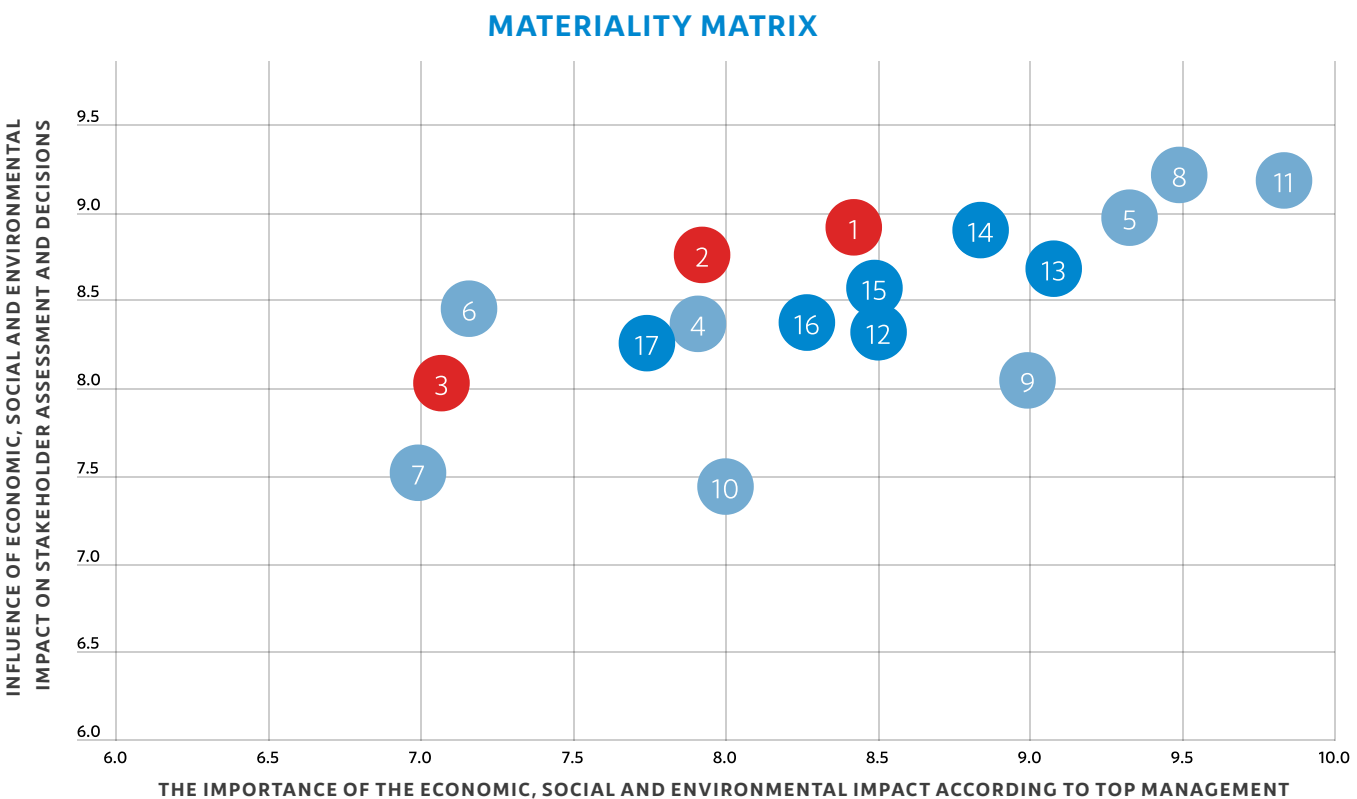
The materiality matrix is a visual representation of the importance of the topics included in the report. The degree of importance has been decided by consulting the internal and external stakeholders.

DOMING’s materiality matrix was established based on the responses of stakeholders to the survey conducted in April 2023 and from extensive discussions organized with each department manager.

The material topics are those areas of action:

- where the company has a significant economic, social and environmental impact (the impact has been analyzed and evaluated by the company’s Top Management);
- which influence the perception and evaluation of the company’s activity by the stakeholders (these emerge from the results of the survey conducted in April 2023).

MATERIAL TOPICS	
Economic Impact	Legend no.
Business Ethics	1
Anti-corruption Policy	2
Investment in Education - Highschools/Colleges	3
Social Impact	
Corporate Culture. Sustainability Awareness	4
Workplace Well-being	5
GDPR Policy	6
Investments in Communities' Development	7
Employees' Professional Development	8
Diversity and Inclusion in the Workplace	9
Together for Ukraine	10
Health and Safety of the Employees in the Workplace	11
Environmental Impact	
Climate Changes. CO ₂ Emissions	12
Corporate Energy Policy	13
Waste Management. Circular Economy	14
Water Management	15
Sustainable Products. Sustainable Lifestyle	16
Supplier Relationship Management	17



Topic Boundary

The Organizations that report according to GRI standards analyze their social, economic and environmental impact, both inside and outside the company.

The “Topic Boundary” GRI concept is based on the expectation that a company is responsible not only for the direct impact of its actions, but also for the impact it contributes to its business relationships, for example: with partners, suppliers or its customers.

Material Topics	Average Score in the Stakeholder Engagement Survey	Direct Impact (within the company)	Indirect Impact (outside the company)	Both Direct and Indirect Impact
Health and Safety of the Employees in the Workplace	9.5	✓		
Employees' Professional Development	9.4	✓		
Workplace Well-being	9.2	✓		
Corporate Energy Policy	8.9			✓
Waste Management. Circular Economy	8.9			✓
Business Ethics	8.7			✓
Water Management	8.5			✓
Diversity and Inclusion in the Workplace	8.5			✓
Climate Changes. CO ₂ Emissions	8.4			✓
Anti-corruption Policy	8.3			✓
Sustainable Products. Sustainable Lifestyle	8.3			✓
Corporate Culture. Sustainability Awareness	8.1	✓		
Supplier Relationship Management	8.0			✓
GDPR Policy	7.8			✓
Together for Ukraine	7.7			✓
Investment in Education – Highschools/Colleges	7.6			✓
Investments in Communities' Development	7.3		✓	



RESOURCE EFFICIENCY

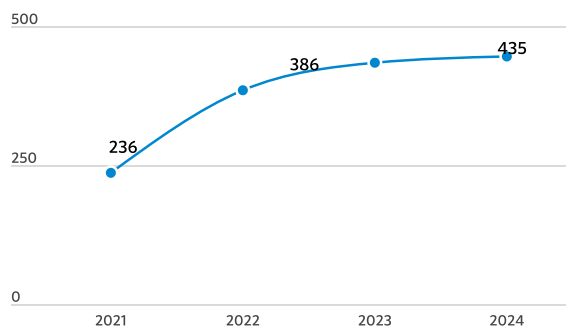
- Energy
- Greenhouse Gas Emissions Reduction
- Waste Management
- Water Usage
- Sustainable Products
- Responsible Procurement

Energy

Energy consumption

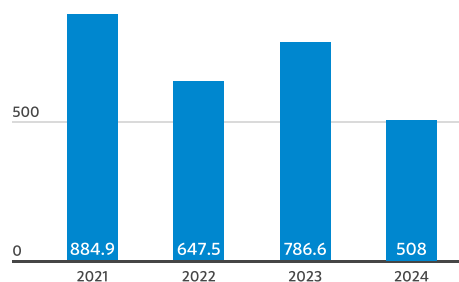
Electricity consumption from the power grid

(MWh)



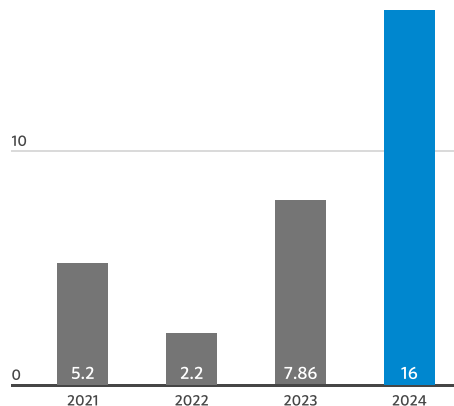
Diesel fuel consumption

(MWh)



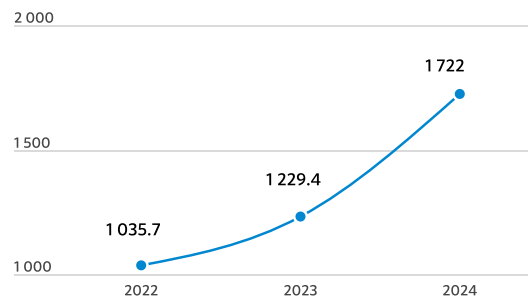
Gas consumption

(MWh)



Total energy consumption

(MWh)



Total energy consumption = Electricity + Gas + Fuel

2024 Goals Status

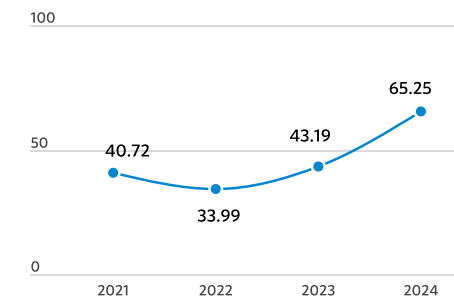
- At the central office, we have installed strong wall insulation (15cm PS + 10cm rockwool + 25cm block) to reduce heating/cooling cost
- Installation of PV system reduced our energy consumption at HQ by 50%.

Goals for 2025

- reduce electricity consumption with 5%-10% per shop
- Use thermostats and/or chronothermostats to reduce heating temperature and/or heating time daily
- Define more optimal fuel limits per car according to the usage of cars in working hours.
- Wooden pellet: reduce burning hours and/or thermostats.
- Electricity consumption budget will be presented to the shop managers.

Energy intensity per unit of revenue

(kWh/1000 euro sold)



Energy intensity = $\frac{\text{Total energy consumption} \times 1000}{\text{Turnover} / 1000 \text{ Euro sold}}$

Greenhouse Gas Emissions Reduction

Monitoring greenhouse gas emissions helps us to identify the areas where the most emissions are generated, to improve the strategy regarding their reduction and to actively involve employees in actions to reduce the negative impact on the environment.

In 2022, we calculated and reported Scope 1 and Scope 2 emissions. The emissions calculation methodology follows the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The reported values do not include the indirect emissions associated with water consumption. Scope 2 emissions from electricity consumption are calculated based on the electric energy supplier EPS, 70% represents non-renewable energy and 30% is renewable energy.

Scope 1 covers emissions from sources that DOMING directly owns or controls – for example from burning fuel in our fleet of vehicles.

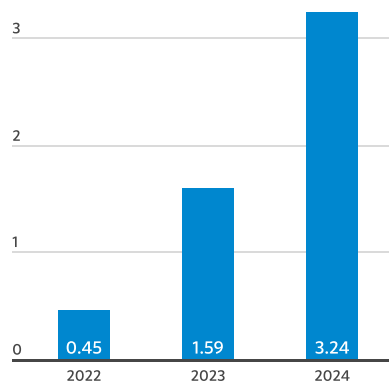
Scope 2 are emissions that DOMING causes indirectly when the energy we purchase and use is produced. Although Scope 2 emissions physically occur at the facility where they are generated, they are accounted for because they are a result of our energy use.

SCOPE 1

Emissions from natural gas consumption

(tonnes)

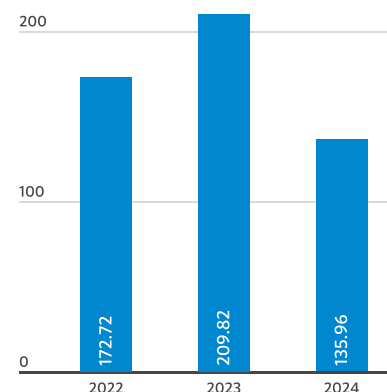
CO₂e



Emissions from fuel consumption

(tonnes)

CO₂e



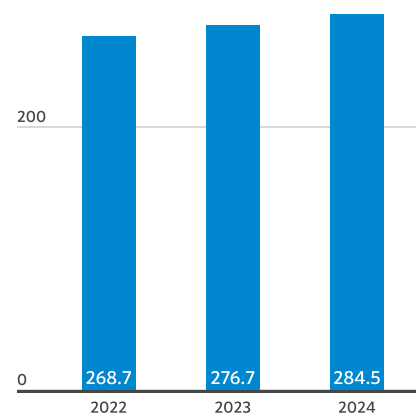
Greenhouse Gas Emissions Reduction

SCOPE 2

Emissions from electricity

(tonnes)

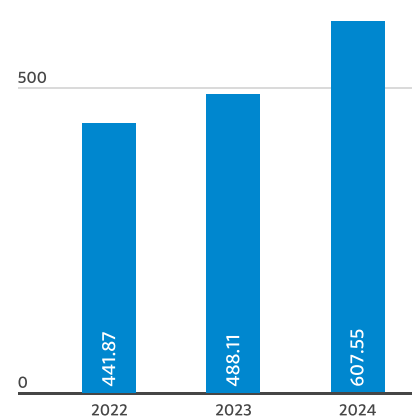
CO₂e



Total emissions Scope 1 + Scope 2

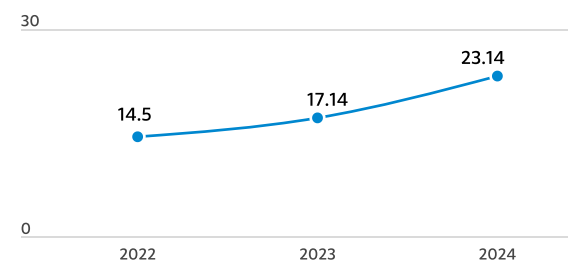
(tonnes)

CO₂e



Emissions intensity per unit of revenue

(kg/1000 euro sold)



$$\text{Emissions intensity} = \frac{\text{Total emissions} * 1000}{\text{Turnover} / 1000 \text{ Euro sold}}$$



Waste Management

Collecting and Recycling

Sorting waste, recycling packaging, and reducing landfill waste are ongoing priorities for our company. It is the responsibility of all employees to sort waste properly, while our warehouse staff prepares waste for recycling. To ensure proper waste disposal, we have a designated "collection hygienist" overseeing the process.

Our main waste types are associated with packaging for our products, including paper, cardboard, plastic and metal. In 2022, we collaborated with the following recycling companies: Kappa Star Recycling, Beometal Sirovine, and JKP "Sava" Pećinci.

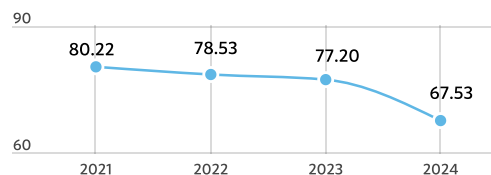
As part of our ongoing commitment of reducing waste, we make efforts to repair and reuse electrical equipment and wooden pallets that would otherwise be considered waste.

We are pleased to report that in 2024, our company did not receive any environmental sanctions from the relevant authorities.

In 2024, waste management proved to be a challenge. While the volume of waste sent to landfills increased, we also advanced on our 2023 commitment to reuse more leftover packaging. As a result, we achieved a 43% reduction in plastic waste.

Recycling rate (%)

(percentage of recycled waste out of total waste)



(tonnes)	2021	2022	2023	2024
Unsorted municipal waste	5	6	5	6.5
Collected for recycling				
Paper and cardboard	13.35	11.32	10.11	7.72
Plastic	3.88	3.73	2.95	1.72
Metal and glass	3.05	6.9	3.87	4.08
Total recycled	20.28	21.95	16.93	13.52
Total waste	25.28	27.95	21.93	20.02



2025 Goals

- To continue using packaging material from suppliers for further deliveries to our clients
- To improve waste selection and collection from all shops
- To arrange training for employees
- To reuse materials (packaging, marketing materials from suppliers) as much possible.

Water Use

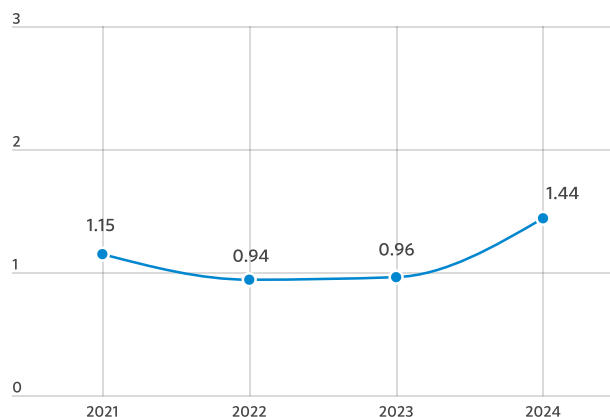
We are actively working towards reducing water usage and consumption within our company and at home, promoting products and solutions that help customers do the same.

Over the past two years, we have trained our employees to use water responsibly and have successfully decreased our water consumption. We have installed water meters throughout our facilities to precisely monitor our water consumption supplied from the public network. These meters allow us to track and record the amount of water we use, providing us with accurate data that we can use to identify areas for improvement and implement targeted strategies for reducing our water usage.

In 2024, each new shop has been fitted with water treatment equipment designed to ensure efficient use of water resources, compliance with EU quality standards, and a reduced environmental footprint.

Water use

(megaliters)



Sustainable Products

Benefits of eco products

Our industry takes pride in promoting eco-friendly business practices, with a policy that focuses on creating efficient alternatives to safeguard natural resources. By working together and making conscious decisions, we can make a positive impact on the environment and create a healthier future. This includes implementing solutions that conserve resources and utilizing eco-friendly installations that rely on easily renewable and non-polluting resources.

We have set up specific pages on our website that showcase our eco-friendly products. To be featured on these pages, a product must meet certain criteria that have been established either internally by our company or externally by recognized environmental standards. These criteria are established to ensure that the products we offer are eco-sustainable and have minimal impact on the environment:

- products that have low consumption of electricity/thermal energy or water;
- products that produce electricity/thermal energy from alternative sources;
- products that extend the life of systems and equipment.

We offer a range of environmentally friendly products, including gas condensing boilers, inverter-type air conditioners, solar panels, heat pumps, water filters and treatment systems, electronic pumps, and pellet stoves or boilers. These products are promoted through individual spot promotions and by having a special shelf in shops, dedicated to our ECO products.

In 2024, the total sales of sustainable products amounted to 4.800.000 € which accounted for 18.56 % of the overall sales. This represents one of our greatest achievements, as our 2024 target was 8% of total sales, and we managed to more than double it. In 2025 we aim to reach 24% of the total sales through Sustainable products

During 2024, there were no incidents of non-compliance regarding the information and labelling of products and services or regarding the marketing activity.



Responsible Procurement

Impact management among suppliers

DOMING's Supply Chain department oversees the movement of goods from suppliers to the company's warehouse, internal manipulation, transportation to branches and clients. In Purchasing department, three Product Managers are responsible for product pricing, margins and procurement. An Orders Launching Officer and a Distribution Officer ensure the management of supply orders and stock distribution. The Supply Officers handle invoice registration, customs clearance, and other formalities. The Logistics team includes a Warehouse Manager, overseeing central warehousing, transportation, vehicles management and facilities, and a Dispatcher, managing vehicle routes, dispatching goods and outsourcing trucks.

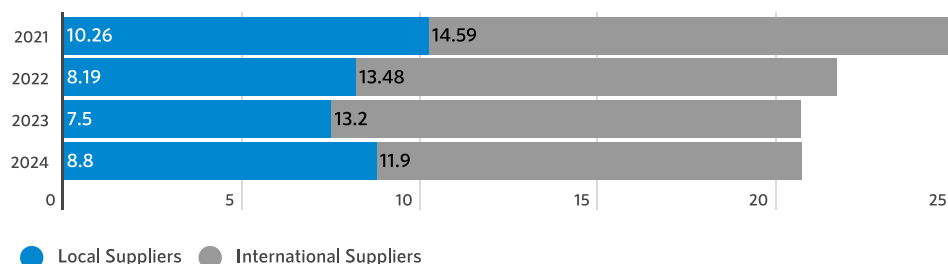
The company has initiated the implementation of SAP and plans to implement WMS in 2025. The expectation is that both SAP and WMS will automate certain procurement processes.

To improve the services offered to customers and enable faster deliveries, the company increased its fuel consumption and outsourced transportation.



Value of purchases

(millions of Euro)



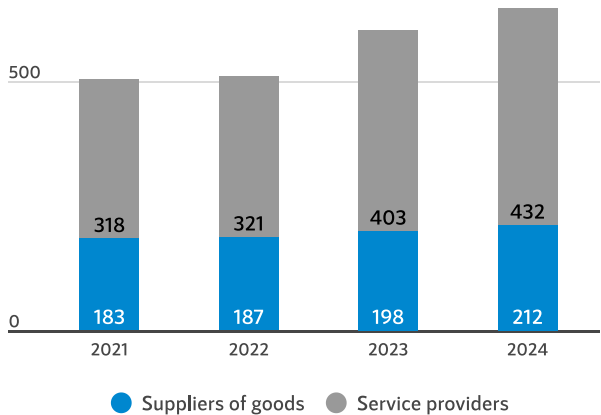
Responsible Procurement

The suppliers of goods are local, accounting for 43% of turnover, or external, accounting for 57% of turnover. Of the suppliers, 57% by turnover are the same as those of the Romstal group, the remaining 43% of the suppliers, by turnover, are not the same as those of the Romstal group.

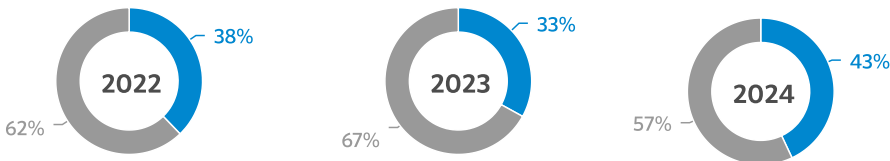
The company has established commercial conditions, such as payment terms and credit limits, tailored to its performance and pricing conditions, similar to those of the rest of the Romstal group. Payment terms for suppliers usually vary between 60 days, in the case of local suppliers, and 90 or even 120 days in the case of external suppliers.

The company’s international suppliers are based in the European Union, China and Turkey.

Number of suppliers by type



Percentage of supplier expenses directed to Serbian suppliers



The number of suppliers is indicated for the end of the year.



A large group of approximately 30 people, mostly women, are standing on a wide, light-colored stone pier. They are dressed in casual to semi-formal attire, including jackets, blouses, and trousers. The pier is situated on a waterfront, with the calm blue sea extending to the horizon. In the background, there are dark, hilly mountains under a bright blue sky filled with scattered white clouds. The scene is well-lit, suggesting a sunny day.

A MOTIVATED TEAM

- Employee Motivation
- Diversity and Equal Opportunities
- Employee Health and Safety

Employee Motivation

Remuneration policies

Employee remuneration is an area of focus for DOMING, as it impacts both the company's performance and its ability to attract talent. To maintain our status as a desirable employer, we continually adjust our salary and benefit offerings to ensure competitiveness.

Our proactive salary policy is based on evaluation of achieved results, and pay is determined based on incentives defined by management. The Executive Committee follows the same salary policy like the other employees, with the only difference being the annual bonus, which is tied to the company's performance. The management team receives a fixed salary, variable pay, and potential annual bonuses depending on their position or tasks.

When determining individual salaries, aspects such as the ones below are considered:

- the type and importance of the work performed;
- professional skills;
- responsibilities and duties held;
- the level of training and knowledge necessary to occupy the position;
- degree of responsibility and initiative in work.

The Finance department, which includes the Salary and Administration department, handles employee queries, objections and complaints related to salary calculation.

DOMING currently has two employee representatives and no union is currently in place.



Employee Motivation

DOMING team benefits

Financial benefits:

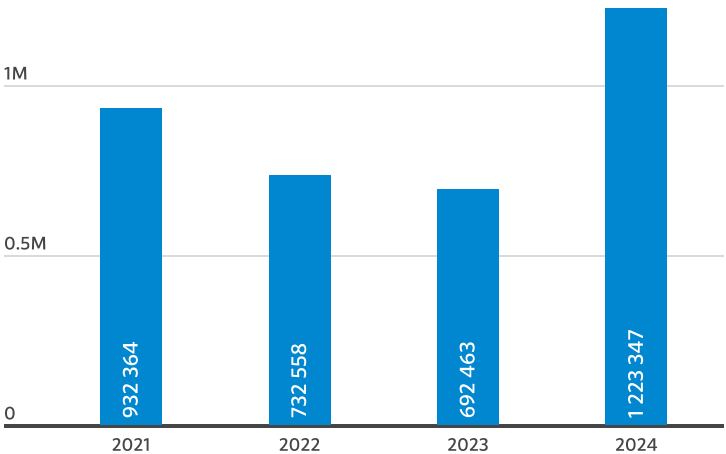
- Bonuses and gifts for holidays;
- Overtime bonuses;
- Bonuses for public holiday and weekend work;
- Per diem (daily allowance);
- Retirement aid;
- Birth/adoption aid;
- First marriage aid;
- Spouse death aid.

Work well-being:

- Work from home or remote work possibility;
- Vacation and additional days off;
- Access to the library in the headquarters.

Total value of benefits offered to employees

(Euro)



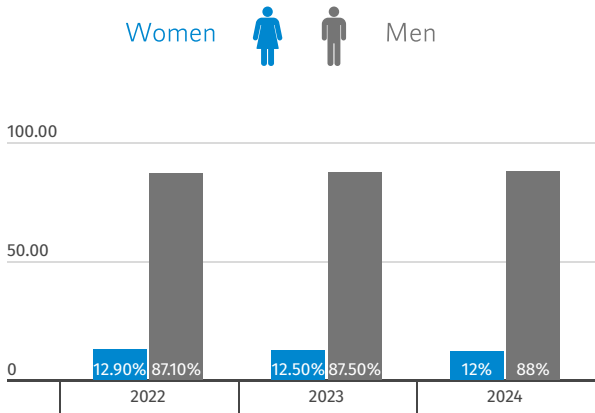
Diversity and Equal Opportunities

At DOMING, we prioritize equal opportunities for professional development among our employees, regardless of their gender, sexual orientation, age, nationality, ethnicity, religion, political preferences or social status.

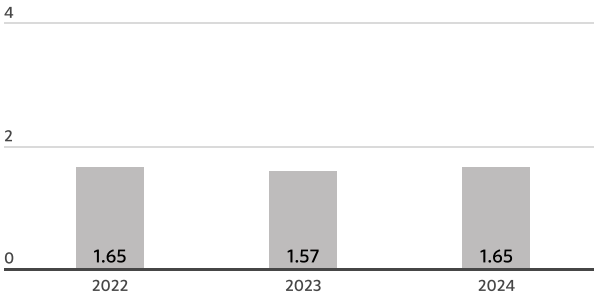
Throughout the reporting period one female employee made use of parental leave.

The performance and competencies demonstrated by employees in the workplace serve as the primary evaluation criteria for recruitment, promotion, remuneration, and professional training opportunities. We are committed to maintaining a fair and inclusive work environment where all employees can thrive and reach their full potential.

Gender distribution in management positions

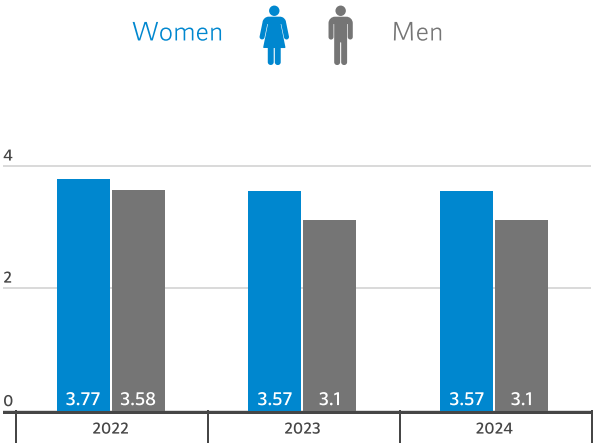


Ratio of the percentage increase in annual total compensation

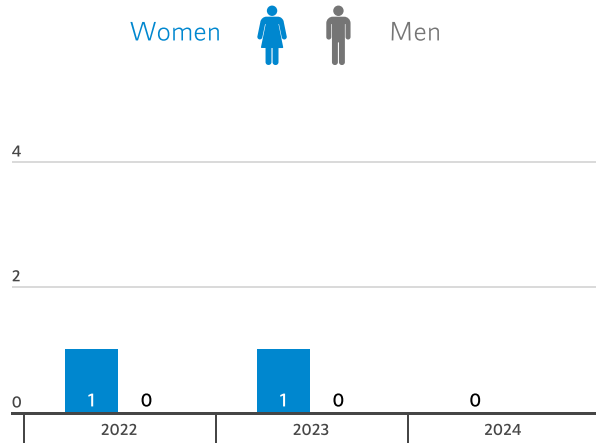


The percentage increase in the total annual remuneration for the highest-paid person within the organization / The median percentage increase in the total annual remuneration for all employees within the organization, except for the highest-paid individual.

Ratio between the average wage in the organization and the minimum wage



Number of employees with disabilities in management positions



Diversity and Equal Opportunities

	2022		2023		2024	
AGE DISTRIBUTION						
Under 30	1	11	0	12	0	9
Between 30 and 50	13	100	20	98	20	102
Over 50	5	19	5	18	6	21
TOTAL	149		153		158	

	2022		2023		2024	
CONTRACT TYPE						
Permanent	15	95	23	104	18	112
Fixed term	4	35	2	24	5	21

	2022		2023		2024	
WORKING HOURS						
Full-time	19	130	25	128	27	126
Part-time	0	0	0	0	0	0

DOMING does not employ any external workers exclusively for its operations.



2024 Goals Status

- Equal working conditions and opportunities are in place for both men and women in terms of hiring, pay, contract termination, access to training, and career advancement.

Employee Health and Safety

Monitoring and prevention

The safety and health of our employees comes first in our company. We prioritize prevention as the most effective way to ensure a safe working environment for our employees. This means that we take proactive measures to identify and mitigate potential hazards before they can cause harm.

Training in the field of workplace safety and health is provided by Alfapreving, with preventive checks every three years and on-demand training for all new employees.

We conduct periodic monitoring of work-related incidents and are pleased to report that there have been no incidents in the past three years, nor have we received any penalties from authorities for non-compliance with health and safety regulations.

In 2024, we registered 0 work accidents.



2025 Goals

- Maintain zero work related accidents.



Business Ethics

The principles by which we govern ourselves:

- Promoting, within labour relations, the principle of equal treatment for all employees;
- It is prohibited to discriminate directly or indirectly against a person for the reason that they belong to a race, nationality, ethnic group, religion, political or other opinion social group or a disadvantaged category, due to beliefs, age, gender or sexual orientation;
- Elimination of discrimination based on sex, defined as sexual harassment;
- We do not refuse employment of a person who participated in the contest/examination/interview organized to fill a vacant position, on the grounds that this person belongs to a certain race, nationality, ethnicity, religion, social category or a disadvantaged category or due to their beliefs, age, sex orientation, except in cases provided by law;
- We ensure the confidentiality of data regarding the race, nationality, ethnicity, religion, gender, sexual orientation of employees or other persons working within the company.

In relations or negotiations with suppliers of goods and services, employees must make decisions only in the interest of the company and after an objective evaluation of the situation, uninfluenced by personal interests and obligations or any other interests that conflict with the interest of the company. As of now, we do not have any publicly available documents on conflicts of interest, nor do we have any established mechanisms for seeking guidance or reporting concerns related to the implementation of the company's code of conduct among employees or external stakeholders.

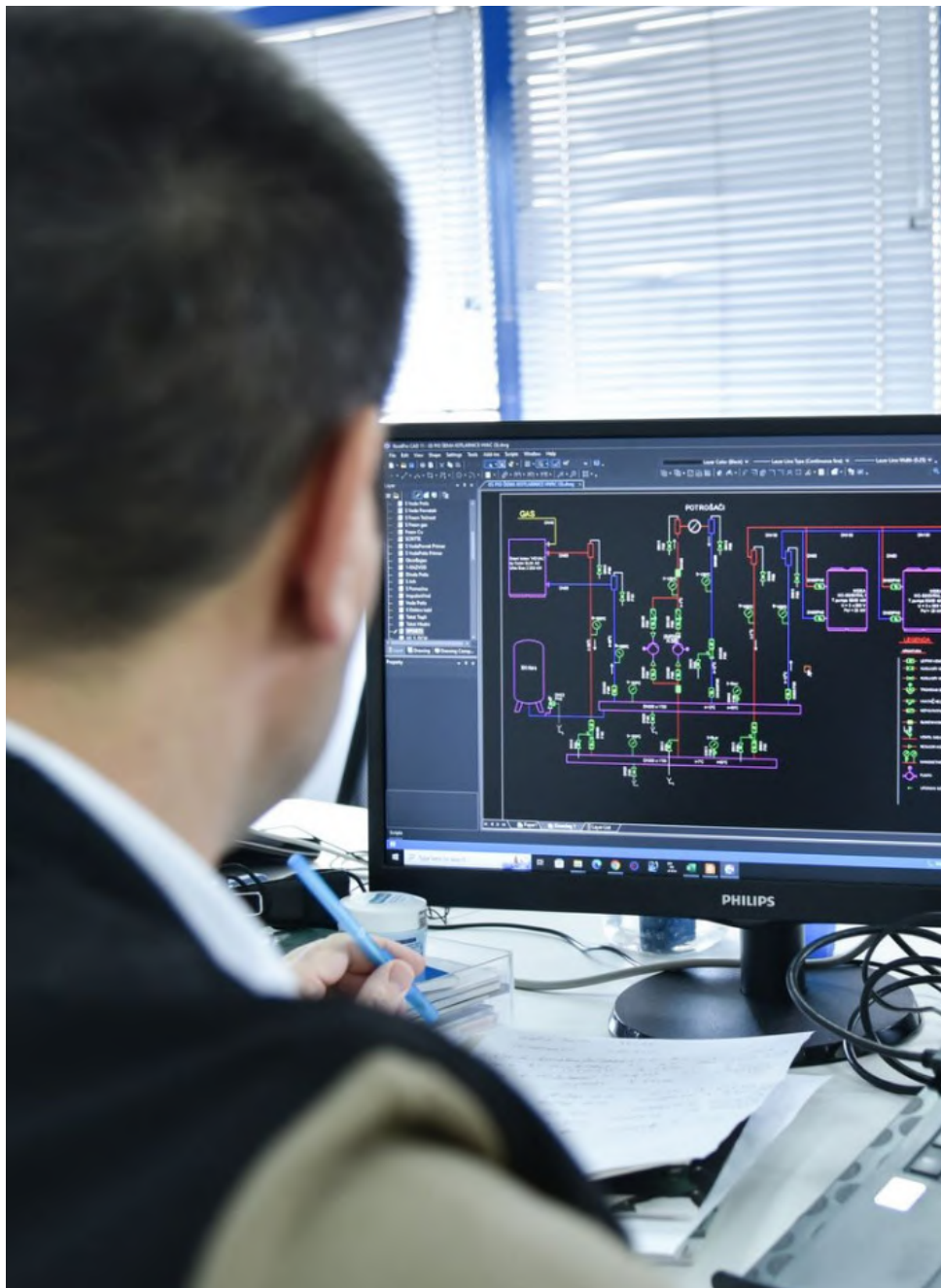


Throughout 2024, There is an ongoing case related to anti-competitive behaviour in which DOMING has been identified as a participant. The case remains open and is under review by the relevant authorities.



2024 Goals Status

- We developed and implemented an internal document as well as a contractual clause addressing corruption and conflicts of interest.
- We provided business ethics training to all employees working in our sales and supply departments.
- We ensured there are no incidents of corruption or conflicts of interest.



GDPR Policy

The personal data that is processed by us is collected as a result of the following activities:

- creating a user account on the website;
- provision of online trade services;
- online payment of purchases;
- improving the services offered - we will process your data when you give us feedback;
- solving requests or complaints;
- sending newsletters, marketing communications to promote products.

Please note that our company does not sell, trade, or rent personal information to any third party unless it is required by law.

We collect and process personal data for the entire duration of accessing the website and the validity of the user account. We make sure to not store personal information longer than necessary and to delete it upon account deletion requests.

In 2023, there were no security or unauthorized access incidents to personal data in our company.



2025 Goals

- Zero incidents of unauthorized access to personal data.

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GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	36

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