

Report on handling of the Transparency Act, June 24th 2024:

General description of the company:

- We import and distribute, sell and market Kärcher cleaning machines and solutions to private, professional, and institutional customers throughout Norway.
- Our head office is in Oslo, but we also have branches in Bergen and Trondheim with our own Kärcher Centers.
- The company's main supplier is our parent company Alfred Kärcher SE & Co. KG, which is headquartered in Winnenden, Germany. In 2023, our purchases from here amounted to about 82% of total purchases. Other suppliers are suppliers of logistics and warehousing services, suppliers of energy, cars and facility management services. We have assessed our suppliers in June 2024, and have concluded that all our suppliers meet the requirements set.
- Goods and services that the company buys the most of are cleaning machines. These are mainly produced in the EU or imported from the EU.
- The Kärcher Group has a solid framework for evaluating all suppliers to the Group.
- In addition to quality and price, evaluations are made of the suppliers in terms of decent working conditions, compliance with human rights, responsibility for employees, ethical issues and sustainability.

Standards and routines:

- Responsible for the investigation from the company's side is Jørgen Bjørvik, COO
- Any questions related to the company's activities related to the Transparency Act can be directed to: apenhetsloven@karcher.com
- The due diligence work will be based on ongoing internal surveys/evaluations, annual assessments of existing suppliers, and ongoing assessments of new suppliers.
- Existing standards and procedures affected by the Act are listed in the following:
- Kärcher Code of Conduct
 - <https://www.kaercher.com/no/om-kaercher/sustainability/etiske-retningslinjer.html>
- Information about our sustainability work:
 - <https://www.kaercher.com/no/om-kaercher/sustainability.html>
- Information about our supply chain and products:
 - <https://www.kaercher.com/no/om-kaercher/sustainability/forsyningskjede-og-produkter.html>
- Information about our responsibilities for employees:
 - <https://www.kaercher.com/no/om-kaercher/sustainability/ansatte.html>

- Information on how we work in accordance with EU requirements for energy labelling:
 - <https://www.kaercher.com/no/om-kaercher/sustainability/energimerking.html>

Prioritization of risk areas for assessment:

- Products with countries of origin China and East Asia.
- Products and services from the construction and cleaning industry (e.g. cleaning companies that perform cleaning services in our offices).
- Products that may pose a hazard to employees and others.
- Suppliers who appear risky in their operations
- Evaluation of the 20% largest suppliers of materials for sale, and indirect materials and services

- Mapping and assessment of conditions that the company may have contributed to:

Checkpoints:

- Employee survey 2023
- Employee Safety Assessment (Vernerunde) 2024
- Work Environment Council (Arbeidsmiljøutvalget) meetings
- Employee appraisals
- Any other information from customers or partners

Assessment:

The Kärcher Group has a well-functioning system for evaluating all our suppliers in terms of decent working conditions, human rights compliance, employee responsibility, ethical issues and sustainability. No feedback on actual and potential negative consequences for fundamental human rights has been revealed. Thus, no measures have been considered to be implemented.

Mapping and assessing conditions that suppliers of direct production materials or services may have, or have, caused or contributed to:

Checkpoints:

- Conducted by our parent company for all products for sale that they have manufactured, based on the following criteria:
- We evaluate all our suppliers and according to local legal requirements to ensure that all of them are working in accordance with applicable laws and regulations and operating in accordance with the Kärcher Code of Conduct for business partners. Kärcher is member of the UN Global Compact. The UN Global Compact is a strategic policy initiative for the business community with

the aim of providing guidelines in ten universally accepted areas: human rights, labor environment, sustainability, and anti-corruption. Suppliers are regularly audited to examine whether our requirements are being complied with.

Assessment:

- The system is considered to be adequate to take care of all conditions that fall under the above categories.

General measures based on the assessments:

- The Kärcher Group has an integrated audit system in which all the above thematic areas are included. This applies to headquarters, purchasing, production, transport and logistics and sales companies in all regions of the world. All departments and subsidiaries in the Group are audited at regular intervals, and if deviations from the Group's standards are uncovered, measures will be implemented to close the deviations. Kärcher AS was audited in 2022 and there are no open deviations after this audit.

Approval by the board.

The Board of Directors of Kärcher AS has decided to anchor responsibility in the company's guidelines. This was done in a board meeting held June 24th, 2024.

The CEO has been tasked with formulating guidelines for this adapted to our business.

Oslo, June 24th 2024



Hartmut Jenner
Chairman of the board



Stefan Patzke
Board member



Christian May
Board member



Michael Häusemann
Board member



Nils Kloster
Board Member



Hallvard Eide Skaare
Managing Director