



KÄRCHER

AN OVERVIEW

Sustainability Report: Facts & Figures 2024

**BE THE
DIFFERENCE**
karcher.com/sustain

REPORTING FRAMEWORK

From GRI to ESRS reporting

Reporting in accordance with the CSRD (Corporate Sustainability Reporting Directive) and the associated ESRS (European Sustainability Reporting Standards) will be legally binding for Kärcher in the future. With this in mind, we have already changed our voluntary reporting in accordance with the standards of the Global Reporting Initiative (GRI) to the CSRD reporting format as of the 2024 financial year. Until the legally binding reporting obligation comes into force, we will also be voluntarily reporting our most important facts and figures in accordance with the ESRS and GRI.

Materiality analysis

Kärcher has carried out a double materiality analysis for reporting in accordance with the ESRS in order to determine the sustainability issues relevant to the company. They apply to the entire Kärcher Group. The following topics have been identified as material for Kärcher:

- Climate protection and adjustment to climate change
- Energy and emissions
- Circular economy
- Workers at the company
- Workers in the value chain
- Corporate management

We take these material topics into account in our reporting by structuring reports around the three pillars of sustainability: Environment, Social and Governance (ESG).

About this report

Kärcher's sustainability report in facts and figures based on the ESRS and GRI covers the 2024 financial year (1 January to 31 December). It follows on from the 2023 sustainability report, which was published on 13 May 2024, and is updated annually. All data collection relevant to reporting is based on the 81 Kärcher companies that constitute the current consolidated group for Kärcher's sustainability reporting. In this compact report, we focus on selected and meaningful key sustainability figures. The report has been approved by the Board of Management. The editorial deadline for this report was 31 March 2024. The 2024 sustainability report was published on 14 May 2025.

DEAR READERS,

We live in an era that is characterised by a constant stream of events unfolding every day. This makes it all the more important that we as a company have been making long-term thinking and responsible conduct our maxim for many years now. Sustainability has always been firmly embedded in all of our corporate divisions and is therefore just as much of a team effort as the record turnover of 3.45 billion euros generated last year.

Our current sustainability strategy defines specific measures for climate protection, efficient resource use and ultimately creating a positive impact for the common good. In doing so, we feel validated by the response from our customers. Our commitment was also duly recognised last year, when we once again won the German Sustainability Award in not one but two categories. The jury recognised Kärcher's focus on sustainability as exemplary and pioneering in the German economy. We see this award as a

confirmation of what we are doing and as an incentive to boldly and consistently keep pursuing our chosen path.

Through its sustainability strategy, Kärcher had already committed to a significant reduction in emissions along the entire value chain back in 2020. In autumn 2024, the Science Based Targets Initiative (SBTi) officially confirmed that the short-term emission reduction targets set by Kärcher will help limit global warming to 1.5 degrees Celsius and therefore comply with the Paris Agreement. We at Kärcher are proud to make our contribution to greater climate protection through our global initiatives.

In this brochure, you will find all the relevant figures for 2024. We have also chosen to include the CSRD reporting specifications here.

Thank you for your interest in our company, and I hope you enjoy reading this report.



With best wishes from Kärcher,

A stylized, handwritten signature in black ink, which appears to read 'H. Jenner'.

Hartmut Jenner
Chief Executive Officer and Chairman
of the Board of Management



27,841
tonnes **LESS CO₂e***
EMISSIONS were generated
by Kärcher worldwide in 2024
compared to the base year of 2020



> 2,200
tonnes of recycled plastic were used
in products in 2024

> 17,000

EMPLOYEES

worldwide are the supporting
pillars of our company



3.446

billion euros

TURNOVER in 2024

THE COMPANY

Kärcher celebrates its 90th anniversary in 2025. Founded in 1935 by Alfred Kärcher as a tinkerer's workshop for heating technology in Stuttgart, the family business developed into a world-renowned brand for cleaning technology. Early on, the products were characterised by technical innovation – a characteristic that continues to shape the company's DNA to this day.

The company entered the cleaning market in 1950 with the first European hot water high-pressure cleaner DS 350. After Alfred Kärcher's death in 1959, his wife Irene took over the management and drove internationalisation forward. In 1974, she strategically focused the company on high-pressure cleaning and established the Kärcher yellow we know today. Under her leadership, Kärcher developed into the world market leader. Another milestone followed in 1984: the HD 555, the world's first portable high-pressure cleaner for private households.

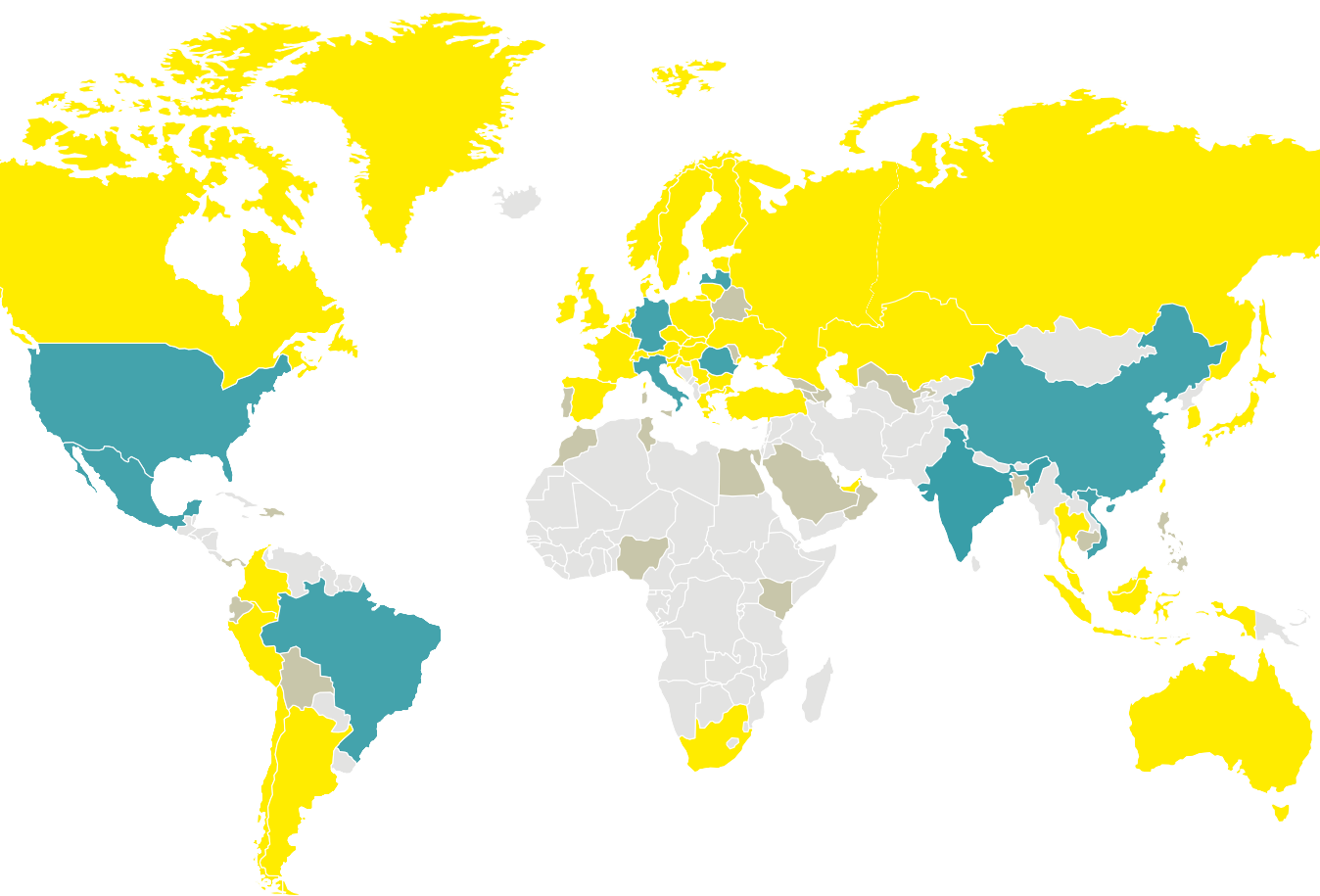
In addition to innovation and a broad portfolio with over 3,000 cleaning and care products, sustainability also plays a key role. Kärcher promotes emission reduction, resource conservation, waste avoidance and a circular economy with numerous initiatives and has been recognised for this with several awards.

Kärcher assumes responsibility for its products, its employees, the company, the supply chain, society and the environment in accordance with the sustainability targets of the European Union and Germany. We are convinced that sustainability must be incorporated in all aspects of the company in order to achieve a real impact. The Kärcher Group therefore sets itself specific medium- and long-term strategic sustainability targets in order to actively help shape the future and take responsibility for future generations.

* Scope 1 and 2.

KÄRCHER WORLDWIDE

Rooted in Germany – active all over the world: Kärcher produces and sells its products around the globe. The map provides an overview of our worldwide production and logistics sites as well as the approximately 80 countries with sales and service sites.



■ Countries with Kärcher sales and service sites.
■ Countries with Kärcher production and logistics sites as well as sales and service sites.
■ Countries with Kärcher sales and service sites that are not part of this report.

Our production and logistics sites and their certifications

Production and logistics sites	9001:2015 (Quality)	14001:2015 (Environment)	50001:2018 (Energy)	45001:2018 (Occupational safety)
Germany				
Winnenden (Headquarters)	■	■	■	
Winnenden (Factory)	■	■	■	
Ahorn Service Centre	■	■	■	
Obersontheim (Factory)	■	■	■	
Obersontheim (Logistic Centre)	■	■	■	
Bühlertal	■	■	■	
Illingen	■	■	■	
Schwaikheim	■	■	■	
Waldstetten	■	■	■	
Duisburg	■	■	■	
Reutlingen	■	■		
Italy				
Correggio/Reggio Emilia	■	■	■	■
Quistello	■	■	■	■
Reggio Emilia	■	■	■	■
Romania				
Curtea de Arges	■	■	■	■
USA				
Aurora	■	■		
Blackwood (Logistic Centre)				
Fayetteville (Logistic Centre)				
Mexico				
Monterrey	■	■		
Brazil				
Vinhedo	■	■		
China				
Changshu	■	■	■	■
Latvia				
Jelgavas Novads	■	■	■	
Vietnam				
Quang Nam	■	■	■	■
India (new in 11/2024, therefore not yet part of this report)				
Coimbatore	■			

ZERO EMISSIONS

Since 2021...

- we produce and assemble at all Kärcher facilities with 100% electricity from renewable sources.¹

By 2025...

- Kärcher will reduce the real scope 1 and scope 2 emissions of its production and logistics sites by 21% compared with the base year of 2020. By 2030, this will be reduced by a further 21% (total: 42%)
- Kärcher will expand the management system for its scope 3 emissions and make carbon footprint of its products transparent

Status

Twenty facilities² in nine countries use electricity from renewable sources, generated both on- and off-site.

CO₂e were reduced by 22,154 tonnes compared to 2020 with simultaneous company growth.²

Scope 3 emissions were fully analysed for the first time in 2023.

CO₂e of selected products were made transparent over the entire product life cycle in 2024, and further reduced through energy efficiency measures (e.g. eco mode, efficient motor and nozzle technology) in the use phase.



¹ From solar power (on- and off-site), hydropower, wind power.

² This figure includes the Kärcher headquarters and the production and logistics sites of the Kärcher Group in Germany, Brazil, China, Italy, Mexico, Romania, Latvia, Vietnam and the USA.

REDUCE, REUSE, RECYCLE

Since 2020...

- In cooperation with the environmental organisation One Earth – One Ocean (oeoo), we have been supporting the reduction and reuse of plastic waste found in the ocean

By 2025...

- We will optimise the sustainability of all product packaging
- Selected consumer and professional machines will achieve a recycled plastic content of up to 50%
- We aim to implement a pilot production without plastic waste
- Sustainability will be an integral part of new business models

Status

All paper-based packaging materials are made from at least 80% recycled paper.

Plastic in packaging cut by 727 tonnes in total compared with 2020.

>2,200 tonnes of recycled plastic used in products in 2024.

Rental business models are being offered for many product groups, from scrubber dryers and cleaning robots to manual cleaning equipment, and models for sharing and refurbishment schemes are being piloted.



SOCIAL HERO

By 2025...

- Our social commitment will be focused on value preservation
- We will establish a proactive supplier risk management system for sustainability

Status

92% of all projects are focused on value preservation.

6.5 tonnes of waste collected during Kärcher Cleanup Day by 32 subsidiaries in 2024.

Proactive supplier risk management established, which also includes sustainability criteria.



01

ENVIRONMENT



SCOPE 1 AND SCOPE 2 EMISSIONS*
have been achieved compared with the base year of 2020 (2025 target: -21%)



* CO₂e

ADJUSTMENT TO CLIMATE CHANGE AND CLIMATE PROTECTION

Strategy, targets and key figures

As part of our materiality analysis, we have identified the issues of climate protection and adaptation to climate change as material. Our sustainability strategy sets targets that contribute to the Paris Agreement and the promotion of the circular economy, and focus on significantly reducing emissions along the entire value chain.

In 2024, the Science Based Targets Initiative (SBTi) officially confirmed that the short-term emission reduction targets set by Kärcher will help limit global warming to 1.5 degrees Celsius in line with the Paris Agreement. In 2025, we will implement a transition plan to further reduce greenhouse gas emissions and publish the associated targets to be achieved by 2030. In doing so we aim to consistently reduce the climate impact.

Last year, for example, we installed new photovoltaic capacity totalling 728 kWp (kilowatt peak) in our factories in Italy and Germany. The following figures provide detailed information on our energy use and our energy mix as well as our greenhouse gas (GHG) emissions for 2024. This paves the way for making our future progress transparent and comprehensible when it comes to transition to renewable energy sources and reducing emissions.

Our detailed and audited greenhouse gas inventory, as well as our initiatives and targets, can be found at karcher.com/sustain.

Total energy consumption in MWh

	2023	2024
From fossil sources	180,829	145,502
From nuclear sources	-	-
From renewable sources	54,996	101,734
Biomass	2,226	2,769
Electricity purchased from renewable sources	46,114	91,289
District heating purchased from renewable sources	4,541	4,353
In-house photovoltaic systems	2,115	3,323
Energy intensity (in MWh per million € turnover)	71.59	71.75

Greenhouse gas emissions in t CO₂e¹

	2023	2024
Scope 1	30,519	30,321
Scope 2	23,992	7,656
Scope 3	5,997,987	5,216,305
Total GHG emissions	6,052,498	5,254,282
Greenhouse gas intensity in t CO ₂ e per million € turnover ²	16.55	11.02

¹ CO₂e = CO₂ equivalent, unit of measurement for standardising the climate impact of various greenhouse gases.

² Scope 1 and 2.

WATER

Strategy, targets and key figures

Water as a resource plays a significant role both in our manufacturing processes and in the use of our products. We are increasingly focusing on water-efficient solutions for our products. Our strategy also aims to use as little freshwater (groundwater and water from public suppliers) as possible in our factories, and to recycle this valuable resource within production processes in order to reduce the amount of water used even further. Water consumption increased compared to 2023, which can be traced back to the integration of our new site in Vietnam, the restarting of pump development at the site in Duisburg and a burst water pipe at our site in China.

As water has not been classified as a material topic for reporting in accordance with the ESRS, we continue to disclose our relevant figures in accordance with GRI 303-3, 303-4 and 303-5. The progress of future initiatives and projects aimed at water efficiency and water reuse can be measured on the basis of the figures recorded.

Water withdrawal in m³

	2023	2023	2024	2024
	Plants ^{1,3}	Remaining consol. cos ^{2,3}	Plants ^{1,3}	Remaining consol. cos ²
Total water withdrawal (GRI 303-3)	317,005	146,408	396,406	155,569
By water stress region				
Water withdrawal (no water stress)	32,051	n/a	77,280	n/a
Water withdrawal (water stress)	284,954	n/a	319,126	n/a
By withdrawal type				
Groundwater and surface water	76,707	0	81,185	0
Municipal water supply	240,298	146,408	315,221	155,569
Water intensity (m³ per million € turnover)	96.24	44.47	115.03	45.14
Turnover in € billions	3.294	3.294	3.446	3.446

Water discharge and consumption¹ in m³

	2023 ¹	2024
Total water discharge (GRI 303-4)	307,937	380,110
Water discharge (no water stress)	32,051	73,847
Water discharge (water stress)	275,886	306,263
Water consumption (GRI 303-5)	9,068	16,296

¹ This information includes the Kärcher headquarters as well as the production and logistics sites of the Kärcher Group in Germany, Brazil, China, Italy, Mexico, Romania, Latvia, Vietnam and the USA.

² This information includes all consolidated units in the respective business year (consolidated companies, in short: "consol. cos") excluding the Kärcher headquarters as well as production and logistics sites; this figure includes partial extrapolations.

³ The water-related key figures reported for 2023 were extrapolations in the previous year. These were adjusted in the reporting year on the basis of the real values.

WASTE

Strategy, targets and key figures

At Kärcher, we are aware of our responsibility to minimise waste and conserve resources. We therefore pursue a holistic approach that encompasses both waste avoidance and efficient waste management. By optimising production processes, using resource-efficient technology and raising our employees' awareness of the correct handling of waste, we aim to continuously reduce our waste volume. A central component of our strategy is the transition to a circular economy in which waste is regarded as a recyclable material. Our target is to continuously increase the share of recycled waste and reduce the proportion of hazardous waste in order to make a significant contribution to environmental protection. Due to the integration of our new site in Vietnam and improved data collection at our American sites, the volume of waste has increased compared to 2023.

We disclose our key figures relating to waste management in accordance with GRI 306-3, 306-4 and 306-5, as the issue has not been identified as material for reporting in accordance with the ESRS.

RESOURCE USE AND THE CIRCULAR ECONOMY

Strategy, targets and key figures

The progress of future initiatives and projects aimed at waste reduction can be measured on the basis of the figures collected.

Waste and recycling

	2023	2023	2024	2024
	Plants ¹	Remaining consol. cos ^{2, 3}	Plants ¹	Remaining consol. cos ³
Total waste (t)	13,850.76	16,140.35	17,078.33	15,349.27
Non-hazardous waste (t)	13,254.95	14,617.28	16,290.98	14,644.07
Hazardous waste (t)	595.81	1,509.67	787.35	699.91
Share of non-recycled waste (%)	12.12	41.47	21.19	44.43
Share of recycled waste (%)	87.88	58.53	79.91	55.57

¹ This information includes the Kärcher headquarters as well as the production and logistics sites of the Kärcher Group in Germany, Brazil, China, Italy, Mexico, Romania, Latvia, Vietnam and the USA.

² The waste-related key figures reported in 2023 were extrapolations in the previous year. These were adjusted in the reporting year on the basis of the real values.

³ This information includes all consolidated units in the respective business year (consolidated companies, in short: "consol. cos") excluding the Kärcher headquarters as well as production and logistics sites; this figure includes partial extrapolations.

Resource use and the circular economy are essential topics for Kärcher. Since 2020, Kärcher has been aiming to reduce consumption of primary raw materials and has been working on a circular economy strategy. The focus here is particularly on improving products in terms of resource inflows and outflows as well as product-related emissions.

In 2024, we implemented various measures relating to resource utilisation and efficiency, use phase extension and circular economy concepts for the end-of-life phase of our products across various product groups.

In **50%**
of our product categories,
we are already using
RECYCLED PLASTICS



This includes the introduction of further products with recycled plastic content, such as

- the Professional T 11/1 vacuum cleaner with 60% recycled plastic,*
- the Professional BR 35/12 and BD 38/12 scrubber dryers, each with 31% recycled plastic,*
- the consumer pressure washers from the Power and Smart Control lines with 20% recycled plastic,* and
- the 0.5-litre to 1.0-litre containers for our detergents, which consist of 100% recycled plastic, excluding the lid and label.

We also strive towards improved repairability in our newly developed products. For greater transparency, we introduced our own internal index in 2024 for this purpose, which is based on the legal French Repair Index. Based on this, we have calculated the repairability for the new Professional vacuum cleaner product lines T 10/1 and T 15/1, for example.

* Refers to all plastic parts, excluding accessories.

The transparency of our products' greenhouse gas emissions is also important to us, as evidenced by the calculation of product carbon footprints in accordance with ISO 14067 (e.g. for the B 50 Professional scrubber dryer and various detergents). To reduce our greenhouse gas emissions, we are focusing on the electrification of products (e.g. MC 250 electric fully electric municipal sweeper) and the introduction of energy- and water-efficient products. One resource-conserving innovation was the eco!Booster launched 2024, an accessory for most of our Professional and Consumer high-pressure cleaners with a 50 per cent higher area performance than standard accessories with the same energy and water volume. Also introduced in 2024 were the rotating water tools in the ultra-high-pressure range, featuring an optimised nozzle configuration developed using a simulation tool from our WOMA business unit. In addition, we prioritise the widespread use of an eco mode for all of our Professional products that can be operated on different settings.

The use of materials from sustainable forestry is also crucial. In 2024, for example, we successfully obtained FSC™ certification, a recognised certification system for forest management, for our paper-based packaging and filter products (FSC™ C198871) in our European factories and sales locations.

Our commitment has been rewarded twice with the German Sustainability Award. The jury honoured Kärcher as a “pioneer and role model in the German economy” and selected our sustainable solutions as winners in both the “Household appliances” and “Machine design” award categories.

We will publish further targets in the area of the circular economy as part of the new sustainability strategy in 2025. We will document our progress in this regard based on various key figures and specific targets.

Resource inflows in t¹

	2023	2024
Metals	56,100	56,507
Plastic granulate	50,800	55,791
Of which recycled plastic²	1,986	2,224
Chemical raw materials	3,180	3,087
Of which biological materials	4.6	44

¹ This information includes the Kärcher headquarters as well as the production and logistics sites of the Kärcher Group in Germany, Brazil, China, Italy, Mexico, Romania, Latvia, Vietnam and the USA.

² Weight of 100% recycled plastic in all plastic granulates (recycled material definition based on DIN EN 45557 and DIN SPEC 91446).

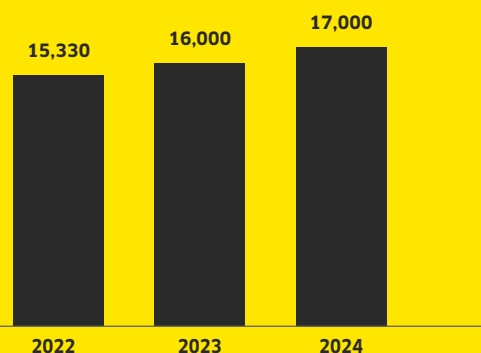


The mark of
responsible forestry
FSC™ C198871

02

SOCIAL

Total employees
in the Kärcher Group



COMPANY WORKFORCE

Strategy, targets and key figures

Employees are an essential and decisive success factor for Kärcher and therefore a central pillar of the company. The overriding aim of our HR strategy is to ensure a competitive workforce structure with long-term prospects. To achieve this, Kärcher takes measures to create a positive working environment, promote employee development and retention and ensure a high level of employee satisfaction.

In 2024, we developed our vision for diversity and inclusion: to be an open and diverse company where everyone feels welcome, seen and valued, and where everyone can make a joint contribution. For 2025, we are planning to develop and implement specific measures based on this vision.

In order to evaluate the development of our employees and the impact of our measures on our overriding aim, we collect meaningful key figures on the number of employees, training, staff turnover and occupational safety. Based on the figures collected for 2024, which are disclosed below, we will also formulate specific medium- to long-term targets for the four individual areas.

Number of employees (headcount)

	2023	2024	2024
		Total	Pro-portion
Report-relevant Kärcher companies	15,113	15,614	100%
Of which female	4,702	4,948	31.7%
Of which male	10,411	10,666	68.3%
Of which in Europe	10,477	10,894	69.8%
Of which in Asia, Africa and Oceania	3,207	3,268	20.9%
Of which in America	1,429	1,452	9.3%

Staff turnover

	2023	2023	2024	2024
	Total ¹	Of which resignations	Total ¹	Of which resignations
Number of departures	2,004	1,218	2,200	1,143
Staff turnover rate	13.3%	8.1%	14.1%	7.3%

Training²

	2023	2024 ³
Average training hours per employee	13.6	13.0

Work-related injuries

	2023	2024 ³
Reportable accidents (excluding commuting accidents)	281	241
Number of deaths due to work-related injuries and health-related incidents	0	0
Number of work-related sick days or injury days among employees (days lost)	4,561	3,822

¹ The total number includes resignations as well as employees leaving the company due to dismissal, retirement or death.

² These figures include 86% of all consolidated units in this report.

³ Figures for 01-09/2024 due to early cut-off date for data collection.

03

GOVERNANCE

> 125
AUDITS
were carried out
in 2024



SUPPLY CHAIN MANAGEMENT AND COMPLIANCE

Strategy, targets and key figures

Close collaboration with suppliers is crucial for Kärcher's success. That's why we aim to be a reliable partner to our suppliers and their employees. For us as a company, this also includes taking responsibility for the protection of people and the environment in the supply chain. In light of this, we consider the supply chain topic to be substantial and are in the process of continually broadening the actions we take to meet our corporate due diligence responsibilities throughout the supply chain. The Kärcher Code of Conduct for Business Partners and the accompanying standards and surveys address key topics such as working conditions, human rights, environmental protection and fair competition.

A key focus in Purchasing is a sustainable supply chain, with a continuous drive to enhance transparency and traceability. We have developed an over-all concept to meet the requirements of the German Supply Chain Due Diligence Act (LkSG) in our own business area and in the supply chain. In this context, amongst other measures, the existing risk management system was expanded to cover in order to better identify and manage sustainability risks with regard to human rights issues and environmental factors. We are also preparing for the European Supply Chain Act (CSDDD*), which will apply to us in the future.

Kärcher has also introduced a whistleblower system at the end of 2021 which is accessible worldwide via the global website as well as via the intranet. The system enables those affected and observers of potential violations to report such violations at any time, securely, confidentially and, if desired, anonymously. Potential violations of any kind as well as reports of risks or violations in relation to human rights or environment-related obligations can also be submitted.



On 1 January 2023,
we appointed a global

HUMAN RIGHTS OFFICER

* Corporate Sustainability Due Diligence Directive.

SOCIAL COMMITMENT

Culture, nature and society

At Kärcher, we are aware of our social responsibility and get involved with causes that go beyond our business activities. We support non-profit initiatives and organisations that make a significant contribution to society and stand for values such as family, education and equal opportunities as well as protection of the environment and resources. In all three areas – donations and sponsorship, long-term cooperation and employee commitment – we take our role as a social stakeholder seriously and are therefore dedicated to preserving values, whether social or environmental. That's why value preservation is also the focus of our "Social Hero" initiative – one of the three pillars of our 2025 Sustainability Strategy.

Kärcher coordinates its global social commitment from the company headquarters in Winnenden. This responsibility lies with the Corporate Citizenship team. The individual Kärcher companies have their own Corporate Citizenship representatives who implement locally adapted activities within the centrally defined framework for action. These include, for example, the annual "Kärcher Cleanup Days": in 2024, teams from 32 national subsidiaries removed 6.5 tonnes of waste from parks, beaches, rivers and forests. Last year, in addition to numerous

social projects and initiatives, Kärcher also provided disaster relief in Kenya and Tanzania, and helped with the floods in Valencia, Spain, and in Germany by providing machines to clear the flood damage.

Kärcher's technology and expertise are also in demand during cleaning operations designed to preserve cultural monuments – for 45 years, the company has been making a contribution to society with free projects. Last year, for example, the company's specialists worked on the historic citadel of Besançon, France.

20 
MONUMENTS AND BUILDINGS
 cleaned in 13 countries as part of
 our cultural sponsorship programme



We delivered 493 donations and sponsorships worldwide



6.5 tonnes of waste collected around the world as part of our Kärcher Cleanup Days



makes a difference

LEGAL INFORMATION

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and find out more about
sustainability at Kärcher