



Sustainability report

2025

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Preface

Climate change, resource scarcity and increasing regulatory requirements are changing what is expected of companies and making responsible conduct a key priority for the future.

A particular focus for Hako is on the further development of its products and technologies. Energy efficiency, electrification and the circular economy are becoming increasingly important in this context. In 2025, we continued to expand our photovoltaic installations and developed new, energy-efficient product generations. At the same time, we are constantly working on solutions to reduce the energy and water consumption of our machines.

A key milestone was the Hako Group’s signing of the Science Based Targets initiative (SBTi) commitment: we have pledged to set science-based climate targets in line with the 1.5-degree goal. Sustainability is also becoming increasingly important within our corporate culture. Issues such as diversity, equal opportunities and respectful collaboration have been specifically developed in recent years – including through new formats for dialogue, awareness-raising measures and the establishment, initiated by Hako, of a group-wide women’s network within the Possehl Group. Our adherence to the Diversity Charter also underlines our commitment to actively promoting an open and respectful working environment.

With this report, we aim to transparently highlight the progress we have already made, the challenges we face and the goals we are pursuing for the future. Openness, reliability and continuous improvement remain central to everything we do.



Axel Jensen



Frank Ulbricht



Joachim Blache

General information

Company profile and reporting framework

This sustainability report relates to Hako GmbH, hereinafter also referred to as “Hako”. The company’s head office is located in Bad Oldesloe, Germany. L. Possehl & Co. mbH acquired a total of 56 per cent of the shares in Hako GmbH in 2004 and 2006; the Possehl Group completed its full takeover on 1 January 2007. Hako GmbH operates exclusively in Germany; subsidiaries belonging to Hako GmbH are not covered in this report.

(GRI 2-1)

The sites covered in this report comprise the four production plants in Ammersbek, Bad Oldesloe, Glindow and Waltershausen, as well as the nine sales branches of Hako GmbH. Unless otherwise stated, all consumption figures, employee statistics and other data presented relate to the consolidated figures for these sites. The report covers all sites belonging to Hako GmbH; subsidiaries are not included. The key issues apply uniformly to all sites covered. The production sites and sales branches of Hako GmbH are regarded as the main operating sites. Responsibility for the preparation and accuracy of the sustainability reporting lies with Hako’s Sustainability Department, based at the company’s head office in Bad Oldesloe.

(GRI 2-2)

This report covers the financial year 2025 and has been published annually since 2022. The publication date of this report is 20 July 2026. If you have any questions, suggestions or comments regarding the report, please contact sustainability@hako.com.

(GRI 2-3)

Improved data quality, revised calculation methods and corrections to master data have resulted in minor adjustments to individual figures in GRI Standards 102, 103, 301, 401, 403 and 405 compared with the previous year’s figures. These revisions ensure that the data remains comparable and that the reference to our base year is maintained. The fundamental findings and trends of the respective key performance indicators remain unaffected by these adjustments.

(GRI 2-4)



- Hako production sites
- Hako sales branches

This report has not been subject to an external audit. However, the consolidation and presentation of the data provided were carried out with the utmost care and with the involvement of all relevant specialist departments and responsible parties.

(GRI 2-5)

Business activities and value creation

Hako GmbH develops, manufactures and distributes machines and vehicles in the field of professional Cleaning, Municipal and Waterjet Technology. Its product portfolio comprises, in particular, scrubber-driers, sweepers, municipal vehicles and complementary services. Hako GmbH's core business activities include research and development, procurement, production, sales and after-sales services. The value chain includes not only suppliers of materials, components and services, but also the company's own prefabrication plants, particularly for plastics and metal processing. Sales and services are provided worldwide via a dense network of branches, subsidiaries and dealers. Further components of the value chain are our customers from industry, commerce, local authorities and service providers. This report covers only the German sites of Hako GmbH.

(GRI 2-6)

Employment and workforce breakdown

During the reporting period, as well as in all previously referenced reporting periods, Hako had no employees whose gender was listed as 'diverse'. To improve readability, the following tables therefore distinguish solely between male and female employees when presenting key employment figures. Should this change in future, the relevant presentations in future reports will, of course, be adjusted accordingly.

(GRI 2-7)



Citymaster 1650 ZE

Workforce breakdown of Hako GmbH

	2025	2024	2023
Total number of employees			
Male	1029	987	949
Female	218	214	201

Employees on fixed-term contracts			
Male	131	123	153
Female	30	24	33

Employees with non-guaranteed working hours			
Male	15	18	17
Female	7	8	8

Full-time employees			
Male	1005	962	911
Female	142	141	128

Part-time employees			
Male	24	25	38
Female	76	73	73

In 2025, Hako GmbH employed 1,247 staff. This represents an increase of 3.8 per cent compared with the previous year. There were no significant fluctuations in the number of employees during the reporting period.

(GRI 2-7)

88 per cent of our employees were covered by a collective agreement for the metal and electrical industry, as well as supplementary site-specific in-house collective agreements. Senior executives, sales staff, those in marginal employment and interns are not covered by collective agreements.

(GRI 2-30)

During the reporting period, 26 people worked for Hako GmbH who were not in an employment relationship with the company. These were primarily temporary workers in the production and logistics departments, who were deployed to cope with peaks in workload or to cover absences due to illness.

(GRI 2-8)

Material topics

Process for identifying material topics

Since 2021, we have been managing our sustainability commitment centrally and developing it systematically. To identify material topics, we have systematically analysed our own sustainability impacts and conducted structured stakeholder dialogues.

The topics identified were assessed as part of a materiality analysis based on their actual and potential impacts on the environment, the economy and society – including human rights – as well as their relevance to stakeholders and Hako's business success. The assessment was carried out in consultation with senior management and with the involvement of external consultants, using a scale of 1 to 5, with all dimensions given equal weighting.

The results were visualised in a materiality matrix. Topics with a rating of at least 3 across all dimensions were defined as material. To further prioritise these, we carried out a qualitative assessment of the severity of the negative impacts and their likelihood of occurrence.

In 2024, as part of the CSRD requirements and on the initiative of our parent company Possehl, a group of experts additionally carried out a dual materiality assessment. This confirmed the material topics that had already been identified. (GRI 3-1)

Our material topics

Based on the materiality analysis we carried out, we have identified the following topics as material:

Customers	• Product information • Quality • Circular economy • Energy consumption of our machines • Environmental management • Repairability & durability • Water consumption of our machines
Society	• Compliance
Supply chain	• Fair, long-term relationships • Growth & innovation
Employees	• Diversity • Training & development • Flexible working hours / work-life balance • Health & safety • Communication & appreciation

These topics form the basis for the further development of our sustainability strategy and our reporting in accordance with the GRI Standards.

(GRI 3-2)

Project teams and sustainability programme

Hako has set up interdisciplinary project teams to address areas where significant discrepancies were identified between the current situation and the strategic positioning. These teams are made up of experts from the relevant departments. In the case of social issues in particular, affected employees have also been actively involved; for example, mothers and fathers in the area of ‘work-life balance’.

A total of nine project teams were set up to develop potential objectives and measures for the respective areas of action. The findings were discussed and agreed upon in consultation with senior management and, taken together, form Hako’s sustainability programme.

The project teams are addressing the following topics:

- Circular economy
- Energy and water consumption
- Environmental management
- Product-specific sustainability information
- Communication and appreciation
- Work-life balance and employee health
- Diversity and equal opportunities
- Training and development

The ‘Training and Development’ project team was temporarily put on hold during the reporting period due to limited HR capacity. The “Compliance” project team has since been permanently integrated into the organisational structure and established as a separate department.

(GRI 3-3)



Economics



Economic performance

Our business activities are geared towards long-term economic success and are in harmony with the needs of the environment and society. By generating profits, we safeguard our long-term viability whilst also contributing to the economic development of the communities in which we operate.

A significant proportion of the economic value we generate is distributed to our stakeholders. This includes, in particular, expenditure on employees, payments to suppliers and taxes paid to the state. In addition, a distribution is made to L. Possehl & Co. mbH, which passes on part of the dividend to the Possehl Foundation.

In accordance with its articles of association, the Possehl Foundation supports, amongst other things, charitable organisations, education, culture and social projects, thereby contributing to the sustainable development of the local community. (GRI 201)

The table below shows the economic value generated and distributed during the reporting period in accordance with GRI 201-1.

Directly generated and distributed economic value (€)

Category	Item	Amount
Directly generated economic value	Revenue	331,677,218
	Other operating income	7,966,361
	Income from investments	10,410,556
	Interest income	1,318,609
	Total value generated	351,372,744
Economic value distributedt	To suppliers (operating costs)	231,547,959
	To suppliers (investments)	6,800,431
	To employees	86,660,299
	To investors	1,620,519
	To the state	7,063,611
	Total distributed	333,692,819
Retained economic value		
	Net profit for the year	17,679,925

Climate-related financial risks and opportunities

Climate change affects the economic environment in which we operate throughout the entire value chain and is associated with financial risks and opportunities.

Risks arise in particular from regulatory and physical changes.

In the short to medium term, regulatory risks arise from increasing requirements regarding emissions, energy efficiency and environmental standards. These lead to increased investment and development costs, particularly in the further development of our machines and technologies. In the medium term, rising energy and raw material costs may put pressure on the operating cost structure.

In the long term, there are physical risks, particularly from extreme weather events, which can lead to disruptions in the supply chain and production. The financial impact of these risks is currently assessed as moderate, but may increase further depending on regulatory developments and energy prices.

Opportunities arise from the growing demand for energy-efficient, resource-conserving and low-emission solutions.

In the short to medium term, we are benefiting from the growing demand for energy- and water-efficient machines.

In the medium to long term, opportunities also arise from lower energy costs resulting from current investments in renewable energy and the ongoing electrification of our infrastructure, particularly in the areas of heating supply and our vehicle fleet.

The financial impact of these opportunities is assessed as medium to high, particularly due to additional revenue and a strengthened competitive position.

(GRI 201)

Management of climate-related risks and opportunities

We systematically integrate climate-related risks and opportunities into our strategic and operational decision-making processes.

Our focus is on:

- the ongoing development of energy-efficient and durable products,
- the reduction in the use of fossil fuels and investment in renewable energy generation, and
- the expansion of digital solutions to improve efficiency for our customers.

The aim is to address risks at an early stage whilst consistently capitalising on the market opportunities arising from climate change.

(GRI 201-2)



Scrubmaster B20 i und B75 i

Indirect economic impacts

Our products and solutions are designed to increase efficiency and productivity in our customers' operations and to reduce their operating and resource costs. We report specific effects where we can provide evidence.

(GRI 203-2)

Procurement practices

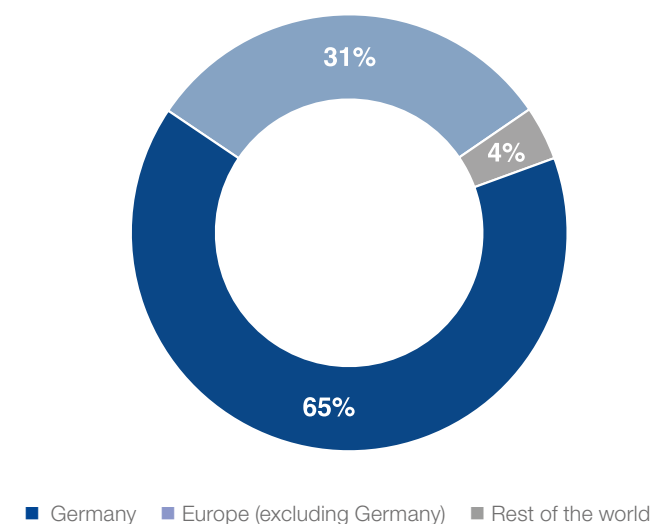
We maintain partnerships with our suppliers, some of which have lasted for decades. We place great importance on treating each other as equals, fair contractual terms and, where possible, sourcing from regional suppliers. We monitor compliance with social standards through a comprehensive risk monitoring system..

(GRI 204)

Proportion of expenditure on local suppliers

Hako GmbH's supplier structure is strongly local in character, with 65 per cent of the procurement budget allocated to suppliers with a German billing address. A further 31 per cent comes from other European countries, meaning that only 4 per cent of the procurement budget is allocated to non-European countries.

Proportion of procurement budget, Hako GmbH



Hako defines 'local' suppliers as those whose registered office is in the same national market as the respective procuring company. For Hako GmbH, this corresponds to suppliers with a billing address in Germany.

At Hako, 'major operating sites' are defined as all locations with a key procurement function and a significant volume of purchases. This includes our assembly plants in Bad Oldesloe, Glindow and Waltershausen, where central procurement activities are concentrated.

(GRI 204-1)

Our approach to corruption

We have established a binding Code of Conduct which sets out clear principles for combating corruption and applies to all employees. It adopts a zero-tolerance stance towards corruption and specifically prohibits bribery, accepting bribes, the granting or acceptance of improper advantages, and irregular payment practices.

To prevent such behaviour, the Code contains binding rules on dealing with conflicts of interest, as well as on gifts and invitations. Business decisions are made on the basis of objective and transparent criteria.

The Code of Conduct forms part of our compliance management system and is updated regularly. Analyses are carried out regularly to ensure compliance with statutory and internal company requirements.

Breaches can be reported to the Compliance Officer or via a whistleblowing system – including anonymously and by both internal and external stakeholders.

(GRI 205)

During the reporting period, no incidents of corruption came to light, nor were any legal proceedings brought against Hako on the grounds of anti-competitive behaviour, cartel formation or the creation of a monopoly.

(GRI 205-3, GRI 206-1)

No business premises were actively assessed for corruption risks. However, the management team maintains close contact with on-site managers, ensuring that any breaches can be dealt with at once.

Bribery in business dealings between the purchasing and sales departments and suppliers or customers has been identified as a significant corruption risk.

(GRI 205-1)

The management and members of the executive board are made aware of corruption risks through the Hako Code of Conduct; this Code of Conduct is also binding on our employees.

Relevant business partners are informed about anti-corruption measures via our Supplier Code of Conduct.

No separate training sessions were held.

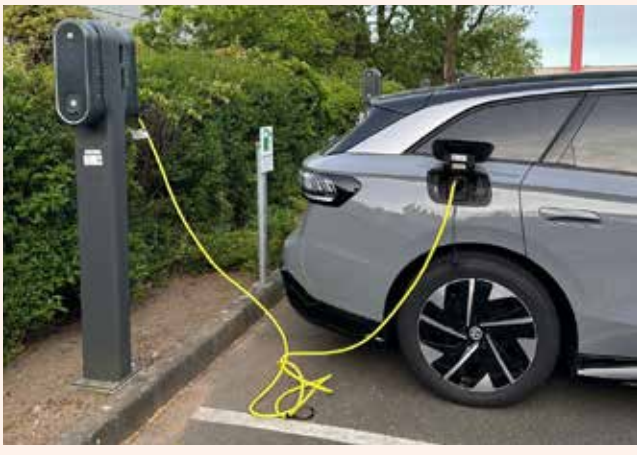
(GRI 205-2)

Environment



The ‘**Ecological Business Management**’ sustainability project team is working to identify ways in which Hako can specifically reduce the environmental impact of its day-to-day operations. The focus is particularly on energy consumption, CO₂ emissions, water consumption and waste generation – in other words, areas that we can directly influence through our processes, structures and infrastructure.

Employees from various departments work together to develop measures to reduce emissions and resource consumption, as well as to improve energy efficiency. In addition, pilot projects are being trialled at various sites with a view to rolling out successful approaches across the company in future.



Emissions

Climate strategy and emissions management

Mitigating climate change is at the heart of Hako’s sustainability strategy. Our sustainability department is constantly developing measures to systematically reduce our greenhouse gas emissions. Since 2023, we have been tracking our Scope 1, 2 and 3 emissions in accordance with the GHG Protocol in order to transparently monitor and document our progress. The year 2023 also forms the basis for defining and measuring our reduction targets.

(GRI 102)

In order to define our reduction targets on a science-based basis, we have joined the Science Based Targets initiative (SBTi). In doing so, we are committing to a reduction in our greenhouse gas emissions that is consistent with the 1.5-degree target of the Paris Agreement. As our SBTi commitment applies not only to Hako GmbH but to the entire Hako Group, we discuss specific progress and challenges in more detail in a separate section (Our Shared Goal/ Our Shared Contribution, pages 30–33).

(GRI 102-1)

Within Hako GmbH, we have defined various measures to contribute to achieving the group-wide targets and to continuously reduce our environmental impact. These include, amongst others:

- Converting our vehicle fleet to electric vehicles
- Expanding our product portfolio to include electric alternatives to products with internal combustion engines
- Expanding photovoltaic installations at our sites
- Increased use of recycled materials in our machines
- Gradual refurbishment of our sites

(GRI 102-1)

We are working together with our parent company, the Possehl Group, on a climate risk analysis. Based on the findings from this analysis, we intend to define appropriate measures to adapt our sites, processes and business activities specifically to the impacts of climate change..

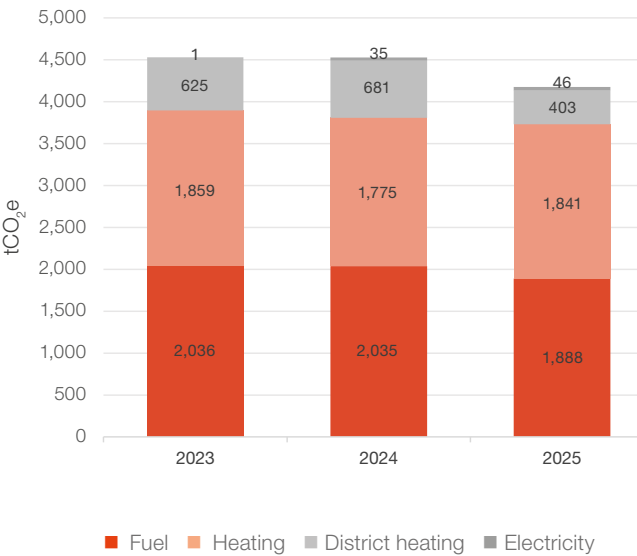
(GRI 102-2)

Scope 1 and Scope 2 emissions

Whilst our Scope 1 and Scope 2 emissions remained largely constant in 2023 and 2024, we achieved a 7.7 per cent reduction in 2025. This development is primarily attributable to lower fuel consumption resulting from the gradual conversion of our vehicle fleet to electric vehicles, as well as energy-efficiency improvements at our headquarters in Bad Oldesloe. We use the market-based approach to calculate our Scope 2 emissions.

(GRI 102-5, 102-6)

Scope 1 and Scope 2 emissions, Hako GmbH



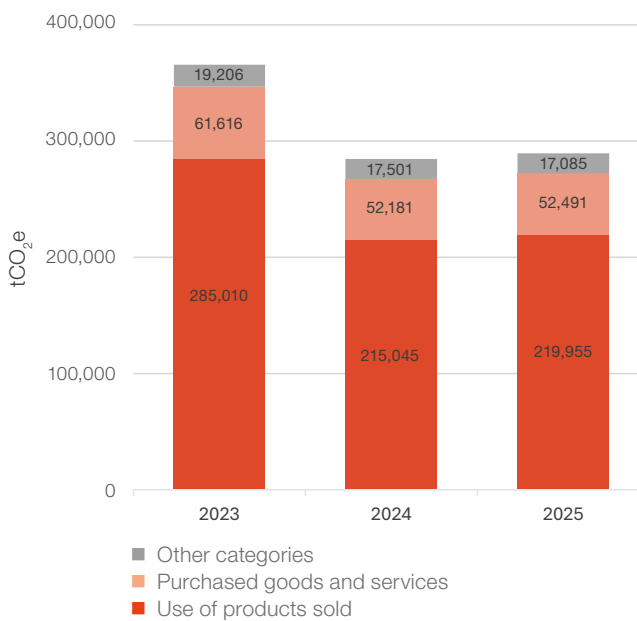
Scope 3 emissions

The relevance of the Scope 3 categories was systematically assessed as part of our analysis. Categories not included in the list below were classified as immaterial on the basis of our assessment:

- 3.1 Purchased goods and services
- 3.2 Capital goods
- 3.3 Energy and fuel-related activities

- 3.4 Upstream transport and distribution
- 3.5 Waste
- 3.7 Commuting
- 3.9 Downstream transport and distribution
- 3.11 Use of products sold
- 3.12 End-of-life treatment of products sold

Scope 3 emissions, Hako GmbH



Following a sharp fall in our Scope 3 emissions in 2024, we recorded a rise of 1.8 per cent again in 2025. Both the fall in the previous year and the subsequent rise are largely attributable to fluctuations in order and sales volumes. Due to the energy-intensive usage phase of our products, our Scope 3 emissions depend heavily on the number of machines sold. In future, we intend to counteract this effect by developing and further expanding electric alternatives – particularly in the emission-intensive sector of Municipal Technology. In this way, we aim to achieve a long-term reduction in our Scope 3 emissions despite rising sales figures.

(GRI 102-7)

Emissions intensity

Greenhouse gas intensity describes the ratio of our total Scope 1 to Scope 3 emissions to the revenue generated. This allows for a better comparison of emissions trends between individual years, particularly in the case of fluctuating revenue and the resulting changes in absolute CO₂ emissions.

Emissions intensity Hako GmbH (t CO₂e)

	2025	2024	2023
per €1 million of turnover	886	880	1,066

(GRI 102-8)

Energy Energy management

The responsible use of energy is a key component of our environmental management. We systematically monitor our energy flows and use this data to identify targeted measures to improve efficiency. In doing so, we distinguish between energy consumption arising from internal processes and the energy requirements of our products when in use by customers.

To reduce our internal energy consumption, we have implemented various measures in recent years. These include converting our sites to LED technology, constructing new, energy-efficient buildings to the KfW40 standard, and increasing the use of thermal pumps. At the same time, we are driving forward the expansion of renewable energy. During the reporting year, photovoltaic systems were commissioned at our sites in Franconia and Dresden, and the capacity at our headquarters in Bad Oldesloe was expanded from 150 kWp to 600 kWp.



Jan Wiedemann heads up the maintenance department and, together with his team, is responsible for ensuring a reliable supply of electricity, gas and heat to our plant in Bad Oldesloe. A 150 kWp photovoltaic system was installed for the newly built logistics centre in 2024. In August 2025, the system was expanded to a total of 600 kWp. As early as 2025, the system generated more than 250,000 kWh of electricity. An even higher yield is expected for 2026, as the expanded system capacity will then be available year-round for the first time.

Another key measure for reducing energy consumption is the gradual electrification of our vehicle fleet. Given the higher efficiency of electric motors compared with internal combustion engines, this offers significant potential for savings.

For our customers, we continued to drive forward the development of more energy-efficient products in 2025. The new generation of Scrubmaster models, the B35 and B50 – successors to the B30/B45 – enables energy savings of up to 34 per cent thanks to more efficient drive motors and have been available since the second quarter of 2026. In addition, we are working on our first fully electric Multicar M31 ZE, scheduled for market launch in the first quarter of 2027, as well as on the Citymaster 1670 ZE, the successor to the Citymaster 1650 ZE.

(GRI 103-1)

Energy consumption and self-generation

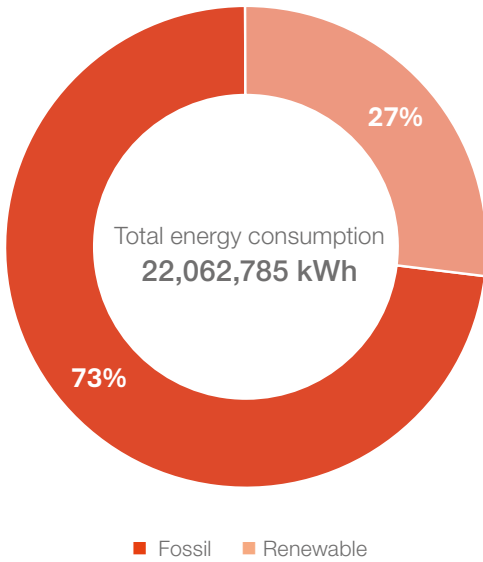
Energy consumption at Hako GmbH (kWh)

	2025	2024	2023
Natural gas	8,057,228	7,946,215	8,920,526
Heating oil	885,590	661,945	866,724
Diesel	6,997,505	7,511,501	7,535,287
Petrol	134,100	130,186	129,951
Biogas	2,219,000	2,961,590	2,718,100
Electricity consumption	3,496,567	4,042,975	3,955,755
External charging current	38,516		
Electricity generated	266,887	119,120	
Electricity fed into the grid	32,609	4,420	
Total consumption	22,062,785	23,369,112	24,126,343

The reduction in our electricity consumption is primarily attributable to the decommissioning of the dip-coating plant at our Waltershausen site. The increase in heating oil and natural gas consumption, on the other hand, is due to higher heating requirements as a result of a colder winter compared with the previous year.

Our total electricity consumption is covered by certified green electricity with a guarantee of origin. In the breakdown by renewable and fossil energy sources, electricity is therefore classified entirely as renewable energy. Together with biogas, it forms the category of renewable energy sources. Natural gas, heating oil, diesel and petrol are classified accordingly as fossil energy sources. (GRI 103-2)

Proportion of renewable and fossil energy sources



Energy intensity

We were able to reduce our energy intensity by 6.4 per cent in 2025. The main factor behind this was the fall in energy consumption, whilst turnover remained stable.

Energy intensity Hako GmbH

Reference value	2025	2024	2023
kWh per €1 million of turnover	66,519	71,080	69,450

To illustrate energy consumption over time, we use fleet consumption in kWh per operating hour (h). We define the fleet as the vehicles produced in the respective calendar year, whose specific energy consumption is factored into the calculation of fleet consumption on a pro rata basis. Fleet consumption thus enables a comparable assessment of the average energy requirements of the respective machine categories over several years.

Fleet consumption at Hako GmbH (kWh/h)

	2025	2024	2023
Scrubmaster	0.84	0.84	0.96
Sweepmaster	1.09	1.16	1.34
Citymaster	48.52	46.94	47.37
Multicar	82.52	81.77	83.00

The most marked trend can be seen in the Sweepmaster models: here, average energy consumption has fallen steadily in recent years. This is due in particular to the declining proportion of machines with internal combustion engines within the fleet produced. In the other product categories, there were no significant reductions in average energy consumption during the reporting year. (GRI 103-4)

Materials

Sustainable product development and use of materials

At Hako, sustainability considerations are taken into account at an early stage in the development and design process. The aim is to design machines to be as durable as possible, resource-efficient and recyclable. In doing so, we focus on selecting suitable materials, ensuring material-efficient design, and making our products easy to repair and dismantle.

To embed these requirements within the development process, the Hako Group has introduced a guideline for sustainable design. This contains specific requirements and guidelines on, amongst other things, material selection, recyclability, repairability and resource efficiency. (GRI 301)



Franken subsidiary, new build to the KfW40 standard

Materials used

The quantities stated include our indoor cleaning machines (Scrubmaster and Sweepmaster) from our Cleaning Technology sector as well as our Municipal Technology vehicles (Citymaster and Multicar). For the time being, we do not intend to collect data on the materials used in our Waterjet Technology products, as they do not account for a significant proportion of the total material content.

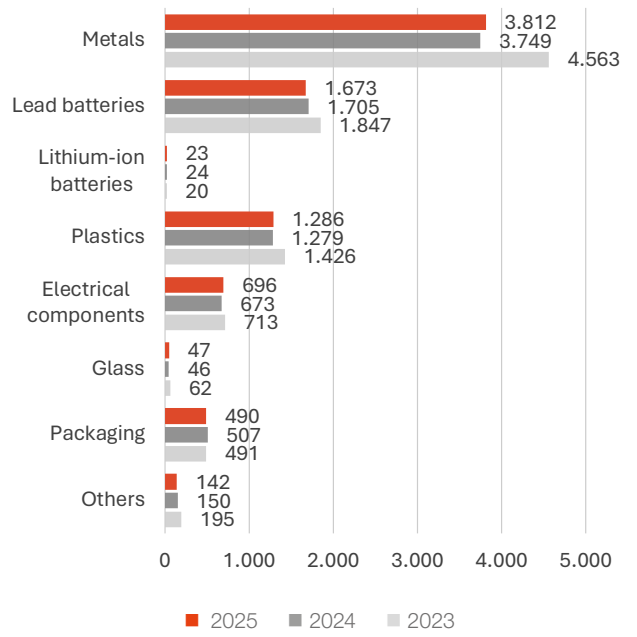
To collect the data, the material compositions – which are compiled on a bill of materials basis for the CO₂ footprints of our products – were used and, where appropriate, aggregated. For equipment for which no material breakdowns are available, data from comparable machines was adapted and scaled according to weight.

The total weight of materials used during the reporting period was 8,169 tonnes, and, as a result, remained very consistent compared with 2024 (8,133 tonnes).

The quantity of renewable materials, as defined by the GRI, stood at 490 tonnes in 2025. In our case, these consist exclusively of wood and cardboard, which are used in our packaging materials.
(GRI 301-1)

- Addition information regarding the contents of individual material categories:
- **Plastics:** predominantly polyethylene (PE) and acrylonitrile butadiene styrene (ABS)
 - **Metals:** predominantly steel and aluminium
 - **Electrical components:** collective term for electric drives, control systems and cables

Material usage at Hako GmbH (t)



Recycled materials and the circular economy



Prototype Scrubmaster B70 Recyclate

The ‘**Circular Economy**’ project team focuses on designing our products to conserve resources throughout their entire life cycle. One key focus has been on increasing the proportion of recycled material in our machines. To this end, we have launched a project to utilise post-consumer recyclate (PCR), with a view to using recycled plastics from external material cycles in selected components in future. We expect to be able to deliver the first products with PCR content in their tanks in 2026.

In addition, a guideline for sustainable product development has been drawn up. It supports our design engineers in systematically taking into account aspects such as material selection, reparability, recyclability and resource efficiency right from the development phase. In this way, we are laying the foundations for products that meet the requirements of the circular economy even more effectively.

Together with our subsidiary PlasTec Technology GmbH, we are already using post-industrial recyclate (PIR) in the tanks of the Scrubmaster B25. To achieve this, internal production waste is reprocessed and fed back into the production process. This enables us to reduce waste whilst conserving primary resources. In 2025, this approach saved around 12.6 tonnes of virgin material.

We do not have any valid data on the recycling rates for the other materials we use.
(GRI 301-2)

Reconditioning of machines

The reconditioning of used machines is carried out predominantly on a centralised basis by the Hako Service in Hürth, which is not covered by this reporting framework. Consequently, only a small number of machines are reconditioned at our branches.
(GRI 301-3)

¹ Renewable materials, as defined by the standard, are materials derived from abundant resources that can be rapidly replenished through ecological cycles or agricultural processes, so that the services provided by these

resources or by other associated resources are not compromised and remain available to future generations

Water

Our approach to water resources

We recognise that water is a precious commodity and a resource that is becoming increasingly scarce worldwide. We are therefore committed to using water resources responsibly. By systematically recording water consumption at our sites on an annual basis, we are able to identify trends and uncover opportunities for improvement.

(GRI 303)

All fresh water required is supplied as tap water by regional utility companies and discharged via the public sewerage network. As we do not use water in our assembly processes, the majority of our water consumption is accounted for by drinking water and water used for washing by staff in staff facilities, as well as for food preparation in the canteens. A smaller proportion is used for the cleaning of machines at our branches.

Water is a vital resource in the operation of our machines, as they are used worldwide – including in regions experiencing water stress. For this reason, our machines can be operated in various modes that reduce water consumption depending on the degree of soiling on the surface to be cleaned. Furthermore, the ‘Energy and Water Consumption’ sustainability project team is specifically focused on developing new technologies and product solutions to further reduce the water consumption of our machines right from the design stage of new developments.

(GRI 303-1)

Water recycling and water consumption

The German Waste Water Ordinance forms the basis for the quality of the waste water we discharge into the public sewerage system.

(GRI 303-2)

The fresh water abstracted is discharged into the public sewerage system after use, unless it is used for purposes such as the irrigation of green areas. At some sites, rainwater from roof surfaces is also discharged into the public sewerage system. As our production processes do not involve any significant water consumption, the volume of water returned to the sewerage system essentially corresponds to the volume of fresh water abstracted.

(GRI 303-4, GRI 303-5)

The ‘Energy and Water Consumption of Products’ project team is dedicated to developing and promoting resource-efficient solutions for the use of our machines. A key focus during the reporting year was the preparation of information on sustainable machine cleaning. To this end, discussions were held with customers, and our own trials were conducted and evaluated. The insights gained form the basis for providing users with targeted, practical recommendations for economical and efficient machine cleaning in future.

In addition, the introduction of orbital technology in scrubber-driers was further advanced. This technology is expected to be available for the Scrubmaster B35/50 from the end of 2026. Compared with a conventional disc brush, orbital technology can reduce energy consumption by up to 40 per cent, thereby contributing to a more sustainable use of our machines.

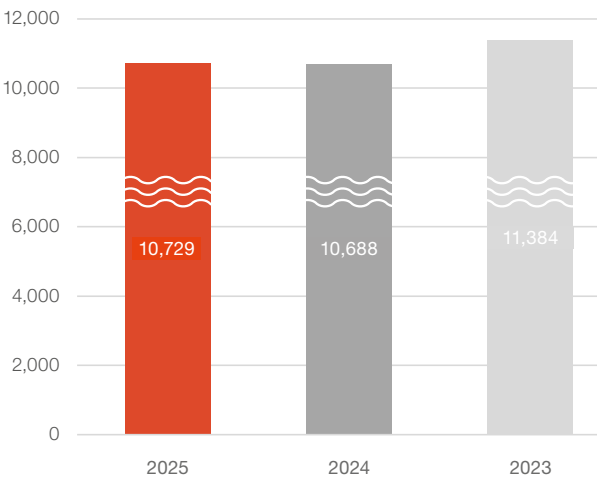
Water abstraction and measures to reduce consumption

The water we use is sourced from regional water suppliers. Following a reduction in the previous year, our water consumption rose slightly again in 2025. At the same time, we have implemented various measures to reduce water consumption. These include, amongst other things, a rainwater treatment plant at our site in Bad Oldesloe, the use of which saved around 40 m³ of fresh water during the reporting year. An expansion of the plant is already planned. Further savings have been achieved by decommissioning a dip-coating plant at our site in Waltershausen, which previously accounted for significant water consumption. In future, we will further expand existing measures to identify and implement additional water-saving potential at our sites.

In accordance with the definition provided by the German Federal Environment Agency, we do not source water from regions experiencing water stress. Regions experiencing water stress are defined as those in which annual water abstraction exceeds 20 per cent of the available water resources.

(GRI 303-3)

Water abstraction (m³)



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Waste

Waste management and the circular economy

Sustainable waste management makes an important contribution to realising the circular economy. We therefore prioritise sorting waste by type as thoroughly as possible at all our sites in order to achieve high recycling rates. We analyse waste data to identify areas for improvement. This includes, for example, the introduction of reusable packaging and transport containers in collaboration with our suppliers and prefabrication plants. To ensure effective waste management, waste management officers have been appointed at all sites.



Frank Thielebein is the managing director of di.hako.tec, a social enterprise specialising in the prefabrication of steel components, in which Hako holds a 49 per cent stake and Diakonie (Protestant social and welfare organisation) a 51 per cent stake. Together with logistics manager Laura Voß, the team developed a solution – in collaboration with colleagues from Hako – to reduce packaging waste when materials are delivered to Hako. To this end, packaging was switched to reusable ‘Black Cat mats’, which protect the components from damage during transport.

Waste generated

The figures in the tables below have been rounded to the nearest whole number. This may result in slight differences when the totals are calculated.

Waste generated at Hako GmbH (t)

Waste type	2025	2024	2023
Paper and cardboard	475	400	364
Metal waste	114	219	162
Plastic waste	38	66	18
Wood waste	185	173	195
Biowaste	25	21	35
Chemical waste	185	146	85
Oil-contaminated waste	37	77	80
Batteries	35	41	36
Electrical waste	9	6	2
Construction waste	5	23	7
Glass waste	3	4	0
Municipal waste	250	211	321
Total weight	1,361	1,386	1,304
of which hazardous waste	265	266	319
of which non-hazardous waste	1,096	1,118	986

The data was aggregated in accordance with the invoices and waste disposal certificates provided by the service providers. In a few cases, exact quantities were not available for individual waste fractions; in these instances, estimates were made. 81 per cent of our waste was recycled, whilst 19 per cent was incinerated to recover energy.

(GRI 306-3)

Waste treatment (t)

	2025	2024	2023
Incineration	258	227	303
Landfilling	0	0	7
Recycling	1,03	1,156	995

Waste diverted from disposal

81 per cent of our waste generation was diverted from disposal. No waste was processed for reuse during the reporting period. All recycling was carried out by external waste management companies.

(GRI 306-4)

Waste diverted from disposal (t)

	2025	2024	2023
Hazardous waste			
Prepared for reuse	0	0	0
Recycling	252	257	189
Non-hazardous waste			
Prepared for reuse	0	0	0
Recycling	851	899	805
Total weight	1,103	1,156	994

Waste sent for disposal

100 per cent of our waste sent for disposal was incinerated for energy recovery.

(GRI 306-5)

Waste sent for disposal (t)

	2025	2024	2023
Hazardous waste			
Incineration (with energy recovery)	13	9	0
Landfilling	0	0	7
Non-hazardous waste			
Incineration (with energy recovery)	245	219	313
Landfilling	0	0	0
Total weight	258	227	320

Our shared goal

Looking ahead to 2035 – our climate targets and how we will achieve them

Scope 1 und 2

A **63%** reduction in Scope 1 and 2 emissions by 2035 – this is the target we have set ourselves as part of our SBTi commitment. At present, our emissions reductions are still below the target trajectory. At the same time, we have already adopted and initiated numerous measures across the Group, the full impact of which will only become apparent in the coming years due to long implementation and investment cycles.

We are therefore confident that we will be able to significantly reduce our emissions in future and successfully continue on our chosen path of transformation. An overview of various projects implemented within the Hako Group in 2025 to reduce our environmental impact can be found on the following double-page spread.

The **Science Based Targets initiative (SBTi)** is an international organisation that supports companies in developing science-based climate targets. The aim is to reduce greenhouse gas emissions to a level consistent with the requirements of the Paris Agreement. Through our SBTi commitment, we are committed to setting our climate targets in accordance with recognised

scientific methods and to transparently tracking our progress. Therefore, we are currently working on establishing our climate transition plan.

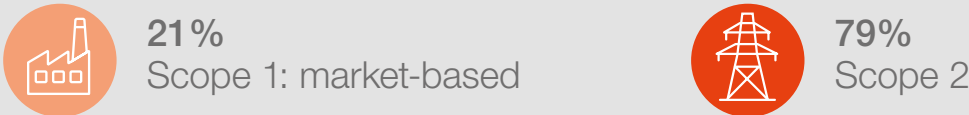


Scope 3

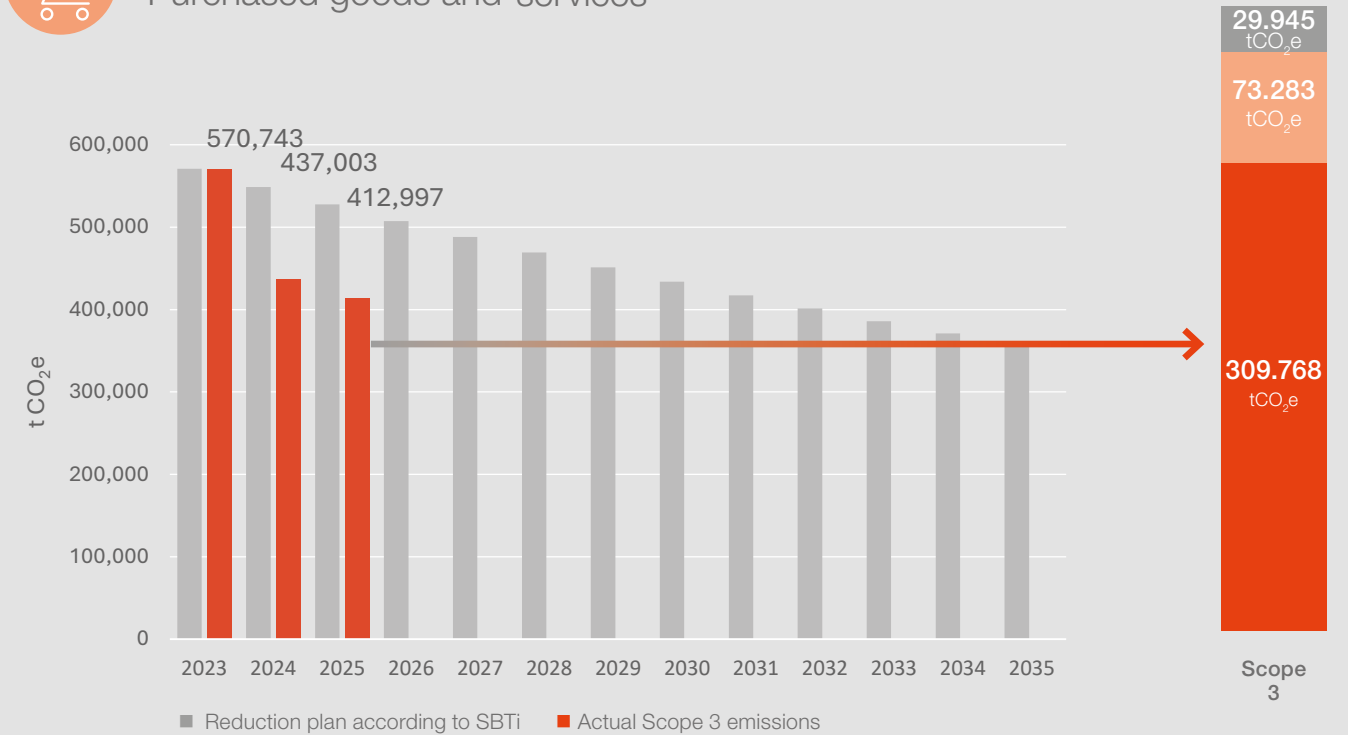
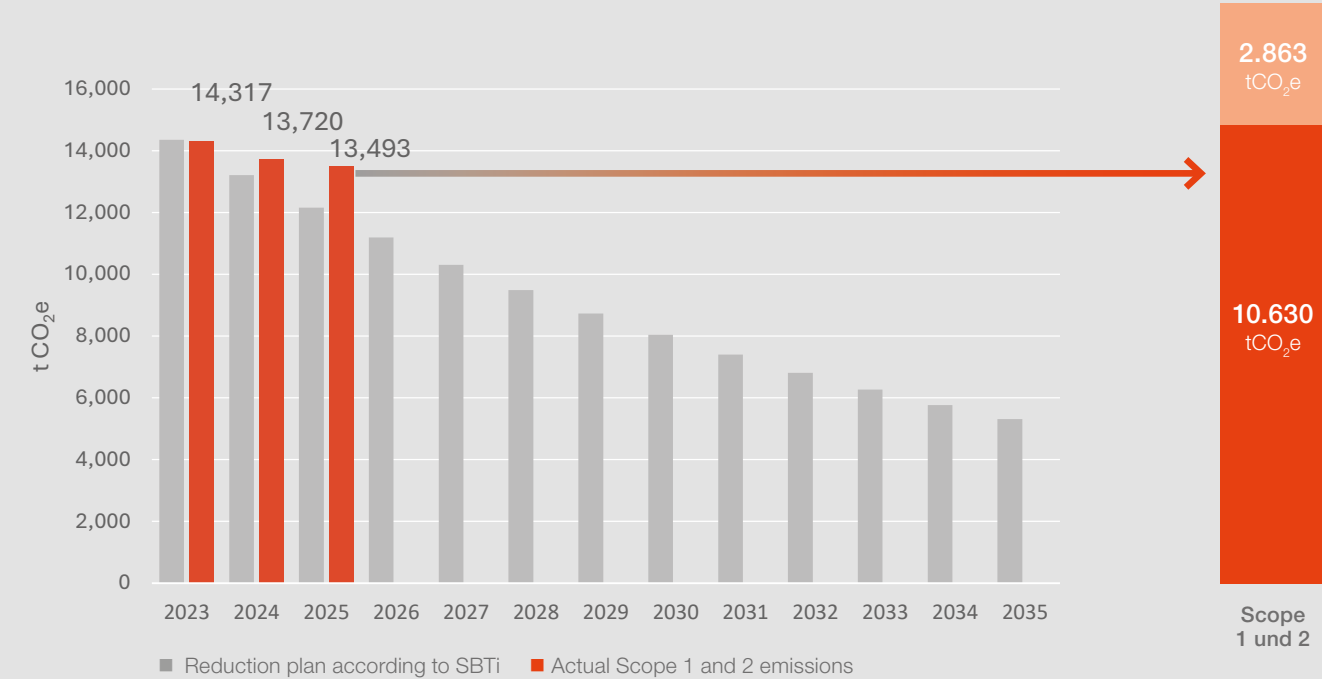
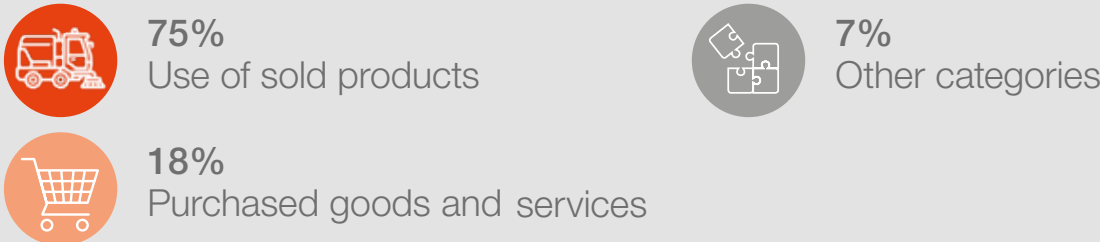
As part of our SBTi commitment, we have set ourselves the target of reducing Scope 3 emissions by **37,5%** by 2035. As the vast majority of our total greenhouse gas emissions fall under category 3.11 'Use of products sold', the reductions achieved to date have also largely come from this area. However, the savings achieved in recent years are largely attributable to lower sales volumes.

As sales figures rise, we therefore expect Scope 3 emissions to increase again initially. To reduce our emissions in the long term, regardless of fluctuations in sales, we are working consistently to further develop our product portfolio. A particular focus is on the further electrification of our Municipal Technology, with a view to permanently reducing emissions during the operational phase of our products.

Where do our emissions come from?



Where do our emissions come from?



Our shared contribution

How our companies bring sustainability to life



Hako Machines Ltd.

ISO 14001

certification successfully completed.



Hako France S.A.S.

>4

tonnes of waste avoided through a project to regenerate lead-acid batteries.



Hako Sweden AB

90

tonnes of CO₂e reduced compared with 2024 through the use of HVO diesel and the step-by-step electrification of the vehicle fleet.



Hako España

140

refurbished machines at the used-machine centre opened in 2024.



Hilco Chemie B.V.

187%

more cleaning agents with Ecolabel sold compared with 2024.

Social responsibility

Employees

Our employees are a key factor in our company's success. It is therefore essential for us to attract new talent and retain our employees within the company in the long term. We create a working environment that promotes good working conditions, collegial cooperation and the professional and personal development of our staff. Working closely with works councils in a spirit of partnership is equally important to us. Expectations regarding fair working conditions are also an integral part of our requirements for business partners and suppliers. Our commitment to being a socially responsible employer is a central component of our corporate philosophy and contributes to a positive working atmosphere and our long-term corporate success.

(GRI 401)



The **'Communication and Appreciation'** sustainability project team promotes an open, transparent and respectful corporate culture at Hako. Together with the management team, a concept was developed to further strengthen the flow of information across sites and mutual appreciation.

Measures implemented include, amongst others, the introduction of a welcome letter for new employees, the 'We are Hako – We give Hako a face' campaign (a photo booth initiative for a photo in Outlook accounts) and company-wide interviews to analyse internal communication. The next step will involve evaluating the results and rolling out the measures further across all sites.

New hires and staff turnover

The table shows the number of new hires and departures among Hako GmbH staff, broken down by age group and gender.

New hires

Year Gender	2025	2024	2023
< 30	47	31	43
30–50	58	30	39
> 50	13	10	13
Female	16	11	24
Male	102	60	71

Departures

Year Gender	2025	2024	2023
< 30	27	35	27
30–50	30	29	30
> 50	35	37	29
Female	21	21	19
Male	71	80	67

The percentages shown reflect the distribution of new hires and staff turnover within the respective employee groups. Regional differences are not shown separately due to the predominantly national nature of the workforce.

(GRI 401-1)

Rate of new hires (%)

Year Gender	2025	2024	2023
< 30	39,8	43,7	45,3
30–50	49,2	42,3	41,1
> 50	11,0	1,4	13,7
Female	13,6	15,5	25,3
Male	86,4	84,5	74,7

Fluktuation (%)

Year Gender	2025	2024	2023
< 30	10,8	13,4	11,1
30–50	5,4	5,6	6,2
> 50	6,8	7,1	5,7
Female	9,1	9,3	8,6
Male	6,5	7,6	6,6

Company benefits

Part-time and fixed-term employees are generally entitled to the same level of company benefits as full-time and permanent employees. The benefits on offer include, amongst other things, occupational health services, pension schemes and parental leave arrangements in accordance with statutory and company regulations.

(GRI 401-2)

Parental leave and work-life balance

Entitlement to parental leave is regulated by law in Germany and is granted to all employees, regardless of gender, to the extent provided for by law. In the 2025 reporting year, 23 employees took parental leave, of whom 11 were female and 12 were male. In addition, administrative staff have the option of working remotely for up to 40 per cent of their working hours to support the work-life balance.

(GRI 401-3)

Parental leave taken

Year	Gender	Leave taken	Total
2025	Female	11	23
	Male	12	
2024	Female	9	15
	Male	6	
2023	Female	10	18
	Male	8	



The sustainability project team ‘**Work-life balance and the health of our staff**’ is dedicated to promoting health, wellbeing and a better balance between work and private life. The aim is to take greater account of staff needs and to create a working environment that supports wellbeing and health in the long term.

Measures already implemented include the option to convert special payments into additional days off, a digital smoking cessation course and various health initiatives, such as health days and information sessions.

Further priorities include promoting parental leave schemes and exploring new working time models, such as a four-day week.

Health and safety at work

The health and safety of our employees are central to our corporate responsibility. Our health and safety policy is based on statutory requirements, internal regulations and ongoing preventive measures.

(GRI 403)

Our occupational health and safety policy is based on the statutory requirements of health and safety legislation, as well as supplementary internal regulations. These include, in particular, risk assessments, induction training, occupational health support, fire safety measures and the provision of personal protective equipment.

To ensure the continuous improvement of occupational health and safety, quarterly meetings of our Occupational Health and Safety Committee are held, involving relevant specialist departments and employee representatives.

The processes described apply to all employees of Hako GmbH, including temporary workers at controlled workstations.

(GRI 403-1)

Internal reviews of the systems are carried out as part of the existing management and audit processes. The production sites in Bad Oldesloe and Glindow, as well as the sales office in Hamburg, are externally certified to ISO 45001. This means that around 58 per cent of Hako GmbH's workforce is covered by an externally certified occupational health and safety management system.

(GRI 403-8)

Hazard identification and risk assessment

Workplaces and activities are assessed on a regular basis and as and when necessary – for example, following changes to work processes, the introduction of new equipment or after incidents – as part of hazard assessments.

On this basis, measures are put in place to prevent and minimise risks. The guiding principle is to avoid hazards wherever possible or to minimise risks through technical, organisational and personal protective measures.

Accidents at work and near-misses are documented, investigated and analysed to ensure the continuous improvement of health and safety at work. Based on the findings of these investigations, appropriate technical, organisational or personal measures are implemented to prevent similar incidents.

Employees can report hazards, unsafe situations and incidents to managers or the relevant specialist departments at any time. Employee safety always takes precedence over operational processes.

The procedures are implemented and regularly reviewed by qualified specialists in consultation with relevant experts.
(GRI 403-2)

Occupational health services

Occupational health services comprise prevention, screening, fitness-for-work assessments and counselling in accordance with the applicable regulations on occupational health screening at our sites. Employees have access to mandatory, optional and requested screening through occupational health services.
(GRI 403-3)

Employee participation and communication

Employees and employee representative bodies are regularly involved in matters relating to occupational safety and health protection, for example through workplace inspections, risk assessments or post-incident reviews.
(GRI 403-4)

All employees receive regular training on occupational health and safety. The training covers general safety rules, behaviour in emergencies, as well as workplace-specific hazards and protective measures.

The training is delivered by qualified specialists and managers as part of the established occupational health and safety organisation. Training intervals are primarily based on legal requirements and internal occupational health and safety standards. The delivery of the training is documented accordingly.

Additional training is provided on an ad hoc and job-specific basis.
(GRI 403-5)

Health promotion

We offer various ways to promote the health of our staff. These measures are generally aimed at promoting health and are not linked to any specific, formally defined health risks. The services are available to staff depending on their location and the company’s operational circumstances.

These include, amongst other things, subsidies for health services and staff canteens, arrangements for workplace integration management, company sports programmes and participation in sporting events. In addition, addiction counsellors are available as points of contact. At the Bad Oldesloe site and our Hamburg-Bremen branch, emergency childcare is also provided.
(GRI 403-6)

Work-related injuries

The accident figures quoted relate to our own employees. The category of non-reportable accidents also includes staff supplied by temporary employment agencies. This is because reportable accidents must be reported to the relevant employers’ liability insurance association for the respective temporary employment agency.

Around 75 per cent of non-reportable accidents occurred at our production sites, whilst the remaining 25 per cent took place at our branch offices.

The three most common types of non-reportable injuries during the reporting period were cuts, bruises and sprains/strains.
(GRI 403-9)

Work-related injuries at Hako GmbH

	2025	2024	2023
Reportable accidents	20	21	21
Non-reportable accidents	186	148	131
Fatalities	0	0	0
Working hours	1,702,792	1,680,136	1,650,967
Rate per million working hours (reportable)	11.7	13.7	13.4
Rate per million working hours (non-reportable)	109.2	94.7	83.7

Work-related illnesses

At Hako, work-related illnesses are recorded on the basis of claims recognised by the relevant employers’ liability insurance association. In the 2025 reporting year, no documented work-related illnesses or recognised occupational diseases, nor any deaths resulting from work-related illnesses, were recorded.
(GRI 403-10)

Training and development

It is important to us to provide our employees with opportunities for personal and professional development and to facilitate career progression. In addition to training and development programmes, we place particular emphasis on the vocational training of young people. We offer apprenticeships in eleven different occupations, including industrial clerks, warehouse operatives and technical product designers. The number of apprentices employed is shown below.

(GRI 404)

Number and gender of apprentices at Hako GmbH

Apprentices	2025	2024	2023
Female	14	9	13
Male	55	49	60
Total	69	58	73

Training programmes are currently organised predominantly on a decentralised basis and are not recorded in a standardised manner. Consequently, there are currently no reliable figures available regarding the average number of courses held.

(GRI 404-1)

A large proportion of the training courses carried out at Hako consist of product-related training for sales staff and service technicians, who undergo in-depth training, particularly when new products are launched.

In general, however, training is predominantly organised on a decentralised basis by site managers or departments. This includes, for example, specialist training on topics such as health and safety, customs regulations or IT skills.

Furthermore, where employees organise training courses privately, we endeavour to make a positive contribution to balancing training and work by offering individually tailored working hours.

In addition, a comprehensive management development programme was launched in 2023, which is offered to managers and future leaders. In total, more than 116 employees have taken part since the programme began in 2023.

(GRI 404-2)

Feedback meetings and appraisal interviews

Regular performance and development appraisals are carried out, particularly for managers and those in sales roles. Furthermore, the decision on the frequency of appraisals is at the discretion of the relevant manager; there is no central record of the appraisals carried out.

As part of the probationary period, two feedback meetings are held as standard between new employees and their line manager.

(GRI 404-3)

Diversity and equal opportunity

It is important to us that all employees have the same opportunities and are treated equally, regardless of characteristics such as gender or background. Our aim is to offer all employees equal opportunities in terms of development and career prospects, and to promote diversity within the company.

We have enshrined these values of an inclusive and respectful working environment in our Code of Conduct, which serves as a guiding principle for all staff. We pursue a zero-tolerance policy towards breaches; reports or complaints are investigated and, if substantiated, breaches are dealt with rigorously.

(GRI 405)



The issue is being driven forward in particular by the ‘Diversity and equal opportunities’ sustainability project team. As part of this initiative, training sessions for managers have been held, regular internal communication initiatives on diversity and equal opportunities have been implemented, and the company has signed up to the Diversity Charter.

Furthermore, on Hako's initiative, a women's network was established within the Possehl Group, which will organise its first group-wide summit in 2026.

The age structure and gender distribution of the total workforce and within senior management are shown below. The term ‘senior management’ encompasses the Executive Board, members of the Management Board and managers who report to this group of individuals.

Employees – Total workforce (%)

Year	Female	Male	< 30	30–50	> 50
2025	17	83	18	43	39
2024	18	82	19	41	40
2023	17	83	20	40	40

Employees – Senior management (%)

Year	Female	Male	< 30	30–50	> 50
2025	15	85	0	42	58
2024	16	84	0	29	71
2023	7	93	0	26	74

The proportion of employees with a severe disability known to us was 4 per cent of the total workforce. The actual figure is likely to be higher, as there is no obligation on employees to declare a severe disability.

(GRI 405-1)

Gender pay gap

Both industrial workers and employees covered by collective agreements are paid in accordance with the pay scale applicable to their role. For employees not covered by collective agreements and for managers, remuneration is based on experience, scope of responsibility and performance. At Hako, gender is not a criterion for remuneration in any of these categories.

The gender pay gap was calculated on the basis of the average remuneration of women and men. (GRI 405-2)

Year	Gender pay gap (%)
2025	0.64
2024	2.38
2023	3.54

Respect and equal treatment

Treating one another with respect and in a collegial manner is an integral part of our corporate culture. Discrimination, harassment or bullying are not tolerated at Hako. Reports or complaints can be submitted via existing contact and reporting channels and are dealt with thoroughly. Confirmed breaches are addressed through appropriate measures and prevented from recurring. (GRI 406)

During the reporting period, one incident of discrimination occurred, which was investigated and addressed internally. As part of the investigation, appropriate measures were put in place to prevent similar incidents in future. (GRI 406-1)

Social standards in the supply chain

We maintain close communication with our suppliers and are familiar with the production facilities of our key business partners. Hako strictly rejects any form of child labour, as well as forced or compulsory labour, and has enshrined corresponding binding requirements in its Code of Conduct and in the Supplier Code of Conduct. We have established a comprehensive risk monitoring system to systematically identify and manage social and environmental risks in our supply chain – taking into account regulatory requirements such as the Supply Chain Due Diligence Act. All suppliers to the Hako Group worldwide are included in this monitoring. They are classified into categories based on risk, according to country of production and sector, for potential breaches of human rights and environmental standards, including risks relating to child labour and forced or compulsory labour. Suppliers posing an increased risk are subject to an in-depth review, which may include self-declarations, further assessments or on-site visits. Due to a system change, it was not possible to reliably determine the number of suppliers newly assessed during the reporting year. (GRI 408, GRI 409, GRI 414, GRI 414-1)

Adverse effects along the supply chain

As part of our risk analyses, 94 suppliers have so far been identified as posing an increased risk. No actual breaches have been confirmed in relation to any of these suppliers. However, the business relationship with one supplier was terminated due to a lack of willingness to provide information. (GRI 414-2)

Marketing, labelling and product safety

We attach great importance to providing our customers with accurate and comprehensive information about our products and their performance. To this end, we have established processes that systematically compile and provide this information. The provision of product and labelling information is an integral part of these processes and is regularly reviewed. In particular, in the area of environmental information, we are expanding our offering to further increase transparency for our customers. (GRI 417)

The safe use of our machines and products is our top priority. As a manufacturer, we bear a high degree of personal responsibility for ensuring product safety, as demonstrated by the CE mark on the machine and the declaration of conformity. Our machine-specific operating instructions contain all the necessary guidance for intended and safe use. Information on material composition is not currently provided systematically via product labelling, but is available on request. To support high recyclability, specially manufactured plastic parts are labelled in accordance with an in-house standard.

Information on disposal is not part of our labelling system. However, customers have the option of returning used machines free of charge.

The labelling of our products includes, amongst other things, type plates with details of the country of origin. Many products bear the ‘Made in Germany’ label.

CE conformity applies to Cleaning Technology machines, to attachments and superstructures on Multicar vehicles and Citymasters, and to Waterjet Technology products. In addition, product-specific environmental labels are used, including the Blue Angel for Citymasters, EUnited PM 10/2.5 for sweepers, EUnited Cleaning Efficiency, and AGR certifications for cleaning machines. Furthermore, the articulated Citymaster and Multicar vehicles are subject to the regulations governing agricultural and forestry operations, as well as the requirements for commercial vehicles, with regard to road safety. (GRI 416, GRI 417-1)



Olaf Heinemann, a member of the ‘**Product-specific sustainability information**’ sustainability project team, is developing a tool that easily links the economic performance indicators of machines (total cost of ownership, TCO) with sustainability data (including water consumption, CO₂ emissions, etc.). This enables us to provide our customers with well-founded and transparent information on which to base their decisions, and to present a comprehensive overview of the economic and environmental impacts of our products. The tool is expected to be available to customers in 2027.

Breaches of labelling and marketing requirements

During the reporting period, no breaches of regulations or voluntary codes of conduct relating to product and service information or labelling came to light.

Similarly, no breaches of regulations or voluntary codes of conduct relating to the impact of our products and services on health and safety came to light.

(GRI 416-2)

Furthermore, no breaches relating to marketing and communication came to light during the reporting period.

(GRI 417-2, GRI 417-3)



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Outlook

We have used the past few years to systematically develop sustainability at Hako, establish data structures and launch numerous projects. With our sustainability team now growing to five colleagues, we have also laid the foundations to continue along this path consistently in the future.

The progress we have made spurs us on to further expand our commitment to sustainability. A particular focus is on the further development of our sustainability project teams. Recent years have shown just how valuable it is when staff from different departments contribute their experiences, ideas and perspectives to our sustainability work. The project teams help to embed sustainability more firmly within the company, promote cross-departmental dialogue and drive concrete improvements based on practical experience.

Another key priority is the introduction of shared sustainability targets for the entire Hako Group. These combine environmental and social aspects and, for the first time, provide all parts of the Group with a common framework for sustainable action.

Furthermore, we aim to press ahead with the electrification of our vehicle fleet and carry out initial practical trials with electric lorries and transporters. We also intend to make significant progress in the area of the circular economy: following initial successful trials, we are planning to further expand the use of recycled plastic and to deliver the first products made from post-consumer recycle (PCR) to selected customers.

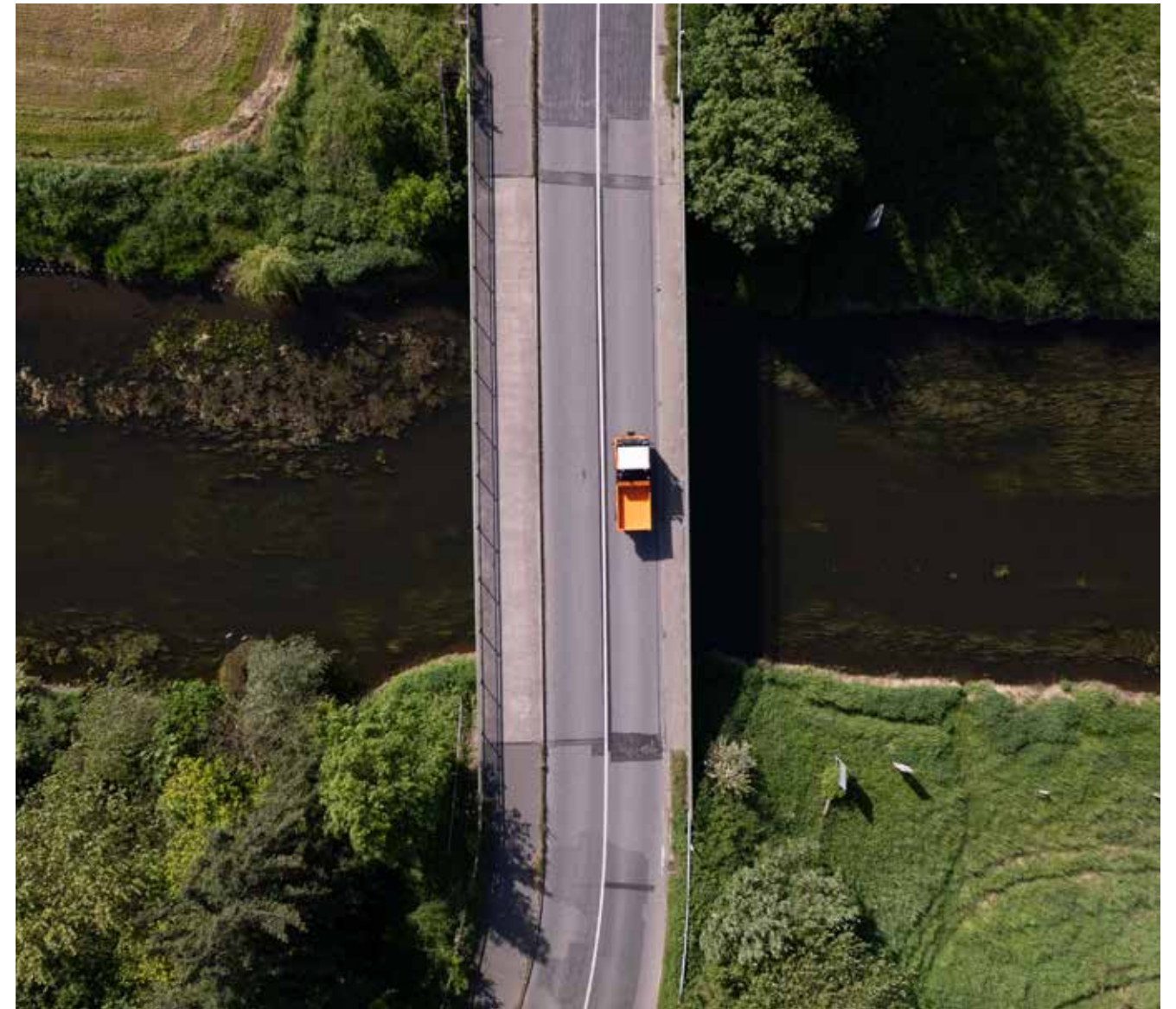
Thank you very much for taking the time to read our sustainability report. Sustainability thrives on dialogue and diverse perspectives. We therefore welcome your suggestions and ideas. If you would like to get in touch with us, please feel free to email us at sustainability@hako.com



Sustainability Department

Index

In our GRI Index, we provide transparency on how the requirements of the GRI Standards have been implemented in this report and where the relevant information can be found. You can access the GRI Index via the QR code:



Multicar M31

Hako



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