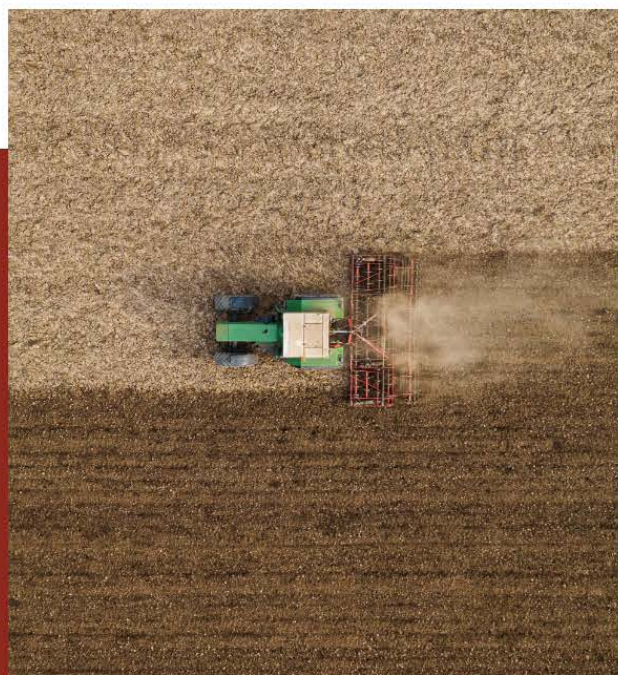
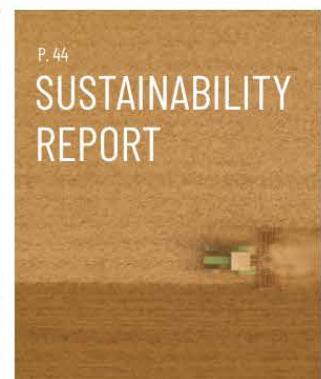




ANNUAL REPORT

2025

INDEX



MOVING FORWARD AND GROWING FASTER TO BECOME FIRST



MESSAGE FROM OUR CEO EDDIE PERDOK

2025 was a year of growth, new opportunities for expansion, clarity in organisational structures and even a new Sustainability Report – a first for Kramp! Eddie Perdok, our Chief Executive Officer (CEO), is proud that Kramp not only managed to embrace these changes but also grew turnover and profitability. Here, he discusses the factors that contributed to this success in 2025, including a clearer governance structure, company-wide adoption of a cost-conscious mindset, strategic investments, acquisitions and – above all – the adaptability and engagement of Kramp’s employees.

The economic situation in Kramp’s core market of agriculture remained subdued in 2025, making it a challenging year. “At the same time, we implemented many internal changes to continuously improve the company and equip ourselves for future growth,” says Eddie. A key development was the introduction of a new Executive Team, consisting of five Managing Directors in the clusters and five functional specialists (so called VP’s) at Group level, supporting the three-member Board of Directors comprising Eddie Perdok – Chief Executive Officer, Rutger Bruijnen- Chief Operating Officer, and Roeland Tjebbes – Chief Financial Officer. “This structure has delivered greater simplicity, speed and clarity, with clearer ownership, faster decision-making and results with more impact,” says Eddie.



//
**WE FIRMLY
 BELIEVE
 IN GROWING
 THE MARKET
 TOGETHER."**

Service-delivery improvements

Two important initiatives in 2025 were the launch of a state-of-the-art Order Storage Retrieval (OSR) Shuttle system in Q2 as part of the multi-year Masterplan for the Varsseveld warehouse, and the redesign of Kramp's warehouse network in the Nordics. In July 2025, Kramp invested in the construction of a new distribution center in Denmark, to improve customer service levels in the Nordics. Additionally, it consolidated existing warehouse operations in Denmark and Sweden, leading to the closure of the Swedish warehouse. "Unfortunately, the closure of our Swedish warehouse resulted in around a dozen job losses," Eddie notes. "As a family business, these decisions are always difficult. However, they are necessary to significantly improve our long-term service delivery. We supported the affected employees as much as possible in their transition to new employment."



Enhancing the customer journey

Kramp made significant technological improvements aimed at enhancing the customer experience. "We made solid progress with our organisation-wide technology transformation project SPRING. This is focused on replacing legacy back-end systems to strengthen our operations and bringing in technology improvements for greater efficiency and to improve customer experience" he says. "But the project that's already delivering positive impact was the successful implementation of a new communication platform for customer service. By bringing together all customer interactions across channels, it improves service efficiency and enhances the overall customer journey."

Strategic acquisitions remained an important growth driver, with two deals completed in 2025. "The acquisition of Vapormatic expands our agricultural assortment and strengthens our position with John Deere partners across Europe," Eddie explains. "In addition, the acquisition of Endress & Lehmann in Germany supports our expansion beyond agriculture. Adding their brands like Stihl and Husqvarna strengthens our position in the European forest & landscaping sector."

Sustainability impacts and opportunities

Sustainability also progressed strongly in 2025. "Although we are not yet legally required to report under CSRD, we take sustainability seriously and want to be transparent about our efforts," says Eddie. "That's why this Annual Report includes a dedicated Sustainability section outlining our impacts, risks and opportunities related to Environmental, Social and Governance criteria."



Positive energy, dedication and adaptability

He acknowledges that all these changes throughout the year placed high demands on employees. "Employee satisfaction is a critical KPI for us, measured through our annual engagement survey each September. In 2025, we ran an additional survey in April to gain earlier insights and fine-tune our approach in line with employees' needs where necessary," he says.

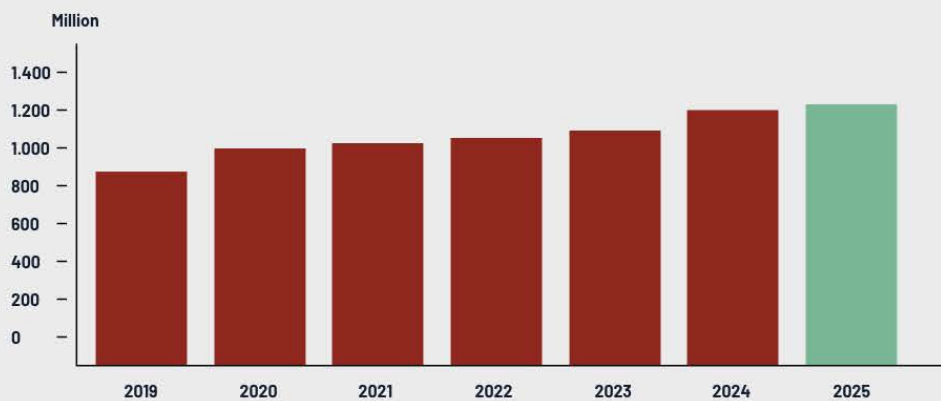
"Thanks to the positive energy, dedication and adaptability of our people, we managed to increase revenue by around 5%," Eddie continues. A cost-conscious mindset introduced at the start of the year was quickly embraced across the organisation, reducing relative costs. "By eliminating wasteful spending and combining this with turnover growth, we improved profitability by approximately 10%. This allows us to invest even more in initiatives that drive future growth."

Strategic expansion to continue in 2026

Looking ahead, expansion into forest & landscaping and construction remains a strategic priority. "Our Strategy 2030, developed in 2025, sets the direction for moving forward and going faster to become first in our selected sectors across all Kramp countries," Eddie concludes. "We are well positioned to execute our growth plans in 2026 – the year in which we also celebrate our 75th anniversary. We look forward to marking this milestone together with our customers, suppliers, and employees and reflecting on this journey with them."

KEY FIGURES

TURNOVER FROM 2019 TO 2025:



GROWTH IN 2025:



MOVING FORWARD TOWARDS 2030

Kramp was established in 1951 by Johan Kramp, a 34-year-old entrepreneur from Varsseveld, the Netherlands. He bought a batch of mowing bars and parts and sold them door-to-door to farmers. A few years later, Jaap Perdok, the father of Kramp's current CEO, Eddie Perdok, started the family company called Perdok. These two founders started to work together in the 1970s, and in 1999 the two family companies became one.



**Johan Kramp,
Founder, Kramp**

Ambition has always been an important part of the DNA of both founders. Since 1999, the family-owned business has expanded across 24 locations in Europe, generating a turnover exceeding €1.2 billion and hiring more than 3,500 employees. Kramp is the leading wholesaler for parts and accessories in Europe for agriculture and forest & landscaping and continues to intensify efforts to expand into construction. Supported by ten state-of-the-art warehouses across Europe and continuously investing in technology and people to drive customer success and efficiency, Kramp intends to remain a family business and a long-term partner for generations to come.



**Jaap Perdok,
Founder, Perdok**

OUR PURPOSE

Everything we did in the past past, we do today, and we will do in the future is built on why we do business; empowering you to move forward. Our purpose contains three important elements.

EMPOWERING

This refers to Kramp's unique role in the value chain. We exist because we connect and facilitate our customers and suppliers to work together. We stand side by side, we support and enable, and we are doing this together.

YOU

'You' refers to everyone in the value chain we are part of; our suppliers, our customers, the end-users and our employees. But it also includes the communities we are part of. It is our purpose to help every partner to be successful in what they do.

MOVE FORWARD

This refers to our drive to continuously improve and innovate as an organisation. At Kramp, we are all entrepreneurs, we see new opportunities, we believe in a positive future for all of us and we are motivated to get out of bed each day to move things forward and keep our customers' businesses running.



Our vision

To be the essential partner in parts and services in the agricultural, construction and forest & landscaping industries in Europe for a futureproof and responsible supply chain.



Our mission

In everything we do, we make it easy for our partners to improve and grow their business. It's that easy!

OUR VALUES

Our identity is determined by our values. This is who we are and who we want to be. Our values are rooted in our history and form part of our family tradition.

Collaboration

We create successful partnerships with our customers and suppliers. We share our expertise, insights and learnings. We are open, inclusive and give trust. We appreciate and act on feedback. We collaborate!

Care

We are responsible for our work and for its impact on our people and communities. We reflect on our own behaviour and are eager to develop. We are proud of what we do and continuously improve. We care!

Ownership

We take initiative, experiment and make decisions based on data. We stay focused, achieve what we aim for, and we continuously learn from it. We deliver on our promises to customers, suppliers and each other. We own it!

OUR INDUSTRIES

We're building on what works, while boldly stepping into what's needed. The world around us is changing rapidly, and we're responding with clear choices, strong partnerships, and space for initiative. Our goal is to expand our impact, strengthen collaboration, and deepen our role in the agricultural industry, in forest & landscaping, and in construction.



Agriculture

The agricultural market is our core market. We have served this market from day one, and it continues to be core to our growth. Agricultural machinery dealers are our main customer group. The end-users in this market are farmers and agricultural contractors.

Forest & Landscaping

Our growing presence in Forest & Landscaping (F&L) builds on our existing expertise and assortment in agriculture. For our existing customers in agriculture, our strategic expansion in forest & landscaping is beneficial as they can rely on our extensive assortment, product expertise and market share. With the ongoing trend towards market consolidation, where F&L increasingly blends with agriculture, this is a natural opportunity for Kramp to strengthen its position in the segment.



Construction

As part of our long-term strategy, we are intensifying our efforts in expanding our product range in construction by offering our customers a wide assortment in small earth moving as well as specialised, in-house technical and engineering services. Last year, our assortment grew to over 8,000 items with a renewed focus on expanding the product range, increasing product specialists and sales support.

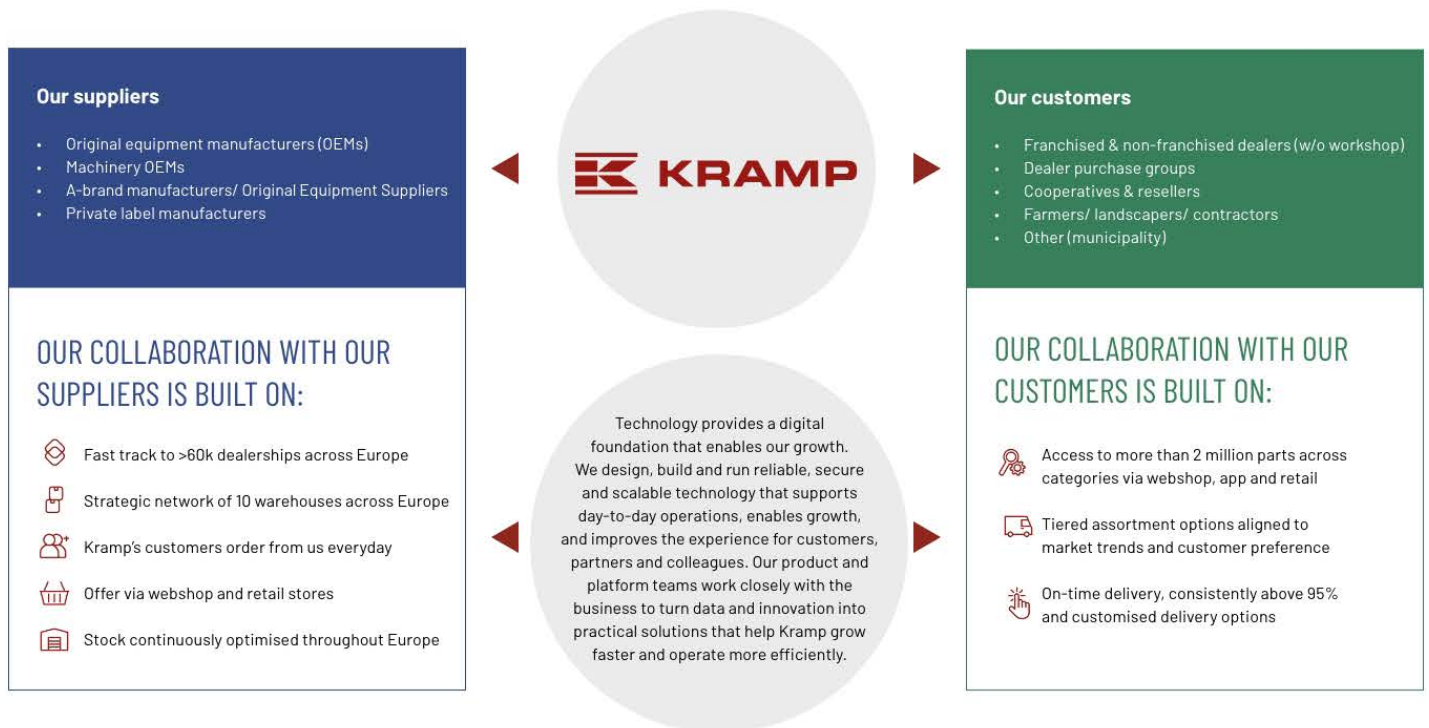
OUR VALUE CHAIN

This value chain shows how we work together to be the leading wholesaler for parts and accessories in agriculture, forest & landscaping and construction.

Kramp is a vital partner in the value chain for suppliers and customers. We connect parts manufacturers with dealers, so that farmers can get their parts and accessories quickly.

With the help of advanced technologies, an expansive distribution network across Europe, vast industry knowledge and a sustainable mindset, we aim to make it easy for our customers to buy easy and sell more.

Empowering you to move forward



In the coming years, we want to intensify our efforts on strengthening service delivery, expanding assortment, offering a diverse suite of services to our customers, and embedding sustainable practices across the value chain. By building on the solid foundation that we have created over the last 75 years, we want to continue to strengthen our position as Europe's leading parts & accessories wholesaler in Agriculture, Forest & Landscaping and Construction.

REFLECTING ON A YEAR OF MOMENTUM, MARKET SHIFTS AND STRATEGIC PROGRESS



INSIGHTS FROM **RUTGER BRUIJNEN, CHIEF OPERATING OFFICER**

Rutger Bruijnen, Chief Operating Officer at Kramp, looks back on 2025 from the perspective of each of Kramp's industries, how they influenced our growth, and the role of category development for further progress.



Looking back on 2025

Last year unfolded as a year of two distinct halves for Kramp. The first half of 2025 showed strong momentum, driven by recovery from a slower final quarter of 2024. Low stock levels across the market, renewed optimism among dealers and farmers, and favourable weather conditions across most of Europe supported demand for agricultural machinery, as well as spare parts for forest & grasscare. Combined with Kramp's strong sales fundamentals of continuous product development, high product availability and optimised pricing and promotion performance, this created a solid start to the year.

However, the second half of 2025 presented a different dynamic. In the early summer, growth slowed abruptly in several parts of Europe. Demand for parts and services fell, partly due to less favourable weather conditions and increased caution among farmers when it came to spending. As the months progressed, this slowdown spread to more markets.



The market conditions also reflected broader structural developments within the agricultural sector. Cashflow pressures, insolvencies among smaller operators and consolidation among dealers became more visible throughout the year. At the same time, dealer internationalisation accelerated, with several dealers expanding their footprint by acquiring dealerships across borders. Changes in dealership structures, including shifts in franchising arrangements within agriculture, further reshaped the market landscape.

Similar market patterns were visible within the forest & landscaping sector. Moreover, long-term trends such as electrification are beginning to reshape equipment portfolios and the kinds of services dealers can provide in this sector. This evolution is contributing to what can best be described as a reinvention of the dealer role: from a traditional parts distributor to a broader solution provider supporting new technologies and evolving customer needs.

In contrast, the construction segment demonstrated more stability throughout the year. Increased government investments in infrastructure across Europe supported demand, providing a steadier market environment compared with agriculture and forest & landscaping.



**FROM A TRADITIONAL
PARTS DISTRIBUTOR TO
A BROADER SOLUTION
PROVIDER SUPPORTING
NEW TECHNOLOGIES
AND EVOLVING
CUSTOMER NEEDS.”**

EVOLVING INTO A STRATEGIC PARTNER FOR AGRICULTURE, FOREST & LANDSCAPING AND CONSTRUCTION

Despite the significant slowdown in pace in the second six months, Kramp once again reported overall growth for the year across the three industries.

Continued improvements in our service levels and operational performance helped us to make further progress in our strategic evolution into an essential partner for agricultural, forest & landscaping and construction spare parts and accessories.

“Our approach combines a clear strategic view of which machines and components we support, with deep customer insight gathered from the different industries we serve. Through a mix of data-driven analysis, close customer and supplier relationships, market listening and entrepreneurial mindset, we aim to move faster than the industry. This allows us to bring new solutions to the market quickly and help our customers grow through first-mover advantage,” explains Rutger.

One major milestone in 2025 was the integration of Vapormatic into the Kramp assortment following the acquisition. This process involved building strong relationships with suppliers and carefully integrating the brand’s heritage and product catalogue into our broader offering.

Encouragingly, we continue to attract new customers across industries. In particular, forest & landscaping dealers and professional landscapers have responded very positively to our improved product and service offering across Europe. The decision to integrate forest & landscaping more deeply into the core of Kramp is increasingly recognised and supported by customers and suppliers alike, reinforcing confidence in our path towards market leadership in Europe.

At the same time, we are selectively expanding our presence in construction. Market feedback on our range and service levels has been overwhelmingly positive, confirming that our value proposition resonates beyond our traditional agricultural base.

Strengthening categories

Category development remains central to this progress. Throughout 2025, we continued to expand the breadth of our assortment and the solutions we offer, while carefully optimizing the depth of the range. “Our portfolio gives customers the flexibility to choose the solution that best fits their specific job-to-be-done,” he adds.

On the supplier side, 2025 marked an important year of progress in strengthening our category management by deepening partnerships with key suppliers. “We continued to focus on optimizing our assortment, onboarding new partners, and expanding our OEM collaborations. A key priority was further improving our service levels and total cost of ownership across the supply chain by optimizing stock levels, distribution flows, and purchasing terms,” he says.

This strategy is reflected in the strengthening of our OE product portfolio, helping original equipment manufacturers maximize their aftermarket potential. We have selectively added OEs and A-brands to provide high-quality aftermarket alternatives, while further strengthening our quality value-for-money alternatives through Kramp and Vapomatic ranges.

Looking ahead, we remain committed to increasing our speed and agility by leveraging new tools, technologies, and organizational capabilities. By continuously evolving our assortment, strengthening partnerships, and staying close to our customers, we aim to continue shaping the future of the industries we serve.

KEY FIGURES



NET PROMOTER SCORE (NPS) GIVEN BY CUSTOMERS:



ASSORTMENT:



JOINT APPROACH TO OMNICHANNEL IMPROVES CUSTOMER EXPERIENCE AND SUPPORTS GROWTH



INSIGHTS FROM
**OLIVIER LUXON, VICE
PRESIDENT TECHNOLOGY**
**JENS WAIJERS, VICE
PRESIDENT OMNICHANNEL**

In 2025, Olivier Luxon, Vice President Technology and Jens Waijers, Vice President Omnichannel at Kramp significantly intensified their collaboration. Thanks to their 'two-in-a-box' approach, Kramp was able to fully leverage technology to enhance the omnichannel customer experience. Initiatives such as a new platform for customer communications, improved product findability strengthened the customer journey, improved efficiency and supported revenue growth for both Kramp and its customers.



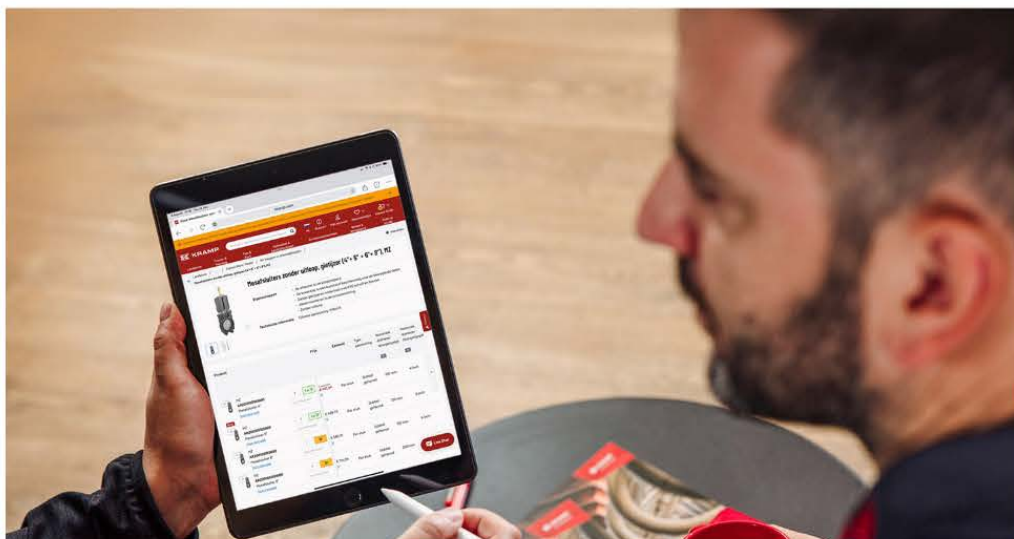
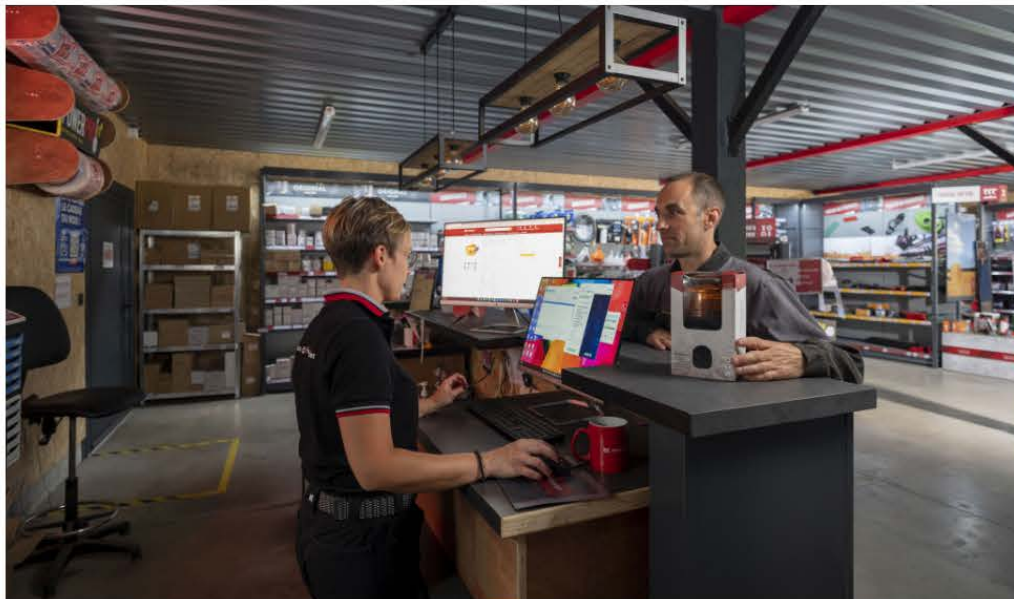
**AS A TECHNOLOGY-DRIVEN
COMPANY, WE'RE
EMBEDDING TECHNOLOGY
ACROSS THE ORGANISATION
RATHER THAN TREATING IT
SEPARATELY."**

Kramp's omnichannel strategy is built around better serving every customer. This includes a strong focus on various customer types, differentiated service levels, improved product findability and a seamless experience across all touchpoints. "We want to make it easy for customers to grow their business," says Jens. This requires a frictionless experience across every channel, from the ecommerce platform to account managers and support services. As the majority of revenue comes through the website Kramp.com, technology is critical to our success.

Omnichannel has a strong tech component

Since all omnichannel initiatives have a strong 'tech' component, technology should be embedded across the organisation rather than operating as a separate 'island', which makes it possible to truly support the business.

This mindset shaped the way both VPs worked together throughout the year. With the intention of fully supporting Strategy 2030 by being aligned on priorities, Olivier and Jens are jointly involved in major initiatives. This ensures every project is viewed through both a business and a technology lens, considering the end-to-end requirements and impact: from IT infrastructure to the end-user. The two teams also use projects as an opportunity to improve business processes, rather than just replacing the technology.



KEY MILESTONES

Communications platform

The close collaboration delivered several major omnichannel achievements in 2025. One key milestone was the implementation of a new platform for customer communications, integrating the complete customer contact history across phone, chat and email. This allowed the omnichannel team to better track and measure performance – not only response times, but also how customers perceive service.

Findability

Significant progress was also made on improving item findability in Kramp's webshop. The teams have been working on making it easier for customers by enhancing product suggestions based on search behaviour – a level of personalisation that simply wouldn't be possible without technology. Other tech-related successes included easier onboarding of new customers, and the launch of a more convenient online-ordering proposition for farmers.

PUTTING CUSTOMERS AND USERS FIRST

Technology decisions in 2025 were guided by a clear IT strategy focused on business continuity, scalability, agility and long-term cost efficiency, while becoming more user-centric. "We consciously avoid a 'tech for tech's sake' mindset," says Olivier. "Instead, we take the needs of customers and business users as our starting point. We also now have a clear roadmap for modernising our technology landscape, creating cost-efficient, state-of-the-art and futureproof applications that will further strengthen our omnichannel relevance."

70% improvement in reliability

The closer alignment between omnichannel and IT extends beyond the two VPs. Collaboration between teams improved noticeably, supported by the new Product Model organisation introduced in early 2024. This clarified roles and responsibilities between business and tech teams, strengthening the 'handshake' between the two departments and creating more realistic expectations. "As a result, predictability, reliability and efficiency have all improved significantly," says Jens. For example, our output reliability score – which measures the successful delivery of IT projects – increased by nearly 70% in 2025.

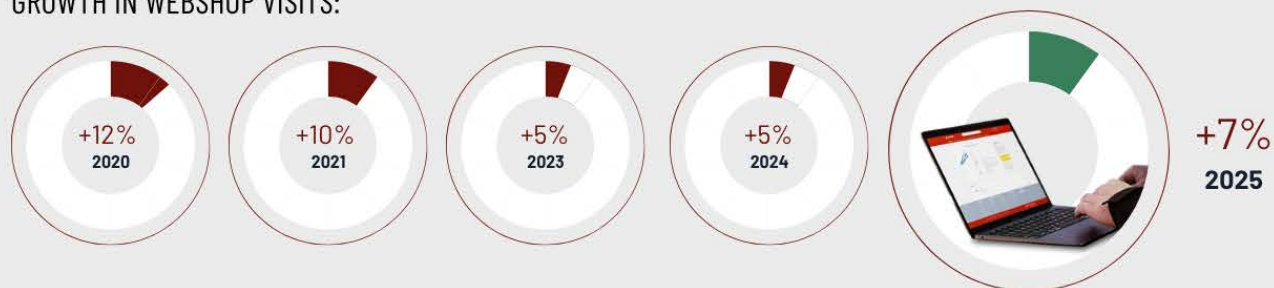
These efficiency gains provide a solid foundation for future initiatives. Looking ahead, Kramp will continue to invest in strengthening its e-commerce presence, replacing legacy systems and improving core processes. The technology team aims to boost online sales while reducing the risk of system downtime affecting the user experience. They will also further expand targeted use of artificial intelligence and intensify focus on cybersecurity to protect both customers and the business.

Making transformation positive and enjoyable

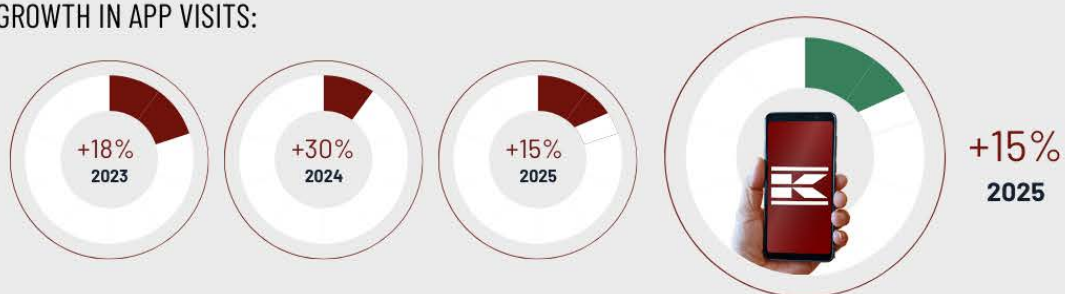
The 'two in a box' approach will remain central in 2026 and beyond, including within the five-year digital transformation endeavour collectively known as Project Spring. "We're proud of what our teams achieved in 2025 and are excited to reach many more milestones in the years ahead," concludes Olivier.

KEY FIGURES

GROWTH IN WEBSHOP VISITS:



GROWTH IN APP VISITS:



IMPROVING KRAMP'S SERVICE DELIVERY REGIONALLY AND GLOBALLY



INSIGHTS FROM
**BRIAN WISMANS, DIRECTOR,
OPERATIONS KRAMP BENELUX**
**MARK WEETINK, MANAGING
DIRECTOR KRAMP NORDICS**

MAJOR MILESTONES IN THE NORDICS CLUSTER AND IN THE MULTI-PHASED MASTERPLAN FOR VARSSEVELD

In 2025, the primary challenge for Operations was to maintain business as usual while working behind the scenes on two major projects aimed at taking Kramp's delivery efficiency and performance to the next level. These investments are aimed at accommodating our growth plans for the next 5-10 years and bringing our extensive product range even closer to our customers, enabling extended cut-off times and faster delivery services. One initiative will improve the customer experience in the Nordics region: Denmark, Sweden, Norway and Finland. The other – the multi-phased Masterplan – is transforming the Varsseveld warehouse for greater efficiency, speed and sustainability in storage and distribution of goods. Here, we provide an update on both projects.

FACTS ABOUT THE NEW WAREHOUSE IN DENMARK

Size of the plot:

95.000 SQM

Size of the new warehouse

21.000 SQM

Capacity

12.000

daily orders



Fully integrating the Nordics Cluster into Kramp

In 2025, Kramp invested in the construction of a new Nordic distribution centre in Vejle, Denmark, following the identification of untapped potential in the Nordic market. The current warehouses in Denmark and Sweden will be closed and consolidated into our new distribution centre in Vejle as part of improving the level of service for all customers in the Nordic region.

According to Mark Weetink, Managing Director, Cluster Nordics, having an inefficient warehouse footprint of three warehouses across Finland, Sweden and Denmark was constraining organic growth and market share expansion. Additionally, the technology stack – such as the ERP and other operational systems – inherited following Kramp's merger with Grene in 2013, had never been replaced or upgraded. This caused challenges in collaborating with systems across the organisation.

Execution of the distribution center began in the second half of 2025. Construction started on a new, purpose-built distribution centre in Denmark in July. The Swedish warehouse was closed in autumn, with Swedish customers migrated to the existing Danish facility.

The Greenfield site rapidly started taking shape as a state-of-the-art facility, with large-scale groundwork and construction advancing well. Building work is scheduled for completion in mid-2026. Following the installation of automated systems, the warehouse is expected to be fully operational by early 2027.

This new distribution centre is part of a broader transformation aimed at fully integrating the Nordics cluster into the wider Kramp organisation. Beyond optimising the physical warehouse network, the programme includes harmonisation of processes, and ERP-level integration. A new ERP system went live in Finland in 2025, with the remaining Nordic countries to follow in 2026.

Significant long-term benefits

While customers will see little immediate change during the transitional phase, the long-term benefits are significant. Optimised warehouse processes are expected to reduce lead times for customers by allowing cut-off times for next-day delivery to be extended. Product availability will also improve thanks to a larger and more tailored assortment. For Kramp, the new facility reduces the risks associated with outdated technology, such as errors, downtime and missed sales opportunities, while also lowering maintenance and operating costs. "These investments are a commitment by cluster Nordics to improve service delivery to customers in the region," adds Mark.

As a key success factor, he also highlights the strong multidisciplinary collaboration across local, Cluster and Group teams. As the organisation prepares for the 2026 changeover, the goal is clear: a seamless transition during which customers only experience better service, better delivery performance and a better product offering.



MASTERPLAN MILESTONES: SHUTTLE ORDER STORAGE & RETRIEVAL AND NEW DANGEROUS GOODS BUILDING

To support Kramp's strategic objectives of improving efficiency and addressing labour shortages, a decision was taken in 2023 to equip the Varsseveld warehouse with state-of-the-art automation. "This coincided with several existing systems reaching end-of-life, a trend towards smaller orders, and the need to use warehouse space more efficiently to enable future growth in turnover and SKUs," explains Brian Wismans, Director Operations, Cluster Benelux.

The Shuttle Order Storage and Retrieval (OSR) system was selected to increase both picking speed and storage efficiency.



KEY FACTS ABOUT OSR SHUTTLE EXTENSION:

- In 2017, we installed KNAPP shuttles with six aisles and a total of 140.000 storage bins.
- In 2025, we extended this with four more aisles and another 80,000 storage bins across four picking stations.
- With a total of 20 picking stations, the system can deliver up to 20,000 crates per day to ergonomically designed workstations.
- Shelving articles account for around 80% of everything we pick, with racking articles making up the remaining 20%
- About 75% of all shelving articles come from KNAPP shuttles
- 25% of all shelving articles are from the older systems
- The extension of the Shuttle significantly reduces manual walking, saving pickers an average of 20,000 steps per day.



Replacing multiple existing systems with high-tech and innovative solutions was a significant aspect of the planned extension, supported by efforts to ensure smooth integration. Thanks to strong collaboration both within Kramp and between Kramp teams and suppliers, however, the Shuttle OSR successfully went live in June 2025.

By the end of 2025, the higher units-per-hour output was enabling faster, more cost-efficient and more flexible fulfilment of ecommerce orders. It also had improved operational predictability and reliability, achieving 99.9% on-time picking accuracy and supporting Kramp's on-time, in-full (OTIF) delivery targets.

Optimising the efficient movement of goods

The Shuttle OSR is a key element of Kramp's Masterplan to optimise the efficient movement of goods. "Centralising slow-moving and long-tail products here in Varsseveld will allow local warehouses to focus on fast-movers, improving last-mile delivery speed, cost efficiency and sustainability across Europe," says Brian. "In 2026, a key priority will be safeguarding the uptime performance of this strategically important system."

Another Masterplan milestone is the construction of a new dangerous goods building, approved in 2025 after Kramp received the long-awaited Seveso permit. "Once it becomes operational in 2026, this facility will support growth, shorten delivery times and improve service to our customers and local Kramp warehouses by enabling us to store higher volumes and a broader range of dangerous goods on our own premises," explains Brian.

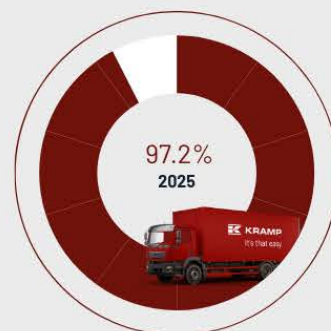
In preparation for the opening, a Quality Health Safety & Environment roadmap was developed in 2025 to embed the necessary mindset shift and further strengthen safety, compliance and risk management across the organisation.

KEY FIGURES

Distribution
centres
10



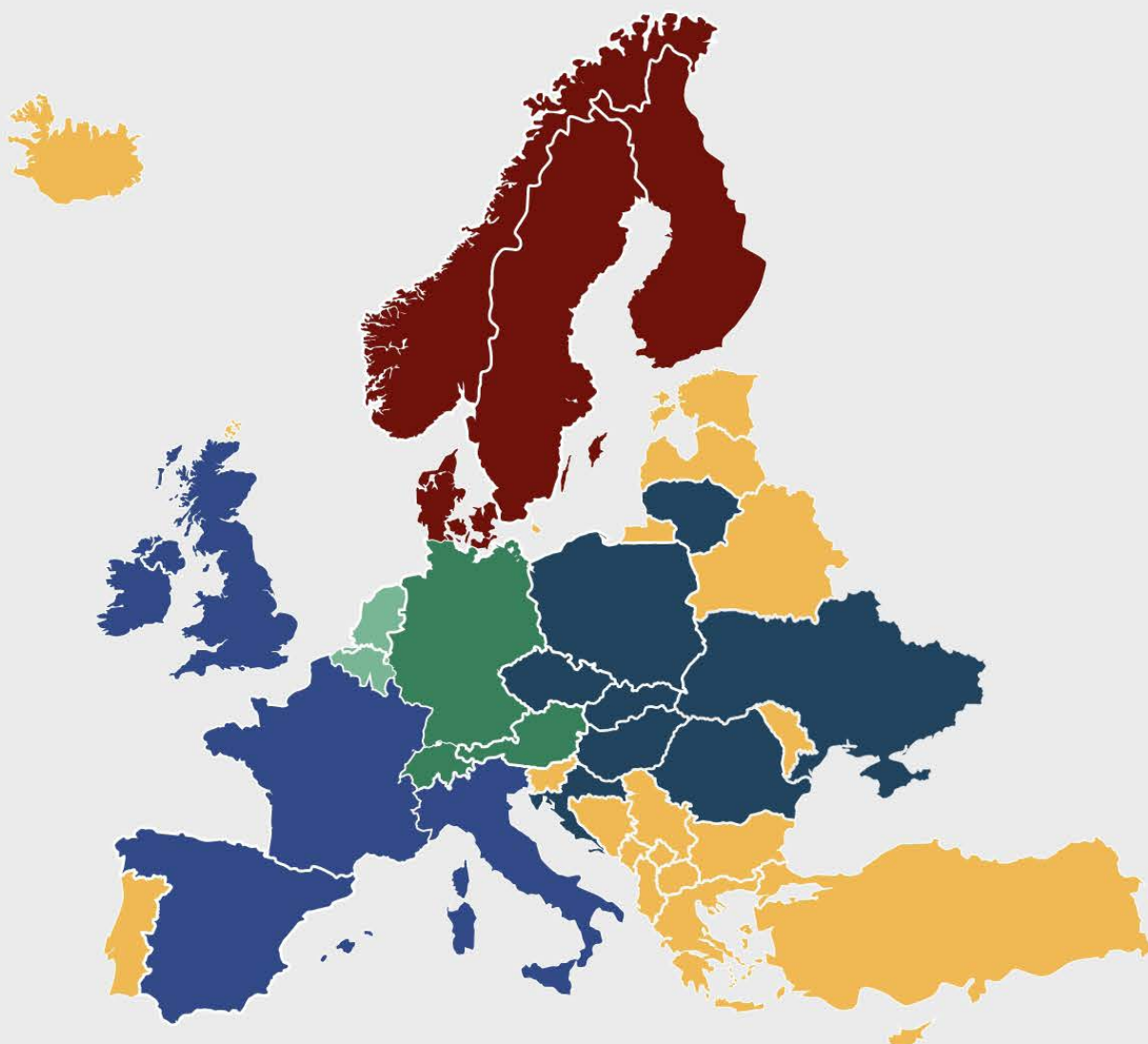
Daily Orderlines:
2025: >120.000



STOCK AVAILABILITY

CLUSTER UPDATE

For more operational efficiency and autonomy, country clusters were created in 2024. With these clusters, the objective was to create clarity, simplicity, and speed. Here's a look at how the clusters performed in 2025





Johannes Peyke,
Managing Director,
Kramp DACH



Philippe Everaerts,
Managing Director,
Kramp Southwest



Mark Weetink,
Managing Director,
Kramp Nordics



Christian Weiss,
Managing Director,
Kramp CEE



Joris de Vries,
Managing Director,
Kramp Benelux



Johannes Peyke, Managing
Director, Kramp DACH

**“2025 WAS A VERY
SUCCESSFUL YEAR
AND CREATED A
STRONG FOUNDATION
FOR THE FUTURE.”**

After a strong start into 2025, market conditions became increasingly challenging over the course of the year. As one DACH team across Austria, Germany and Switzerland - supported by our warehouse in Strullendorf - we managed this environment with resilience and focus.

A key milestone was the successful acquisition of Endress & Lehmann, strengthening our position in the Forest and Landscaping segment. We warmly welcome our new colleagues and are excited to combine our expertise, portfolio and networks to create even more value for our customers.

Throughout the year, we continued to broaden our product range and further expanded stock availability - improving service levels for our existing customers, not only in tractor parts but also in areas such as small earth-moving machines.

We made a strong statement at Agritechnica with an entirely new booth concept. It enabled our dealer partners to experience Kramp's strengths even more intensively. Additionally, our new dealer-inclusive eShop proposition - intended to further support dealers maximise their online reach and turnover - showcased our logistics capabilities, wide offering, and the heritage of Kramp - including the opportunity to become part of the Kramp family.

Overall, 2025 was a very successful year and created a strong foundation for the future. With customer satisfaction at an all-time high, we are confident this is the right platform to accelerate our growth ambitions together with our partners. Going forward, we will build on our achievements, strengthen collaboration across Europe, and continue executing our strategy to further increase our market position in the years to come.





Philippe Everaerts, Managing
Director, Kramp Southwest

//
**WE DELIVERED
ANOTHER
OUTSTANDING YEAR."**

The South West Cluster delivered another strong year, achieving strong growth and making a solid contribution to Kramp's overall performance.

This result was driven by close collaboration across countries and the commitment of highly engaged local teams, supported by strong group coordination and scalable local execution. A key milestone was the full implementation of our new communication platform. This important step forward was made possible through coordinated efforts between the group and local markets, strengthening alignment and improving the way we connect and work together across the cluster.

We also expanded our offering through the acquisition of the Vapormatic brand and business, creating a significant opportunity to provide a comprehensive range of technical parts for tractor and vehicle repair.

Alongside this, continued product mix development across all countries has reinforced our ambition to be the essential partner for our customers. Growth in new market segments such as F&L and construction further supported our momentum and helped diversify our customer base. After the acquisition, we took the first steps in integrating Genfitt in Ireland by upgrading the warehouse, making operations fully ready to meet our customers' needs.

Our value proposition "buy easier and sell more" continued to resonate, underlining our one-stop shop concept and broad portfolio. By helping customers reduce their total cost of ownership, we supported them in navigating challenging economic conditions while growing the market together. This customer focus is reflected in an excellent Net Promoter Score.

Availability and strong logistics performance were key enablers throughout the year, ensuring reliability and supporting customer success every day. From a CSR perspective, Kramp Spain supported flood recovery efforts in Valencia, while the UK contributed through "Cultivate a Generation" funding - both strong examples of living our values in local communities. Together, we delivered another outstanding year and built an even stronger foundation for continued growth.





Mark Weetink, Managing
Director, Kramp Nordics

“ SETTING THE SCENE FOR AN EVEN STRONGER FUTURE.”

The Nordic Original Equipment Manufacturer (OEM) market continued to face significant pressure throughout the year. This impacted major dealerships and influenced demand across all four countries. Despite these challenging market conditions, many new customers chose to partner with us, which contributed to growth beyond forecasts for this segment.

We successfully launched our Red Deals, highlighting our Kramp product ranges across the region. The campaign resonated strongly with customers and became one of the year's commercial highlights, reiterating the versatility of the complete Kramp product range and strengthening our position across OE, A-brands and private label.

In Finland, market headwinds created a difficult business environment. Nevertheless, the team reached an important milestone with the February transition to our new ERP system, enabling deeper integration with the broader Kramp organization and strengthening operational efficiency.

Another major step for the region was announcing the construction of a new Nordic distribution center, planned to open in early 2027. This strategic investment lays the foundation for future growth and operational excellence in the Nordic region. Warehouse operations in Eslov, Sweden closed and integrated with the operations in Skjern – an arrangement that will continue until the new distribution center is ready. In the winter of 2025, a new office in Sweden was opened from where the Swedish sales team will continue supporting our customers and grow the business.

We saw a positive market response following the Maykers closure, and our position with Kramp Online Service (KOS) customers is stronger than ever. The introduction of Vapormatic into the assortment opened significant new growth opportunities. Additionally, our focus on forest & landscaping grew stronger, and we are leveraging capabilities to better serve customers in construction.

A big thank you to our employees that continued to deliver the business with and for our customers, whilst driving significant change. Looking ahead to 2026, we will focus on expanding share of wallet amongst existing customers and preparing for the opening of our new Nordic distribution center – setting the scene for an even stronger future.





Christian Weiss, Managing
Director, Kramp CEE

// PEOPLE ARE AT THE HEART OF OUR SUCCESS."

The 2025 business year developed against a dynamic macroeconomic backdrop, requiring strong focus and disciplined execution across the organization. Farmers and dealers prioritized cautious spending, stock management, and working capital optimization. We responded by staying close to our customers and aligning our operations with their evolving needs, with continuous focus on communication of our value proposition.

In Poland, we successfully concluded the transformation of the retail business into the Powered by Kramp model. This transition represents a strategic milestone and lays a strong foundation for sustainable growth in the coming years.

We are encouraged by the solid growth delivered across the SEE countries, including Czech Republic, Slovakia, Hungary, Romania, Bulgaria, Croatia, and Slovenia, as well as in the Baltics and Ukraine. Despite the continued war in Ukraine, the business showed stable growth momentum and resilience. We sincerely hope for a peaceful resolution and for the continued safety and well-being of the people affected.

Throughout the year, we continuously strengthened our delivery services to further enhance customer value. By reducing transport lead times and introducing new service offerings, we reinforced our position as a reliable and value-adding partner. In parallel, we continued to expand our assortment, introducing new product ranges with a strong focus on our private label portfolio, which remains a key driver of differentiation.

People are at the heart of our success. The employee survey conducted in September delivered solid and positive feedback, while also providing valuable insights into opportunities to further improve the employee experience. These insights support our ongoing commitment to attracting, developing, and retaining talent, ensuring we are well positioned for future growth.





Joris de Vries, Managing
Director, Kramp Benelux

“
**WE CONTINUED TO
STRENGTHEN OUR
POSITION AS THE MOST
RELIABLE SUPPLY
CHAIN PARTNER.”**

In 2025, the Kramp Benelux cluster operated in a context of modest economic growth. Despite uncertainty in agricultural and industrial end-user markets, the organisation maintained stable operations and service levels. Continued focus on logistics reliability, dealer support and digital solutions enabled Kramp to remain the leading partner for agricultural, forest & landscaping, and construction equipment dealers in the Benelux.

Across the region, economic growth remained modest. The Netherlands benefited from domestic demand and a resilient labour market, while Belgium and Luxembourg experienced cautious investment and gradual recovery in parts of the service sector. Overall, the Benelux economy remained stable but restrained in 2025.

Within the agricultural machinery sector, market conditions remained mixed. Dealer networks across the Netherlands, Belgium and Luxembourg continued to operate in a stable but cautious market, with end-customers delaying major investments amid regulatory uncertainty and cost pressures. While new equipment demand softened, dealer activity increasingly focused on parts supply, maintenance and lifecycle services.

Tractor and machinery registrations — often used as an indicator for sector confidence — showed a modest decline in 2025 compared to the previous year. This trend reflected restrained investment behaviour among farmers, rather than a structural weakening of the sector. Demand for spare parts and technical support remained relatively stable, underlining the importance of efficient parts availability and strong dealer partnerships.

Against this backdrop, Kramp Benelux continued to strengthen its position as the most reliable supply chain partner. By combining a broad product portfolio with high service levels and close cooperation with dealers and OE manufacturers, the organization was well positioned to manage a year of modest growth and selective market decline, while preparing for improved conditions in future cycles.

MOVING FORWARD WITH PEOPLE



INSIGHTS FROM **THOMAS RIEKEN, VICE PRESIDENT PEOPLE & CULTURE**

The People of Kramp play a crucial role in empowering the business to move forward. They are enabled by a strategy that focuses on streamlining leadership structures for greater efficiency, prioritising key initiatives to improve hiring, onboarding and performance management, and continuously improving the overall employee experience.

Key people-related advancements in 2025 included the implementation of improved top management structure, roll-out of portfolio management across people & culture, continued focus on employee engagement, and a refresh of the people & culture strategy as part of strategy 2030.



//

**THE NEW SETUP IS
WORKING WELL AND
HAS PROVEN TO BE
FUTURE PROOF."**

Introducing a new management structure

At the beginning of 2025, we introduced our new top management structure with a Board of Directors (BoD) and an Executive Team (ET). The ET, in which market and customer perspectives are stronger represented, aligns on strategic direction and priorities. Our Managing Directors drive growth and results in clusters and countries, categorized into Benelux, DACH, Southwest, Nordics and Central Eastern Europe. Our Vice Presidents strengthen functional excellence across the group in technology, omnichannel, category & buying, supply chain and people & culture. This has brought more speed, simplicity and clarity, and - most importantly - much stronger collaboration between group and clusters, and across functions. The new, smaller BoD consists of the Chief Executive Officer (CEO) Eddie Perdok, Chief Operating Officer (COO) Rutger Bruijnen, and Chief Financial Officer (CFO) Roeland Tjebbes. By the end of 2025, we were proud to conclude that the new setup was working well and proved to be futureproof.



Streamlining initiatives for greater efficiency

Related to our new operating model and governance, project and portfolio management became an even more important element of how we operate and execute our strategy. While the new approach to portfolio management was already formally introduced in Q4 2024, it was fully rolled out across all functions in 2025, including people & culture. It has provided focus and enabled us to finish key initiatives. We reduced the number of initiatives in the People & Culture domain by 50% at the start of 2025. All of the remaining initiatives are either delivered in 2025, or on track for delivery in 2026. Examples of key initiatives delivered in 2026 are the launch of our new people performance management methodology, roll-out of improved hire and onboarding process, the start of a pilot around skill development in technology, and the launch of a new corporate website and career page.



Continuously improving employee engagement and experience

Within the midst of all these changes, employee engagement is more important than ever before and remains one of our company's key metrics. We believe engagement is important because our people are most important. Engagement influences how we show up to work, how we collaborate and, ultimately, how successful we are as a company. In 2025 we have re-introduced the engagement pulse survey, which is a short check in on engagement that allows us to stay close to the topic and understand how it is developing. The extended KWEE survey was also still done in September. The 2025 KWEE participation rate was high with 81%. Key themes our employees are positive about are tools and hardware provided, feeling of belonging, respectful treatment by management and feeling safe. Elements that can be improved are organization of work processes, appreciation, and clarity on our strategy and vision for the future. The overall engagement score was also strong with 3.93, however slightly below both our ambition and last year's score (4 and 3.99 respectively). Therefore, we have intensified the follow up of the results both at group-level and at team level.

As part of the wider corporate strategy 2030, the long-term people & culture strategy was also refreshed. While the overall direction of the strategy remains the same - to enable joint success - the ambition is to further accelerate on providing more focus.

Therefore, three strategic tasks have been defined for the coming years

DRIVE OPERATIONAL
EXCELLENCE IN HR

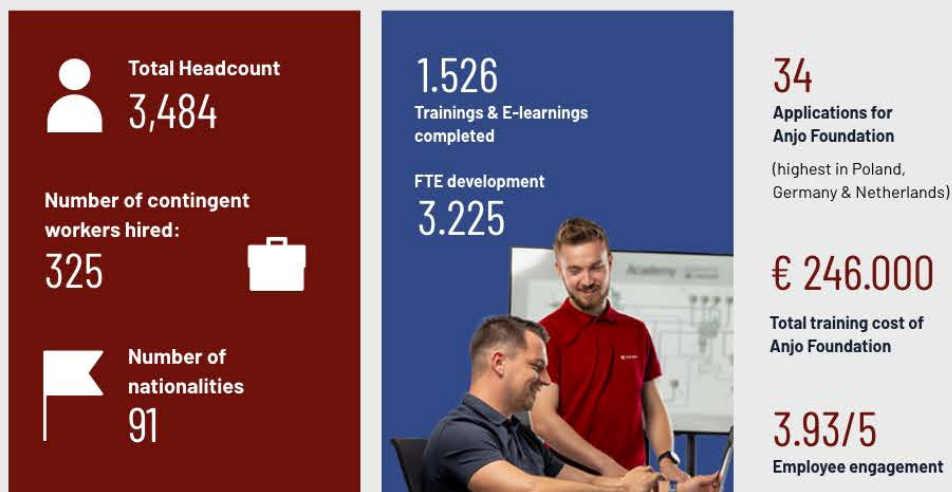
BECOME EMPLOYER
OF CHOICE

STRENGTHEN OUR
PERFORMANCE &
GROWTH CULTURE

This people agenda was aligned across all functions and clusters and is ready for execution in 2026.

KEY FIGURES

2025 IN REVIEW



VERY SATISFACTORY RESULT DESPITE TOUGH MARKET



FINANCIAL MESSAGE FROM **ROELAND TJEBBES, CHIEF FINANCIAL OFFICER**

Despite challenging market conditions in 2025, Kramp's resilience and adaptability enabled the company to deliver further growth. CFO Roeland Tjebbes reviews the financial performance of 2025 and shares his outlook for 2026, in which Strategy 2030 will serve as the guiding vision for sustainable progress through innovation, efficiency and responsible resource management.

In 2025, Kramp achieved revenue growth of approximately €56 million, equivalent to around 5%, with profitability improving by a similar margin year on year. "Although this is slightly below the ambitious targets set at the end of 2024, it is still a very satisfactory result given the tough market condition in Q3 and Q4."



**OUR ORGANISATION IS
WELL EQUIPPED TO
REMAIN RESILIENT AND
ADAPTABLE IN AN
EVOLVING BUSINESS
ENVIRONMENT."**

Resilient and adaptable

"The sectors that we operate in – agriculture, construction and forest & landscaping – are inherently unpredictable, influenced by factors such as weather conditions, geopolitical developments and supply chain disruptions. These results demonstrate that our organisation is well equipped to remain resilient and adaptable in an evolving business environment. In addition, Kramp's strong performance was reflected across all operational clusters, with each one contributing to topline growth..



Investment projects

To further strengthen the business, Kramp made several strategic investments in 2025, including in technology, supply chain operations, customer experience, and people and culture. The biggest investment was the Masterplan project to automate warehouse operations at our headquarters in Varsseveld. The automated picking system went live in 2025 and has already significantly increased productivity while reducing operational errors.

Another major investment is the construction of a new, state-of-the-art warehouse in Denmark, which will serve as a central hub for the Nordics cluster. "Having closed the Swedish warehouse and relocated those activities to Denmark at the end of 2025, in 2026 Kramp will move all operations from the current Danish warehouse to the new facility in Vejle. This hub will greatly improve efficiency, enhance delivery options and shorten lead times for customers in Denmark, Sweden, Norway and Finland."

In addition, Kramp made substantial progress with Project Spring, the replacement of its legacy enterprise resource planning (ERP) system. "This system sits at the heart of Kramp's operations. Thanks to completing the groundwork in 2025, the organisation is ready to move forward with the first releases in 2026. Beyond safeguarding business continuity, the new ERP system will deliver better data insights to support future growth."



Cost-conscious mindset takes effect

Another key development in 2025 was the introduction and company-wide embrace of a more disciplined, cost-conscious mindset. The mindful approach to cost-savings resulted in exceeding ambitious cost-saving targets – particularly at Group level, where a significant proportion of spending typically occurs.

By contributing to record profitability in 2025, this approach has enhanced Kramp's ability to continue investing in its future. The organisation increased capital expenditure by more than 50% in 2025, with intentions to invest even more in 2026 and beyond.



Pursuing more opportunities for growth

Mergers and acquisitions activity was relatively limited in 2025. Kramp acquired German company Endress & Lehmann GmbH to strengthen its position in the European forest and forest and landscaping sector and integrated the inventory and private label brand of John Deere's Vapormatic spare parts business. "This will support Kramp's growth in agriculture, particularly in the UK, but also across Europe.

"Looking ahead, we remain alert to relevant M&A opportunities," says Roeland. "Thanks to our strong financial health and stability, we have the confidence and support of banks and other external partners, putting us in a solid position to pursue acquisitions as part of our growth strategy."

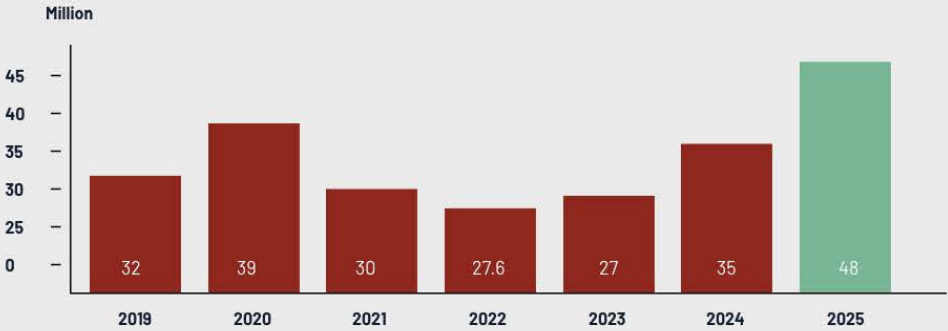
Optimistic about the future

Based on the outlook for the first half of 2026, Roeland remains cautiously optimistic. "Customers in the agri market are facing liquidity challenges and limited growth. After delivering strong numbers in 2025, matching the bottom-line results will be challenging. However, clear ambitions are laid out, supported by well-developed plans.

Kramp sees opportunities for organic growth in all countries, as well as through continued expansion in the construction and forest & landscaping sectors. "With Strategy 2030 as our guiding vision, a committed workforce of highly skilled professionals, and a continued focus on cost consciousness, we have all the right ingredients for another successful year," Roeland concludes.

KEY FIGURES

INVESTMENTS:



- 58% in IT
- 12% in land and buildings
- 26% in warehouse equipment
- 4% in other equipment



- 69% in IT
- 13% in land and buildings
- 14% in warehouse equipment
- 4% in other equipment



- 58% in IT
- 13% in land and buildings
- 26% in warehouse equipment
- 3% in other equipment



- 42% in IT
- 26% in land and buildings
- 20% in warehouse equipment
- 2% in other equipment

SUPERVISORY BOARD MESSAGE



MESSAGE FROM

**JANUS SMALBRAAK, CHAIRMAN OF
KRAMP'S SUPERVISORY BOARD**

A STRONG FOUNDATION FOR CONTINUING TO BUILD A SUSTAINABLE AND RELEVANT FUTURE

This was the first year with the new governance structure of a three-strong Board of Directors supported by an Executive Team, rather than the previous six-strong Executive Board. In our view, this new structure has improved clarity, accountability, and the focus on results, and has enhanced the agility of strategic decision-making.

In 2025, the Supervisory Board held five regular meetings with Kramp's Board of Directors. Each meeting in 2025 included an extra presentation by the Managing Director of one of Kramp's five clusters. This gave us valuable insights and a better understanding of the organisation's regional markets, results and strategies.



//
AS THE SUPERVISORY BOARD, OUR ROLE IS THREEFOLD: WE SUPERVISE, ADVISE, AND SERVE AS THE EMPLOYERS OF KRAMP'S BOARD OF DIRECTORS."

Investment projects and future strategy

During the meetings, we regularly challenged Kramp's Board of Directors in our discussions to help them balance the future vision – which revolves around sustainability, innovation and long-term value creation – with shorter-term financial and operational needs. To safeguard financial continuity, we spent considerable time on understanding the risks and opportunities associated with key investment projects including the Masterplan in Varsseveld, the new warehouse project for the Nordics Cluster, and Project Spring. In addition, the Board of Directors involved us in shaping their new five-year plan: Strategy 2030.



Building resilience to future challenges

The future will not be without challenges, of course. The changing climate, extreme weather conditions, geopolitical shifts and macroeconomic fluctuations all have an impact on Kramp's results. Additionally, as a technology-driven company, Kramp faces heightened IT risks related to cybersecurity. As the Supervisory Board, we will remain in close dialogue with the relevant Kramp executives as well as the independent auditor to mitigate these risks as part of reinforcing Kramp's resilience and adaptability to deal with the current uncertainty.

Within a family business like Kramp, it is especially important to nurture the healthy company culture and maintain strong relationships among the owners, management and employees. Therefore, another area of attention together with the Board of Directors will be to explore ways to further improve the employee engagement score. Additionally, we see opportunities for further increasing diversity within Kramp and for intensifying the focus on talent development.



Change in the composition of the Supervisory Board

The composition of our Supervisory Board changed in 2025, with one of our four members, Frederik Nieuwenhuys, stepping down after eight years. We would like to express our gratitude for the guidance and support he has provided in the past eight years. He has been replaced by Huub Vermeulen, former COO/CEO of Bol.com. We are very happy to welcome Huub on board, and his e-commerce expertise will be very beneficial in Kramp's current growth phase.

Acknowledgements

As the Supervisory Board, we are happy to see that Kramp succeeded in achieving further growth and profitability in 2025, despite the challenging circumstances. This would not have been possible without the hard work of everyone involved. Therefore, we would like to express our gratitude and compliments to the Board of Directors and all Kramp colleagues at Group, Cluster, Country and Functional level for their commitment and dedication. Thank you also to all customers, suppliers and other external partners for their loyal support of Kramp.

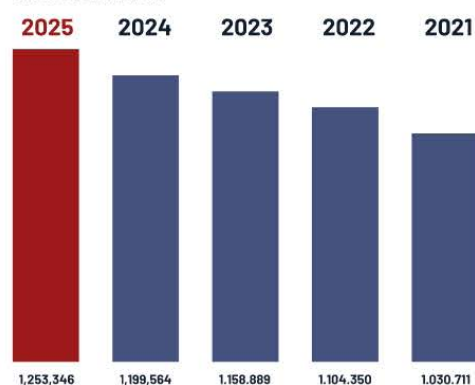
Strong foundation for growth

We are confident that the Strategy 2030, combined with the successful adoption of a cost-conscious mindset in 2025, provides a strong and resilient foundation on which Kramp can further grow towards a sustainable and relevant future. As the Supervisory Board, we remain committed to supporting Kramp in 2026 and beyond.

KEY 5-YEARS FIGURES OF KRAMP GROUP

(x €1.000)	2025	2024	2023	2022	2021
Gross turnover	1.253.346	1.199.564	1.158.889	1.104.350	1.030.711
Net turnover	1.240.255	1.165.903	1.145.778	1.092.719	1.017.476
Profit from ordinary business operations after tax	82.910	67.827	67.369	71.275	75.103
Extraordinary result after tax	-8.769	-	-1.281	-11.996	5.124
Tax	24.293	20.259	16.204	12.739	14.370
Finance charges	7.776	9.900	11.331	3.884	4.227
Depreciation	32.163	32.400	30.520	29.877	29.573
EBITDA	138.373	130.386	124.123	105.779	128.397
Adjusted EBITDA	147.142	130.386	125.404	120.713	123.273
Equity at year-end	300.068	265.886	265.311	298.711	277.779
Balance sheet total at year-end	638.754	627.729	597.866	636.263	630.119
Solvency rate	47,0 %	42,5 %	44,4 %	46,9 %	44,1 %
Interest-bearing debts (DEBT)	143.011	151.587	149.482	141.363	106.328
DEBT / Adjusted EBITDA	0,97	1,16	1,19	1,17	0,86
Working capital	337.127	321.652	318.802	326.390	266.317
Working capital as % of net turnover	27,2 %	27,10 %	27,80 %	29,90 %	26,2 %
Average number of employees	3.225	3.269	3.248	3.142	3.076
Gross profit absolute	282.658	264.880	261.589	243.396	227.493
Gross profit percentage	22,8 %	22,70 %	22,80 %	22,30 %	22,4 %
Investments (excl. goodwill)	48.010	35.288	27.104	27.595	30.140

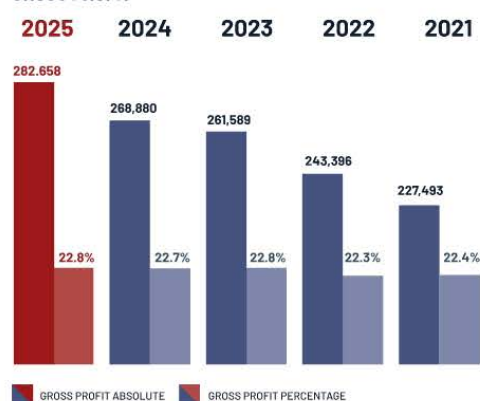
GROSS TURNOVER



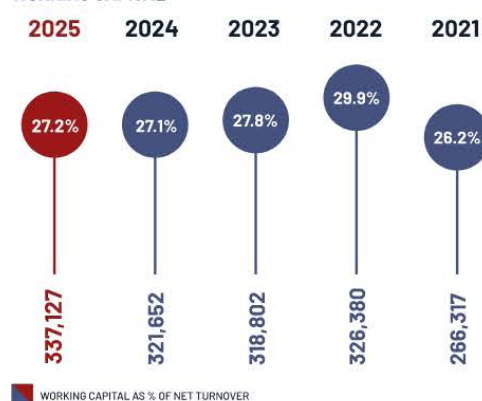
ADJUSTED EBITDA



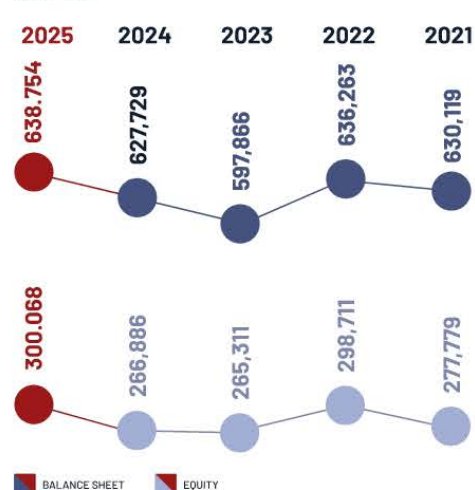
GROSS PROFIT



WORKING CAPITAL



YEAR-END



INTEREST-BEARING DEBTS



SOLVENCY RATE



Term

Finance charges

EBITDA

Adjusted EBITDA

Solvency rate

Interest bearing debts (DEBT)

Working capital

Definitions

interest income -/- interest costs (excluding exchange rate results)

net results + taxes + net financing costs + depreciation/amortization

as EBITDA taking into account:- in 2023 the loss arising from unrealized income relating to the sale of a participation;- in 2022 the loss on closing down resp. the sale of a participation;- in 2021 the book profit on the sale of a participation;- in 2020 the book profit on the sale of real estate;

group equity at year-end : balance sheet total at year-end

long-term and short-term debts to credit institutions less cash in hand and securitized financing

inventories + debtors -/- creditors

KEY FINANCIALS



CONSOLIDATED BALANCE SHEET PER 31 DECEMBER 2025 PRO FORMA ACCOUNTS 2025

Assets (x €1.000)	31 December 2025	31 December 2024
Intangible fixed assets	59.025	54.816
Tangible fixed assets	134.995	120.875
Financial fixed assets	12.215	17.370
Fixed assets	206.235	193.061
Inventories	299.352	296.569
Receivable	124.083	129.199
Cash	9.084	8.900
Current assets	432.519	434.668
Total	638.754	627.729
Liabilities (x €1.000)	31 December 2025	31 December 2024
Equity	300.068	266.886
Third party share in Group companies	-	181
Group Equity	300.068	267.067
Provisions	6.324	6.282
Long-term debts	149.893	160.057
Short-term debts	182.469	194.323
Total	638.754	627.729

PRO FORMA CONSOLIDATED PROFIT AND LOSS ACCOUNT 2025

(x €1.000)	2025	2024
Gross turnover	1.253.346	1.199.564
Boni and discounts	-13.09 ¹	-13.661
Net turnover	1.240.255	1.185.903
Cost of sales	-957.597	-917.023
Gross profit	282.658	268.880
Sales costs	-111.772	-112.949
General administrative expenses	-56.226	-56.576
Total costs	-167.998	-169.525
Net turnover result	114.660	99.355
Interest receivable and similar income	8.48	6.51
Interest payable and similar costs	-8.617	-10.55 ¹
Foreign exchange rate results	361	-824
Financial result	-7.415	-10.724
Profit from ordinary business operations before tax	107.245	88.631
Taxes result from ordinary business operations	-24.293	-20.759
Share in results of participating interests	-	-
Minority interests in result	-42	-45
	-24.335	-20.804
Profit from ordinary business operations after tax	82.910	67.827
Extraordinary result	-8.769	-
Taxes extraordinary result	-	-
Extraordinary result after tax	-8.769	-
Net result	74.14¹	67.827



SUSTAINABILITY REPORT

STRENGTHENING OUR COMMITMENT
TO SUSTAINABILITY

Creating impact is one of our key pillars. Kramp operates with sustainability at its core, viewing it as a strategic, long-term investment that delivers real value.

Kramp recognises the urgent need to address environmental impacts as part of its commitment to sustainable business practices, in full alignment with the Corporate Sustainability Reporting Directive (CSRD), and EU regulation which requires large companies to report detailed information on environmental, social, and governance impacts, including climate-related risks and opportunities.

ENVIRONMENTAL
IMPACT

SOCIAL
IMPACT

GOVERNANCE

ENVIRONMENTAL IMPACT

Kramp continues to strengthen its sustainability efforts, building on the carbon reduction strategy launched in 2024 and reinforced across the organisation in 2025. Specifically, we have identified three core areas to create impact – reducing carbon emissions in operations and supply chain, designing circular, low-waste packaging and responsibly managing substances of very high concern. Find out how we are reducing our environmental impact and driving safer, more sustainable solutions for our customers.

SOCIAL IMPACT

Kramp is committed to a safe, inclusive and respectful workplace rooted in our values of collaboration, care and ownership. We prioritise strong health and safety standards, embed Diversity, Equity and Inclusion in our culture, and ensure fair treatment across our entire value chain. Guided by international human rights principles, we work to protect the wellbeing of all workers connected to our business. We also recognise our wider responsibility to positively impact farmers and rural professionals in the communities we serve, guided by the belief that responsible practices are key to long-term, sustainable value.

GOVERNANCE

Kramp's long-term sustainability ambitions are built on a strong corporate culture grounded in ethical leadership, transparent governance and responsible business practices. We continuously strengthen our policies to uphold the highest standards of conduct, ensure safe and confidential reporting, and protect data and privacy to maintain the trust of our customers and partners. Through robust supplier codes of conduct and fair payment practices, we promote integrity and transparency across our value chain, reinforcing the foundations for long-term growth and positive stakeholder relationships.



**OUR CSR STRATEGY TRANSLATES
INTO TANGIBLE ACTIONS TO BUILD A
SUSTAINABLE FUTURE.”**

Erik-Jan Smit, CSR Manager

BUILDING A SUSTAINABLE FUTURE TOGETHER



INSIGHTS WITH ERIK-JAN SMIT, CSR MANAGER

Corporate social responsibility (CSR) is a core aspect of how we do business and define success at Kramp, emphasises Erik-Jan Smit, CSR Manager. We see sustainability as a strategic investment that delivers real value in the long term – not only environmentally, but also by driving innovation and market differentiation. “At Kramp, we recognise that we are part of something bigger, and we’re keen to take responsibility for our actions. Our CSR strategy translates into tangible actions to build a sustainable future.”



“
BY TAKING SMALL
STEPS IN THE
RIGHT DIRECTION,
WE CAN HAVE A
BIG IMPACT.”

KRAMP'S FIRST EVER SUSTAINABILITY REPORT IS HERE

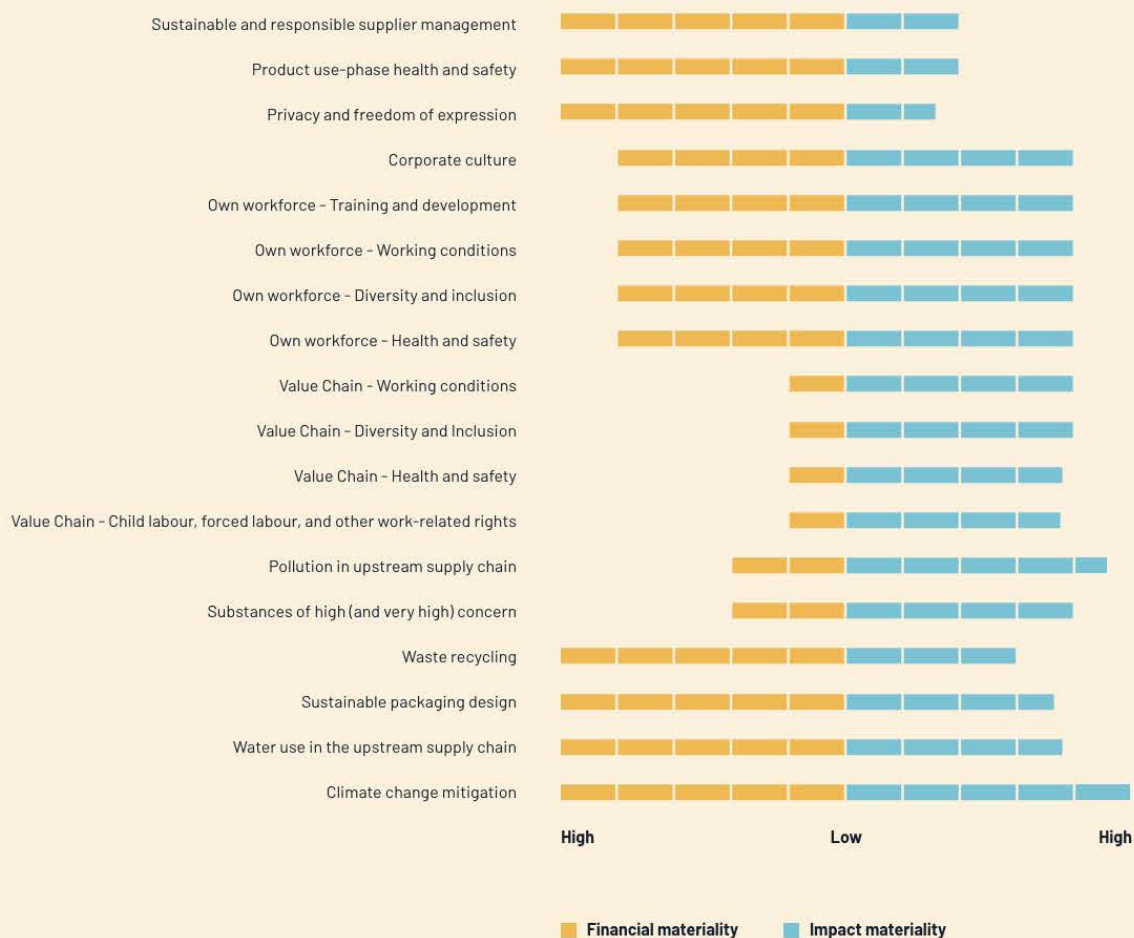
This year, we present our first ever annual Sustainability Report, based on the European Commission's Corporate Sustainability Reporting Directive (CSRD) guidelines. Although the Commission has postponed the CSRD deadlines by two years, we decided to proactively prepare for its implementation.

The CSRD requires large companies to disclose detailed environmental, social, and governance impacts. In our inaugural sustainability report, we have outlined the double materiality and impact analysis that assesses how our operations impact partners, suppliers, the environment, and society (impact materiality) alongside how sustainability issues affect Kramp's business (financial materiality).

We are already enhancing our reporting in 2025, ahead of full CSRD reporting requirements, to build transparency and stakeholder trust, with plans to expand disclosures progressively in line with evolving regulations.

THE RESULTING MATERIAL TOPICS:

DOUBLE MATERIALITY MATRIX*



*This matrix visualizes the results of our double materiality assessment, as required under the CSRD. Each row represents a sustainability topic. The grey bar indicates financial materiality—the potential impact on Kramp Groep's financial performance, cash flows, or enterprise value. The red bar shows impact materiality—the significance of our operations' actual and potential effects on people and the environment. Longer bars show higher materiality on each dimension. Topics where both bars extend far right and left (e.g., climate change mitigation, sustainable packaging design) represent double material priorities warranting focused strategy, targets, governance, and disclosures.



Besides helping us to get ready for CSRD, this dual perspective enabled us to prioritise eight strategically significant sustainability topics that fit with our existing core pillars of CSR.

VALUE PROPOSITION

We work towards a sustainable value chain with products & services that are produced, sold and used in a responsible manner

1. Working conditions in the value chain
2. Sustainable and Responsible Supplier Management
3. Substances of (high) concern

CO₂ REDUCTION

We continuously reduce our carbon footprint and waste

4. Climate Change Mitigation
5. Sustainable packaging design

PEOPLE & SOCIETY

We support our communities, protect the safety, health and wellbeing of the people we work with and ensure equal opportunities

6. Health & Safety
7. Diversity and Inclusion
8. Working conditions for the own workforce

Because our ambition is clear: we want to be a company that is not only a leading supplier of parts and accessories in agriculture, forest & landscaping, and construction, but that also has a lasting, positive impact on people, communities and the planet.

Behind the scenes, countless people within Kramp are working to help us achieve this ambition. In this [CSR section of the Annual Report](#), we share some inspiring examples of the steps we took in 2025.



Sustainable value chain

One example of how we improved CSR in our value chain operations in 2025 was by joining SEDEX. This global non-profit organisation is dedicated to promoting responsible and ethical business practices throughout supply chains. Throughout the year, we visited and audited 28 suppliers in Asia on social and environmental risks.

Designing sustainable packaging to reduce waste was another key focus area. Our packaging follows circular economy principles, focusing on using fewer materials, reusing where possible, and planning for recycling or disposal, while keeping our operations efficient and products safe. To further support this goal, we entered into a Promotional Trademark Licence Agreement with FSC® (Forest Stewardship Council) and now use FSC-certified materials in our assortment and packaging. FSC is an international organisation that promotes responsible forest management.

CO₂ reduction

Our carbon reduction strategy is aimed at limiting emissions while maintaining operational efficiency. Scope 1 emissions covers direct emissions from our operations (like company vehicles and on-site fuel combustion), while Scope 2 emissions includes indirect emissions from purchased electricity, heat, and steam. Two key initiatives contributed to a further reduction in our total Scope 1 and Scope 2 emissions in 2025:

Solar power

We expanded our use of solar power at two of our locations. At Leek in the Netherlands, this will increase our solar capacity by approximately 25,000 kWh annually. In Italy, the approximate annual solar-power generation capacity increased from 260,000 kWh to 500,000 kWh.

Electric vehicles

Our Norway site transitioned to using 100% full-electric vehicles, becoming the first Kramp fleet to do so. We are in the process of expanding the use of EVs, hybrids and more sustainable modes of travel across the other Kramp countries.

Scope 3 emissions are all indirect greenhouse gas (GHG) emissions that occur in a company's value chain – upstream (suppliers) and downstream (customers). Research shows that Scope 3 emissions often constitute over 70% of a company's total emissions and incidentally, more challenging to track and measure. We believe this is a high priority area in Kramp's mission to become more sustainable, and have already begun with preventative measures:

HVO

We launched a pilot project to transition to biodiesel fuel (HVO) on selected transport routes within our Northern European supply chain. Relative to regular diesel, HVO reduces lifecycle greenhouse gas emissions by 80-90%, and particulate matter (PM) emissions by up to 76%.

To ensure that our products and services are produced, sold and used in a responsible manner, we regularly enlist guidance from experts. In 2025, we joined the Science Based Targets initiative (SBTi), a global organisation that supports companies in setting greenhouse gas reduction targets aligned with the latest climate science and the Paris Agreement goals.

People and society

Kramp Impacts is our community outreach programme supporting small agricultural and farmer communities through targeted grants that make a tangible impact. Supporting small-scale community projects is vital to Kramp because these groups form the backbone of sustainable food production and rural economies. Through our Kramp Impacts initiatives, we have driven positive change in local communities across Europe in 2025:

KRAMP IMPACTS

Nearly

€80,000

Total value awarded in grants in 2025, across seven different initiatives in 4 countries (in Austria, the Netherlands, France and Spain).

€100,000

grant budget in 2026

Preparing for the future

Building on our successes and insights gained in 2025, we have refined our strategy for the next five years. To help us achieve our CSR ambitions by 2030, we will continue to focus on our three core pillars of CSR, which are aligned to the eight topics from our double materiality analysis.

By acting across the business, including working with customers, suppliers, transport partners and our own operations, we firmly believe we can continue to take measurable steps toward real impact, moving us ever closer to our vision of a company that thrives responsibly.

ENVIRONMENTAL IMPACT



Kramp continues to strengthen its sustainability efforts, building on the carbon reduction strategy launched in 2024 and reinforced across the organisation in 2025. Specifically, we have identified three core areas to create impact – reducing carbon emissions in operations and supply chain, designing circular, low-waste packaging and responsibly managing substances of very high concern. Find out how we are reducing our environmental impact and driving safer, more sustainable solutions for our customers.

Reducing carbon emissions

Sustainable packaging design supports circular economy principles

Managing substances of (very) high concern

REDUCING CARBON EMISSIONS

Our commitment

Introduced in 2024, our strategy to reduce carbon – encompassing our buildings and transport activities – became more firmly embedded in our organisation in 2025. To take things a step further, we set ourselves clear goals to reduce emissions by 42% by the year 2030 compared to our 2022 operations, as well as a 30% reduction for our supply chain partners over the same period, in line with the latest developments in climate science from the Science Based Targets initiative (SBTi). The SBTi is a renowned global organisation that helps companies establish ambitious, scientifically aligned greenhouse gas reduction targets which are validated by climate experts. In 2025, Kramp signed up with the SBTi to assist us in setting achievable, ambitious emissions reductions targets across the various business units.

Our accomplishments

In 2025, we added CO2 criteria into our carrier contracts. This forms the basis for collecting monthly CO2 emission data from our carriers and discussing ways of reducing emissions together. We expanded our use of solar energy at our site in Italy and in Leek in the Netherlands. In transport, on selected routes we launched pilots using biodiesel, which has the potential to reduce emissions by 80% compared to regular diesel.

With respect to our lease car fleet, we made progress on the electrification of our leased vehicles, with Norway becoming the first facility to achieve a fully electric leased fleet.

All efforts have resulted in a 10.22% reduction of our Scope 1 & 2 emissions, compared to 2024, which is well above our target of 5.25% annually until 2030. This forms part of our broader goal of achieving a 42% total reduction in emissions by 2030.



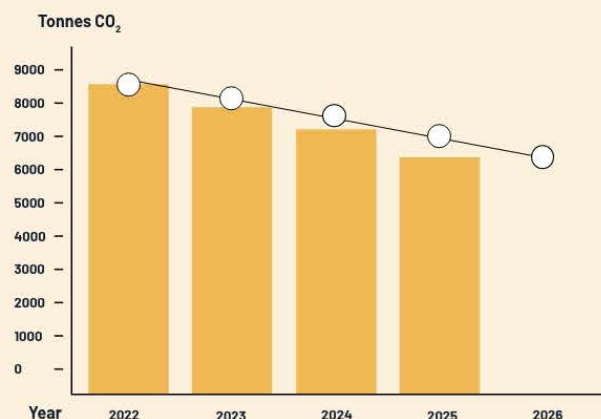
**I SEE THIS AS A CHANCE TO MAKE
OUR BUILDINGS GREENER, OUR
MOBILITY SMARTER, AND OUR PEOPLE
MORE AWARE OF THEIR IMPACT."**

Jan Willem Nijman, Facilities & Real Estate Manager: "Reducing the carbon footprint of Kramp's operations, lease cars and travel isn't just good for the planet, it's smart business. By cutting emissions, we save energy, lower costs and drive efficiency. It also shows our customers, suppliers and colleagues that we truly walk the talk on sustainability. I see this as a chance to make our buildings greener, our mobility smarter, and our people more aware of their impact. Small steps, and sometimes fewer trips, can lead to big change. Together, we can make sustainability part of how Kramp moves forward."



DISPLAY OVER THE YEARS

EMISSIONS AND REDUCTION



The above table shows our Scope 1 and 2 greenhouse gas emissions for each year, compared to our annual reduction target. It highlights that in 2025 our actual emissions fell much faster than planned, resulting in a significantly larger reduction in emissions since 2022.

OVERVIEW OF OUR GHG SCOPE 1 & 2 EMISSIONS AND REDUCTION OVER THE YEARS

Year	2022	2023	2024	2025
Target Emissions GHG Scopes 1 & 2 (ton CO ₂ -eq)	7.388	7.000	6.612	7.123
Actual Emissions GHG Scopes 1 & 2 (ton CO ₂ -eq)	7.388	6.994	6.377	6.493
Year	2022	2023	2024	2025
Target Annual Reduction (%)	5,25%	5,25%	5,25%	5,25%
Actual Annual Reduction (%)	-	5,32%	8,83%	10,22%
Total Annual Reduction compared to 2022 (%)	-	5,32%	8,83%	23,20%

OUR PLANS

In 2026, we aim to continue our decarbonisation journey through optimising our facilities and buildings, lease vehicles, transport and logistics, and packaging. We also plan to expand our emissions tracking to include our product portfolio and the lifecycle emissions of our products. This will assist us in setting our emissions targets in line with the SBTi.





SUSTAINABLE PACKAGING DESIGN SUPPORTS CIRCULAR ECONOMY PRINCIPLES

Our commitment

Through efficient design and use of sustainable materials, we are committed to creating eco-friendly packaging that reduces material usage and minimises waste.

All our packaging decisions are guided by circular economy principles, which aim to re-use and recycle products, materials and resources, and to reduce waste.

Our accomplishments

In 2025, we began updating and simplifying our packaging range to prepare for the new Packaging and Packaging Waste Regulation (PPWR), a European law designed to reduce packaging waste and make packaging more sustainable.

We also worked closely with our suppliers to better understand how sustainable our packaging materials are, by requesting detailed information on the materials they use.

Additionally in 2025, we set out to use FSC-certified cardboard in our packaging where possible. FSC-certified materials come from responsibly managed forests.

For our private label products not displayed at dealerships, we started switching to more sustainable packaging made from plain, unprinted cardboard.

As a result of our actions in 2025, 72% of the packaging that we use in our warehouses is already sustainably sourced, with 63% using recycled materials.



**WE HAVE A RESPONSIBILITY
TO USE OUR RESOURCES
WISELY."**

Ellen Oude Luttikhuis, Packaging Engineer: "While packaging plays a vital role in protecting products during storage and transportation to our customers, it also consumes scarce resources for a relatively short life cycle, often ending up as waste. Sustainability is therefore indispensable in our packaging roadmap. We have a responsibility to use our resources wisely – and, where possible, to reduce material consumption and minimise empty space in our packaging, choose recycled and renewable materials, and re-use packaging – without compromising our warehouse processes, product quality or the customer experience. Beyond preparing us for future sustainability regulations, our sustainable packaging roadmap helps us to reduce our environmental impact, conserve natural resources and minimise waste, to contribute to preserving our planet for future generations."



PACKAGING CATEGORIES

Recyclable weight
3,793,952 KG

99%

Sustainably
sourced weight
2,666,154 KG

72%

Recycled weight
2,234,323 KG

63%



PACKAGING CATEGORIES

Packaging categories	Total weight (kg)	Sustainably sourced material	Sustainably sourced weight (kg)	Recycled content	Recycled weight (kg)	Recyclable content	Recyclable weight (kg)
Bags	30,787	0%	0	0%	0	100%	30,787
Corrugated	899,702	95%	782,943	96%	886,806	100%	899,702
Cushioning Materials	28,229	33%	0	38%	4,412	100%	28,229
Envelopes	2,166	0%	0	0%	0	100%	2,166
Folding + Other Carton	243,848	-	0	84%	210,590	100%	243,848
Labels	22	0%	0	0%	0	100%	22
Pallets	2,226,746	87%	1,691,014	29%	1,051,860	100%	2,226,746
Tapes	15,521	0%	0	10%	0	80%	15,521
Wooden Materials (ex-pallets)	243,648	100%	189,648	50%	54,000	100%	243,648
Wrapping & strapping materials	103,283	14%	2,548	34%	26,654	100%	103,283
Grand Total	3,793,952	72%	2,666,154	63%	2,234,323	99%	3,793,952

*This data is based on our 2024 spend analysis and the material information received from our packaging suppliers. The data presented represents approximately 40% of our total packaging spend for FY 2025. We intend to expand the scope of our analysis in 2026.

OUR PLANS

In 2026, we will continue to improve our packaging to fully comply with EU Packaging and Packaging Waste Regulation (PPWR), alongside other new and existing regulations. We will also continue working with our suppliers to make our packaging materials even more sustainable, with plans to utilise less packaging materials overall, as well as to increase the proportion of recycled materials within our packaging assortment.





MANAGING SUBSTANCES OF (VERY) HIGH CONCERN

Our commitment

Substances of Concern (SCs) and Substances of Very High Concern (SVHCs) are chemicals that can harm people or the environment, such as chemicals that are toxic or long lasting. As a wholesaler, some of the products we supply can contain small amounts of SVHCs. For example, SVHCs are commonly found in plastics, coatings, and lubricants, and tools, and are used to improve durability, safety or performance of the products, such as making tools more resilient in cold or hot conditions.

We are fully committed to managing these substances responsibly and in accordance with applicable legislation (EU REACH regulations), and we recognise the potential environmental, health and regulatory risks these types of substances may pose, as well as opportunities that come from finding safer and more sustainable alternatives. We aim to increase our focus on phasing out SVHCs within our high-risk product lines where feasibly possible during 2026

Our accomplishments

In 2025, we formally selected the topic of substances of concern as a priority for Kramp and assessed high-risk portions of our portfolio against REACH compliance. REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) is a European Union regulation designed to ensure that chemical substances are used safely throughout their entire lifecycle.



OUR PLANS

We are committed to making further strides in this critical area in 2026. We expect to strengthen data collection and management, with the aim of mapping most of our portfolio in line with REACH compliance, as well as collaborating with key suppliers to identify and assess safer alternative substances for potential future product inclusion. This will assist us in serving as a strong foundation for managing substances of concern and strengthening our ability to identify opportunities for the use of alternative materials.

Proactively managing SVHCs in this way offers opportunities for innovation in alternatives that are more environmentally friendly, and safer for our end-users.





SOCIAL IMPACT

Kramp is committed to a safe, inclusive and respectful workplace rooted in our values of collaboration, care and ownership. We prioritise strong health and safety standards, embed Diversity, Equity and Inclusion in our culture, and ensure fair treatment across our entire value chain. Guided by international human rights principles, we work to protect the wellbeing of all workers connected to our business. We also recognise our wider responsibility to positively impact farmers and rural professionals in the communities we serve, guided by the belief that responsible practices are key to long-term, sustainable value.

Strengthening our
workforce

Empowering workers in the
value chain

Supporting our
communities

STRENGTHENING OUR WORKFORCE

Our commitment

In line with our core values of collaboration, care and ownership, we are committed to fostering a safe, inclusive and respectful working environment for the thousands of employees who contribute to our business across Europe and beyond.

By ensuring comprehensive health and safety practices create a workplace where workers feel safe and empowered.

We embed Diversity, Equity and Inclusion (DEI) in our corporate values and hiring practices, with the goal to boost employee engagement, fuel creative problem solving, and differentiate Kramp as an employer of choice.

Our accomplishments

During 2025, we conducted a thorough review of Kramp's internal Safety Policy to ensure that it continues to meet industry standards and international best practice. This resulted in an updated Health and Safety Policy which we plan to continuously improve over time, laying a strong foundation for future efforts.

Because we view Diversity, Equity and Inclusion as such a strategically important priority topic, we initiated internal discussions regarding creating a comprehensive DEI Policy centred on fairness, inclusion, and performance-based principles. Regarding gender diversity, our initial goal is to have female representation of at least 30% in senior management positions by 2030.

These policies guide our day-to-day operations by setting clear expectations, ensuring consistent decision-making, and shaping how our employees work, collaborate, and make decisions each day.



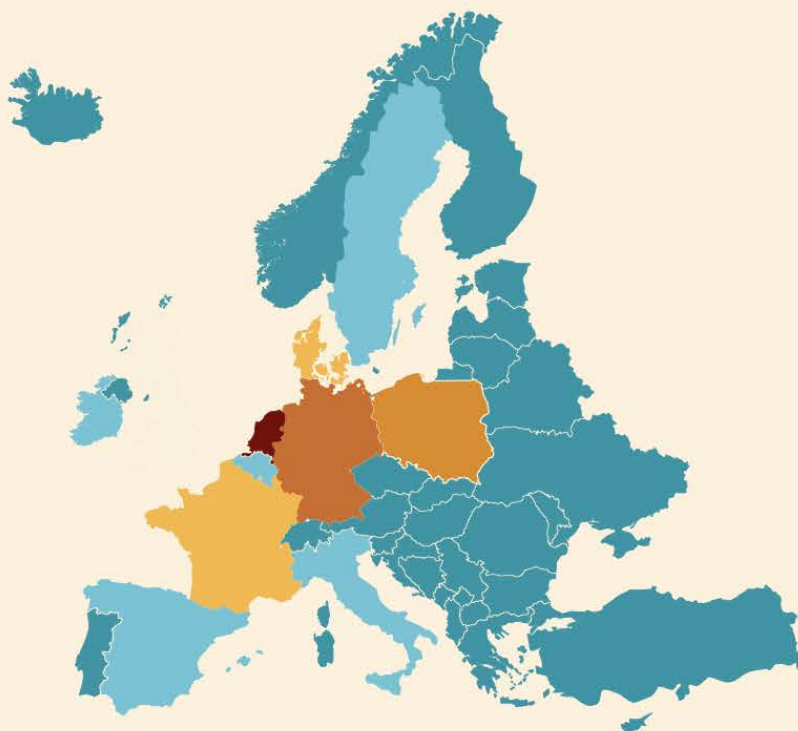
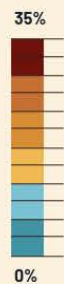
**AT KRAMP, WE ARE PROUD
OF OUR DIVERSE WORKFORCE,
REPRESENTING A WIDE RANGE
OF BACKGROUNDS ACROSS
OUR ORGANIZATION."**

Thomas Rieken, VP, People and Culture: "At Kramp, we are proud of our diverse workforce, representing a wide range of backgrounds, experiences, age groups, more than 80 nationalities, and 28% women across our organization. This diversity strengthens our decision-making, sparks innovation, and helps us better reflect and support our customers and partners. We are committed to further improving representation and inclusion, ensuring that diversity continues to drive sustainable growth and long-term success for Kramp."



OWN WORKFORCE

BREAKDOWN OF TOTAL
KRAMP EMPLOYEES BY COUNTRY
(AS OF END OF DECEMBER 2025):



EMPLOYEE COUNT

Employee count by gender



64%

Male

27%

Female

9%

Undisclosed

* Non-guaranteed hours workers are employees who have an employment contract with Kramp but do not have a fixed number of working hours. Their working hours may vary based on business needs and mutual agreement.

Employee count by contract type

Permanent employees

80%

Male

79%

Female

1%

Not disclosed

Temporary employees

18%

Male

19%

Female

99%

Not disclosed

Non-guaranteed hours

2%

Male

2%

Female

0%

Not disclosed

OUR PLANS

With our target of promoting equal opportunities and having at least 30% women in senior managerial positions by 2030, we have nominated Diversity, Equity and Inclusion ambassadors across the company, and intend to continue to work on addressing barriers to inclusion and cultivating awareness and accountability at all levels of the organisation in 2026. Additionally, we will also continue to make further improvements the Kramp Health and Safety Policy, and associated processes and systems.





EMPOWERING WORKERS IN THE VALUE CHAIN

Our commitment

We recognise our responsibility to respect and advance the rights, wellbeing and fair treatment of all workers within our value chain – not only our direct employees, but also people working for our suppliers, manufacturers, logistics partners and service providers.

Guided by internationally recognised standards – including the UN Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organisation (ILO) conventions – we continuously strive to identify, prevent and address social risks and impacts across our supply chain.

Our accomplishments

In 2025, we prioritized engagement with high-risk suppliers outside of the EU – In geographies such as Asia, Asia Minor, and Eastern Europe – to become SEDEX members. We prioritised engaging with suppliers in these countries first because these regions face greater challenges with labour standards, enforcement, and transparency, enabling us to address potential human rights concerns where they are most acute.

Currently, 55 of our suppliers from across the globe are members, with 69% of these holding active memberships, 54% completing self-assessment questionnaires, and 23% having undergone SMETA audits. Additionally, we reviewed our supplier Codes of Conduct to ensure that it continues to cover important issues such as discrimination, child or forced labour in the supply chain, workplace health and safety, and fair living wages. No substantiated reports of forced or child labour were identified within our supply chain in 2025, and all grievances were addressed through remediation.



**OUR SUPPLIERS PLAY A
CRUCIAL ROLE IN ADVANCING
SUSTAINABLE BUSINESS
PERFORMANCE.”**

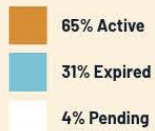
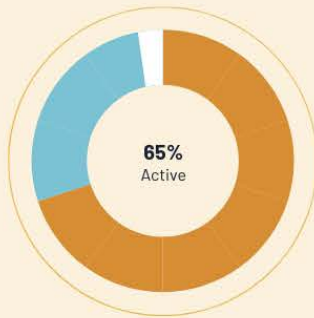
Vivian Lin, General Manager, Kramp China: “Our suppliers play a crucial role in advancing sustainable business performance. By investing in their social and environmental initiatives, suppliers gain tangible benefits that go far beyond compliance. Enhanced efficiency and resource optimisation lower operational costs, while responsible labour and environmental practices reduce business risks and strengthen long-term partnerships. These improvements also open access to new financing opportunities, and global value chains that prioritise ethical sourcing.”



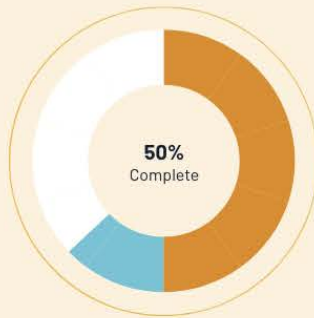
SEDEX DATA OVERVIEW

BREAKDOWN OF SUPPLIERS REGISTERED WITH SEDEX, INDICATING THEIR MEMBERSHIP STATUS, COMPLETION OF THE SELF-ASSESSMENT QUESTIONNAIRE, AND SMETA AUDIT STATUS.

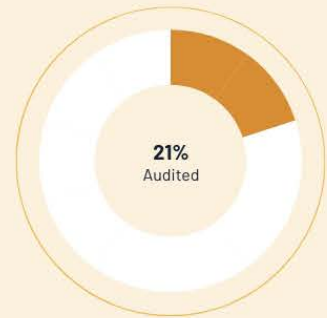
Membership status



SAQ completion



Audit status



OUR PLANS

Through our updated Supplier Code of Conduct, regular audits, and ongoing supplier discussions and collaboration, we will continue to improve transparency, accountability and standards across our supply chain, while encouraging our partners to follow best practice in the interest of employee health and wellbeing.





Our commitment

We are mindful of our broader responsibility to positively impact the lives and livelihoods of farmers and rural professionals in the regions where we operate.

Our approach to identifying, assessing and managing any material impacts (both positive and negative) on affected communities is rooted in the conviction that responsible business practices are integral to long-term, sustainable value creation.

Our accomplishments

During 2025, Kramp Impacts – our dedicated global community outreach programme – supported seven projects in Europe with funds representing approximately €80,000.

KRAMP IMPACTS PROJECTS



With the Kramp Impacts programme, we specifically target agricultural communities with the purpose of providing care and support to move toward a more sustainable future. Our community outreach is guided by three primary focus areas:

1.

CLIMATE-RELATED INITIATIVES IN AGRICULTURE, FOREST & LANDSCAPING AND CONSTRUCTION

- Supporting climate-positive agricultural practices
- Reducing carbon footprint in farming operations
- Promoting sustainable farming transition

2.

INNOVATION, RESEARCH AND TECHNOLOGY

- Contributing to agricultural innovation acceleration
- Supporting research with positive agricultural impact
- Facilitating technology adoption for sustainable farming

3.

FARMING COMMUNITY CARE & DEVELOPMENT

- Direct support for farming community needs
- Emergency aid for agricultural communities in need
- Capacity building and empowerment programmes



KRAMP IMPACTS PROJECTS

Preserving a natural forest reserve in Austria

Since October 2023, through the Kramp Impacts programme, we have supported the preservation of a 72-hectare forest reserve in Austria's Wachau region in partnership with Austrian Federal Forests (ÖBf). The site protects 62 native tree species, rare wildlife, and specimens that are more than 250 years old. The forest will remain untouched, safeguarding biodiversity, supporting carbon sequestration and water retention, and serving as a living example of climate-resilient forestry.

Cultivate a Generation – Empowering young farmers and innovators in the UK

Kramp's Cultivate a Generation is a grants programme that is aimed at supporting the next generation of agricultural entrepreneurs who are innovative, resilient and practice foster innovation, resilience, and sustainable farming. One beneficiary, 20-year-old Isabel Verey from Ampney Down Farm in the UK, used her grant to install fencing and water systems, improving grazing management and tackling water scarcity as she transitions into farm ownership.

Since its launch, the programme has awarded £51,000 across multiple projects, empowering young farmers and strengthening the long-term sustainability of agricultural communities.

Kramp Impacts has advanced various social initiatives to support communities in need. In Hungary, the programme backs a foundation aiding children recovering from bone marrow transplants by creating a riverside retreat with family accommodations, sports facilities, and nature trails, offering a restorative environment to rebuild strength and confidence after long hospital stays.

Supporting local initiatives

In Varsseveld, where Kramp's headquarters are located, Kramp Impacts contributed to several local initiatives in and around the region. To support and encourage sustainable farming practices, Kramp Impacts contributed to the Bronckhorster Beef Festival in Zelhem and Ode aan de Os in Didam. Another initiative by the Oude IJsselstreek Tree Group Foundation, focused on preserving monumental trees in the Achterhoek region, also got support from Kramp Impacts.

Our plans: In 2026, we will continue to support local communities, sustainable farming practices and foster innovation in sustainable farming technologies in agriculture and forest & landscaping.

OUR PLANS

In 2026, we will continue to support local communities, sustainable farming practices and foster innovation in sustainable farming technologies in agriculture and forest & landscaping.



GOVERNANCE

Kramp's long-term sustainability ambitions are built on a strong corporate culture grounded in ethical leadership, transparent governance and responsible business practices. We continuously strengthen our policies to uphold the highest standards of conduct, ensure safe and confidential reporting, and protect data and privacy to maintain the trust of our customers and partners. Through robust supplier codes of conduct and fair payment practices, we promote integrity and transparency across our value chain, reinforcing the foundations for long-term growth and positive stakeholder relationships.

Promoting a better business culture

Strengthening integrity and ethics in business conduct

Improving security and safety of our customers

Responsible supplier relationships

PROMOTING A BETTER BUSINESS CULTURE

Our commitment

We regard a cohesive corporate culture as being foundational to achieving our long-term sustainability ambitions, underpinning trust, innovation and long-term growth across all markets. We view any governance challenges as opportunities to strengthen our internal policies and procedures for the benefit of both Kramp and our stakeholders.

Our approach is based on Kramp's overall core philosophy of collaboration, care, and ownership:

- We recognise that engaging with suppliers, coworkers and customers in a collaborative manner leads to better outcomes and results for all stakeholders.
- At Kramp we care, not only for how our customers perceive us as a supplier, but also for our employees, suppliers, end-users, and the broader communities they serve.
- We take responsibility for our impact on the environment and society, and recognise our large role within our supply chain and farming communities that we serve



OUR PROGRESS IN ESG STARTS WITH US."

Ruth Oortgiesen, Head of Corporate Communications: "Our progress in ESG starts with us. By nurturing a culture built on collaboration, care and ownership, we strengthen not only how we work, but also how we make a positive impact on our communities and the environment."



We will continue our strong commitment to ethical leadership and a supportive business culture that promotes collaboration, care, and ownership for the betterment of ourselves and our stakeholders.



STRENGTHENING INTEGRITY AND ETHICS IN BUSINESS CONDUCT

Our commitment

We believe that ethical leadership and the highest standards of business conduct are fundamental to our identity and long-term success. That's why we have various frameworks in place to prevent and detect misconduct. We also recognise the importance of stakeholders to be able to report instances of misconduct or unethical business practices without fear of retaliation or discrimination.

Our accomplishments

In 2025, we conducted a review of our Code of Conduct, which outlines standards of professionalism, integrity and accountability for all employees, management and business partners. It ensures consistent ethical decision-making and provides practical guidance on issues such as anti-bribery and corruption, conflicts of interest, responsible use of information, and fair competition. Additionally, we conducted a review of our whistleblower policy to ensure that the policy is applied consistently across our various European sites.



THE KEY PRINCIPLES ARE TO CREATE A SAFE AND TRUSTWORTHY ORGANIZATION, PROTECTION OF THE WHISTLEBLOWER, AND CONFIDENTIALITY.”

Thomas Rieken, VP, People and Culture: “Kramp’s whistleblowing policy aims to ban undesirable behaviour and other (alleged) integrity violations such as abuse of power, conflicts of interest, favouritism, corruption, fraud or theft. Its key principles are to create a safe and trustworthy organization, protection of the whistleblower, and confidentiality. The policy is implemented in most of the countries we operate in. Ambition for 2026 is full implementation and communication of the policy in all countries.”





IMPROVING SECURITY AND SAFETY OF OUR CUSTOMERS

Our commitment

We prioritise the protection of data and information assets, recognising that privacy and information security are integral not only for compliance purposes, but also for building long-term relationships with our customers based on trust.

Our accomplishments

In 2025, our dedicated Information Technology department, via their Security Centre, provided continuous monitoring, incident response and security assessments. We also completed our annual internal security report for 2025, allowing us to test the resilience of our security systems and identify any areas for improvement.



**AT KRAMP, WE TAKE THE
PROTECTION OF OUR
CUSTOMERS' AND EMPLOYEES'
DATA SERIOUSLY."**

Bjarne Bach Jensen, Head of Cybersecurity: "At Kramp, we take the protection of our customers' and employees' data seriously. We apply state-of-the-art security technologies and proven privacy practices to safeguard information every day. Our approach is built on leading international standards, including ISO 27001, CIS Controls, and the NIST Cybersecurity Framework, ensuring a consistent and robust level of protection. Customer data is handled in full compliance with the EU GDPR and other applicable regulations. With secure system design, strong authentication, continuous monitoring, and regular external testing, we keep our digital environment resilient. Combined with ongoing employee awareness training including simulated phishing and clear governance, these measures help us maintain the trust of our customers and partners across Europe."





RESPONSIBLE SUPPLIER RELATIONSHIPS

Our commitment

Supported by robust Supplier Codes of Conduct, we engage with suppliers to foster and drive ethical business practices throughout our supply chain, while fostering relationships based on trust and transparency. From an economic perspective, Kramp is committed to fair and transparent payment practices for our suppliers.

Our accomplishments

In 2025, we continued to uphold our Supplier Code of Conduct, while reviewing it for improvements and to ensure alignment with current best practices. To work with us, our suppliers are required to commit to our defined standards and expectations in terms of labour practices, sustainability, business ethics and compliance. Of all suppliers that have signed contracts with Kramp, 100% agree to adhere to our Supplier Code of Conduct. Additionally, we continued to process invoices efficiently while monitoring and preventing delays. Regular reviews and supplier feedback help to continuously improve our payment practices.



**AT KRAMP, WE BELIEVE IN
BUILDING THE FUTURE
TOGETHER AND THAT STARTS
WITH RESPONSIBLE SUPPLIER
RELATIONSHIP.”**

Albert Wolbrink, Head of Power Solutions: “At Kramp, we believe in building the future together—and that starts with responsible supplier relationships. In Power Solutions, our suppliers are key partners in driving innovation, especially as we accelerate the shift toward electrification. Through transparent and ethical collaboration, we co-create smarter, cleaner technologies that meet evolving customer and regulatory demands. At the same time, we maintain strong, reliable partnerships for our more traditional products, ensuring consistent quality, availability, and service. Responsible sourcing reflects our values of reliability, simplicity, and customer focus it’s how we deliver long-term value across the full spectrum of our offering.”





OUR PLANS

In 2026, we will continue to actively engage with suppliers and continue to monitor their progress toward more sustainable future business practices. Our primary focus initially is on suppliers in high-risk geographies, which face elevated human rights risks due to weaker labour protections and enforcement. Additionally, we plan to further integrate sustainability criteria into our supplier assessments, assessing suppliers across areas such as human rights, emissions, and waste management in order to gain a deeper understanding of where the risks in our supply chain lie, and how we can best work with our partners for increased supply chain sustainability.



It's that easy.