



SUSTAINABILITY REPORT 2024

Filtration for our Future

Introduction

The 2024 Interfilter Sustainability Report reflects Interfilter Group's commitment to a cleaner, healthier and more sustainable future.

In this report, we share the steps taken in 2024 to reduce emissions, improve air quality and filtration processes, and support the well-being of people both inside and outside our organization.

Guided by innovation, responsibility, and measurable results, we highlight key developments such as the integration of Avilo, the expansion of our sustainable product portfolio and stronger ESG alignment throughout our supply chain.

Because at Interfilter Group, we don't just filter air, liquids, gases, and dust...

We're filtering for the future.



Environment



Social



Governance



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Words from CEO

At Interfilter Group, sustainability is not just part of our strategy, it's part of who we are. In 2024, we continued to take real steps forward by expanding our impact, strengthening partnerships and integrating sustainable thinking across every part of our business.

In 2024 we made meaningful progress. We expanded our reach, built stronger relationships with suppliers and introduced more circular and climate-friendly innovations. Every team within our organisation played a role in these developments, from logistics and production to development and leadership.

This shared sense of responsibility is one of our greatest strengths. We believe that real change begins with people who feel connected to a greater purpose. That is why we continue to invest in well-being, personal development and team spirit. A healthy and motivated team brings real impact to both our company and the world around us.

Our long-term goal remains the same. We want to deliver our products with zero emissions. It is an ambitious goal that will take time and dedication, but we are committed to making steady progress. We are already working on cleaner transport, smarter materials and more transparent supply chains.

This report offers a clear view of where we stand, what we have achieved and where we are headed. Our vision "**Filtration for our Future**" is more than a message. It is a promise we live by and a direction we are proud to follow.

A man with a beard and short hair, wearing a dark blue suit jacket over a light blue shirt, is seated at a table. He is looking slightly to his left with a thoughtful expression. His hands are clasped in front of him. The background is a blurred office setting.

***"Filtration for our
Future is more
than a message.
It's a promise."***

Nick van Sliedregt, CEO of Interfilter Group

About Interfilter Group

Founded 1976, Interfilter Group, hereafter referred to as Interfilter, has grown into a trusted partner in filtration solutions. This ensured delivering high-quality products that enhance efficiency, sustainability and air quality across various industries. As a future-orientated company, we are committed to minimizing our environmental impact while providing innovative filtration solutions that meet the evolving needs of our customers.

Our approach to working towards a sustainable future ensures that every decision we make, contributes to a cleaner and greener future. Innovation, adaptability and a strong customer focus define our DNA, driving us to create solutions that not only strive to meet regulatory standards but also exceed expectations.

At Interfilter, we believe that clean air and efficient filtration solutions are fundamental to a healthier planet. Our commitment to sustainability extends beyond our products; we continuously research into optimizing our operations to try and reduce emissions. The road up to a net-zero future is challenging but we strive to set new standards in energy efficiency and environmental responsibility.

As we continue to grow, our mission remains clear: to provide filtration solutions while contributing and supporting to a more sustainable planet. At Interfilter, we are not just filtering air, dust, liquids or gasses. We are filtering for the future.



Headquarters in the Netherlands



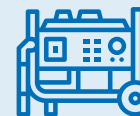
85 employees



49 years of experience



Manufacturing in-house



Avilo part of Interfilter: compressed air & gas



Expansion to Poland

Our Core Values

At Interfilter our values are the foundation of everything we do. They shape our culture, guide our decisions, and drive us to create sustainable solutions that benefit both our customers and the planet. As we continue to innovate, our commitment to these values remain.



Top of Success

Customer first, always.



Personal Development

Grow & evolve as a professional.



Stronger Together

Family-owned business, every voice matters.



Agility & Adaptability

Embrace flexibility in a rapidly changing world.



Honest & Open Communication

Transparency is key to build trust.



Perfect Performance

Excellence in everything is our mindset.

Mission

At Interfilter, our mission is to create cleaner, healthier environments by delivering high-quality filtration solutions that enhance air quality and optimize industrial processes. Sustainability has become a core value over the last years. This goes from innovating energy-efficient filters to reducing our ecological footprint. We are more than just a supplier; we are a sustainable-driven partner, committed to minimizing environmental impact while maximizing efficiency for our customers.

Vision

We envision a world where clean air and sustainable filtration are the standard, not the exception. Whilst this might be challenging, working on continuous innovation and collaborating with our stakeholders will make this possible. We aim for a circular economy where “**Filtration for our Future**” isn't just a slogan, it's a commitment to greener filtration solutions that benefit both people and planet. Together we are filtering the future.

Integration of Avilo

In 2024 we took an important step: Avilo officially became part of the Interfilter Group! This integration not only means an expansion of our expertise but also a strengthening of our joint mission to make filtration smarter, more sustainable and more efficient.

More about Avilo

Since being founded in 2001, Avilo has developed into a Dutch market leader in nitrogen generators. Avilo configures, produces, installs and maintains high-quality nitrogen generators, compressed air systems and laboratory gas generators. With the vision "Promise a lot. Deliver more.", Avilo fits in seamlessly with the perfect performance mindset of Interfilter Group.

Sustainable benefits



Circular innovation: together we develop sustainable product solutions, such as our in-house produced nitrogen generators, which are much more environmentally friendly than the supply of gas cylinders.



Enhanced expertise: By combining Avilo's technical knowledge with Interfilter's market experience, we create the next generation of filtration, compressed air and nitrogen solutions.



Enhanced service & support: Customers now benefit from a broader product range and improved service, ensuring the best sustainable solutions for the market.

Avilo's integration into Interfilter Group is just the beginning. Our goal? To set new standards in sustainable solutions and drive positive change in the industry.



Sustainability at Interfilter Group

At Interfilter, sustainability is at the heart of our operations. We are dedicated to creating a cleaner, healthier environment through innovative filtration solutions and eco-friendly business practises. Here's how we currently make a difference:

Energy-neutral facility

Our headquarters holds an impressive energy performance coefficient (EPC) of 0, indicating exceptional energy efficiency. The building is fully electric, eliminating the need for natural gas and is equipped with 450 solar panels that generate most of our energy requirements. Both office and warehouse are designed to minimize energy consumption.

Sustainable product innovations

We empower our clients to reduce their environmental footprint by offering energy-efficient filtrations products. For instance, our A+ filters not only lower energy consumptions but also decrease CO² emissions. Additionally, these products have an extended lifespan, contributing to waste reduction.

In collaboration with our in-house partner, Deltrian Nederland, we've expanded our range to include the Lean Filter with a Circular frame.

This is an Eurovent certified bag filter designed with sustainability in mind. This innovation marks a significant step towards a circular market.

Recognized sustainability efforts

Our commitment to sustainability has been acknowledged with a bronze EcoVadis certificate, placing us in the top 35% of companies worldwide evaluated for their sustainable practices. This certification underscores our dedication to environmental management, energy efficiency and waste reduction.

Comprehensive sustainability reporting

Our 2023 Sustainability Report offers an in-depth look into our policies and initiatives concerning innovation, climate action, employee welfare and operational excellence. This report did not only outline our current efforts but also serves as a roadmap for future initiatives.

United Nations Sustainable Development Goals

We align our efforts with the UN SDGs to ensure that our initiatives contribute to a more sustainable and equitable future.

Sustainable timeline

2016

Launch of A+ filter range
ISO 9001 certification

2018

Industrial filter cleaning & reuse

2019

Fresh fruit at the office
Introduction sustainable transportation
Avilo: Expansion range electric vehicles

2020

In-house production airfilters
Energy neutral headquarters
In-house gym
Bicycle plan
ISO 14001 certification

2021

VCA certification
Product innovation ProScreen

2023

Development Lean Filter with Circular frame
A+++++ energy efficient headquarters & warehouse
Joining Brancheplan Verpakkingen

2024

EcoVadis Bronze Certificate
Integration of Avilo
Expansion of electric vehicle fleet
Enhanced Employee Sustainability Programs
Our first EPD certificates
Avilo: Development of Solofluxx
Avilo: Merger with Interfilter Group

ProScreen

Product innovations

Energy efficiency starts at the air intake

As part of our ongoing commitment to innovation and sustainability, Interfilter developed ProScreen. ProScreen is a smart, reusable air inlet screen to protect, for example, air-cooled condensers and air handling units intake grilles from contaminants like leaves, pollen, and insects. By keeping coils and internal filters cleaner for longer, ProScreen minimizes pressure drop and ensures optimal airflow, leading to significant energy savings. Fewer filter changes, lower maintenance needs, and improved equipment efficiency all contribute to a more sustainable HVAC system. ProScreen is a small innovation with a big environmental impact.



10-15% energy savings
& CO2 reduction



ROI within 1-2 years



50% reduction in
cleaning costs



Extended system
lifespan



Easy to clean

15%

Energy saving up to

Lean Filter Circular

Product innovations

Advancing sustainable air filtration

In response to the growing demand for circular solutions in HVAC systems, Interfilter developed the LFC bag filter. This smart innovation combines long-lasting performance with minimal environmental impact. Instead of traditional disposable filters, the LFC uses a durable circular aluminium frame that lasts for at least 20 years. With this filter only the pockets need to be replaced and this significantly reduces waste.

This product achieves an average time saving of 39% and significant CO₂ reduction per project site.



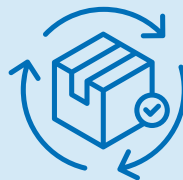
75% less storage & packaging



87% less weight & improved ergonomics



Significant CO₂ & waste reductions



Circular filter frame with 10 years warranty



Available with energy label A+



Solofluxx generator

Product innovations

Smart nitrogen generation for demanding applications

The Solofluxx by Avilo is an advanced, plug-and-play nitrogen generator designed for applications with high nitrogen demands. It enables independent, continuous production of high-purity nitrogen without the need for external compressed air systems. Equipped with an oil-free scroll compressor, a sophisticated filtration system, and an intuitive touchscreen interface.



Quiet performance



Real-time monitoring



Energy-efficient operation



Lower CO₂ footprint than bulk deliveries





**6,5% less energy
consumption**



**At least €78,000 in annual
energy cost savings**

Optimizing cooling efficiency at Tuinderij Vers - case study

To improve the efficiency and sustainability of their cooling systems, Tuinderij Vers, a leading processor of fresh-cut vegetables and salads, partnered with Interfilter Group to install ProScreen on their rooftop cooling units. These pre-filtration screens capture coarse contamination before it enters the condensers, reducing energy consumption, minimizing system wear and lowering the need for intensive cleanings.

The results are both environmentally and economically significant. With ProScreen, the cooling systems operate more efficiently, reducing annual energy consumption by 6.5%, equivalent to at least €78.000 in cost savings per year. Additionally, the extended lifespan of the equipment contributes to less material waste and a lower environmental footprint.

Thanks to this practical and effective solution, Tuinderij Vers is strengthening its commitment to sustainability by reducing energy use, cutting maintenance-related emissions and increasing the long-term circular value of its installations.

Sustainable filtration with Van Dorp - case study

A recent milestone is the first delivery of the Lean Filter with Circular frame (LFC) to our sustainability-focused partner Van Dorp. This advanced bag filter supports healthier indoor air, reduces CO₂ emissions, minimizes waste, and improves ergonomics for technicians. Van Dorp is implementing the LFC filter as part of the renovation of Winthonlaan 1, aiming for a high BREEAM rating.

Compared to conventional bag filters, the LFC filter is expected to achieve a 34% reduction in CO₂ footprint and nearly 10% savings in total cost of ownership, without any additional purchase cost. These savings are based on five filter replacement cycles. A key component of this innovation is the reusable circular filter frame, which is designed to last up to 20 years, significantly reducing material consumption (-75%) and waste (-87%) over time.

The long-standing partnership between Interfilter and Van Dorp is built on open communication, mutual trust, and shared sustainability goals. This successful implementation of the LFC filter demonstrates how strong collaboration can lead to tangible, sustainable results in the field of building services engineering.



**34% CO₂
reduction**



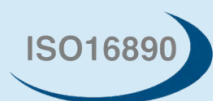
**87% less
waste**



**Reusable filter
frame for 20 years**



**TCO saving
of 10%**



Ensuring top-quality

We are dedicated to upholding the highest quality standards across all our products and services. Our commitment is demonstrated through the acquisition of several key certifications that validate our adherence to international benchmarks in quality, safety and sustainability.

EcoVadis Certification

In recognition of our sustainability efforts, Interfilter has been awarded the EcoVadis Bronze Medal. This places us among the top 35% of companies worldwide evaluated for sustainability. This highlights our sustainability efforts when it comes to ethical practises, sustainable procurement, climate change and labour and human rights.

Eurovent Certification

Our product excellence is validated by Eurovent certification, particularly for our air filters. This certification guarantees that our filters meet the highest quality and performance standards in the industry. Notably, our sustainable Lean Filter with Circular Frame is Eurovent-certified, exemplifying our dedication to innovate.

ISO 9001

Since 2016 Interfilter has been ISO 9001 certified. This attests our robust quality management system. The certification ensures that our processes consistently meet regulatory requirements, reflecting our dedication to continuous improvement.

Environmental Product Declarations (EPDs) and Life Cycle Assessments (LCAs)

Understanding the environmental impact of our products is crucial to our sustainability strategy. In collaboration with our in-house partner Deltrian, we conduct comprehensive LCAs to evaluate the environmental footprint of our products throughout their lifespan. The insights gained from these assessments are documented in EPDs, providing transparent and verified information about the environmental performance of our products. This ensures credibility and consistency in our environmental reporting.

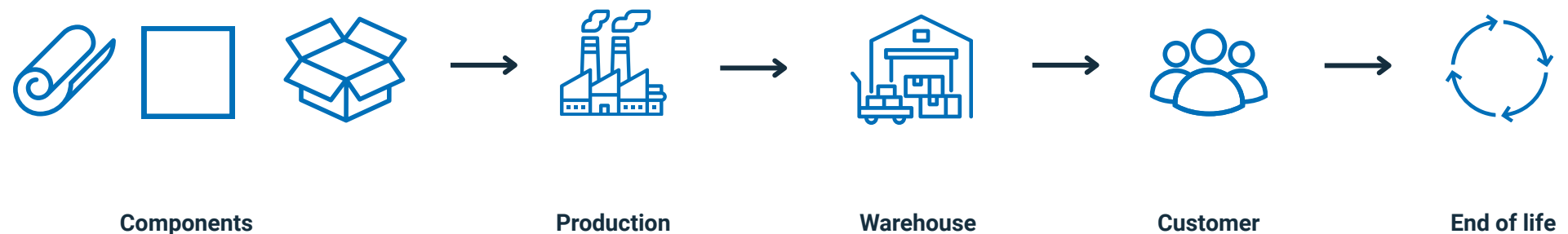
Ensuring top-quality with LCA's

We believe that true sustainability is not just about how a product performs during use, but about its entire life cycle. From components to disposal. That's why we have embraced Life Cycle Assessments (LCAs) as a cornerstone of our product development and transparency strategy, together with our partner Deltrian. By conducting LCAs we gain a complete and transparent view of where our products leave a footprint and where we can design smarter, reduce waste and use different materials.

LCAs allow us to understand:

- Where the most significant environmental impacts occur
- How products can be more sustainable

Currently, we hold four Environmental Product Declarations (EPDs) that provide verified, third-party life cycle data for four of our filters. These EPDs follow ISO 14025 and EN 15804+A2 standards, ensuring consistency and credibility.



Our key achievements in 2024

**Eco
Vadis**
certified

Customer
satisfaction review

8,5

EPD's
for four of our
filters

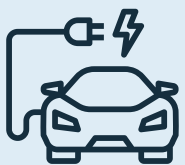
Brancheplan
Verpakkingen

1
year membership

First public
sustainability report



Integration of
Avilo Stikstof &
Persluchtsystemen



Expansion of
electric vehicles

19%

growth in
employees

Expansion Young
Professional team



Development
of the Avilo
**Solofluxx
generator**

7,6

Employee
satisfaction review

Strengthening
our business
ethics by
implementing
9 policies

Environment & climate action

Planet first

At Interfilter, we understand that clean air and environmental responsibility go hand in hand. Our mission is to create sustainable filtration solutions that contribute to a healthier planet while maintaining the highest standards of efficiency and innovation. By integrating sustainability into our core business strategy, we are ensuring that our products, processes, and partnerships are aligned with the needs of both present and future generations.

Our environmental focus areas



Improving air quality: Developing high-efficiency filtration solutions that enhance air quality.



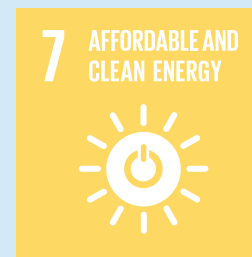
Tackling carbon emissions: Reducing our operational carbon footprint.



Educating on climate awareness: Engaging with customers, employees and others to promote climate awareness and encourage sustainable practices.



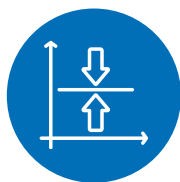
Measuring supplier impact: Assess the environmental and ethical performance of our supply chain.



Air quality impact

Clean air is essential for a healthy and productive indoor environment. As part of Interfilter HVAC, which focusses on air filtration, we are committed to actively help our customers assess and improve their indoor quality.

To ensure that indoor air meets the right air standards, we offer air quality measurements using advanced particle counters. Our process follows a structured approach.



We start by measuring the outdoor air quality to establish a baseline.

OUTDOOR REFERENCE MEASUREMENT



We measure particle concentrations directly behind the supply filters.

SUPPLY-SIDE ANALYSIS



Diverse measurements are taken throughout the various zones affected by the AHU.

MULTIPLE TESTING POINTS

All data is analyzed and based on the Eurovent 4/23 guidelines, ensuring reliable, industry-standard assessment. The findings are compiled into a detailed report, and if needed, we provide tailored filter recommendations.

After implementation of our advice, we conduct a follow-up measurement on-site to evaluate the effectiveness of the solution and verify improvement in air quality.

After implementation of our advice, we conduct a follow-up. Currently, we perform around 20 air quality assessments each year, with consistent, measurable improvements in indoor air quality following our recommendations.

Watch our video on measurements:



Interfilter Group fully operates gas-free

Tackling carbon

CO2 Emissions

One of Interfilter's biggest sustainability challenges lies in gaining comprehensive and accurate overview of our carbon emissions. Without clarity, it is difficult to formulate effective strategies. In 2024, we took a step forward by using the Carbon Estimator tool by EcoVadis for the first time. This tool helped us better understand the distribution of our emissions across scope 1,2 and 3, although we acknowledge it still does not provide a fully definitive picture.

While the output is not yet a perfect reflection of our total footprint, it offered valuable insights into what is and isn't relevant for Interfilter. As a result our 2024 reporting format differs from that of 2022 and 2023.

We are still actively working on mapping out our Scope 3 downstream emissions, which remains complex and partially estimated. The differences in Scope 3 emissions compared to other years is partly due to enhanced methodology and improved tools, rather than a drastic change in our activities.

With this refined baseline we are now in a much stronger position to set realistic and structured reduction targets in the years to come. In the upcoming years we aim to take this further by using the EcoVadis Carbon Calculator, which will enable us to perform a more accurate and consistent baseline measurement.

Scope 1: Direct emissions from Interfilter's own operations



Fleet



Gas consumption

Scope 2: Emissions from purchased energy for own use



Electricity consumption

Scope 3: Indirect upstream emissions



Business travel



Commuting



Waste



Upstream transport

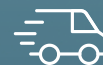


Fuel & energy activities



Purchased goods

Scope 3: Indirect downstream emissions



Downstream transport



Processing sold goods



End of life usage

What's up?

Compensation Scope 2: Solar panels

Our company building is equipped with 450 solar panels, which together generated 72.177 KWh of electricity in 2024. This production of renewable energy helped offset and an estimated 26,99 tons of CO₂.

However, due to a notable growth in our workforce, expansion of facilities, and a significant decrease in solar hours compared to the previous years, the solar panels were no longer sufficient to cover for full electricity demand. With this compensation the actual Scope 2 emissions are 135,12 tons of CO₂.



2022

2233 hours



2023

1913 hours



2024

1748 hours

Due to the improved methodology and higher data accuracy, the results from 2024 cannot be directly compared to 2022 or 2023. Previous calculations were limited in scope and detail, especially in Scope 3. The figures for 2024 reflect both better insight and significant company growth, which must be taken into account when interpreting the numbers. Also, 2025 will serve as a baseline measurement where the downstream emissions will also be taken into account. This will cause a significant higher outcome compared to 2024 and the years before that.

	2023	2024
Scope 1: Direct emmissions		
Company fleet	130,26	83,94
Scope 2: Indirect emmissions		
Electricity	17,13	135,12
Electricity consumption company owned sites		162,11
Self-generated electricity solar panels		26,99
Grey electricity	17,13	135,12
Scope 3: Other indirect emmissions		
Business travel	0,46	19,54
Air travel (2500 km)	0,46	19,54
Upstream transport & distribution	242,42	283,57
Employee commuting	13,9	74,88
Fuel & energy activities		68,5
Waste	238,42	53,77
Other	0,01	0,18
Drinking water consumption	0,01	0,18
Downstream activities	To be determined	To be determined
Total CO₂ emissions	400,27 ton CO₂	719,50 ton CO₂

Scope 1 – 83.94 tons CO₂e

Direct emissions from the company fleet saw a significant reduction in 2024. This was achieved through more efficient use of our fleet.

Next step: We will explore further reductions by researching into the options for transitioning to greener driving within the company fleet.

Scope 2 – 162.11 tons CO₂e

Scope 2 emissions — related to electricity usage — increased in 2024. This is largely due to facility expansion and improved data collection, which revealed previously untracked consumption.

Next step: From 2025, we will continue to create internal awareness on energy use. In 2024 we created internal training on this and we aim to further enhance this process. Also, we research the opportunities into compensating our emissions and into certified greener electricity.

Scope 3 – 509.34 tons CO₂e

Scope 3 emissions increased substantially, but this rise is primarily due to the use of a more comprehensive methodology. Emissions related to supply chain, transport, and services are now better tracked. Importantly, our operational activities did not change drastically. The increase reflects improved visibility, not increased environmental impact.

Next step: We are developing a Scope 3 strategy, starting with improved supplier engagement and data gathering to reduce emissions in our value chain. Next year we aim to have a definite baseline measurement to start implementing strategies.



What's down?

Climate awareness

At Interfilter, we believe that knowledge is the foundation of meaningful climate action. By empowering our employees and engaging with external stakeholders, we are committed to raising awareness about climate change. Through education, we ensure that our team is aware of what is needed to reduce the environmental impact, starting by themselves.

Internal climate awareness initiatives

In 2024, Interfilter launched dedicated training programs to enhance climate awareness among employees. These presentations focus on:

- Understanding Energy Consumption: Exploring the environmental impact of energy use and its role in climate change.
- Energy Consumption Reduction strategies: Providing employees with practical steps to reduce energy use in their daily operations.
- The Role of Employees: Encouraging individual contributions to sustainability efforts within the company, from workplace energy efficiency to responsible resource usage.

By fostering a culture of awareness and responsibility, we ensure that sustainability is embedded in every aspect of our operations.

Strengthening environmental policies

In addition to our training initiatives, we have formalized our commitment to environmental responsibility by drafting new policies regarding materials, chemicals, and waste. While we have always adhered to responsible environmental practices, these policies now provide a structured framework to ensure compliance, consistency, and accountability. This formalisation underscores our dedication to reducing environmental impact and maintaining sustainability standards.

External climate engagement

Beyond our internal efforts, we promote climate change awareness among our clients and partners. This includes:

- Sustainable Solutions Advice: Providing advice to our customers about the alternative and more sustainable filtration solutions that they could integrate.
- Collaborative Sustainable Projects: Partnering with other organisations to develop and promote innovative, climate-friendly solutions.

Sustainable procurement

At Interfilter we recognize that sustainability extends beyond our own operations, it's embedded in our entire supply chain. To ensure the commitment to ethical, responsible, and environmentally friendly business practises is upheld at every level, we have strengthened our approach to sustainable procurement.

Supplier Code of Conduct: Setting clear expectations as from 2024

In 2024, we implemented our Supplier Code of Conduct. This formalizes the expectations for all suppliers regarding environmental responsibility, human rights, fair labor practices, and ethical business conduct. This framework ensures that our partners align with our sustainability values and contribute to a greener and more responsible supply chain.

ESG questionnaire: Measuring our suppliers' sustainability impact

To assess and improve the environmental and social impact of our supply chain, we introduced an Environmental, Social and Governance (ESG) questionnaire for suppliers to complete. This evaluation covers key sustainability metrics, including:

- Sustainability certificates
- Carbon footprint
- Material sourcing
- Labour conditions & ethical standards
- Transparency & compliance

This structured approach has enabled us to formalize an overall supplier ESG score, allowing us to:

- Identify high-performing sustainable suppliers
- Set clear improvement targets
- Gain overall insights into the ESG performance of our supply chain

61%

Signed our Supplier
Code

32%

Filled in our ESG
Questionnaire

ESG driven partnerships

Through our ESG-questionnaire we were able to evaluate ESG compliance within our supply chain across four categories:

- Environmental (30%): Evaluating suppliers' environmental management systems, emissions tracking and waste reduction initiatives.
- Social (20%): Reviewing labour policies, diversity and inclusion efforts and health and safety standards.
- Governance (20%): Assessing ethical business practises, anti-corruption measures and corporate governance structures.
- Certifications (30%): Validating adherence to international (sustainability) certifications, such as ISO 14001, ISO 45001, and ISO 9001.

Each supplier was scored based on their performance in these categories, with a total possible score of 49 points. The assessment results categorized suppliers into four performance levels:

- 80-100% (Excellent): Fully aligned with ESG expectations and actively contributing to sustainability goals.
- 60-79% (Satisfactory): Meeting ESG standards.
- 40-59% (At Risk): Failing to meet some key sustainability expectations.
- 0-35% (Insufficient): Falling significantly short of ESG requirements.

Key findings



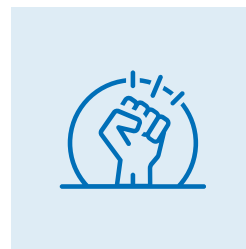
Emission measurement challenges

Limited adoption of Scope 1, 2 and 3 emissions tracking was noted.



Social responsibility gaps

Policies against discrimination and child labour are active amongst suppliers but structured diversity and inclusion programs are yet to be implemented.



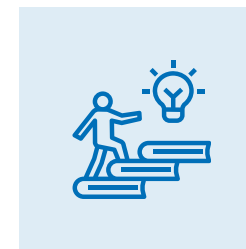
Strong commitment

A strong commitment to ISO 14001 remains present.



High governance standards

Well-structured frameworks are integrated, reinforcing ethical business practises.



Willingness for improvement

While not yet being fully compliant, a strong commitment to enhancing the ESG practises was expressed.

Sustainable procurement objectives

As sustainability extends beyond our own operations, engaging with our suppliers in sustainable practices is crucial to achieving our environmental goals. Therefore, we have re-formulated our targets for 2025.

Objective 1: Enhance Supplier Alignment with our Code of Conduct



How will we achieve this?



Communication

Clearly emphasising the importance of the Code of Conduct and its role in our sustainability strategy.



Engagement

Enhancing (digital) communication to share clear information about expectations, benefits and requirements and giving regular updates on the topic.



Monitoring

Implementing a system to monitor and report progress quarterly.

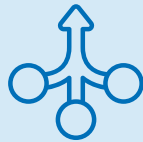
Sustainable procurement objectives

As sustainability extends beyond our own operations, engaging with our suppliers in sustainable practices is crucial to achieving our environmental goals. Therefore, we have re-formulated our targets for 2025.

Objective 2: Increase ESG Questionnaire Response Rate



How will we achieve this?



Simplification

Streamline the questionnaire to reduce complexity and time commitment.



Support

Offer assistance and clarification to suppliers during the completion process.



Follow-up

Implement a structured follow-up process to remind and motivate suppliers.

Sustainable procurement objectives

As sustainability extends beyond our own operations, engaging with our suppliers in sustainable practices is crucial to achieving our environmental goals. Therefore, we have re-formulated our targets for 2025.

Objective 3: Ensure Supplier Compliance with the EU Packaging and Packaging Waste Regulation (PPWR)

Goal 2025

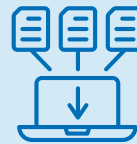
By the end of 2025, all necessary information from our suppliers to confirm their adherence to the EU PPWR is collected.

How will we achieve this?



Supplier communication

Informing all necessary suppliers about the PPWR requirements.



Data collection

Distributing a standardized questionnaire to gather information on suppliers' packaging materials, recyclability, and recycled content.



Compliance verification

Assessing the collected data against PPWR standards.

Supplier code, clause & compliance

We believe that sustainability begins with responsibility. In 2024, we took meaningful steps to embed ethics, transparency and sustainability deeper into our strategy.

In 2024, we officially formulated and introduced our Supplier Code of Conduct, a document designed to align our supply chain with the ten principles of the UN Global Compact, covering human rights, labour standards, environmental responsibility and anti-corruption.

The code:

- Sets clear expectations on fair wages, safe working conditions, environmental practices and zero tolerance for corruption.
- Is required to be signed by our suppliers.
- Forms the foundation for long-term, transparent, and ethical partnerships.

By signing the Code of Conduct, our suppliers submit to upholding responsible practices and continuously improving in line with internationally recognised standards.

In parallel with the Code, Interfilter also implemented a formal sustainability clause in all new supplier contracts.

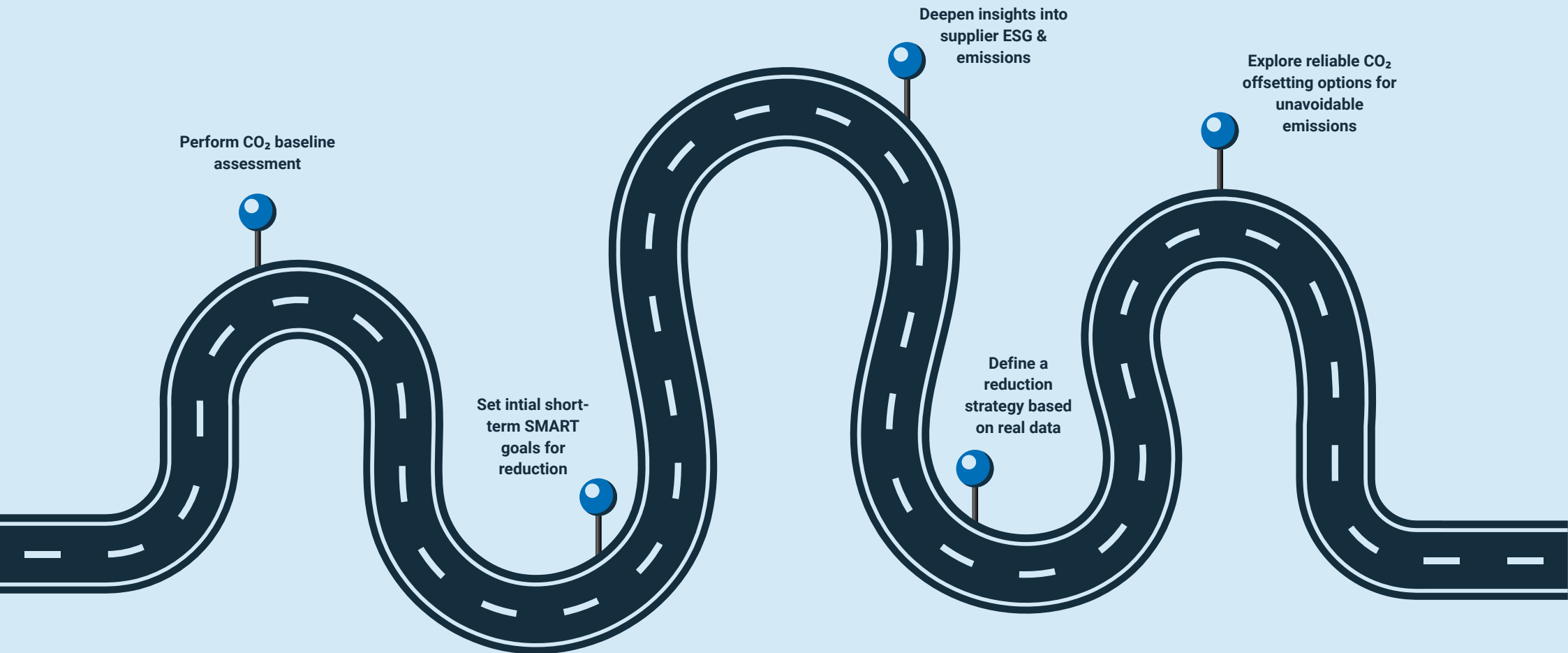
This clause reinforces our expectations and gives the right to:

- Monitor and assess sustainability performance.
- Conduct audits or request documentation on environmental, labour and ethical practices.
- Require improvement plans if standards are not met.
- Terminate agreements in case of repeated non-compliance.

This addition gives our sustainability policies legal enforceability and strengthens our position in building a resilient and responsible supply chain.



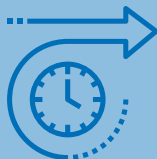
Our road to net zero in 2025





Current KPI's

- 33%**
of suppliers with a ISO 14001 Certificate
- 46%**
weighted average based on the overall Supplier's ESG-score
- 61%**
of signed supplier code of conducts
- 89%**
of suppliers with a waste management program
- 100%**
of suppliers to comply with RoHS & European Union's Regulation (EC) No 1907/2006



Short-term goals 2025-2027

- Set a clear CO₂ baseline and continue monitoring scope 1 & 2 emissions in 2025
- Achieve a 10% reduction in CO₂ emissions by 2027 (scope 1 & 2)
- Reduce energy use in our facility by 10% by optimisation of energy use by 2027



Long-term goals 2028-2035

- Reduce CO₂ emissions with 30% by 2035 (scope 1 & 2), with an ambition to include scope 3.
- Create an emissions dashboard to monitor and share progress internally and externally.
- Expand the sustainable product portfolio.



Steps

- Perform CO₂ baseline assessment with clear categorization
- Define and implement an internal KPI dashboard
- Identify and implement CO₂-reduction measures
- Integrate sustainability criteria into supplier selection process

Goals & KPI's

Environmental impact

Social impact & workplace culture

People power

At Interfilter Group, we believe that our people are the driving force behind our success. A strong, and inclusive workplace culture not only the foundation of innovation and collaboration but strengthens our social responsibilities.

Our approach to social impact goes beyond compliance. We actively invest in employee well-being, diversity, professional growth, and ethical business practices. By fostering a supportive and engaging work environment, we empower our employees to reach their full potential.

This chapter highlights our initiatives in workplace safety, employee development, diversity and inclusion, and community engagement. Through these efforts, we are shaping a resilient, motivated, and socially responsible workforce that is ready to tackle the challenges of tomorrow.



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Investing in people

At Interfilter our people are our greatest asset. As we continue to grow, we remain committed to creating an environment where employees can develop, innovate and thrive. Next to this, Interfilter focusses on community engagement by enforcing people-powered initiatives that are shaping a responsible, sustainable and inclusive future.

Team growth & development

- Our team grew from 71 employees in 2023 to 85 employees in 2024. This reflects a healthy and inclusive company culture. More growth is on the horizon.
- The Young Professional Program was designed to support and mentor interns, working students and graduates. In 2024:
 - 14 + internship opportunities across all departments were provided.
 - Participants of the program engaged in various knowledge sessions on relevant topics within the company.
 - The program promoted diversity and inclusion, helping young talent from various (academic) backgrounds integrate smoothly into real-life business environments.



Investing in people

Community & local engagement

We actively support local sports and cultural initiatives that align with our health and well-being program.

- As Interfilter, we contribute to a wide range of local sporting events and teams, including padel tournaments, the women's basketball team of Voorne, CBO Beachvolleybal Rockanje, youth cycling competitions, and local football clubs. We also proudly supported the participation of a local athlete in the HYROX World Championship. These efforts help create opportunities for people of all ages to stay active and connected.
- In addition, we engage with cultural events such as Brielle Blues and support various charitable initiatives, from sponsoring team uniforms to donating colouring books to children in hospitals. We believe that even small actions can make a meaningful difference in our community.

Promoting sustainable transport

We continue to stimulate sustainable commuting through our Bicycle plan, supporting employees who choose cycling as their primary mode of transport.

Educating the Next Generation

In 2024, the preparations for launching educational lessons on filtration in schools has started. This is aimed to raise awareness of the importance of clean air.

Partnerships & collaborations

- We are proud members of Binnenklimaat Nederland, contributing to indoor air quality and healthier environments.
- As part member of the Brancheplan Verpakkingen we continue our sustainable packaging & waste reduction plans.

Health & well-being: Get Fit, Stay Fit, Top Fit

Our employee well-being program encourages healthy lifestyles through different sport and fitness initiatives. We believe a healthy workforce leads to a stronger, more resilient organization. Not only with our employees, but also with our customers, like Tour the Interfilter & the Interfilter Padel Tournament.



A culture of inclusion

At Interfilter we are committed to fostering a diverse, inclusive and equitable workplace where every employee feels valued, respected and empowered. Our approach to diversity and inclusion is embedded in our core values and guided by our internal Code of Conduct and Labour and Human Rights Policy.



A workplace built on equality and respect

Zero tolerance for discrimination: Our policies ensure that all employees, regardless of gender, age, ethnicity, religion, or background have equal opportunities.

Fair employment practices: We prioritize skills, performance and potential to ensure that every employee has access to the same opportunities.

Commitment to ethical standards: Our Labour & Human Rights policy is aligned with the international human rights principles, ensuring fair wages, safe working conditions and freedom of association.



Gender equality: A natural evolution

While Interfilter doesn't currently hold any written policies regarding gender quotas, we have seen a natural continuous increase in female representation across different roles within the company. This organic growth reflects our inclusive hiring culture, where talent and merit are driving factors.



Investing in talent: Young Professionals Program

Diversity within Interfilter also means investing in future generations. With the program we actively work towards:

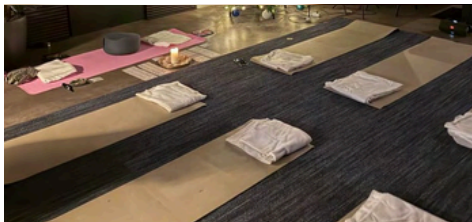
Encouraging a diverse talent pipeline: By welcoming young professionals from varied educational backgrounds, we ensure that our workforce remains inclusive and dynamic.

Mentorship: We pair young professionals with mentors from different departments, fostering a cross-functional learning.

The program has increased the representation of females within Interfilter and ensured a wider range of perspectives in problem-solving and innovation due to their academic projects.

Employee health & well-being

At Interfilter we recognize that our people are the heart of our success. That is why we invest in the well-being, health and happiness of every employee. In 2024, we expanded our well-being initiatives to support both physical and mental health of our teams while fostering balance, connection and personal growth. Here is how we take care of our people.

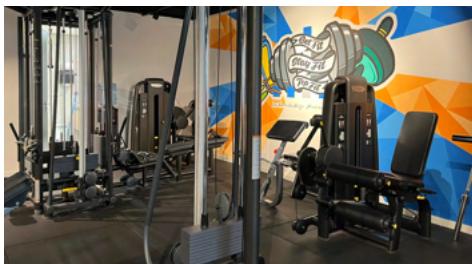


Kundalini sessions

In 2024 we introduced optional Kundalini sessions for employees who wanted to participate. Kundalini practises help to reduce stress, increase focus, and promote emotional balance. By offering this we support employees recharging their energy levels, improving mental clarity and stimulating a greater resilience in both work and personal lives.

Bicycle plan

Our bicycle plan remains active in 2024, encouraging employees to obtain bicycles through the company, supporting a healthier lifestyle while contributing to sustainable transportation. In return, employees commit to using their bikes for commuting to work a minimum number of times per year.



In-house gym & hyrox trainings

Our fully equipped gym is available to all employees, giving them the opportunity to stay active and improve their fitness. This can be before, during or after work. Employees can even exercise during office hours outside the building, as long as they make up for the time later. Also we organize hyrox trainings together. This offers flexibility to prioritize health.

Flexibility for a balanced work-life

Interfilter promotes flexible working hours to support a healthy balance between private life and work commitments.



Healthy snacks & drinks

We offer free fresh fruit and sugar-free soft drinks in the office to promote healthy eating habits. This contributes to boosting energy throughout the workday and reflect our commitment to creating a health-conscious workplace.

Family day

The annual family day brings together employees and their partners and/or children to spend a fun day together. It is an opportunity to build connections outside of work in a relaxed and inclusive setting.

Company teambuilding trip

Once a year we organize an all-company teambuilding event where employees come together to connect and celebrate. In 2024, we travelled to Valencia in Spain for a weekend which combined leisure, cultural experiences and team-building activities.



Safety first

At Interfilter the health, safety and well-being of our employees are non-negotiable priorities. In 2024, we formalized or reassessed several key policies and enhanced our safety practices to ensure that every employee can work in a safe, structured and supportive environment.

Health & safety policy

Although health and safety have always been embedded in our operations, we formalized our Health & Safety Policy in 2024. This document outlines how we create and maintain a safe workplace across all locations and activities, including:

- ✓ Clear responsibilities for both management and employees
- ✓ Preventive measures
- ✓ Emergency procedures
- ✓ Regular workplace inspections
- ✓ A commitment to continuous improvement

Conflicts at work policy

Next to the formalization of the Health & Safety Policy in 2024, the Conflict at Work Policy was also implemented. This provides a clear framework for:

- ✓ Preventing workplace conflicts
- ✓ A structured Conflict Management Model
- ✓ Defined roles and responsibilities
- ✓ A focus on finding constructive solutions

Emergency response team (BHV)

Our Emergency Response Team, commonly known in Dutch as BHV'ers, consists of trained and certified employees who are ready to lead and act in emergencies, such as fires or first aid situations. Our BHV plan is available for employees to review, so everyone knows what to expect and how to respond in emergency situations.

VCA certification & safety management

Interfilter is VCA-certified, demonstrating our commitment to safe, healthy and environmentally responsible operations.

- ✓ VCA certification means we comply with strict safety protocols and monitor workplace risks.
- ✓ Our VCA handbook is available for employees.



We believe that continuous learning and development are essential to maintaining an innovative and forward-thinking organization. We ensure that learning is accessible at every stage of our employees' career to support personal and professional growth.

Internal knowledge sessions

In 2024, we had 13 different knowledge sessions, given to various employees throughout the year. These sessions focused on expanding knowledge across departments, offering deeper insights into Interfilter's products, services, sustainability initiatives and the various branches, including Avilo. By sharing expertise internally, we strengthen collaboration and build a more informed, connected workforce.



Sharing knowledge externally

Our Marketing Department plays a key role in sharing knowledge beyond our organization. By keeping our website regularly updated, we provide stakeholders with valuable insights on filtration, sustainability, and industry trends. Next to this, our FAQ section makes information easily accessible, helping customers and partners learn about our products and services without having to reach out, even though our team is always ready to assist if needed.

Training & development policy

This year we formalized our Training & Development Policy, providing a clear framework to support career growth and skill development. The policy encourages employees to continue learning alongside their careers and outlines opportunities within the company, including;

- Internal courses and workshops
- External education and study programs
- Internships and mentoring
- Onboarding programs
- The Young Professionals Program

The policy also clarifies the roles and responsibilities of different departments, making it easy for employees to know who to contact for advice or approvals. As a result, many of our team members have chosen to pursue additional studies while working at Interfilter, further enhancing their expertise.





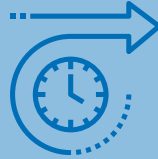
Current KPI's

7.6
Employee satisfaction score

19%
Employee growth

3
New policies on labour and human rights

1.5
Average trainings per employee per year

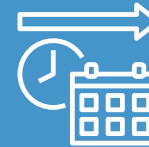


Short-term goals 2025-2027

Facilitate at least one training per employee per year.

Training- and development plans are tailored to department-specific needs.

Ensure inclusive communication about offers and possibilities.



Long-term goals 2028-2035

Build a sustainable learning and feedback culture within the company.

Develop a clear DEI (Diversity, Equity, Inclusion) strategy.

Maintain an average employee satisfaction score above 8.0 out of 10.

Implement a structured training program on ESG-related topics to create awareness.



Steps

Optimize the yearly training calendar.

Collaborate with department heads to draft development plans.

Introduce peer feedback moments and regular reflection moments.

Assess current workforce diversity and inclusion sentiment to define DEI values.

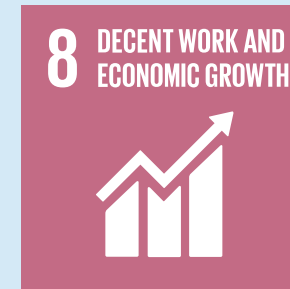
Goals & KPI's

Social impact

Governance & compliance

Strong foundations

At Interfilter, strong Governance is the foundation of our business. By adhering to ethical, transparent and responsible practices, we continue to be a more sustainable and fair business environment.



Ethics in action

Fair & ethical work

Interfilter is committed to ensuring a fair and ethical workplace for all employees. We uphold equal opportunities, fair wages and respectful treatment across all levels of the company. Our approach to labor rights includes:



Ethical treatment of employees: Fostering a culture of respect, inclusion and professional integrity.



Fair compensation: Ensuring competitive wages and benefits that reflect employees' contributions.



Transparent communication: Promoting open dialogue and accountability in all business operations.

Whistleblowing

At Interfilter we strongly value a safe and open work environment. In 2024, we updated and clarified our whistleblower procedure, making it easily accessible to all employees.



The process is now centrally documented, so employees can report concerns without hesitation.



Transparency and confidentiality are key, ensuring that employees feel safe and protected when reporting misconduct.



The ability to report unethical behaviour strengthens our commitment to fairness and integrity at every level of the company.

Ethics in action

Zero-tolerance policy

In 2024, we formalized our anti-corruption policy, reinforcing our commitment to ethical business practices. While we have always upheld strict anti-corruption measures, we have now documented clear guidelines and expectations for all employees.

We have conducted internal audits, allowing us to perform a risk assessment to help us ensure compliance and refine policies if necessary.

Information security & business ethics

Next to the internal audit on corruption, we implemented an internal audit on information security. Safeguarding company data and protecting sensitive information is a critical part of ethical business operation. The internal audit allowed us to perform a risk assessment and identify risks.

Code of Conduct

The internal conduct was also formalized in 2024, outlining clear expectations for ethical behaviour in daily business operations. This ensures that all employees understand the values and principles guiding our decisions.



The Code of Conduct promotes honesty, accountability and respect, reinforcing a strong corporate culture. Employees can now access this document easily.

Other initiatives to strengthen our commitment to business ethics

Implementation of our sanctions policy. Also we have appointed dedicated trusted persons for employees to confide in.





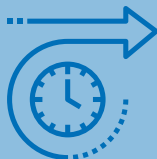
Current KPI's

4
new policies on ethics and compliance.

2
internal audits conducted.

100%
of the employees are aware of and have access to a whistleblowing mechanism.

0%
of fraud and/or corruption incidents reported.



Short-term goals 2025-2027

Conduct yearly internal audits on governance and compliance related topics.



Long-term goals 2028-2035

Integrate ESG into all major decision-making processes by 2035.

Strengthening the ESG-responsibilities within the management team.



Steps

Define key audit themes, create an internal audit calendar and assign audit responsibilities.

Conduct, evaluate and publish internal audit results.

Identify what ESG means in the context of Interfilter's decisions.

Define roles and expectations related to ESG within the management team.

Goals & KPI's

Governance impact

What we learned

As Interfilter continues to grow, so does our responsibility to sustainability. This report marks a new phase in our journey which is defined by measurable impact and long-term commitment.

In the past year, we've taken major steps in understanding where we stand and where we need to go:

- We mapped our emissions more accurately than before, using updated tools and broader scope insights.
- We implemented supplier ESG assessments and established a Supplier Code of Conduct.
- We deepened our investment in employee wellbeing, knowledge sharing, and social responsibility.
- We translated our values into concrete ESG goals, supported by clear KPI's and action plans.

These steps have laid the foundation for a more structured and strategic approach to sustainability across our operations, supply chain and culture.

Vision

The road ahead is ambitious. By 2025, we aim to establish a full emissions baseline for all scopes and initiate reduction plans. By 2030, we envision:

- A significantly lower CO₂ footprint across scope 1 & 2.
- Circular product innovation as a standard.
- Integration of ESG in business decision-making.
- A thriving, inclusive culture that enables our people to grow sustainably.

By 2050, we are committed to becoming a net zero company, actively contributing to a cleaner, healthier world.

Effort

None of this can happen in isolation. It requires alignment across our employees, suppliers, customers, and partners. With this report, we reinforce our vision; **Filtration for our Future.**

Interfilter Group

Filtration for our Future

For nearly five decades, Interfilter Group has been driven by a clear ambition: to make clean air and responsible filtration accessible for every industry. As a partner in air, liquid, gas and process filtration, we help organizations improve performance, protect people, and reduce their environmental footprint.

Through ongoing innovation and close collaboration with our partners, we develop sustainable solutions that last. From high-efficiency air filters to advanced nitrogen and compressed air systems by Avilo. Our technologies are designed to minimize waste, reduce emissions and optimize energy use across the entire product lifecycle.

As a family-owned business with strong local roots and a growing international presence, we take a long-term view of our impact. Every decision we make reflects our commitment to quality, transparency and continuous improvement. Whether we're supporting hospitals, laboratories, industry or infrastructure, we work with one goal in mind: to help build a cleaner, healthier future.

Filtration for our Future. That's the standard we set every day.

www.interfilter.com & avilo.nl

