

ANNUAL ESG REPORT · 2025

Sustainability Report 2025

Sustainable today.
Stronger tomorrow.



FILTRATION FOR OUR FUTURE

Introduction.

The 2025 Interfilter Sustainability Report marks an important step in our ongoing journey toward a cleaner, healthier and more sustainable future.

Throughout this report, we present the progress we made in 2025 to reduce emissions, improve air quality and filtration processes and strengthen the well-being of people within and beyond our organization. At the same time, it reflects our ambition to further embed sustainability into every aspect of how we operate.

Driven by innovation, accountability and data-driven insights, we highlight key developments such as the integration of Avilo, the continued expansion of our sustainable product portfolio, and the further alignment of ESG principles across our supply chain. These steps form the foundation for a more structured and measurable impact in the years ahead.

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

we are Filtering for the Future.



PILLAR 01
Environment



PILLAR 02
Social



PILLAR 03
Governance

IN THIS REPORT

Contents.

INTRODUCTION

Words from the CEO	04
About Interfilter Group	05
Our core values	06
Avilo within Interfilter Group	07
Expanding our operations	08
Sustainability at Interfilter	09
Sustainable timeline	10

INNOVATIONS & QUALITY

ProScreen	11
Lean Filter Circular	12
Case studies	13
RPV ESN Nano Filter	14
Ensuring top quality	15
Key achievements 2025	16

ENVIRONMENT & CLIMATE

Planet first	17
Air quality impact	18
Environment & materiality	19
Environmental KPIs	20
CO ₂ emissions: Scope 1, 2 & 3	21
Understanding our scopes	22
Behind the numbers	23
Climate awareness	24
Sustainable procurement	25
Sustainable packaging	26
ESG-driven partnerships	27
Procurement objectives	28
Integrated supplier oversight	29
Environmental data foundation	30
Environmental looking ahead	31

SOCIAL IMPACT

People power	32
Social & materiality	33
Social KPIs	34
Investing in people	35
Community engagement	36
A culture of inclusion	37
Health & well-being	38
Safety first	39
Learning & growing	40
Social looking ahead	41

GOVERNANCE & CLOSING

Strong foundations	42
Governance & materiality	43
Governance KPIs	44
Ethics in action	45
Governance looking ahead	46
What we learned	47

WORDS FROM THE CEO

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



— Nick van Sliedregt
CEO, Interfilter Group

At Interfilter Group, sustainability is becoming increasingly integrated into the way we operate, collaborate and grow. In 2025, we continued building on the foundation established in previous years by translating ambitions into more structured actions, clearer insights and stronger internal engagement.

This year marked an important step in further professionalising our ESG approach. Through our first materiality analysis, expanded emissions calculations and stronger supplier engagement, we gained a better understanding of where we create impact and where we still need to improve. These insights help us make more informed decisions and prepare for future developments within our industry.

At the same time, we continued investing in the strength of our organisation itself. From safety and employee development to governance, cybersecurity and responsible business conduct, we focused on creating a company that is not only future-proof, but also resilient and responsible.

What stands out to me most is the growing awareness throughout the organisation. Sustainability is no longer a standalone topic. It is increasingly becoming part of our daily operations, conversations and long-term thinking. This progress is only possible because of the commitment, flexibility and involvement of our employees, customers, suppliers and partners.

We also recognise that sustainability is a continuous process. Some improvements are measurable immediately, while others require long-term collaboration, innovation and adaptability. We remain realistic about these challenges, while staying committed to continuous improvement and transparency.

As we move forward, our ambition remains clear: building a stronger, smarter and more sustainable organisation that contributes positively to customers, employees and the wider value chain.

This report reflects where we stand today, what we have learned and where we are heading next.

Together, we continue shaping our vision.

ABOUT INTERFILTER GROUP

A specialist in air, gas and process filtration.

Founded in 1976, Interfilter Group has grown into an international specialist in filtration, compressed air and gas solutions. With decades of experience across HVAC, industrial filtration and clean process applications, we support customers with reliable products, technical expertise and tailored solutions for a wide range of industries.

Our organization combines multiple areas of expertise within one group, allowing us to deliver complete and integrated solutions. From filtration systems and compressed air installations to nitrogen generation and process optimization, we focus on quality, continuity and long-term partnerships.

Innovation and sustainability continue to play an increasingly important role in how we operate and develop as a company. In recent years, we have taken further steps in strengthening ESG integration across our organization. This includes improving emissions insight, expanding supplier engagement, increasing transparency in reporting and further embedding sustainability into daily operations and decision-making.

At the same time, we continue investing in our people, operations and knowledge sharing. In 2025, training programs, updated policies and stronger governance supported a more professional, safe and future-oriented organization.

Together with customers, suppliers and partners, we work towards cleaner processes, healthier environments and more responsible operations across the value chain.

Our ambition remains clear: combining technical expertise, innovation and sustainability to help build a future-proof industry.

1976
Founded
50 years of experience

94
Employees
10.6% growth in 2025

NL / PL
Headquarters & operations
Vierpolders & Interfilter Poland

In-house
Manufacturing
Avilo & Ultimesh part of the Group

INDUSTRIES
HVAC · Industrial · Marine · Pharma · F&B · Semicon

CAPABILITIES
Air, liquid & gas filtration · Nitrogen · Compressed air

CERTIFICATIONS
EcoVadis Silver · ISO 9001 · VCA · Eurovent

APPROACH
Family-owned · Long-term partnerships · Continuous improvement

OUR CORE VALUES

What we stand for.

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.

01 **Top of Success**
Customer first, always.

02 **Personal Development**
Grow & evolve as a professional.

03 **Stronger Together**
Family-owned business, every voice matters.

04 **Agility & Adaptability**
Embrace flexibility in a rapidly changing world.

05 **Honest & Open Communication**
Transparency is key to build trust.

06 **Perfect Performance**
Excellence in everything is our mindset.

AVILO WITHIN THE GROUP

From integration to a solid foundation.

Since joining the Interfilter Group in 2024, Avilo has become an increasingly integrated part of our organization. Over the past two years, we have taken significant steps in aligning our expertise, operations, and shared ambitions. This integration has strengthened our joint mission to make filtration, compressed air, and nitrogen solutions smarter, more sustainable, and more efficient.

Today, the integration of Avilo is no longer a starting point, but a solid foundation for future growth. By combining strengths and continuously improving collaboration across teams, we are well-positioned to accelerate innovation and create long-term value for our customers and stakeholders.

More about Avilo

Founded in 2001, Avilo has grown into a leading Dutch specialist in nitrogen generators. The company designs, produces, installs, and maintains high-quality nitrogen generators, compressed air systems, and laboratory gas solutions. With its philosophy, "Promise a lot. Deliver more.", Avilo continues to align seamlessly with Interfilter Group's commitment to excellence and performance.



CIRCULAR INNOVATION

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

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

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

EXPANSION

Expanding our operations.

In 2025, Interfilter Group expanded its operational footprint to support the continued growth of the organization. Several additional warehouse facilities were added at the existing company site to increase storage capacity and improve logistical efficiency.

In addition, a new facility in Hellevoetsluis was acquired in preparation for the relocation of two departments within the group in 2026. This new location offers more space and operational flexibility, supporting the long-term development of the organization.

These investments reflect Interfilter Group's commitment to creating a scalable and future-proof working environment that supports both operational continuity and sustainable growth.

2025 MILESTONES

- Additional warehouses at existing HQ site
- New Hellevoetsluis facility acquired
- Prepared relocation of two departments in 2026



EMBEDDED BY DESIGN

Sustainability at Interfilter Group.

At Interfilter Group, sustainability remains an integral part of our daily operations and long-term strategy. Our approach focuses on continuous improvement, responsible innovation and increasing transparency in how we measure and manage our impact.

Recognised sustainability performance

In 2025, our sustainability efforts were awarded with a Silver EcoVadis medal, placing us in the top 15% of companies worldwide assessed by EcoVadis. This recognition reflects the progress we have made across environmental management, labour and human rights, ethics and sustainable procurement.

Energy-efficient operations

Our headquarters continues to operate as an energy-efficient, fully electric facility. The use of solar energy supports low operational emissions, while improved data insight helps us further optimise energy use and raise internal awareness.

Sustainable product innovations

A key focus in 2025 was strengthening insight into our sustainability performance. We worked on making our impact more visible and measurable, particularly regarding CO₂ emissions and packaging. By improving data collection, we gained clearer insight into our Scope 1, 2 and 3 emissions and into our material and packaging choices. This improved insight helps us define priorities, set realistic targets and monitor progress more effectively.

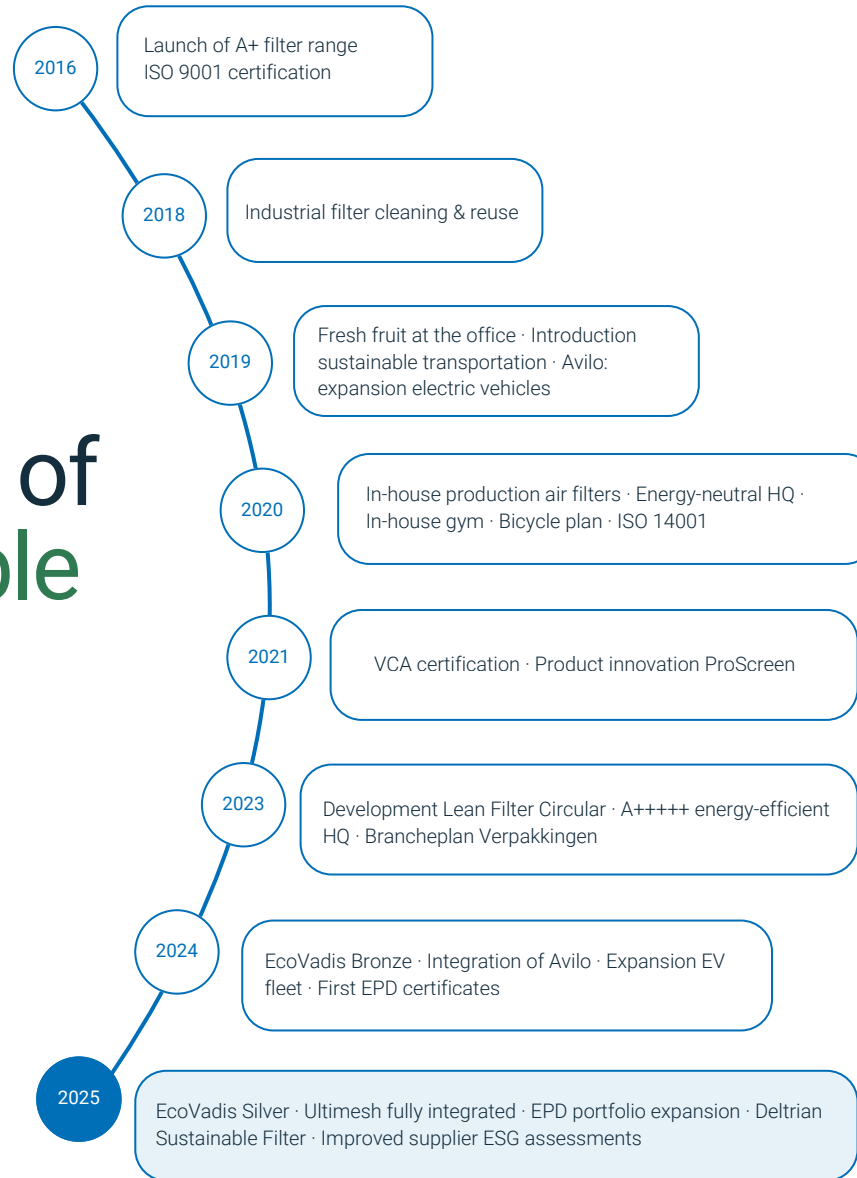
Sustainable products & transparency

Sustainability remains a key driver within our product portfolio. Through energy-efficient filtration solutions, extended product lifecycles and circular design principles, we support our customers in reducing their environmental footprint. At the same time, our sustainability reporting continues to evolve, with improved data quality and alignment with recognised standards.

Aligned with the United Nations Sustainable Development Goals, we remain committed to continuous improvement and long-term, measurable impact.

OUR JOURNEY

A decade of sustainable progress.



INNOVATION 01 · PROSCREEN

Energy efficiency starts at the air intake.

As part of our ongoing commitment to innovation and sustainability, Interfilter developed ProScreen, a smart, reusable air inlet screen that protects air-cooled condensers and air-handling units 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 and a more sustainable HVAC system.

15%
ENERGY SAVING

10–15%

Energy savings & CO₂ reduction

50%

Reduction in cleaning costs

1–2 yrs

ROI within

Extended

System lifespan

Easy

To clean & reusable

INNOVATION 02 · LEAN FILTER CIRCULAR

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. Only the pockets need to be replaced, significantly reducing waste.

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

- 75% less storage & packaging
- Significant CO₂ & waste reductions
- 87% less weight, improved ergonomics
- Available with energy label A+

FRAME
20 yrs
10 yrs warranty

CASE STUDIES

From innovation to implementation.



Future-proof air & gas infrastructure at NutriControl

NutriControl partnered with Avilo to upgrade and future-proof its air and gas infrastructure. A fully new installation was designed, compressors, advanced filtration, air drying systems and on-site nitrogen generation.

A key improvement is the local production of nitrogen, eliminating the need for external gas deliveries. This reduces transport-related emissions and increases efficiency by producing nitrogen based on real-time demand.

IMPACT

↓ Transport emissions

BENEFIT

Built-in redundancy



Xycle circular plant – Europoort Rotterdam

In 2025, Interfilter contributed to a circular project in Europoort. Xycle is developing a plant that converts hard-to-recycle plastic waste into valuable raw materials for the chemical industry, reintroducing plastic into the value chain.

Interfilter supplies gas filter units, filter housings, strainers, compressed air and nitrogen systems, essential for stable and efficient plant operations.

IMPACT

Circular economy

BENEFIT

Reduced fossil reliance

INNOVATION 03 · RPV ESN

Energy Saving Nano Filter.

In 2025, we expanded our sustainable filtration portfolio with the RPV ESN, an innovative air filter designed to combine high filtration performance with energy efficiency.

The RPV ESN uses advanced nanofibre filtration media that captures fine particles effectively while maintaining a low pressure drop. This reduces the energy required to operate ventilation systems and supports more efficient HVAC performance.

The frame contains a high percentage of recycled material and the filter media is PFAS-free, contributing to safer material choices and a lower environmental impact.



Low pressure drop reduces energy consumption in ventilation systems



Nanofibre filtration media improves filtration efficiency



Frame produced with a high percentage of recycled material



PFAS-free filter media



High filtration efficiency up to ePM1 80% (ISO 16890)

ENSURING TOP QUALITY

Quality and sustainability, hand in hand.

At Interfilter, quality and sustainability go hand in hand. We are committed to delivering reliable, high-performance products while continuously improving how we manage quality, safety and environmental responsibility, supported by recognised certifications and transparent assessment methods.



ECOVADIS

Silver medal

Top 15% of companies worldwide. Recognition across ethics, labour & human rights, environmental management and sustainable procurement.



EUROVENT

Certified air filters

Validates that our products meet strict industry standards for performance, efficiency and reliability. Lean Filter Circular is Eurovent-certified.



VCA

Renewed 2025

Confirms that safety, health and environmental responsibility are firmly embedded in our operations.



ISO 9001

Certified since 2016

Quality management system supporting consistent processes, customer focus and continuous improvement.



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

Together with in-house partner Deltrian, comprehensive LCAs evaluate the environmental footprint of our products throughout their lifespan, documented in independently verified EPDs aligned with ISO 14025 and EN 15804+A2.



ENSURING TOP QUALITY

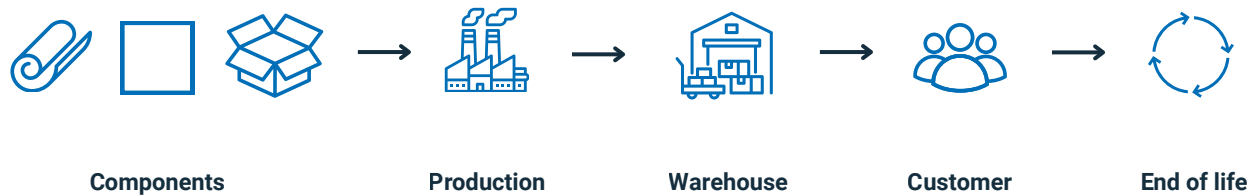
Ensuring top-quality with LCA's.

At Interfilter, we believe that quality and sustainability extend beyond how a product performs during use. They cover the entire life cycle, from material sourcing and production to use and end-of-life. That is why Life Cycle Assessments (LCA's) play an important role in how we evaluate and improve our products. Together with our in-house partner Deltrian, we conduct LCA's to gain a structured and transparent understanding of the environmental impact of our filtration solutions. These assessments help us identify where the most significant impacts occur and where improvements can be made through smarter design, material choices and process optimisation.

LCAs allow us to understand:

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

Based on these assessments, we currently hold four Environmental Product Declarations (EPDs) for 10 of our filters. These EPDs are independently verified and comply with ISO 14025 and EN 15804+A2 standards, ensuring consistency, credibility and comparability.



ACHIEVEMENTS

Our key achievements in 2025.



EcoVadis Silver certified

Top 15% worldwide

8.5

Employee satisfaction

Annual review score

4 → 10

EPDs

Expanded EPD portfolio

2 yrs

Brancheplan Verpakkingen

Membership

2nd

Sustainability report

Public & transparent

+10%

Growth in employees

85 → 94 colleagues



New HR policy

Implemented company-wide



Strengthening ethics

Code of Conduct & whistleblower



Avilo's first year

Part of the Group

Full integration milestone



Ultimesh

Introduction

Fully integrated in 2025



Customer satisfaction

Review introduced



Hellevoetsluis

Office expansion

01

Environment & climate action.

At Interfilter, we recognize that clean air and environmental responsibility go hand in hand. Our mission is to develop sustainable filtration solutions that contribute to a healthier planet, while maintaining the highest standards of efficiency and innovation.

- **Improving air quality:** Developing high-efficiency filtration solutions that enhance air quality.
- **Tackling carbon emissions** Reducing our operational carbon footprint.
- **Educating on climate awareness:** Encouraging climate awareness and sustainability.
- **Measuring supplier impact:** Assess the environmental en ethical performance of our supply chain.



AIR QUALITY IMPACT

Measuring what matters. Clean air.

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 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.

01 OUTDOOR REFERENCE

Establish the baseline

We start by measuring the outdoor air quality to establish a reliable reference baseline for comparison.

02 SUPPLY-SIDE ANALYSIS

Behind the supply filters

We measure particle concentrations directly behind the supply filters to understand actual filter performance.

03 MULTIPLE TESTING POINTS

Across all zones

Diverse measurements are taken throughout the various zones affected by the air-handling unit.

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. 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:



ENVIRONMENT & MATERIALITY

Focusing on what matters most.

Understanding our most significant environmental impacts is essential for setting priorities. In 2025, we conducted our first materiality analysis to identify the sustainability topics most relevant to both our organisation and stakeholders. The results provide a foundation for our environmental strategy, reporting and target setting.

The analysis combined two perspectives: stakeholder relevance and financial relevance. Input was gathered through anonymous surveys involving employees from various departments across the organisation. Based on these insights, sustainability topics were assessed and plotted in a materiality matrix. Topics in the upper-right quadrant represent the highest priorities, as they are considered both highly relevant to stakeholders and financially significant.

TOP ENVIRONMENTAL TOPICS

CO₂ reduction across Scope 1, 2 & 3

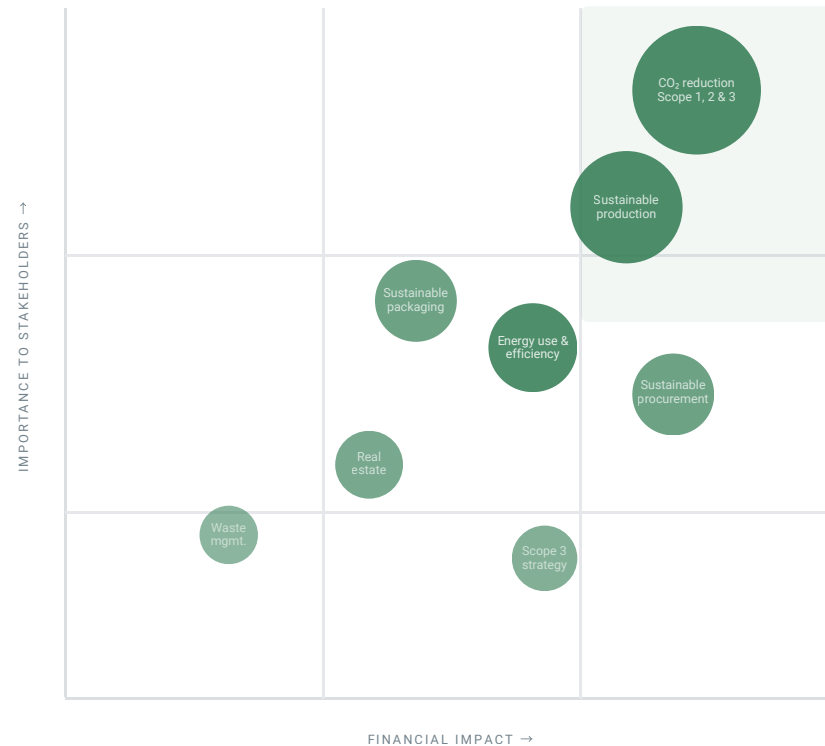
Reducing CO₂ emissions across our operations and value chain is our most material environmental topic. In 2025, our focus was on establishing a baseline measurement. We collected and assessed CO₂-related data across Scope 1, 2 and 3 to the best of our ability. While not all Scope 3 emission sources can currently be fully identified due to the complexity and dependency of the full value chain, the data collected provides a solid and representative overview of our footprint.

Sustainable production & operational processes

The sustainability of our production and operational processes is the second most relevant environmental topic. In 2025, we focused on gaining better insight into energy use, materials and operational processes. This supports the identification of practical improvement opportunities and informed decisions on future optimisation.

MATERIALITY MATRIX

■ HIGH-PRIORITY QUADRANT



FROM MATERIALITY TO ACTION

Environmental KPI's.

Our materiality analysis helps us focus our environmental efforts on the topics that matter most. Based on these outcomes, we translate insight into priorities, actions and clear performance indicators.

In 2025, our focus was on building a solid foundation. For several environmental topics, this meant improving insight, establishing baselines and strengthening data quality. We take a step-by-step approach, ensuring that future actions are based on reliable information.

The identified environmental topics are embedded into our sustainability approach through defined Key Performance Indicators (KPIs). These KPIs support monitoring, decision-making and transparent reporting, while allowing room for further development.

MATERIAL ENVIRONMENTAL TOPIC	KPI	UNIT	REFERENCE YEAR	GRI REFERENCE
CO ₂ reduction Scope 1, 2 & 3	Total Scope 1, 2 and 3 emissions	tCO ₂ e	2025	GRI 305-1 to 305-5 (excl. 305-4)
Energy use & efficiency	Total energy consumption	kWh	2025	GRI 302
Sustainable procurement	Key suppliers assessed on sustainability criteria	%	2025	GRI 308
Sustainable packaging	Sustainable or recyclable packaging materials	%	2025	GRI 301-2
Sustainable real estate	Energy performance of buildings	%	2025	GRI 302, GRI 305-2
Scope 3 strategy	Identification of relevant Scope 3 categories	%	2025	GRI 305, GRI 3-3
Waste management	Yearly waste reduction	kg / tonnes	2025	GRI 306-2, 306-3, 306-4

TACKLING CARBON

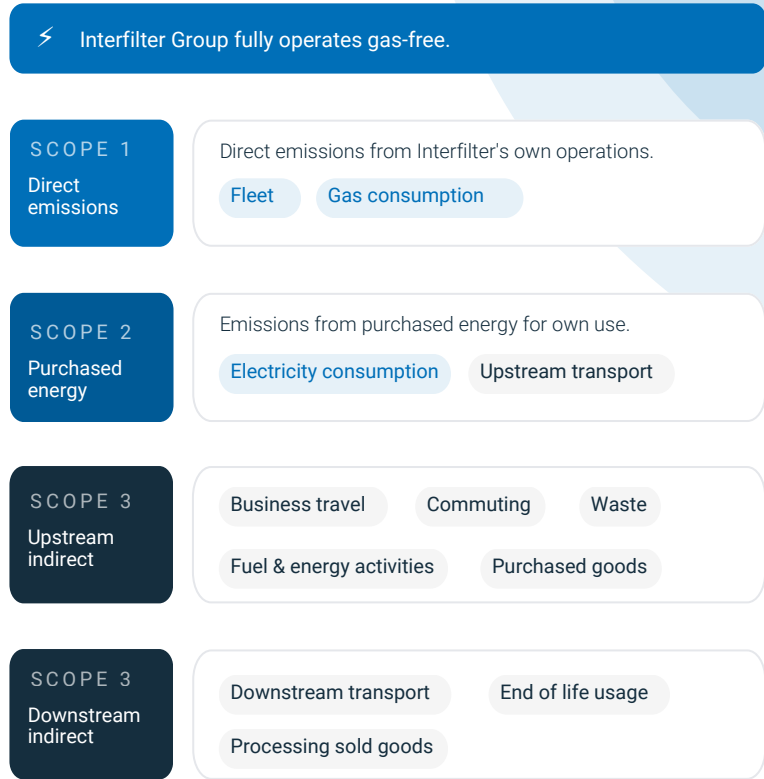
CO₂ emissions Scope 1, 2 & 3.

Understanding and managing our carbon footprint is an essential part of our sustainability approach. In 2025, we calculated our CO₂ emissions across Scope 1, 2 and 3 and established our first comprehensive overview.

A dedicated team of four young professionals led this project. Their focus was on collecting, structuring and validating data to create a reliable emissions profile. For this, we used data from our ERP system, internal company information and input from external partners, including our waste processor (waste volumes and types) and our main transport provider (transport emission data). The calculations were carried out in line with the GHG Protocol, the internationally recognised framework for greenhouse gas accounting.

Particular attention was given to Scope 3 emissions. We assessed the relevance of the different Scope 3 categories and determined which were material to our operations. Categories that were not relevant or where reliable data was unavailable were excluded. Although Scope 3 remains complex and largely dependent on value chain data, we have mapped our emissions to the best of our ability.

Based on this work, 2025 will function as our baseline year. This baseline provides a solid foundation for improving data quality and gradually developing realistic reduction measures.



UNDERSTANDING OUR SCOPES

Emissions data 2023 – 2025.

SOURCE	2023	2024	2025
SCOPE 1 – DIRECT EMISSIONS			
Company fleet	130,26	83,94	167,62
SCOPE 2 – INDIRECT EMISSIONS			
Electricity consumption	17,13	135,12	26,89
Electricity consumption company owned sites		162,11	119,07
Self-generated electricity solar panels		26,99	77,89
Grey electricity		135,12	41,18
SCOPE 3 – OTHER INDIRECT EMISSIONS			1818,14
Business travel	0,46	19,54	6,03
Air travel (2500 km)	0,46	19,54	6,03
Upstream activities	242,42	283,57	1661,71
Purchased Goods and Services			1633,85
Capital Goods			27,87
Employee commuting	13,9	74,88	20,97
Fuel & energy activities		68,5	43,78
Waste	238,42	53,77	70,79
Other	0,01	0,18	
Drinking water consumption	0,01	0,18	
Downstream activities	To be determined	To be determined	14,85
Total CO₂ emissions	400,27 ton CO₂	719,50 ton CO₂	2012,62 ton CO₂

COMPENSATION SCOPE 2

Solar panels at HQ

450

Solar panels

77,891

kWh generated in 2025

Compared to 2024, our solar panels generated more electricity due to the higher number of sunshine hours, demonstrating the continued effectiveness of the installation.

SUNSHINE HOURS



2022
2233 hours



2023
1913 hours



2024
1748 hours



2025
2126 hours

EMISSIONS

Behind the numbers.

SCOPE 1

167.62 tons CO₂e

Scope 1 emissions increased to 167.62 tonnes CO₂e in 2025. This increase reflects the growth of our organisation, including an expansion of our company fleet and increased operational and commercial activities.

In addition, improved data collection and calculation methods have contributed to a more complete representation of our Scope 1 emissions compared to previous years.

SCOPE 2

26.89 tons CO₂e

Scope 2 emissions decreased to 26.89 tonnes CO₂e in 2025. This significant change is mainly attributable to improved data availability and the refinement of our calculation methodology.

SCOPE 3

1,818.14 tons CO₂e

Scope 3 emissions increased to 1,818.14 tonnes CO₂e in 2025. This increase is primarily the result of improved data availability and a significant expansion of our calculation scope.

In previous years, Scope 3 emissions were still in an early stage of development and only partially captured. In 2025, additional categories and more detailed data have been included, providing a more comprehensive and representative overview of our indirect emissions.

Although Scope 3 calculations remain complex and not yet fully complete, the 2025 results offer a substantially improved basis for future monitoring and reduction efforts.

WASTE



Increased vs 2024

The increase in waste generation in 2025 compared to 2024 is partly related to company growth and increased operational activities. At the same time, we actively strengthened our focus on sustainable packaging.

During 2025, we remained in contact with suppliers regarding the implementation of PPWR legislation and explored more sustainable packaging alternatives with improved recyclability and reduced material usage.

By reducing packaging materials and improving recyclability, we aim to further reduce waste streams in the coming years.

A note on comparability – Previous calculations in 2023 and 2024 were more limited in scope and should be considered preliminary insights. The 2025 data therefore serves as a more reliable baseline for future monitoring and reduction efforts.

CLIMATE AWARENESS

From insight to engagement.



Supplier engagement & regulatory developments

Climate awareness increasingly extends into our value chain. In 2025, we intensified contact with suppliers regarding environmental developments and expectations.

Particular attention was given to the upcoming Packaging and Packaging Waste Regulation (PPWR). We engaged with relevant packaging suppliers to discuss the impact of this regulation. Where necessary, we actively informed suppliers about the requirements to ensure early awareness and alignment.

We also began collecting conformity declarations from packaging suppliers and explored more sustainable packaging alternatives. These discussions provide clearer insight into packaging materials and support the identification of improvement opportunities.



Internal alignment

Building climate awareness starts internally. In 2025, we continued our internal training and awareness initiatives, ensuring that sustainability remains part of everyday decision-making within our organisation.

Alongside these ongoing training efforts, we reviewed and reassessed our environmental policies to ensure alignment with current legislation and our sustainability objectives.

Together, training and policy alignment provide a consistent internal framework for our environmental approach.



Downstream insight

In 2025, we received a customer-specific emission report from our main transport provider for the first time. This report provided valuable insight into our downstream transport emissions and contributes to a more complete understanding of our Scope 3 footprint.

We remain in close dialogue with this partner regarding their sustainability initiatives and ongoing emission reduction efforts.

SUPPLY CHAIN

Sustainable procurement.

Sustainable procurement remains an important part of our environmental and social responsibility. As a trading and distribution organisation, a significant part of our impact lies within our supply chain. This makes supplier engagement and screening essential.

In 2025, we continued to assess new and existing suppliers against our sustainability criteria. These assessments focus on environmental performance, compliance with relevant legislation and alignment with our standards and expectations.

The percentage of suppliers screened in 2025 reflects our ongoing efforts to strengthen sustainability within our procurement processes. By integrating sustainability considerations into supplier selection and evaluation, we aim to promote responsible practices throughout our value chain.

In addition to formal assessments, we actively engage with suppliers on topics such as regulatory developments, packaging requirements and environmental performance. This dialogue supports transparency and helps identify opportunities for improvement on both sides.

Through a structured and consistent approach, we continue to embed sustainability into our procurement decisions.

In 2025, we further strengthened our supplier evaluation process. While supplier assessments were already part of our operations, we refined the approach into a more structured and comprehensive framework. ESG criteria are now explicitly included in these evaluations, alongside other key performance indicators such as quality, delivery and reliability. This provides us with better insight into overall supplier performance and enables more targeted engagement with our suppliers on improvement areas.

A large blue percentage '75%' with a subtle drop shadow, positioned over a light blue circular graphic element that is partially visible on the right side of the page.

Signed our Supplier Code of Conduct

A large blue percentage '60%' with a subtle drop shadow, positioned over a light blue circular graphic element that is partially visible on the right side of the page.

Filled in our ESG Questionnaire

FILTER WASTE BAGS**100%**

Produced from 100% recyclable LDPE.

KRAFT PAPER BOXES**Partial**

Protective coatings limit recycling; majority of paper fibres can still be recovered through standard processes.

CARDBOARD PACKAGING**Recycled fibres**

Many solutions consist largely of recycled paper, fully recyclable or reusable.

IMPROVEMENT OPPORTUNITIES**→ 2026**

Lightweight alternatives, paper-based tape and reduced material usage with suppliers.

MATERIALS

Sustainable packaging.

In addition to supplier assessments and ESG screening, we also conducted an initial review of the sustainability of several packaging materials used within our operations. By engaging directly with our packaging suppliers, we gathered information on material composition, recyclability and the potential for more sustainable alternatives.

The results show that a significant share of our packaging materials is already recyclable. For example, our filter waste bags are produced from 100% recyclable LDPE, while many of our cardboard packaging solutions consist largely of recycled paper fibres and are fully recyclable or reusable. For certain packaging types, such as kraft paper boxes with protective coatings, recycling remains partially limited due to material layers, although the majority of the paper fibres can still be recovered through standard recycling processes.

The review also highlighted opportunities for further improvement. In some cases, suppliers indicated potential alternatives, such as lightweight packaging solutions or paper-based tape, which may contribute to reducing the environmental impact of our packaging in the future.

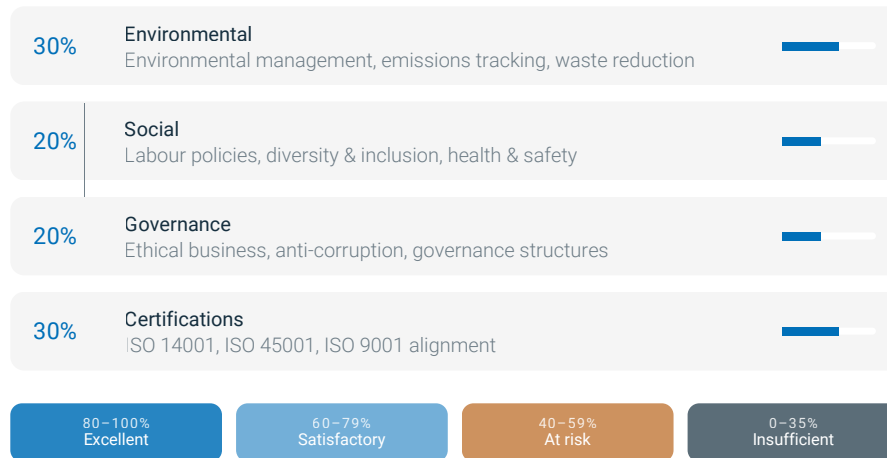
This first assessment helps us better understand the sustainability profile of our packaging materials and supports future decisions on packaging improvements together with our suppliers.

SUPPLIER ESG SCREENING

Sustainable procurement.

Through our ESG questionnaire, we evaluated suppliers across four weighted categories, with a total possible score of 49 points, and categorized them into four performance levels.

EVALUATION CATEGORIES



KEY FINDINGS

High governance standards

Governance frameworks demonstrate a solid foundation supporting ethical conduct and compliance.

Emissions measurement remains limited

Structured tracking of Scope 1, 2 and 3 emissions is still not widely embedded across the supplier base.

Social structuring

Core policies on discrimination and child labour are in place; formalised DEI programmes are not consistently implemented.

Strong commitment

Sustained commitment to ISO 14001 certification and environmental management remains clearly visible among key suppliers.

Willingness for improvement

Although not all suppliers are fully aligned in every ESG area, a strong intention to further improve sustainability practices was reaffirmed in 2025.

SUSTAINABLE PROCUREMENT OBJECTIVES

Three commitments, measurable progress.

01 OBJECTIVE 1

Strengthen supplier alignment with our Code of Conduct

GOAL 2025	RESULT 2025
80%	75%

Primary suppliers have signed our Supplier Code of Conduct. While the 80% target was not fully achieved, we made measurable progress and strengthened engagement.

GOAL 2026
Progress towards 80% and beyond, expanding scope to suppliers outside the primary group.

02 OBJECTIVE 2

Increase ESG questionnaire engagement

GOAL 2025	RESULT 2025
50%	60%

Main suppliers completed the ESG questionnaire. This reflects improved engagement and follow-up compared to previous years, resulting in broader visibility into supplier ESG performance.

GOAL 2026
Expand ESG screening to suppliers beyond the primary base; increase participation and coverage.

03 OBJECTIVE 3

Strengthen supplier alignment with EU PPWR

GOAL 2025	RESULT 2025
Collect supplier info	Conformity declarations received

We actively approached suppliers providing packaging materials, informed them about PPWR impact and collected conformity declarations along with documentation on composition, recyclability and material sustainability.

GOAL 2026
Deepen PPWR understanding, continue dialogue, integrate PPWR more structurally into procurement.

INTEGRATED SUPPLIER OVERSIGHT

Embedded into our procurement framework.

Supplier code, clause & compliance

Sustainability within our supply chain remains grounded in clear expectations and structured evaluation. In 2025, our Supplier Code of Conduct, sustainability clause and ESG questionnaire were no longer newly introduced instruments, but embedded components of our procurement framework.

Where necessary, refinements were made to ensure continued alignment with regulatory developments and our evolving sustainability objectives. These instruments continue to define our expectations regarding environmental responsibility, labour standards, ethical conduct and compliance.

Strengthening supplier evaluation

The renewed evaluation framework integrates ESG performance alongside traditional indicators such as delivery reliability, product quality, pricing and transport. Aligned with the principles of ISO 9001, reinforcing systematic monitoring and continuous improvement.

Combined view delivers

- Overall supplier reliability and risk exposure
- Sustainability maturity within our value chain
- Opportunities for improvement & long-term partnership development

FOUNDATION

Building a reliable environmental data foundation.

In 2025, Interfilter continued strengthening its environmental reporting processes by improving data collection, monitoring and KPI tracking across the organisation and supply chain.






As sustainability reporting requirements continue to evolve, gaining reliable and measurable insights into environmental performance has become increasingly important. During 2025, additional efforts were made to improve data quality, expand reporting scope and align calculations more closely with recognised frameworks such as the GHG Protocol.

TOPIC	KPI MONITORED	STATUS 2025
CO ₂ emissions	Scope 1, 2 and 3 emissions	Expanded calculation methodology
Energy	Electricity consumption	Improved monitoring
Packaging	Recyclability and packaging composition	Supplier data collected
Procurement	ESG supplier screening	Expanded supplier assessments
Waste	Waste streams & recycling	Improved registration
Transport	Fleet & logistics emissions	Better insight obtained

LOOKING AHEAD

Environmental focus areas.

In 2025, Interfilter continued strengthening its environmental approach by improving data quality, increasing supply-chain engagement and translating material topics into more measurable actions.

<div style="border: 1px solid #ccc; border-radius: 15px; padding: 15px;"> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Reduce Scope 1 & 2 CO₂ emissions</p> </div> </div> <p>-10% before end of 2027 and -30% before 2035 vs. baseline. Key actions include improving energy efficiency, replacing inefficient equipment, further electrification of installations and the vehicle fleet, and annual monitoring of progress.</p> </div>	<div style="border: 1px solid #ccc; border-radius: 15px; padding: 15px;"> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Improve environmental data & reporting</p> </div> </div> <p>By 2030, we aim to implement a more structured internal emissions dashboard to strengthen transparency and support data-driven decision-making.</p> <p>This includes improving data streams, automating reporting processes and increasing the frequency of internal ESG monitoring.</p> </div>	<div style="border: 1px solid #ccc; border-radius: 15px; padding: 15px;"> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Strengthen sustainable procurement</p> </div> </div> <p>In 2025, we focused on increasing supplier engagement through ESG questionnaires and Supplier Code of Conduct implementation. Our objective is to continue improving supply chain transparency, increase supplier participation and strengthen communication on sustainability expectations and compliance.</p> </div>	<div style="border: 1px solid #ccc; border-radius: 15px; padding: 15px;"> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Prepare for PPWR legislation</p> </div> </div> <p>Together with suppliers, we are actively preparing for upcoming PPWR requirements by collecting relevant documentation and discussing more sustainable packaging alternatives</p> <p>This supports improved recyclability, reduced packaging waste and stronger compliance with future legislation.</p> </div>	<div style="background-color: #0070c0; color: white; border-radius: 15px; padding: 15px;"> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px; color: white;"> <p>Expand sustainable portfolio</p> </div> </div> <p>Towards 2035, we aim to further expand sustainable and circular product solutions together with suppliers and customers.</p> <p>This includes exploring lower-impact alternatives, increasing transparency around sustainable certifications and supporting customers in reducing environmental impact across the value chain.</p> </div>
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02

Social impact & workplace culture.

At Interfilter Group, our people are fundamental to our success. A strong, inclusive, well-supported workplace culture enables effective collaboration, drives innovation, and underpins our long-term value creation as a responsible organisation.

Our approach to social impact extends beyond compliance, we make targeted investments in employee well-being, professional development, diversity and inclusion, and ethical business conduct.



SOCIAL & MATERIALITY

Where we create social impact.

Understanding where our social impact is most significant is essential to creating a responsible and inclusive organisation. In 2025, our first materiality analysis provided a structured foundation for our social strategy, reporting and future improvements.

Our approach to materiality

We carried out the materiality analysis through a combination of internal stakeholder input and financial impact assessment.

The process consisted of two key dimensions:

- Stakeholder relevance: the importance of sustainability topics as perceived by our internal stakeholders
- Financial relevance: the potential impact of these topics on our financial performance, risks and opportunities

Input was collected through internal surveys across multiple departments, ensuring a broad and balanced perspective. Responses were gathered anonymously to support openness and reliability.

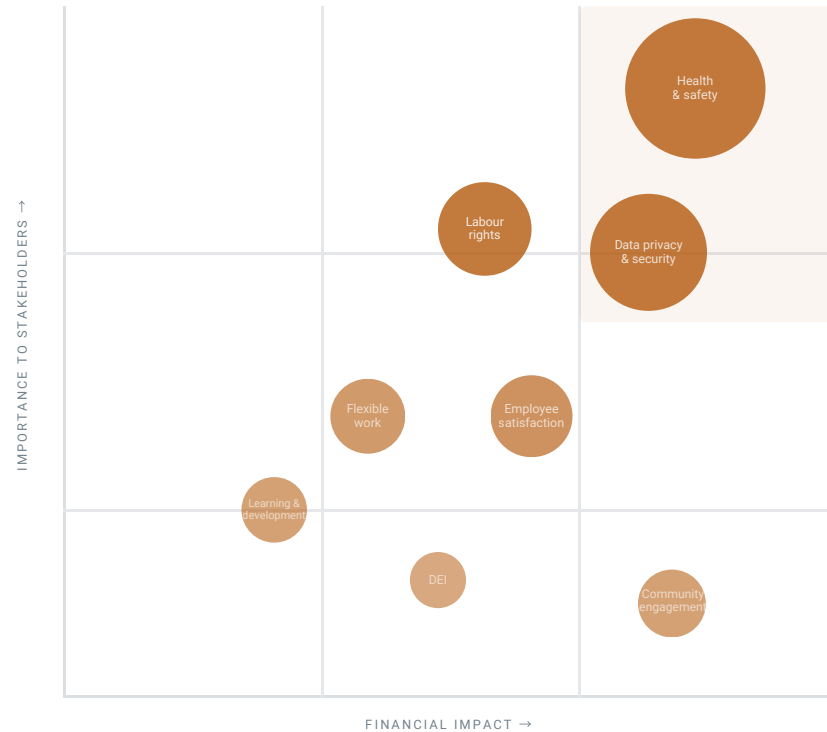
KEY SOCIAL TOPICS

Employee health & safety

Ensuring a safe and healthy working environment is a top priority. We continue to invest in workplace safety, well-being initiatives and a supportive work environment, aiming to minimise risks and promote both physical and mental health.

MATERIALITY MATRIX

☐ HIGH-PRIORITY QUADRANT



Data privacy & customer information

Protecting customer and business data is a critical responsibility. We focus on safeguarding sensitive information through improving structured processes and increasing awareness around data handling and security within the organisation.

FROM MATERIALITY TO ACTION

Social KPI's.

In 2025, we formulated a set of social KPIs to strengthen monitoring and create better insight into our performance on key topics such as employee well-being, safety and labour practices.

MATERIAL SOCIAL TOPIC	KPI	UNIT	REFERENCE YEAR	GRI REFERENCE
Health & safety of employees	Workplace safety inspections	# /year	2025	GRI 403
Health & safety of employees	Sickness absence rate	%	2025	GRI 403
Labour rights	Reported labour rights violations	#	2025	GRI 2-25, 2-26, 406, 407
Labour rights	Employees with contracts compliant with law/CAO	%	2025	GRI 2-6, 401-1, 407-1
Employee satisfaction	Work-life balance (scale 1–10)	Score	2025	GRI 401, 403-6
Flexible work	Employees using flexible work arrangements	%	2025	GRI 401-2, 402
Employee development	Employees receiving interim discussions	%	2025	GRI 404

INVESTING IN PEOPLE

Growing the team, growing together.

Our people remain the driving force behind the growth and development of Interfilter Group. As the organisation continues to expand, so does our team.

Looking further back highlights the pace of this development. In 2020, when we moved to our location in Vierpolders, our team consisted of 32 employees. With our current trajectory, we expect to reach the milestone of 100 employees in 2026.

In 2025, we welcomed 9 young professionals, providing opportunities for early-career talent to gain experience within our organisation.

OUR APPROACH

- Growing together

We actively seek new talent to support our expanding operations and strengthen our internal expertise.

- Opportunities for young talent

Internships and early-career positions provide opportunities for students and young professionals to develop their skills and gain practical experience.

- Building a strong organisation

By investing in people, we continue to build a resilient and growing organisation prepared for the future.





INVESTING IN PEOPLE & COMMUNITY

Giving back to our community.

At Interfilter, our people and our community are central to how we operate. As a family-owned company, we believe that sustainable business is not only about environmental responsibility, but also about creating positive social impact, both within our organisation and in the region around us.

In 2025, we further expanded our involvement in regional initiatives. These activities range from supporting local sports clubs and cultural organisations to contributing to social and charitable projects

One of the highlights in 2025 was the organisation of two Christmas dinners for elderly residents of local care facilities in Brielle: Catharina Gasthuis and Het Prinsenkwartier. Instead of sending traditional corporate Christmas gifts, we chose to give something back to the local community. Together with several local businesses and restaurants, who generously contributed dishes and support, we organised two festive dinners on 16 and 17 December. The initiative created a warm and memorable evening for residents and strengthened our connection with the region.

HEALTH & WELL-BEING PROGRAM

Get Fit, Stay Fit, Top Fit, our employee well-being program encourages healthy lifestyles through different sports and team activities. We believe that a healthy workforce contributes to a stronger and more resilient organisation.

PARTNERSHIPS & COLLABORATIONS

We remain a proud member of Binnenklimaat Nederland, contributing to healthier indoor environments and industry development. As part of the Brancheplan Verpakkingen, we continue to support initiatives aimed at improving sustainable packaging and reducing waste.

COMMUNITY ENGAGEMENT 2025

Padel tournament	Sponsorship
Women's basketball team Voorne	Sponsorship
CBO Beachvolleybal Rockanje	Sponsorship
Youth sailing event Brielle	Sponsorship
Local football clubs	Sponsorship
Brielle Blues	Sponsorship
Children in hospitals	Sponsorship
Stichting Sintvoorieder1	Collection
Longfonds	Sponsorship
Shoe donation campaign	Sponsorship
Christmas dinner for elderly	Organisation
Avond4Daagse Brielle	Main sponsor
Make-A-Wish	Donation

DIVERSITY & INCLUSION

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

While Interfilter doesn't currently hold written policies on gender quotas, we have seen a natural continuous increase in female representation across roles.

36.6%

Female employees

63.4%

Male employees

INVESTING IN TALENT · YOUNG PROFESSIONALS

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.


HEALTH & WELL-BEING

Caring for the people behind our work.


We recognise that our people are at the heart of our success. We continue to invest in well-being, health and happiness, supporting both physical and mental health while fostering balance, connection and personal development.



Kundalini sessions
Improving focus, reducing stress and enhancing overall mental well-being.




Bicycle plan
Encouraging sustainable commuting, contributing to well-being and environmental impact reduction.



Healthy snacks & drinks
Fresh fruit and healthier snack options supporting daily energy and conscious choices.




In-house gym & HYROX
Fully equipped in-house gym and group HYROX training sessions encouraging teamwork.



Flexibility for work-life balance
Flexible working hours enabling a healthy balance between professional and personal lives.



Family day
Annual tradition bringing together employees and their families in an informal setting.



Company teambuilding trip
In 2025, we organised a company-wide team-building event in Wijk aan Zee. Employees participated in a variety of interactive activities, including arrow tag, bubble football and beach golf. The day concluded with a shared dinner and an informal celebration with music, further strengthening team connection and collaboration.

SAFETY FIRST

A renewed commitment to safety.

At Interfilter, health and safety remain key priorities. In 2025, we continued strengthening our safety approach by further improving documentation, awareness and workplace safety procedures.

A key milestone was the successful renewal of our VCA certification, confirming our continued commitment to safe and responsible working practices. A completely renewed VCA handbook was developed and implemented, providing clearer guidance on safety procedures, responsibilities and workplace expectations.

VCA CERTIFICATION & SAFETY MANAGEMENT

- ✓ Safe and healthy working conditions
- ✓ Workplace risk management
- ✓ Continuous improvement of procedures
- ✓ Increasing safety awareness

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.





LEARNING & GROWING

Building expertise, sharing knowledge.

Continuous learning and knowledge sharing remain important parts of personal and professional development. In 2025, we further invested in internal training programmes to strengthen technical knowledge, collaboration and expertise across the organisation.

13
TOPICS
Internal knowledge sessions available

93
SESSIONS
Internal training sessions attended

139
HOURS
Of internal training delivered

89
EMPLOYEES
Participated in one or more sessions

25
EXTERNAL
Filter colleges for customers & partners

INTERNAL SESSIONS COVERED

- HVAC knowledge sessions 1.0 to 4.0
- Industries training: dust collection, liquid filtration, high-end filtration
- Avilo: nitrogen systems & technician service training

EXTERNAL KNOWLEDGE SHARING

- HVAC filtration principles
- Filter applications and installation
- Legislation, guidelines, proper filter selection and usage



LOOKING AHEAD

Social focus areas.

In 2025, Interfilter continued strengthening its social approach by focusing on employee well-being, workplace safety, learning & development and responsible employment practices. The objectives below support the further development of a safe, inclusive and future-oriented workplace.



Learning & development

In 2025, employees participated in 93 internal training sessions covering HVAC, filtration, nitrogen systems and technical expertise across the organization. We aim to continue strengthening internal knowledge sharing and employee development through both internal and external training opportunities.



Employee satisfaction

Interfilter aims to maintain an average employee satisfaction score of at least 8/10 between 2025 and 2035. Through surveys, follow-up discussions and department-level improvements, we continue working on employee engagement, retention and well-being.



Diversity, equality & inclusion

Towards 2030, we aim to further formalize our approach to diversity, equality and inclusion (DEI). This includes evaluating workplace culture, strengthening awareness and developing a more structured DEI approach within the organization.



ESG awareness

By 2030, we aim to implement a more structured ESG awareness program for employees. This includes internal training sessions, onboarding integration and increasing employee understanding of sustainability-related topics across the organization.



Responsible employment

We continue supporting flexible work arrangements, transparent communication and responsible labour practices through active HR policies, regular employee check-ins and compliance with labour legislation and CAO agreements.

03

Governance & compliance.

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



GOVERNANCE & MATERIALITY

Where governance matters most.

Our materiality analysis provides a structured foundation for our governance approach, reporting and continuous improvement, identifying and prioritising the governance topics that matter to our organisation the most.

KEY GOVERNANCE TOPICS

Data & cybersecurity

Protecting company and customer data remains a key priority. In 2025, we further strengthened our approach to data protection and cybersecurity by formalising a comprehensive IT Policy. This policy provides employees with clear guidelines regarding responsible IT usage, data security, system access and cybersecurity awareness.

Risk management

Identifying, assessing and managing risks is essential to maintaining business continuity and long-term resilience. We continue to develop structured processes to better anticipate and respond to potential risks.

Business ethics

Acting with integrity is fundamental to how we operate. We are committed to ethical business conduct, supported by clear policies and ongoing awareness within our organisation.

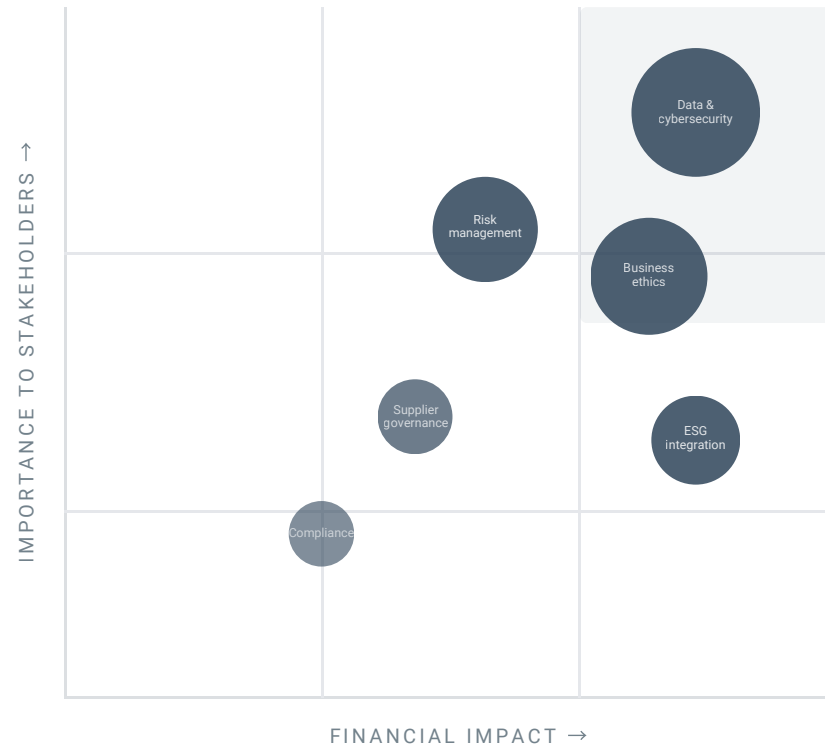
ESG integration in decision-making

Integrating ESG considerations into decision-making processes is becoming increasingly important. We aim to further embed sustainability into strategic and operational choices, supporting more informed and responsible decision-making.

Together, these topics form the core of our governance focus. Our approach is centred on strengthening structures, improving insight and taking practical steps towards more transparent and responsible governance.

MATERIALITY MATRIX

HIGH-PRIORITY QUADRANT



FROM MATERIALITY TO ACTION

Governance KPIs.

In 2025, we translated our governance-related material topics into a focused set of KPIs, supporting structured monitoring, ethical conduct and ESG integration within our governance processes.

MATERIAL SOCIAL TOPIC	KPI	UNIT	REFERENCE YEAR	GRI REFERENCE
ESG integration in decision-making	Integration of ESG criteria in strategic decisions	Qualitative	2025	GRI 2-12, 2-23
Data & cybersecurity	Data breaches or cybersecurity incidents	#	2025	GRI 418
Business ethics	Reported ethical incidents or breaches of code	#	2025	GRI 2-15, 2-26
Risk management	Implementation and monitoring of risk processes	Qualitative	2025	GRI 2-22, 2-25
Sustainable procurement & supplier governance	Key suppliers evaluated incl. ESG criteria	%	2025	GRI 308, 414

ETHICS IN ACTION

Embedded into daily operations.

At Interfilter, ethical business conduct remains an important part of how we operate. In 2025, the policies introduced in 2024 remained actively embedded within daily operations and were reviewed and updated where necessary.

Policies & ethical conduct

The Code of Conduct, anti-corruption policy and whistleblower procedure continued to support transparency, integrity and responsible behaviour across the organisation. While these policies were introduced in 2024, 2025 marked the first year in which they became actively integrated into daily operations and accessible for employees in practice.

This helped strengthen:

- awareness of ethical responsibilities
- transparency and accountability
- accessible reporting structures for employees
- a safe and respectful working environment

IT policy & cybersecurity

We formalized a comprehensive IT Policy to further strengthen information security, cybersecurity awareness and responsible use of digital systems across the organization.

By introducing a more structured and professional IT framework, Interfilter Group aims to reduce cybersecurity risks, improve internal awareness and support compliance with evolving security and data protection requirements. The policy also contributes to business continuity by helping employees work safely and responsibly in an increasingly digital environment.

Confidential counsellors & support

In 2025, a renewed structure for confidential counsellors was introduced. Employees received clear communication and guidance on the role of confidential counsellors and how they can be approached when support or confidential conversations are needed.

This contributes to creating a workplace where employees feel supported, heard and safe to raise concerns when necessary.

New personnel policy

A new personnel policy also became active in 2025. This policy provides employees with clear guidance on a wide range of HR-related topics, including:

- employment agreements
- leave arrangements and absence policies
- compensation and benefits
- health and well-being
- pension arrangements
- expense reimbursements
- clothing regulations and collective labour agreements (CAO)

By formalising and structuring these topics, we aim to improve transparency, consistency and employee awareness throughout the organisation.

LOOKING AHEAD

Governance focus areas.

Strengthening our governance approach through increased focus on compliance, business ethics, cybersecurity and ESG integration within decision-making processes.

**Internal audits & compliance**

Between 2025 and 2027, we aim to further strengthen governance and compliance through recurring internal audits focused on ethics, compliance and governance-related topics. These audits support risk reduction, continuous improvement and stronger internal control.

**ESG in decision-making**

Towards 2035, we aim to further integrate ESG considerations into strategic and operational decision-making processes. This includes embedding ESG criteria into policies, evaluations and management discussions to support long-term business continuity and responsible growth.

**Clear ESG ownership**

To strengthen governance structures, ESG responsibilities will increasingly be embedded within management roles and internal processes. By creating clearer ownership and accountability, we aim to improve execution, monitoring and continuity of ESG-related actions.

**Cybersecurity**

In 2025, we introduced a formal IT Policy to strengthen cybersecurity awareness, responsible system usage and data protection across the organization. Towards 2027, we aim to continue improving cybersecurity measures through employee awareness programs, incident monitoring, internal reporting and continuous evaluation of technical security measures.

**Business ethics & conduct**

The policies introduced in previous years, including the Code of Conduct, whistleblower procedure and anti-corruption measures, remained actively embedded within the organization in 2025. Regular communication, awareness and policy reviews continue supporting a culture of integrity and transparency.

REFLECTION & OUTLOOK

What we learned. Where we're heading.

WHAT WE LEARNED

2025 was an important year in further structuring and professionalising our ESG approach. During the year, we gained a clearer understanding of where our environmental, social and governance impact is most significant and how these topics can be translated into measurable actions, policies and KPIs.

By conducting our first materiality analysis, expanding Scope 1, 2 and 3 emissions calculations and strengthening ESG integration within supplier assessments, we created a more structured foundation for reporting and decision-making. At the same time, we recognised that improving ESG data quality, supply chain transparency and reporting consistency remains an ongoing process.

In the past year, we strengthened our sustainability foundation by:

- Expanding our Scope 1, 2 and 3 emissions calculations in line with the GHG Protocol.
- Conducting our first materiality analysis to identify the ESG topics most relevant to our organisation and stakeholders.
- Further integrating ESG criteria into supplier evaluations and strengthening supplier engagement.
- Increasing focus on sustainable packaging and PPWR preparation.
- Continuing investments in employee well-being, safety, development and community engagement.

These developments provide a stronger foundation for future sustainability improvements across our operations and value chain.

VISION

Interfilter Group remains committed to further embedding sustainability into every aspect of the organisation. Our ambition is to continue developing as a transparent, responsible and future-focused company.

In the coming years, we focus on:

- Reducing our environmental footprint through energy efficiency and more sustainable operations.
- Improving transparency and data quality within ESG reporting and emissions monitoring.
- Strengthening collaboration with suppliers and partners on sustainability topics.
- Expanding our portfolio of sustainable and circular filtration solutions.
- Continuing to invest in employee well-being, safety and development.
- Embedding ESG considerations more structurally into decision-making.

We understand that sustainability is a continuous journey that requires long-term commitment and adaptability.

By 2050, we remain committed to contributing towards a cleaner, healthier and more sustainable future.

EFFORT

We remain committed to continuous improvement and open communication about both progress and challenges.

Together with our employees, suppliers, customers and partners, we continue working towards our shared ambition:

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.nl

www.avilo.nl