



SUSTAINABILITY REPORT



IMEX Quality Management System

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Date: 07.04.2025

Serial no.: IQMS-028.Rev.4

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Organization

Foreword



Sustainability at IMEX Filtertechnika Kft.

In 2024, sustainability decisively shaped the history of IMEX Filtertechnika Kft. Looking back, the year developed into an instructive phase in terms of where we stand as a company in all 3 pillars of sustainability, and led us to calculate our first CO₂ balance for the 2023 financial year.

We are voluntarily committed to transparent ESG-compliant reporting in accordance with VSME guidelines. Certainly a remarkable achievement for a medium-sized company like us. The central message of sustainability has been consistently communicated throughout the organization to promote awareness and support among all employees. Sustainability should be lived as a journey that we have all embarked on together.

IMEX Filtertechnika sees it as its corporate responsibility to constantly question its actions and activities and to strive for improvements and innovations.

We are convinced that every contribution, no matter how small, makes a significant difference for a world fit for grandchildren.

We would like to thank all employees for their good ideas and their commitment to leading IMEX Filtertechnika resiliently and stably into a sustainable future.



Gernot Schneider
Managing Director

Attila Pandur
Managing Director



Organization

General information

Competence and experience

The Austrian-Hungarian joint venture IMEX Filtrertechnika in Sopron has been doing pioneering work since 1991. The original trading company has developed into a service company with core competencies in engineering, trading and technical consulting.

Today, over 50 professionals use their expertise to overcome challenges, advise customers and minimize operating costs.

Visionary action in line with its values makes the company a pioneer in the region. Our mission statement focuses on actively shaping the future in a rapidly changing environment. As a learning organization, we adapt to the challenges of our time, in particular to industry issues such as

- Networking
- Digitization
- Energy efficiency
- Automation and
- Climate protection and sustainability.

IMEX Filtrertechnika actively shapes changes in the market and technology environment and remains a forward-looking partner for customers and suppliers. Our strategic focus is on future viability, customer orientation and excellence.

- **Customer orientation** means understanding the diverse needs of our customers and offering optimal solutions.

- **Excellence** in all areas ensures economic success, efficient processes and highly qualified specialists.

The dynamic market conditions require a high degree of adaptability. As a responsible company, we are continuously develop concepts for leadership, collaboration and communication. Our strategy is based on a strong corporate culture, innovative strength and active participation.



Basics

B1 - Basis for Preparation

VSME standards Options	Basic Module
Group level or individual level	Sole proprietorship
List of subsidiaries	0
Legal form of the company	Kft.
NACE code (Classification of Economic Activities)	G46.7.2
Reporting year of the Corporate Carbon Footprint	2023
Turnover (in euros)	€ 20.007.065,-
Number of employees (full-time equivalent)	52
Location of the material asset	Sopron, Hungary
Specification of additional locations	

Certificates and seals approval received

(Publisher, date and rating):

- QSCert spol s.r.o. 21.09.2024 ISO9001
- QSCert spol s.r.o. 21.09.2024 ISO14001
- QSCert spol s.r.o. 21.09.2024 ISO45001

No data has been omitted from the report because it is sensitive or classified information.



Basics

B2 - Practices for transitioning towards a more sustainable economy

Sustainable for our future

IMEX Filtrertechnika is a stable, modern company that is regarded as the market leader in its segment in Hungary. To ensure that this remains the case and that we stay at the top in the future, we must always be innovative and constantly face new challenges.

As a basis for an effective sustainability strategy, we first analyzed the current situation in 2024, conducted a materiality analysis and calculated the company's carbon footprint.

This calculation of the greenhouse gas footprint has provided us with important key figures about the company. With the help of this, we are developing an effective sustainability strategy to reduce our emissions in the future and improve responsible action in all areas.

The measurability of our efforts is just as important as transparent communication.





Basics

B2 - Practices for transitioning towards a more sustainable economy

Materiality analysis

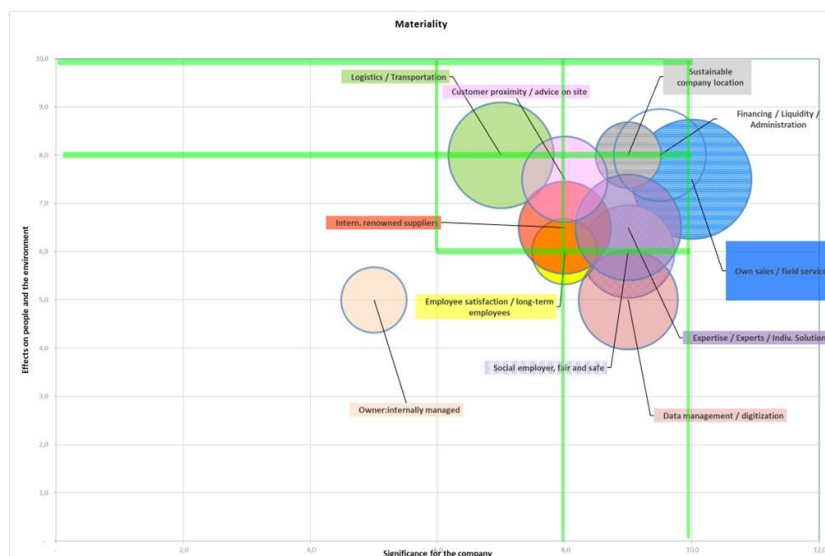
In 2024, IMEX Filtertechnika carried out a simplified materiality analysis based on the principle of dual materiality. For this purpose, an in-depth company analysis was carried out with representatives from all business areas.

The simplified materiality analysis was carried out in 4 steps:

1. Definition of topics along the value chain
2. Evaluation and development of a shortlist
3. Analysis of influencing factors and stakeholders
4. Evaluation and classification on a materiality matrix

Based on the results, the topics in the areas of environment, social affairs and corporate governance were each rated from the perspectives of "inside-out" and "outside-in" on a scale of 0 (irrelevant) to 10 (strong impact).

We calculated the mean value for each dimension from all the ratings for a topic. A maximum of ten points could be achieved for each dimension. The values were weighted equally.



Key findings and sustainability strategy

For IMEX Filtertechnika, the materiality analysis has shown that the corporate carbon footprint requires the most comprehensive possible inclusion of identifiable Scope 3 emissions. Areas such as personal sales and technical advice from the sales force as well as the extensive procurement of goods and logistics were therefore analyzed and evaluated in detail.

As an immediately effective measure, IMEX Filtertechnika has started to provide intensive training and education for all employees. The topic of sustainability in all its complexity is given high priority in internal communication. An ESG and sustainability officer has also been appointed within the company.

In the medium term, innovative strategies and solutions are being sought to reduce CO₂ emissions in the area of logistics and the company's own car fleet. In this regard, it should be noted that there is currently no nationwide network of e-charging stations in Hungary, which means that safe e-mobility is not yet guaranteed outside of metropolitan areas.

It is equally difficult to obtain certified green electricity at present. Even though IMEX Filtertechnika operates a large-scale photovoltaic system at its site in Sopron, it is unfortunately not possible to supply 100% of the company's electricity using its own solar power. Creating its own electricity storage capacities is therefore one of the goals that will be actively pursued in the coming years.

At the company's headquarters in Sopron, the issue of sustainability has always been exemplary anyway. For 19 years, service water has been treated for garden irrigation water and toilets, heating has been generated using pellets, and hot water and electricity have been produced using many square meters of photovoltaics. Equal rights, healthy working conditions and fair pay for all employees have been a matter of course since the company was founded. This sustainability strategy, which is firmly rooted in our corporate values, will continue to be maintained and continuously expanded in all areas.



Environment

B3 - Energy usage and greenhouse gas emissions

Energy consumption	
Total energy consumption fossil / petrol (own cars)	4.717,52 L
Total energy consumption fossil / diesel (own cars)	56.613,90 L
Total electricity consumption (non-renewable sources)	73.657,00 kWh
Wood energy (heating)	122.496,00 kWh

Greenhouse gas emissions			
Gross GHG emissions (tCO ₂ eq)	Scope 1	Scope 2	Scope 3*
	149,0 tCO ₂ eq	21,3 tCO ₂ eq	737,6 tCO ₂ eq

*Scope 3 emissions, if relevant for the company, are to be added in the basic module under B3 (paragraph 71, VSME Guideline). Scopes 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7 were defined as relevant and recorded.

Greenhouse gas intensity		
Total gross GHG emissions (tCO ₂ eq)	908	tCO ₂ eq
Turnover in euros	20.007.065,00	Euro
GHG intensity (divide GHG by sales)	0,000045	tCO ₂ eq €

* tCO₂eq: **ton of CO₂ equivalent**



Environment

B4 – Pollution of air, water and soil

Pollutants that must be reported by law

IMEX Filtrertechnika did not cause any relevant air, water or soil pollution through its operational activities in 2023.

B5 - Biodiversity

Land-use		
Number of company-owned sites that are close to biodiversity areas in need of protection	0	
Size (in hectares) of company-owned sites that are close to biodiversity areas in need of protection	0	
	previous year	Year under review
Total use of land	5.843 m ²	5.843 m ²
Total sealed area	3.567 m ²	3.567 m ²
of which built-up area	2.471 m ²	2.471 m ²
Nature-orientated area (green space)	2.276 m ²	2.276 m ²
Area provided for organic gardening by employees	9 m ²	9 m ²





B6 - Water

	In total	Of which in areas with high water scarcity
Water consumption (municipal) (m ³)	123,5 m ³	0 m ³
Waste water (m ³)	123,5 m ³	0 m ³

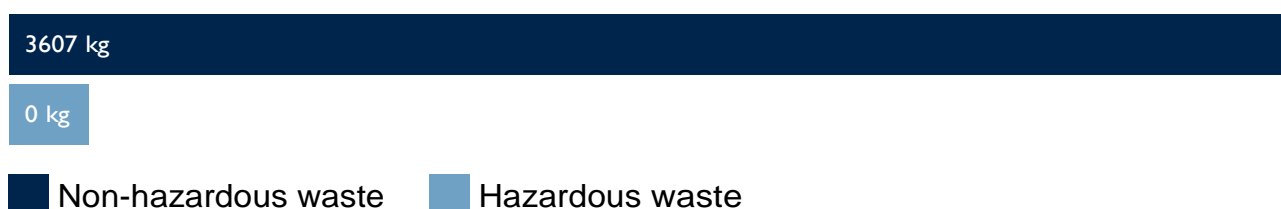
***Note:** IMEX Filtertechnika uses service water from collected rainwater for toilet flushing in the office buildings.

B7 - Resource use, circular economy and waste management

Waste

***Note:** As IMEX Filtertechnika does not manufacture any physical products, the following points are not listed: Recycled content in products and packaging and percentage of recyclable materials in products and packaging.

Annual waste / landfill



Annual waste / recycling





Social

B8 - Workforce - general characteristics

Employee statistics

Employees	Total
Type of employment contract:	
Temporary	2
Unlimited	55
Gender:	
Male	35
Female	22
Diverse	0
Country of the employment contract:	
Hungary	57

In the 2023 reporting year, IMEX Filtertechnika had a fluctuation rate of 13,5 %.

Overall, the company has a very high proportion of long-serving employees.

- 6,8 % Employees with more than 25 years of service
- 1,7 % Employees with 20 to 25 years of service
- 10,2 % Employees with 15 to 20 years of service
- 10,2 % Employees with 10 to 15 years of service
- 40,6 % Employees with 3 to 10 years of service
- 30,5 % Employees with less than 3 years of service



B9 - Workforce health and safety

Sustainability and safety

Despite relaxed occupational health and safety laws in 2023, we are sticking to stricter measures. The safety of our colleagues, especially at hazardous production sites, remains important. We ensure continuous technical checks with an annual inspection plan. This includes the use of hand tools, protective equipment and measuring devices.

The success is evident: there were no reportable accidents in 2023.

We have introduced the following procedures to ensure safe and non-hazardous working conditions:

- * Continuous provision of personal protective equipment on a normative basis
- * Provision of protective drinks throughout the year
- * Provision of cooling/heating for workstations as required
- * Introduction of ergonomic devices
- * Our company pays particular attention to the continuous improvement of the working environment.

A safe workplace and a low-risk working day ensure an accident-free working environment. We ensure that all employees work in an ergonomic, well-equipped and safe environment. Regular equipment checks, training on occupational safety and clear communication channels help to identify and avoid potential risks at an early stage.

1

Negative impacts: No relevant negative impacts identified.

2

Processes: Regular evaluations to ensure social responsibility.



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B10 - Workforce, remuneration, collective bargaining and training

Employee training and remuneration

Fair remuneration and continuous training form the basis of our corporate culture. Our employees receive remuneration that is above the statutory minimum wage on average. In addition, we offer regular training courses to further develop our employees' skills in a targeted manner.

Range	Quantity
Average ratio of starting salary to minimum remuneration	191 %
Gender pay gap	0 %
Proportion of employees covered by collective agreements	0 %
Average number of training hours per female employee	12 h
Average number of training hours per male employee	12 h
Average number of training hours per employee (diverse)	0 h

* Minimum wage according to government decree 573/2022



Administration

B11 - Convictions and fines for corruption and bribery

Corruption, bribery, fraud

IMEX Filtertechnika Kft. does not participate in corruption and does not tolerate any form of it - not even in the case of competitive disadvantages. We condemn fraud, including data falsification, money laundering and insider trading.

Violations of anti-corruption laws are serious criminal offenses that can legally incriminate companies and individuals. Bribery by third parties to obtain advantages is also prohibited. We therefore select agents, consultants and intermediaries with particular care and require prior approval for such contracts.

Our procurement processes are fair and transparent. Suppliers and contractors are legally and financially audited where necessary to ensure their compliance with anti-corruption regulations.

1

Reported cases 2023: 0

2

Convictions or penalties 2023: 0