



SUSTAINABILITY REPORT

FISCAL YEAR 2025

Basic Module According to the VSME Standard



IMEX Quality Management System

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Dear Partners, Customers, and Suppliers,

We are pleased to present to you, through this report, our second voluntary sustainability report in accordance with the VSME standard, as well as our second greenhouse gas inventory for the business operations of IMEX Filtertechnika Kft.

In doing so, we are furthering the reporting process we have initiated and can confirm that this not only allows us to highlight our existing commitment to sustainability but also enables us to measure our progress. This helps us define our corporate direction and development with even greater clarity.

2025 was a year of setting the course for the future in terms of corporate governance, safety, and sustainability. Preparations were made to expand the management team with two long-standing senior employees, and new areas of responsibility and positions were defined, which took effect in January 2026. András Horváth and Krisztián Ivancsics were appointed managing directors of IMEX Filtertechnika Kft. effective January 1, 2026. The two new managing directors have assumed strategic and operational responsibility, thereby securing the future of our owner-managed company.

We look back on this development with pride and will continue to strive to shape a sustainable future with responsibility and transparency.

Attila Pandur

Founder & Managing Director

Gernot Schneider

Founder & Managing Director

András Horvath

Managing Director & Division Head

Krisztián Ivancsics

Managing Director & Division Head

Highlights of 2025



69%

of the electricity demand at our headquarters in Sopron is generated by our in-house photovoltaic system and can be used directly as it is produced.

20%

Reduction in CO₂ emissions over two years relative to revenue (tCO₂eq / €)

50%

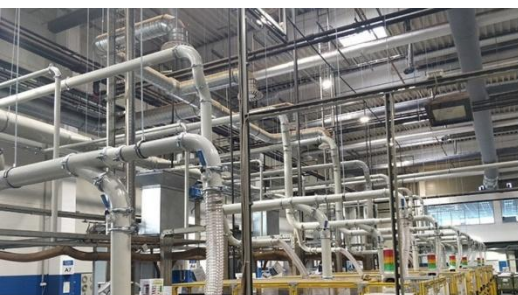
reduction in air freight shipments by shifting to rail. This results in a reduction of approximately 200 metric tons of CO₂eq

100%

All employees are paid equally for equal work, regardless of gender, background, or social status.

197%

In 2025, the average starting salary was 197% of the current Hungarian minimum wage.





IMEX Filtrertechnika – Your Partner for Filtration Technology and Technical Services

Since 1991, IMEX Filtrertechnika has been synonymous with high-quality filtration solutions and technical services in Central Europe. Our headquarters in Sopron began as an Austro-Hungarian joint venture and has evolved from a purely commercial enterprise into a specialized technical service provider with its own engineering department.

Our mission

We assist our customers in addressing technical and environmental challenges and help them sustainably reduce their operating costs. Our goal is to offer optimal solutions for protecting people and machinery – all from a single source. To this end, our technical field service team is always available to advise our customers.

What we do

At its core, IMEX Filtrertechnika offers comprehensive filtration technologies from world-renowned manufacturers in Europe, the U.S., and Asia. Our expertise spans several key areas:

- Industrial dust collection and oil mist filtration with specialized engineering
- Process and hydraulic systems through partnerships with leading brands such as Brother, Filtration Group, Pall F&B, Filtrec, and many more
- Compressed air treatment and compressor service for industrial applications
- HVAC solutions with Eurovent-certified partners and specialists such as FabricAir
- Vehicle filters, replacement elements, and OEMs for transportation, agricultural machinery, construction equipment, and material handling
- Specialized applications for the natural gas industry, refineries, and measurement and safety technology



Our warehouse and logistics system in Sopron tracks thousands of individual products using a computerized system and enables delivery within 24 hours for in-stock items.



Quality from around the World

A cornerstone of our success is our exclusive supply of quality products from well-known manufacturers. Long-standing partnerships with international market leaders such as Donaldson, FILTREC, MANN & HUMMEL, Filtration Group (formerly Mahle Öhringen), TEKA, Pall F&B, Jacob pipe-systems, Solventum (formerly 3M), Brother Filtration, and many others strengthen our position in Central and Eastern Europe. These collaborations allow us to combine the expertise of our employees with the specialized knowledge of global experts and to stay at the cutting edge of developments and innovations.

Sustainability as a corporate principle

Sustainability is firmly anchored in our corporate philosophy. We have been ISO 9001 certified since 2017, and since 2021, we have also been certified under ISO 14001 for environmental management and ISO 45001 for occupational health and safety. In 2023, we calculated our first corporate carbon footprint and began ESG-compliant voluntary reporting in 2024. In doing so, we systematically prioritize transparency and the continuous improvement of our environmental and social performance.

Our team

More than 50 professional employees from a wide range of fields form the heart of our company. Their expertise enables us to develop customized solutions for complex requirements and build long-term customer relationships.

Overview

This year, IMEX Filtrertechnika combines 35 years of experience with state-of-the-art technology and a high standard of service. We see ourselves not only as a supplier but as a strategic partner to our customers – with a focus on quality, efficiency, and responsibility toward people and the environment.



B1 - Fundamentals of Design

VSME standards options	Basic Module
Corporate 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	2025
Revenue (in euros)	€18,996,369
Number of employees (Full-Time Equivalent)	53.6
Location of the material asset	Sopron, Hungary
Information on additional locations	

Certificates and seals of approval received

(Publisher, dates, and ratings):

- | | | |
|----------------------|--------------------|-----------|
| • QSCert spol s.r.o. | September 21, 2024 | ISO 9001 |
| • QSCert spol s.r.o. | September 21, 2024 | ISO 14001 |
| • QSCert spol s.r.o. | September 21, 2024 | ISO 45001 |

No data was omitted from the report because it contained sensitive information or classified material.



B2 – Practices for the transition to a more sustainable economy

IMEX Filtertechnika is a stable, modern company that is widely regarded as the market leader in its segment in Hungary. To ensure that this remains the case and that we continue to lead the way in the future, we must always be innovative and continually take on new challenges.

As the foundation for an effective sustainability strategy, we first assessed the current state of affairs in 2024, conducted a materiality analysis, and prepared our first corporate CO₂ balance sheet using 2023 as the base year. With 2025 as the base year, we now have our second corporate carbon footprint and, with it, clear benchmark figures. In 2025, the company set the course for a younger generation to assume strategic and operational responsibility and consistently pursued the process of transparency and sustainability.

As a result, measurable sustainability goals and a sustainability strategy were formulated for the first time for 2026, a responsible purchasing and procurement policy was developed, and a decision was made to conduct all sustainability assessments of our suppliers on a voluntary basis and with the highest level of transparency.

Likewise, training for all employees on our corporate values, the Code of Conduct, IT Policy, AI Policy, and purchasing policy – in addition to all occupational, safety, and health-related training – was further intensified.

Social responsibility and social justice are a given at IMEX Filtertechnika Kft., but voluntary sustainability reporting has also revealed solid facts and data in this area. Paying well above the Hungarian minimum wage is standard practice at IMEX Filtertechnika Kft. anyway, as is equal pay for equal work. In 2025, however, individual work-time models made it possible to further empower women in leadership positions and expand their areas of responsibility.

The measurability of our efforts and transparent communication are the focus of all our initiatives.

Materiality Analysis

In 2024, IMEX Filtertechnika conducted a simplified materiality analysis based on the principle of double materiality. To this end, an in-depth company analysis was carried out with representatives from all business units.

The simplified materiality analysis was carried out in four steps:

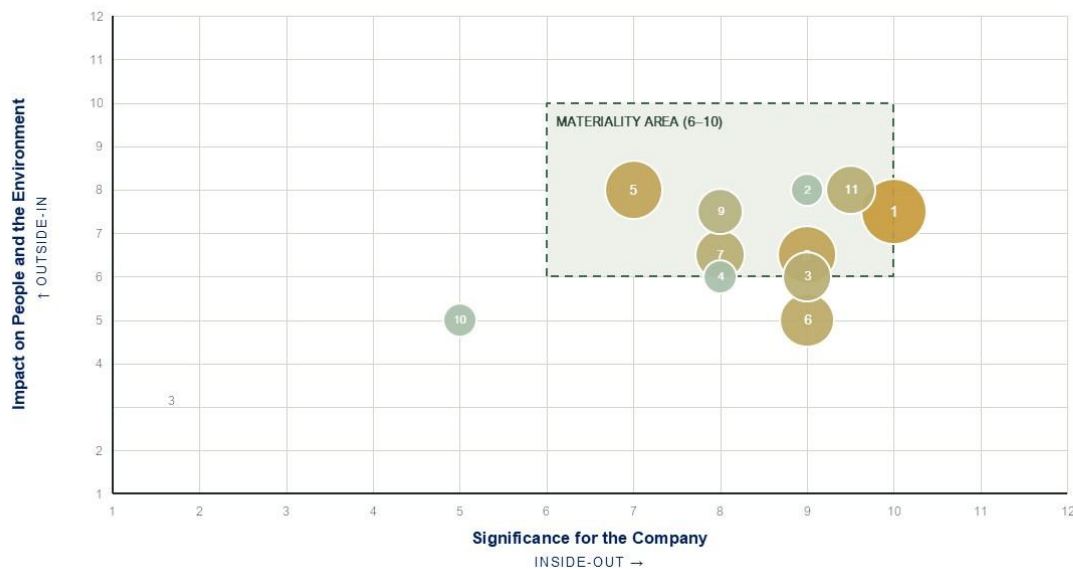
1. Identification of topics along the value chain
2. Evaluation and development of a shortlist
3. Analysis of influencing factors and stakeholders
4. Evaluation and classification on a materiality matrix

Based on the results, the topics in the areas of environment, social issues, and corporate governance were each evaluated from both “inside-out” and “outside-in” perspectives on a scale from 0 (irrelevant) to 10 (significant impact).

We calculated the average score for each dimension based on all evaluations for a given topic. A maximum of ten points could be achieved per dimension. The scores were equally weighted.

An Overview of Materiality Analysis

Grid 1–10 · Areas of Materiality 6–10 highlighted



Legend & Values

Mapping of the numbers from the matrix to the topics and evaluation results

No.	Topic	Significance for the Company	Impact on People/Environment	Importance to Stakeholders
1	Own Sales / Field Services	10	7.5	9
2	Sustainable business location	9	8	5
3	A socially responsible employer, fair and safe	9	6	7
4	Employee satisfaction / long-term employees	8	6	5
5	Logistics / Transportation	7	8	8
6	Data Management / Digitization	9	5	7.5
7	Internationally renowned suppliers	8	6.5	7
8	Expertise / Experts / Customized solutions	9	6.5	8
9	Customer Focus / On-Site Consulting	8	7.5	6.5
10	Owner-managed	5	5	5
11	Financing / Liquidity / Administration	9.5	8	7

Materiality Range:

The highlighted field shows values of 6–10 on both axes. Topics within this field are considered material for IMEX Filtertechnika.

Size and Color

Each bubble indicates its importance to stakeholders – the larger and more golden it is, the more important it is.

Assignment:

Each bubble has a number. The full description and all values are listed in the table below.

Key findings and sustainability strategy

The materiality analysis revealed that, for IMEX Filtertechnika, the corporate carbon footprint requires the most comprehensive inclusion possible of quantifiable Scope 3 emissions. Topic areas such as direct sales and technical consulting by the field sales team, as well as extensive procurement and logistics, were therefore analyzed and evaluated in detail.

Through long-term planning and ordering, we have already succeeded in shifting some upstream transportation from air to rail and ship in certain areas. The successful reduction of approximately 200 metric tons of CO₂ equivalent encourages us to consistently continue down this path.

Nevertheless, we must note at this point that the ability to deliver our products – and thus, in many cases, the safety of our customers' systems – will always be our top priority. This may inevitably mean that air freight must be chosen to ensure rapid product procurement. It cannot therefore be assumed that this reduction in CO₂ emissions in 2025 will be continuous and permanent. IMEX Filtertechnika has therefore initiated a strategic dialogue to identify and strengthen the potential for savings at all levels of the company.

Training and education for all employees, as well as internal communication on ESG topics, will continue. Targeted monitoring and the resulting automated control of the company's in-house photovoltaic systems have led to a significant reduction in purchased electricity. The system is also being continuously improved. Furthermore, the purchase of electric vehicles for the field service is regularly reviewed, but as of 2025, this plan was still hindered by the poor charging infrastructure in rural areas.



Our logistics department strives not only to combine shipments as efficiently as possible but also to regularly evaluate alternative transportation options and propulsion technologies.

Since Scope 3 emissions account for 76% of our greenhouse gas emissions, IMEX Filtertechnika has set a target of a sustained 25% reduction. The 25% figure is based on the base year 2023 and is calculated relative to revenue – meaning the key metric is: tCO₂eq / € revenue. To this end, we will continue to calculate our carbon footprint annually according to the GHG Protocol and evaluate additional standards that may help us further advance our sustainability efforts.



B3 – Energy consumption and greenhouse gas emissions

Energy consumption	2023	2025	Change
Total energy consumption fossil / diesel and petrol (own cars)	602.106 kWh	599.017 kWh	- 0,5 % ↓
Total electricity consumption, purchased (non-renewable sources)	73.657 kWh	26.283 kWh	- 64,3 % ↓
Total electricity consumption renewable sources (self-generated)	18.888 kWh	58.826 kWh	+ 331,4 % ↑
Total electricity consumption	92.545 kWh	85.109 kWh	- 8,05 % ↓
Wood energy (heating)	122.496 kWh	122.448 kWh	- 0,04 % ↓

Gross greenhouse gas intensity	2023	2025	Change
Scope 1	149,0 tCO ₂ eq	155,61 tCO ₂ eq	+ 4,4 % ↑
Scope 2	21,3 tCO ₂ eq	6,86 tCO ₂ eq	- 67,8 % ↓
Scope 3*	737,6 tCO ₂ eq	525,4 tCO ₂ eq	- 28,8 % ↓
Total gross GHG emissions 1-3	907,9 tCO₂eq	687,9 tCO₂eq	- 24,2 % ↓

* Scope 3 emissions, if relevant to the company, must be included in the Base Module under B3 (Paragraph 71, VSME Guideline). Scopes 3.1, 3.3, 3.4, 3.5, 3.6, 3.7, 3.9, and 3.12 were identified as relevant and reported.

Key figures greenhouse gas intensity	2023	2025	Change
Emissions per euro of revenue in tCO ₂ eq	0,000045 tCO ₂ eq / €	0,000036 tCO ₂ eq / €	- 20 % ↓
in kgCO ₂ eq	0,045 kgCO ₂ eq / €	0,036 kgCO ₂ eq / €	
Emissions per Employee (Full-Time Equivalent)	17,46 tCO ₂ eq / empl.	12,83 tCO ₂ eq / empl.	- 26,5 % ↓

* tCO₂eq: metric ton of CO₂ equivalent

B4 – Air, water, and soil pollution



Pollutants subject to mandatory reporting

In 2025, IMEX Filtrertechnika did not cause any significant air, water, or soil pollution through its operational activities.

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	
	2023	2025
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



Total water consumption	2023	2025	Change
Water consumption (municipal m ³)	123,5 m ³	181 m ³	+ 46,5 % ↑
Waste water (municipal m ³)	123,5 m ³	181 m ³	+ 46,5 % ↑

No water consumption in areas with high water scarcity

**Note: IMEX Filtertechnika uses reclaimed rainwater for toilet flushing in its office buildings.*

B7 – Resource Use, Circular Economy, and Waste Management

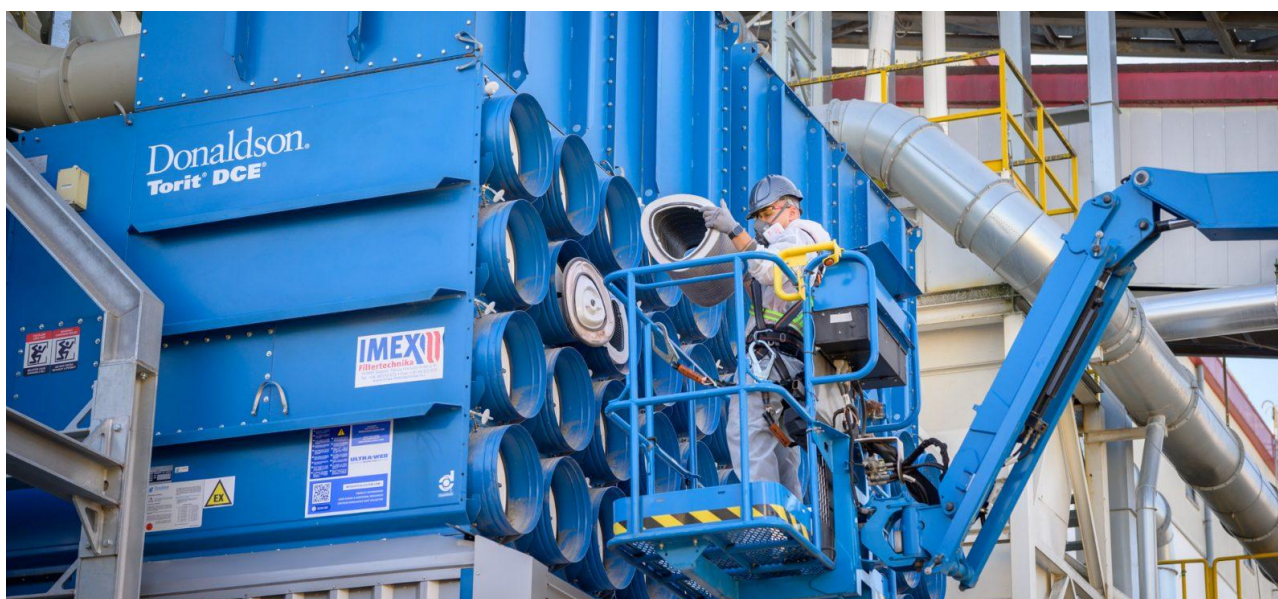
Waste

Annual waste / Landfill	2023	2025	Note
Non-hazardous waste		852 kg	The calculation method has been changed, so it is not relevant when compared to 2023.
Hazardous waste		400 kg	

Annual waste / Recycling	2023	2025	Note
Recycling		1.192 kg	The calculation method has been changed, so it is not relevant when compared to 2023.

End-of-Life Disposal: Packaging for products sold	2023	2025
Cardboard disposal	No information provided	4.254 kg
Plastic disposal		443 kg

**Note: IMEX Filtertechnika does not manufacture any products. Packaging material is primarily needed for outer packaging for mixed shipments. As of 2025, the recycling rate for cardboard boxes and plastic film had not yet been determined.*





B8 – Workforce – General Information

Employees	2023	2025
Type of employment contract:		
Temporary	2	1
Unlimited	55	58
Gender:		
Male	35	37
Female	22	22
Diverse	0	0
Country of the employment contract:		
Hungary	57	59

In the 2025 reporting year, IMEX Filtertechnika recorded a turnover rate of 12%.

Overall, the company has a very high proportion of long-term 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 – Health and Safety

Sustainability and safety

Despite the relaxation of occupational safety laws in 2023, we remain committed to stricter measures.

The safety of our colleagues, especially at hazardous production sites, remains a priority. With an annual inspection plan, we ensure continuous technical checks. This includes the use of hand tools, protective equipment, and measuring devices.

The results speak for themselves: In 2025, there were no reportable accidents.

We have implemented the following procedures to ensure safe working conditions that do not pose a health risk:

- Continuous provision of personal protective equipment in accordance with standards
- Provision of protective beverages throughout the year
- Provision of cooling/heating for workstations as needed
- Introduction of ergonomic equipment

Our company places special emphasis on the continuous improvement of the work environment.

A safe workplace and a low-risk daily work routine ensure an accident-free work environment. We ensure that all employees work in an ergonomic, well-equipped, and safe environment. Regular equipment inspections, occupational safety training, and clear communication channels help identify and prevent potential risks early on.

Negative impacts: No relevant negative impacts identified.

Processes: Regular evaluations to ensure social responsibility.



B10 – Workforce, compensation, collective bargaining agreements, and training

Employee training and compensation

Fair compensation and ongoing professional development form the foundation of our corporate culture. Our employees receive compensation that, on average, exceeds the statutory minimum wage. In addition, we offer regular training to specifically develop our employees' skills.

Range	2023	2025
Average ratio of starting salary to minimum remuneration	191%	197%
Gender pay gap	0%	0%
Proportion of employees covered by collective agreements	0%	0%
Average number of training hours per female employee	12 h	14 h
Average number of training hours per male employee	12 h	14 h
Average number of training hours per employee (diverse)	0 h	0 h

* Minimum wage pursuant to Government Regulation 426/2025 (December 23).



B11 – Workers in the value chain, affected communities, and consumers

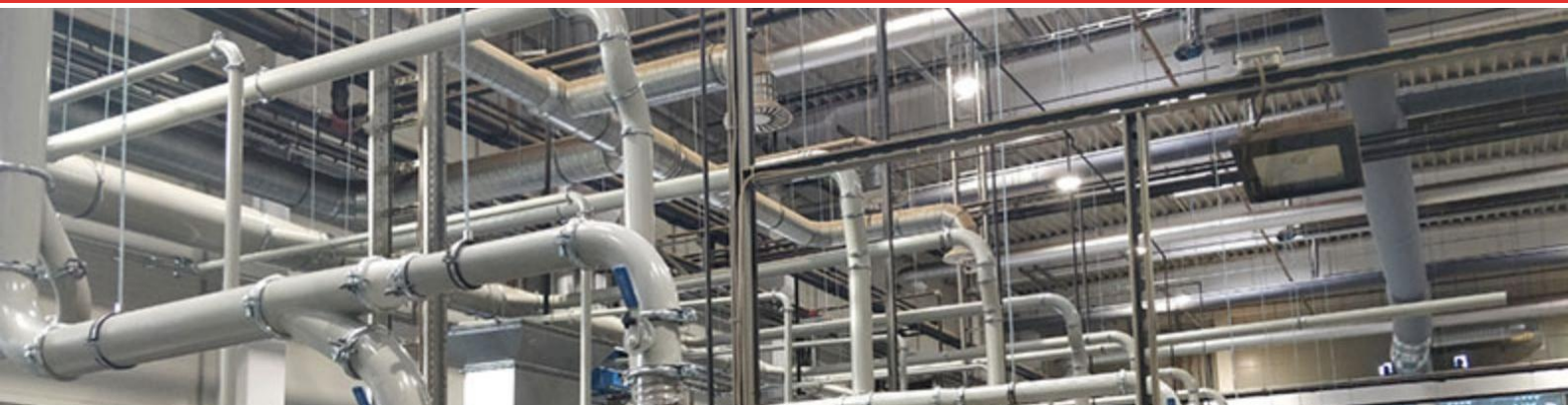
For IMEX Filtertechnika Kft., it is important to operate throughout the entire value chain and at all times within the applicable legal framework. We comply with all rules and regulations, including legal provisions, industry standards, and organizational standards that apply to our business activities. Compliance with legal requirements is a fundamental prerequisite.

Our ethical standards are consistent with legal requirements and combine sound corporate governance standards, best practices, and societal expectations.

Although IMEX Filtertechnika does not have its own subsidiaries or branches in any countries outside Europe, the company strictly ensures compliance with legal rules and regulations regarding working hours, compensation, equality, and the recognition and protection of the rights of minorities and indigenous peoples, as well as laws related to land, forest, and water rights, as well as against forced evictions along the value chain.

This is based on our Code of Ethical Conduct and Business Practices, as well as our Procurement Policy, in their most recent versions.





B12 – Convictions and fines for corruption and bribery

Corruption, bribery, fraud

IMEX Filtertechnika Kft. does not engage in corruption and does not tolerate any form of it – even when faced with competitive disadvantages. We condemn fraud, including data falsification, money laundering, and insider trading.

Violations of anti-corruption laws are serious criminal offenses that can result in legal consequences for companies and individuals. Bribery by third parties to obtain advantages is also prohibited. Therefore, we select agents, consultants, and intermediaries with particular care and require prior approval for relevant contracts.

Our procurement processes are fair and transparent. Suppliers and contractors are subject to legal and financial due diligence as needed to ensure their compliance with anti-corruption regulations.

Reported cases in 2025: 0

Convictions or penalties in 2025: 0

