

AFPRO FILTERS

Sustainability report



The future is sustainable

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The
future is
sustainable

60%

of our product portfolio is supported by **available Environmental Product Declarations (EPDs)**, clearly demonstrating our commitment to product transparency.

Over
72%

of our packaging is **recycled FSC cardboard**.

AFPRO has developed a comprehensible **Employee Handbook** designed to provide all staff, including newcomers, with clear and practical guidance on our operational standards, terms of employment, and Code of Conduct.

56%

of our workforce is **female**, significantly surpassing the 30% average for the industrial sector.

89%

of our employees participated in the latest **eNPS survey**, yielding a strong score of 38.7, reflecting high levels of trust and commitment.

We have created a **Sustainable procurement policy** in line with our commitment to conducting business ethically and transparently.

3 of our warehouses (*Alkmaar, Tuchola and Dezhou*) have implemented **the 5S** to foster a productive and safe work environment.

30%

reduction in packaging waste.

100%

of the stretch film we use is **recyclable** (*Pallet wrapping*).

30%
Energy saving

Our A+ labeled filters enable customers to cut energy costs by up to 30% while reducing CO₂ emissions by 30% or more compared to previous models.

100% of the electricity used at our logistic hubs is sourced from green energy. Across all operations, our current overall renewable electricity coverage is 22%. We are actively driving initiatives to transition our production sites toward our **goal of 100% green electricity**.

65%
of employees are trained in **cybersecurity**.



EcoVadis silver medal: Ranked in the top 25% globally for sustainability performance.

Reducing steel waste from

25%
to
0%

38.2%

of our total purchase volume was sourced **from local suppliers**.



VALUES

- **Customer focus:** We prioritize meeting the needs and exceeding the expectations of our customers.
- **Safety:** We prioritize the safety and well-being of individuals above all else.
- **Health:** We strive to improve well-being and quality of life.
- **Innovation:** We embrace creativity and progress to drive positive change.
- **Sustainability:** We actively engage in responsible practices to safeguard the environment.



GOALS

- **Safer communities:** We develop products and services that reduce risks and promote safety.
- **Improved health:** We create solutions that enhance physical and mental well-being.
- **Enhanced productivity:** We innovate to optimize processes, reduce waste, and increase efficiency.
- **Sustainable practices:** We implement environmentally friendly initiatives and minimize our carbon footprint.
- **Customer satisfaction:** We deliver exceptional value and build lasting relationships with our customers.

To fulfill our mission and uphold our environmental responsibility, we align our efforts with the United Nations' Sustainable Development Goals (SDGs). While all SDGs are important, we've prioritized the following for immediate action:

8 DECENT WORK AND ECONOMIC GROWTH 	Decent work and economic growth (SDG 8): Together with Filtration Group, we're committed to sustainable growth through responsible allocation of labor, resources, and capital.	3 GOOD HEALTH AND WELL-BEING 	Good health and well-being (SDG 3): AFPRO prioritizes creating a safe and healthy work environment. We provide employees with the necessary resources to support their well-being.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Responsible consumption and production (SDG 12): Recognizing the finite nature of resources, we aim for a circular economy. Our goal is to transform our products into raw materials for new products, achieving full circular production by 2050. We also prioritize supply chain transparency, enabling customers to make informed, impact-driven choices.	4 QUALITY EDUCATION 	Quality Education (SDG 4): We believe that access to quality education is a cornerstone of sustainable development. As part of our CSR strategy, we are committed to creating lifelong learning opportunities both within and beyond AFPRO, empowering our people to grow professionally and personally while ensuring we remain innovative and future-ready.
6 CLEAN WATER AND SANITATION 	Clean water and sanitation (SDG 6): AFPRO prioritizes providing clean drinking water and a hygienic environment for all its employees. To conserve water resources, we minimize our water consumption and explore opportunities for water treatment and reuse. We also avoid using water in our product production processes.	13 CLIMATE ACTION 	Climate action (SDG 13): AFPRO acknowledges its contribution to climate change and has implemented measures to reduce its environmental impact. Through its ISO 14001-based environmental management system, the company has been consistently reducing its CO₂ emissions since 2013. AFPRO is targeting net-zero emissions by 2050.
15 LIFE ON LAND 	Life on land (SDG 15): By embracing circularity, we reduce the need for resource extraction and minimize our impact on terrestrial ecosystems. Our longstanding efforts to minimize production waste further contribute to this goal.	17 PARTNERSHIPS FOR THE GOALS 	Partnership for the goals (SDG 17): Our partnership with PreZero involves a pilot project to reduce, prevent, and recover our filters, aiming for 100% circularity.



THE GLOBAL GOALS
For Sustainable Development

To support this, AFPRO has developed comprehensive training programs for all team members and newcomers through the AFPRO Academy, investing in a new platform that supports growth and development throughout their journey at the company. This includes safety training, cybersecurity courses, and regular awareness initiatives on gender equality, sustainability, and CSR, ensuring that learning at AFPRO is continuous, inclusive, and aligned with our values.



Our focus areas





Environmental

At AFPRO, environmental responsibility is a fundamental pillar of our strategy. We recognize the urgency of transitioning toward a circular economy, reducing our carbon footprint, and addressing climate change, resource depletion, and broader sustainability challenges. Our ambition is to achieve 100% circularity and carbon neutrality by 2050. To reach this goal, we are transforming our production processes to limit waste, increase resource efficiency, and significantly reduce CO₂ emissions in line with Science Based Targets. We are integrating sustainability throughout the entire product lifecycle—from material sourcing and production to end-of-life management.

Our key initiatives include reducing Scope 1 and 2 emissions by 50% by 2030 towards net-zero by 2050, rolling out Environmental Product Declarations (EPDs) across major product lines, developing reusable solutions such as APMR, minimizing waste and chemical usage, improving energy and water efficiency, and increasing the use of renewable energy. We also focus on sustainable logistics and sourcing, including working with local suppliers and reducing packaging materials.

Through these initiatives, AFPRO aims to contribute meaningfully to global environmental challenges, support the transition toward climate neutrality and circular production, and help protect natural ecosystems while enabling customers to make more responsible choices. By embedding sustainability into every aspect of our operations, we are committed to long-term environmental stewardship, resilience, and value creation for future generations.

Why

AFPRO is committed to reducing its environmental impact and supporting global climate goals. Transitioning to green and renewable energy is a key step toward achieving carbon neutrality, improving resource efficiency, and demonstrating leadership in sustainable business practices.

Our Target (2025 progress)

- Investigated UN global initiatives to identify opportunities for participation
- Developed a sustainability strategy for the upcoming years, including specific targets and communication plans
- Initiated SBTi alignment and conducted compliance audits
- 60% of our product group has an EPD
- Improved EcoVadis rating
- Increased the use of renewable electricity in key production sites
- Optimized energy efficiency across operations
- Launched employee awareness programs to promote sustainable energy practices

Our future goals

- Reach the EcoVadis Gold Medal by 2026
- Laying the groundwork for the transition to 100% green and renewable energy by 2030
- Developing internal and external strategies to track and communicate sustainability progress
- Planning reductions in absolute Scope 1 & 2 emissions by 50–55% in line with a 1.5°C pathway
- Achieve 100% green and renewable energy by 2030
- Achieve net-zero Scope 1, 2, and feasible Scope 3 emissions by 2050

What's next

- Continue upgrading energy infrastructure and sourcing more renewable energy
- Expand initiatives to reduce energy consumption across all sites
- Implement measures to monitor and report progress toward 2026, 2030, and 2050 goals
- Focus on energy efficiency, renewable energy, low-carbon materials, and sustainable logistics to support long-term carbon neutrality

SDGs





At AFPRO, we are conscious of our environmental impact and continuously make informed decisions to minimize it.

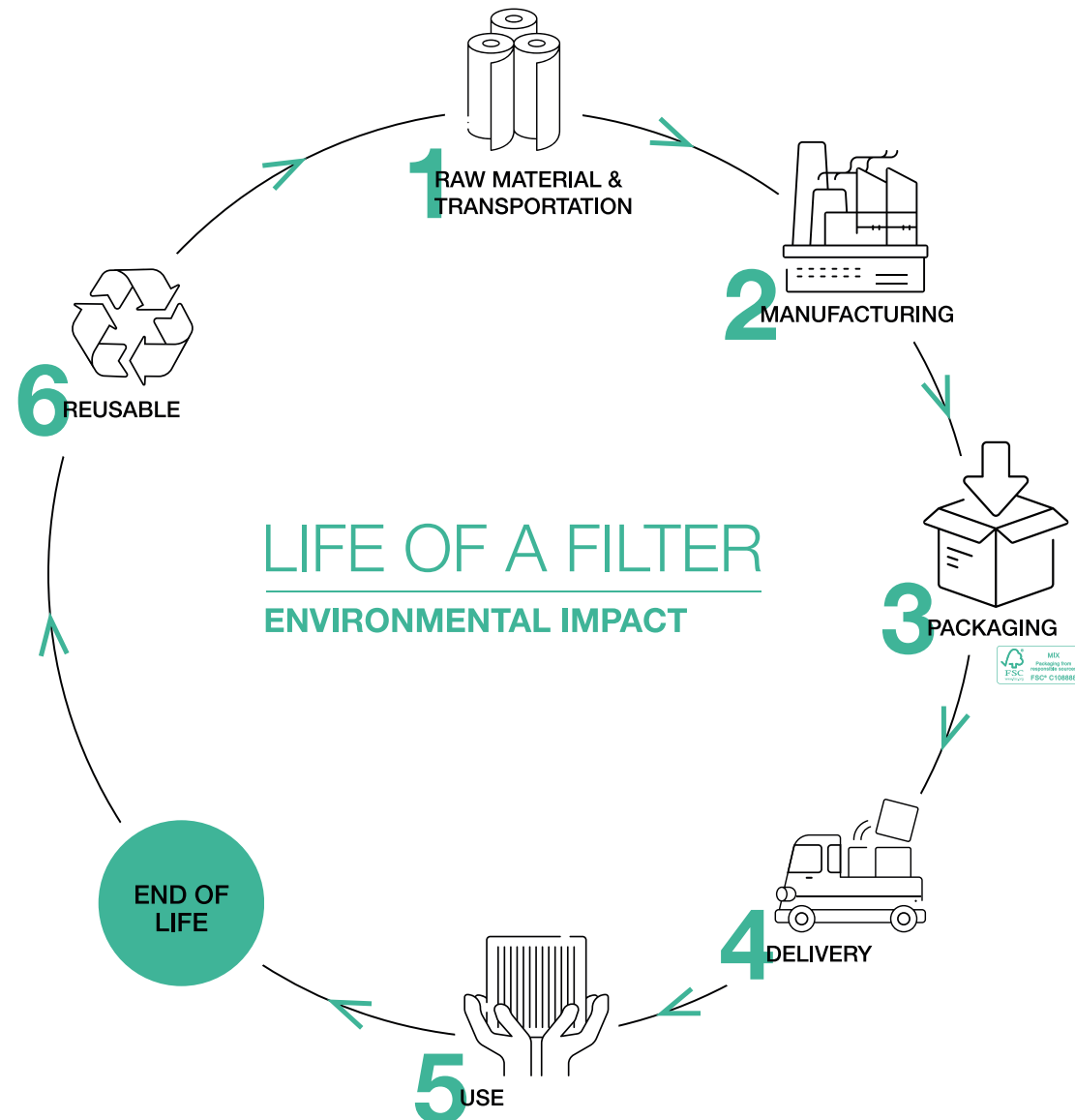
We aim to transform our entire organization into a fully circular business model by 2050, and we are already taking significant steps toward this objective.

In production, we strive to use as much recycled material as possible, instead of conventional plastics. We also develop organic solvent free binder solution for filter material and implement more efficient solutions to reduce energy consumption and environmental impact.

To make the most sustainable choices and move toward full circularity, we have mapped the lifecycle of our filters. At each stage, we continuously assess opportunities to improve sustainability, circularity, and overall product efficiency, ensuring that our filters remain innovative, environmentally responsible, and aligned with sustainable product design principles.

ONGOING INITIATIVES:

- **Lifecycle mapping:**
Continuous assessment of sustainability and circularity improvements at each stage of the product lifecycle.
- **EPD development and training:**
Internal training programs led by our colleagues to build expertise in creating Environmental Product Declarations (EPDs).
- **Expansion of EPD coverage:**
Increasing the number of EPDs across all major product lines to enhance transparency and support responsible customer choices.





Stage 1: Raw materials and transport

When choosing our suppliers, the environmental impact is an important selection criterion, certificates and work procedures can form an overriding factor in the weighting. Where possible, we buy locally and opt for production facilities in the vicinity of our factories to minimize transport movements. Also, the loading of pallets and containers is meticulously planned to the millimeter to achieve efficient transport volumes and avoid shipping air.



Stage 2: Production process

We are one of the few air filter manufacturers who are ISO 14001-certified and work towards a zero-waste business. We achieve this, among other things, by making agreements with our suppliers about reducing packaging material. Also, the vertical integration of our production process enables us to reduce our production waste down to a minimum. Waste reduction in our production processes is always at the forefront of our minds. As such, we have achieved significant results over recent years in terms of minimizing rest material, partly by deploying new machines and advanced software for smarter planning.



Stage 3: Packaging

The cardboard packaging (FSC certified) we use is made to measure and only serves as transport protection for the product delivered, but can also be used for packaging and disposing of used filters. In order to optimize the customization process of cardboard boxes, we use an ultra-modern machine. It makes an intelligent calculation based on the material to be packaged to deliver the right cardboard box to measure. It results in savings in terms of cardboard, transport volume and unnecessary padding.



Stage 6: Re-use and recycling

We do our utmost to design our filters in such a way that the raw materials used can be reused in the best possible way. Also, recycling is a major consideration at all our production locations. In addition, we actively participate in initiatives and pilot projects for sorted collection, disposal and reuse of used filters and packaging material. This way, we can enable our customers to work even more waste free too and together we determine our next steps towards sustainability and circularity as we move towards full circularity by 2050.



Stage 5: In use

While our air filters are in use, they ensure a healthy indoor climate and energy saving. If you choose an A+ or an A label ePM1 filter, you choose the best air quality and the largest energy saving. A win-win situation; being beneficial for the end user as well as for the environment.



Stage 4: Delivery

We try to minimize transport movements and proactively approach our customers as much as possible with the request to group their orders per delivery address, while at the same time loading pallets to save on volume. We also deploy carbon neutral transport whenever feasible. If this is not possible, we choose transport based on lorries that meet the Euro 6 emission standard.



In today's environmentally conscious world, businesses are increasingly held accountable for their environmental impact.

AFPRO recognizes its responsibility and is committed to measuring, reducing, and ultimately eliminating its carbon footprint. By understanding the environmental implications of our air filters throughout their entire lifecycle, we can make informed decisions to minimize our contribution to climate change and promote a more sustainable future. This commitment is aligned with our broader sustainability goals, which include achieving climate neutrality by 2050.

To achieve this ambitious target, we have implemented a comprehensive approach that involves:

- **Measuring GHG emissions:**

All of our company sites are included in the measurement of greenhouse gas emissions, allowing us to track our progress and identify areas for improvement.

- **Setting ambitious targets:**

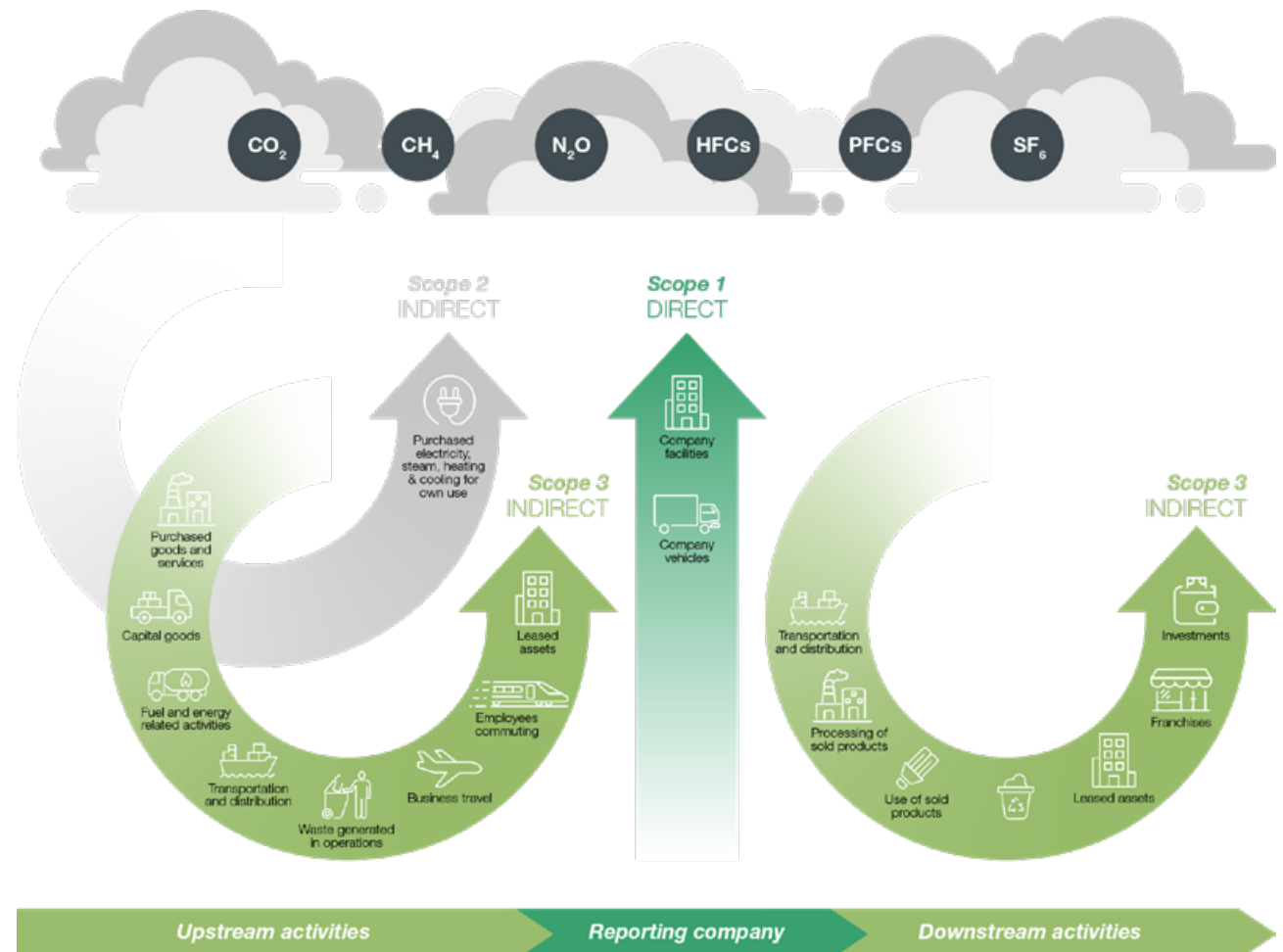
We have established clear and measurable targets **to reduce our absolute greenhouse gas emissions by 50% from the reference year 2022 by 2030.**

- **Implementing ongoing initiatives:**

We are actively pursuing initiatives to reduce emissions across our operations, including optimizing manufacturing processes, sourcing sustainable materials, and promoting recycling.

By taking these steps, we're actively promoting sustainable practices and making a positive impact on our planet.

To learn more about our CO₂ calculation methodology and access our detailed data, please scan the QR code





AFPRO is dedicated to minimizing its environmental impact through innovative packaging solutions and effective waste management practices. Our goal is to maximize reuse and achieve 100% circularity in our packaging operations.

Key initiatives include:

- **Packaging optimization:** we have implemented strategies to reduce packaging waste, including:
 - **Custom-sized boxes:** our Polish factory utilizes state-of-the-art packaging machines to produce custom-sized boxes. This reduces significantly our cardboard usage.
 - **Minimal filling materials:** by optimizing packaging design, we have eliminated the need for void fill materials, further reducing waste.
 - **Recycled materials:** we prioritize suppliers who use recycled, renewable, or biodegradable fibers in their packaging materials.
- **Recycling initiatives:** we have implemented robust recycling programs to ensure that packaging waste is properly managed:
 - **Compacting machines:** we use compacting machines to reduce the volume of packaging waste and minimize transportation costs.
 - **Waste sorting:** all packaging waste is carefully sorted to facilitate recycling.
 - **Material recovery:** we collaborate with recycling professionals to ensure that waste is processed into new raw materials.
- **Product recovery and reuse:** in the Netherlands, we have partnered with PreZero, and at our production site in Poland, we collaborate with STENA to explore opportunities for product recovery, reuse, and recycling, aiming to achieve a circular economy approach.

Tangible results:

Our efforts have yielded significant results:

- **Packaging waste reduction:** we have reduced packaging waste by 30% compared to 2022.
- **Recycled materials:** over 72% of the cardboard we use is made from recycled materials.
- **Supplier partnerships:** we prioritize suppliers with sustainable packaging practices.

Future ambitions:

Building upon our successes, AFPRO aims to further enhance its sustainability efforts in the coming years. Our future ambitions include:

- **Expanding recycling initiatives:** we plan to expand our recycling programs to include additional materials and explore new technologies for waste reduction.
- **Developing innovative packaging solutions:** we will continue to invest in research, solution and automation, new usage to create even more sustainable and efficient packaging solutions.

By setting ambitious goals and implementing innovative strategies, AFPRO is committed to leading the way in sustainable packaging and waste management. Our aspirations for the future are rooted in our belief in a sustainable, circular economy that minimizes waste and maximizes resource efficiency.



-30% of packaging waste compared to 2022

To learn more about our innovative packaging solutions, please scan the QR code



Environmental Product Declaration

AFPRO is dedicated to continuously assessing and improving the environmental impact of our products.
To achieve this goal, we have implemented robust Life Cycle Assessment (LCA) practices and adopted ISO 14001-certified environmental management systems.

Key initiatives include:

- ISO 14001 compliance:** We adhere to ISO 14001 standards to ensure ongoing monitoring and improvement of our environmental performance. This includes regular assessments of product lifecycles and compliance with global environmental regulations.
- Environmental product declarations (EPDs):** We provide EPDs for our products to transparently disclose their environmental impact. These declarations are based on repeatable LCA calculations, ensuring consistency and accuracy.
- Continuous improvement:** Our ongoing efforts focus on identifying and implementing measures to reduce our environmental impact.

Our road to greater transparency:

In 2025, AFPRO advanced its commitment to environmental transparency by developing 18 new Environmental Product Declarations (EPDs), covering 60% of our major product lines. These EPDs provide clear, standardized information on the environmental performance of our filters, helping customers make informed and responsible choices.

As part of this initiative, we have also trained our teams internally to develop and manage EPDs, ensuring consistent quality and reliability across all product lines. This approach supports continuous improvement, encourages circular and sustainable product design, and reinforces our commitment to accountability and transparency.

Access our EPDs:

To explore the EPDs for our full product portfolio, please scan the QR code, which provides direct access to the latest environmental information for each product.



Providing verified environmental data through EPDs is our way of empowering our customers. We've done the rigorous work behind the scenes so that they can make informed, sustainable decisions with total confidence.

Environmental Product Declaration

In accordance with ISO 14025:2006 and EN 15804:2012+A2:2019/AC:2021 for:

HPQ Serie Compact Filter
HPQ85-A Air Filter V-Bank ePM1 60% from **AFPRO Filters B.V.**

Programme:	Open LCA with Ecoinvent database
Programme operator:	Open LCA
EPD registration number:	Internal verification
Publication date:	2024-09-04
Valid until:	2029-09-04

An EPD should provide current information and may be updated if conditions change. The stated validity is therefore subject to the continued registration and publication at www.envirodec.com

MAKING THE WORLD SAFER, HEALTHIER & MORE PRODUCTIVE

Life Cycle Analysis

Functional unit / declared unit:
One Compact Filter

Reference service life:
One year

Time representativeness:
Data is collected for the LCA in 2023 and 2024. A1-A5 is based on data from 2023. Data with regard to A3-A4 is collected since 2014 and updated until 2023.

Database(s) and LCA software used:
Ecoinvent v. 3.10
OpenLCA v2.2.0

Description of system boundaries:
The lifecycle includes all mandatory and optional modules A1-A4, B6, C2-C4. The report complies with the ISO standards. This EPD is for specific products within the HPQ compact series. HPQ85-A.

	Product stage			Construction process stage			Use stage							End of life stage				Resource recovery stage
	A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D	
Module	x	x	x	x	n.a.	tbd	n.a.	n.a.	n.a.	n.a.	x	n.a.	n.a.	x	x	x	tbd	
Modules declared	EU	EU	PL	EU	x	x	x	x	x	x	EU	x	x	NL	NL	NL	x	



AFPRO is dedicated to minimizing its environmental impact through energy efficiency, resource conservation, and sustainable production practices. We have implemented a range of initiatives to reduce energy, water, and material consumption, while promoting circularity across our operations.

Key actions include:

• Green energy adoption:

- Currently, 22% of our electricity comes from renewable sources, with ongoing efforts to increase this share.
- Our modern logistic hub in Alkmaar is powered by residual heat from incineration plants, reducing energy consumption by approximately 50%.

• Resource optimization:

- We continuously implement strategies to minimize water and material waste in production processes.
- While we currently have steel waste, we are actively working toward zero waste through reuse and recycling initiatives.
- Our products are carefully designed to avoid harmful substances such as tantalum, tin, tungsten, gold, or cobalt.

• Supply chain sustainability:

We collaborate closely with suppliers to promote sustainable practices, including reducing packaging and materials, prioritizing circular economy principles, and ensuring compliance with environmental regulations.

Ongoing initiatives include:

- Transitioning to electric trucks to reduce logistics-related emissions.
- Promoting circularity through waste prevention, recycling initiatives, and product reuse strategies.
- By implementing these initiatives, AFPRO demonstrates its commitment to sustainability, efficiency, and responsible resource management, contributing to a greener, more circular future.





Governance

AFPRO is committed to fostering sustainable economic growth while maintaining the highest standards of ethical business practices. Our initiatives are closely aligned with our broader ESG focus, integrating environmental responsibility and social impact into all aspects of our operations. This section highlights our key efforts in governance, innovation, partnerships, and community engagement.

Through strategic investment in research and development, we have created innovative products that enhance energy efficiency and reduce our environmental footprint. Collaborations with industry leaders enable us to advance circular economy solutions and promote sustainable practices across our supply chain.

Ethics, transparency, and accountability are at the core of how we operate. Our robust governance framework ensures compliance with relevant regulations and ethical standards, guiding decision-making and risk management across the organization. In addition, we actively contribute to our communities through sponsorships and charitable initiatives.

This section presents our achievements, ongoing efforts, and future plans, demonstrating how strong governance drives sustainable, responsible, and prosperous growth.



Why

Strong governance is the foundation of sustainable growth. By promoting ethical behavior, transparency, and accountability, we ensure that AFPRO operates responsibly, builds trust with stakeholders, and creates long-term value for society, our employees, and our business.

Our target (2025 progress)

- 50% of our goal achieved in 2025
- Design for recyclability – ensuring that products are designed to be easily recycled or reused.
- Active R&D and product development: APMR launch and continuous product improvements
- Implementation of EPD : environmental product declaration for high-runner products
- Development and deployment of the employee guide with a robust code of conduct
- Clear and transparent internal communication structure for CSR initiatives embedded into processes
- Cybersecurity training for employees
- Implementation of KPIs to monitor ethics and integrity

Our future goals

- 99% of employees trained on cybersecurity by 2030 (currently 65% in 2025)
- Zero incidents related to ethics and integrity

What's next

- Strengthen responsible value chain management by collaborating with suppliers to ensure ethical and sustainable practices

SDGs





AFPRO strives to drive innovation in the filtration industry and create sustainable solutions that meet the evolving needs of our customers. Our focus on research and development has led to the development of energy-efficient filters designed to reduce energy consumption and carbon footprint.



Key initiatives:

- **Transition to advanced filter media:** developing low GSM with optimized PM removal abilities to form energy saving version product portfolio.
- **Patented innovation:** our innovative HPQ design sets new benchmarks for efficiency and sustainability in the filtration industry. This pioneering approach has been recognized with the ContaminExpo Innovation Award, highlighting AFPRO's commitment to leading-edge solutions.
- **Continuous product environmental impact improvements:** AFPRO is dedicated to continuously enhancing the efficiency and performance of its products across the entire range. Through the development and implementation of EPD product declaration for our major product lines, we ensure that each product meets high standards of functionality and environmental responsibility.
- **Circular and reusable solutions:** in line with our commitment to sustainability, we have developed the APMR, a reusable product that reduces waste while maintaining top-tier efficiency. This initiative reflects our ongoing focus on innovation and circular solutions, ensuring our products contribute positively to both customers and the environment.

Investment in research and development:

To maintain our position, we have invested in state-of-the-art technology and facilities. Our modernized Dutch laboratory enables us to conduct a wide range of research and development activities, driving continuous innovation.



Benefits for customers:

- **Reduced energy consumption:** our energy-efficient filters help customers save on energy costs and reduce their carbon footprint.
- **Improved air quality:** our filters provide exceptional air quality, contributing to healthier indoor environments.
- **Sustainable choices:** by selecting AFPRO filters, customers can make informed, environmentally conscious decisions.

Ongoing initiatives:

AFPRO is dedicated to creating sustainable solutions that benefit both our customers and the environment. Through our ongoing research and development efforts, we are determined to:

- Develop innovative filter technologies that enhance energy efficiency.
- Promote sustainable practices throughout our operations.
- Empower our customers to make informed choices that contribute to a more sustainable future.



AFPRO aims to deliver high-quality products and services. Our ISO, TUV, and Eurovent certifications, as well as our EcoVadis rating, demonstrate our adherence to the highest international standards. This commitment to quality extends to all aspects of our business, from product development to management.

Eurovent Certified

AFPRO Filters comply with the stringent requirements of Eurovent certification. This certification program, developed by Eurovent in conjunction with various air filter manufacturers, makes it possible to compare air filters based on an equivalent set of evaluation criteria. Eurovent certification is your guarantee:

- That your **air filters are tested by independent laboratories;**
- That the filters **meet the design specifications;**
- That the filters you buy **comply with the energy consumption rating promised.**

Moreover, the Eurovent certification guarantees that all documentation that we provide with your filters meets the European standard. In short: with the Eurovent quality mark you are assured of safe air filters that perform excellently.

EcoVadis Recognition

AFPRO has been recognized for its sustainability efforts, receiving the EcoVadis Sustainability Silver Medal and Certificate. This achievement places us among the top 15% of companies assessed by EcoVadis, highlighting our commitment to creating a more sustainable world.

Measuring Customer Satisfaction

To further enhance our customer experience, we've implemented a Net Promoter Score (NPS) system. This initiative is a cornerstone of our ongoing efforts to understand and meet our customers' evolving needs. By regularly reviewing and analyzing our NPS, we can identify areas for improvement and ensure that every interaction with AFPRO is a positive one.



ONGOING INITIATIVES:

- **EcoVadis Rating:** Achieve the EcoVadis Gold rating by the end of 2026.
- **Sustainable Development Goals (SDG):** Complete and submit the official SDG Commitment letter.
- **Certifications:** Ensure the maintenance and timely renewal of all certifications to adhere to global standards.
- **Annual NPS Review:** Conduct an annual review of NPS/CSAT results to effectively identify areas for improvement and track progress.
- **ISO 45001 Implementation:** Implement the health and safety management system across the organization.

At AFPRO, we prioritize ethical business practices. Our code of conduct outlines the principles for compliance with relevant laws and regulations, fostering a culture of integrity and transparency. We encourage employees to report any potential violations without fear of retaliation.

Anti-corruption measures

We have implemented robust measures to prevent and combat corruption. Our company-wide code of conduct and specific policies address corruption risks, and we maintain internal controls to identify and mitigate potential issues.

Ethical conduct

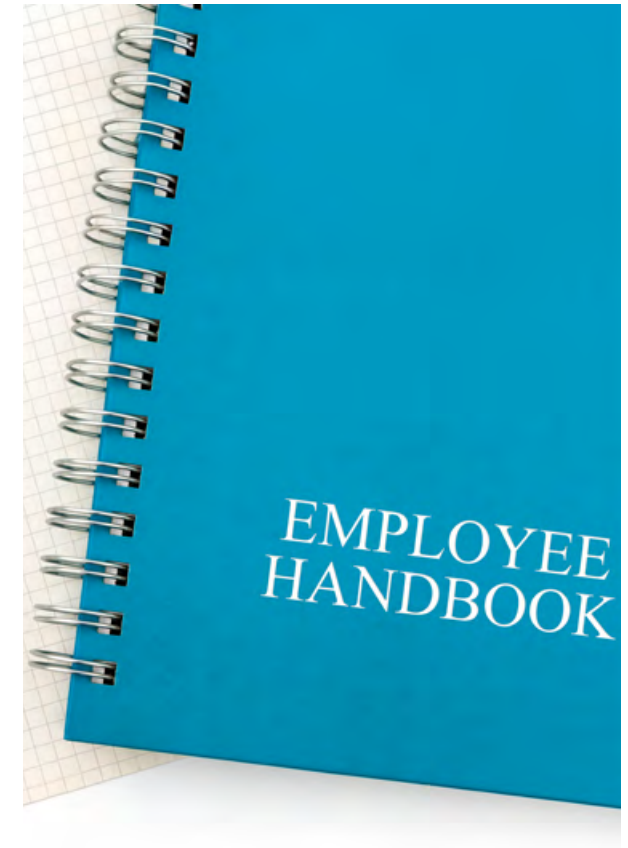
Our company values integrity and transparency. We protect whistleblowers and thoroughly investigate all reported concerns. Our purchasing agreements and employee code of conduct reinforce these values.

Social and environmental responsibility

AFPRO strives to promote social, ethical, and environmental responsibility throughout our supply chain. We consider these factors when making sourcing decisions, ensuring that our suppliers meet our standards for human rights, occupational health and safety, environmental protection, and anti-corruption.

Supplier code of conduct

We expect our suppliers to adhere to high ethical standards, including compliance with relevant laws and regulations. We encourage suppliers to adopt a code of conduct that aligns with our own principles or to use our Code as a reference.



ONGOING INITIATIVES:

- **Code of conduct for employees:** We uphold ethical standards internally through our Employee Code of Conduct, which outlines the expected behavior, values, and responsibilities for all staff to ensure a fair and compliant work environment.
- **Supplier code of conduct and procurement standards:** We have implemented a dedicated Supplier Code of Conduct to ensure our sourcing aligns with current best practices and addresses emerging ethical challenges. Furthermore, we have established clear and consistent standardized purchasing conditions to promote fair and transparent business dealings with all our suppliers.
- **Dedicated trusted persons:** We have appointed trusted persons in our offices to provide a safe and confidential space for employees to discuss any concerns or issues related to ethics, integrity, or workplace conduct.
- **Ethics and integrity:** We are committed to zero tolerance for any issues or incidents related to integrity and ethics.



Initiative 1: **Driving circular solutions**

AFPRO is advancing sustainability through innovative circular economy solutions. The APMR reusable panel filter meets growing customer demand for environmentally friendly products by eliminating the need to dispose of entire filter frames. With a focus on media replacement, the system drastically reduces waste, simplifies maintenance, and minimizes storage needs. Convenient bundles of replacement media ensure spares are readily available, reducing downtime and labor costs. Locally produced and built with durable frames for repeated use, APMR supports long-term performance while lowering environmental impact.



Initiative 2: **Advancing transparency with EPDs**

AFPRO is committed to providing our customers with the tools to make responsible choices. We began developing Environmental Product Declarations (EPDs) in 2024 with a single product and have now extended EPDs to 60% of our major product lines. Employees have been trained to create and manage EPDs, enhancing transparency and enabling our customers to understand the environmental impact of our products. This initiative reflects AFPRO's ongoing dedication to sustainability, accountability, and informed decision-making across our operations and customer solutions.



Initiative 3: **Fostering sustainability and social responsibility**

AFPRO is dedicated to making a positive impact on communities and the environment. We've undertaken various initiatives across Europe, including:

- Supporting health and wellness initiatives.
- Sponsoring local sports and community events.
- Contributing to diverse charitable causes globally.
- Organizing internal initiatives to raise awareness on CSR, such as Digital Sustainability Week.
- Promoting gender equity and women's leadership in the workplace through PowHer Week.
- Prioritizing employee well-being by organizing internal initiatives, such as Employee Appreciation Day, to foster a positive and supportive workplace culture.

Through these efforts, we strive to create a more sustainable, inclusive, and equitable future for all.

AFPRO is dedicated to maintaining high sustainability performance and promoting transparency throughout our operations. We have implemented a range of initiatives focused on supply chain optimization, waste reduction, and sustainable practices.



Supply chain sustainability

By sourcing products locally within the EU, AFPRO aims to reduce transportation emissions and support a more regional supply chain. Synthetic media has been shifted to a local supplier in Poland, aligning with the location of our production site and reinforcing our commitment to local sourcing. We also favor direct shipping from production to customers, minimizing logistics-related emissions. The company actively works to reduce the use of certain goods and packaging materials, promoting a more circular economy. Waste prevention initiatives are implemented throughout the supply chain, and AFPRO is developing strategies for responsible end-of-life management of its products. Green transportation solutions, including the use of electric trucks, are being explored to further reduce environmental impact.



Production and packaging

In addition, AFPRO has introduced water-based media for pocket filters and reduced the use of chemical substances, further enhancing the environmental performance and sustainability of our products.



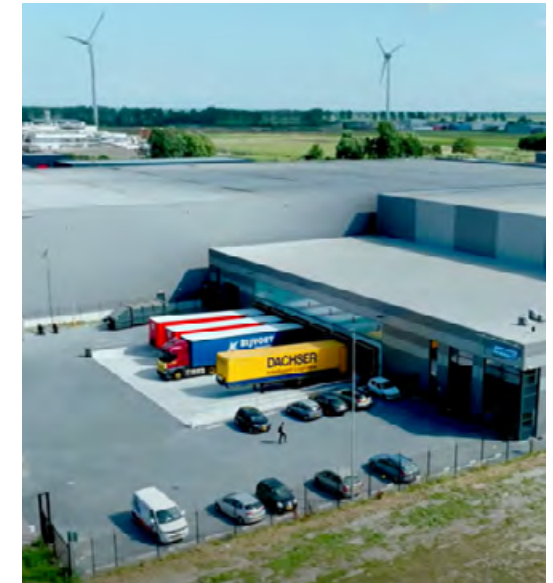
Waste management and logistics

AFPRO is also working to minimize packaging materials used for shipments and is testing return logistics systems to improve product lifecycle management. Determining the most efficient shipping and collection methods is a priority, and AFPRO is tracking and reporting the environmental benefits of its waste prevention initiatives.



Certifications and commitments

AFPRO is certified to ISO 14001, an international environmental management standard. The company calculates and reports its CO₂ emissions according to GHG and ISO 14064 standards. Additionally, the company is recognized as an EcoVadis Silver Supplier for its sustainability performance, including its commitment to CO₂ reduction and alignment with SBTi goals.



ONGOING INITIATIVES:

- Maximizing the reuse of recyclable materials through source separation
- Reducing packaging material for AFPRO shipments
- Testing return logistics for inclusion in our services
- Optimizing shipping and collection methods
- Reporting the environmental impact of our prevention efforts, both overall and for individual customers

Social

At AFPRO, we are committed to fostering a positive, inclusive, and supportive work environment where every employee can thrive.

We recognize that well-being, safety, and engagement are essential not only for individual development but also for the long-term success of our company. To ensure this, we provide confidential channels for raising concerns, maintain access to trained first-aid personnel, and conduct regular safety meetings supported by comprehensive safety plans and proactive risk assessments. Our dedication to operational excellence is reflected in the implementation of the 5S methodology: Sort, Straighten, Shine, Standardize, Sustain.

We also invest in inclusivity, equal opportunities, and professional growth through initiatives such as PowHer Week, mentorship and front-line leadership programs, digital sustainability training, and awareness campaigns. These initiatives empower employees to contribute to a culture grounded in respect, collaboration, and responsibility, ensuring everyone feels valued and supported.

By continuously improving safety measures, enhancing workplace practices, and promoting well-being, recognition, and development, AFPRO strives to build a socially responsible environment where employees feel safe, included, and motivated to do their best work.

Why

We believe that sustainability is not just a corporate responsibility but also a moral imperative. By investing in the health, safety, and development of our employees, we aim to foster a culture of respect, collaboration, and empowerment, leading to higher job satisfaction, productivity, and long-term organizational resilience.

Our Target (2025 progress)

- Established KPIs for key workforce metrics
- Reduced safety incidents and workplace illness
- Increased training coverage and professional development opportunities
- Published an Employee Guide Book outlining company policies, values, and expected behaviors
- Launched initiatives such as PowHer Week, Digital Sustainability Week, and mentorship programs
- Implemented training programs, including front-line leadership development and sustainability awareness
- Conducted yearly employee engagement surveys and roundtables to gather feedback and drive improvements

Our future goals

- Remain 38.7 and try to improve at 40 eNPS (employee Net Promoter Score)
- Reduce illness ratio. Continue to reach 0 and 5%, less than 5 is the target
- Commit to the continuous development of our leadership by ensuring 100% of managers receive advanced managerial skills training
- Ensure equitable development and advancement opportunities for all employees, regardless of gender
- Expand training coverage for all employees
- Reduce safety incidents to zero

What's next

- Expand employee engagement programs, encouraging participation in sustainability initiatives
- Continue sustainability training and development, equipping employees with knowledge and best practices to support AFPRO's ESG goals
- Strengthen equity, inclusion, and diversity programs, fostering an inclusive workplace culture

SDGs





At AFPRO, we are committed to creating a positive and supportive work environment for all our employees. We believe that employee well-being is essential not only for individual happiness but also for the success of our company.

Here's how we foster a healthy and safe workplace:

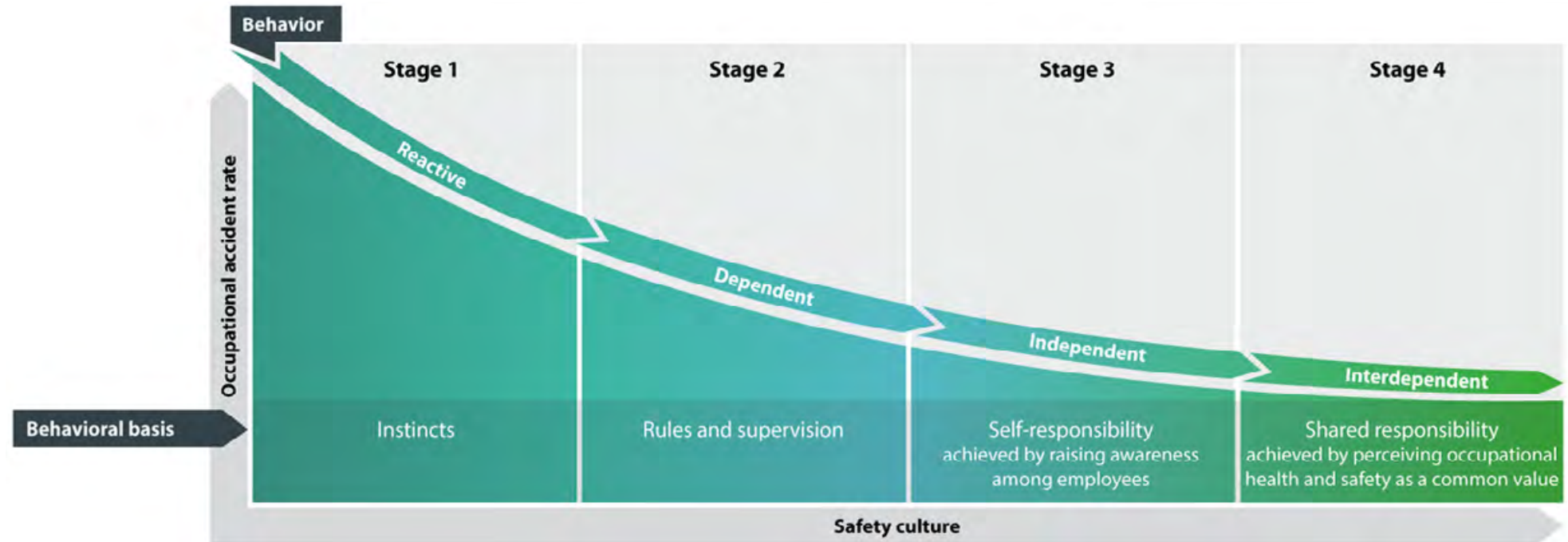
- **Confidentiality and support:** We have a designated people who provide a safe space for employees to discuss any concerns they may have.
- **Emergencies readiness:** Each of our offices is equipped with trained first-aid personnel, ensuring prompt response in case of any medical emergencies.
- **Safety first:** Every Thursday, our operations teams in Alkmaar, Lahti, Tuchola and Dezhou hold safety meetings. This dedicated focus allows us to identify and address potential safety issues proactively.
- **Creating a safe, standardized and organized work environment:** We utilize the 5S methodology (Sort, Straighten, Shine, Standardize, Sustain) to maintain a clean, efficient, and safe work environment across all locations.
- **Employee Well-being:** Our commitment is evident in our positive employee satisfaction scores. With an eNPS of 38.7, we have demonstrated a favorable workplace environment. However, we recognize that there is always room for improvement.

With an eNPS of

38.7

we have demonstrated a favorable workplace environment.





Continuous Improvement

At AFPRO, we are committed to fostering growth, leadership, and inclusivity across our workforce, while continuously enhancing our workplace environment to achieve our 2025 goals:

- **Expanding 7S program:** Building on the 5S methodology (Sort, Straighten, Shine, Standardize, Sustain), the 7S program adds Security and Safety. In 2024, this program has been implemented in all warehouses (Alkmaar, Lahti, Tuchola, and Dezhou) to ensure safer, more organized, and engaging workplaces.
- **Employee safety & well-being:**
 - Expanding our annual safety plans to cover all locations.
 - Establishing a culture of safety and well-being, raise awareness among supplier and maintenance companies we are cooperating with measurable improvements in employee behavior and integration of 5S principles into daily operations.
 - Exploring the revival of the “Frontline leadership” program to further enhance employee engagement, pending resource availability.

• Satisfaction & Development:

- Recognition programs to boost morale and engagement
- Coaching and development opportunities, including tailored programs for professional growth and career progression
- Fostering vitality and engagement through team-building activities and other initiatives.

• Leadership & Mentorship:

- Women’s Mentorship Program, led by the Madison Women’s Network, accessible to all women within Madison, Filtration, and AFPRO, providing guidance, support, and career development opportunities
- Filtration Group Frontline Leadership Program, delivering tailored coaching and development to enhance skills, career progression, and leadership capabilities.

By prioritizing well-being, safety, professional development, and inclusivity, AFPRO creates a positive, empowering, and socially responsible workplace where employees feel valued and motivated to perform at their best.



AFPRO is dedicated to fostering a culture of continuous learning and development for our employees. We believe that investing in our team's skills and knowledge is essential for our long-term success.

Key training initiatives include:

- **Sales training:**
We provide ongoing coaching and support to our sales team to enhance their knowledge, skills, and mindset.
- **Managerial development:**
Regular meetings and training programs are offered to our managers to foster synergy, transparency, and effective communication.
- **AFPRO Academy:**
This platform provides our team with access to ad hoc and extensive training resources to support their development.

CONTINUOUS IMPROVEMENT

- **Individualized training:** We will continue to offer individualized training and coaching based on the specific needs and requirements of our employees.
- **Talent development:** To foster talent development, we offer ongoing technical training and support through our in-house AFPRO Academy.
- **Performance management:** We conduct regular one-on-one meetings with our managers and employees to discuss performance, development goals, and career aspirations.

By investing in our team's training and development, AFPRO is committed to creating a **high-performing, engaged, and sustainable workforce**. It not only contributes to our company's overall success but also aligns with our broader goals of creating a safer, healthier, and more productive world. Through our commitment to continuous learning and development, we are building a **remarkable company** that will outlast us.





AFPRO is dedicated to fostering a workplace that values equity, inclusion, and diversity. We believe that a diverse workforce brings a variety of perspectives and experiences, leading to a more innovative and dynamic company.

Our current workforce comprises a diverse group of individuals with varying backgrounds and experiences. We actively track gender representation across our European companies. Our workforce is currently composed of 44% male and 56% female employees, an impressive figure given the historical male dominance within the industrial sector.

To further enhance diversity and inclusion, we have implemented several initiatives:

- **Diverse hiring:** We actively seek to hire diverse team members and prioritize diversity when candidates are equally qualified.
- **Internship program:** Our internship program provides opportunities for young professionals to gain valuable experience and potentially join our team as full-time employees.
- **Talent development:** We offer ongoing training and development opportunities to all employees, regardless of their background or role.



CONTINUOUS IMPROVEMENT

Diversity & inclusion:

- Increase the diversity of the workforce
- Prioritize diversity in hiring decisions when candidates are equally qualified
- Create a more inclusive work environment

Health & vitality:

- Develop and implement health and vitality programs for employees
- Foster a positive and supportive workplace culture
- Promote employee well-being and engagement



AFPRO case studies



AFPRO & PREZERO

Waste pilot program

PARTNERS: PREZERO & UNICA

The pilot program is designed to address the following key areas:

- **Waste reduction:** Minimizing the amount of packaging material used during the shipping of filters.
- **Recycling:** Maximizing the recycling of filter components, particularly aluminum frames.
- **Circular economy:** Exploring opportunities for reusing filters and packaging materials.
- **Transparent reporting:** Providing detailed reports on the environmental impact of AFPRO's operations and the effectiveness of the pilot program.



Waste pilot program

Pilot Phase 1: Assessment and collaboration

The initial phase involved a thorough assessment of current waste streams at various locations in the Netherlands. In collaboration with UNICA Rotterdam and PreZero, AFPRO conducted sorting analyses to identify opportunities for improvement. This phase was instrumental in laying the groundwork for the subsequent phases of the pilot.



Pilot Phase 2: Reduce, Reuse, Recycle

Phase two of the pilot program focused on implementing practical solutions to reduce waste and promote circularity. Key activities included:

- **Source separation:** Implementing a system for separating waste at the source, such as using dedicated bins for different types of waste.
- **Optimized transportation:** Planning efficient transportation routes to minimize fuel consumption and CO₂ emissions.
- **Filter disassembly:** Developing a process for disassembling used filters to recover valuable materials.
- **Data collection:** Tracking waste generation and recycling rates to measure the effectiveness of the pilot program.

KEY FINDINGS AND BENEFITS

The pilot program has yielded several positive outcomes:

- **Reduced environmental impact:** By minimizing packaging, optimizing transportation, and maximizing recycling, AFPRO has significantly reduced its carbon footprint.
- **Improved efficiency:** The implementation of a standardized waste management system has streamlined operations and reduced costs.
- **Enhanced customer satisfaction:** AFPRO's commitment to sustainability has resonated with customers who are increasingly seeking environmentally friendly products and services.

AFPRO aims to expand the pilot program to additional locations and explore new opportunities for circularity. The company is also committed to developing a more circular business model that prioritizes resource efficiency and waste prevention.

Key future goals include:

- **Packaging-free delivery:** Eliminating the need for packaging by delivering filters directly in reusable containers.
- **Extended producer responsibility:** Taking full responsibility for the end-of-life management of its products.
- **Life cycle assessments:** Conducting comprehensive life cycle assessments to evaluate the environmental impact of AFPRO's products and processes.

AFPRO's circularity pilot demonstrates the company's commitment to sustainability and its ability to drive positive change within the industry. By embracing circular principles and collaborating with key partners, AFPRO is paving the way for a more sustainable future.

APMR - Engineering the future of circular filtration



AFPRO is advancing sustainability through innovative circular economy solutions. The APMR reusable panel filter was developed to meet growing customer demand for environmentally friendly products. By eliminating the need to dispose of entire filters, APMR shifts the focus to media replacement, drastically reducing waste, simplifying maintenance, and minimizing storage needs.

Locally produced and built with durable frames for repeated use, the APMR supports long-term performance while lowering environmental impact. It is a game-changing innovation designed for efficiency and sustainability.



APMR - Engineering the future of circular filtration

From vision to industrialization

Developing a solution that is both sustainable and cost-competitive required a rigorous multidisciplinary approach. We invested months into refining the balance between structural durability and ease of use.

Phase 1: Concept & resource optimization

We initiated the project with a «Lean Sustainability» mindset. This meant evaluating how to utilize our existing production infrastructure to minimize the initial carbon debt of the new product line. By optimizing current machinery, we avoided the environmental cost of new heavy industrial assets.

Phase 2: Advanced engineering & prototyping

The challenge was to create a reusable frame that maintained a perfect seal. We moved through multiple «Proof of Concept» phases, using 3D modeling and proprietary tooling to refine the assembly. We tested various fastening methods to ensure the system remained airtight and robust over years of repeated use.

Phase 3: Validation & expert benchmarking

To ensure the APMR was not just «greener» but also «better,» every iteration underwent strict laboratory testing. We benchmarked filtration efficiency against traditional filters to ensure zero performance loss. Finally, samples were sent for field evaluation to technical experts to refine the «media swap» process, ensuring it could be performed in minutes without specialized training.

Phase 4: Impact measurement & finalization

The final stage involved a full cost-benefit and environmental analysis. We measured production cycles and material savings to ensure the APMR would offer a lower Total Cost of Ownership (TCO) for our clients while meeting our sustainability targets.

A Smarter, Greener Choice

The APMR is a testament to AFPRO's commitment to the circular economy. By choosing this system, our partners reduce raw material consumption, optimize their storage space, and contribute to a lower-carbon supply chain—all while lowering their operational costs.

Learn more
about the APMR

Scan this QR code to watch the replacement process and download the full environmental impact data sheet.



KEY BENEFITS

• Reduce waste, maximize sustainability

By reusing the frame, you minimize raw material usage with each replacement. Instead of disposing of entire filter frames, our system focuses on media replacement, promoting a true circular economy that benefits both the environment and your bottom line.

• Long lasting & durable frame

Built for repeated use, our robust frame provides a strong, reliable foundation for your filtration system. Designed to withstand long-term operation, it ensures consistent performance and maximum value over the product's lifecycle.

• Effortless & cost-effective replacement

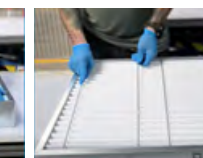
Our filters enable quick, hassle-free media replacement (taking just a few minutes), reducing maintenance time and labor costs.

• **The process:** Your first purchase includes the complete filter. For future needs, we ship only the replacement media in cost-effective bundles of 2 or 4, conveniently packaged in the same compact box.

• **The result:** You always have spares on hand, minimizing downtime.

• Space saving & storage efficiency

By storing only replacement media instead of full filters, our system helps customers free up valuable warehouse space, making storage more organized and efficient.



The Netherlands

AFPRO Filtertechniek B.V.

Berenkoog 67
Postbus 482
1800 Al Alkmaar
T +31 (0)72 567 55 00
verkoop@afprofilters.com

Belgium

AFPRO Filters B.V.B.A.

Schaliënhoedreef 20A
B-2800 Mechelen
T +32 (0)15 450 650
T +32 (0)15 450 651
ventesbe@afprofilters.com
verkoopbe@afprofilters.com

Germany

AFPRO Filters GmbH

Siemensstraße 42
D-59199 Bönen
T +49(0)2383 959 89 80
verkauf@afprofilters.com

France

AFPRO Filters SAS

12 B avenue de l'horizon
59650 Villeneuve d'Ascq
T +33 (0)360 85 26 60
ventes@afprofilters.com

Poland

AFPRO Filters Sp. z o.o.

ul. Przemysłowa 10
89-500 Tuchola
T +48 (0)52 584 89 99
sprzedaz@afprofilters.com

Finland

AFPRO Filters Oy

Vanhanradankatu 38
15520 Lahti
T +358 (0)3 717 0005
myynti@afprofilters.com

Australia

AFPRO Filters Australia Pty Ltd.

48 North View Drive
Sunshine West
VIC 3020 Melbourne
T +61 (0)3 9312 4058
sales@afprofilters.com.au

China

AFPRO Filters EAF

East of University Road
253034 Dezhou City
T +86 (0)5 345 011 995
sales@afprofilters.com