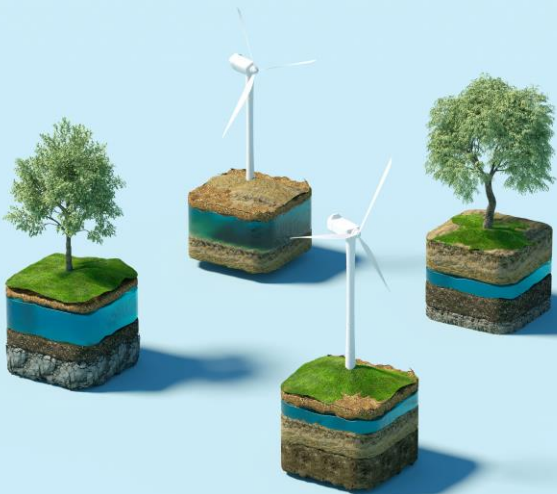


Verder Group

ESG Impact Report

2024

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Verder is a worldwide technology leader, providing advanced pumping solutions and state-of-the-art scientific equipment to customers around the globe. The Group's vision is "Enabling Progress" for the benefit of many. It aims to enable progress for customers across economic, technological, and environmental focus areas.

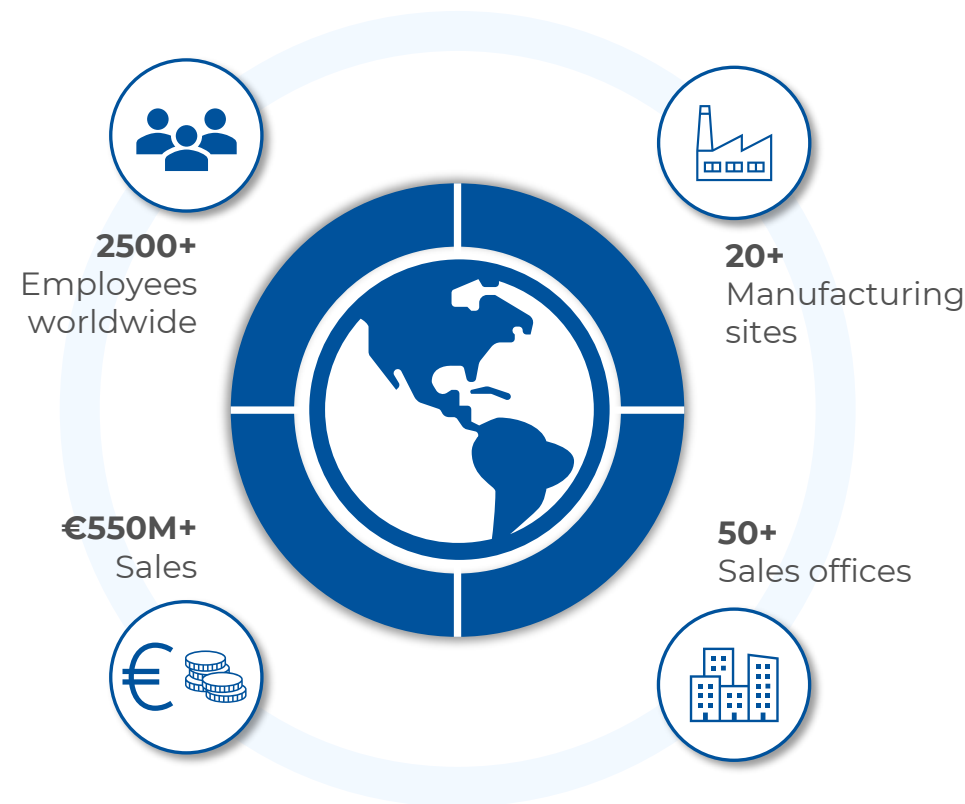
Verder's roots go back to a family-owned business, founded in 1959 in the Netherlands and since then has developed into a successful global technology leader with over 2 500 employees.

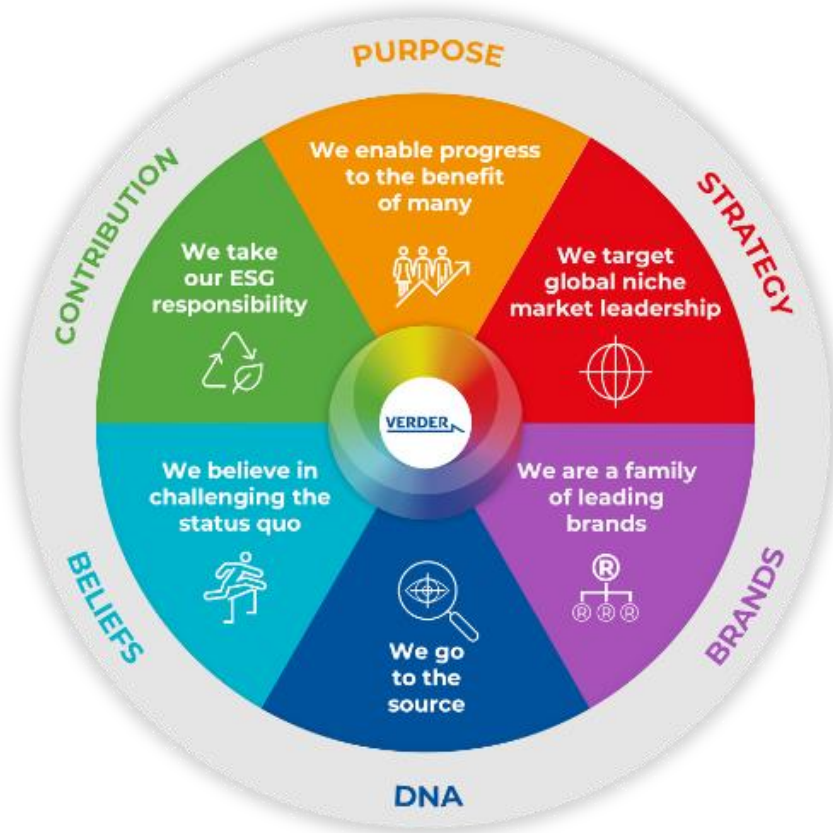
We target global niche market leadership through our family of leading brands. Our "DNA" provides the values that provide the Group with a clear focus. This is further underpinned by a set of beliefs that have been shaped over decades of experience and learning. There is a strong commitment to making a sustainable contribution through our actively managed ESG promises that were developed in-house. These collective elements provide a platform for sustainable growth.

Verder has a two-fold growth strategy:

- Organic growth with a focus on innovation & market share expansion.
- Acquisitions that target top 3 positions in global niche markets.

At the core of our operations is a mindset that emphasizes entrepreneurial spirit, agility and a strong sense of ownership. Integrating this into the corporate culture drives business success and prioritizes meaningful and sustainable contributions to society.



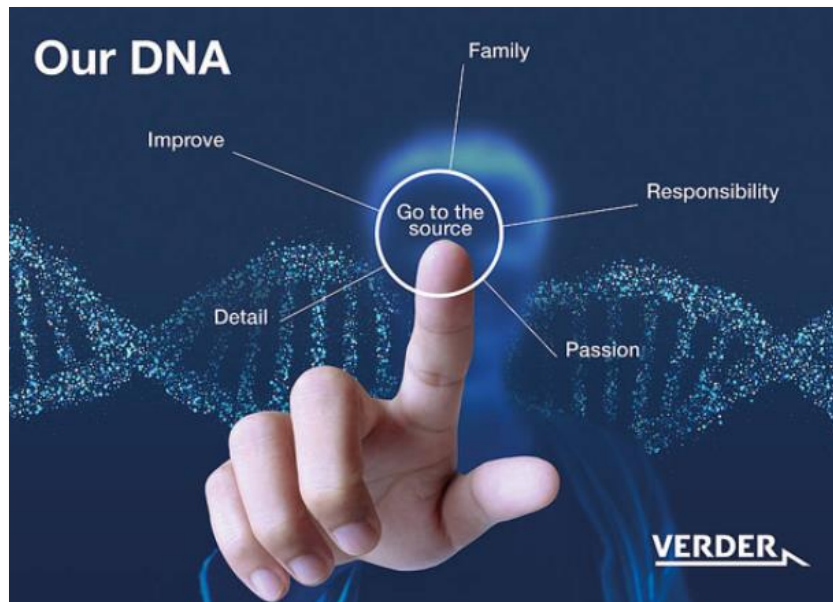


The Verder Group's purpose is to enable progress for the benefit of many. We bring this to life with the **Verder Compass**.

It guides employees on our core purpose, articulating our strategic direction, and showcasing the synergy within our family of leading technology brands, all deeply rooted in our DNA and business beliefs to contribute to a more sustainable future, thus showing how we can achieve this in our daily work for our customers. All employees receive annual training on the Verder Compass.

It clearly outlines our:

1. **Purpose:** we enable progress.
2. **Strategy:** we target global niche market leadership.
3. **Brands:** we are a family of leading technology brands specialized in pumping solutions and scientific equipment.
4. **DNA:** we go to the source
5. **Beliefs:** we believe in challenging the status quo, again and again.
6. **Contribution:** we take our responsibility in net contributing to the environment, to our social community, by good governance and with our products / services.



Our DNA represents the Group's corporate values, we "go to the source" in our pursuit to enable progress. Our DNA guides in using a clear Code of Business Principles. These principles offer guidelines on how to act in the best interest of Verder and provide characteristics that underpin our culture. We act as one family and take a holistic responsibility for our society. Verder has earned a reputation for conducting its business with integrity and respect, in the interests of all those who have a relationship with the Group.

Code of business principles

1. We obey the law.
2. We conduct our operation with honesty and integrity.
3. We work together based on mutual trust and respect regardless of race, religion, sex or culture.
4. We are committed to a safe and healthy working environment.
5. We do not use, directly or knowingly indirectly, any forced, compulsory or child labor.
6. We do not give or receive, directly or knowingly indirectly, bribes or other improper advantages for business or financial gain.
7. We avoid activities with potential conflict of interest with our company's responsibilities.

A legacy of strategic growth

VERDER

Liquids Division

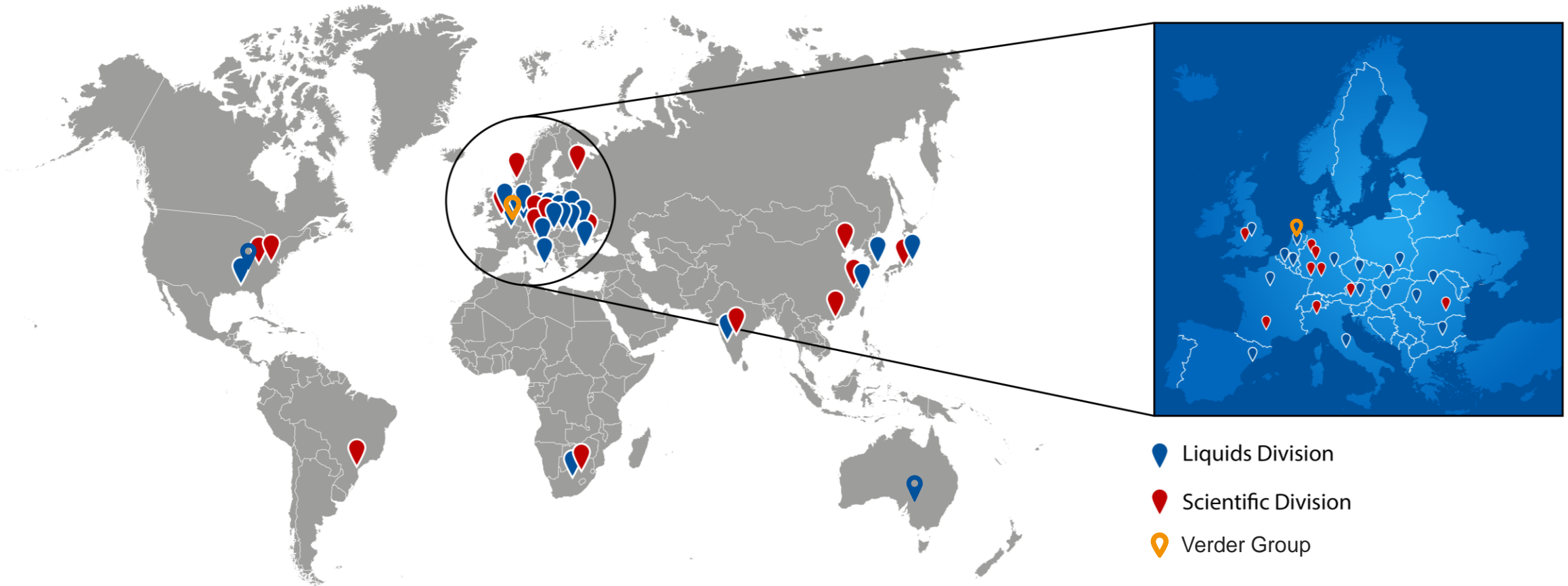


Scientific Division



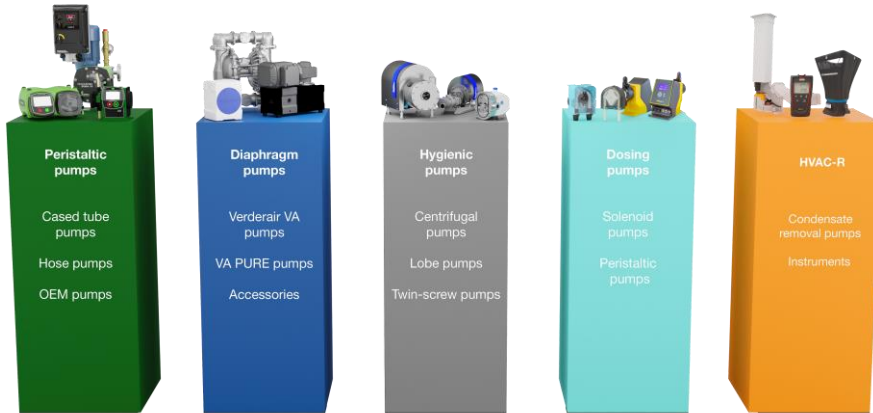
Our global network

We offer our products through approx. **50** fully owned trading and production companies in **26** countries, as well as a network of independent distributors in a wide range of countries.



Our 2 strategic Divisions cover 11 segments

Verder Liquids - Pumping solutions



Segments

- Diaphragm pumps
- Dosing pumps
- HVAC-R
- Hygienic pumps
- Peristaltic pumps



Verder Scientific - Scientific equipment



Segments

- Elemental Analysis
- Heat Treatment & Analyzing
- Materialography & Hardness Testing
- Milling & Sieving
- Particle Characterization
- Pharmaceutical Testing



Liquids Division - industries & clients



Chemical



Water



Oil & gas



Mining



Food &
Beverage



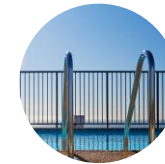
Manufacturing



Pharmacy &
Cosmetics



Pool & spa



OEM

1

The Liquids Division offers products to clients in 9 different industries.

2

The customer portfolio contains many blue-chip companies and is highly diversified

3

We are proud of our high customer loyalty: the retention ratio of customers is >85%.

AIRBUS

BASF
We create chemistry

Coca-Cola

DSM
BRIGHT SCIENCE. BRIGHTER LIVING.

Heineken

PHILIPS

Roche

TESLA



Audi



CALLEBAUT
BELGIUM 1911

Fraunhofer

KYROS
HYDROGEN SOLUTIONS

PPG

Schwarzkopf
PROFESSIONAL

Unilever

YVES ROCHER

AkzoNobel



Cargill

FrieslandCampina

PEPSICO



SPACEX

VEOLIA

Scientific Division - industries & clients



Battery technology



Cement



Additive manufacturing



Steel Production



Ceramics



Food / Feed



Materials Research



Medicine / Pharmaceuticals



Mineralogy / Geology / Mining



Research / University



Chemistry / Plastics

AIRBUS

BOSCH

Cargill

Kellogg's

MIT



TATA

UNIVERSITY OF CAMBRIDGE

AkzoNobel



Fraunhofer

LAFARGE



SAMSUNG

thyssenkrupp



BRIDGESTONE

Holcim

LIEBHERR

Roche

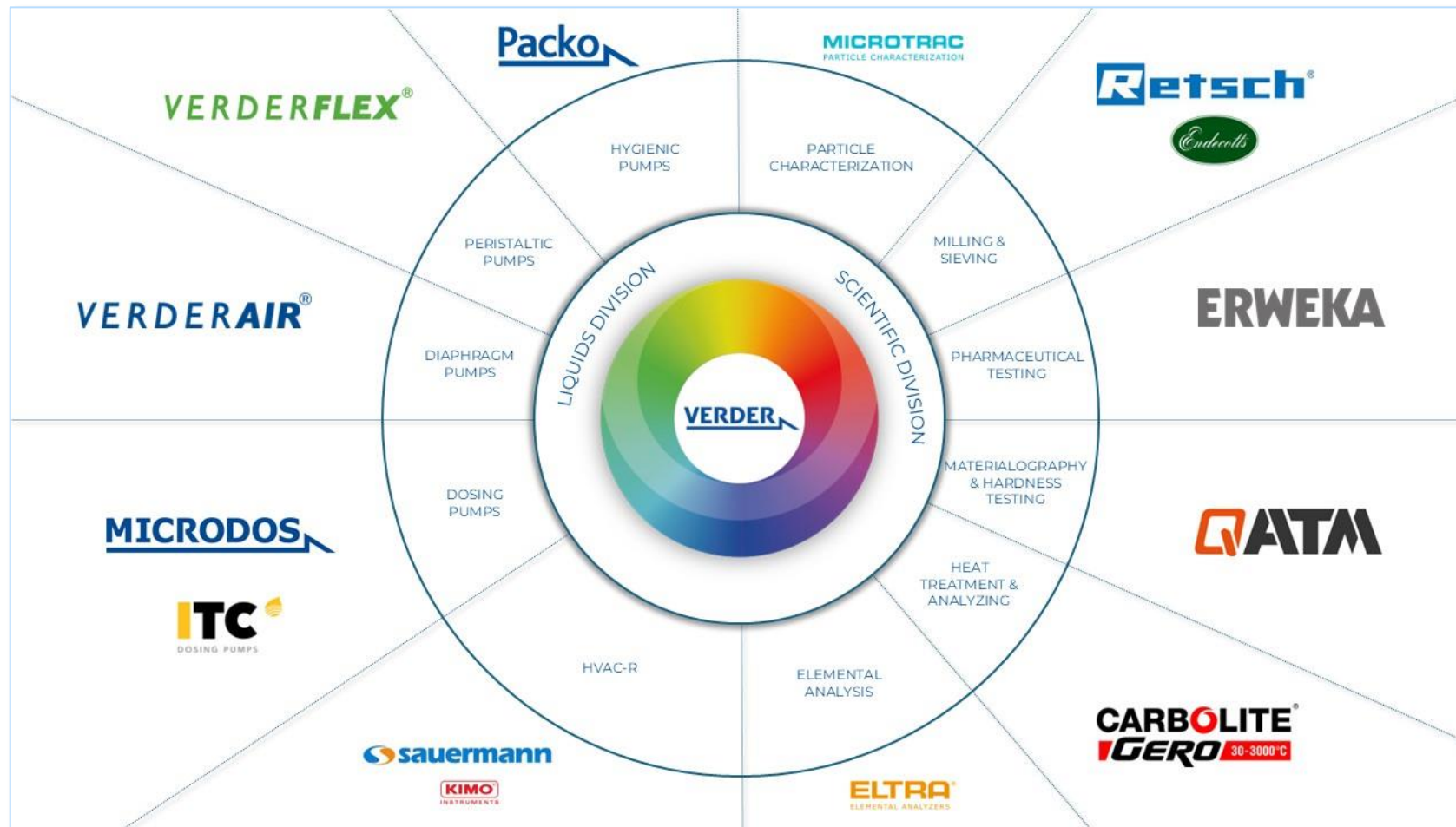
SHISEIDO

Unilever

- 1 The Scientific Division offers its products to clients in 18 different industries.
- 2 The customer portfolio contains many blue-chip companies and is highly diversified with little concentration in particular area
- 3 We are proud of our high customer loyalty: the retention ratio of customers is >85%.

Our family of leading brands

A range of well-known, market leading brands underpins our global reach and our broad portfolio of customers and industries.



Our contribution is guided by the United Nation's Sustainable Development goals

The Verder Group embraces all the United Nations' Sustainable Development Goals (SDGs). The focus is on a selection of goals where the Group is well-positioned to make a true, meaningful impact. These include customer-focused solutions and internal organizational contributions.

By making a contribution with our brands, products, and solutions, we enable our customers to create an impact. Through our internal ESG program we are dedicated to reduce our ecological footprint and give back to our local communities by supporting charities and sponsoring. Given our strategy we focus on short term profitability and cash to support long term investments in our business and our sustainable promises. By being successful and independent we enable ourselves to be a net contributor in certain areas, we pay local taxes, we support local communities and employ, hire and train people.

A Our solutions that enable our customers to make a difference, as well as;

B The promises we internally defined to contribute from within our organization.

Please see below the selected SDG goals we feel we can impact:



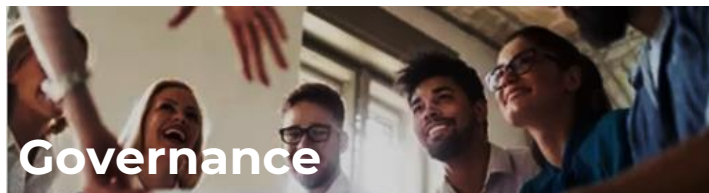
Our ESG promises



Our **Environmental** promises aims to reduce our ecological footprint. This will be done with programs related to Energy consumption.



Our **Social** promises aims to enable people's progress and wellbeing. This will be done with programs for health & safety, wellbeing & charity and employees' learning and development. We embrace a diverse environment where unique perspectives and backgrounds come together to drive innovation.



Our **Governance** promises focus on ensuring ethical and responsible behavior in all our operations. This is done through programs related to reporting and training (including our Verder University platform).

Our ESG promises



Environmental

Enable reduced ecological footprints

Energy/CO₂ & Circularity

Short/mid-term promise

- E.1. CO₂-neutral own buildings
- E.2. Implement ISO 14001 in production facilities
- E.3. Greener travel
- E.4. A tree for every employee
- E.5. Recycle & re-use in all our facilities

Longer-term ambition

- All Verderer buildings energy neutral
- Cradle-to-cradle design thinking for all products
- Conscious purchasing



Social

Enable people's progress & wellbeing

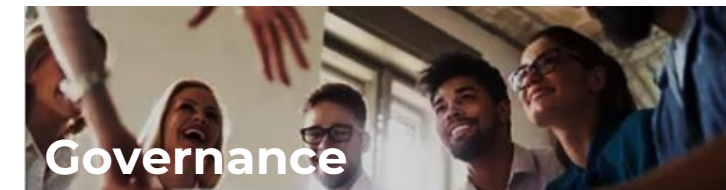
Wellbeing & Charity

Short/mid-term promise

- S.1. Build inclusive teams
- S.2. Safe & secure working environment, including ISO 45001 in production facilities
- S.3. Increase & improve digital learning
- S.4. Fruits & sports initiatives
- S.5. Donate to charity for children & education
- S.6. Sponsor local communities on education & sports

Longer-term ambition

- Wellbeing as a continuous process
- Set up a program to continuously educate specific focus groups



Governance

Enable responsible conduct

Training & Reporting

Short/mid-term promise

- G.1. Train 100% of our people annually on the Verder Compass
- G.2. Train 100% of our people on our Code of Business Principles every 3 years
- G.3. Train relevant people annually on other compliance topics
- G.4. Monitor and report complaints received via ethics and compliance hotline
- G.5. Continue the CSRD journey with key assessments and analyses and pragmatic ESG reporting (publish report annually from 2026* onwards)

Longer-term ambition

- Training as continuous process

**Depending on the EU-regulations which are under review*

E.1. Environmental targets - Direct Energy

Verder's direct consumption from natural resources (gas, fuel, diesel).

Scope 1 – Direct Energy

Country	Consumed kWh 2024	Consumed kWh 2023	Diff. %
Belgium	1,178,837	1,224,228	-4%
France	2,734,142	2,932,919	-7%
Germany	2,579,338	2,703,815	-5%
Italy	480,300	336,454	43%
Japan	243	390	-38%
Netherlands	723,834	793,730	-9%
UK	1,229,239	2,378,893	-48%
USA	561,665	495,580	13%
Other	1,676,238	1,592,480	5%
Total	11,163,836	12,458,489	-10%

<i>Relative Energy Consumption per €1,000 Revenue</i>	20,18	23,22	-13%
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Emissions

Scope 1 GHG emissions	2024	2023	Diff. %
Gross Scope 1 GHG emissions (tCO2eq)	2,686	2,945	-9%

Source

Direct Energy in kWh (2024)	Non-renewable	Contrib. %
Gas	5,454,886	49%
Diesel	2,681,158	24%
Fuel oil (petrol, benzine)	3,027,791	27%
Total	11,163,836	



E.1. Environmental targets – Indirect Energy

Verder's electricity consumption and generation.

Scope 2 – Indirect Energy (Verder's electricity consumption)

Country	Consumed kWh 2024	Consumed kWh 2023	Diff. %
Belgium	723,530	793,233	-9%
France	1,735,760	1,768,350	-2%
Germany	1,710,356	1,678,039	2%
Italy	109,164	76,830	42%
Japan	465,814	523,077	-11%
Netherlands	254,517	308,206	-17%
UK	870,484	901,042	-3%
USA	377,134	356,056	6%
Other	1,447,726	1,315,110	10%
Total	7,694,485	7,719,943	-1%

Relative Energy
Consumption per
€1,000 Revenue

13.91 14.42 -4%

Emissions

Scope 2 GHG emissions	2024	2023	Diff. %
Gross location-based Scope 2 GHG emissions (tCO2eq)	1,819	1,953	-7%
Gross market-based Scope 2 GHG emissions (tCO2eq)	2,068	2,212	-7%

Location-based CO2 refers to measurement of CO2 emissions based on geographical location of energy consumption.
Market-based CO2 refers to measurement of CO2 emissions based on specific energy purchasing choices by Verder.

Indirect energy contribution

Indirect Energy in kWh	Non-renewable	Renewable	Contrib. %
Solar		287,709	4%
Solar (own production)		1,215,304	16%
Biomass		94,665	1%
Wind		429,811	6%
Hydro-electric		304,977	4%
Other (renewables, purchased)		566,465	7%
Fossil fuels (coal, gas, oil)	3,454,443		45%
Nuclear	1,332,247		17%
District heating (renewable)		8,864	0%
Total	4,786,691	2,907,795	

Contrib. % 62% 38%

TOTAL 7,694,485 kWh

Renewable energy generation and consumption

Self-generated renewable energy	2024 kWh	2023 kWh	Diff. %
Self generated	1,481,520	1,104,044	+34%
Self-consumed	1,215,304	996,704	+21%
Delivered back to grid	266,216	107,340	+48%
Solar panels in use	7,881	7,650	3%

E.1-4. Environmental targets – Focus programs



E.1. CO₂-neutral own buildings

A model is created to make the right investments to reduce the source's carbon footprint on our own locations.

E.2. ISO 14001 implementation

Implement ISO14001 in our 21 production facilities.

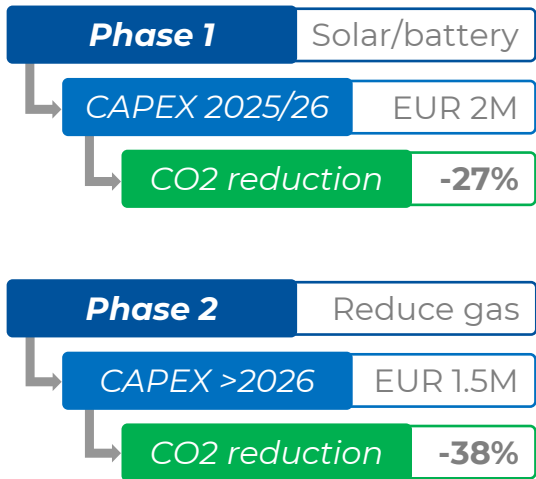
E.3. Greener travel

Transition Verder fleet vehicles to electric/hydrogen-powered where economically/technically feasible.

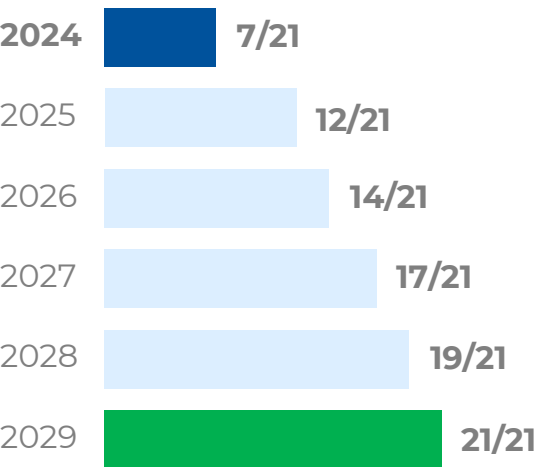
E.4. A tree for every employee

Policy – A tree is planted for every employee to reduce CO₂ emissions. A single olive tree absorbs 21,778KG CO₂ annually and lives very long.

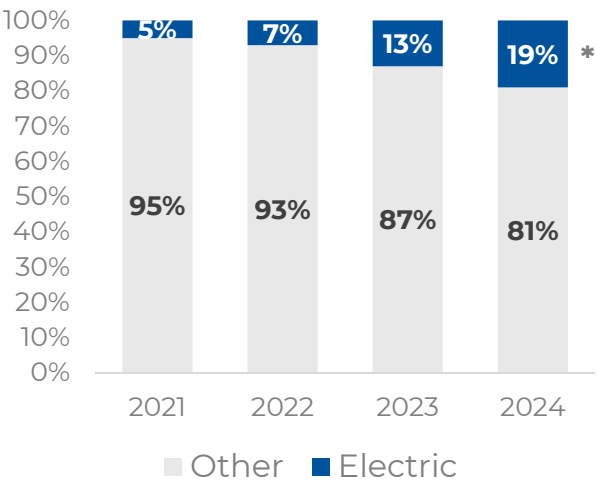
Own CO₂-neutral buildings target



ISO14001 certified targets



Greener travel - Lease cars

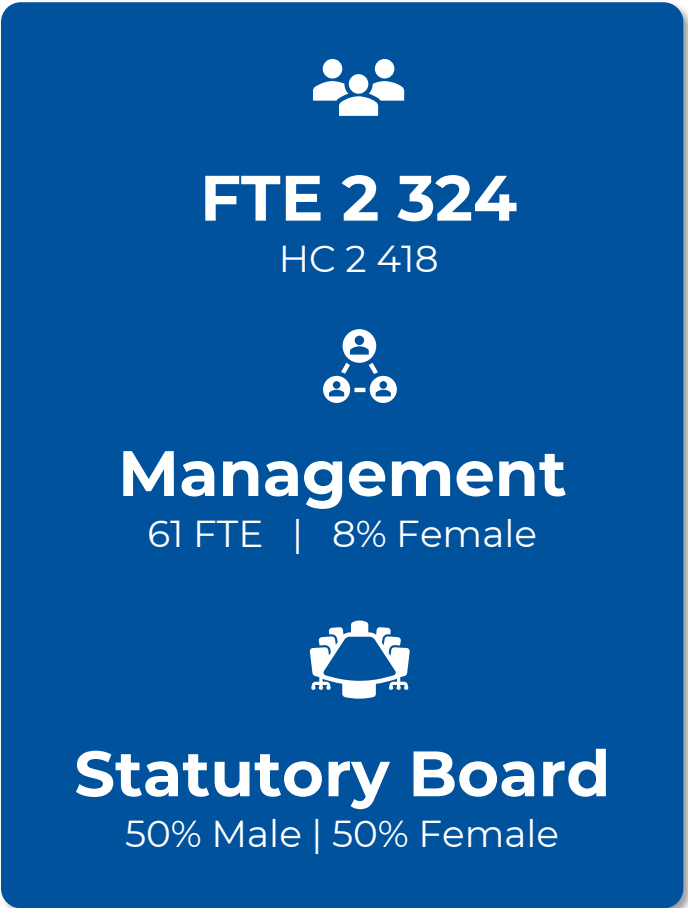
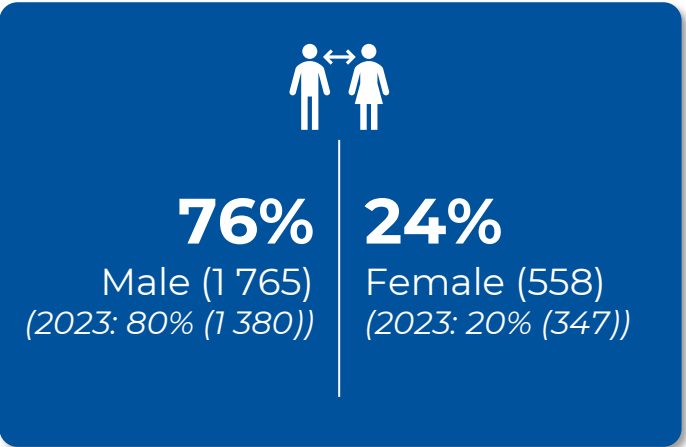


*Note: Sauermann added and had a different fleet policy

Tree planting targets



S.1. Social targets – Build inclusive teams



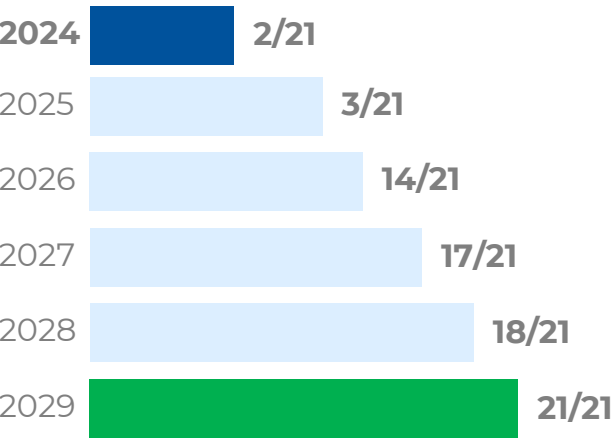
S.2-6. Social targets – Focus progams

S.2. ISO 45001 implementation

Accidents (per 1 000 FTE)
Target: 0
Actual: 7 | 16 accidents (2023: 6 | 12 accidents)

Lost time injuries (in days)
Target: 0
Actual: 244 (2023: 603)
No fatalities due to work related accidents or injuries.

ISO45001 certified targets

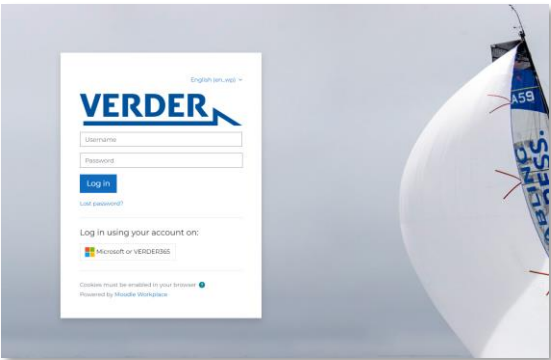


*Health and safety measurement cover lost time injuries, defined as work related injuries that result in absence of an employee for a day or longer. Work-related ill health is not in scope.

S.3. Increase digital learning

- **€700 000** invested in training (2023: €500 000).
- Increase digital training further in 2025+.

Digital training investment

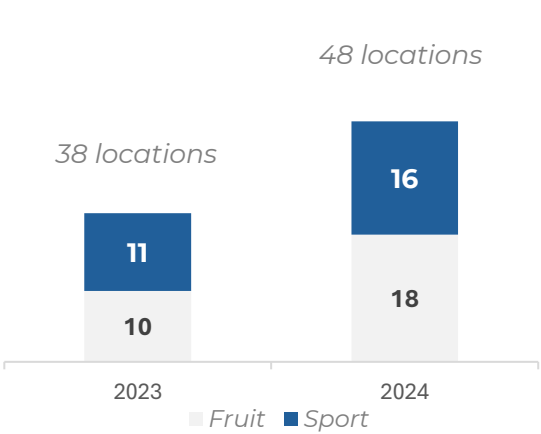


Verder University online learning platform.

S.4. Fruits and sports support

Sponsorship of fruits and sport activities for employees at business locations.

Number of locations covered



S.5.-S.6. Donations, sponsoring

- **€25 000**: annual charity contribution (2023: €25 000).
- **€300 000**: local community sponsorships on education and sports (2023: €200 000).

2024 contribution



Star of the Sea children's home, South Korea.



Edouard Golbery sailing sponsorship.

G.1-4. Governance targets – Focus programs

G.2.-G.3. Compliance training

A wide range of policies providing clear guidance and business principles to navigate our international compliance landscape.

- Code of business principles
- Export compliance
- Finance policy
- Data security
- And more

G.1.-G.3. Employee training

Our promises:

- Train **100%** of employees on The Verder Code of Business principles every 3 years.
- Train **100%** of employees on The Verder Compass annually.

G.4. Monitor & report complaints

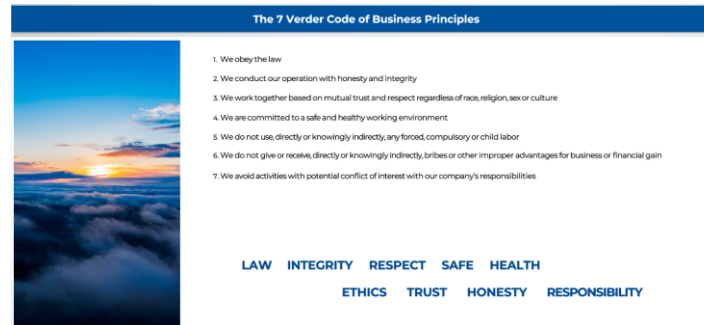
Incidents reported in 2024

- 2 reports submitted through the Verder compliance hotline. The reports were reviewed by the Management Team and appropriate action was taken where necessary.
- No other incidents were reported, and no complaints were filed.

Compliance Wheel



Code of business principles



92% relevant people completed the Code of Business Principles training in 2024.



The Verder Compass will be further embedded in 2025 and all employees will be trained.

Ethics and compliance hotline



+31 88 800 8500
compliance@verder.com
integritycontact@gimd.nl

Conclusion

Verder's management team has successfully steered the company for many years. They are active supporters of the ESG promises.

The management team and the greater Group care greatly about contributing to a more sustainable world and will continuously invest in people, policies, programs, and measures to increase the Group's impact on the Sustainable Development Goals.

Further ESG related programs will be introduced to reduce our environmental impact, increase the wellbeing of our invaluable employees and to ensure we maintain high governance standards.



**JÜRGEN
PANKRATZ**
Scientific Division

**ANDRIES
VERDER**
*CEO
(external focus)*

**JOHN
HOORNEMAN**
Liquids Division

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WIER SMA**
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