

Verder Group ESG Impact Report

2025

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Enabling progress to the benefit of many.

We are a worldwide technology leader, providing advanced pumping solutions as well as state-of-the-art analytical equipment to thousands of customers around the globe. We leverage the expertise of our local teams to develop innovative technologies that support thousands of diverse customers worldwide move forward and create products that improve everyday life.

Through our applications we can:



Ensure food & beverages quality & safety.



Ensure efficient & responsive healthcare.



Ensure safe & reliable products.



Improve industry & e-infrastructure efficiency.



Improve energy storage & transition.



Improve water quality & safety.

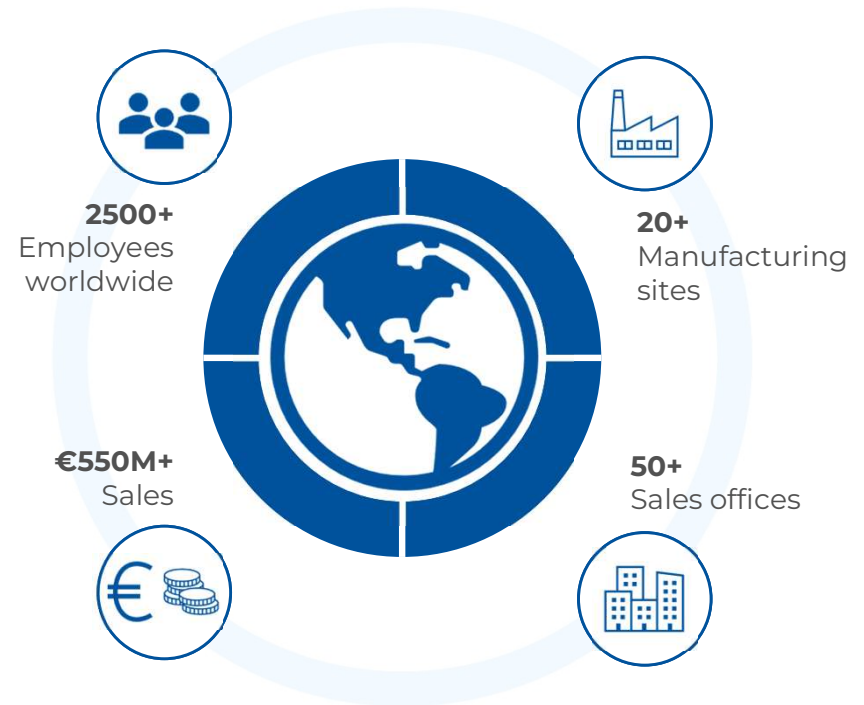


Verder is a worldwide technology leader, with a growth track record spanning more than 66 years.

We target global niche market leadership (top 3 position) with a family of market leading brands.

Our key driver is to service our customers worldwide with experts and application support in the customer's language and currency. Through our own organization and/or competent partners

We target market leadership through a two-fold growth strategy, anchored by a clear financial strategy and supported by a digital transformation strategy for innovation.





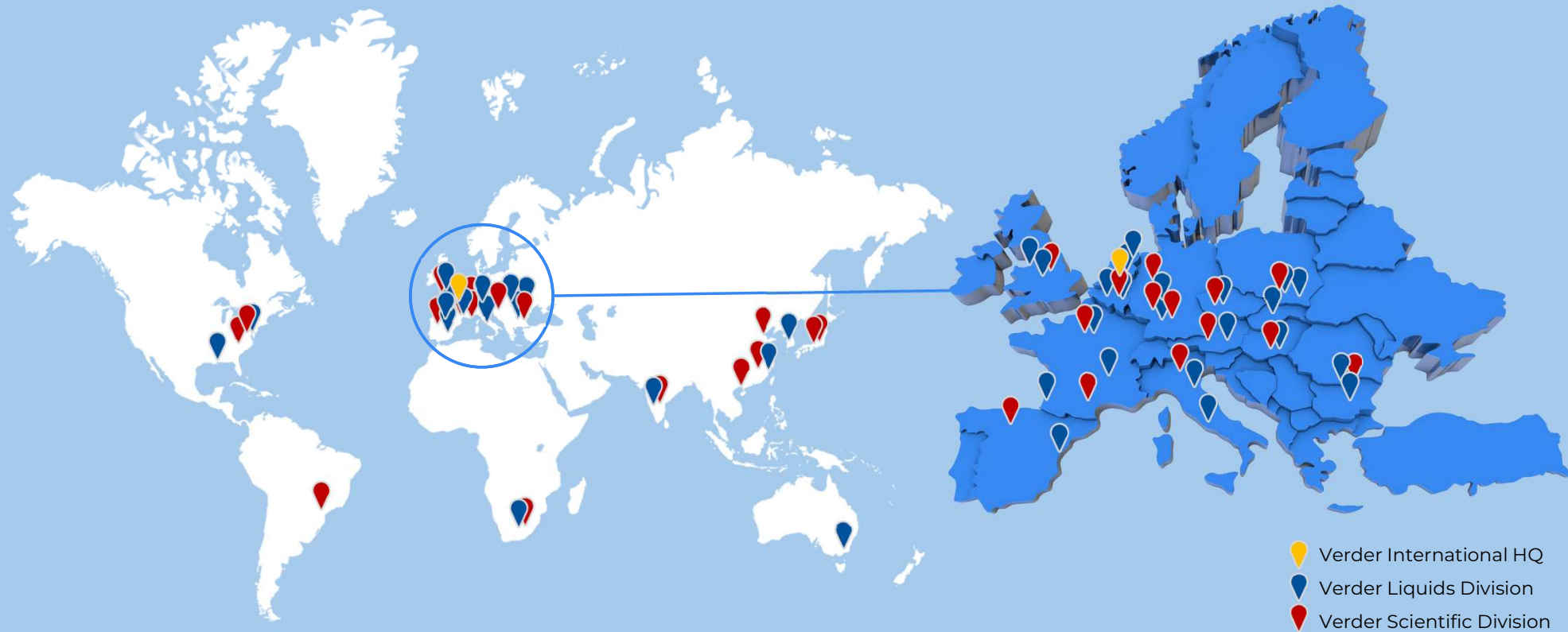
Our DNA represents the Group's values, we "go to the source" in our pursuit to enable progress. This leads to a clear Code of Business Principles. These offer guidelines on how to act in the best interest of Verder and provide characteristics that underpin our culture. We act as one family and take a 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.

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 family of leading brands



We excel at understanding customer applications and strive to always improve our customer proximity. Our two strategic Divisions are made up of a family of leading brands, serving diverse global customers.

Liquids Division Segments and Brands			Scientific Division Segments and Brands		
Diaphragm pumps		VERDERAIR®	Elemental Analysis		ELTRA® ELEMENTAL ANALYZERS
Dosing pumps		MICRODOS ITC DOSING PUMPS	Heat Treatment & Analyzing		CARBOLITE®
HVAC-R pumps		sauermann KIMO® INSTRUMENTS	Materialography & Hardness Testing		QATA
Hygienic pumps		Packo	Milling & Sieving		Retsch® <i>Enderle</i>
Peristaltic pumps		VERDERFLEX®	Particle Characterization		MICROTRAC PARTICLE CHARACTERIZATION
			Pharmaceutical Testing		ERWEKA

Liquids Division - industries & clients



Chemical



Water



Oil & gas



Mining



Food &
Beverage



Manufacturing



Pharmacy &
Cosmetics



Pool & spa



OEM

AIRBUS

BASF
We create chemistry

Coca-Cola

DSM
BRIGHT SCIENCE. BRIGHTER LIVING.

Heineken

PHILIPS

Roche

TESLA



Audi



CALLEBAUT
SINCE 1810

Fraunhofer

KYROS
HYDROGEN SOLUTIONS

PPG

Schwarzkopf
PROFESSIONAL

Unilever

YVES ROCHER

AkzoNobel



Cargill

FrieslandCampina

PEPSICO



SPACEX

VEOLIA

1

The Liquids Division offers products to clients in many 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%.

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 many 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 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 that include customer-focused solutions and internal organizational contributions.

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 select initiatives. Our success and independence enables us 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 main highlights 2025

We focus on tangible actions and initiatives that will make a lasting impact on our business and on our contribution to ESG.

Environmental

We aim to reduce our ecological footprint, with programs related to Energy consumption.

330 tonnes (-8%)

reduction in CO2

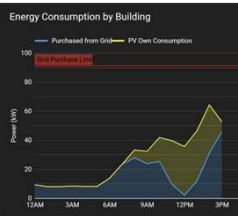
2.426

additional solar panels placed

Solar panels



Time clock



LED lighting



EV charging



Social

We aim to future proof our people with programs for health & safety, wellbeing & charity and employees' learning and development.

840

Employees trained on AI literacy and skills

78

Training sessions

4,58 / 5

Satisfaction rating

ISO45001/14001



AI programs



AI projects



GHG emissions tCO2	2025	2024	Diff. %
Scope 1	2,337	2,559	-8%
Scope 2	1,789	1,884	-5%
Verder Trees	-/- 58	-/- 45	+28%
Total	4.068	4.398	-8%



ENVIRONMENTAL

Reduced ecological footprint

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

SOCIAL

People's progress and 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

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 people on Code of Business Principles every 3 years
- G.3. Train relevant people annually on other compliance topics
- G.4. Monitor and report complaints from ethics and compliance hotline
- G.5. Continue the CSRD journey with key assessments and analyses and pragmatic ESG reporting (publish 2027 report annually from 2028 onwards)

Longer-term ambition

- Training as continuous process

E.1. Environmental targets - Direct Energy

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

Scope 1 – Direct Energy

Country	Consumed kWh 2025	Consumed kWh 2024*	Diff. %	
Belgium	1,007,957	1,241,796	-18%	► Heat pump
France	2,892,862	2,808,139	3%	► Cold winter
Germany	2,823,978	3,228,641	-15%	► Diesel to Electric
Italy	504,633	502,298	1%	
Japan	257	257	-0%	
Netherlands	502.826	745.965	-30%	
UK	1,415,757	1,470,299	-2%	
USA	748,674	527,152	35%	► Cold winter
Other	1,568,995	1,752,860	-11%	► Diesel to Electric
Total	11.465.938	12.322.407	-7%	

Relative Energy Consumption per €1,000 Revenue

20,70	22,27	-7%
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*Comparable figures are corrected for errors identified

Emissions

Scope 1 GHG emissions	2025	2024	Diff. %
Gross Scope 1 GHG emissions (tCO ₂ eq)	2,337	2,559	-8%

Source

Direct Energy in kWh (2025)	Non-renewable	Contrib. 2025 %	Contrib. 2024 %
Gas	6,069,751	53%	49%
Diesel	1,687,430	15%	24%
Fuel oil (petrol, benzine)	3,708,757	32%	27%
Total	11,465,938		



E.1. Environmental targets – Indirect Energy

Verder's electricity consumption and generation.

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

Country	Consumed kWh 2025	Consumed kWh 2024*	Diff. %
Belgium	812,899	723,530	11% ▶ Heat pump
France	1,443,133	1,735,760	-17% ▶ Business cause
Germany	1,757,692	1,710,356	3% ▶ Fleet electrification
Italy	129,586	109,164	22% ▶ Business cause / Fleet electrification
Japan	426,382	465,814	-8%
Netherlands	269,372	254,517	5% ▶ Fleet electrification
UK	833,313	870,484	-4%
USA	361,114	377,134	-4%
Other	1,988,605	1,801,831	14% ▶ Fleet electrification
Total	8,022,096	8,048,590	0%

Relative Energy
Consumption per
€1,000 Revenue

14.49

14.55

0%

*Comparable figures are corrected for errors identified

Emissions

Scope 2 GHG emissions	2025	2024	Diff. %
Gross location-based Scope 2 GHG emissions (tCO2eq)	1,789	1,884	-5%
Gross market-based Scope 2 GHG emissions (tCO2eq)	1,147	1,364	-15%

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	2025 Contrib.%	2024 Contrib.%
Solar		222,788	3%	4%
Solar (own production)		1,591,477	20%	18%
Biomass		104,653	1%	1%
Wind		357,416	4%	5%
Hydro-electric		382,626	5%	4%
Other (renewables, purchased)		734,445	9%	8%
Fossil fuels (coal, gas, oil)	2,982,378		37%	41%
Nuclear	1,605,319		20%	18%
District heating	39,655		0%	0%
District heating (renewable)		1,341	0%	0%
Total	4,627,352	3,394,744		
Contrib. %	58%	42%		

Renewable energy generation and consumption

Self-generated renewable energy	2025	2024	Diff. %
	kWh	kWh	
Self generated	2,346,615	1,481,520	+58%
Self-consumed	1,591,477	1,215,304	+31%
Delivered back to grid	755,138	266,216	+184%
Solar panels in use	8,307	5,881	+41%

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.

5 certifications obtained in 2025 in line with annual target.

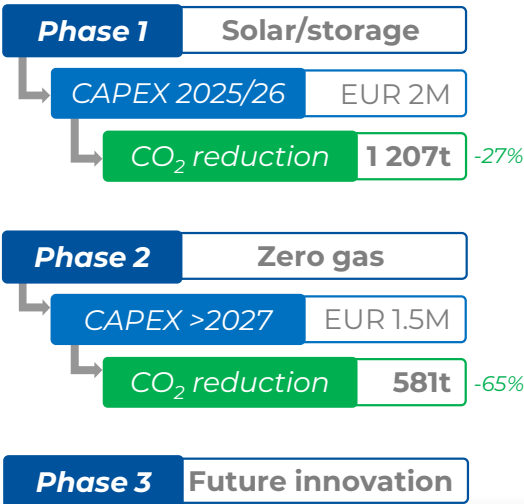
E.3. Greener travel

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

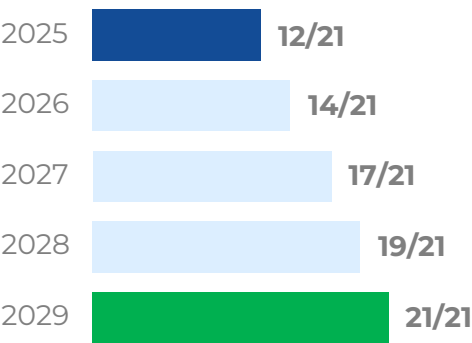
E.4. A tree for every employee

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.

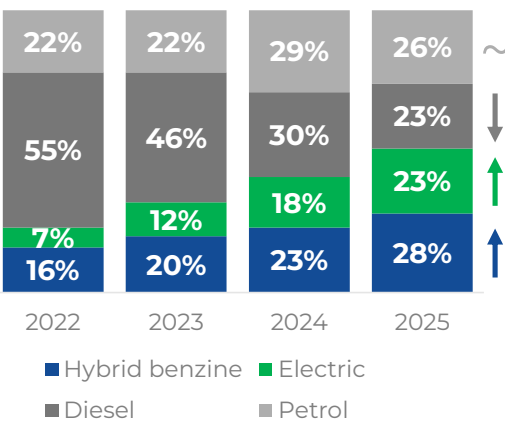
Own CO₂-neutral buildings target



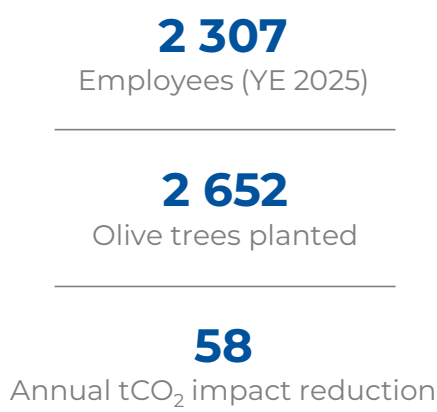
ISO14001 certified targets



Greener travel – Lease cars*



Tree planting targets



S.1. Social targets – Build inclusive teams

HEADCOUNT & EMPLOYMENT



Total employees

FTE 2 307

Permanent employees

2 260

Temporary employees

47

Contractors / non-employees

2%

DEMOGRAPHICS

Gender split



76% | 24%

Male | Female

Management



68 | 7%

FTE | Female

Headcount per age group

<30	30-50	50+
12%	59%	29%

Average wage cost per FTE

€71.336

(2024: €70.770)

REPRESENTATION

Represented by works council

39%

Covered by collective bargaining agreements

58%

ENGAGEMENT & RETENTION

Employee starting

13%

Employees leaving

13%

Employee engagement (↑5%)

63%

Illness rate

3.3%

DIVERSITY & INCLUSION

Employees with disabilities

50

Nationalities represented

49

S.2-6. Social targets – Focus progams

S.2. ISO 45001 implementation

Accidents

Target: 0
Actual: 1 | 14 accidents (2024: 7 | 16 accidents)

Lost time injuries (in days)

Target: 0
Actual: 248 (2024: 244)
One fatality (2024: 0) due to work related accidents or injuries.

S.3. Increase digital learning

- **€700 000** invested in training (2024: €700 000).
- 840 employees trained in AI literacy which supports **job security, future employability** in rapidly changing world
- Increase digital training further in 2026+.

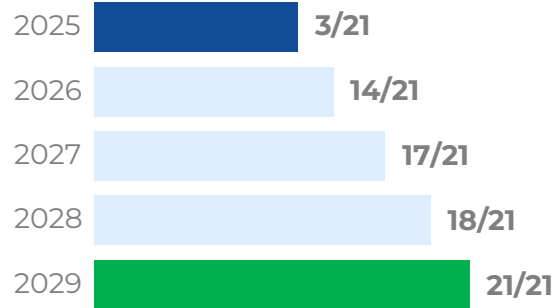
S.4. Fruits and sports support

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

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

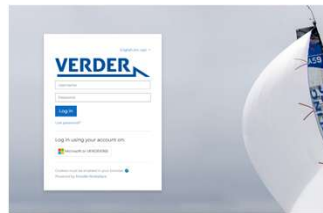
- **€25 000**: annual charity contribution (2024: €25 000).
- **€200 000**: local community sponsorships on education and sports (2024: €200 000).

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.

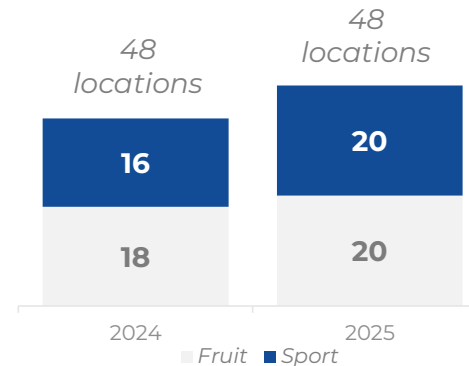
Digital training investment



Verder University online learning platform.



Number of locations covered



2025 contribution



Youth Fund Sport & Culture, Netherlands

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 2025

- 1 report 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



97% relevant people completed the Code of Business Principles training in 2025.

Ethics and compliance hotline

Compliance hotline (complaints)	
Internal	0
External	1
Whistleblower reports	0



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

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*

**FEMKE
WIERSMA**

*CEO
(internal focus)*



Verder Group

Utrechtseweg 4a
3451 GG Vleuten

+31 (0)30-6779211

info@verder.com

www.verder.com

