

VERDER GROUP ESG IMPACT REPORT 2023

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Verder's management team has successfully steered the company for many years. The joint CEOs of the Verder Group are Andries Verder and Femke Wiersma. Dr. Jürgen Pankratz is the Managing Director of Verder Scientific and John Hoorneman the Managing Director of Verder Liquids.



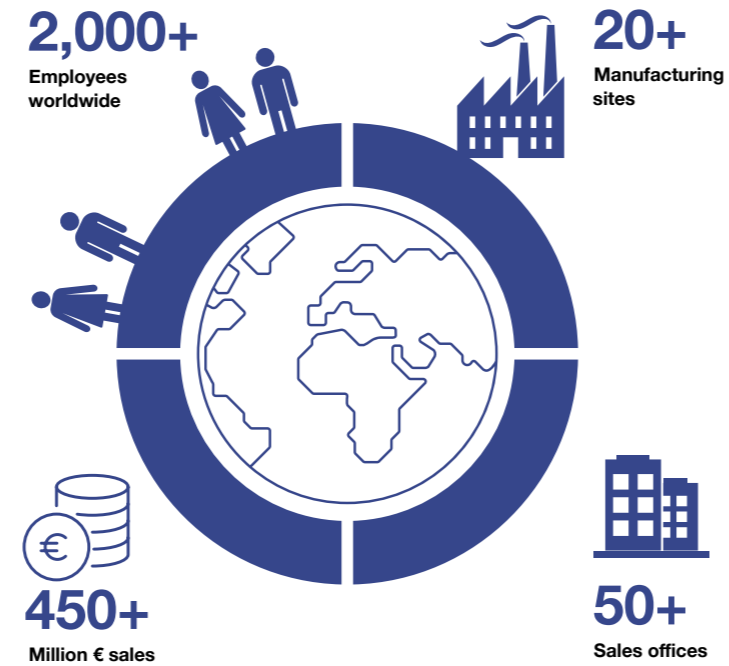
Jürgen Pankratz Andries Verder John Hoorneman Femke Wiersma

INTRODUCTION

ENABLING PROGRESS. TO THE BENEFIT OF MANY.

As a worldwide technology leader, we provide advanced pumping solutions as well as state-of-the-art analytical equipment to thousands of customers around the globe. Vital components, which help them to ensure economic, technological, and environmental progress. Day by day, to the benefit of many. Could there be a better explanation for our constant search for the better?

We support thousands of customers worldwide in realizing the ambition we share. As their technology partner behind the scenes we deliver the solutions they need to make the Sustainable Development Goals (SDGs) tangible in the everyday lives of countless people. Together, we make the world a healthier, safer and more sustainable place. At Verder we have taken the SDG's and used the as the basis for creating our own ESG (Environmental, Social and Governance) program.



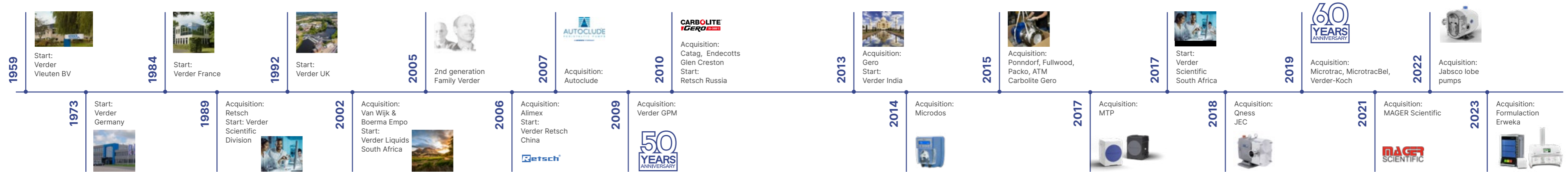
Verder is family owned and founded in 1959 in Vleuten, the Netherlands and has grown into a successful manufacturing company with over 2000 employees.

Verder operates globally as a leading company in the industrial and hygienic pump solutions market (Verder Liquids) and in the market for research and quality control of solid materials (Verder Scientific). Both divisions focus on niche markets.

Verder has a twofold strategy for both the Verder Liquids division and the Verder Scientific division: organic growth with a focus on innovation and continuous learning, as well as growth through acquisitions. The M&A strategy is fueled by active pipeline management, which is expected to continue to bring several acquisitions per year. We pride ourselves on a strong integration track record.



OUR STORY



ENTREPRENEURSHIP AND GROWTH

Today, Verder is still fully owned and managed by the founding family Verder, manufacturing and selling products worldwide with over two thousand employees. Plus, we are still working with Andre Verder's tradition of technical excellence, innovative solutions and finding new ways to solve problems but also anticipating the challenges of the future.

We pay close attention to the way we conduct business. Our code of business principles is a guideline for us and our business partners.



INVENTING TO MAKE THE WORLD BETTER

We believe that the true purpose of technology is to positively impact societal development. With our expertise in the fields of sample preparation, analytical equipment, and professional pumping solutions, we empower our customers to make progress. We provide them with the means to efficiently and reliably design their processes, products and services to become safer, more efficient and more sustainable.

In doing so, we enable our clients to succeed in their respective businesses. Thus, we do our part to make this world a better place for consumers and fellow citizens all around the globe.

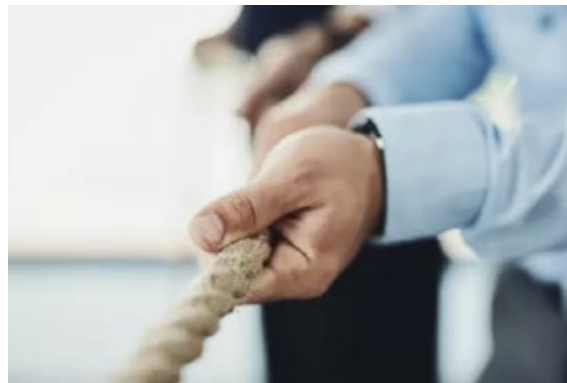
WELCOME TO THE VERDER GROUP

ENABLING PROGRESS.

Constantly improving in all we do. Our mindset describes the way we run our daily business to make our purpose happen. It is based on four cornerstones.

1. BECOMING BETTER EVERY DAY

As a knowledge-driven company we value creativity, open-mindedness, and curiosity about new ideas. We provide an environment in which it is easy to learn from constructive criticism, ensure information exchange and create synergies.



2. CHALLENGING THE STATUS QUO

We are inquisitive about all we do and continually invent for even better solutions. This makes us the partners of choice for any company which is set to explore boundaries and take technological advancement to the next level.



3. ASSURING CUSTOMER INTIMACY

We run a widespread network of manufacturing sites and distribution centers, thus providing global availability of products, support and service. We do not rest on our laurels, though. On the contrary, we strive to make a great company footprint even greater and expand our network even further in order to ensure maximum intimacy.



4. BEING A TRUE PARTNER

We value feedback and propositions from within our network, from customers as well as from suppliers. We build respectful business relationships on an equal footing.

OUR DNA

At Verder, we go to the source. Everything we do is based on our core business principles and the values embedded in the Verder DNA. A detailed understanding of what we do is just as vital for us as the passionate search for technological and organizational improvements. We act as one family and know our responsibility for society as a whole.

IMPROVE

We value a proactive and competitive attitude, showing initiative and entrepreneurship and the will to encourage each other to act in the company's best interest. There is room for trial and error, as long as we are able to learn from it and continuously improve ourselves.

'Opportunity is the word that describes Verder'
Lorenzo Marioni



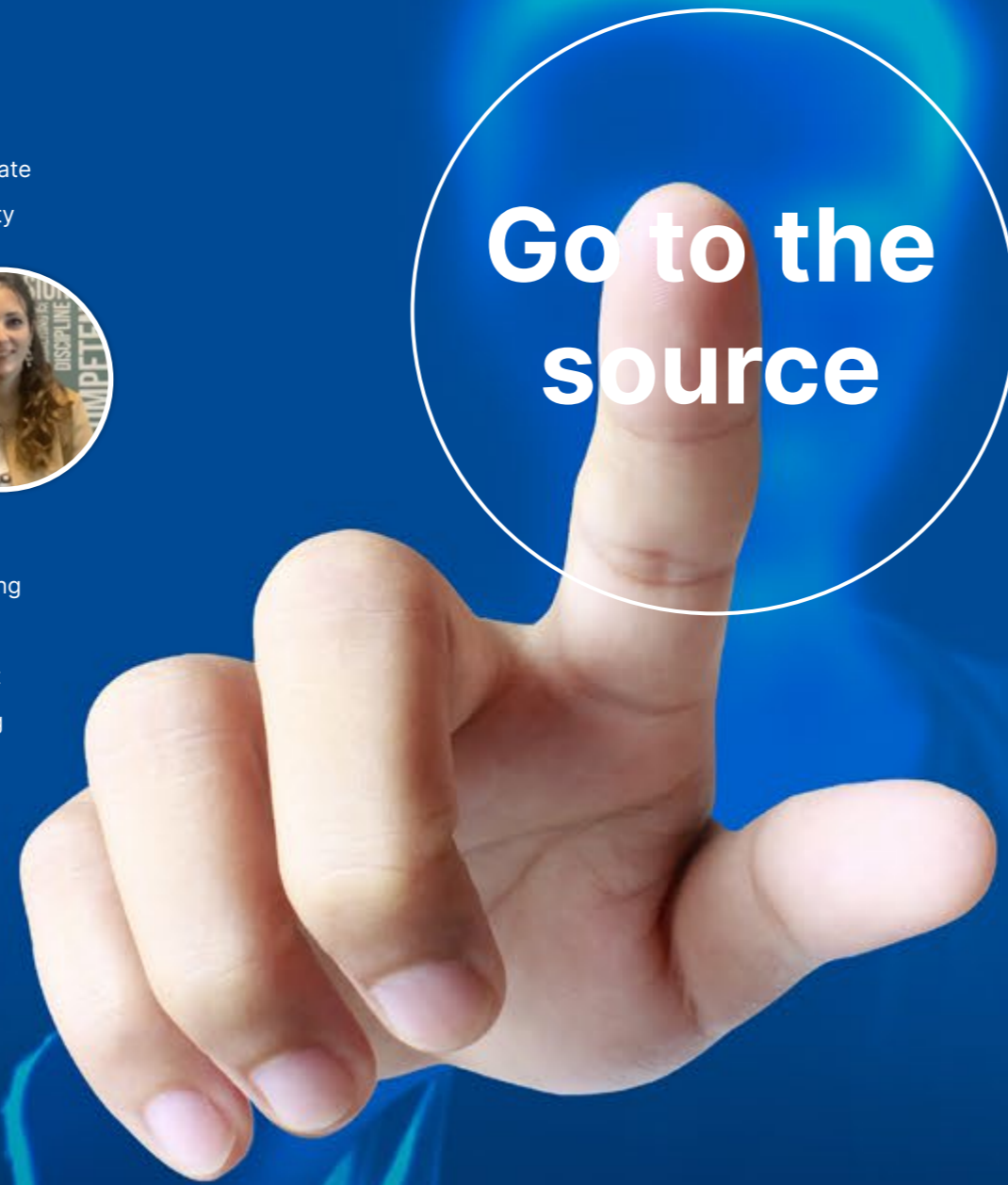
'I feel like I belong to a family and I feel appreciated'
Elena Crotti



FAMILY

We work together as a family by communicating with each other honestly and openly. We go to the source by talking directly to people, not about people. We feel best in an open working environment. Straightforward respectful communication, avoiding politics. Working together to reach the same goals where the total interest always outweighs the self-interest.

Go to the source



DETAIL

We go to the source of the data directly in order to have both overview and detailed knowledge. We know the details, so we will not be surprised and can make fact-based decisions. We always keep the end goal in mind. We love go-getters and problem solvers, personalities but no egos. We are pragmatic and focused.

RESPONSIBILITY

We take responsibility even in the most challenging situations. We work hard to find solutions for challenges and do not give up. By taking ownership, we will tackle arising problems and will not leave these issues to others.

'A new candidate should be a team player and have a passion for engineering'
Johnson Ebinezer



PASSION

We work with passion and commitment in everything we do. Working with passion means that our work is the source of our satisfaction and has true impact on our lives and the lives of our customers.

OUR PEOPLE MAKE THE DIFFERENCE

The Verder Group is an extraordinary workplace. As the first choice for a growing number of customers, we occupy leading positions in our markets worldwide. These are niche markets with a high degree of specialization and a vast number of application fields. This makes Verder a dynamic place to work.

Add to this that the Verder Group's corporate culture involves entrepreneurial spirit and great autonomy for individuals and teams. Working in such an environment is stimulating and rewarding, as our contributions really do make a difference. Every employee has more influence on our products and on our business than in larger corporations.



VERDER SCIENTIFIC

ALLIANCE FOR SCIENCE

Advanced products need a competent partner in the background. Verder Scientific with its 6 brands is just this partner for countless laboratories, manufacturers and scientific research institutions worldwide. For decades, our manufacturing companies have been providing solutions for individual customer requirements by developing sophisticated, precise, and reliable laboratory equipment for sample preparation, heat treatment and analysis in quality and process control.

Be it the pulverization of plastic toys for subsequent toxicity analysis or the measurement of hydrogen concentrations in materials used for medical products – the spectrum is huge. The precision of our instruments is the basis for, e. g., increasing the effectiveness of drugs, producing healthier food, or improving the recyclability of packaging or the safety of aircraft components.



“Making the world a little better every day” is a lived reality and a daily challenge for our more than 1,000 employees. Our aim is to provide our customers in industry and research with 100% reliable machines, state-of-the-art technology and the best service from one single source. To achieve this, we continuously keep track of the latest research results and listen closely to our customers’ requirements – on that basis, we proactively develop new solutions.



VERDER LIQUIDS

PASSION FOR PUMPS

We have had a passion for pumps since 1959. More than 60 years of experience in professional pumping applications make Verder Liquids the pump manufacturer of choice for customers from many industries on all continents.

Thanks to numerous renowned brands, around 30 branches worldwide and a wide distribution network, Verder Liquids delivers excellent products and service, supporting its customers to excel in their markets. The company brings with it the process understanding, the technological expertise and the market insight to develop pumping solutions which rank among the best of the world enabling our customers to progress.



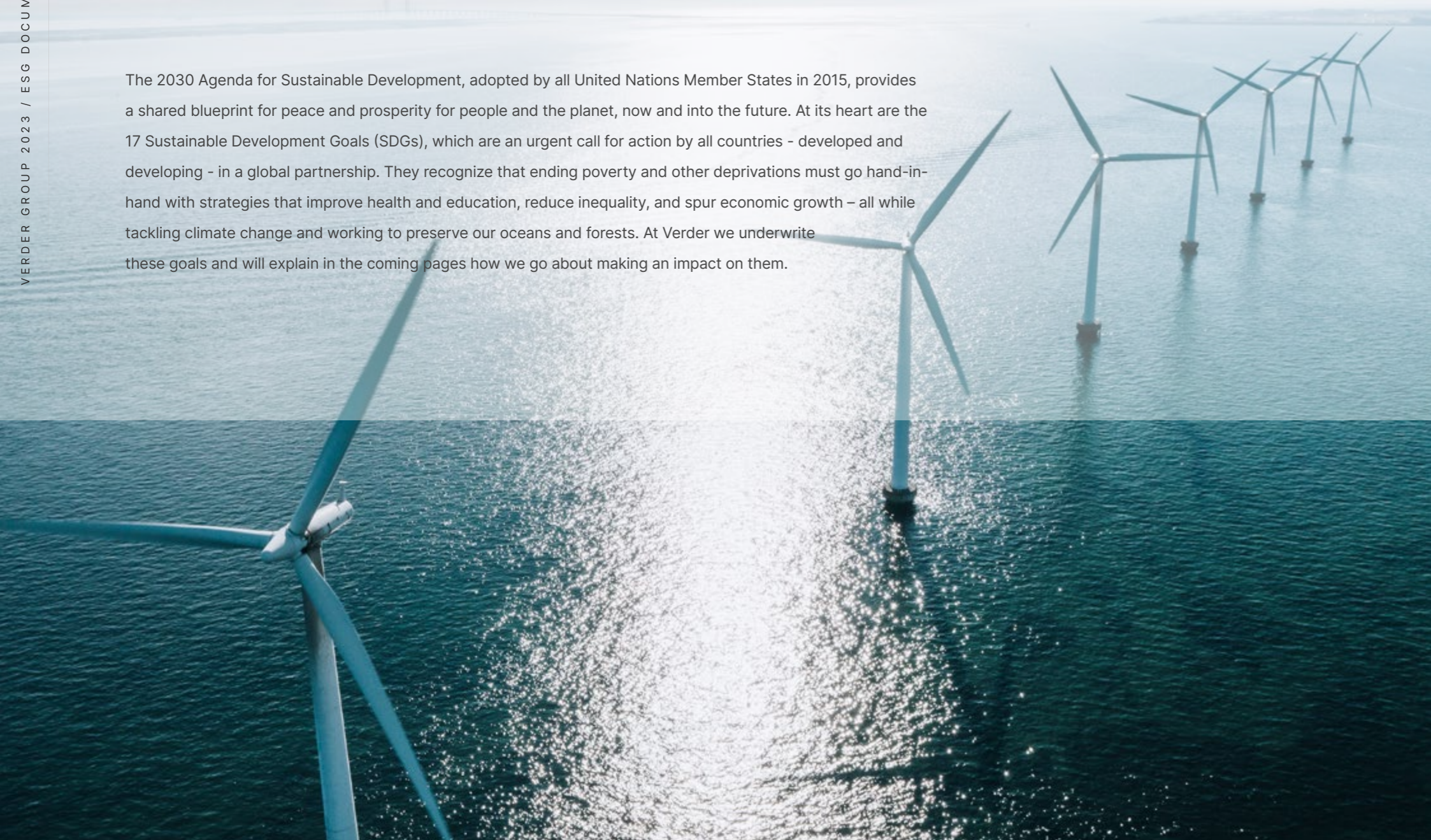
For example dosing with the highest accuracy in the pharmaceutical market, maintenance free pumping of waste-water in industrial processes to filterpress applications globally.

VERDER passion for pumps



VERDER AND SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. At Verder we underwrite these goals and will explain in the coming pages how we go about making an impact on them.



SDG'S - VERDER'S FOCUS

SUSTAINABLE DEVELOPMENT GOALS

We at Verder embrace all 17 UN's SDGs and have selected the ones where we feel we can make a true impact - through:

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:



A1: KEEPING HEALTHCARE AGILE AND RESPONSIVE

Ensure healthy lives and promote well-being of all at all ages.

The Covid 19 pandemic is a real stress test for pharmaceutical companies, laboratories and the entire healthcare system. At the same time, it is also an unprecedented success story in vaccine production. Never before have scientists been faster in developing their vaccines.

Verder – in the background – is a rather invisible though important contributor. Our teams worked closely with laboratories and global vaccine manufacturers to swiftly deliver the best possible solutions to accelerate a record fast production ramp-up. In case of future needs, we will be there as well, with existing or new industrial engineering solutions.



3 Good health and well-being

A2: IMPROVING EFFICIENCY OF WATER TREATMENT

Ensure availability and sustainable management of water and sanitation for all.

Up to 75% of the human body consists of water. With age, the value drops to around 50% – however sufficient drinking is vital in every phase of life. Drinking water is a coveted and often scarce resource, while the world's population is further growing. No wonder the United Nations adopted its resolution 64/292 in 2010. It declared access to clean drinking water to be a human right.

Technologies from Verder are helping to turn this right into reality. For example, in around 190 countries where it is not advisable to consume untreated tap water for hygienic and health reasons. Our most accurate and sophisticated dosing pumps enable precise and safe addition of the disinfectant hypochlorite, for instance – and thus an effective combat against germs. In this way, we safeguard consistent drinking water quality in millions of households worldwide.



6 Clean water and sanitation

A3: EXPANDING E-MOBILITY

To ensure climate-friendly and emission-free mobility, an increasing number of countries are deciding to say goodbye to the combustion engine.

E-mobility is quickly gaining ground. However, battery technology is still in its early stages. To help it achieve a breakthrough, it is necessary to increase its range, develop recycling systems and further reduce the consumption of natural resources in production. In this exciting development process, Verder is also involved: Behind the scenes, we supply leading and proven analysis technologies, for example, which provide battery developers with indispensable information about pore sizes within the battery and thus with insights, which allow for a constant optimization of battery design. In doing so, we enable the battery producers to realize new and better concepts, which enjoy the approval of consumers.



13 Climate action

A4: MAKING AIRPORTS AND TRAVEL SAFE

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Air travel covers distances that once were almost impossible to cross. It bridges oceans and continents. It allows vacation trips that broaden horizons and bring together people from different nations. Not to mention: It is indispensable for today's business world. But anyone boarding an aircraft wants to do so in the knowledge that the flight is secured using the best and most reliable equipment available. Verder makes an invisible but significant contribution to the best possible protection of passengers: As one of the preferred development partners of the industry, we supply cooling pumps to leading manufacturers of X-ray scanners and instruments to analyze aircraft components. Customers value our technologies for their reliability, a long service life and minimal need for maintenance. After all, no airline passenger fancies long queues at the security checkpoint on account of a malfunctioning device.



9 Industry, innovation and infrastructure

B: OUR ESG PROGRAM

Before we explained how our solutions make the difference on the customer side. Now we turn to part B of our internal promise on what we can deliberately do inhouse to support the SDG's.

Starting from the Sustainable Development Goals (SDG's), we have created an Environmental, Social and Governance (ESG) promise.

The overview on the right shows the ESG promise of Verder Group, followed by the target associated with each promise.



ENABLE REDUCED ECOLOGICAL FOOTPRINTS ENERGY/CO₂ REDUCTION

Short/mid-term promise

- Energy-neutral own buildings
- Implement ISO 14001 in our production facilities
- Recycle & re-use in all our facilities
- Greener travel
- Water consumption management
- A tree for every employee



Longer-term ambition

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



ENABLE PEOPLE'S PROGRESS & WELLBEING WELLBEING & CHARITY

Short/mid-term promise

- Safe & secure working environment
- Fruits & sports initiatives
- Increase & improve digital learning
- Support inclusive teams
- Donate to charity for children & education
- Sponsor our local communities on education & sports



Longer-term ambition

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



ENABLE RESPONSIBLE CONDUCT TRAINING & REPORTING

Short/mid-term promise

- Train 100% of our people yearly on our Purpose & DNA
- Train 100% of our people on Verder's CoBP every 3 years
- Train relevant people yearly on compliance topics
- Pragmatic reporting on ESG and as of 2025 CSRD report yearly published



Longer-term ambition

- Training as a continuous process

B1: ENVIRONMENTAL TARGETS

ENERGY-NEUTRAL OWN BUILDINGS

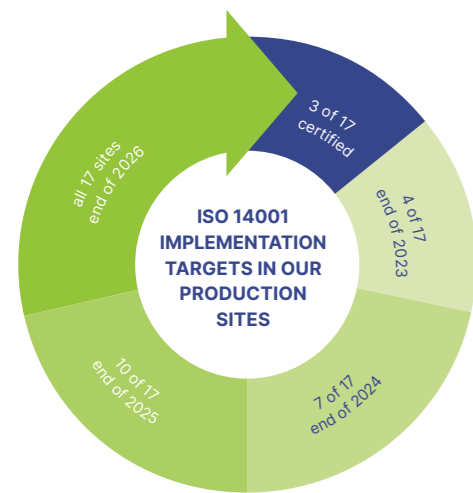
- 22/22 locations


IMPLEMENT ISO 14001 IN OUR PRODUCTION SITES

- 17/17 production sites to be certified

RECYCLE & RE-USE IN ALL OUR FACILITIES

- More recycle & reuse (measured in CO₂) in 40/40 total locations



 **7** Affordable and clean energy



GREENER TRAVEL


- Define and implement a green travel policy
- Decreasing the CO₂ emissions from travel by company cars

A TREE FOR EVERY EMPLOYEE

- Have the same number of trees planted as we have employees

WATER CONSUMPTION MANAGEMENT

- Decrease the use of drinking water for other purposes / save rainwater

 **6** Clean water and sanitation



 **13** Climate action

B2: SOCIAL TARGETS

SAFE AND SECURE WORKING ENVIRONMENT

- 0 incidents in all 40/40 locations

FRUITS & SPORTS INITIATIVES

- 40/40 locations
- Organize bi-annual European Verder soccer tournament

INCREASE & IMPROVE DIGITAL LEARNING

- Increase training hours per employee at Verder University

SUPPORT INCLUSIVE TEAMS

- Being inclusive in terms of race, culture, sex, age

 **4** Quality education

DONATE TO CHARITY FOR CHILDREN & EDUCATION

- 1 Verder Group charity per year

SPONSOR OUR LOCAL COMMUNITIES ON EDUCATION & SPORTS

- Sponsor sailing in combination with science & diversity
- Each Verder entity supports its local community



 **8** Decent work and economic growth

 **5** Gender equality

B3: GOVERNANCE TARGETS

THE TARGETS

- Train 100% of our people yearly on our Purpose & DNA
- Train 100% of our people on Code of Business Principles every 3 years
- Train relevant people yearly on compliance topics (e.g. export compliane and GDPR)
- Pragmatic reporting on ESG and as of 2025 CSRD report yearly published (2024 comparable figures)

THE 7 POINTS OF OUR CODE OF BUSINESS PRINCIPLES

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



4 Quality education



RESPONSIBILITY **SAFE** TRUST
RESPECT
 INTEGRITY **LAW** HONESTY HEALTH
ETHICS

CONTINUOUS TRAINING ON COMPLIANCE TOPICS

It is of the essence to keep all Verder employees aware and up-to-date on compliance topics. All employees are continuously trained on (but not limited to) these topics.

1. Code of Business Principles: all employees are trained on this topic every 3 years.
2. Export Compliance Program: all employees dealing with export, or responsible for employees dealing with export, follow this program every year, or more often in case of an event.
3. Finance policy: all employees working with financial data, or responsible for employees working with financial data, follow this program every year, or more often in case of an event.
4. GDPR: all employees are trained on this topic at the start of their employment. Thereafter, all managers are repeating the training every three years, or more often in case of an event.



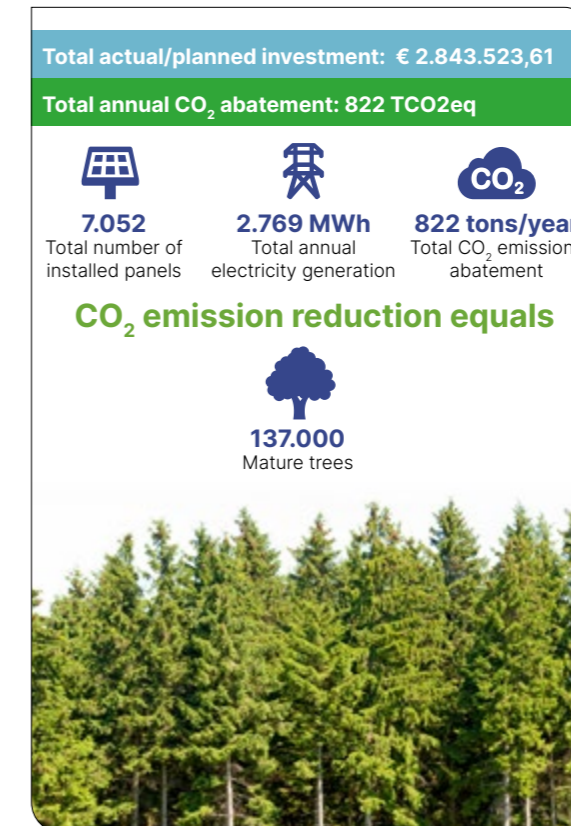
PROGRESS SO FAR E1: ENVIRONMENTAL RESULTS

Solar panels (13/17)

Verder Pump SA (Pty) Ltd.	South Africa
Verder Vleuten	Netherlands
Verder B.V.	Netherlands
JEC Ltd.	South Korea
MTP Met-Plast Sp. z o.o.	Poland
Verder Ltd	United Kingdom
Carbolite Gero LTD	United Kingdom
Retsch, Eltra, MTR (Haan)	Germany
Carbolite Gero GmbH & Co. KG	Germany
ATM Qness GmbH Mammelzen	Germany
ATM Qness GmbH Golling	Austria
Microtrac BEL	Japan
Packo Inox Ltd.	Belgium

Energy-efficient heating (7/17)

- MICRODOS S.r.l.
- Verder UK Ltd
- ASAL Tehnic SRL
- Carbolite Gero LTD
- Carbolite Gero GmbH & Co. KG
- Retsch, Eltra, MTR (Haan)
- Erweka GmbH



Insulation of buildings (7/17)

- Verder N.V.
- MICRODOS S.r.l.
- Verder UK Ltd
- ATM Qness GmbH Golling
- Microtrac BEL / Verder Scientific Co.
- Retsch, Eltra, MTR (Haan)
- Erweka GmbH

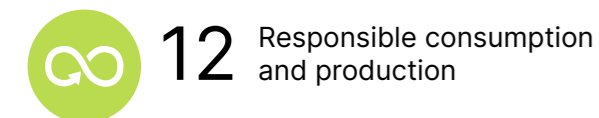
LED lighting (15/17)

- Packo Inox Ltd.
- Verder N.V.
- MICRODOS S.r.l.
- Verder B.V.
- Verder UK Ltd
- Verder România s.r.l.
- Verder Vleuten
- Carbolite Gero LTD
- Carbolite Gero GmbH & Co. KG
- ATM Qness GmbH Mammelzen
- ATM Qness GmbH Golling
- Retsch, Eltra, MTR (Haan)
- Microtrac BEL / Verder Scientific Co.
- Verder Scientific US
- Erweka GmbH



E2: ISO 14001

Company	Country	Division	Status
1) JEC Ltd.	 South Korea	Liquids	● In progress
2) Ponndorf Gerätetechnik GmbH	 Germany	Liquids	● Planned
3) Packo Inox Ltd. - Branche Diksmuide	 Belgium	Liquids	● Certified
4) mTP Met-Plast Sp. z o.o.	 Poland	Liquids	● Planned
5) MICRODOS S.r.l.	 Italy	Liquids	● Planned
6) Verder Ltd	 UK	Liquids	● Certified
7) Carbolite Gero LTD	 UK	Scientific	● Planned
8) Carbolite Gero GmbH & Co. KG	 Germany	Scientific	● Planned
9) ATM Qness GmbH Mammelzen	 Germany	Scientific	● In progress
10) ATM Qness GmbH Golling	 Austria	Scientific	● Planned
11) ASAL Tehnic SRL	 Romania	Scientific	● Planned
12) Microtrac Inc	 USA	Scientific	● Planned
13) Microtrac BEL	 Japan	Scientific	● Planned
14) Retsch, Eltra, MTR (Haan)	 Germany	Scientific	● Planned
15) Erweka	 Germany	Scientific	● Certified
16) Formulaction	 France	Scientific	● Planned
17) ITC	 Spain	Liquids	● Planned



E3: CAR FLEET

We will only use electrical or hydrogen cars moving forward in the Netherlands. Currently examining possibilities in other countries.










13 Climate action



S1: SOCIAL RESULTS

Verder makes a conscious decision to donate on a yearly basis to charities that support either children or educational progress as that is the basis for a positive future. Next to this our subsidiaries donate to their local communities in the field of education and sports.

CHARITIES

Year	Charity	Country	Website
2022	ALCLI	 Italy	https://www.alcli.net/
2021	Snetberger	 Hungary	https://www.snetbergercenter.org/en
2020	University of Leeds	 United Kingdom	https://www.leeds.ac.uk/
2018	L'enfant@l'hôpital	 France	https://www.enfant-hopital.org/
2017	Weitblick	 Germany	https://weitblicker.org/en/idea/
2016	Mensa	 Czech republic	https://www.mensa.org/mensa/about-us
2015	Bednet	 Belgium	https://www.bednet.be/



EXAMPLE DONATION OF € 25,000 ALCLI

December 2022 Verder CEO Andries Verder and the CEO of Microdos, Alessandro Mostarda donated a cheque for 25,000 euros to ALCLI Giorgio and Silvia, a voluntary association for the fight against cancer, which has been offering free services for cancer patients for 35 years. This important ceremony was held in Rieti, also known as "the pump valley" within the Verder-Microdos company.



SPONSORSHIPS

We sponsor international sport events that have a link to sustainability and diversity.

A great example can be seen above where we sponsored mixed offshore sailing race Transat Paprec with our skipper Edouard Golbery and Alicia de Phyffer from Race for Science Verder.



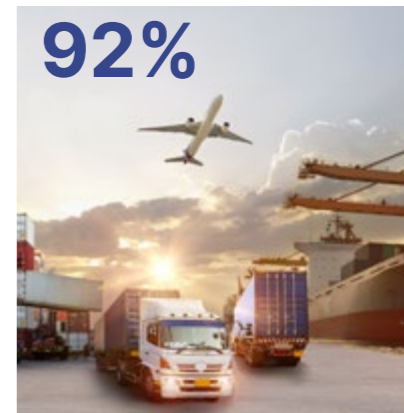
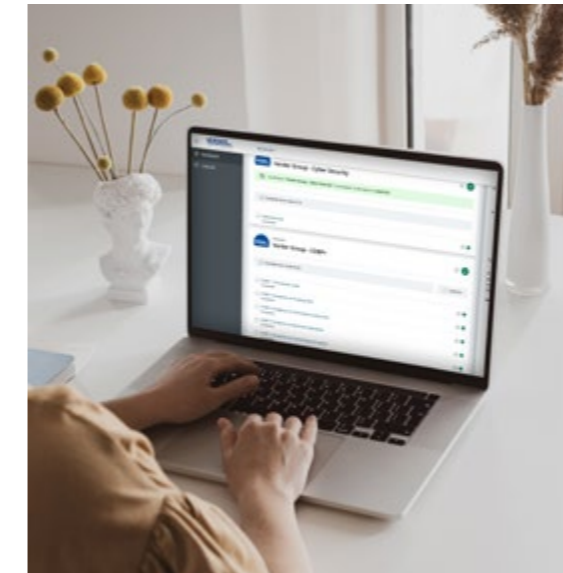
4 Quality education



3 Good health and well-being

G1: GOVERNANCE RESULTS

- Trained 100% of our employees on DNA in 2023.
- Trained 98% of our employees on COBP in 2023.
- Trained 92% of relevant employees on compliance topics.
- Improved learning for all employees by adding personal development courses to Verder University.



4 Quality education

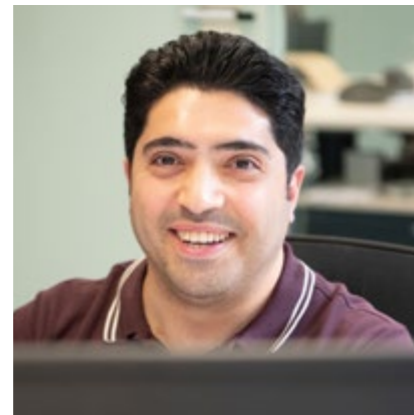
CONCLUSION

We hope you enjoyed reading our ESG Impact Report 2023. We aim to create an updated version in 2024 where we can show you all of the progress, we have enabled over that time span. As you could read we care greatly for SDG's and ESG and will continue to do so. We will do this by continuously investing in our people, policies, programs, and measures to increase or company's impact on the SDG's whilst implementing more and more ESG related programs to reduce our environmental impact, increase the wellbeing of our invaluable employees and make sure things are governed properly.

In case of any questions, feel free to reach out to us.



Femke Wiersma
Joint CEO
Verder Group



Sina Eslamizadeh
Sustainability Coordinator
Verder Group



Claudia Müller
Chief Brand Officer
Verder Group

VERDER

VERDER INTERNATIONAL BV
Utrechtseweg 4a
3451 GG Vleuten
Nederland
info@verder.com

www.verder.com