



For a clean future - 2025

Sustainability Report



BranoFilter
For a clean future

2024 at a Glance



132 employees



14,5h Training for Employees



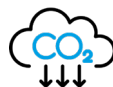
~29 Million euros in revenue



- 6 % Energy Consumption since 2022



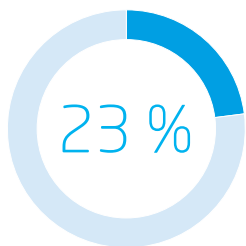
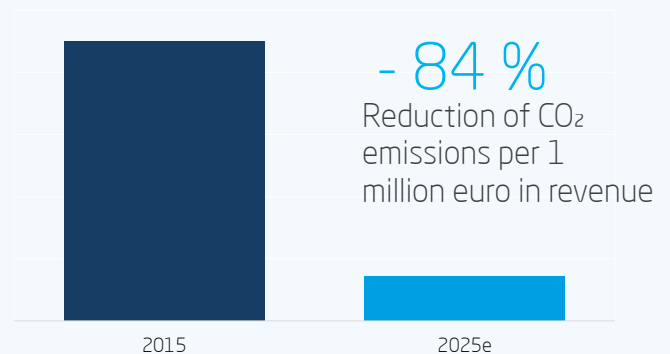
130 Customer



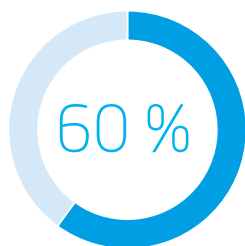
- 65 t of CO₂ equivalent avoided

Our Goal

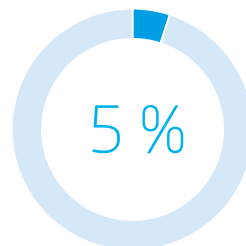
A carbon-neutral production site in Dietenhofen - switching to green electricity in 2025 marks a key milestone.



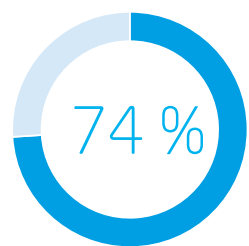
Managers Working Part-Time



Suppliers from Germany



Employees with Disabilities



Share of Renewable Energy

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Foreword

Dear Readers,

for the past four decades, BRANOfilter has taken responsibility in corporate governance, the handling of the environment and resources as well as in social interactions. Although the terms Governance, Environment, and Social have not been in use for long, they have shaped our daily actions and corporate strategy since the very beginning. Therefore, these focal points structure the fifth edition of our Sustainability Report.

ENVIRONMENT - To systematically implement our environmental and climate protection measures, the strategy "BRANOGreen" was launched in 2022. The central goal is carbon-neutral production (Scope 1 and 2). As of January 1, 2025, we have completely switched to carbon-neutral green electricity, bringing us very close to our stated goal. For the final step, the few remaining emissions – particularly from the vehicle fleet and district heating – will either be further reduced or, if unavoidable, compensated for.

GOVERNANCE - The global community continues to face significant challenges in 2024. Wars, political upheavals, and economic shifts are a reality in many parts of the world. Despite unfavorable conditions, BRANOfilter has shown commendable resilience and can look back on a successful business year of 2024. The most important success factor once again was the exceptional dedication of our workforce. Only through voluntary additional shifts, often on weekends, were we able to achieve the second-highest revenue in our history and thus ensure the economic stability of our company.



SOCIAL - The success of BRANOfilter is largely based on the commitment of our employees. They shape innovations, ensure the quality of our products, and carry our understanding of social responsibility both internally and externally. We promote individual development through targeted training programs and health care measures. We also actively support the balance between work and private life, for example, through remote work, flexible working hours, or sabbaticals. These measures are taken because employees who feel well often remain within the company in the long term. The low turnover rate of 1.3 % and a stable training rate of 6 % confirm this trend.

On the following pages, you will find the usual transparency regarding the details of our sustainability activities. We are very much looking forward to your feedback, suggestions, and inquiries. We wish you an enjoyable read!

Sebastian Melz
Managing Director BRANOfilter GmbH

Reinhard Enzelberger
Managing Director BRANOfilter GmbH



Governance

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For a clean future

Organizational Profile

We rely on thoughtful solutions with innovation and experience - for a cleaner future. »

Our Company

The roots of our company go back to 1875 with the founding of the paper wholesale business Brangs & Heinrich. 110 years later, this evolved into BRANOHolding GmbH & Co. KG (formerly BRANOpac Buscher KG), under which the two subsidiaries BRANOfilter GmbH and BRANOpac GmbH now operate. From our headquarters in Dietenhofen, we are active worldwide – in 24 countries across three continents. Since 1998, we have also been producing in Hlinsko, Czech Republic, and since 2004 in Ningbo, China. In 2024, we achieved a turnover of ~ 29 million euros at our main site with 132 employees and produced over 58 million filter bags, as well as numerous other filtration solutions for over 130 customers.



Business Areas and Value Creation

For nearly four decades, BRANOfilter has been developing and producing high-quality filtration systems for air purification and cleaning for a wide range of industries. Whether in residential spaces, cosmetics, healthcare, professional cleaning, HVAC systems, or the disposal of hazardous materials – our products are used in many areas. Our main markets are in Germany and Central Europe, East Asia, and North America. We develop innovative solutions to meet customer needs early and provide tailor-made products of the highest quality – from conception to manufacturing. Even in challenging times, we remain a reliable partner, offering flexible support to our customers. Clean air is a human right to us, and thus the foundation for a healthy life.

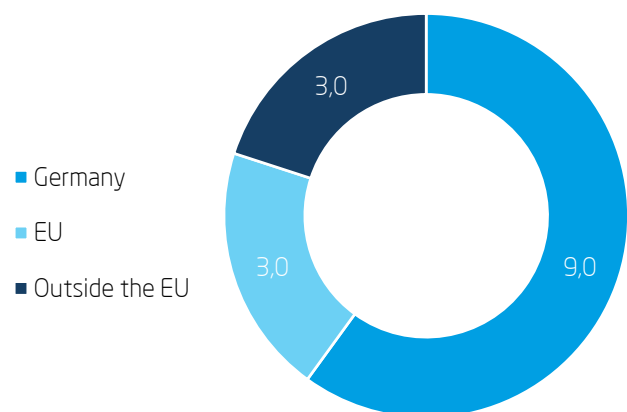
BRANOgreen

With BRANOgreen, we integrate ecological, social, and economic responsibility into all areas of the company. Through regular sustainability reports, we create transparency and provide all relevant stakeholders with insight into our indicators, measures and goals. We are increasingly relying on renewable and recycled raw materials and work exclusively with qualified suppliers who meet strict environmental and social standards. In our production facilities, we implement efficient processes to reduce waste and energy consumption. At the same time, we drive innovations for sustainable solutions through collaborations with research institutions and industry associations.

Supply Chain

In 2024, BRANOfilter's purchasing volume amounted to approximately 15 million euros, with about 9 million euros in Germany, 3 million euros within the EU, and the remaining 3 million euros outside the EU. A significant share of 2.3 million euros was attributed to our subsidiary BFC. Overall, BRANOfilter worked with 105 different suppliers and processed 790 different materials. Particularly in the field of filter fleece, we place great value on regional supply chains. Of 13 suppliers, five were from Germany and covered 73% of the filter fleece demand.

1 | 1 Purchasing Volume in Million Euros BRANOfilter 2024



Sustainability, Values and Strategy

Responsible Corporate Governance



Corporate Governance

The management holds overall responsibility for economic, ecological, and social matters, as well as compliance with legal and internal regulations. It is supported by an authorized signatory (Prokurist) and the leadership team and is overseen by the shareholders' meeting, which is also responsible for appointing and removing members of management. Decisions of fundamental importance are made in close coordination with shareholders and relevant stakeholders. Both managing directors also take on operational roles and represent the company strategically in subsidiaries and joint ventures. Management stays continuously informed about regulatory changes, sustainability issues, and compliance, including through expert committees, external consulting, and regular exchange within the leadership team. The performance of management is evaluated through monthly financial and environmental reports, internal management reviews, and within the framework of the shareholders' meeting.

Communication

Our company is characterized by an open culture of dialogue and feedback, as well as values-based leadership that promotes team spirit, transparency, and social cohesion. In 2024, the leadership team was redefined and now includes department and team leaders, the two managing directors, and the authorized signatory.

Operational leadership lies with the management, although special business transactions require the approval of the shareholders. Regular dialogue with stakeholders is an integral part of our corporate strategy and is conducted through discussions, digital platforms, and surveys, such as employee and customer satisfaction surveys. The feedback obtained is incorporated into strategic decisions, innovations, and the early identification of opportunities and risks.

Sustainability

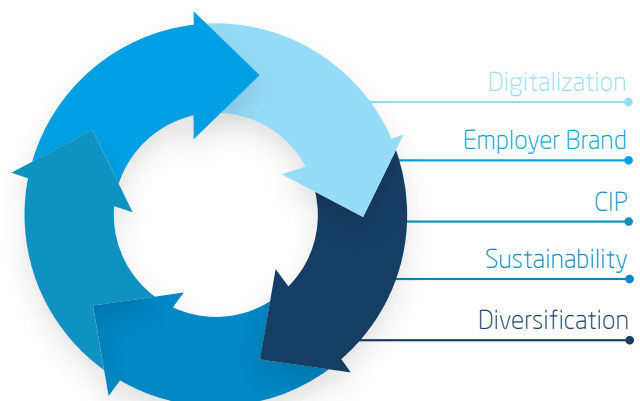
At our company, sustainability is a matter for top management. Strategic planning is driven by decisions made by the executive team, while implementation takes place within the respective departments - usually in the form of dedicated projects. All employees are encouraged to actively contribute to achieving sustainability goals within their areas of responsibility and to propose improvements. Sustainability reporting ensures transparency regarding social, economic, and environmental developments.

Corporate Strategy

In the 2024 reporting year, our corporate strategy remained focused on the core topics of digitalization, sustainability, employer branding, diversification, and continuous improvement (CIP). The management regularly reviews the implementation of the resulting annual management objectives to ensure strategic alignment. As of 2025, particular attention will be given to the future-oriented realignment of our international subsidiaries.

1 | 2 Strategic Objectives

BRANOfilter 2024





Responsibility, trust, and reliability characterize the way BRANOfilter handles compliance and ethical conduct. »

Values, Standards, and Compliance

At BRANOfilter, we have an internal mailbox, a dedicated email address, and a postal address for anonymous whistleblower and compliance reports. BRANOfilter ensures that whistleblowers are protected from any negative consequences. Every report is treated confidentially, and there is an explicit prohibition of retaliation against individuals who provide information. Incoming reports are reviewed by the compliance officers and, if necessary, further investigated by internal or external bodies. If required, corrective actions or sanctions are implemented. The compliance officers are also available for questions regarding ethical behavior, legal uncertainties, or our Code of Conduct. In 2024, no violations were reported. On their first day of work, all new employees receive the Code of Conduct, which forms part of the onboarding process.

Marketing and Labeling

BRANOfilter relies on transparent, compliant communication and consistently ensures accurate product labeling. Packaging and labels are designed in accordance with current regulations and in coordination with customers. A coding system guarantees the traceability of all production batches. Certificates and standards are available online or upon request. BRANOfilter uses various channels, including social media and the company website. The sustainability report is accessible there at any time.

Occupational Safety and Social Standards

BRANOfilter is committed to complying with labor and social standards, which are ensured through a comprehensive quality management system certified according to ISO 9001:2015. Regular internal inspections and external audits — including those conducted according to the SMETA standard (Sedex Members Ethical Trade Audit) — ensure consistent compliance with legal requirements, ethical principles, and internal company policies.

Workplace design for greater well-being

Occupational safety and health protection

Occupational Safety

Our occupational safety system applies to all our employees. Even without certification according to ISO 45001, we have a comprehensive and proven occupational safety concept that is continuously reviewed and further developed. The implementation is the responsibility of our external occupational safety specialist, our company doctor, and internal officers for various safety-related areas. Since July 2024, we have updated numerous internal processes, occupational safety-related documentation, training materials, and action plans. In particular, our safety training, which is provided to our employees annually, has been completely revised. Physical and psychological risk potentials are systematically reviewed during regular meetings of the Occupational Safety Committee (ASA), and the corresponding risk assessments are adjusted to new risks and regulations. Regular site inspections are conducted to detect potential hazards early. In the reporting year, three reportable workplace accidents with a total downtime of 20 days were recorded – two more than in 2022. This resulted in a Recordable Injury Rate (RIR) of 0.3. The incidents were analyzed, and targeted corrective measures were implemented to prevent recurrence. Additionally, the introduction of a system for recording and analyzing near-miss incidents is planned to identify and address risks more reliably at an early stage.



0,3

Recordable Injury Rate

Health Protection

Our company doctor is on-site once a month and provides advice to our employees on health protection, prevention, and preventive measures. Both voluntary and mandatory health checks are offered. For 2025, our company doctor is initiating several health protection measures, including in collaboration with the professional association (BG): a comprehensive noise measurement and the creation of a noise register, specifically identifying areas that require hearing protection, as well as the organization of a health day, during which noise protection and corresponding protective measures will be a focus.

“We continuously invest in modern workplace conditions and implement targeted measures to enhance the well-being of our employees.”

Workplace Conditions

Since the last report, we have provided height-adjustable desks throughout the administrative area, implemented noise protection measures, and replaced numerous air conditioning units. Additionally, the men's changing rooms and sanitary facilities have been completely renovated. Further modernization plans for 2025 include the renovation of our women's changing rooms, which will also be equipped with shower facilities – a measure directly resulting from our employee survey. The production area has been equipped with new anti-fatigue mats, as well as lifting and standing aids. At the request of employees, more seating options, such as BRANO loungers and outdoor furniture, are now available. The canteen has also been modernized and now includes additional break offerings like a dartboard, a foosball table, and comfortable sofas. Furthermore, our weekly “Kebab Tuesday” has been supplemented with the highly popular monthly “Asian Food Thursday.”

Fire Protection

As part of our new fire protection concept, we completely renewed and expanded our existing fire alarm system between July and October 2024. It now includes 360 alarm units and 68 sirens distributed throughout the company building. BRANOfilter has qualified first aid and fire protection teams in all areas, whose knowledge is refreshed every two years through training. Regular evacuation drills ensure that all employees are well-prepared for emergencies.

Pathway Concept

In early 2025, we will implement a new pathway concept: floor markings in the production and storage areas will improve orientation and mark hazardous areas, while a company-wide safety shoe requirement will be introduced in these areas to reduce the risk of accidents. At the same time, separate floor markings will be created for the pathways of our driverless transport system.

Strategies for risk reduction and prevention

Risk management

Risk management

The risk management at BRANOfilter is an integral part of the quality management system according to ISO 9001:2015 and is based on a structured identification and assessment of potential risks. It is regularly reviewed and further developed to adapt to new challenges.

An important component of our risk management is our anonymous reporting system for (potential) violations. »

Supplier Code of Conduct

Although BRANOfilter is currently (not yet) directly affected by the Supply Chain Due Diligence Act (LkSG), its requirements are integrated into our risk management. Regulatory developments, such as the EU Supply Chain Directive (effective from 2026), are closely monitored, and internal processes are continuously adjusted. Our revised Supplier Code of Conduct sets clear requirements in the areas of compliance, environment, social responsibility, and ethics and is contractually binding for all our suppliers. The ILO (International Labour Organization) core labor standards, especially the prohibition of child and forced labor, are firmly established.

Data Protection

We comply with the requirements of the Federal Data Protection Act (BDSG n. F.) and the European General Data Protection Regulation (EU GDPR). Our employees are regularly trained and sensitized by our external data protection officer. In the reporting year, there were no violations of personal data protection.

Hazardous Materials Management

In 2024, BRANOfilter introduced a digital centralized hazardous materials register. This overview always contains up-to-date safety data sheets with information on protective measures and behavior in the event of an emergency. In all relevant areas, operational instructions for hazardous materials are posted, and our employees receive safety training annually. A standardized process ensures safe procurement.



Patent Management

Through systematic monitoring of relevant intellectual property rights, we ensure that technological developments are protected and potential risks are identified at an early stage. In weekly queries and monitoring tasks, we specifically review the filings of equipment manufacturers and our competitors in the field of filtration technology. Additionally, BRANOfilter maintains close communication with patent attorneys and authorities to prevent violations of applicable regulations and intellectual property rights. In return, we protect our developments, where possible, through our own patents.

Climate Change

Since the reporting year, "climate-related disturbances" have been considered a specific risk in order to systematically assess the potential impacts of climate change. Minimizing these risks is a key focus of our BRANOGreen strategy.

Digital, Efficient, and Resource-Saving Solutions

Sustainable Innovations

Digital Collaboration

Since the last report, a project management software has been implemented, significantly improving cross-departmental collaboration. All departments are now integrated into a common platform, alongside the ERP and MES systems, where tasks, schedules, and agreements can be transparently documented and processed. The more efficient workflows and structured communication particularly enhance transparency in complex projects involving customer participation, reduce errors, and secure information. Through project management workshops and cross-departmental exchange formats, improvement potentials are identified and directly translated into system adjustments.

The introduction of the project management software enables tasks, schedules, and agreements to be managed centrally, transparently, and across departments. »

Production Optimization

Through systematic improvements to several systems, their efficiency has been significantly increased. The result: fewer unplanned downtimes, increased production speed, and higher operational safety. These improvements not only lead to increased system efficiency and availability but also to reduced material consumption, as scrap is minimized.

Low-Emission Printing Processes

Particularly noteworthy is the complete transition of our printing inks to water-based formulations. Since 2024, all printing processes on nonwoven bag machines are solvent-free – an active contribution to low-emission production and the protection of both the environment and employees.



More Efficient Repair Management

In the reporting year, our repair management was fully digitized. Instead of verbal handovers or decentralized notes, disturbances are now directly recorded on the machine in a digital ticketing system, automatically forwarded to the respective responsible department, and centrally documented and tracked. This creates a valuable foundation for evaluations, from which long-term optimization potentials can be derived – for example, to reduce downtimes or machine failures.



Environment

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CO₂ as a Challenge

Climate Protection

Carbon Footprint & CO₂ Emissions

Since 2013, BRANOfilter has been publishing a CO₂ footprint, which allows us to monitor progress and achievement of goals in reducing CO₂ emissions.

Scope 1: Covers direct greenhouse gas emissions. This relates solely to our fleet, as volatile gases and fossil fuels are not emitted during operation.

Scope 2: Refers to indirect greenhouse gas emissions from purchased energy. In our case, this includes electricity and district heating.

Scope 3: Encompasses all CO₂ emissions that occur along the value chain, including transport, use, and disposal of our products. However, due to insufficient data along the value chain, this indicator cannot be reported for the current year.

2 | 1 Energy Consumption in t CO₂ Equivalent

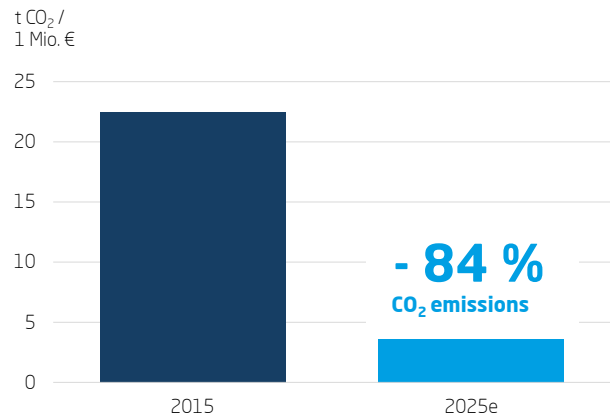
BRANOfilter 2024

	2024	2022	2020
Scope 1			
Fossil fuels	0	0	0
Fleet	53	37	33
Volatile gases	0	0	0
Total	53	37	33
Scope 2			
Electricity	334	220	289
District heating	50	61	54
Cooling energy, steam	0	0	0
Total	385	281	343
Scope 1 & Scope 2	438	318	376

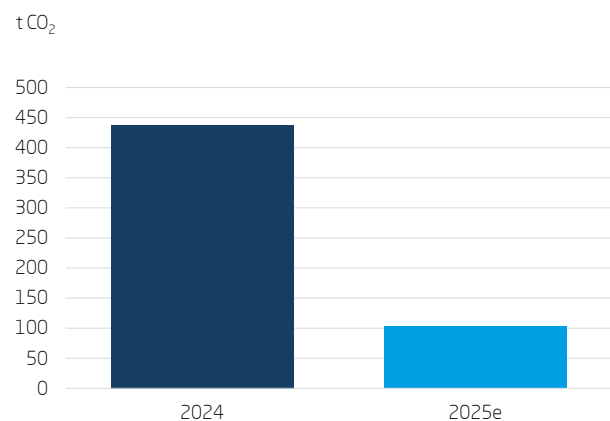
Our share of renewable energy, consisting of our self-generated solar power, district heating, and the purchased electricity mix, will account for 74% of our energy consumption in 2024.

CO₂-neutral Production

In the future, we aim to produce CO₂-neutrally in Dietenhofen. This goal initially focuses on emissions from Scope 1 and Scope 2. By 2025, we will achieve a significant part of this goal by switching to green electricity. A careful review is still required to determine how the remaining emissions can be best avoided or alternatively compensated in a responsible manner. As a basic principle, we prioritize avoidance over compensation.

2 | 2 Reduction of CO₂ emissions per 1 million € in revenue
BRANOfilter 2015**2 | 3 Expected output of CO₂ emissions with the same revenue by switching to green electricity**

BRANOfilter 2024



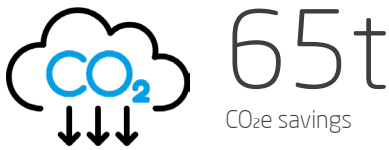
The CO₂ emissions from the fleet, district heating, and electricity are calculated based on the current emission factors. These are provided by the Bavarian Ministry of the Environment or N-ERGIE Netz GmbH (electricity) and were used in 2024 according to the most recent valid version.

Rethinking Energy

Energy Management

Photovoltaic System

With our own photovoltaic system, which has a capacity of 270 kWp, we cover almost 14% of our consumption in the reporting year. Excess electricity is fed into the public grid. The electricity we generated ourselves enabled us to avoid almost 65 tons of CO₂ equivalents¹ in the reporting year. The remaining demand is purchased.



An expansion is currently being evaluated to enable us to generate even more energy in the future – for example, through the expansion of our photovoltaic system or alternatives such as a combined heat and power plant. After a battery storage system for excess electricity was deemed economically unfeasible in 2024, we will revisit the evaluation in 2026. Our self-generated electricity is used for production and is also available to our employees free of charge for charging their e-bikes. In 2023, two charging stations for electric and hybrid vehicles from the company fleet were installed on the company premises. As part of the renewal of our main distribution system, six additional charging stations are planned on the company site – a necessary step as our fleet is increasingly being converted to electric and hybrid vehicles.

**Small Wind Turbine**

A simple expansion of the photovoltaic system is not enough to meet our electricity needs at all times of the day. Therefore, in 2023, we assessed the feasibility and economic viability of a small wind turbine. By measuring wind conditions, simulating expected wind speeds, and conducting an economic viability calculation, various wind turbines were evaluated. Unfortunately, the assumptions based on the wind atlas could not be confirmed, which means that an economically viable implementation of the project at the planned location is not possible.

2 | 4 Electricity generation and consumption in kWh

BRANOfilter 2024

	2024	2022	2020
Solar power	Self-production 193.806	Self-production 218.651	Self-production 229.812
	148.863 Fed into the grid 44.943	175.402 Fed into the grid 43.249	185.503 Fed into the grid 44.309
	Avoided CO ₂ e 65 t ^{1,2}	Avoided CO ₂ e 68 t ^{1,2}	Avoided CO ₂ e 77 t ^{1,2}
Grid power	889.192 Energy mix: 51,9 % Renewable energy	848.275 Energy mix: 57,2 % Renewable energy	1.038.643 Energy mix: 60,5 % Renewable energy
Total	1.038.055	1.023.677	1.224.146

¹https://www.umweltpakt.bayern.de/energie_klima/fachwissen/217/berechnen-sie-ihre-treibhausgasemissionen

² Compared to the electricity/heat mix in Germany

Total energy consumption

2 | 5 Total energy consumption in kWh

BRANOfilter 2024

	2024	2022	2020
Solar power	148.863	175.402	185.503
Renewable energy as a proportion of grid electricity	461.024	486.910	628.379
District heating	579.582	693.941	559.395
= Total renewable energy	1.189.469	1.356.253	1.373.277
Nuclear energy	19.542	79.738	83.091
Coal	278.035	178.986	237.849
Natural gas	116.366	93.310	77.898
Other fossil fuels	13.324	9.331	11.425
= Non-renewable energy	427.268	361.365	410.264
Total energy consumption	1.616.737	1.717.618	1.783.541
Energy efficiency in kWh per million € in revenue	56.211	61.800	66.515

We source district heating from 100% renewable energy and have therefore completely eliminated the use of fossil fuels for heat generation since 2019. »

Ventilation

In our high-ceiling production halls, the average temperature difference between floor and ceiling is 8-10 °C. As a result, a significant portion of heating energy is lost in winter due to rising warm air, requiring a high energy input to maintain comfortable temperatures at workstations. Large ceiling fans will in future push the warm air back down, thereby reducing the temperature gradient. By combining building automation with ceiling fans, we expect to save 8-15% of heating energy. Additionally, newly installed fire protection dampers will be equipped with an opening function to work in tandem with the ceiling fans, improving air circulation in the hall during the summer months. This will lower indoor temperatures by several degrees and noticeably improve working conditions.

Building and Production Automation

A building automation concept is to be developed in 2025 and implemented by 2027. Similar to smart home systems in private households, this will allow heating systems to be automatically regulated, ventilation systems to be controlled, and lighting to be switched. This intelligent system will enable targeted optimization of energy consumption.

The electrical sub-distribution systems throughout the production area have been completely modernized and now meet the latest technological standards. This significantly reduces the risk of failures and fires. In the final expansion stage, all sub-distribution units will be integrated into the building automation system, allowing all electrical consumers to be centrally controlled and monitored. With the full integration of all relevant production equipment into our MES system, we have also established the foundation to record the machine status of each unit in real time and to transparently display overall equipment effectiveness (OEE) using modern analysis tools.

Prevention Before Disposal

Waste and Circular Economy


Waste Generation

"Prevention before recovery before disposal" – this is our guiding principle in dealing with waste. Nevertheless, at our production site in Dietenhofen, both non-reusable packaging materials and production waste are generated. An internal environmental performance report is published quarterly, providing an overview of relevant indicators (waste volumes, electricity, district heating, compressed air, as well as fresh and wastewater). At all production sites, the proper and legally compliant sorting, classification, and transfer of waste to disposal partners is clearly regulated. Remaining waste is separated and disposed of properly.



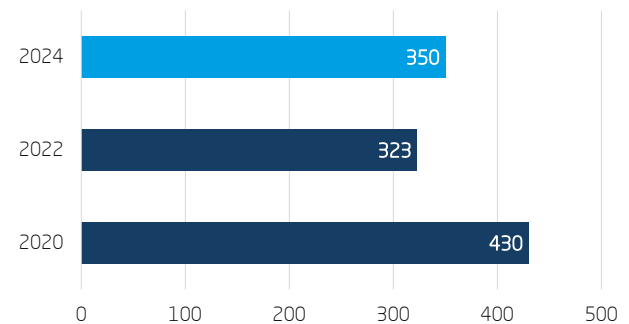
Material Cycle

Around 45% of the waste consists of residues from our nonwoven and safety bag production and is thermally recycled. 50% is paper and cardboard waste, mainly from packaging and punching processes. This cellulose-based waste is returned to the paper cycle and reused. 2% consists of plastic films, partly originating from upstream processes in the value chain (packaging) and partly from our own packing station. These films are sent for material recycling. In addition, waste from our product packaging also arises in the downstream value chain.

 Prevention before recovery before disposal – this is our guiding principle in dealing with waste.

2 | 6 Total waste volume in tonnes

BRANOfilter 2024



2 | 7 Waste Intensity in t per Million € Revenue

BRANOfilter 2024

	2024	2022	2020
Revenue in T€	28.762	27.793	26.814
t Waste / Million € Revenue	12.18	11.63	16.03

2 | 8 Waste by Composition in t

BRANOfilter 2024

	2024	2022	2020
Substitute fuel (nonwovens and paper/ meltblown combinations)	157	155	201
Plastic foils	2	7	9
Residual waste	4	4	3
Hazardous substances	7	13	0
Sheet metal / Scrap	4	8	n/a ¹
Paper/cardboard	177	144	217
Total	350	323	430

¹ No data available, this figure was not recorded in the reporting year.

Use and deploy resources consciously

Material and resource efficiency



Materials

The material usage for products and primary packaging was recorded for the first time in 2022, based on supplier data. Our fleece bags are thermally recovered after use. Due to the material composition and the contents of the bags, material recycling is currently not possible. We do not have reliable information on how consumers dispose of product packaging after use. Currently, there is no targeted influence on disposal behavior, but this offers potential for future optimization measures in line with a circular economy.

2 | 9 Materials in tons

BRANOfilter 2024

	2024	2022
Product		
Nonwovens and plastics	1.666	1.500
Filter papers and cardboard	591	630
Primary packaging		
Plastics	72	60
Paper and cardboard	634	590
Total weight	2.963	2.780
Of which recycled materials used (in %)	33	32

“Our goal is to continuously reduce water consumption and use water sustainably through closed-loop systems.”

Water as a Resource

Our production processes do not require process water. It is only used in closed-loop systems, such as a coolant in ultrasonic welding. Other points of use include sanitary facilities and the canteen. The resulting wastewater is not contaminated and therefore does not require special treatment. The only exception is the cleaning water generated during the cleaning of the printing presses. The volume of wastewater corresponds to the amount of water extracted and shows a continuous decline year over year. According to the Water Risk Filter from the environmental foundation WWF, our site in Dietenhofen is located in a region with a medium water scarcity risk.



-8 %

Verbrauch von Wasser seit 2022

2 | 10 Water consumption

BRANOfilter 2024

	2024	2022	2020
Total water consumption of freshwater (± wastewater) in liters	240.000	261.000	401.000
Specific water consumption in m³ per 1 million vacuum cleaner bags produced in Dietenhofen	8.344	9.391	14.955

Reduction of Filter Frame Material

The frames of our panel filters are being gradually switched to black foam frames. These are thinner, improve the fit, and reduce material usage by 52% compared to a plastic frame of size 287 × 287 × 48 mm. Furthermore, the black foam frame is made of 20% recycled material.

Since 2024, all BRANOfilter locations are FSC® certified. 

FSC® Certification of BRANOfiltration

The FSC® (Forest Stewardship Council) is an international certification system that promotes sustainable forest management. Since 2022, our sites in Dietenhofen and the Czech Republic have been certified. Since February 2024, this certification also applies to our branch in Ningbo (China). BRANOfiltration is now one of the 6,000 companies in Hong Kong and China that are part of the FSC system.

Packaging: Palletizing

Each year, BRANOfilter invests approximately 5% of its revenue in the acquisition of new technologies and machines. By the end of 2025, we will be acquiring a new palletizing system and a new stretcher. As part of this, we will be able to reduce the use of stretch film per pallet by up to 30%.

Packaging: Banding

In the reporting year, we began making our packaging more sustainable and gradually replacing the shrink film used to bundle our folding box packs with FSC®-certified paper bands. With this measure alone, around 100,000 m² of shrink film can be saved annually for a reference customer. Starting in the second quarter of 2025, we will implement this change across all locations, so no more shrink film will be used in our packaging processes. A positive side effect of this measure is the elimination of the energy consumption associated with shrink tunnels.





Social

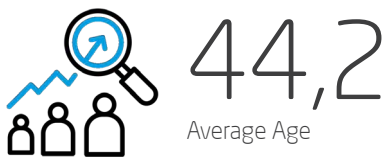
- 20 | Diversity, Equal Opportunities and Inclusion
- 21 | Fair Labor Practices
- 23 | Employee Training and Development
- 24 | Integration
- 25 | Local Communities

Growing together

Diversity, equal opportunities, and participation

Our Workforce

In the reporting year, BRANOfilter employed an average of 132 staff members. Despite a low turnover rate of 1.3%, we were pleased to welcome 22 new colleagues to our team over the past year. In 2024, the average age of our workforce was 44.2 years. We recorded growth across nearly all age groups (see table 3.1). The only exception was the group of men aged 30 to 50, which decreased by three compared to the previous year.



Structure of Our Leadership Team

With the expansion of the leadership team, the number of members aged 30 to 50 increased from five to twelve. Additionally, for the first time, individuals under the age of 30 have joined the team. This rejuvenation of our leadership group is expected to bring fresh perspectives and positive developments in the long term. The proportion of women in leadership has continued to grow, reaching 27% in 2024—an increase since 2022. We aim to maintain and build on this development in the future.

Parental Leave

Parental leave is taken by our employees regardless of gender. We place great importance on ensuring that parents can return to their careers seamlessly after their leave—either in their previous roles or in comparable positions. During the reporting year, no employee left the company while on parental leave. Of those on parental leave in 2024, 75% have already returned to work, while 25% remain on leave.

Employee Suggestion System

We promote employee participation through our modernized and digitalized suggestion system. Ideas can be submitted easily and are rewarded if they offer valuable input—thus, participation is actively encouraged and acknowledged.

3 | 1 Distribution by Age and Gender

BRANOfilter 2024

	< 30		30 - 50		> 50	
Total	18 %	25	41 %	56	40 %	55
Women	6 %	8	18 %	24	15 %	21
Men	13 %	17	24 %	32	25 %	34
Newly Hired	47 %	8	41 %	7	12 %	2
Women	12 %	2	24 %	4	6 %	1
Men	35 %	6	18 %	3	6 %	1
Management	10 %	3	57 %	12	33 %	7
Women	9 %	2	9 %	2	9 %	2
Men	5 %	1	45 %	10	23 %	5

3 | 2 Employees on Parental Leave

BRANOfilter 2024

	Women	Men	Total
on parental leave	2	2	4
of which on parental leave / suspended contract	1	0	1
of which returned	1	2	3
of which left the company	0	0	0
still employed after twelve months	4	4	8

Foundation for a Positive Work Environment

Fair Labor Practices



Remuneration

In the reporting year 2024, BRANOfilter recorded strong order growth—contrary to the general economic trend. We were only able to successfully manage this thanks to the exceptional commitment of our employees. As recognition for their efforts, to provide support during economically challenging times, and in light of the increasing shortage of skilled workers, we implemented comprehensive adjustments to compensation and working conditions at the beginning of the reporting year. Industrial employees benefited from a significant wage increase, while commercial employees received a moderate salary adjustment alongside a reduction in working hours. This resulted in an effective hourly wage increase of 8% for both groups. Our starting salaries are always above the statutory minimum wage and are supplemented by voluntary shift allowances. Comparable tasks receive equal pay. We are not bound by any collective agreement and do not belong to a union. Therefore, salaries are reviewed at least once a year. In the reporting year, our employees received special payments, including holiday pay and a full monthly salary as Christmas bonus. Additionally, a performance bonus was paid out, which is attributable to the positive business development in 2023.

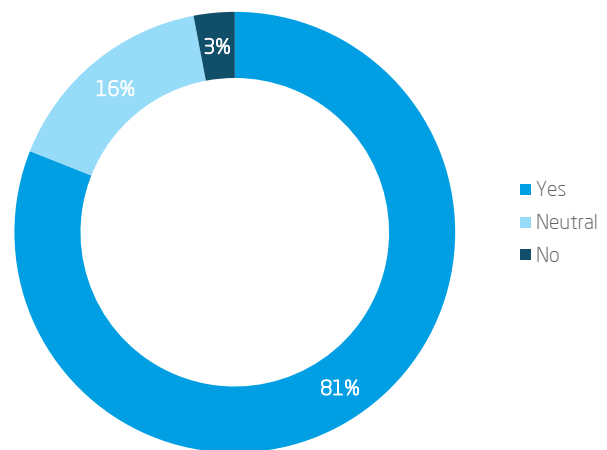
Communication

Our corporate culture stands for respect, fairness, transparency, and thrives on open and constructive feedback. In the reporting year, one company meeting was held each quarter, during which management informed employees about economic developments and strategic topics. Through confidential counseling sessions and the provision of external advisory services, we support our employees with professional and personal concerns. Additionally, in 2024, we revamped our intranet, simplifying and digitizing information retrieval. To further improve communication, we will install information screens at central locations within the company and modernize our bulletin board in 2025.

3 | 3 Question from the Employee Survey

"I understand the company's strategic goals."

BRANOfilter 2022



Measures from Our Employee Survey

Following the 2022 employee survey, we implemented measures such as updating the break and meeting rooms, organizing health days, and conducting targeted team-building activities for trainees. In collaboration with BARMER health insurance, we offered employees a cardiovascular screening during the health days. This screening included ultrasound measurement of the carotid artery, blood pressure and heart rate monitoring, as well as tests for blood lipid and blood sugar levels. Further feedback is expected from the upcoming 2025 survey.

Working Time Models

We offer individual flexible work hours, part-time, and home office models to provide our employees with a high degree of flexibility. In the reporting year, the number of male part-time employees doubled compared to 2022. Among female employees, the part-time rate increased by almost half in 2024. Additionally, 23% of managers have reduced their working hours to part-time, two-thirds of whom are men. These developments show that our offerings are well received and help to better reconcile professional demands with specific personal circumstances. Our flexible working hours regulation allows flexible scheduling of individual working hours, thus contributing to a better work-life balance. At the same time, overtime is specifically limited to protect the health and well-being of the workforce.

Time Off

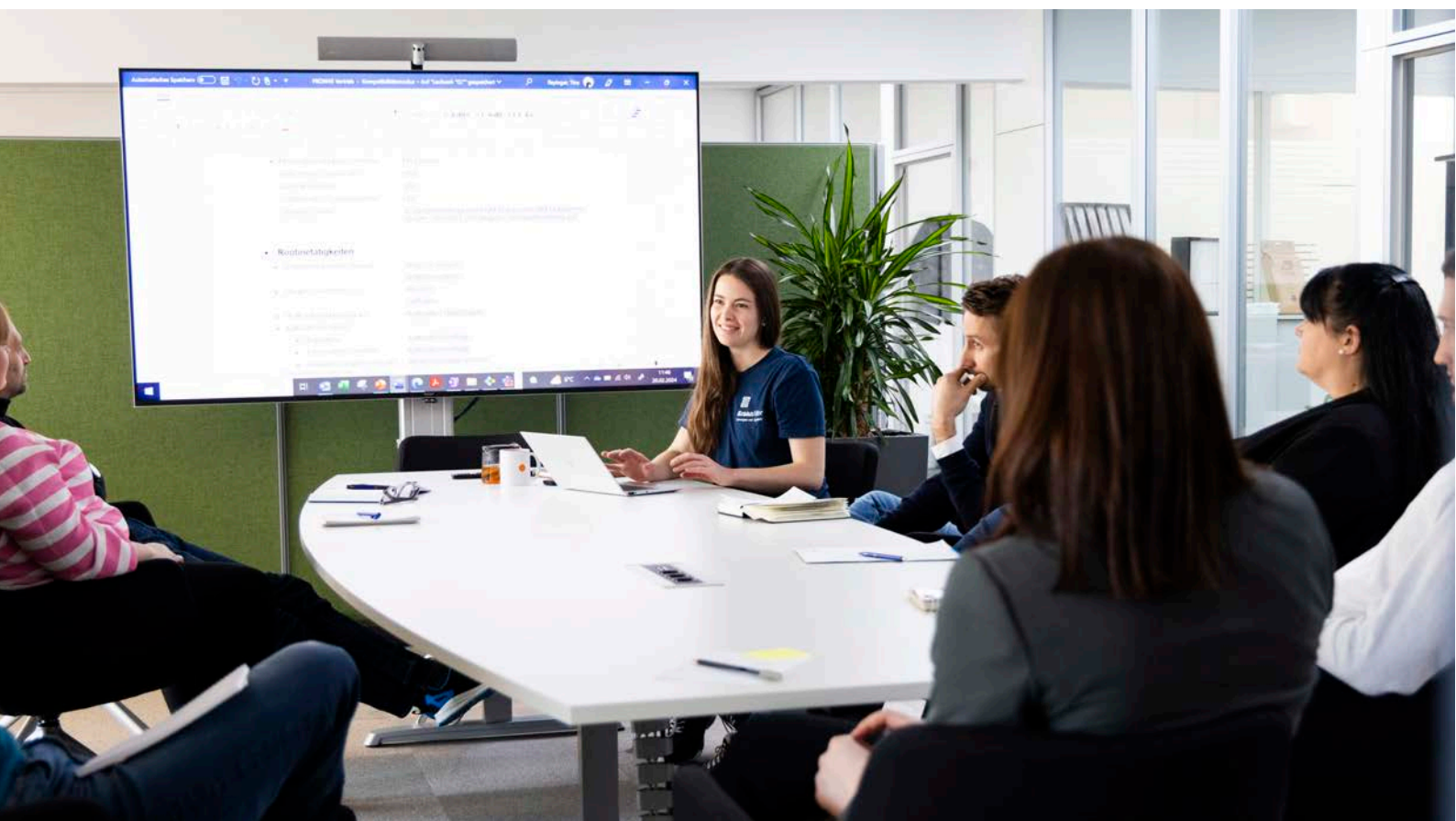
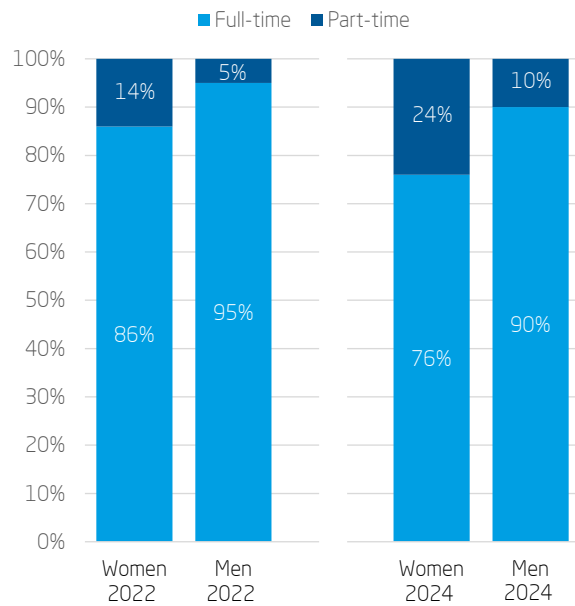
Our employees have the option to take extended time off—whether for personal or professional development, to acquire new skills, or to prepare for retirement. For this purpose, we offer unpaid leave as well as the option of a sabbatical. In the reporting year, seven employees made use of this offer, whose uptake has steadily increased in recent years.



23 %

Managers working part-time

3 | 4 Proportion of part-time to full-time
BRANOfilter 2024



Creating opportunities for personal growth and development

Support and development of employees

Young Talents

In 2024, we intensified our efforts to attract apprentices. We participated in regional training fairs and visited local schools to inspire students to pursue apprenticeships and internships with us. Our development opportunities range from apprenticeships and dual study programs to part-time bachelor's and master's theses. The apprenticeship professions include industrial clerks, packaging technologists, machine and plant operators, mechatronics technicians, and warehouse logistics specialists. Since the last report, we have increased and standardized the apprenticeship compensation across all professions. In the first year of training, we pay €1,000 per month, with an increase of €100 for each additional year.

Support for Our Apprentices

To support personal development and strengthen soft skills, our apprentices can participate in training programs offered by the Bavarian Industry Association for Education and Training (BBW). We also offer regular apprentice meetings, joint activities, workshops, Talent Days hosted by our executive management, exam preparation sessions, and excursions. Through these initiatives, we teach practical skills, presentation techniques, independent working, and a sense of responsibility.

Trainers

The continued development of our training staff remains a central priority. Since our last report, our training supervisors have completed the "Training for Trainers" program offered by BBW (Bildungswerk der Bayerischen Wirtschaft) – an in-depth course consisting of over 30 hours of instruction per person. In parallel, we have expanded our team of qualified trainers: three employees successfully earned their official trainer certification, enabling them to take on a more active role in vocational training within the company.

Apprenticeship Rate

With an apprenticeship rate of 6%, we make a significant contribution to combating the growing shortage of skilled workers. Our goal is to further increase this rate, especially in the industrial sector.



Employee Development

As part of the onboarding process, all departments implement clear induction plans to ensure the successful integration of new employees from day one. All permanent employees receive a structured annual performance and career development meeting to define goals and identify training needs. In the reporting year, we provided our employees with an average of 14.5 hours of further training – over 5 hours more than in 2022. A particular focus was placed on the training of our leadership team.

Employee Benefits

We support our team with a wide range of financial benefits, including childcare subsidies and company pension schemes. In addition, we offer numerous other perks – from company events and tailored training programs to additional extras that we continuously expand. One particularly popular highlight is bicycle leasing through BusinessBike. More than 20% of our workforce is already taking advantage of this benefit – now even with up to two bikes per person.

Partnerships for a Stronger Community

Integration

Collaboration Without Barriers

We actively and continuously promote inclusion. In addition to our internal rate of around 5% employees with disabilities, we have been collaborating with four regional workshops for people with disabilities (WfbM) for over 20 years. These partnerships highlight our long-standing commitment to an inclusive working environment. Valuable insights are gained through the "Shift Change" action day with the WfbM Neuendettelsau, during which BRANOfilter employees swap roles for a day with workshop employees. In June, 15 employees from the Diakoneo Rothenburg workshop visited our company to learn more about our production processes and to experience how the products they work with every day are made. Another contribution to this long-standing partnership was the donation of a 3D printer to the WfbM in Bruckberg, opening up new creative and technical possibilities. Additionally, we supported all four workshops with donations to help fund their Christmas celebrations.

Discrimination

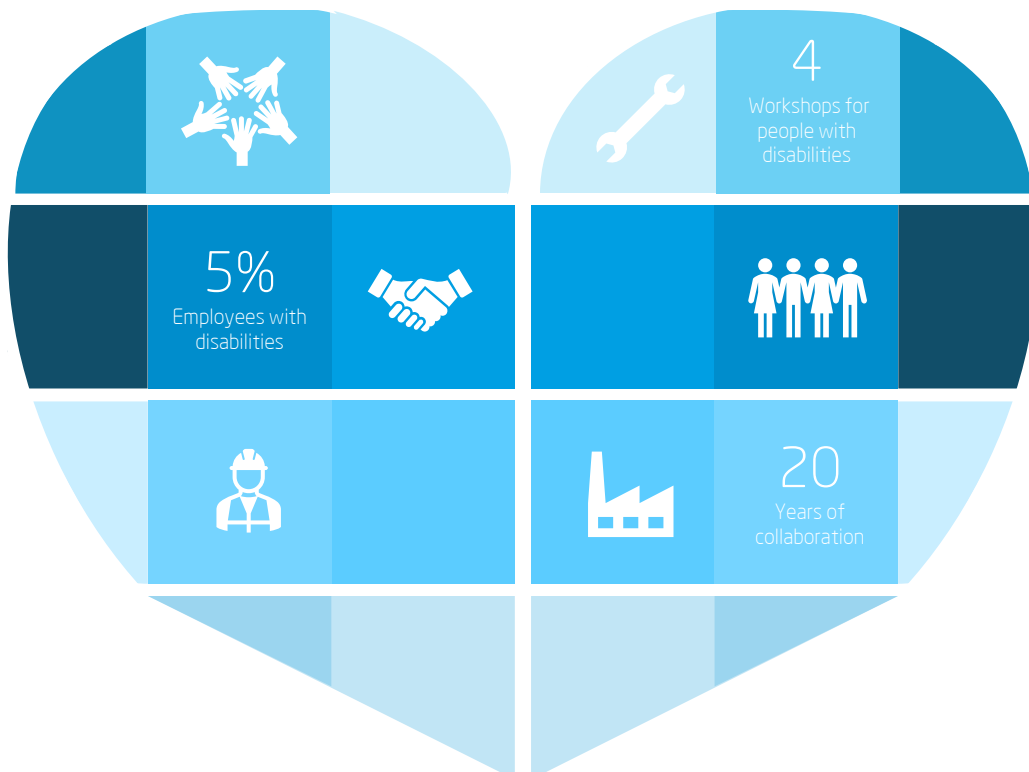
Discrimination of any kind is not tolerated at BRANOfilter. To ensure this, we provide an anonymous and easily accessible reporting platform for violations. No incidents were reported during the reporting year.

Company Events and Celebrations

After a long pause due to the pandemic, our first company outing brought together employees and retirees for a relaxing day in Rothenburg ob der Tauber, followed by a castle tour and falconry show in Schillingsfürst. Our team also gathered in a festive atmosphere at the Dietenhofen fair, where the company provided tables and food vouchers to everyone to enjoy a drink together after work. Another highlight of the year was the ceremonial inauguration and "christening" of a machine that had been rebuilt as part of a long-term project. To celebrate this milestone, all employees were treated to refreshments from an ice cream truck. We closed the year with our Christmas party, which also welcomed former colleagues and guests from the BRANO Group. On the last working day before the company holidays, the year ended with a relaxed gathering featuring table soccer, darts, and pizza.

Celebrating Milestones

We regularly celebrate company anniversaries, birthdays, and retirements. Time and again, we have the honor of recognizing employees who have been with BRANOfilter for two or even three decades. A particularly joyful event in 2024 was celebrating 35 years of service with our production assistant, Elke Ortner.



Supporting Local Organizations

Local Communities

Support and Collaboration

At BRANOfilter, ESG principles (Environmental, Social, and Governance) are an integral part of our Code of Conduct and guide our commitment to environmental responsibility, social equity, and sustainable corporate governance. A particular focus lies on our collaboration with the municipality of Dietenhofen, local clubs, and social institutions, especially workshops for people with disabilities.

In the reporting year, we supported TV 09 Dietenhofen by providing warm-up shirts for the women's handball team and new jerseys for the men's football team, as well as expanding our advertising boards around the football field. We also supported the Dietenhofen Tennis Club through banner advertising, helping to maintain the tennis courts and enable affordable memberships. In addition, we contributed both monetary and in-kind donations to the Schabernack Kindergarten in Dietenhofen for the Kirchweih fair, supported the "Kulturgärtla" initiative at the Ansbach Old Town Festival, and continued our long-standing partnership with the Controlling Forum at Ansbach University of Applied Sciences. Through these initiatives, we strengthen social cohesion, promote educational opportunities, and contribute to the sustainable development of our region.

3 | 5 Supported Initiatives and Associations BRANOfilter 2024



Workshops for people with disabilities



Lebenshilfe in Lenkersheim



Gymnastics and Sports Club TV09 in Dietenhofen



Kulturgärtla at the Ansbach Old Town Festival



Tennis Club in Dietenhofen



Ansbach University of Applied Sciences





Reporting Statement

- 27 | Material Topics
- 28 | GRI Content Index
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Selection according to the GRI Standard

Material Topics

As part of the materiality analysis, 14 relevant topic areas were identified that may be influenced by our business activities. The approach to determining these topics is outlined below.

Understanding the Organizational Context

An overview of BRANOfilter's activities, business relationships, and stakeholders reveals the social and environmental impacts of our operations. These insights are regularly reviewed and updated to ensure their continued relevance.

Determining Impacts

We identified the positive and negative impacts of our activities and business relationships on the defined areas. This identification is based on interviews with internal and external stakeholders, results from employee and customer surveys, as well as an analysis of sustainability reports from our customers and suppliers. The list of material topics from the 2022 report was also analyzed and reviewed for its current relevance within the company context. For stakeholder selection, we followed the group defined in the 2020 report. We found that our activities have negative impacts directly linked to our products and business relationships. To assess positive effects, we evaluated how our products, investments, purchasing, and employment practices contribute to sustainable development.

Materiality Assessment

Employees and shareholders independently rated the materiality of the identified impacts of BRANOfilter on a scale from 0 to 5, with 5 representing the most significant impact. We also included the district administrator of the Ansbach district as a representative of the "government" stakeholder group in the survey.

Prioritization

All impacts with an average rating of 3.5 or higher were defined as material topics for this report and were summarized into focus areas reflected in the chapter headings.

Changes

Based on our materiality analysis, we are replacing some topics from the 2022 report for 2024. Work-life balance, compliance, product safety, partnerships, FSC, as well as IT security and data protection are no longer considered overarching material topics. Instead, the focus shifts to (fair) labor practices, integration, local communities, climate protection, as well as waste and circular economy. Some topics remain but in an adapted form: for example, product development and innovation is now framed as sustainable innovation, while corporate shareholder responsibility is now reflected in responsible corporate governance. These adjustments are based on strategic priorities, changed stakeholder expectations, and stronger integration into operational processes. The 14 material topics are categorized into "Environment", "Social" and "Governance", referred to in the report as ESG.

4 | 1 List of Material Topics

BRANOfilter 2024

Governance

Occupational Safety and Health
Responsible Corporate Governance
Risk Management
Sustainable Innovation

Social

Diversity, Equal Opportunities and Inclusion
Employee Development and Support
(Fair) Labor Practices
Integration
Local Communities

Environment

Climate Protection
Energy Management
Waste
Circular Economy
Material and Resource Efficiency

GRI Content Index

GRI	Standard and comments	Page
General Disclosures		
The organization and its reporting practices		
GRI 2-1	Organizational details	6
GRI 2-2	Entities included in the organization's sustainability reporting	6, 36
GRI 2-3	Berichtszeitraum, Berichtshäufigkeit und Kontaktstelle	6, 36
GRI 2-4	<i>Restatements of information</i> <i>Comment: Correction or restatement of information, changes are indicated in the text.</i>	
GRI 2-5	<i>External assurance</i> <i>Comment: The report has not undergone external review.</i>	
Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	6, 10
GRI 2-7	<i>Employees</i>	6, 20
GRI 2-8	Workers who are not employees <i>Comment: In the reporting year, five temporary workers were employed in production.</i>	
Governance		
GRI 2-9	Governance structure and composition	4, 6, 7
GRI 2-10	Nomination and selection of the highest governance body	7
GRI 2-11	Chair of the highest governance body	7
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	7
GRI 2-13	Delegation of responsibility for managing impacts	7
GRI 2-14	Role of the highest governance body in sustainability reporting	7
GRI 2-15	Conflicts of interest	7
GRI 2-16	Communication of critical concerns	8, 10, 20
GRI 2-17	Collective knowledge of the highest governance body	7
GRI 2-18	Evaluation of the performance of the highest governance body	7
GRI 2-19	Remuneration policies <i>Comment: Due to our company's legal structure, this information is confidential.</i>	7
GRI 2-20	Process to determine remuneration	7
GRI 2-21	Annual total compensation ratio <i>Comment: Due to our company's legal structure, this information is confidential.</i>	
Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	7
GRI 2-23	Policy commitments	7, 10
GRI 2-24	Embedding policy commitments	10
GRI 2-25	Processes to remediate negative impacts	8, 10
GRI 2-26	Mechanisms for seeking advice and raising concerns	8
GRI 2-27	Compliance with laws and regulations <i>Comment: We comply with all legal minimum standards, and there have been no violations or fines.</i>	8, 10
GRI 2-28	Membership associations	8, 10
Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	6, 8
GRI 2-30	Collective bargaining agreements	21
Material Topics		
GRI 3 Disclosures on material topics		
GRI 3-1	Process to determine material topics	27

GRI	Standard and comments	Page
GRI 3-2	List of material topics	27
GRI 3-3	Management of material topics <i>Comment: The management approaches are assigned to their respective chapters.</i>	7, 10

Economic performance indicators

GRI 201 Economic Performance

GRI 201-1	Direct economic value generated and distributed	6
GRI 201-2	Financial implications and other risks and opportunities due to climate change	10
GRI 201-3	Defined benefit plan obligations and other retirement plans <i>Comment: Pension information is not disclosed.</i>	
GRI 201-4	Financial assistance received from government <i>Comment: This metric is not collected.</i>	

GRI 202 Market Presence

GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage <i>Comment: The ratio is not captured.</i>	21, 23
GRI 202-2	Proportion of senior management hired from the local community <i>Comment: Applicable to all members of the executive leadership team.</i>	

GRI 203 Indirect Economic Impacts

GRI 203-1	Infrastructure investments and services supported	23, 25
GRI 203-2	Significant indirect economic impacts <i>Comment: No impacts have been identified.</i>	

GRI 204 Procurement Practices

GRI 204-1	Proportion of spending on local suppliers	6
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GRI 205 Anti-corruption

GRI 205-1	Operations assessed for risks related to corruption <i>Comment: BRANOfilter regularly conducts internal audits.</i>	8
GRI 205-2	Communication and training about anti-corruption policies and procedures <i>Comment: Anti-corruption is part of the code of conduct.</i>	8
GRI 205-3	Confirmed incidents of corruption and actions taken <i>Comment: No cases are known.</i>	

GRI 206 Anti-competitive Behavior

GRI 206-1	<i>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</i> <i>Comment: There were no legal proceedings in the reporting year.</i>	
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GRI 207 Tax

GRI 207-1	Approach to tax <i>Comment: No information is available.</i>	
GRI 207-2	<i>Tax governance, control, and risk management</i> <i>Comment: No information is available.</i>	
GRI 207-3	Stakeholder engagement and management of concerns related to tax <i>Comment: No information is available.</i>	
GRI 207-4	Country-by-country reporting <i>Comment: No information is available.</i>	

Environmental performance indicators

GRI 301 Materials

GRI 301-1	Materials used by weight or volume <i>Comment: Non-renewable materials: nonwovens, plastics. Renewable: filter paper, paper, cardboard.</i>	6, 11, 17
GRI 301-2	Recycled input materials used	17
GRI 301-3	Reclaimed products and their packaging materials	17

GRI	Standard and comments	Page
GRI 302 Energy		
GRI 302-1	Energy consumption within the organization <i>Comment: Energy consumption is reported in kilowatt-hours (kWh). One kilowatt-hour is equivalent to 3,600 kilojoules (kJ).</i>	14, 15
GRI 302-2	Energy consumption outside of the organization	
GRI 302-3	Energy intensity	15
GRI 302-4	Reduction of energy consumption <i>Comment: Energy consumption is reported in kilowatt-hours (kWh). One kilowatt-hour is equivalent to 3,600 kilojoules (kJ).</i>	6, 11, 14, 15
GRI 302-5	Reductions in energy requirements of products and services	14, 15
GRI 303 Water and Effluents		
GRI 303-1	Interactions with water as a shared resource	11, 17
GRI 303-2	Management of water discharge-related impacts <i>Comment: The water recycling process complies with the legal standards. The specific parameters to be monitored and their corresponding limits are specified in the respective discharge permits.</i>	17
GRI 303-3	Water withdrawal	17
GRI 303-4	Water discharge	17
GRI 303-5	Water consumption	17
GRI 304 Biodiversity		
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas [...] <i>Comment: The subsidiary Hlinsko in the Czech Republic (paper focus) is located in the Žďárské vrchy nature reserve. The Ningbo subsidiary in China (filtration focus) is not situated in a nature reserve or high biodiversity area.</i>	
GRI 304-2	Significant impacts of activities, products and services on biodiversity <i>Comment: We are not aware of any significant direct and indirect impacts on biodiversity.</i>	
GRI 304-3	Habitats protected or restored <i>Comment: BRANOfilter itself does not designate any protected habitats and currently does not have any habitat restoration projects.</i>	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations <i>Comment: No information is available</i>	
GRI 305 Emissions		
GRI 305-1	Direct (Scope 1) GHG emissions <i>Comment: The calculation includes the following gases: CO₂, CH₄, N₂O, FKW, PFKW, SF₆, NF₃.</i>	13
GRI 305-2	Energy indirect (Scope 2) GHG emissions <i>Comment: The calculation includes the following gases: CO₂, CH₄, N₂O, FKW, PFKW, SF₆, NF₃.</i>	13
GRI 305-3	Other indirect (Scope 3) GHG emissions	13
GRI 305-4	GHG emissions intensity <i>Comment: This metric is not calculated as the product range is heterogeneous.</i>	
GRI 305-5	Reduction of GHG emissions <i>Comment: The calculation includes the following gases: CO₂, CH₄, N₂O, FKW, PFKW, SF₆, NF₃.</i>	4, 11, 13
GRI 305-6	Emissions of ozone-depleting substances (ODS) <i>Comment: No information is available</i>	
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions <i>Comment: No information is available</i>	
GRI 306 Waste		
GRI 306-1	Waste generation and significant waste-related impacts	11, 16, 17
GRI 306-2	Management of significant waste-related impacts	6, 11, 16, 17
GRI 306-3	Waste generated	6, 11, 16
GRI 306-4	Waste diverted from disposal	6, 11, 16
GRI 306-5	Waste directed to disposal	11, 16, 17
GRI 307 Environmental Compliance		
GRI 307-1	Non-compliance with environmental laws and regulations <i>Comment: In the reporting year, there were no fines or non-monetary sanctions imposed.</i>	

GRI	Standard and comments	Page
GRI 308 Supplier Environmental Assessment		
GRI 308-1	New suppliers that were screened using environmental criteria <i>Comment: A percentage is not collected.</i>	6
GRI 308-2	Negative environmental impacts in the supply chain and actions taken <i>The suppliers accounting for the majority of our revenue are assessed for environmental impacts. We have no information regarding actual or potential negative environmental impacts.</i>	6
Social performance indicators		
GRI 401 Employment		
GRI 401-1	New employee hires and employee turnover	20, 23
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	9, 20, 21, 23
GRI 401-3	Parental leave	20
GRI 402 Labor/Management Relations		
GRI 402-1	Minimum notice periods regarding operational changes	21
GRI 403 Occupational Health and Safety		
GRI 403-1	Occupational health and safety management system	8, 9, 10
GRI 403-2	Hazard identification, risk assessment, and incident investigation	8, 9, 20
GRI 403-3	Occupational health services	8, 9
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	8, 10, 20, 21, 23
GRI 403-5	Worker training on occupational health and safety	8, 9
GRI 403-6	Promotion of worker health	8, 21, 22, 23
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8, 10
GRI 403-8	Workers covered by an occupational health and safety management system	9
GRI 403-9	<i>Work-related injuries</i>	9
GRI 403-10	<i>Work-related ill health</i> <i>Comment: We document all work-related illnesses that have been medically diagnosed and recognized. In 2024, no work-related illnesses among employees were reported to us.</i>	
GRI 404 Training and Education		
GRI 404-1	Average hours of training per year per employee <i>Comment: We do not have the breakdown by gender or employee category available.</i>	23
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	21, 22, 23
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	23
GRI 405 Diversity and Equal Opportunity		
GRI 405-1	Diversity of governance bodies and employees	20, 24
GRI 405-2	Ratio of basic salary and remuneration of women to men	21
GRI 406 Non-discrimination		
GRI 406-1	Incidents of discrimination and corrective actions taken	24
GRI 407 Freedom of Association and Collective Bargaining		
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8, 10
GRI 408 Child Labor		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	10

GRI	Standard and comments	Page
GRI 409 Forced or Compulsory Labor		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	10
GRI 410 Security Practices		
GRI 410-1	Security personnel trained in human rights policies or procedures <i>Comment: We do not employ security personnel at the Dietenhofen site.</i>	
GRI 411 Rights of Indigenous Peoples		
GRI 411-1	Incidents of violations involving rights of indigenous peoples <i>Comment: For the reporting period, we are not aware of any substantiated violations of the rights of indigenous peoples in or by our facilities or our suppliers.</i>	
GRI 412 Human Rights Assessment		
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	8, 10
GRI 412-2	Employee training on human rights policies or procedures	10
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	10
GRI 413 Local Communities		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs <i>Comment: During the reporting period, we did not have any operational facilities with significant negative impacts on local communities. Consequently, there were no notable programs for their engagement or support.</i>	24, 25
GRI 413-2	Operations with significant actual and potential negative impacts on local communities <i>Comment: For the reporting period, we are not aware of any business activities with significant actual or potential negative impacts on local communities.</i>	
GRI 414 Supplier Social Assessment		
GRI 414-1	New suppliers that were screened using social criteria	6, 8, 10
GRI 414-2	Negative social impacts in the supply chain and actions taken <i>Comment: No negative impacts are known.</i>	6, 10
GRI 415 Public Policy		
GRI 415-1	Political contributions <i>Comment: There were no political donations in the reporting year.</i>	
GRI 416 Customer Health and Safety		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	10, 11
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services <i>Comment: No violations are known.</i>	
GRI 417 Marketing and Labeling		
GRI 417-1	Requirements for product and service information and labeling	8
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling <i>Comment: There were no reported violations.</i>	
GRI 417-3	Incidents of non-compliance concerning marketing communications <i>Comment: There were no reported violations.</i>	
GRI 418 Customer Privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	10
GRI 419 Socioeconomic Compliance		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area <i>Comment: There is no case of non-compliance known.</i>	

About this report

With this Sustainability Report, BRANOfilter GmbH presents its actions, developments, and key figures for the period from January 1 to December 31, 2024. This is the fifth edition of the report, published in May 2025. The next edition is scheduled for May 2026 and will cover the reporting year 2025. The report was prepared in accordance with the GRI Standards 2021 – specifically applying the “Universal Standards” and the relevant “Topic Standards” of the Global Reporting Initiative (GRI). At the time of reporting, no applicable sector standard was available. Unless otherwise stated, all information in this report refers to BRANOfilter GmbH, headquartered in Dietenhofen, Germany. Other entities included in consolidated financial reporting are not part of this sustainability report.

BRANOfilter GmbH is a privately owned company specializing in the development and production of filter media and filtration systems. Our customers operate in a wide range of target markets, including residential interior solutions, professional cleaning technology, heating, ventilation, and air conditioning (HVAC), healthcare including dentistry, cosmetic applications, hazardous substance handling, material processing, as well as the printing and coating industries.

Data collection for this report was conducted primarily electronically, but also partly through verbal communication or by analyzing internal documents such as invoices or meter readings. A small portion of the data is based on well-founded estimates. Due to rounding, totals may show slight deviations. Information on our employees is collected as a matter of course. The report is available in both German and English as a PDF file on our website (www.branofilter.de) and is also available in printed form in German. In the case of discrepancies between the versions, the German version shall be considered accurate and binding. A point of contact for questions is provided on our website. Furthermore, the report contains forward-looking statements regarding the development of BRANOfilter GmbH. These are based on the current state of knowledge and may deviate from actual developments.

Legal Notice

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