camfil

Sustainability Report 2025

Looking ahead to 2026

As 2026 unfolds, Camfil moves forward with even greater clarity and determination in our sustainability work. The past year strengthened both our strategic direction and our understanding of where we can create the greatest positive impact – for our customers, our people, and society. In 2025, we turned the insights from our Double Materiality Assessment into concrete action. We focused on reducing the environmental footprint of our operations, expanding the climate benefits our products deliver, and sharpening our efforts on resource efficiency, circularity, and supply-chain responsibility. These priorities will continue to guide us through 2026 as regulatory expectations evolve and global attention to indoor air quality intensifies.

Clean air is increasingly recognised as a cornerstone of public health, productivity, and well-being. Our mission – to protect people, processes, and the planet – is more relevant than ever. This year, we are deepening sustainability integration across innovation, product development, and customer support, ensuring that every solution we bring to market contributes to real, measurable environmental improvements.

Our people remain at the heart of this progress. In 2025, we strengthened engagement through new tools, improved transparency, and enhanced training that supports both performance and well-being. These efforts help us meet the growing demands of CSRD and other reporting frameworks, and they reinforce the culture of accountability that defines Camfil.

As we look to 2026, we do so with ambition, responsibility, and a firm belief that our work – supported by data, innovation, and collaboration – can make a meaningful difference. This report outlines our achievements and the work ahead, and sets the direction for the next stage of our sustainability journey.

Together, we will continue to build a cleaner, healthier, and more sustainable future.

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MARK SIMMONS, PRESIDENT AND CEO OF CAMFIL

This year has been one of meaningful progress, deliberate choices, and stronger alignment between our business objectives and our responsibility to society.

As we advance our long-term strategy, sustainability continues to be an essential driver of our competitiveness, our culture, and our credibility. We have strengthened the way we measure and manage our impact, improved transparency across our operations, and invested in solutions that support both environmental and social resilience. We are advancing towards our 2030 climate targets, driven by measures such as the installation of solar panels, procurement of low-carbon electricity, and a range of energy saving and efficiency measures. More detailed information is available in the "Clean Operations" section.

We recognise that expectations are rising – from our customers, our communities, and our own people. Meeting those expectations requires not just commitment, but consistent action.

Looking ahead, our focus is clear: accelerate decarbonisation, embed circular practices across our value chain, and continue building a workplace where everyone can contribute and grow. None of these ambitions are achieved alone. They happen through collaboration, innovation, and the shared belief that sustainable business is simply good business.

Thank you to our colleagues, partners, and stakeholders for your continued dedication. Together, we are shaping a company prepared for the future – and accountable for the future we help create.

Our Core Values

Vision Statement

→ Our way to raise awareness and create debate is to phrase our vision statement as a question: Clean air – a human right?

Mission Statement

→ Our mission is to protect people, processes and the environment by defining, developing and delivering solutions that combine clean air with energy efficiency in a sustainable and profitable way.

Reliability

→ We are honest, truthful and know our market.

Commitment

→ We strive for the best possible solutions at the forefront of technological and environmental developments.

Customer Satisfaction

→ We put our customers first by identifying needs and creating long-lasting value.

Local Presence

→ Local understanding and presence builds customer relations and satisfaction.

Teamwork

→ Working together makes us stronger and increases employee satisfaction.

Our company

This is Camfil

Camfil was founded in Trosa, Sweden in 1963. With more than six decades of innovation and focus on energy efficiency, we are proud to have grown into a world leader in clean air filtration solutions dedicated to protecting people, processes, and our shared planet.

We are a family-owned company with a global geographic footprint to serve customers in all industries and application areas where we have the largest product portfolio to support all air quality challenges.

Our success would not have happened without our continuous innovation efforts. We reinvest substantially in our R&D capabilities to ensure we face today's and tomorrow's air quality challenges.

We believe in transparency. Our product specifications should reflect live conditions and actual performance. Therefore, industry standards are important to ensure air filtration products are compared equally for customers to know they make the right decision. Camfil is an active voice in numerous standard and certification committees as we have a shared interest in growing the industry and put the best solutions on the market.

Camfil would not be the company it is today without our 6 000 colleagues. Every day we work diligently to create value for our customers throughout a product's life cycle, we try to conserve more, use less, and continuously improve – so we can all breathe easier and minimise the impact on our shared environment.

Camfil in brief

Based on 2025 reported figures

Our commitment
We care

Improving Indoor Air Quality (IAQ) is essential for protecting health, supporting well-being and enhancing productivity. At Camfil, we apply scientific insights to develop innovative solutions that provide clean, healthy air. Sharing this knowledge is a key part of our mission to create better environments.

Our commitment to sustainability is guided by a comprehensive framework, with the Camfil Owner's Directive serving as a strategic foundation. This directive keeps us focused on delivering meaningful benefits to our customers, end-users, and the entire Camfil community.

Our commitment

Camfil's sustainability commitments

Camfil is committed to integrating sustainability and responsibility into the way we operate, always with a long-term perspective. We strive to continuously enhance our sustainability performance to meet stakeholder expectations and help drive a sustainable future.

Camfil is a member of the UN Global Compact and supports its ten principles across the areas of human rights, labour, environment, and anti-corruption. These principles guide the way we operate and shape the development of our sustainability work.

As part of our commitment to transparency and continuous improvement, Camfil has established a long-term partnership with EcoVadis, one of the world's most recognised providers of business sustainability ratings. Camfil Group has been awarded a Bronze Medal, reflecting our progress and the strengthening of our governance and practices within sustainability. Many of our subsidiaries have also completed the EcoVadis assessments, providing valuable insights that help us prioritise improvements.

In addition, Camfil engages EcoVadis to assess the ESG performance of our first-tier suppliers through an established, independent rating methodology. Strong ESG ratings require clear governance, robust policies, and a commitment to continuous improvement – elements that we expect from our suppliers and that they, in turn, must require from their own upstream suppliers. This creates a positive cascading effect of improved ESG standards throughout the value chain from raw material supplier to end customer.

We have defined new 2030 targets related to "workers in the value chain". One example is our goal that at least 80% of Camfil's purchased value will come from raw-material suppliers with a valid third-party ESG rating. This target supports responsible sourcing, improves transparency, and promotes stronger sustainability practices across our supply chain.

We are committed to delivering products and solutions that not only meet high performance standards but also support our customers in reaching their own sustainability goals. By ensuring responsible sourcing, strengthening ESG practices across our value chain, and maintaining transparency in how we operate, we help customers reduce risks, make informed choices, and improve the environmental and social performance of their operations.

Our commitment

United Nations Sustainable Development Goals (SDG)

Camfil supports all the Sustainable Development Goals (SDG) and we have identified five where we contribute most.

Our entire business revolves around helping our customers to ensure health and well-being in terms of clean air. We strive to keep having the best clean air solutions with competitive pricing.

We work continually to maintain good working conditions for our employees in factories and offices in the countries where we operate. We see this as a prerequisite for sustainable economic growth.

More than half of the world's population lives in cities. Many cities have air pollution challenges. Our clean air solutions help provide healthy air quality in buildings where people live, study and work.

We endeavor to reduce the environmental footprint of our operations in terms of energy and raw material use, emissions, and waste. Through deepened involvement with our stakeholders, we also hope to contribute to a more sustainable value chain.

We recognise multi-stakeholder partnerships as important vehicles for achievement of the sustainable development goals. For us this means a broader stakeholder engagement and active participation in standardisation efforts.

Double materiality assessment
Legal requirement

Double Materiality Assessment (DMA)
The DMA process is core in EU Corporate Sustainability Reporting Directive (CSRD). We updated our DMA in 2025 based on further information acquired and mitigation actions conducted. Energy use and related emissions, raw material use and waste generation are unavoidable in our manufacturing and will never cease to be material just as working conditions, safety and human rights. Other matters can become non-material thanks to mitigation measures such as implementation of processes and control functions.

Our discussions with suppliers and customers reveal that energy-efficient and recyclable Camfil products are among their top three priorities. Suppliers express a desire to collaborate on product development, while customers prioritise proactive efforts to avoid hazardous content in our products.

We are expanding our dialogues with partners and other stakeholders and adapt our strategy where relevant.

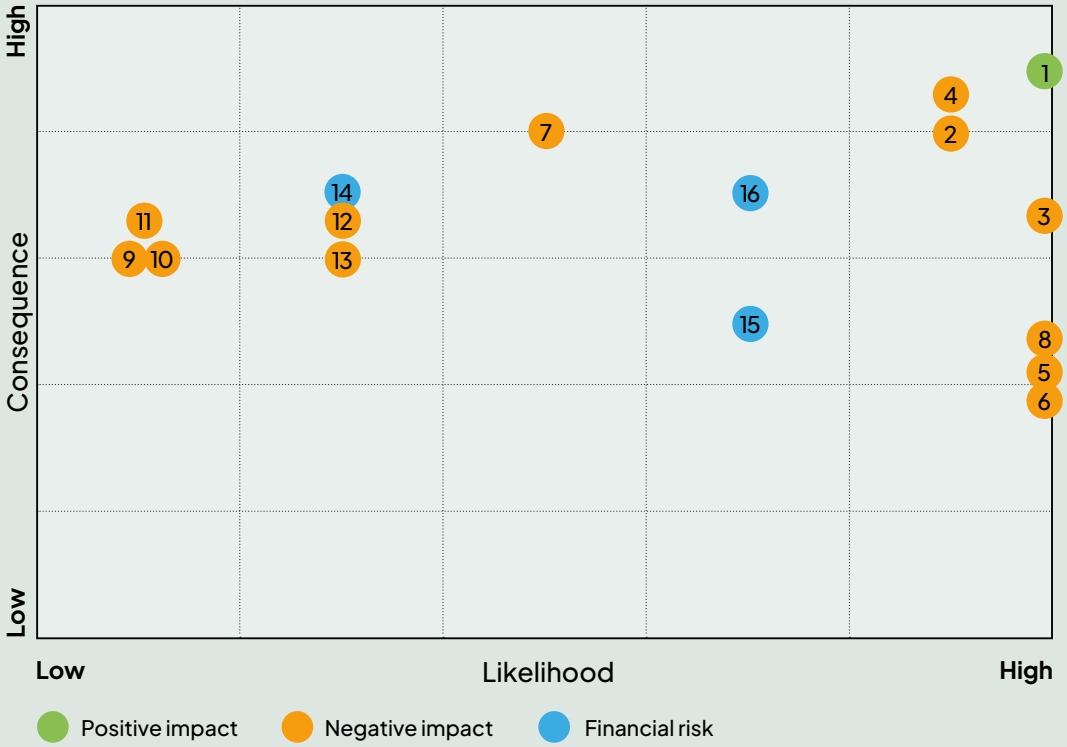
In the social domain, we continuously address issues such as preventing underage employment and ensuring healthy and safe working environment. We gather more information regarding our partners in the value chain in our process of evaluating suppliers and through ESG ratings. We have developed our policy further and have set targets and KPIs.

Sustainability governance
Our Steering Committee for the double materiality process meets at least twice a year to discuss progress and decide on actions. The committee participants are top management team members and our Global Vice President of Sustainability. Additionally, we have a Steering Group for climate action meeting quarterly.

Double materiality assessment
Result

Areas, such as potential child and forced labour and working conditions will always be considered material. We can work to reduce the probability through good processes and routines but since the consequences of incidents can be severe, we can never stop managing these areas systematically. The diagram shows the results of our first DMA in 2024, which was reviewed during 2025.

Read more details on the next page.



Material impact areas

1	Protection of health, processes, products and environment
2	Fossil energy in own operations
3	Energy resources, in own operations
4	Fossil energy in the value chain
5	Finite resource use in own operations
6	Waste from own operations
7	Hazardous substances in products
8	Low recycling degree of sold products
9	Child labour in own workforce
10	Working conditions, own workforce
11	Forced or child labour in the value chain
12	Working conditions in the value chain
13	Equal treatment and opportunities in the value chain

Financial risks

14	Climate adaptation, severe weather
15	Talent shortage
16	High staff turnover

Double materiality assessment

Raised awareness

The process of the Double Materiality Assessment (DMA) has increased our understanding of the complexity of sustainability and how we impact, or may impact, people and the environment – both directly and indirectly through our business relationships. Staying informed about the impact of our business across the value chain and continuously adapting to new insights as well as evolving stakeholder and societal expectations, is an ongoing responsibility, supported by the structured approach of the DMA.

Here are two examples:

Hazardous substances in products

We strive to manufacture and sell products that are free from hazardous substances. However, this is an ongoing challenge, as new substances are continually identified as hazardous, leading to evolving restrictions and regulations.

To stay ahead, we must strengthen our process for monitoring legislative developments – including early-stage discussions – and integrate this knowledge into product development. Additionally, we need to be prepared to phase out hazardous materials from existing products.

Child- and forced labour

During our DMA we identified child and forced labour as a material risk. While we did not find any cases, we recognised that we cannot entirely rule out that it exists somewhere in our complex value chain. Given our commitment to ethical practices, we must take a closer look at these risks – both within our own operations and among our suppliers – to ensure responsible and sustainable business practices.

Our Employee Code of Conduct training programmes aim to educate employees about their rights and the company's policies against child and forced labour. We also continue to ensure anonymity and protection for whistleblowers to encourage reporting of forced labour practices.

Our goal is for all suppliers – not just new ones but also those we have worked with for years – to sign our updated General Supply Agreement. This agreement includes the Camfil Code of Conduct and details about our Whistleblowing function. We have improved our supplier evaluation process and ask our suppliers to get an ESG rating by a third party. We will continue to strengthen our risk assessment processes and take further action as our knowledge grows.

Our commitment

Camfil's sustainability strategic framework

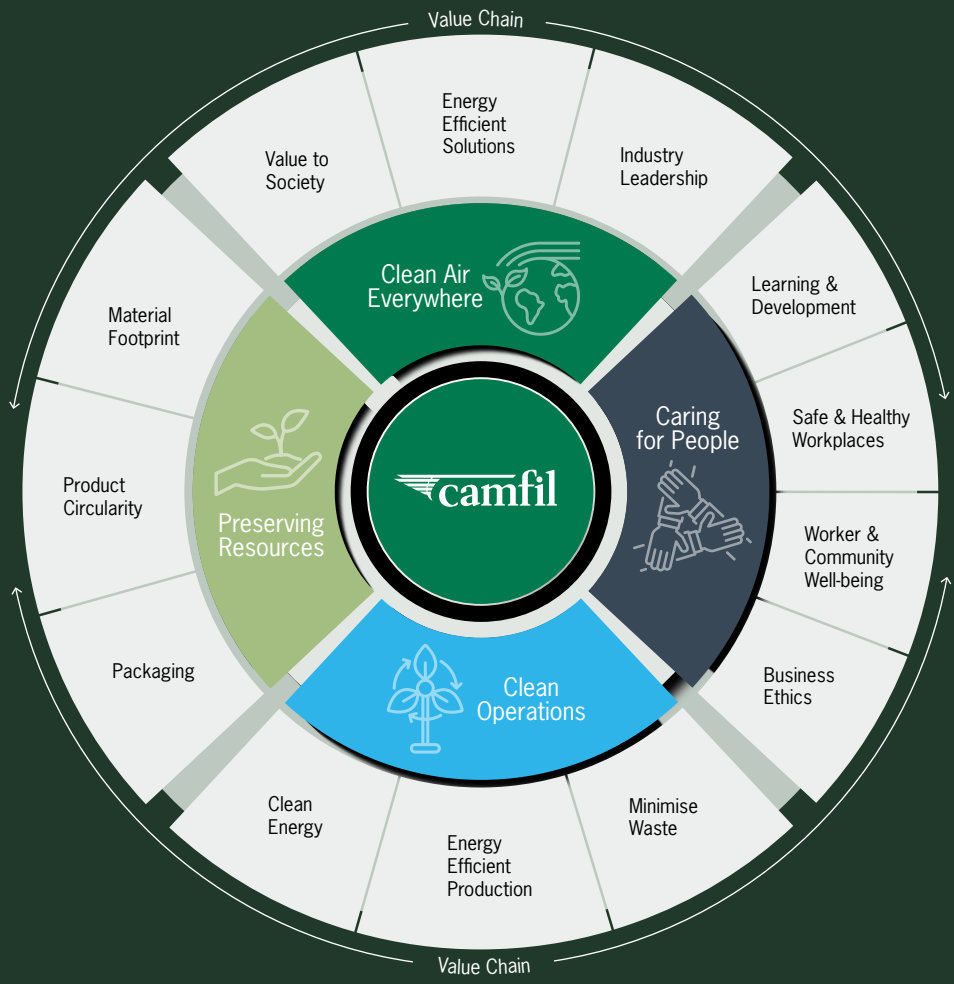
Sustainability is integrated into our daily business practices. The strategy for our sustainability journey aligns closely with our vision of advocating for clean air as a fundamental human right. At center are our product offerings: innovative solutions for commercial and industrial air filtration, air pollution control, and turbo-machinery applications.

Our ambition is to provide high value to customers – the handprint – while keeping the negative impact of our operations low – the footprint.

We recognise that the unique Indoor Air Quality values we supply for our customers include clean air for occupants and reduced energy consumption to achieve their sustainability goals.

At the same time, we acknowledge the negative impact of our operations which are relevant to all companies in our industry. By finding new and innovative solutions, while conserving resources and consuming less, we invest in activities to reduce our footprint in the value chain.

Operating across numerous countries, our teams diligently work to protect individuals, processes, and the environment. Through continuous research efforts, our ultimate objective is to merge clean air with energy efficiency in a sustainable and profitable manner.



Our Sustainability Framework rests upon four core principles:

• Clean Air Everywhere • Caring for People
• Clean Operations • Preserving Resources

Clean Air Everywhere

With more than six decades in the Air Filtration industry, we have gained tremendous industry experience. By sharing our voice in the industry, by fulfilling or exceeding our customer's sustainability demands, by focusing on reducing energy use, we believe that our motto "Clean Air Everywhere" shows how important and integrated this is in our business strategy.

Value to society

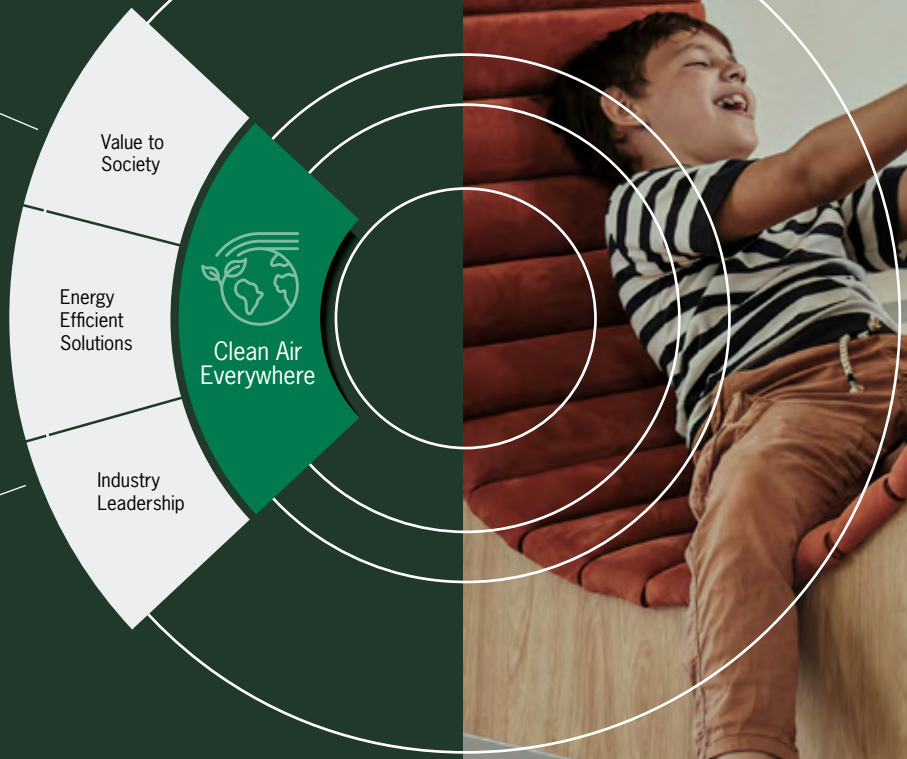
We make a meaningful positive impact on human health, industrial innovation and society by delivering clean air.

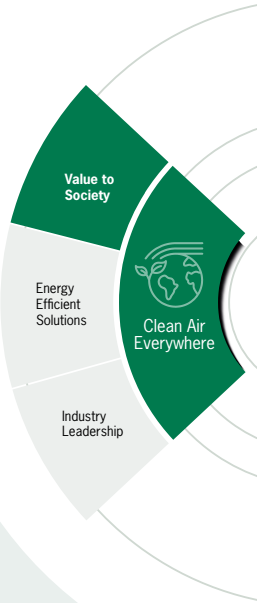
Energy efficient solutions

We solve our customers' air quality problems in the most energy-efficient, reliable and resource efficient way.

Industry leadership

We walk the talk and take the lead by setting standards, operating transparently and partnering to transform our industry.





Value to society

Advocating for clean air

Increasing people's health

→ We spend up to 90% of our time indoors* and the air that we breathe is crucial for our health and wellbeing. According to the WHO guideline in 2021, up to 99% of the world's population is breathing air that is worse than WHO recommendations**. Good air filter solutions from Camfil provides the opportunity to improve and control the indoor air quality.

Enhancing people's productivity

→ Research indicates that maintaining comfortable room temperatures, enhancing ventilation beyond standard recommendations, reducing indoor pollution sources, and improving ventilation efficiency can boost people's performance. The findings suggest a productivity increase of 5–10%.***

Improving energy efficiency

→ At Camfil we take pride in helping our customers and society to use less energy thanks to innovative air filter technology solutions to deliver upon sustainability ambitions and targets.

** https://www.epa.gov/indoor-air-quality-iaq/improving-your-indoor-environment*
*** https://www.who.int/health-topics/air-pollution*
**** https://orbit.dtu.dk/en/publications/indoor-environment-health-comfort-and-productivity*

Empowering clean air responsibility

We act as stewards to make decision makers and business managers aware of the responsibility for clean air in working environments to protect the health of employees and foster the best environment to perform and excel.

Healthy Indoor Alliance

initiated together with Swegon and Condair to reach stakeholders in Northern Europe to promote good indoor environments.

Value to society

Supporting the environmental goals of our customers

Our ambition is clear; increase the handprint for our customers and reduce our footprint in doing so. Camfil and our customers are all part of the same ecosystem, we face the same challenges, and we can make a positive impact together.

In an internal Camfil customer sustainability survey in 2025 to 905 sales and customer support people, we see that a majority of our customers often ask how we can help them to achieve their sustainability targets (67%).

As operations of buildings account for 30% of global final energy consumption*, any reduction will have a positive impact on bottom line. Existing buildings, often with older ventilation systems, are a major part of the challenge.

Changing to more energy efficient filters from Camfil correlates directly to energy usage and is often a simple, cost efficient, and direct solution versus rebuilding complete ventilation systems. This means less need for electricity generation.

Our value to society is not only supplying energy efficient products. It also lies in joining our industry colleagues to set new standards, influence organisations and governmental bodies when it comes to the importance of indoor ventilation, and how to measure efficiency and energy rating. Camfil was the first air filtration company who started to apply energy rating classes. This is now a standard in Europe that allows customers to make an environmentally conscious choice.

30%

– operations of buildings account for 30% of global final energy consumption

** https://www.iea.org/energy-system/buildings?utm_source*

New product launch

CC X-Series + AirImage 2.0 The intelligent air cleaning solution – customisable for your specific industrial environments

With the intelligent Indoor Air Quality (IAQ) Control System of our new CC X-Series of industrial air cleaners, we can offer a solution to substantially improve the IAQ in industrial environments.

Research has proven that clean air creates a healthier work environment and drastically improves the well-being and productivity of employees. The IAQ control system enhancement reduces safety risks, sick days and lost profits by giving your employees the best working environment. Furthermore, our system offers robust protection for products and equipment, which leads to better product quality and operations efficiency.

AirImage 2.0 – air monitor and control system

The optional AirImage 2.0 unit unlocks the ability to control and monitor all connected CC X Air Cleaners. With a communication range of minimum 50 meters, there is a reduced need for physical access to the CC X. AirImage 2.0 is the intelligent control system which controls the CC X in order to save time and money.

New product launch

Gold Series III Dust Collector with next-generation performance and filter technology

The Gold Series III dust collector is the latest evolution of the flagship Gold Series line. Building on more than two decades of proven performance, the Gold Series III incorporates design enhancements that deliver superior performance, reduced energy consumption and easier maintenance.

The new collector features OptiCone™ filter cartridges with OmniPleat® filter media, engineered to maximise filtration performance. OptiCone cartridges utilise open-bottom inner cones to expand usable surface area, ensuring pulsed air is evenly distributed from top to bottom for more efficient filter cleaning.

OmniPleat media packs use synthetic, custom-shaped glue beads on both sides of the filter media to hold the pleats open and evenly spaced. This design ensures full media exposure to the airstream, resulting in improved airborne pollutant capture, more effective pulse cleaning, fewer filter changeouts and a safer, cleaner work environment.

The Gold Series III sets a new benchmark in dust collection technology. It delivers cleaner air, safer workplaces and greater operational savings to meet the demands of today's toughest industrial environments.

Energy efficient solutions

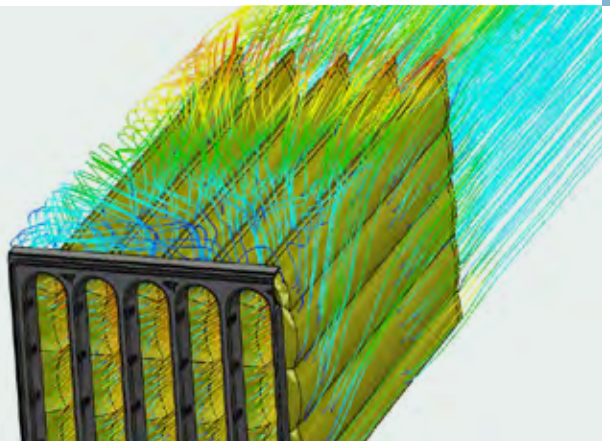
Optimising our product performance through innovation

Our R&D centres are equipped for testing and developing our products. The core focus of our material research team is improving the filtration material and its composition to offer customers a reliable combination of high filtration efficiency, low energy consumption and longest possible service life.

The use phase accounts for the largest share of our products' overall carbon impact. This involves the energy used to push air through a filter. It has an effect on both the carbon footprint for our customers as well as the cost of energy consumption. So, one of our primary tasks when developing a new product is to keep the environmental impact and electricity consumption to a minimum.

Filter design is key to low energy use

The filter's design is of the utmost importance for low energy use. We have optimised the shape of the bags which results in lower pressure drops compared to other solutions on the market.



73%

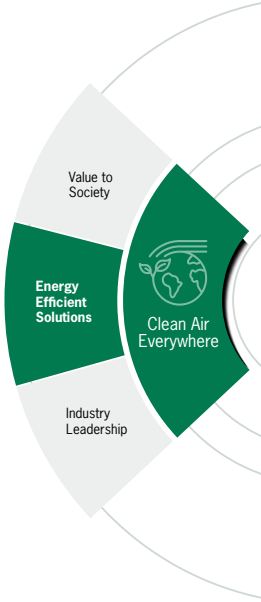
of Camfil products sold shall be high energy efficient.

Our strategy is clear - to focus on energy efficient products as that brings most benefits to our customers and the environment. We have classified the products within each category as either high or low energy efficiency for transparency.

Life Cycle Cost tools and reports

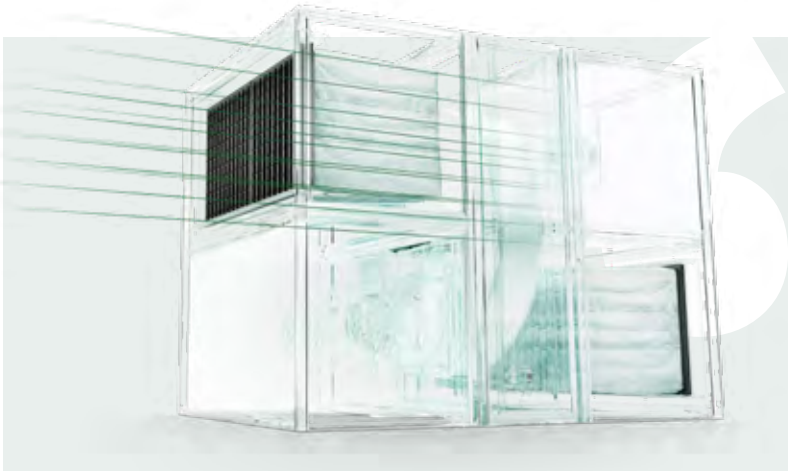
Our software solutions consider filter efficiency, filter life, filter change labor, filter cost, disposal cost and allows for varied inputs for all of these factors plus the largest filter expense – energy usage. This empowers our customers to make wise and well informed decisions.

The energy consumption and environmental impact of filters can be estimated for different air handling units and outdoor air qualities at various running conditions. This enables the user to make the optimum selection by comparing systems using single or multistage filtration. The LCC is also able to indicate the current CO_2 footprint of the filter installation, based on the customer's local situation.



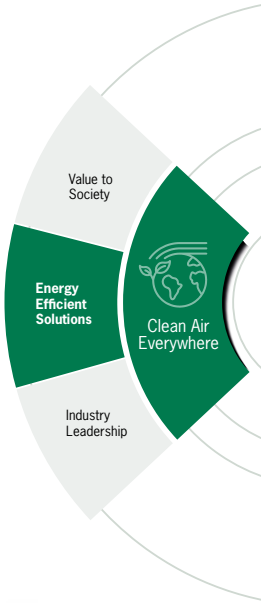
Total Life Cycle Cost (LCC) – typical cost split over the lifetime of an air filter

2% Labour and disposal cost	**8%** Replacement filter cost	**10%** Filter cost	**80%** Energy cost



Reducing pressure drop across the air filter in an air handling unit is a key factor in lowering energy use and climate impact.

The amount of energy the fan uses to draw the air through an air filter accounts for about 75–80% of the filter's total climate impact. The most important measure to reduce the environmental impact from the use of air filters is thus to reduce the average pressure drop across the filter as it affects energy use. **Helping our customers to achieve their sustainability targets is a key foundation for us at Camfil.**



Energy efficient solutions

What is LCC Lite?

LCC Lite is Camfil's newest streamlined Life Cycle Cost (LCC) modelling tool, created to help sales teams, customers, and internal stakeholders quickly quantify the economic and environmental value of choosing high-efficiency air filtration solutions. Designed as an accessible, fast, and user-friendly version of Camfil's full LCC Power platform, LCC Lite focuses on clarity, simplicity, and speed—making lifecycle cost insights available to a broader audience without requiring deep technical expertise.

Why it matters for sustainability

Air filtration has a significant impact on a building's total environmental footprint. Industry data and internal sustainability analyses show that 70–80% of a filter's lifetime cost and greenhouse gases impact is driven by energy consumption during the use phase. LCC Lite directly supports Camfil's sustainability mission by making it easy for users to:

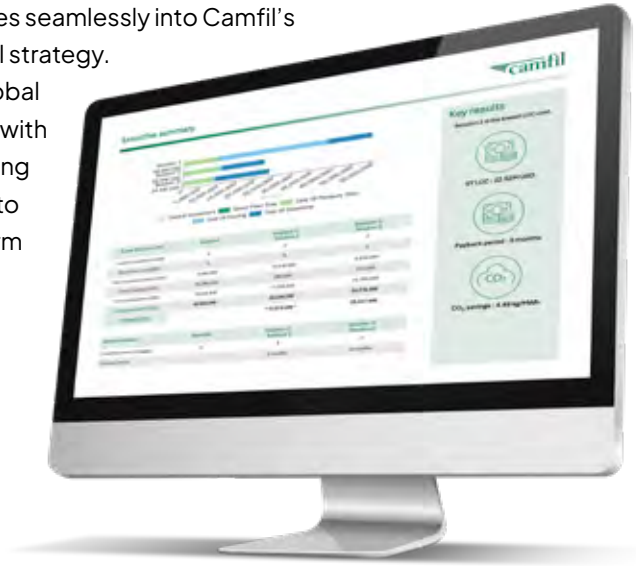
- Compare filtration solutions based on energy efficiency, pressure drop, and operational emissions.
- Illustrate how choosing the right filter can reduce energy use, cut operating costs, and lower greenhouse gases emissions.
- Strengthen data-driven decision-making for customers pursuing ESG, net-zero, or energy-savings targets.

Key Features

- Faster, simplified interface: Built for quick value demonstrations during customer conversations.
- Clear value storytelling: Shows how Camfil filtration solutions outperform low-cost alternatives – not just on price, but on long-term performance and environmental impact.
- Total Cost of Ownership + sustainability insight: Delivers side-by-side comparisons of filter performance, lifetime cost, greenhouse gases impact, and waste reduction potential.
- Broad applicability: Ideal for commercial buildings, industrial sites, and other HVAC environments where sustainability and cost reduction matter.

Energy efficient solutions
LCC Power

In 2025, Camfil Power Systems (CPS) launched the next generation of LCC Power, a life cycle cost modelling platform designed to quantify the environmental and economic impact of air filtration solutions for turbomachinery. The upgraded tool introduced a modern web interface for side-by-side comparisons of filter performance, energy consumption, and CO_2 emissions, helping customers make informed decisions aligned with sustainability goals. Enhanced with monthly dust tracking, pressure drop trends, engine reliability metrics, and Scope 3 emissions modelling, LCC Power supports sustainability reporting and integrates seamlessly into Camfil's broader environmental strategy. Its adoption across global markets has been met with strong praise, reinforcing Camfil's commitment to transparency, long-term performance, and continuous improvement.



Reducing CO_2 by thousands of tonnes per year

For customers who have operated with EPA*-grade, low-pressure-drop, hydrophobic filters for at least one year, Camfil Power Solutions (CPS) solutions deliver net emissions savings of 2.2 million metric tonnes per year. **These reductions come primarily from gas turbine fouling mitigation, which lowers fuel consumption and improves efficiency.** To put this into perspective, saving 2.2 million metric tonnes of CO_2e is equivalent to removing nearly half a million average passenger vehicles from the road for an entire year or offsetting the annual energy use of more than a quarter million homes. And the more operators across the industry adopt EPA filtration, the greater these savings become - multiplying the climate impact of optimal filtration and accelerating meaningful decarbonisation.

2.200.000

metric tonnes of CO_2e is equivalent to removing nearly half a million average passenger vehicles from the road for an entire year!

*Efficient Particulate Air

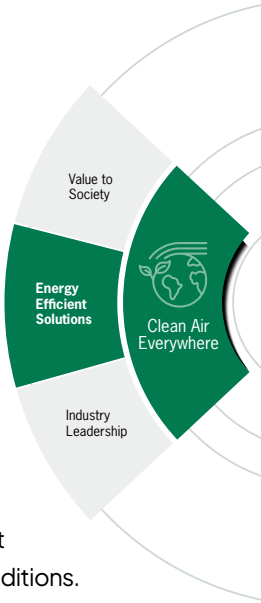
Filtration upgrade breathe new life into Italian co-generation plant

Three years ago, Camfil Power Systems implemented a two-stage static filtration upgrade at the Alto Garda co-generation plant in northern Italy, aiming to improve turbine efficiency and reduce environmental impact.

The system - featuring Cam-Flo GT Hybrid T7 prefilters and CamGT 3V-600 T10 final filters - was originally projected to deliver significant sustainability gains, including fuel savings and a reduction in CO_2 emissions. After three years of continuous operation and performance monitoring, those estimates have been fully validated: the installation has achieved 540 000 Sm^3 in annual fuel savings and a reduction of 1 100 tonnes of CO_2 emissions per year, while maintaining a 50% reduction in average pressure drop, extending filter life by 4× for final filters and 9× for prefilters, and requiring no replacements or downtime.

1 100 tonnes
annual CO_2 emissions reduction

This long-term success highlights the effectiveness of Camfil's site-specific LCC analysis and filtration design in delivering measurable, sustained environmental benefits.



Enhancing offshore turbine performance through advanced filtration upgrades

An oil and gas major operating offshore West Africa faced significant performance and operational challenges due to seasonal harmattan conditions.

The original filtration system - comprising G3/F8 efficiency pre/final filters - required frequent filter replacements and repeated offline washes, disrupting operations. After upgrading to CamGTR 3V-440 T8 and CamGT 3V-600 T12 filters, the platform drastically reduced the frequency of filter changes and completely eliminated the need for offline washing. This upgrade not only improved operational reliability but also delivered substantial environmental benefits, with estimated savings up to 3 200 tonnes of CO_2 annually, per unit on the platform's base load engines.

3 200 tonnes
annual CO_2 savings estimated

Industry leadership

Industrial standards and sustainability

Camfil boasts a rich history of actively participating in the development of industrial standards and industry guidelines within our core field of business. Our primary focus revolves around the standardisation of air quality and performance aspects related to air filters. Additionally, we express interest in exploring adjacent application areas closely associated with air filters.

We view industrial standards as crucial tools to not only influence and challenge the industry to innovate superior products but also to empower customers in making informed and conscious decisions when selecting product solutions. These standards possess the potential to become norms at regional or national levels, thereby significantly impacting consumer preferences.

As a market leader and provider of premium, high-quality product solutions, demonstrating the delivered value of our products to customers remains pivotal. When we develop industrial standards our primary target is always to raise the bar within our key competences: delivery and measurement of performance regarding air quality and energy performance, and to make it easier for the customer to understand all performance aspects and fairly compare different offerings to one another.

C-PCR for air filters

We are also heavily engaged in the development of harmonised European complementary product category rules (c-PCR) for air filters, to provide industry-wide harmonised and comparable environmental product declarations (EPD). This work on CEN level started in 2023, final c-PCR for air filters are expected in 2027 at the earliest.

Some significant standards and guidelines in which Camfil has played a leading role include, but are not limited to:

ISO 16890 – air filters for general ventilation

The HVAC filtration standard outlining how to measure and compare filtration efficiency, lifetime performance and energy performance of general air filters. *Besides its implementation in all EU countries, Great Britain & Switzerland, it has been implemented as a national standard in India in 2021 and in Australia in 2024.*

ISO 10121 – test method for assessing the performance of gas-phase air cleaning media and devices for general ventilation

The first standard in the business that provides a standardised test method for filters for gas-phase contaminants and that also provides a classification system for said filters to greatly simplify the selection of the right air filter for the right application.

The new classification system of ISO 10121–3 was published end of 2022 and was implemented as national standards in all EU countries in 2023. The molecular air filter classification from ISO 10121–3 builds the basis for the Eurovent 4/26 from January 2025 and is supposed to be the basis for the molecular air filter requirements in the new EN 16798–3 published in July 2025.

Eurovent 4/21 – energy efficiency evaluation of air filters for general ventilation purposes

A simple energy classification system that is being used by all filter suppliers that are members of the Eurovent organisation. The energy classification is much similar to what the consumer is used to when choosing home appliances going from energy class A+ to E.

Eurovent 4/26 – selection of molecular filters for supply air for general ventilation rated according to ISO 10121–3

A clear guidance on how to dimension molecular filters for supply air in general ventilation to provide supply air quality in line with both new WHO air quality guidelines and new EN 16798–3.

EN 16798–3 – energy performance of building

Standard guiding consumers to the right filtration solution for the right application. Ensuring that, depending on outdoor air pollution conditions, sufficient filtration protection is being used to ensure a healthy indoor air environment. *The EN 16798–3 underwent a major revision in 2023, to align its recommended air filtration limits with WHO Air Quality Guidelines from 2021. The updated EN 16798–3 was published in July 2025.*

ISO 29461 – turbomachinery air filter standards

This is the first international test standard designed to assess the efficiency, hydrophobicity, and integrity of air intake filters for turbomachinery. It consists of three key parts:

- *ISO 29461–1 evaluates efficiency and dust holding capacity.*
- *ISO 29461–2 tests endurance in fog and mist environments.*
- *ISO 29461–3 assesses functional integrity under high pressure.*

To ensure smooth and reliable operations, filter operators should consider all three standards when selecting air intake filters.

Industry leadership

Developing clean air awareness

We are globally engaged in numerous organisations to actively drive the development of new standards and guidelines and make the public aware of the need and benefits of better indoor air quality (IAQ). In 2025 Camfil has been actively engaged in several related conferences including the International Built Environment Week (IBEW) in Singapore as well as in the the organisations and working groups below.

INDUSTRY & STANDARDISATION ORGANISATIONS WHERE CAMFIL IS AN ACTIVE MEMBER

- ISO (TC 142)
- CEN (TC 195 & TC 156)
- ASHRAE
- ANSI
- ISHRAE
- Singapore Standards Development Organisation
- Eurovent Association
- Eurovent Certification
- Eurovent Middle East
- Eurovent India
- Eurovent International
- WFI – World Filtration Institute
- REHVA
- ISPE
- EHEDG
- VDMA
- VDI

Caring for People

Learning & development

We believe that the future of our company depends on the investment we make in our people. Our employees are offered opportunities to learn new skills, realise their full potential, and apply their talents to strengthen our business.

Safe & healthy workplaces

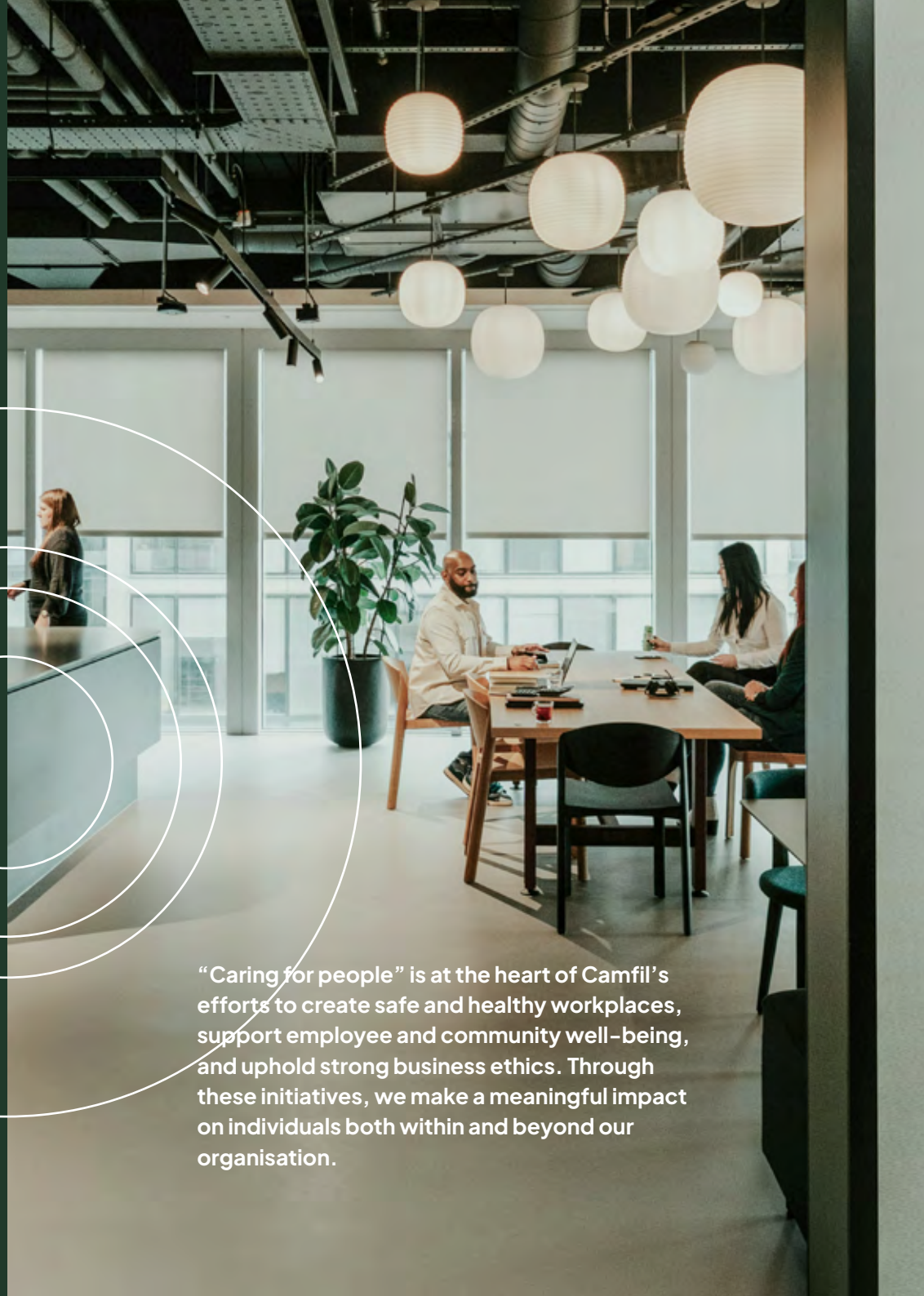
We maintain safe and healthy workplaces by ensuring clean air and good work conditions for all employees.

Worker & community well-being

We promote work-life balance for our employees and are active members of the communities in which we operate, making a positive impact beyond our workplace.

Business ethics

We uphold the highest level of ethics and business conduct to support our long term vision as a profitable and sustainable company.



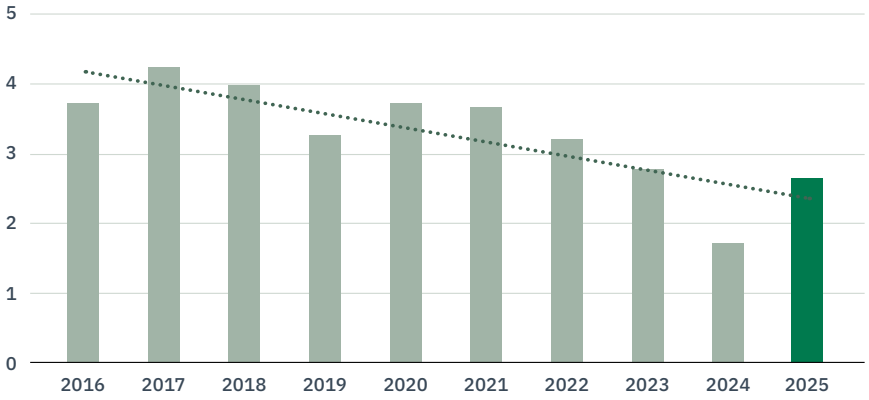
"Caring for people" is at the heart of Camfil's efforts to create safe and healthy workplaces, support employee and community well-being, and uphold strong business ethics. Through these initiatives, we make a meaningful impact on individuals both within and beyond our organisation.

Safe & healthy workplaces

Maintaining safe and healthy workplaces

At Camfil, we prioritise employee well-being, health, and safety as integral components of our commitment to being a sustainable employer. We assess the number of recordable injuries in alignment with the US OSHA Administration, considering these injuries as key performance indicators. Recordable injuries, measured monthly, are defined as incidents that typically necessitate professional medical attention. The OSHA incident rate is the number of recordable injuries per 200 000 working hours. Mitigation programmes related to health and safety are managed locally within our factories.

Camfil Group OSHA incident rate



Worker & community well-being

CamVoice global employee survey

During 2025 we launched CamVoice, our global employee survey that collects anonymous feedback about our employees' work situation and wellbeing.

CamVoice, delivered by Winningtemp, help us measure, understand, and improve our workplace and performance. The platform uses AI-driven surveys, real-time analytics, and science-based questions to give leaders a clear picture of how employees feel and what they need. The platform suggests science-based actions managers can take, tailored to their team improve our workplace.

CamVoice promotes transparency and inclusion, provides measurable data that supports CSRD requirements and help address risk indicators like bullying, harassment and discrimination.

Business ethics

Combatting corruption

Regulatory and enforcement developments

The regulatory and enforcement landscape for bribery and corruption in Sweden continues to evolve. While overall prosecution volumes have decreased in recent years, enforcement authorities have pursued fewer but more severe cases, resulting in significant penalties and heightened expectations on corporate preventive measures. At the same time, Sweden's performance in international corruption perception rankings has been negatively affected by concerns relating to supervisory effectiveness, underscoring increased focus on corporate compliance frameworks.

Swedish anti-corruption legislation applies to conduct in both the public and private sectors and may extend to offences committed abroad. Facilitation payments are not exempt, and companies may face corporate fines where adequate preventive measures have not been implemented. Recent enforcement practice highlights the importance of documented risk assessments, proportionate controls and active oversight of third parties and representatives.

Forthcoming legal developments

In addition, proposed legislative reforms (SOU 2025:87) aim to modernise and strengthen Sweden's anti-corruption framework. Key proposals include the introduction of a new consolidated corruption offences act, clearer criminal liability standards, new offence categories and increased minimum penalties for serious offences. The proposals also expand Swedish jurisdiction over corruption offences committed abroad and place greater emphasis on corporate risk management and preventive controls.

Camfil's preventive approach; general and training programmes

Camfil maintains a zero-tolerance approach to bribery and corruption, supported by its Owner's Directive, Code of Conduct, internal policies and risk-based controls. The Group's approach focuses on prevention through awareness, risk assessment, due diligence and clear expectations for employees and business partners, aligned with evolving legal requirements and enforcement expectations. Furthermore, also our annual training programmes on bribery and anti-corruption and trade compliance and specific transaction related advise are central to our fight against corruption.

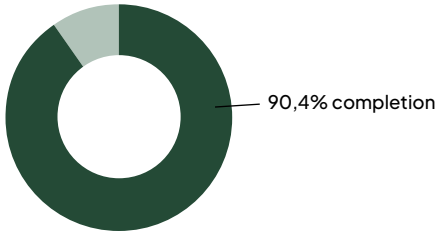
Camfil is a signatory to the UN Global Compact and supports its principles, including the fight against corruption. During 2025, Camfil continued the implementation of its updated Code of Conduct for business partners, which aims to increase transparency and strengthen the Group's understanding of the sustainability practices of its business partners. This work is carried out in line with the ambitions of the Corporate Sustainability Reporting Directive (CSRD) and in preparation for the upcoming Corporate Sustainability Due Diligence Directive (CSDDD).

Employee Code of Conduct training

Our Code of Conduct training reinforces our commitment to ethical business practices, diversity, safety, and a respectful workplace culture. The training includes practical dilemmas to support employee awareness and decision-making in ethical situations, as well as a dedicated section on reporting concerns (whistle-blowing). The training is delivered through Camfil Academy, our online learning platform and is available in 10 languages to support our global workforce.

Our objective is that all new hires complete the training. White-collar employees are automatically enrolled as part of their onboarding process, while completion for production staff is managed locally at each site to ensure accessibility and relevance. Training completion for white-collar employees is tracked globally to support follow-up and assess coverage across the organisation.

Code of Conduct training status (2025)



Trade Compliance

External landscape and risk context

The global trade compliance requirements continue to evolve rapidly, driven by geopolitical developments, expanded sanctions regimes, enhanced export controls and increasing enforcement activity across jurisdictions. Governments are deploying a broad and increasingly complex international trade toolkit, including financial and trade sanctions, foreign investment controls, export controls targeting emerging technologies, and supply-chain-related human rights measures.

Sanctions and export control regimes have become more dynamic and enforcement-focused, with authorities in e.g. the EU, United States and United Kingdom increasing scrutiny of both direct and indirect transactions, including circumvention risks and third-party involvement. Enforcement activity has intensified, with a particular focus on Russia-related measures, diversion risks, Iran-related sanctions, and compliance with dual-use and emerging technology controls.

Camfil's Trade Compliance Approach

Against this backdrop, Camfil's trade compliance framework is designed to manage regulatory risk, ensure adherence to applicable sanctions and export control regimes, and support responsible international business conduct. Trade compliance considerations are integrated into customer and transaction due diligence processes, supported by internal policies, procedures and ongoing monitoring of regulatory developments.

Particular attention is given to jurisdictions and transactions associated with elevated sanctions, export control or circumvention risk, as well as to the use of intermediaries, distributors and complex supply chains. This approach supports Camfil's commitment to ethical business practices, legal compliance and robust governance across global operations.

Conflict minerals

Conflict minerals, which include tantalum, tin, tungsten, and gold (3TG), are mined in conditions of armed conflict, criminal activities funding armed groups and human rights abuses in the Democratic Republic of Congo (DRC) and its 9 adjoining countries. Camfil does not want to support these activities. We require suppliers of products in risk areas (e.g. electronics) to ensure that the products we purchase are free from conflict minerals by signing a statement.

Whistleblowing

We encourage a transparent and healthy working environment where concerns about wrongdoing can be raised without fear of retaliation. Employees can report concerns to their manager or relevant responsible function, or anonymously through our secure whistleblowing system operated by an independent third-party provider (2Secure). Reports are handled confidentially and assessed by the corporate HR function to determine appropriate follow-up. The whistleblowing channel is intended for reporting serious misconduct, such as unethical or illegal behaviour, including fraud, harassment, or significant safety violations.

Employees are also encouraged to share feedback, ideas, and concerns about the work environment through CamVoice, our regular pulse survey. CamVoice provides a confidential way to raise suggestions and highlight areas for improvement, helping us identify issues early and strengthen trust across the organisation.

Outcomes and future risks

It is our view that the adoption of above-mentioned governance tools, together with the related training programmes, have increased the awareness and knowledge of these issues throughout the Group. This is primarily based on the fact that the policy solutions to specific issues oftentimes is to escalate that matter (to Group Management or others) and via such escalations, we are able to assess the level of awareness and knowledge.

There will likely always be risks of corruption (including Trade Compliance violations) in the transactions that the Group is involved in. However, through our work as described above, we have reduced this risk and by using the mentioned governance tools we are, in our perspective, keeping these risks at a reasonable and acceptable level.

CamfilCairing 2025

CamfilCairing is the framework and our internal program that integrates sustainability and corporate citizenship into every aspect of our business strategy. It reflects our belief that long-term business success goes hand in hand with healthy people, strong communities, and responsible use of resources.

Once a year, CamfilCairing Week brings this commitment to life. During this dedicated week, employees across the Camfil Group engage in local sustainability initiatives, community outreach activities, and internal improvement measures that support our core mission: promoting health and well-being through clean air.

The annual theme for CamfilCairing Week is defined at Group level and implemented locally through the CamfilCairing network, ensuring global alignment while allowing each site to address local priorities.

In 2025, the global theme was “Minimise Waste”, encouraging actions that reduce waste of materials, energy, time, and resources—both in our operations and in our communities. Through CamfilCairing Week, we strengthen employee engagement, reinforce responsible behaviours, and demonstrate that sustainability is not a standalone activity.

In 2025, the global theme was “Minimise Waste” – encouraging actions that reduce waste of materials, energy, time, and resources.

Preserving Resources

In our pursuit of "Preserving Resources" within our sustainability framework, we aim to reduce material impact in our products and operations.

Material footprint

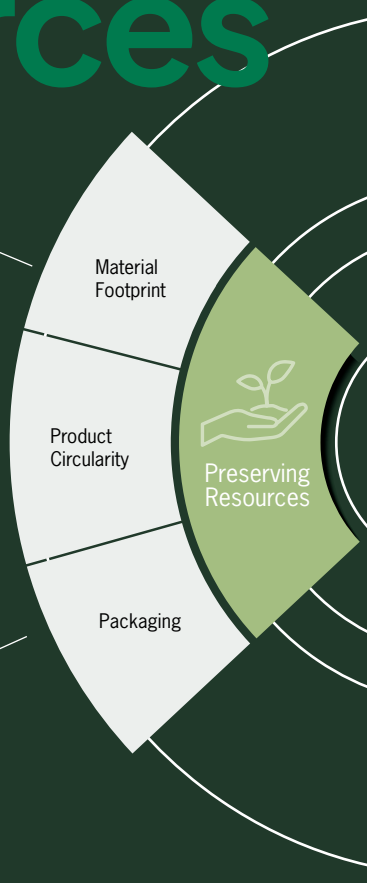
We take a life cycle perspective to measure, select and reduce the impact of the materials we use in our products and operations.

Product circularity

We strive to repurpose and maximise resource recovery from the products we create.

Packaging

Our packaging is recycled, sustainably sourced and resource-efficient.



Preserving resources

Use of resources

To provide customers with clean air Camfil needs material resources such as filter media but also material for support structures like frames, housings, adhesives and gaskets. Further, we optimise the filters for high filtration efficiency and low fan electricity need. Ergonomics related to filter change is an important parameter as resource-efficient packaging. It is a matter of balancing many parameters in a life-cycle perspective.

In our Double Materiality Assessment Camfil identified resource use and circularity as material, and we have developed a policy where we express our ambitions within this area.

Preserving resources

Reduce – Reuse – Recycle – the core of our policy

When applying circular thinking, Camfil takes a holistic, lifecycle-based approach to the sustainability of our clean air solutions with the aim to decrease resource use and increase circularity without creating new negative sustainability impacts elsewhere in the lifecycle. Camfil's drive towards circularity consists of multiple initiatives and commitments throughout the value chain including increasing re-use of products, increase of recycled content in our products and to prepare products for recycling at end of life as well as keeping circularity in mind during design and innovation processes.

Reduce

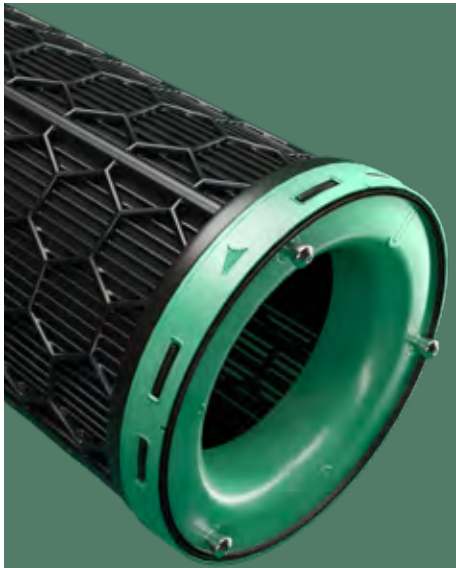
Reduction as principle involves minimisation of raw material usage through lighter products, waste minimisation, higher yield in production, longer life of products and sometimes change of raw material to more sustainable and circular choices. But our reduction efforts will not compromise the energy efficiency of our products.

Recycle

Recycling, as a key circularity principle, involves increasing the use of recycled raw materials in our product manufacturing and ensuring that these materials can be recycled or reprocessed again at the end of the product's life cycle. A large share of our high-volume products are equipped with frames containing recycled plastic.

Reuse

Our products use filter media that captures air pollutants or gases, meaning the used filter media contains high levels of potentially harmful substances and must be disposed through proper waste-treatment methods rather than reused. However, many other components – such as frames, sealants, and gaskets – often outlast the filter media and can be reused multiple times.



CamCarb XG

Refilling service: When the carbon media is spent, the CamCarb XG cylinder can be refilled, allowing the housing to be reused repeatedly. This extends the filter's lifespan, lowers its overall carbon footprint, and significantly cuts waste by replacing only the adsorption media rather than the entire unit. The approach reduces landfill volumes and the environmental impact of producing new filters.

Media reuse: Spent activated carbon can be regenerated and reused, further improving the filter's sustainability. By heating the carbon to remove absorbed contaminants, its lifespan is extended and the need for new raw materials is reduced, lowering the overall carbon footprint of the filtration system.

Preserving resources

Product sustainability with LCA and EPD

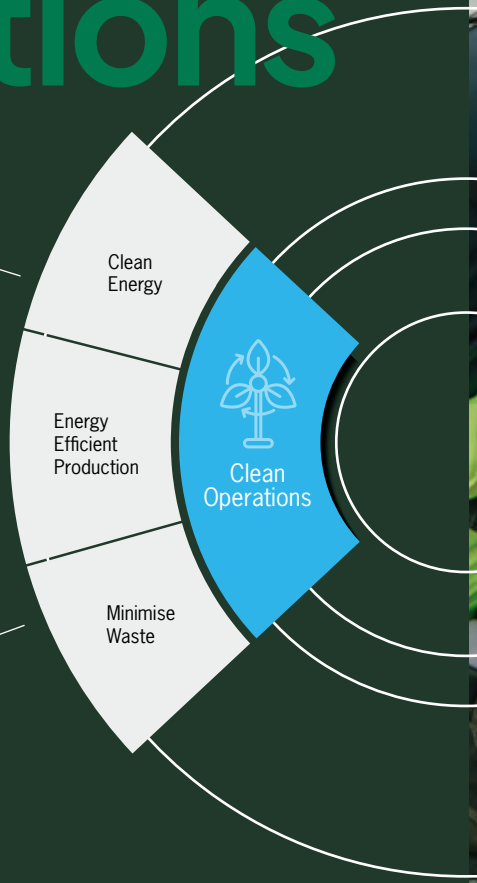
We know our air filtration solutions make a real difference for the Indoor Air Quality but all environmental claims must be backed up by transparent and independent analysis. To better support our customers in making the right product choice which supports their sustainability targets, we continuously develop Environmental Product Declarations (EPDs). The EPDs are based on life cycle assessments (LCA) and are externally verified. All available EPDs can be accessed through EPD International. All this work is directly linked to the UN's global goal number 12, Responsible Consumption and Production.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The life cycle assessments show that the greatest environmental impact of a filter occurs during the operational phase. This means that switching to filters with better energy classifications is the single most important measure for reducing environmental impact.

Clean Operations

The fourth principle of our sustainability framework is dedicated to clean operations and encapsulates our commitment to clean energy, efficient production, and minimal waste with a focus on sustainability and recycling.



Clean energy

Committed to minimising energy use and embracing sustainable alternatives.

Energy efficient production

Committed to minimising our energy consumption, with a consistent focus on regular monitoring.

Minimise waste

Committed to reduce raw material use, minimise waste and optimise recycling practices.

Clean operations

Reducing our environmental impact

Camfil is committed to reducing our negative impact on the environment, supporting a more sustainable future. To increase the positive handprint for our customers and to reduce our climate footprint, our supply chain efforts focus developing more energy efficient products. We also address our operational processes to reduce electricity usage and related emissions. Initiatives include installation of solar panels, increase purchase of low-carbon electricity, substitution of fossil fuels, promoting waste reduction as well as use/reuse and recycling of materials.

9%
GHG* emission reduction in scope 1&2 since base year 2023

43%
of Camfil's waste is reused or recycled

49%
low-carbon electricity use**

20%
GHG* emission reduction related to company vehicles since base year 2023

8%
GHG* emission reduction in scope 3 since base year 2023

72%
share of high energy efficient products in our product portfolio

*Greenhouse gas **Renewable and nuclear

Clean operations

Climate change

Introduction

In our double materiality assessment, greenhouse gas (GHG) emissions and climate change were identified as material impacts of Camfil's operations and value chain, together with energy use. Climate change, including the risk of more frequent and severe weather events, is also a material and financial risk for parts of our asset base.

These findings were already well known, not least through the life cycle assessments (LCA) carried out for our products, and they have influenced Camfil's strategy for a long time. However, the analysis forming the basis for the double materiality assessment (DMA), as well as those conducted subsequently, have provided deeper and more detailed insights into the links between different parts of our operations and value chain, and their associated climate impacts and financial risks. This improved understanding enables us to focus on the most effective mitigation measures.

Through Camfil's Energy & Climate policy, we address energy use reduction, climate mitigation and climate adaptation, and define our overarching objectives across our own operations and the value chain. Our approach is to consider energy use and GHG emissions in decision-making and to continually identify potential mitigation measures within our operations and R&D, and to evaluate and implement these were considered reasonable. Progress is reported quarterly and presented to our Steering Group for Climate.

In the value chain, our focus is on engaging suppliers, encouraging continuous improvement and promoting participation in the EcoVadis platform. We have chosen a stepwise approach and have set absolute near-term GHG reduction targets for scope 1, 2 and 3 emissions through 2030.

Currently, 47% of our factories are certified to ISO 14001 and/or ISO 50001. We also purchase carbon offsets in conjunction with the purchase or leasing of computers; since December 2020, offsets corresponding to 275 metric tonnes of CO_2e have been purchased. These offsets are not included in Camfil's GHG calculations. Camfil does not apply internal carbon pricing.

Physical risks related to climate change

In 2025, a physical climate risk assessment was conducted across Camfil's asset portfolio. The assessment considered both chronic and acute climate hazards under two climate scenarios (SSP1–2.6 and SSP5–8.5) for the years 2025, 2035 and 2055. The analysis covers risks related to tropical cyclones, extreme rainfall, wildfire potential, extreme heat, drought and flooding (pluvial and fluvial, coastal and inland). Risks are quantified based on hazard, vulnerability and asset value.

Overall, the portfolio's risk profile remains stable across scenarios and time horizons. Tropical cyclones and tornadoes (primarily affecting assets in the US tornado belt) represent the most material acute physical risks, followed by chronic risks related to extreme heat and drought. While risk levels vary between individual sites, no significant changes in overall exposure are projected through 2055.

Several measures have been taken to reduce site-level risks associated with storms and extreme rainfall, and Camfil has worked to strengthen its Business Continuity Plan. This reduces the likelihood of severe damage and disruption to manufacturing and sales operations. Subsidiaries continue to take identified climate hazards into account in the development and management of their facilities.

Clean operations

Climate change – GHG emission calculations

Frameworks

Our greenhouse gas (GHG) emission calculations are conducted in accordance with the Greenhouse Gas Protocol set of standards.

Organisational boundaries and consolidation approach

During the year, the parent company changed its name from Camfil Ventures AB to Jungfrutomten AB. This name change does not affect the Group's operational structure, and the main operations continue to be conducted through the subsidiary Camfil AB and its subsidiaries.

The annual report is prepared for Jungfrutomten AB, and the consolidation approach applied for GHG calculations is the same as that used for financial reporting, i.e. the operational control approach. Camfil AB owns 100% of all subsidiaries.

The Group has no joint ventures but includes a limited number of non-operational holding companies, which are excluded from the GHG calculations. Organisational boundaries are presented in the table on the next page.

Impact of changes in organisational structure between years

Changes in the organisational structure between 2023 and 2025 did not have a material impact on the GHG inventory or calculations. The inclusion of Trosa Stadshotell in Camfil Ventures in 2024 had a minor impact (<0,2%), and the acquisition of Bion in July 2025 contributed less than 0,1% to scope 1 and 2 emissions for 2025.

The baseline year (2023) will be updated in line with Camfil's baseline revision policy during 2026, and the above-mentioned entities will be included in the revised baseline.

Operational boundaries

At corporate level, Camfil AB includes the headquarters and Tech Center (R&D and laboratory services). Subsidiaries comprise manufacturing facilities and related offices, sales offices, R&D centres, and data centres located within factories, as well as separate sales offices, service operations and warehouses.

Emissions from all operations are 100% included, in line with the operational control consolidation approach. Most outsourced manufacturing processes are also included, reported under scope 3, category 1.

Camfil owns the majority of the facilities in which it operates; however, some facilities are leased. Leased facilities are treated as owned for the purposes of GHG calculations.

Organisational structure and boundaries

Direct shares in Camfil companies	Seat	Share	Included in GHG calculations
Jungfrutomten Dust Fund AB	Trosa, Sweden	100%	No. Dept investment (without known use of proceeds)
Trosa Stadshotell och Fastigheter AB	Trosa, Sweden	100%	No. Non-operational.
Camfil LTIP AB	Trosa, Sweden	100%	No. Non-operational.
Cam MIP AB	Trosa, Sweden	100%	No. Non-operational.
Camfil AB	Trosa, Sweden	100%	Yes

100% of included entities' emissions have been taken into account. Included/ excluded (i/e) and empty if non-existent).

Country	Indirect shares - Legal entity name	2023	2024	2025	Motivation for exclusion
AUS	Airepure Australia Pty Ltd	e	e	e	Non-operational
AUS	Camfil Australia PTY LTD	i	i	i	
BEL	Camfil SA	i	i	i	
BRA	Camfil Latinoamerica Ltda	i	i	i	
CHL	Bion Bioconservatión SPA			e	Only one person during 2025
DNK	Camfil A/S	i	i	i	
AER	Camfil Middle East FZE	i	i	i	
FIN	Camfil Oy	i	i	i	
FRA	Camfil France Holding SAS	e	e	e	Non-operational
FRA	Camfil SAS	i	i	i	
FRA	SADI SAS	i	i	I	
FRA	Etablissement Chimbault Peiridieux SAS	i	i	i	
IND	Camfil India Private LTD	i	i	i	
IRL	Camfil Ireland LTD	i	i	i	
ITA	Camfil SPA	i	i	i	
ITA	Gemag SRL	i	i	i	
CAN	Camfil Canada Inc.	i	i	i	
CHN	Camfil Filtration (Shanghai) Co Ltd	i	i	i	
CHN	Camfil Filtration Taicang Co Ltd	i	i	i	
CHN	Camfil APC (Taicang) Co Ltd	i	i	i	
MYS	Camfil Malaysia	i	i	i	
MEX	Camfil Mexico S de R.L. de C.V.			e	Only one person during 2025
NLD	Camfil BV	i	i	i	
NOR	Camfil Norge AS	i	i	i	
NZL	Camfil New Zealand LTD	i	i	i	

Country	Indirect shares - Legal entity name	2023	2024	2025	Motivation for exclusion
POL	Camfil Polska Sp.z.o.o	i	i	i	
CHE	Camfil AG	i	i	i	
SGP	Camfil Singapore PTY LTD	i	i	i	
SGP	Camfil Singapore Holding PTE LTD	e	e	e	Non-operational
SVK	Camfil s.r.o	i	i	i	
ESP	Camfil España SA	i	i	i	
ESP	Bioconservación SAU			i	
ESP	Gegimal Inmobiliaria S.L.			e	Non-operational
GBR	Camfil LTD	i	i	i	
SWE	Camfil Svenska AB	i	i	i	
SWE	Camfil Power Systems AB	i	i	i	
SWE	Comlog AB	e	e	e	Non-operational
SWE	Trosa Stadshotell		i	i	Owned 60%, controlled by Camfil
TWN	Camfil Taiwan Co Ltd	i	i	i	
THA	Camfil (Thailand) Ltd	i	i	i	
CZE	Camfil CZ s.r.o	i	i	i	
TUR	Camfil Hava Filtresi Sanayi Ticaret Ltd Sirketi	i	i	i	
DEU	Camfil GmbH	i	i	i	
DEU	Camfil GmbH Holding	e	e	e	Non-operational
USA	Bion USA LLC			e	Only one person during 2025
USA	Camfil USA Inc.	i	i	i	
USA	Lifmac Asia Holding LLC	e	e	e	Non-operational
USA	CUI BONDHOLDER, LLC.	e	e	e	Non-operational
AUT	Camfil Austria GmbH	i	i	i	

Clean operations

Climate change – GHG emission calculations Scope 1 & 2

Accounting principles – Scope 1 & 2
Since we have subsidiaries in many countries with different possibilities to retrieve reliable data on GHG emissions, we have chosen to have the organisation report in our financial system AARO on purchased amounts (kWh) of fuels, electricity and district heating used for processes, buildings and vehicles and refrigerants emitted. Then we calculate related greenhouse gas emissions centrally. Also own solar electricity generation and diesel-based reserve power is reported.

On subsidiary level energy data is retrieved from invoices and meters, fuel for vehicles are calculated based on the travel billing system and the car manufacturers information on fuel/electricity use per car type or based on fuel invoices, whereas refrigerant emissions are tracked by own personnel locally or received from a third party maintaining the AC equipment.

Our main sources for emission factors are:
Ember (Our World in Data), US EPA, Emissions & Generation Resource Integrated Database (eGRID) and EU (AIB, Residual mixes) for electricity. Fuel-related emissions are calculated with the help of the Greenhouse Gas Protocol for stationary combustion tool based on IPCC Guidelines for National Greenhouse Gas Inventories and IPCC Global Warming Potential Values, AR6. In the market-based calculations contractual instruments are considered. Emissions of carbon dioxide, methane, nitrous oxide and hydrofluorocarbons have been included in the calculations. Other GHG gases have not been found within Camfil.

Our process and methodologies used to calculate GHG emissions in Scope 1–2 have been validated externally.

Inventory gaps in Scope 1 & 2
Some sales subsidiaries did not report heating (fuels), water use and waste during 2023 and 2024, but standard figures per model were added. These approximations contributed app. 0,04% to the result. In 2025 a model was used by the sales subsidiaries to report these data in AARO if real data was not readily available.

Assumptions and uncertainties, Scope 1 & 2
According to Camfil's instructions to subsidiaries all data on electricity and fuel use reported in AARO shall be based on invoices or meters but in certain cases, data is based on a combination of invoices and meters and there might be an allocation done between Camfil and other companies located in the same building (e.g. for offices located separate from factories). For some leased facilities data is retrieved from landlords.

We have used electricity emission factors from public data sources per country (in USA per state) and even if the quality of these numbers are quite good the actual emissions locally can differ within a country or state.

Refrigerants are used in our operations. To capture exact amounts in the equipment and potential leakages is not easy. This means it is difficult to know exactly how much refrigerant has been emitted in case of leakage. Camfil requires from the subsidiaries to keep a process in place to monitor use, charging, and removal of refrigerants to catch the magnitude of leakages.

Refrigerants can have high GWP factors which means that a difference in leakage of a couple of kg can affect the GHG emission result in Scope 1.
The issues above might impact the result in Scope 1&2 to some extent in one or the other direction but the majority of electricity and fuel use occur in owned facilities where Camfil has management control, and we have chosen open data sources with high credibility.

All in all, we judge the accuracy of our Scope 1 & 2 GHG result to be good. The precision allows Camfil to address the emissions with reasonable and relevant mitigation actions.

Methodology changes between years Scope 1 & 2
2023, 2024 and 2025 have been calculated in the same way, only the emission factors for district heating, electricity and electricity generation mixes have been updated in line with the data sources used.

Differences vs earlier published data

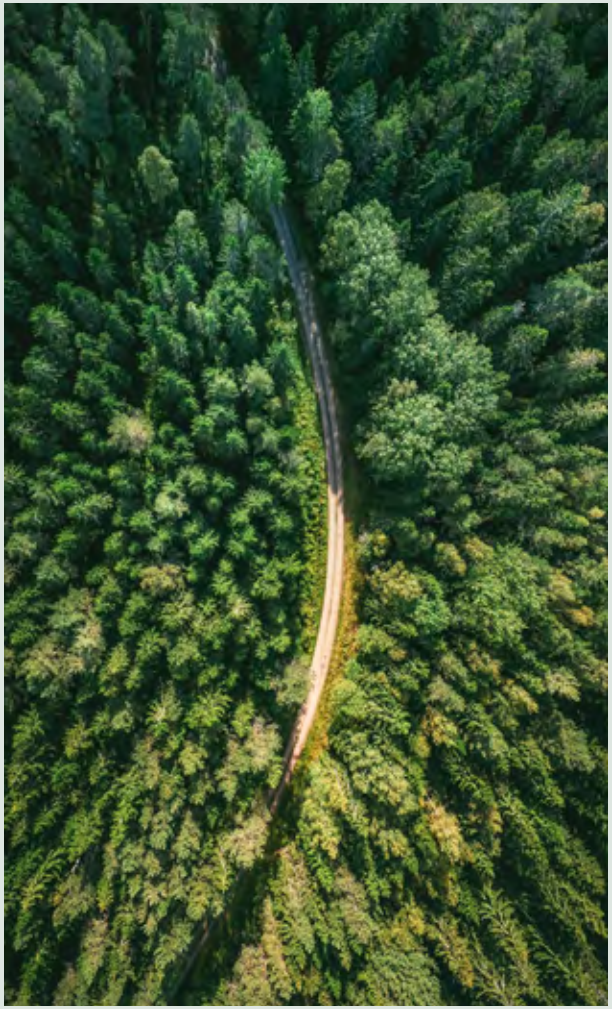
Baseline changes Scope 1 & 2
The baseline year 2023 has been updated twice since the first publication in Camfil's Sustainability Report 2023.

In January 2025 the source for location-based electricity factors for Europe was changed due to consistency reasons. Some reporting errors in AARO for 2023 were identified and corrected.

After a more thorough check of claimed contractual instruments for electricity purchase, some were disqualified in line with GHG Protocol quality criteria. These new numbers were published in Camfil's Sustainability Report 2024.

In July 2025, some mathematical errors were found in the calculations for 2023 and some further numbers in AARO were updated due to wrongly reported data. GHG emissions related to oil-fired own electricity generation (reserve power) were added. Hence an updated baseline 2023 is published in this report.

Changes of 2024 Scope 1 & 2 result after last publication
Results for 2024 have been updated after publication in Sustainability Report 2024 due to errors found. GHG emissions related to oil-fired own electricity generation (reserve power) have been added and a wrongly reported electricity generation mix was identified for one of our factories. Corrected numbers for 2024 Scope 1&2 are published in this report.



Clean operations

Climate change – GHG emission calculations Scope 3

Accounting principles – Scope 3

The principles when calculating the GHG emissions of the different Scope 3 categories are

- to put more effort in calculating categories with higher emissions and calculate the less impacting categories more roughly.
- to calculate categories where the effort to retrieve detailed data is high more roughly with the help of spend-based calculations.
- to ask subsidiaries to report data related to certain categories where it is relatively easy for them to gather data from their own systems.
- to set up a calculation method so that calculations can be reproduced and repeated in the years to come.

10 of the 15 Scope 3 categories are relevant for Camfil and we have calculated the emissions for all applicable emission categories with following approaches:

Cat 1 purchased direct material and water have been calculated by life cycle approach based on purchased amounts (kg) in our software for lifecycle assessment, LCA for experts, as have parts of Cat 2 Capital goods purchased on global level and Cat 3 upstream energy emissions.

Spend-based approach (emission factors from Open Ceda) has been applied for Cat 1 purchase of indirect material, consumables and services, Cat 2 capital goods purchased locally, Cat 5 handling of waste from own operations, and Cat 12 end-of-life of our products (assuming similar waste composition as Camfil's own waste).

Transportation (Cat 4 & 9) has been reported by subsidiaries in our financial system AARO in terms of tonkm (weight times distance transported) per transportation mode or CO_2 equivalents received from transportation provider. Also, business travel Cat 6 has been reported in AARO but in terms of personkm per travel mode. Emission factors from Defra have been applied to calculate the GHG emissions.

Cat 7 employee commuting has been calculated very roughly based on a scenario assuming all employees use a diesel car every working day.

Cat 11 use of products sold has been calculated by an inhouse developed methodology. For products using electricity via cable electricity use has been calculated based on fan motor power, assumed load factor and assumed operating hours at the customer. Indirect electricity use caused by the extra fan electricity needed to push the air through filters at the final user has been calculated using averages based on Eurovent REC 4/21–2018 for building ventilation filters. Location-based emission factors (upstream emissions added) have been applied.

Our process and methodologies used to calculate GHG emissions in Scope 3 have been validated externally.

Inventory gaps, Scope 3

We have included major outsourced processes in category 1 but there are some gaps (metal work, painting, assembly) which have not been inventoried yet. Some purchases of raw materials done by our sales subsidiaries are missing in our GHG calculations since these are not registered in the same way as other raw materials, these are dominated by purchases of activated carbon sold directly to customers. Omitted GHG emission described above have been estimated to be less than 1% of total category 1 emissions. Raw material purchases of our Australian operations were included 2025 but not previous years; related GHG emissions constitute approximately 1% of the category 1 GHG emissions.

2023, 2024 and 2025 we had gaps related to transportation of goods and equipment in our project operations. We are working to find methods to gather these data and in 2025 we had less gaps than in 2023 and 2024. Omitted GHG impact is estimated to be less than 3% of our total GHG emissions related to transportation of goods.

Assumptions and uncertainties, Scope 3

The uncertainties in the Scope 3 GHG calculations are larger compared with the Sope 1 & 2 calculations.

We have primarily used input data registered in own it-systems or received data from internal experts. We have used generic datasets from our tool for lifecycle assessment to calculate the environmental impact of manufacturing of the raw materials we purchase (cat 1). Even though these datasets have high quality they might not match the actual technologies used or mirror the circumstances at our supplier. If our supplier purchases renewable electricity for their manufacturing process for example this will not be considered in our GHG calculations as for now. Both over – and underestimations of the GHG emissions might be the consequence.

A recycled content of 15% has been used for metals in our calculations. This assumption is probably conservative but should be checked with suppliers.

We have not inventoried included outsourced processes in detail, only the main materials in the products manufactured and calculated the GHG emissions using emission factors from material-specific datasets from our tool for lifecycle assessment. To compensate for the material losses at our supplier, we have scaled up the calculated GHG emissions.

As mentioned above we use a spend-based calculation method for some categories such as purchase of consumables and services, capital goods, treatment of own waste and end-of-life of sold products. The emission results are of course rough which is acceptable since these categories do not dominate our scope 3 results.

In cat. 11 Use of sold products some product groups with very low sales numbers are not included in the GHG calculations. This means we are underestimating the GHG emissions somewhat. There are uncertainties in these calculations related to the actual use of the products at our customers, the user scenarios we use are rough estimates. The results in this category give an order of magnitude, not exact emission levels.

Methodology changes between years Scope 3

The same methodology has been used to calculate Scope 3 categories for 2023, 2024 and 2025. Only the emission factors were updated in line with the data sources used.

Differences vs earlier published data

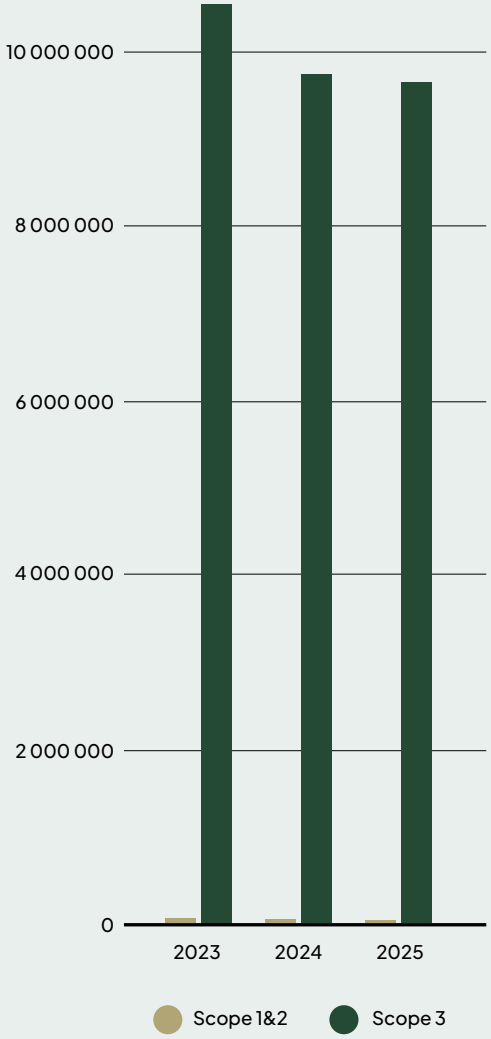
We have not published scope 3 data earlier.

GHG emission results, Scope 1–3*

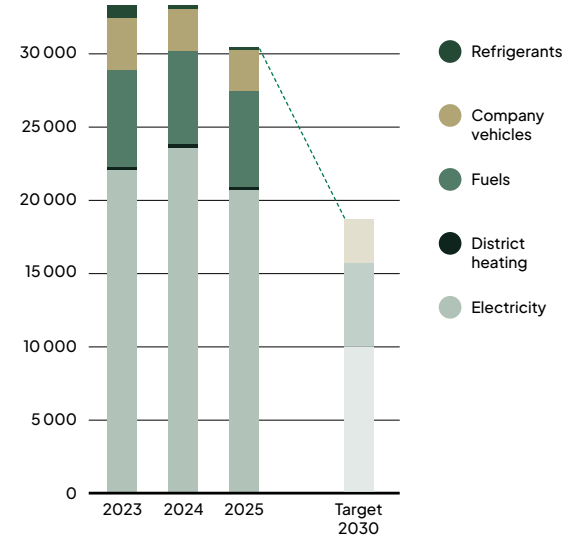
Greenhouse gas emissions	Base year 2023 tonnes CO_2e	2024 tonnes CO_2e	2025 tonnes CO_2e	Change from last year (%)	Change from baseline year (%)	Targets	
						Reduction until 2030 vs base year (%)	Approximate emissions 2030 tonnes CO_2e
Scope 1 GHG emissions							
Gross Scope 1 emissions	11 075	9 450	9 496	0%	-14%	-15%	9 370
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%				
Biogenic CO_2 emissions**	37	55	217	295%	488%		
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions	21 256	22 012	20 613	-6%	-3%		
Gross market-based Scope 2 GHG emissions	22 270	23 864	20 966	-12%	-6%	-55%	9 930
Biogenic CO_2 emissions	1 125	1 400	1 148	-18%	2%		
Sum Scope 1&2, market-based approach	**33 345**	**33 314**	**30 462**	**-9%**	**-9%**	**-42%**	**19 300**
Scope 3 GHG emissions							
1 Purchased goods & services	227 380	193 588	220 171	14%	-3%	-20%	182 800
2 Capital goods	29 804	12 216	27 196	123%	-9%	-5%	65 000
3 Fuel and energy-related activities	6 282	6 420	5 460	-15%	-13%		
4 Upstream transportation and distribution	17 940	18 334	13 683	-25%	-24%		
5 Waste generated in own operations	3 174	1 972	1 778	-10%	-44%		
6 Business travel	5 022	5 133	5 389	5%	7%		
7 Employee commuting	909	929	949	2%	4%		
8 Upstream leased assets	NA	NA	NA				
9 Downstream transportation	5 349	5 467	5 078	-7%	-5%		
10 Processing of sold products	NA	NA	NA				
11.1 Use of sold products (direct,)	355 578	196 059	203 813	-1%	-8%	-20%	8 192 000
11.2 Use of sold products (indirect)	9 900 545	9 306 382	9 181 804				
12 End-of-life treatment of sold products	11 533	11 920	8 826	-26%	-23%	-5%	11 000
13 Downstream leased assets	NA	NA	NA				
14 Franchises	NA	NA	NA				
15 Investments (external)	NA	NA	NA				
Sum Scope 3 emissions	**10 563 145**	**9 758 419**	**9 674 147**	**-1%**	**-8%**	**-20%**	**8 450 800**
Sum Scope 1, 2 & 3 (market-based)	**10 596 861**	**9 791 733**	**9 704 641**				

*According to the Greenhouse Gas Protocol standard **from direct biomass fuel used (excluding process emissions since measurements are not finalised)

Scope 1, 2 & 3
GHG emissions, tonnes CO_2e



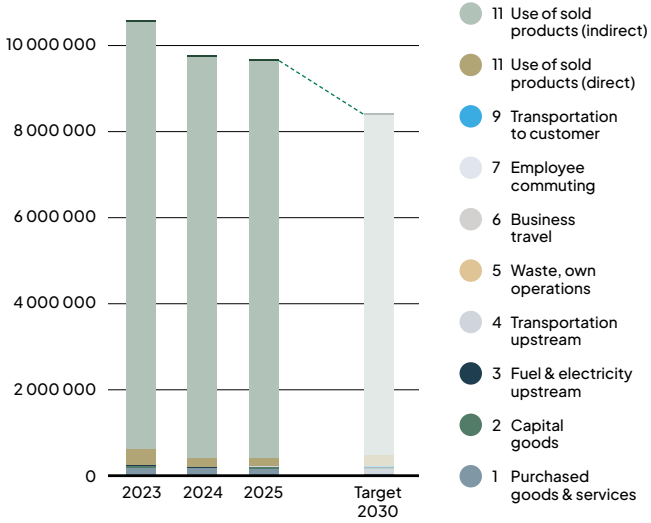
Scope 1 & 2
GHG emissions, tonnes CO_2e



The reduced GHG emissions in 2025 are due to the installation of solar panels at three of our larger factories, increased purchase of low-carbon electricity and energy saving and efficiency measures.

Camfil has set absolute GHG emission reduction targets in line with science until 2030 for Scope 1 & 2, together 42%.

Scope 3
GHG emissions, tonnes CO_2e



In scope 3 >95% of our GHG emissions are related to Cat 11 use of sold products, especially to the indirect electricity use due to filter pressure drop causing an increased electricity need for the fans to push the air through the filters. Thanks to increased sales of energy efficient products the emissions from use of our products decreased in 2025 but also improved emission factors helped.

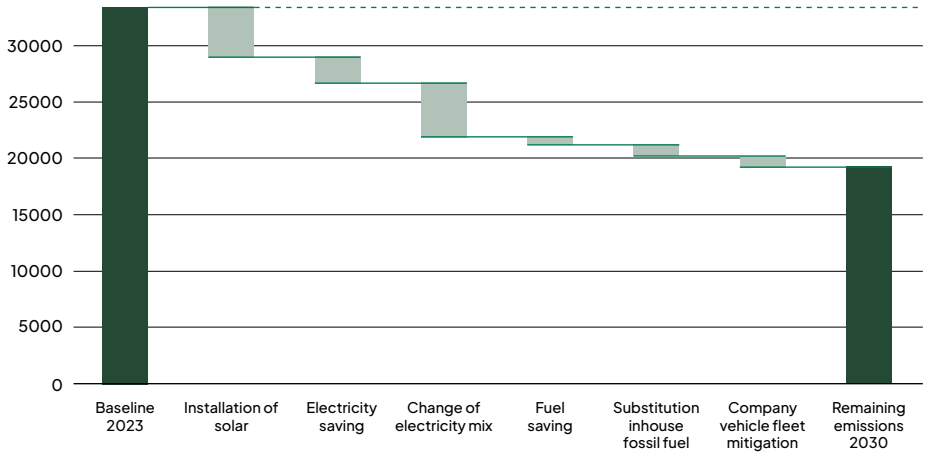
We have decided to concentrate our mitigation actions on scope 3 Cat 11 and on Cat 1 purchase of goods and services. The reduction target has been set to 20% of total Scope 3 emissions.

Clean operations

Climate change – mitigation plans

Mitigation plan Scope 1 & 2

Our plan builds upon continual identification of mitigation potential followed by evaluation and implementation in line with existing process related to change. Our main mitigation levers are purchase of non-fossil electricity, installation of solar power, energy saving and efficiency measures and substitution of fossil fuel for heating, as illustrated below. Status of identified, decided and finalised projects are followed up quarterly and discussed in our Steering Group for climate. The success of our plan is dependent on continued possibilities to source low-carbon electricity and reasonable possibilities to install solar power and substitute inhouse fuel for heating. It is also important to note that improvements in the quality of data inputs, emission factors and/ or calculation methods will have an impact on the reduction plan.



Mitigation plan Scope 3

In Scope 3 Camfil can make the biggest difference in cat. 11 indirect use of electricity of products sold. Improvements of our filters, reducing their pressure drop imply that less electricity is needed to push the air through the filter. Hence, we are focussing on R&D and product development to increase our filters' energy efficiency. We have several projects ongoing already and some are in the planning stage. In combination with our ambition to sell more of our most energy efficient filters at the expense of less efficient we strive to reduce emissions in this category 20% or approximately 2 000 ktonnes of CO_2e until 2030.

We will also work with our suppliers to gain more information on their plans to improve. This work has just started, and details will be elaborated during 2026. We strive to reduce 20% or 45 ktonnes of CO_2e until 2030. In own operations we strive to reduce the amounts of waste we generate to be able to purchase less raw material.

As expressed in our policy we also work with other Scope 3 categories, e.g. our own fleet of company cars, transportation and improvements related to end-of-life of our products.

Clean operations

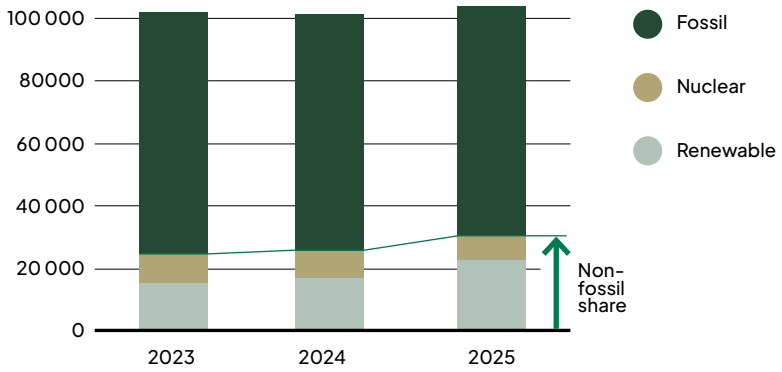
Energy use 2023–2025

	2025				2024				2023			
	Total energy use, MWh	Renewable share, MWh	Nuclear share, MWh	Fossil share, MWh	Total energy use, MWh	Renewable share, MWh	Nuclear share, MWh	Fossil share, MWh	Total energy use, MWh	Renewable share, MWh	Nuclear share, MWh	Fossil share, MWh
Purchased Electricity	54 714	16 494	8 044	30 176	56 914	14 864	8 594	33 457	54 097	14 120	9 131	30 846
Own solar electricity generation (excl. sold share*)	4 054	4 054			169	169		0	171	171		0
District heating	2 068	1 723		345	2 386	1 881		505	1 650	1 397		253
Fossil fuels for heating & reserve power	31 900	0		31 900	30 920	0		30 920	32 603	0		32 603
Biofuel for heating	523	523			136	136		0	92	92		0
Fossil fuel for company cars	10 585	0		10 585	10 844	0		10 844	13 376	0		13 376
Electricity for company cars charged off-site	95	51	16	28	73	40	6	27	18	11	1	6
Sum	**103 938**	**22 845**	**8 060**	**73 032**	**101 444**	**17 090**	**8 600**	**75 753**	**102 008**	**15 791**	**9 132**	**77 085**
Renewable share of total		22%				17%				15%		
Nuclear share of total			8%				8%				9%	
Fossil share of total				70%				75%				76%

*sold amount 2025: 430 MWh

Energy use, MWh

The trend shows a positive development, the non-fossil share of our energy use is increasing, thanks to active work.

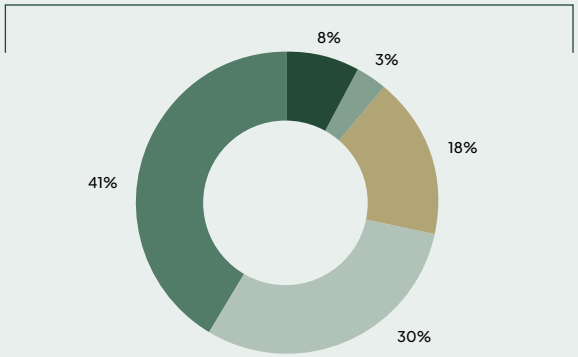


Clean operations

Pollution, water and waste

Air pollution and water use were not identified as environmental hotspots in Camfil's DMA, but these are still parameters we strive to improve and control in our factories. Waste generation is considered material since valuable raw materials are wasted and we work to minimise these losses with the aim to purchase less.

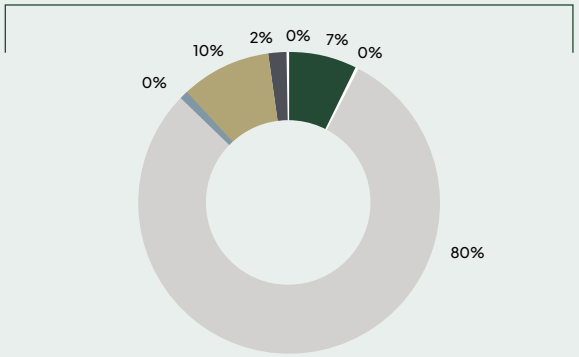
Pollution to air, in own operations



	Tonnes
Natural gas for heating	5
Oil for heating&reserve power	2
Diesel for vehicles	11
Gasoline for vehicles	19
VOC from solvents	26
Sum	**62**

VOC (volatile organic compounds) is emitted when using solvents in manufacturing processes such as paint, degreasing or certain cleaning agents. Pollutants related to fuel use mainly consist of nitrogen and sulphur oxides and particulate matter.

Waste water

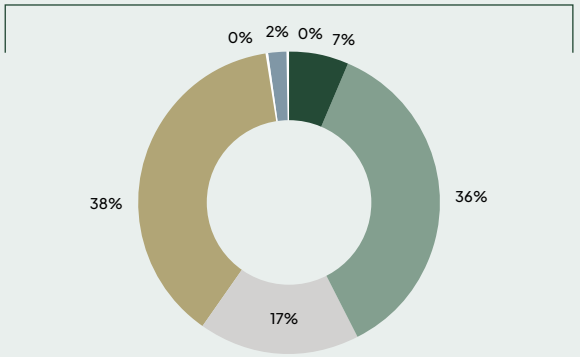


	Tonnes
Process water, hazardous	134
Process water, non-hazardous	9 556
Water stored on-site	120
Sanitary water	104 906
Cooling water	423
Absorbed in product	12 917
Evaporation/irrigation	2 681
Sum	**130 737**

The water we use stem mainly from public supply. We use a ground water well at one factory in India, but the amount extracted declined >75% in 2025. Camfil uses water mainly for sanitary purposes (80%). Less than 8% of the water is used for process applications in 7 of 30 factories. 10% of the water use is absorbed in the activated carbon we produce. In 2025, 2 286 tonnes of water was reused inhouse.

Water sources	Tonnes
Ground water	5 448
Public supply	125 290
Sum	**130 737**

Own waste



	Tonnes
Waste reused by third party	874
Recycling	4 722
Incineration	2 277
Landfill	4 940
Hazardous waste, recycling	53
Hazardous waste, incineration/landfill	240
Other waste	35
Sum	**13 141**

65% of generated waste was diverted from landfill. In addition to the amounts shown in the diagram Camfil also handled 1,6 ktonnes of customers' wasted filters. These were either incinerated or landfilled, depending on different countries' waste handling infrastructure.

	2023	2024	2025
Waste (tonnes)	13 738	12 629	13 141
Waste landfilled per cost of goods sold (tonnes/MSEK)	0,69	0,49	0,64

Examples of energy and CO_2 reducing activities

Green energy sourcing, Taicang

Action: An integrated green energy initiative that combines procurement of certified green power, a 1.5 MW photovoltaic (PV) solar power system, heat recovery and other projects has been deployed, associated with ISO 50001 standard and an online Energy Management System.
Benefit: Hit 100% clean energy supply for four months in 2025 and been authorised with 3A Green Factory award by government.

≈ 2 million tonnes
total CO_2 emission reduction this year

New air compressor, Conover, US

Action: In our Conover plant a new air compressor has been installed.
Benefit: The energy saving amounts to more than 0,5 million kWh annually – enough to power 4 250 average homes for a full year.

0,5+ million kWh
annual energy saving

Solar energy, Jaguariúna city, São Paulo, Brazil.

Action: Use of solar energy for administrative and production areas
Benefit: Reduces dependence on non-renewable sources and lowers the company's overall carbon footprint.

THE INTERNATIONAL REC STANDARD

Renewable electricity is certified through the International REC Standard (I-REC), a global system that verifies the origin of renewable energy and supports transparent energy tracking.

New heat exchanger technology cuts oven energy demand in half, Taiwan

Action: Our commitment to sustainability has reached a new milestone with the deployment of upgraded regeneration ovens.
Benefit: The integration of an advanced Heat Exchanger (HEX) system has resulted in a dramatic 50% reduction in energy savings per oven. This translates directly to a 50% decrease in annual energy consumption and a 50% reduction in our annual carbon footprint, eliminating an estimated 866 tonnes CO_2e per year. The HEX system is instrumental in achieving our sustainability targets while also driving down operational costs.

Solar panels, Ipoh, Malaysia

Action: Installation of 3 200 solarpanels, totalling 1.952 MW across two plants and parking structure.
Benefit: A total saving of 2+ million kWh/year or 1 600 tonnes CO_2e/year.

2+ million kWh
annual energy saving

LED Lighting, Riverdale

Action: Replacement of fluorescent/HID fixtures with high-efficiency LED lighting across Riverdale production, warehouse, and office areas. Warehouse and production areas were upgraded with Bluetooth wireless integrated controllers and occupancy sensors using the SmartLoop system
Benefit: Reduces energy consumption and maintenance costs while enabling smart, app-based control and automatic dimming/shut-off based on real-time occupancy detection to minimise unnecessary electricity use. Enhances sustainability by ensuring lighting is only used when needed, minimising waste, and supporting Camfil's corporate carbon-reduction goals.

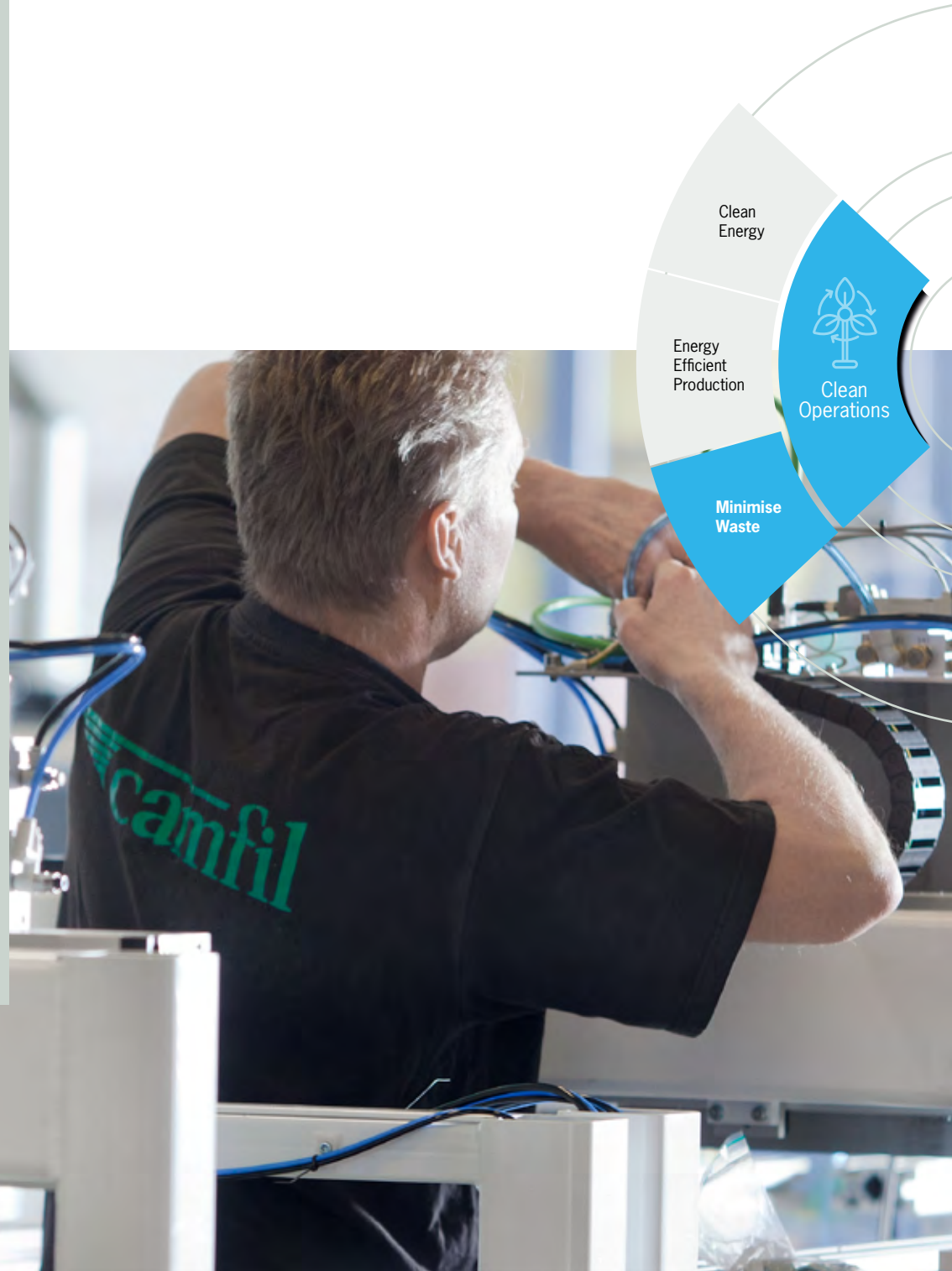
Clean operations

Process optimisation

In designing and producing essential machinery for Camfil production sites worldwide, we prioritise high-quality machines equipped with the latest technology. Our approach emphasises extended service lives and minimal maintenance requirements. When these machines reach the end of their service life we reuse components where possible and recycle remaining parts.

The machines are configured to minimise raw material waste during production. Thanks to high quality and precision, almost all products successfully pass the quality tests. Direct feedback from machine operators plays a crucial role in continuous optimisation and serves as valuable input to our in-house machine development process. Consequently, the foundation for further improvements in yield is well-established.

Camfil has developed a production yield system to collect data, enabling us to pinpoint and analyse instances of filter media waste in the production process. This system aids in optimising operations for increased yield. Our goal is to integrate this system into all major production units.



Our sustainability targets and KPIs

Sustainability area	Goal	Target 2024/25/26	Result 2025	Result 2024	Status	UN SDG	Risk	Governance
Sustainable products and innovation	Reduced energy consumption for Camfil´s customers.	5% increase in sales of filters with Eurovent classification A or A+.	5% increase	5% increase	Target achieved Energy use continues to be an important competitive factor because it improves customers´energy performance, which also reduces their cost.		Increased energy consumption by the end users, which leads to increased CO_2 emissions.	Eurovent's energy efficiency classification is based on the ISO 16890 standard. Particle filters are classified from A+, which corresponds to the lowest energy consumption, to class E. The products in all product groups have been classified as high- and low-energy efficient. Educate and inform the sales force and end users in life cycle cost tools.
		Increase the share of energy-efficient products in our product portfolio. 2024: 70% 2025: 71% 2026: 73%	72% share	71% share	Target achieved The objective is to continuously increase the sales of energy-efficient products.			
Sustainable production	Reduced energy use in factories, increased utilisation rate of raw materials and reduced production waste.	2% reduced energy use relative to production cost of goods sold (CoGS).	7% increase	7% increase	Target not achieved Energy use increased due to higher production, mainly in Malaysia, Taiwan, and Germany, while cost of goods sold (COGS) decreased compared with last year.		Increased emissions of carbon dioxide and air pollution, unnecessary consumption of natural resources and an increased cost for the Group.	The businesses regularly measure and report - in Camfil´s dedicated system - the parameters needed to be able to calculate and analyse the key figures in this area.
		2 factories per year where the Group's software for measuring recycling rates is put into operation.	2 factories	2 factories	Target achieved Implementation is connected to the roll-out of ERP systems in the countries.			
		1% reduction in production waste relative to production cost of goods sold (CoGS)	8% decrease	16% increase	Targets achieved The amount of waste decreased.			
Sustainable operation	Reduction of greenhouse gas emissions in relation to production cost of goods sold (CoGS) compared to the previous year.	Target not quantified	8% decrease	0,2% increase *	Thanks to the installation of solar panels, the increased purchase of low-carbon electricity, and completed energy-saving and efficiency measures, this metric decreased.		Negative climate impact.	Global policy and projects to reduce emissions.

*the value for 2024 has been adjusted compared to last years report

Sustainability area	Goal	Target 2024/25/26	Result 2025	Result 2024	Status	UN SDG	Risk	Governance
IT Security and data protection	Increase awareness of cybersecurity.	90% participation of active users in the IT security training programme.	94% participated	86% participated	Target achieved Ongoing training efforts.		Untrained staff can result in data breaches, business interruptions and increased costs for the Group.	Information security policies and guidelines.
Human rights	Foster a workplace that upholds human rights and champions diversity.	100% of new employees have participated in the Group´s code of conduct training within 12 months of joining the company.	90% participated	75% participated	Target not achieved Ongoing training efforts.		Risk of limited understanding of the company's ethical standards and of unauthorised actions, discriminatory behaviours, and weakened trust among employees and external stakeholders.	The code of conduct describes our shared corporate culture and clarifies how goals and values affect everyday actions.
Safe & healthy workplaces	Promote a culture of safety and zero-harm to ensure the health and well-being of our workforce.	2,5 OSHA ratio	2.7 OSHA ratio	1,7 OSHA ratio	Target not achieved Awarness and training initiatives underway.		Increased risk of workplace related illnesses or workplace accidents. In the long run, the Group´s reputation as employer.	The global Health & Safety policy is implemented locally and is available in several languages.
Anti-corruption & trade compliance	Zero tolerance for bribery, corruption and trade compliance violations.	100% of designed target groups will participate in annual training on bribery and anti-corruption and trade compliance (sanctions and export controls).	60% completed the Anti-Bribery and Corruption training (Basic) 61% completed the Global Anti-corruption training (Advanced) 56% completed the Basic Trade Compliance training	70% completed the Anti-Bribery and Corruption training (Basic) 72% completed the Global Anti-corruption training (Advanced) 61% completed the Basic Trade Compliance training	The targets were not achieved. During 2026 we will review the bribery and anti-corruption training programs and provide a new and updated trade compliance training programme. We will also work with leadership to ensure the training programmes receive appropriate attention and focus on targeted reminders to ensure improved results.		Risk of unauthorised actions, regulatory breaches, legal consequences, and negative impacts on the organisation's reputation.	The Owner´s Directive, the Trade Compliance Policy and our Code of Conduct. The Whistleblower function set up with third party to ensure anonymity, available in 15 languages.

Sustainability area	Goal	Target 2024/25/26	Result 2025	Result 2024	Status	UN SDG	Risk	Governance
Sustainable transportation	Reduce the climate impact of transport. Environmental requirements specified in all tenders and part of carrier selection process.	Use more energy efficient transport (road to rail) resulting in 150 tonnes CO_2 reduction.	No additional volumes moved from road to rail.	No additional volumes moved from road to rail.	Target not achieved, partly due to lack of reliable rail services. Continued work on reducing climate impact from transport through review of freight volumes and shipping methods.		Increased CO_2 emissions, unnecessary consumption of natural resources and an increased cost for the Group.	Procurement requirements for freight forwarders and code of conduct for partner companies.
		Conduct 3 groupwide procurement procedures including environmental requirements.	2 tender completed with environmental requirements part of selection criterias.	1 tender completed with environmental requirements part of selection criterias.	Target not achieved, In addition to the two procurements, the focus has been placed on several smaller procurements with the aim of achieving cost savings.			

Sustainability area	Goal	Target 2030	Result 2025	Result 2024	Status	UN SDG	Risk	Governance
Sustainable operation	Reduce the company´s greenhouse gas emissions (CO_2e) scope 1-3 according to the Greenhouse Gas Protocol standard. Base year 2023.	Scope 1 & 2 42% reduction	9% decrease	0%	The business expanded in 2025, and therefore energy use increased, but thanks to the installation of solar panels, the increased purchase of low-carbon electricity, and implemented energy-saving and efficiency measures, emissions decreased 9% compared to base year 2023.		Negative climate impact.	Global policy and projects to reduce emissions.
		Scope 3 20% reduction	8,4% decrease	7,6% decrease	Camfil's scope 3 emissions are dominated by Category 11, use of sold products (>96%), followed by Category 1, purchased goods and services (approximately 2%). The 8% reduction between 2023 and 2025 is primarily due to selling more energy-efficient filters at the expense of less efficient ones.			

Sustainability area	Goal	Target 2030	Result 2025	Result 2024	Status	UN SDG	Risk	Governance
Human rights	Foster a workplace that upholds human rights and champions diversity.	Increase the share of women in the company to 45%.	35% share of women	35 % share of women	To ensure the achievement of our goals, a long-term focus on both the recruitment and development of women at all levels of the organisation is required.		Risk of gender imbalance, which may in turn lead to reduced attractiveness as an employer, and difficulties in recruiting and retaining talent.	The Owner´s Directive, our Code of Conduct and global Diversity and Equal Opportunities policy.
		Increase the share of women in leadership roles to 35%.	27% share of women	26 % share of women				
Worker and community well-being	Encourage employees to share feedback, ideas, and concerns to identify improvement opportunities and strengthen trust.	Employee Net Promoter Score (eNPS) 30.	eNPS= 19	(-)	The results from 2025 will be used as a basis for continued follow-up and improvement measures.		Reduced engagement and trust if employee feedback is not captured and addressed, potentially affecting workplace culture and the ability to attract and retain talent.	CamVoice, our employee survey, is conducted monthly or bi-weekly and helps strengthen a culture of transparency, trust, and inclusion. The year 2025 serves as our baseline.
Workers in the value chain	Trading with raw material suppliers who have signed Camfil's Code of Conduct, Camfil's framework agreement, and raw material suppliers who have a third-party ESG rating.	At least 80% of Camfil's purchasing value is sourced from raw material suppliers who have signed Camfil's Code of Conduct, or where raw material suppliers have at minimum an equivalent Code of Conduct. 2025 target: 65%	58%	(-)	Targets not achieved. Work is ongoing to continuously strengthen on-site supplier follow-up with raw material suppliers in order to enhance the safety and well-being of employees in the value chain.		Exposure to unethical business practices, legal non-compliance, and human rights violations in the value chain, which may lead to regulatory and reputational consequences.	The Code of Conduct describes the shared corporate culture and clarifies goals and values. In Camfil's raw material supplier evaluation, a valid ESG rating represents 20% of the total assessment.
		At least 75% of Camfil's purchasing value is sourced from raw material suppliers who have signed Camfil's framework agreement. 2025 target: 55%	44%	(-)				
		At least 80% of Camfil's purchasing value should be sourced from raw material suppliers that have a valid third-party ESG rating. 2025 target: 70%	50%	(-)				

Camfil – a global leader in Air Filters and Clean Air Solutions.

For more than half a century, Camfil has been helping people breathe cleaner air. As a leading manufacturer of premium clean air solutions, we provide commercial and industrial systems for air filtration and air pollution control that improve worker and equipment productivity, minimise energy use, and benefit human health and the environment.

We firmly believe that the best solutions for our customers are the best solutions for our planet, too. That's why every step of the way – from design to delivery and across the product life cycle – we consider the impact of what we do on people and on the world around us. Through a fresh approach to problem-solving, innovative design, precise process control and a strong customer focus we aim to conserve more, use less and find better ways – so we can all breathe easier.

The Camfil Group is headquartered in Stockholm, Sweden, and has 30 manufacturing sites, six R&D centres, local sales offices in 35+ countries, and about 6 000 employees and growing. We proudly serve and support customers in a wide variety of industries and in communities across the world. To discover how Camfil can help you to protect people, processes and the environment, visit us at www.camfil.com.

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