

Sustainability report of ipf electronic gmbh

05/2026

About this report - general information

With this stand-alone sustainability report, ipf electronic gmbh informs its stakeholders about the company's environmental and social performance.

The reporting period corresponds to the fiscal year 2025, i.e. the period from January 1, 2025 to December 31, 2025.

The report covers the ipf electronic gmbh site in Altena (Germany).

ipf electronic gmbh
Rosmarter Allee 14
58762 Altena

Editorial note

For better readability, we refer to employees throughout this report. This naturally refers to all genders: female, male and diverse. The same applies to similar terms such as participant, representative, etc.

Framework and reporting

In preparing this Sustainability Report, we have followed the Sustainability Reporting Standards of the Global Reporting Initiative (GRI). It is our ambition to successively expand and extend the report.

Our sustainability report was written for the first time in 2023.

"With our wide product variety, high problem-solving competence and strong service orientation, we are unique as a top supplier of industrial sensor technology.

Sustainability is not only an outstanding trend of our time, but above all an awareness of the responsible use of the resources available to us.

Our efforts are aimed at a future for our company, our customers and society that is characterized by sustainability. We can only achieve this goal by joining forces, in partnerships and cooperations."

Dirk Neuhaus, Managing Director

Our values and our actions

ipf electronic gmbh as a manufacturer and supplier of state-of-the-art industrial electronics is a future-oriented company with a clear commitment to the company location in the Sauerland region. In this sense, the managing partners and the management fulfill their entrepreneurial tasks with foresight and responsibility for people and the environment.

Our declared goals are profitability and sustainable growth, satisfied partners and customers as well as highly motivated employees as the decisive basis for economic success. Against this background, the continuous development of our employees is of particular importance to us, so that they are given the opportunity to develop with great passion and a high degree of personal responsibility in their operational area of responsibility. As experts with a high level of expertise in the requirements and needs of our customers, our employees are also required to act in a goal-oriented manner on a daily basis.

Entrepreneurial foresight and financial independence ensure the existence and long-term continuity of ipf electronic gmbh for the benefit of all the people who work in and for the company. The company management is aware of its public and social responsibility and always acts as a reliable partner and employer towards customers, suppliers.

Transparent communication

Communication is the be-all and end-all of good cooperation. That is why we attach great importance to communication in a spirit of partnership as well as regular and transparent information for the entire workforce. Through our internal company forum, team meetings, department meetings, department head meetings and management circle meetings, supervisors and management inform all colleagues about, for example, business developments, customer requests, market developments or new company agreements. Minutes and entries of the meeting are also available to all colleagues concerned who were unable to attend. Our forum provides comprehensive information on current topics and developments in the company as required.

Once a year, an end-of-year meeting is held between the employee and his or her supervisor to discuss personal goals, performance, etc.

Sustainability

The overall responsibility for the topic of sustainability is borne by the management of ipf electronic gmbh. It is advised by the QM and the specialist departments several times a year and decides on important sustainability topics. For us, sustainability means reconciling long-term economic success with environmental protection and our social responsibility. The aim is to strengthen awareness of sustainable business and anchor it in all areas of the company.

We are motivated to continuously improve our sustainability efforts to meet the needs and expectations of our stakeholders. We have identified five priority issues as part of our sustainability strategy.

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- - Environment and ecology
- - Society and social issues
- - Employees, occupational health and safety
- - Combating corruption and bribery
- - Respect for human rights

Dialog with our stakeholders

We maintain trusting and long-term partnerships with our stakeholders. In this context - as in our dealings within the company - it is important to us that we treat each other in a cooperative, respectful and constructive manner. We see ourselves as part of this society.

Constructive exchange and dialog with our key stakeholders is therefore very important to us. In dialog, we seek to understand the views of our stakeholders, build trust and deepen existing partnerships. This helps us to identify possible and necessary steps and what steps are expected of us. At the same time, the company can use dialog to present what scope for action it sees in social issues and environmental matters, and what preconditions or framework conditions are important to us.

The main interest groups for ipf electronic gmbh are: Legislators, employees, residents/neighbors, suppliers, customers, shareholders, competition and banks/insurers.

The identification of the most important stakeholders and the determination of the relevant topics takes place annually in the course of the context and stakeholder analysis for our quality management system ISO EN DIN 9001 and is adjusted if necessary.

Identification of material issues relating to sustainability

In 2025, we analyzed the main economic, environmental and social aspects that have a material impact on the company from an internal and external perspective.

Responsibility for the environment	Responsibility for employees and people	Responsibility for safety	Responsibility for products	Responsibility for society
+ Emission and climate change + Energy consumption + Raw material and material consumption + Waste	+ Fair and appropriate remuneration + Personnel development, training and continuing education + Employee health and safety + Work-life balance + Employee/employer relationship + Diversity and equal opportunities	+ Customer health and safety + Data privacy + Corruption and anti-competitive behavior	+ Product portfolio and durability + Product/machine safety + Product efficiency	+ Conflict minerals + Respect for human rights, child and forced labor. + Local economic development + Social engagement

Legal conformity and compliance

As the highest decision-making body, management takes the precautionary principle into account in all business decisions. In addition to compliance with legal requirements, our internal company policies and the interests of key stakeholder groups are taken into account.

Internal company codes, guidelines and standards

ipf electronic gmbh does not tolerate corrupt or criminal behavior and expressly distances itself from human rights violations. In addition to the legal framework, our internal company codes, guidelines and our quality management system provide the framework for action. We comply with all legal and statutory requirements to the best of our knowledge and belief.

Code of Conduct for Suppliers and Participation in the Supply Chain Due Diligence Act

ipf electronic gmbh places the same expectations and conditions on its suppliers as it does on itself. These are defined in a binding code of conduct for suppliers.

Ethical and legal framework conditions are defined therein for social and ecological standards, e.g. with regard to human rights, corruption or conflict minerals such as raw materials and mineral resources that are mined or extracted in conflict areas.

Our suppliers are obligated to inform ipf electronic gmbh immediately if they become aware of human rights risks and environmental violations in accordance with the German Supply Chain Due Diligence Act (LkSG).

Tracking of potential conflict minerals

Competition for natural resources such as minerals, oil and charcoal, contributes to the systematic violation of human rights and environmental pollution worldwide.

Proceeds from the extraction of these commodities help fuel armed conflict and finance civil wars. The production or mining of these materials often takes place illegally and outside state control, controlled by groups of rebels or militias, and at the expense of the miners.

ipf electronic gmbh is determined to make its contribution to minimizing human rights violations and environmental pollution. Therefore, ipf electronic gmbh supports the goals of the US Dodd-Frank Act, as well as the EU regulations on conflict minerals to disclose the origin of risky minerals used in our products. Should this reveal the use of a raw material supplier that is linked to human rights violations and environmental pollution, we react consistently and work to ensure that this supplier critically examines the raw material supplier in question and removes it from the joint supply chain. The possibilities of ipf electronic gmbh to work towards a worldwide completely conflict-free processing of raw materials, e.g. in the smelters, within the framework of its supply chain are unfortunately very limited.

Environment and climate

Climate change concerns us all; together we must take on this responsibility. ipf electronic gmbh considers itself responsible for consistently further reducing the CO2 emissions of its business activities and supply chain. This also includes using our natural resources sparingly and avoiding waste wherever possible. We permanently strive to reduce our ecological footprint with our products and solutions as well as with efficient processes and production methods.

Energy

Climate-friendly manufacturing and energy supply for our company building at the new site was an important part of our sustainability strategy. As a result, we have made a visible contribution to the fight against climate change within the scope of our possibilities.

To this end, we obtain our electricity from our own 199 kWp photovoltaic system with 320 modules and supplement this with certified green electricity from renewable sources as required. An efficient heat recovery system also greatly reduces our need for natural gas during the cold season.

For lighting, we rely 100% on modern LED technology, coupled with motion detectors in the hallways, for example.

	2025	2024	2023	2022	2021
Electricity purchased from the public grid	290,9 MWh	296,3 MWh	263.0 MWh	240.5 MWh	287.7 MWh
CO2 footprint Electricity from a green electricity provider*	0,0 t CO2	0,0 t CO2	---	---	---
Electricity generated with our own photovoltaic system**	182 MWh	157 MWh	178 MWh	190 MWh	170 MWh

* Green electricity from Stadtwerke Lüdenscheid (CO2 emissions 0 g/kWh).

**The electricity generated by our photovoltaic system is mainly used by our company

Heat and water consumption

For the heat required at our site, we use state-of-the-art heat pump technology with efficient heat recovery. Only from an outside temperature of -4 C° does additional heating with natural gas have to be used, if necessary.

As little water is required for our production, our highest water consumption is in the sanitary area. Here, we use economy buttons on the WC flushes and sensor control on the taps.

	2025	2024	2023	2022	2021
Gas consumption	226,0 MWh	289,2 MWh	200,8 MWh	210,0 MWh	---
CO2 footprint gas consumption *	45,4 t CO2	58,1 t CO2	---	---	---
Water consumption	1157 m³	1022 m³	929 m³	1074 m³	971 m³

* A gas heating system emits an average of 201 grams of CO2 per kWh of natural gas. Source: Verbraucherzentrale.de

Waste and paper

In manufacturing, ipf electronic gmbh uses numerous materials whose procurement, transport, use and disposal have an impact on people and the environment. Possible negative effects must be avoided or reduced to a minimum. Avoiding waste has the highest priority. In the area of our waste management, separate and safe disposal is therefore very important to us - depending on the type of waste and the

recycling process. We record and classify the quantities generated for recycling or disposal locally, distinguishing between hazardous and non-hazardous waste.

Our aim is to keep material consumption and disposal volumes as low as possible from a cost and environmental perspective. As part of the digitization of our business processes, we have converted billing and invoicing to digital and thus paperless processes.

In addition, we encourage our employees to minimize the use of paper.

Mobility

Due to our product portfolio, it is necessary to provide our customers with targeted advice on site, in some cases to jointly develop plant systems or to support them in optimizing the use or training of employees. This usually requires our employees to travel accordingly. Our customers are located inside and outside Germany, which influences the kilometers traveled or the choice of means of transport.

	2025	2024	2023	2022	2021
Total company vehicles	32	28	30	32	33
Vehicles with hybrid drive	2	3	3	3	0
Pure electric vehicles	1	0	0	0	0
Kilometers driven in the year (total)*	1.066.000 km	1.050.000 km	---	---	---
CO2 footprint of kilometers driven (total)**	178,66 t CO2	175,98 t CO2	---	---	---

* CO2 footprint of kilometers driven (total)**The kilometers driven are not documented, therefore the total kilometers were determined based on the kilometers from the leasing contracts.

** A diesel vehicle emits an average of 167.6 grams of CO2 per kilometer. Source: Umweltbundesamt.de

In recent years, we have installed a total of 7 e-car charging stations on the company premises. Charging electric cars at our charging stations is free of charge for our employees and customers. We want to continue to support this in the future, although fortunately many colleagues also come to work by bike or public transport due to the regional location.

Shipping our products and transport packaging

When shipping our products, we work together with renowned logistics companies. Since we cannot shorten the transport distances to our customers, we always try to avoid unnecessary transports. If possible, we send our products to our customers as a collective order and avoid unnecessary partial deliveries.

When it comes to the packaging and transport packaging of our products, the rule is always as little as possible and as much as necessary.

If cartons need to be padded, we use recycled paper instead of plastic. If tubular bags are required, we will only use recyclable materials in the future.

But we think a little further ahead here and bring regional service providers on board so that delivery routes can be shortened and unnecessary emissions avoided.

Promoting biodiversity

More habitat for bees & co. - In the case of the green spaces and slopes around the building, the focus is not on simple maintenance, but rather on more ecologically sensible use. For this reason, areas with bee-friendly plants, including insect hotels, were created here in 2022. Here we can count on the commitment

of our employees, because they are so enthusiastic about this idea that a team has dedicated itself to this task in its spare time.

Occupational health and safety

The health and well-being of our employees is a top priority for us. As preventive measures, we offer our employees regular and ongoing occupational health examinations, flu vaccinations, and a wide range of sports activities (company rate climbing gym, job bike, etc.). A health management system was introduced for the company in 2023. Our managers encourage every employee to take responsibility for themselves and their colleagues and allow our employees the greatest possible flexibility in their work schedules to balance their private and professional lives - as far as operational needs allow.

Compliance with data protection

Handling the personal data of our customers, partners and employees in a legally compliant and trustworthy manner is our top priority. For the European Union's General Data Protection Regulation (EU GDPR), which has applied in all member states since May 2018, we have scrutinized our existing processes and improved them where necessary.

In implementing the legal requirements, our data protection officer has been supported and advised by an external service provider since 2022. For the reporting year 2025, we were not aware of any events indicating a data protection breach that required reporting.

Information security

Protecting our business and trade secrets as well as sensitive data is existential for us as an internationally operating technology company with high innovative strength. In times of advancing digitization and networking of our society, the threat of cyber espionage and sabotage is also growing. Information security enjoys a very high priority in our company, because attacks on the IT infrastructure can lead to the loss or violation of the integrity of this sensitive and confidential data.

Our IT department and other specialist departments work continuously to identify, analyze and evaluate potential vulnerabilities. Based on these findings, suitable protective mechanisms are integrated into our existing information security environment and their effectiveness is monitored.

In addition to technical and organizational measures, our employees and their awareness in handling sensitive and confidential data play a very important role. With the support of an external service provider, online training sessions on the subject are held regularly. Participation is mandatory for all employees. Our existing information security environment is subject to constant further development in order to protect our business and trade secrets as well as sensitive data in the best possible way.

Efficient and digital processes

In recent years, we have digitalized more and more of our processes. Even after the coronavirus pandemic, mobile working is still possible wherever operational requirements allow. Customer consultations can still be carried out digitally on request.

Diversity strengthens our competitiveness

For us, diversity not only means equal opportunities, but also a gain in innovative strength and competitiveness. For ipf electronic gmbh, a workforce composed of different cultures, an appropriate gender balance and a balanced age structure are part of the corporate culture we live by.

In 2024, ipf electronic gmbh employed more than 131 employees from more than 10 nations. The proportion of female employees was approximately 45 percent.

Family-friendly company

We have been awarded and certified as a "family-friendly company".

For the fourth time in a row, we were awarded the title "Top Company" by the rating portal Kununu.

ipf electronic gmbh is happy to welcome a new generation of its employees and welcomes the new born with a basic baby kit in the "IPF JUNIOR TEAM".

We stand by our employees when relatives in need of care affect the work-life balance. For this purpose, we have trained in 2022 two care guides in the company who provide advice and support.

Since November 25, 2025, two certified MHFA (Mental Health First Aid) responders have been available at ipf. They are the people to turn to when you're feeling overwhelmed emotionally—whether due to worries, stress, feeling overwhelmed, or anxiety. They listen, offer guidance, and help you find the right path to professional help when necessary.

Regional and social commitment

An example of projects that we at ipf electronic gmbh are happy to support:

In September 2025, a special event took place on our company premises. Together with the Blutspendedienst West (blood donation service) from Hagen and with the kind support of several companies in the Rosmart area, we organized a blood drive.

We made it particularly easy for our own employees to participate. Blood donation was counted as work time, and IPF provided the space for the event. This sent a clear message not only in terms of organization but also in terms of employee-friendliness.

Innovation management

Our employees are our know-how. When they develop ideas and creative solutions in their own area of work and beyond, we not only listen to them, but also offer a way of rewarding them with our suggestion scheme and the associated bonus model.

Securing our next generation with training

We train our future specialists and we are pleased to be able to accompany young people on their exciting training path. We are currently training an IT specialist and a warehouse specialist.

Two of our colleagues successfully completed their bachelor's degrees this year. One earned a Bachelor of Science in Business Administration and Business Psychology, and the other a Bachelor of International Management. We are delighted to have them both remain on our team and look forward to working with them in the years to come.

Promotion of science, education and professional development

ipf electronic gmbh regularly offers internships for pupils and students. Currently, our development team is supported by a prospective electrical engineer.

Legal notice

ipf electronic gmbh
Rosmarter Allee 14
58762 Altena
www.ipf-electronic.com

Please send any questions regarding our sustainability report to:
qm@ipf-electronic.com