



2025 Sustainability Report

Creating a cleaner, healthier, more sustainable world



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A Letter from Our CEO



In 2025, H&V reinforced our commitment to operating as a high-performance, people-first company that's grounded by our past yet inspired and excited by our future. Our sustainability vision is one geared for the long term, ensuring that what we do today helps us fulfill our mission of creating a cleaner world far into the future.

Central to this vision is our unwavering focus on sustainability. Guided by our three pillars, People, Planet, and Performance, this commitment shapes everything we do. From reducing our environmental impact and supporting our communities to investing in our employees and responsibly creating shareholder value, sustainability is embedded across our operations.

This fifth sustainability report highlights the progress we made in 2025 while also identifying opportunities to drive continued improvement. Key accomplishments from the year include:

- **Introducing Evergreen** – Although we have been involved with the Certified Evergreen process for close to two years, 2025 marked our first year of certification. We introduced the program, including its seven principles, at all H&V sites and laid the foundation for incorporating the tenets of Evergreen in everything we do going forward.

- **Recognizing Our People** – We made big strides in 2025 to accomplish priorities for our people. Those included enhancing our rewards and recognition programs by reviving the historic President's Award, introducing the Mill Excellence Award, and launching *HiFive*, a global online platform for employee recognition.
- **Investing in Sustainable Operations** – Our manufacturing sites continue to invest in new technologies and processes that reduce our environmental footprint. These updates range from investments in energy-efficiency machinery to reducing production waste from our processes.

As always, this report provides a comprehensive view of our progress across our sustainability pillars while highlighting areas where we can do more. Together, these insights help guide our path forward, ensuring the longterm resilience and success of H&V as we continue our mission to create a cleaner, healthier, and more sustainable world.

A handwritten signature in black ink that reads "Josh". The signature is stylized and appears to be written in a cursive or semi-cursive font.

Josh Ayer
Chief Executive Officer, Hollingsworth & Vose

Sustainability Snapshot

Over the past year, H&V upheld its commitment to sustainability, advancing progress across our Performance, People, and Planet pillars. These goals are fundamental to our values and continue to guide our longterm business strategy.



Goals

PERFORMANCE

- Continue to innovate in product categories that improve air quality, protect human health and advance solutions such as electric vehicles and energy storage facilities.
- Focus R&D efforts on longer-life products and process technologies to reduce energy and water usage.

PEOPLE

- Foster a culture of inclusion and respect in response to the Evergreen Survey.
- Create a learning culture through in-classroom programming and virtual certification programs.
- Fund annual community engagement programs focused on strategic priority areas.
- Commitment to Safety: Total Recordable Incident Rate <1.1.

PLANET

- Greenhouse Gas Emissions: Reduce Scope 1 and 2 emissions by 25% by 2030.
- Waste: reduce waste generated per unit of production by 30% by 2030.
- Water: Develop site-specific water management plans for each H&V facility.

2025 SPOTLIGHT



PERFORMANCE: H&V's NanoWave® MERV13A media for data centers was recognized as the 2025 World Filtration Institute *Filtration Media Product of the Year*. This advanced media delivers critical performance attributes while meeting stringent energy efficiency requirements.



PEOPLE: In 2025, H&V enhanced its rewards and recognition programs by reviving the historic President's Award, introducing the Mill Excellence Award, and launching *HiFive*, a global online platform for employee recognition.



PLANET: H&V's Hawkinsville, Georgia facility received the *Best Continuous Improvement Award* for its onsite glass reuse program. In 2025, the site's cullet recovery system reduced raw material consumption and landfill waste by more than 3.5 million pounds.

About Hollingsworth & Vose

H&V is a global leader in filtration, battery separator and energy storage solutions. The company has been family-owned for seven generations with its headquarters in East Walpole, Massachusetts, USA, on the same river where the enterprise began nearly 300 years ago.

Creating a Cleaner World

Today, we operate manufacturing and research and development facilities across the Americas, Europe, China and India. Our 13 manufacturing and nine research sites employ more than 2,200 people, including more than 40 PhDs on the research and development team.

Our innovative materials are used in almost every industry and impact almost every

facet of contemporary life. H&V's advanced materials play a significant role in creating a cleaner environment by filtering air and liquids, powering hybrid, start-stop and electric vehicles, and enhancing energy storage capabilities. H&V's filtration solutions are extensively employed in various environments such as cleanrooms, hospitals, commercial



buildings, homes, vehicles and heavy-duty equipment, while our battery separator and energy storage products are crucial in steering the world toward a more sustainable future. Our ability to innovate in every area of the company allows us to continuously raise the standard for filtration and separator materials, as evidenced by our more than 120 patents.

Sustainability at H&V

As a company focused on performance, H&V is committed to being a responsible steward for the planet. To achieve this, we invest in environmentally friendly manufacturing practices, sustainable growth and product innovation, while also adapting to the rapidly evolving business landscape.

Our Sustainability Governance

The Board of Directors maintains formal oversight of sustainability and Environmental, Social, and Governance (ESG) topics. ESG is

embedded within the Board's governance structure and reviewed regularly as part of its strategic and risk oversight responsibilities. The Board receives periodic updates from executive leadership and the sustainability function to ensure continued visibility into ESG performance, emerging risks, and strategic opportunities.

The Executive Leadership Team is accountable for embedding ESG considerations into both operational and strategic decision-making, ensuring sustainability priorities are aligned

with corporate objectives, capital allocation, innovation initiatives, and broader risk management processes. Complementing this, the Sustainability function plays a central role in driving ESG performance across the organization by coordinating cross-functional efforts, influencing business units, and advancing the company's sustainability strategy, while working closely with site and functional leaders to establish measurable targets, implement action plans, and track progress toward the company's 2030 sustainability goals.

In 2025, Hollingsworth & Vose published its first climate risk and opportunity assessment report aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This assessment identifies the company's material climate-related risks and opportunities across different time horizons and supports the integration of climate considerations into strategic planning and risk management. The report is publicly available on the Sustainability section of the company's website, reinforcing H&V's commitment to transparency and disclosure.



H&V Materiality and Impact

H&V recently refreshed its materiality assessment, building on work completed in 2022 to better understand the sustainability priorities of our internal and external stakeholders. H&V updates its materiality assessment on a periodic basis, typically every three to five years, to reflect significant changes in stakeholder expectations, business priorities, or regulatory requirements.

The resulting material topics—ranging from product innovation and resource management to health and safety, business ethics, responsible sourcing, and employee development—form the foundation of our sustainability strategy and goal setting.

Material topics were prioritized based on a structured evaluation of their relative importance to both stakeholders and H&V’s business. Stakeholder feedback was analyzed alongside an assessment of each topic’s potential impact on H&V’s operations, strategy, and long-term value creation, resulting in a ranked set of priorities reflected in the 2025 Materiality Matrix. These priorities directly inform the initiatives and focus areas highlighted throughout this report.



Performance

Maximizing performance is a big part of what we constantly strive for at H&V. Our goal is to create and tailor products that clean air and liquids, save energy, and improve efficiency - all in support of our mission to create a cleaner world.

PERFORMANCE GOALS

- Continue to innovate in product categories that improve air quality, protect human health and advance solutions such as electric vehicles and energy storage facilities.
- Focus R&D efforts on longer-life products and process technologies to reduce energy and water usage.



Strategic Innovation

H&V has been committed to delivering inventive and efficient solutions to our valued customers since our founding. Our products enable sustainable outcomes for customers by improving air quality, protecting human health and advancing solutions such as electric vehicles and energy storage facilities. By consistently enhancing our products for optimal performance, durability and longevity, we have achieved significant year-on-year growth.



Six Strategic Innovation Phases

Our approach to innovation can be broken down into the following steps:

- 1 Idea submission and scoping
- 2 Building the business case
- 3 Design validation
- 4 Product validation
- 5 Product launch
- 6 Post-launch review

To create a better future for our planet and future generations, we have continually developed higher sustainability standards within each step, influencing our choices related to materials, products and processes. These advancements will continue to be integrated into our business protocols, further advancing our sustainability benefits.

Filtration Solutions

H&V's filtration technologies contribute to a cleaner, healthier, and more sustainable world by helping improve indoor air quality, protect human health, and reduce energy consumption. Our advanced filter media are engineered to deliver high filtration efficiency with low airflow resistance, helping customers achieve cleaner air while improving system energy performance.

By reducing pressure drop and extending filter life, H&V solutions can help lower operating costs, decrease material consumption, and reduce the environmental footprint of filtration systems across residential, commercial, industrial, and transportation applications.

Trupor®: H&V's Trupor® is a next-generation microporous membrane engineered to improve filtration efficiency while supporting more sustainable operations. Its uniform pore structure enables high flow and precise filtration at lower pressure drop, helping customers reduce energy use, extend filter service life, and minimize waste from replacement filters. Through this combination of performance and efficiency, Trupor® supports cleaner processes and more responsible resource use across a broad range of filtration applications.

Energy and Battery Solutions

H&V's Energy and Battery Solutions support the transition to cleaner, more efficient

energy storage. Through advanced materials and manufacturing technologies, we help improve battery safety, reliability, and performance for electric vehicle and energy storage applications. By supporting longer battery life, enhanced thermal management, and improved safety, H&V innovations help customers advance more sustainable energy storage solutions.

Thermal Barrier Solutions: H&V's BarrierPro™ thermal barrier solutions are engineered to enhance lithium-ion battery safety while supporting more sustainable energy storage system design. Developed for electric vehicle and energy storage applications, BarrierPro™ helps mitigate the spread of heat and flames during thermal events, improving system reliability, extending operational life, and supporting safer battery performance. By combining advanced glass fiber technology with lightweight, durable construction, BarrierPro™ delivers high thermal stability and effective insulation in a flexible, easy-to-integrate format.

As demand for safer, lower-carbon energy storage continues to grow, BarrierPro™ helps OEMs meet rising performance, safety, and sustainability expectations. Produced through an efficient, water-based continuous manufacturing process and engineered to minimize dust and packaging requirements, the solution supports more resource-efficient production and reduced material waste.



Award-Winning Data Center Filter Media

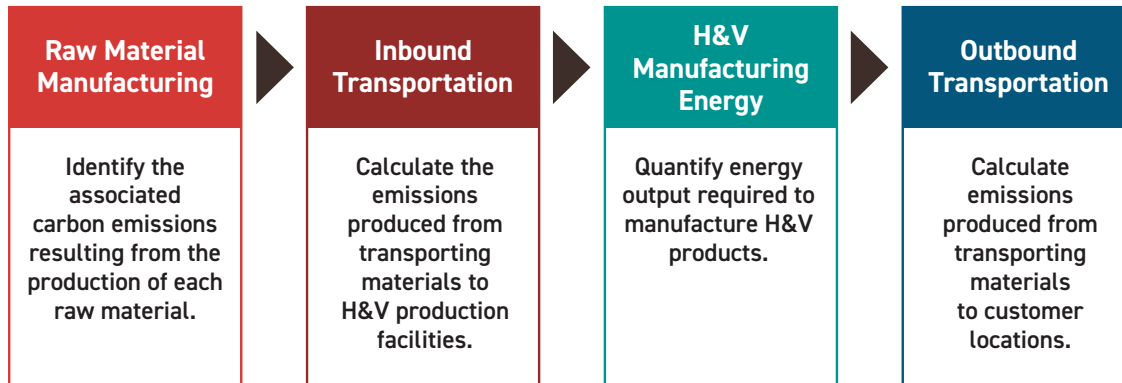
Hollingsworth & Vose was recently honored to receive the 2025 World Filtration Institute's Filtration Media Product of the Year for our NanoWave® MERV13A media for data centers. This recognition highlights the breakthrough performance of our proprietary NanoWave® technology - delivering higher efficiency, lower pressure drop, and longer filter life to help data centers operate more sustainably.

Thank you and congratulations to the individuals who played a key role in developing this breakthrough solution, and to the broader H&V research, development, and product teams whose commitment to innovation continues to raise the bar.

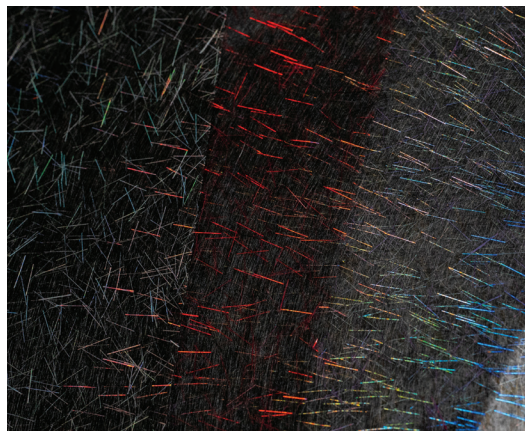
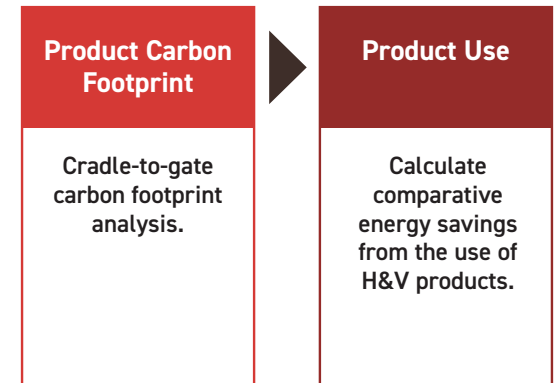
Product Footprints and Handprints

Product Carbon Footprint Cradle-to-Gate analyses calculate comparative energy savings from the use of H&V products. In 2025, we continued to make headway in our products' carbon impact analysis by leveraging the knowledge and data from previous tests and increasing research and development efforts to further reduce our products' impact. We will keep our customers informed as we continue to make progress in decreasing our products' environmental impacts. Our product footprint process is informed by the GHG Protocol Product Life Cycle Accounting and Reporting Standard.

H&V Product Footprints and Handprints



H&V Approach to Carbon Handprinting



Responsible Growth

Our Tugboat Evergreen Certification

As part of the Tugboat Institute's Certified Evergreen program, H&V is proud to be recognized as a private, profitable, market leading organization committed to long term success and sustained growth - principles that align naturally with a strong sustainability strategy. After completing a rigorous, data driven assessment that incorporated employee input, we achieved Certified Evergreen status in 2024.

In 2025, we expanded this commitment by launching the Evergreen program companywide, with implementation across all H&V locations. This work is now a core element of H&V's enterprise value proposition, and we will continue to build on it as we move forward.



- People First
- Purpose
- Perseverance
- Profit
- Private
- Paced Growth
- Pragmatic Innovation



H&V's Commitment to the UNGC & UN SDGs

In 2022, H&V joined the United Nations Global Compact to express our alignment with its 10 principles on human rights, labor, environment, and anti-corruption. We also articulated our commitment to support the UN's Sustainable Development Goals – a set of objectives aimed at creating a more sustainable world for everyone. We have identified six priority topics that align with specific SDGs to guide our sustainability efforts:

Goal 3: Good Health and Well-being

Find further information in the Environmental Health and Safety section on page 18.

Goal 5: Gender Equality

Find further information in the Women at H&V section on page 16.

SUSTAINABLE DEVELOPMENT GOALS



Goal 6: Clean Water and Sanitation

Find further information in the Water & Wastewater and Strategic Innovation sections on page 23 and 8.

Goal 9: Industry, Innovation and Infrastructure

Find further information in the Strategic Innovation section on page 8.

Goal 12: Responsible Consumption and Production

Find further information in the H&V Approach to Carbon Handprinting section on page 10.

Goal 13: Climate Action

Find further information in the Energy and Greenhouse Gas Emissions section on page 21.

Ethical Business

The success of our organization is grounded in our unwavering dedication to upholding ethical standards and conducting ourselves with integrity. H&V maintains a comprehensive ethics and compliance framework that guides responsible behavior across all operations. To support this commitment, we have established and regularly update a suite of policies that define expected conduct for employees, suppliers, and business partners:

- Employee Code of Ethics
- Supplier Code of Conduct
- Anti-Harassment and Discrimination Policy
- Human Rights, No Unlawful Trafficking in Persons and Modern Slavery Statement
- Conflict Minerals Policy
- Global Data Privacy Policy
- Workplace Violence Policy

These codes and policies are regularly assessed and updated to respond to emerging challenges, helping us maintain the highest standards of ethical behavior across our entire organization. H&V communicates these policies broadly and ensures they are accessible to all stakeholders.

H&V delivers global compliance training to ensure employees understand and uphold company policies, regulatory requirements, and ethical business standards across all

regions. These training programs reinforced key topics such as workplace conduct, data privacy, anti-harassment, and code of conduct expectations, helping promote a culture of integrity, accountability, and compliance throughout the organization. In 2025, our Code of Conduct training had a 94% completion rate and we implemented social media and workplace violence trainings globally.

Reporting and Whistleblower Protection

H&V maintains a confidential ethics hotline and online reporting tool available 24 hours a day, seven days a week. Operated by an independent third party, the system allows anonymous reporting and is accessible globally. All reports are reviewed promptly, and H&V follows a structured investigation and remediation process. Retaliation against individuals who raise concerns in good faith is strictly prohibited.

Data Privacy and Cybersecurity

Maintaining data privacy and the confidentiality of sensitive information is essential to H&V's operations. Our company safeguards data belonging to employees, clients and partners, including proprietary business content. As global data breach risks continue to rise, H&V collaborates with its suppliers and vendors to enhance data privacy, confidentiality and cybersecurity standards.

Employees receive ongoing training to enhance their ability to identify phishing attempts, manage email attachments safely, and apply secure digital practices in their daily work. Training content is updated to reflect emerging cyber threats and regulatory expectations.



Cyber Strength

To strengthen our preparedness, H&V has implemented an incident response plan for effective containment, investigation and remediation in the event of a cyber incident. This effort reflects our commitment to continuous improvement in managing evolving threats and regulatory expectations.




People

H&V knows that our dedicated workforce and close-knit community have made us a global industry leader. As such, we are committed to supporting our employees in both their professional and personal lives – because we understand that *winning hearts and minds* is essential to lasting success.

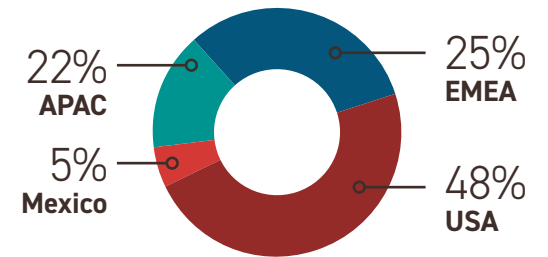
H&V defines who we are as an employer through the experience we create for our people and what we offer in return. We provide an environment where employees can do meaningful work, grow and develop, and feel supported. Our approach emphasizes recognizing performance, investing in development, strengthening communication, and fostering wellbeing, respect, and collaboration.



OUR 2026 FOCUS AREAS

-  **Recognizing and Rewarding Performance**
-  **Investing in Employee Growth and Development**
-  **Strengthening Internal Communication**

2025 GEOGRAPHICAL EMPLOYEE DISTRIBUTION



Performance Management Program

The H&V Performance Management Program is a key part of our commitment to employees' professional growth. It consists of annual goal setting, a mid-year check-in to ensure relevant goals and the H&V Performance Competencies for Managers of Others and Individual Contributors. The year-end review, which includes an employee self-evaluation and a manager evaluation, is a valuable opportunity for feedback and growth. We emphasize that a career discussion is essential to progressive performance management, underscoring our belief in our employees' potential and the value they bring to H&V.



Rewards and Recognition

At H&V, we recognize that meaningful rewards and recognition are essential to fostering employee engagement, driving performance and ensuring long-term development. By acknowledging employee contributions through structured awards and interactive recognition platforms, we create an environment where efforts are valued and achievements are celebrated. In 2025, H&V revived the historical Presidents Award and created a Mill Excellence Award – honoring our past successes while inspiring future excellence.

Additionally, we launched HiFive, H&V's global employee recognition platform that allows both leadership and peers to recognize outstanding performance in real time. By celebrating achievements and fostering a culture of appreciation, we win the hearts and minds of our employees – creating a workplace where they feel truly valued.

Our 2025 Presidents Award Winners



Fahra Muhic
Congratulations to Fahra Muhic for her extraordinary contributions at the West Groton Mill supporting the supply chain function and mentoring new team members. Fahra's dedication and leadership have made a lasting impact to H&V, her team and our customers.

Corvallis R&D Fiber Team

Congratulations to Jamie Herrington and Aleesha Swift for their groundbreaking work on H&V's rotary process, enabling the production of fine micro-glass fibers previously thought impossible. This innovation deliver significant potential cost and CO² emission savings - creating a more sustainable path to replace traditional flame-blown fibers.



Employee Growth and Development

At H&V, we involve employees in their growth, putting them at the center of their experience. We guarantee that every employee will have the chance to develop and apply their personal and professional skill sets during their time at H&V and beyond.

Training and Development

In 2025, H&V offered a series of instructor-led training programs to multiple audiences across H&V to support employee development and organizational capability building. These sessions provided employees with direct interaction and guidance from experienced facilitators, helping strengthen cross-functional alignment, and encourage knowledge sharing. In total, H&V led 8 workshops with over 100 employee participants.

- Management Development
- Front Line Leadership
- 7 Habits of Highly Effective Managers



H&V continued to expand e-learning opportunities across H&V to provide employees with flexible, self-paced development experiences. Over 600 LinkedIn Learning licenses were activated across H&V, expanding employee access to on-demand development resources. In addition, employees completed more than 75 internally curated certification programs in 2025 through LinkedIn Learning pathways designed to support key business and professional skill development.

H&V Future Leaders

Our Global Associate Development Program, a three-year rotational initiative designed to attract high-potential early career talent, cultivates transformative professionals and future leaders. In 2025, H&V successfully placed several graduating associates into full-time roles, reinforcing the program's value as a key contributor to our talent pipeline and long-term workforce strategy.



The Intern Development program is a professional learning experience that provides university students with meaningful, practical work related to the student's field of study or career interest. It gives the student the opportunity for career exploration and development, while bringing their academic knowledge to life. In 2025, we hired 7 rising university seniors into the program.



Inclusion and Belonging

Diverse perspectives and inclusive workplaces are crucial for H&V's success. Having a diverse workforce allows us to approach challenges from different angles, leading to innovative and creative product designs and development. These initiatives also help us create a more inclusive and welcoming workplace that benefits from the talents, perspectives and experiences of all employees.

THRIVE

In 2025, H&V launched THRIVE, a global employee resource group that brings together employees across wellness, connection and community. Through monthly events, local activities, and shared moments across regions, THRIVE encourages everyone to check in on themselves and on each other.

NEXTGEN NETWORK GROUP

NextGen is a resource group for career newcomers and a support systems for career development and navigating systems

and programs for the first time. It is also an opportunity for mentoring.

WOMEN AND ALLIES AT H&V (WAHV)

OUR WAHV ERG took the initiative to organize and host several engaging events throughout the year, promoting their initiatives and fostering a sense of community. H&V is also

a member in the Women in Manufacturing industry association, which provides external resources to our employees. Throughout last year, local plants hosted numerous events to celebrate women at H&V, including Women's Day events, lunch and learns and external speakers.



Women in the Global Battery Industry group

The Women in the Global Battery Industry group comprises over 200 women leading battery initiatives worldwide. Among them, 10 women from H&V are members, with one serving as the subcommittee chair.



Women in the
Global Battery Industry
SUSTAINING SPONSOR

Employee Support

Benefits at H&V

At H&V, we prioritize the well-being and financial security of our employees by offering a comprehensive, rich benefits package that supports their health, work-life balance and professional growth. We continuously review our offerings to ensure our employees and their families receive exceptional support, flexibility and resources that promote long-term success.

Our program includes robust health and medical benefits, providing employees with access to quality care, preventive services and wellness support to help them maintain a healthy lifestyle and peace of mind.



BENEFITS PACKAGE



Maternity and paternal leave to support growing families.



Flexible work arrangements to accommodate individual needs.



Preventive care incentive programs that encourage perspective health management.



Wellness initiatives designed to promote physical, mental and emotional well-being.



Comprehensive well-being and mental health resources to ensure ongoing support.



Employee Assistance Program for confidential guidance and professional assistance.



Short-term disability, long-term disability and life insurance to provide financial security and protection for employees and their families in unforeseen circumstances.

At H&V, we believe a healthy, supported and engaged workforce is the foundation of our success. Our benefits reflect our commitment to fostering a culture of care, balance and excellence, ensuring every employee feels valued and empowered to thrive.

Environmental Health and Safety

Our company is committed to rigorous protocols and transparent communication to protect the welfare of all employees, particularly those working on the plant floor. We take a proactive approach to Environmental Health and Safety and offer best-in-class programs. Our employees, customers and communities look up to us to set high EH&S standards at every H&V site.



WORKPLACE INJURY PREVENTION:

In the event of an incident, we undertake prompt investigations to determine the cause and if the site followed best practices. The relevant location is accountable for developing a documented and auditable process to address the issue, and we communicate the results across our H&V sites.



SAFETY AUDIT PROGRAM:

In 2025, H&V implemented an EHS audit program, where 100% of our manufacturing sites were assessed for EHS risk. The findings from the audit were categorized by risk and resources were assigned to each based on the department the finding occurred in. Based on the root/ contributing causes, the H&V team members

determined corrective and preventative actions in order sustain EHS improvements.



SERIOUS INJURY POTENTIAL:

Each quarter, manufacturing sites conduct thorough reviews of their prevention plans with H&V Health and Safety experts. These identify potential risks based on the serious injuries experienced in the past year and take measures to prevent them from recurring.

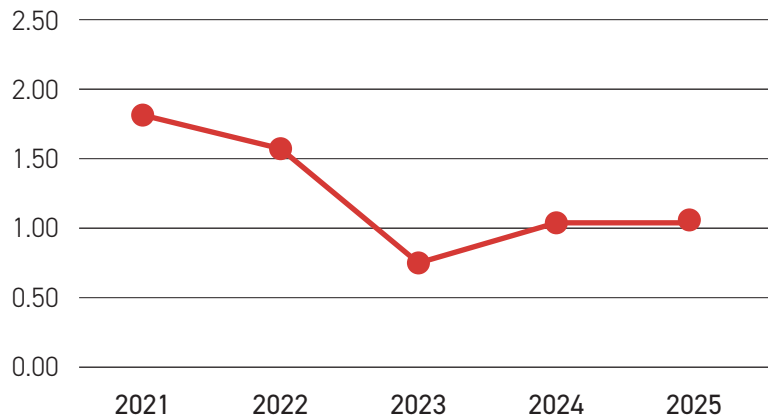


HAZARDOUS MATERIAL PRECAUTIONS:

We are committed to reducing the use of hazardous materials through research and innovation to reduce employee exposure. However, the handling of these materials is sometimes necessary to achieve peak product performance. We use both the National Institutes of Health Substances of Concern Database and our own internal data to identify and prioritize the elimination of any Substances of Concern.

ISO Certification is a standard for safe and healthy workplaces. 30% of H&V sites hold ISO 45001 certification for workplace safety and health. We are pursuing certification for more sites.

H&V SAFETY TRENDLINE - TRIR



TOTAL INCIDENT RATES 2024

RECORDABLE INJURIES | 26

LOST TIME INJURIES | 18

Community Commitment

H&V is privileged to be part of communities around the globe. Our philanthropy and employee volunteerism are aligned with four strategic focus areas:

- 1 Education
- 2 First responders and emergency services
- 3 Local environmental organizations
- 4 Health and wellness

Being a good neighbor requires us to be an active and engaged participant in the communities where we operate. We take steps to understand the needs of our local communities and build long-lasting relationships.



Each year, we have the privilege of supporting organizations and causes that align with our values through monetary donations, time and building community relationships. Below are some examples of how H&V has supported and given back to the communities where we work.

Local Environmental Conservation: This year, our New York-based sites continued their commitment to local environmental conservation through a partnership with the Battenkill Conservancy, volunteering at the annual Fire & Water Festival.



Inspiring Future Talent

H&V's Hatzfeld, Germany site welcomed local students for Girls' Day, offering hands-on exposure to technical careers and apprenticeships in a supportive, engaging environment. Through interactive activities, site tours, and mentorship from leaders, the event inspired curiosity and confidence while encouraging the next generation to explore diverse career paths.

Tree Planting Project

In 2025, our Mysore, India site planted one tree for each employee to strengthen engagement and environmental stewardship.



A total of 120 saplings, each personalized with a name board, were planted along the campus boundary—enhancing biodiversity while fostering a deeper connection to our shared sustainability goals.

Community Lunch

West Groton, MA volunteers supported a weekly community lunch at the Groton Center, serving meals and connecting with local seniors during a special Halloween-themed gathering. The event combined great food, festive fun, and meaningful community engagement, reflecting our commitment to giving back and building local connections.



Planet

At H&V, we recognize the connection between our operations and the natural environment and continuously strive to reduce the impacts through innovative problem solving. These initiatives lead to increased efficiencies and cost savings by using natural resources more effectively.

GOALS

- **Emissions Reduction Goal:** Reduce Scope 1 and 2 emissions by 25% by 2030.
- **Water Goal:** Develop site-specific water management plans for each H&V facility.
- **Waste Goal:** Reduce waste sent to landfill per unit of production by 30% by 2030.



30% of our facilities hold an ISO 14001 certification for environmental management. Two of these facilities, Hatzfeld, Germany and Winchcombe, UK, achieved the ISO 50001 certification, supporting their efforts to continue improving their energy management system and energy efficiency priorities.



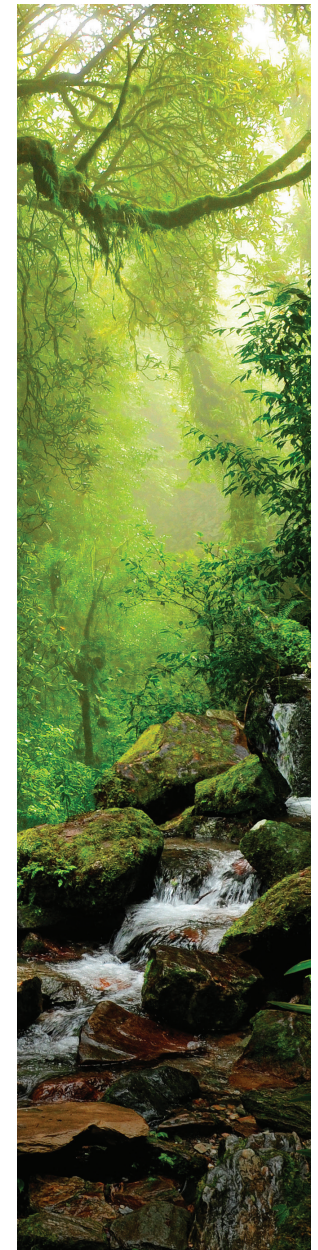
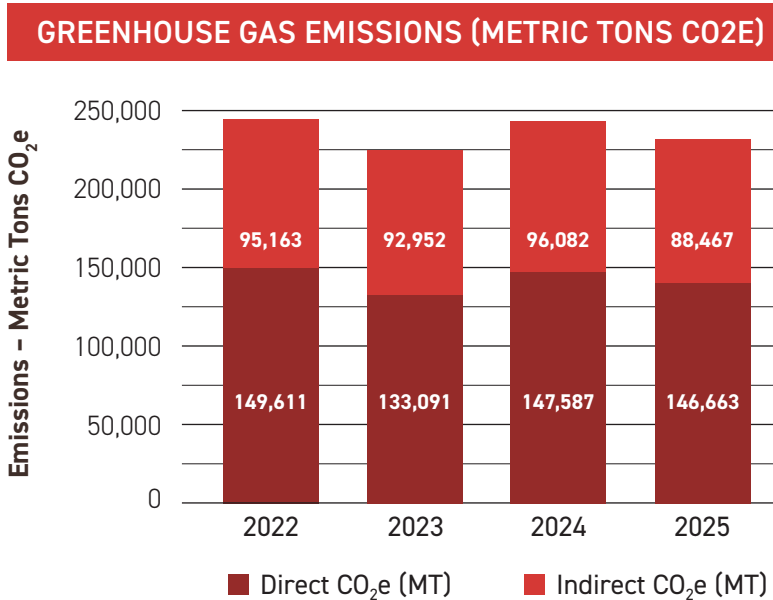
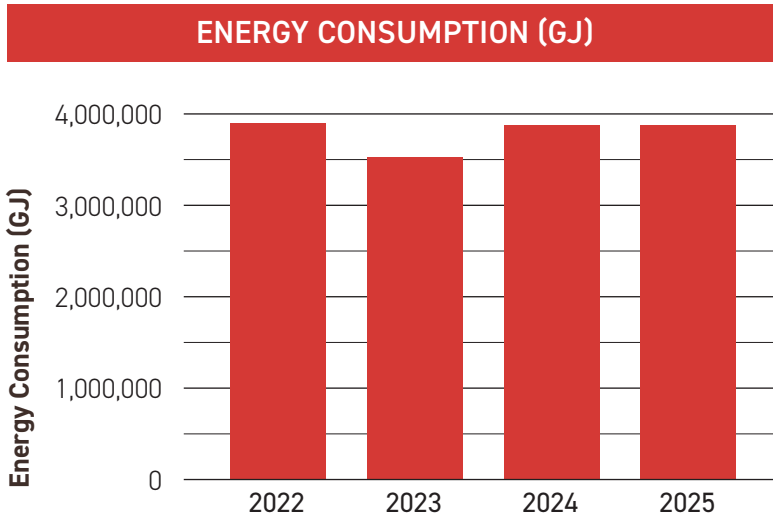
Scope 3 Emissions

H&V completed an initial qualitative Scope 3 scoping to identify potentially relevant value chain emission categories. This review was based on operational characteristics and internal stakeholder input and did not include quantitative emissions calculations. H&V expects its most material categories to be: Purchased Goods and Services, Transportation and Distribution, Waste Generated in Operations, and End-of-life Treatment of Sold Products. The results will inform future efforts to prioritize Scope 3 data collection and measurement.

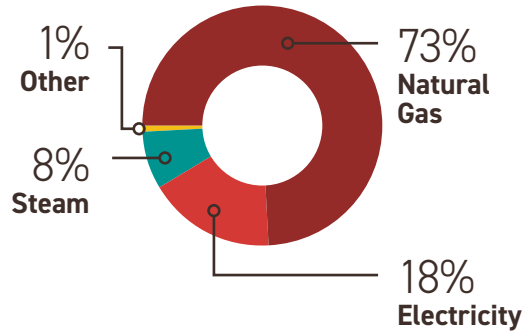
Energy and Greenhouse Gas Emissions

H&V has a concrete pathway to achieving our Greenhouse Gas Emissions goal. Building on our Renewable Energy Roadmap, H&V will continue to install renewable energy on-site as well as invest in power purchase agreements and renewable energy credits where practical. We have also committed to continuing energy efficiency efforts across all our manufacturing facilities and mapped projected energy and emissions reductions stemming from initiatives within H&V's research and development pipeline.

For the first time, H&V's Scope 1 and Scope 2 greenhouse gas (GHG) emissions inventory was verified to a limited level of assurance. The inventory was developed in alignment with the WRI/WBCSD Greenhouse Gas Protocol.



2025 ENERGY USE (BY FUEL)



Renewable Energy

Three of our sites generate renewable solar and/or hydroenergy: East Walpole, MA; Easton, NY; and Greenwich, NY. Our facility in Mysore, India recently signed a solar power purchase agreement with a local solar energy developer that is planned to begin operation in 2026. This PPA is expected to provide enough renewable electricity to cover between 90-100% of the plant's electricity requirements annually. We are actively investigating further onsite and PPA opportunities for renewable electricity, particularly at our UK and Germany-based locations.



2025 Renewable Energy Generation Capacity by Site



GREENWICH HYDRO

2,980 MWh

EASTON HYDRO - LOWER MILL

635 MWh



EAST WALPOLE SOLAR

540 MWh

EASTON SOLAR

2,640 MWh

Water and Wastewater

H&V closely monitors and manages water use and wastewater discharge across its manufacturing operations, recognizing water as a critical operational input and environmental responsibility.

In 2025, H&V consumed approximately 40 million gallons of water globally. Process water is sourced from a mix of supply types: approximately 84% from surface water, 8% from groundwater, and 8% from municipal supplies.

Although water use is integral to operations, H&V ensures that the vast majority of water is responsibly returned to the environment. Over 95% of water withdrawn is returned to the same watershed following appropriate treatment, supporting local water balance and minimizing net consumption impacts.

H&V maintains wastewater treatment processes at its facilities to ensure compliance with applicable discharge regulations. In 2025, the company discharged approximately 2,491 million gallons of treated process wastewater. Of this:

- 1 91% was discharged to surface waters in accordance with regulatory permits
- 2 9% was discharged to public or private sewer systems
- 3 <1% was managed through on-site irrigation

These practices reflect H&V's commitment to responsible water stewardship, regulatory compliance, and minimizing environmental impact from manufacturing activities.

Water Management Plans

H&V is committed to developing water management plans at our manufacturing facilities. This is a formalization of our previous commitments to responsible water stewardship focusing on facility-specific processes and regional water management priorities.

Through initial assessment, H&V identified five sites with medium to high water risk: Hatzfeld (Germany), Suzhou (China), Winchcombe (UK), Apizaco (Mexico) and Mysore (India). This will be a key consideration for water management plans at these sites.



Winchcombe Ecology Initiatives: Our team at the Winchcombe site is actively working on various aspects of an environmental management plan. The woodlands surrounding our mill are part of a Woodland Management Plan that is overseen by Forestry England. We understand the importance of woodlands in absorbing noise, pollution and carbon dioxide, as well as in screening buildings, releasing oxygen and reducing flooding. By managing the woodlands sustainably, we are creating a habitat that is beneficial for both wildlife and people. As part of our initiatives, H&V is developing a Vision Statement and Management Objectives.

Waste Management and Circularity

As H&V expands its product portfolio, we remain committed to proactively minimizing operational waste and advancing our sustainability objectives through structured waste management and circularity initiatives.

H&V established a quantitative target to reduce waste sent to landfill by 30% per unit of production by 2030 (baseline year 2024). This target is supported by a formal waste reduction strategy focused on source reduction, improved material efficiency, and increased landfill diversion rates.

In 2025, our waste intensity increased by 14%, primarily driven by shifts in product mix. Despite this short-term increase, we remain firmly on track to achieve our 2030 goal. We have established a clear strategy to reduce our waste footprint, centered on both source

reduction initiatives and increasing landfill diversion rates.

In 2025, H&V generated a total of 36,039 metric tons of waste, including:

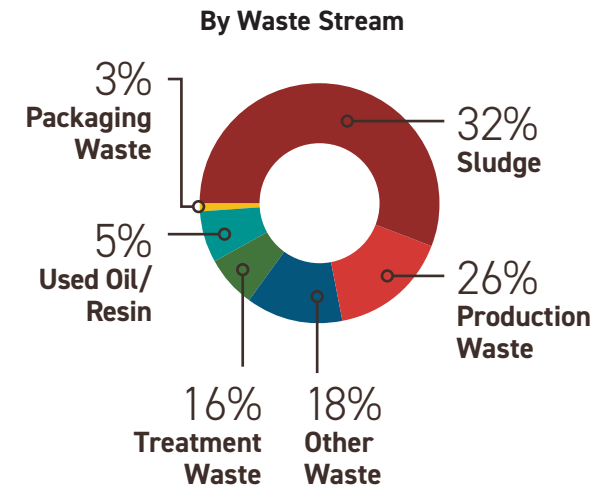
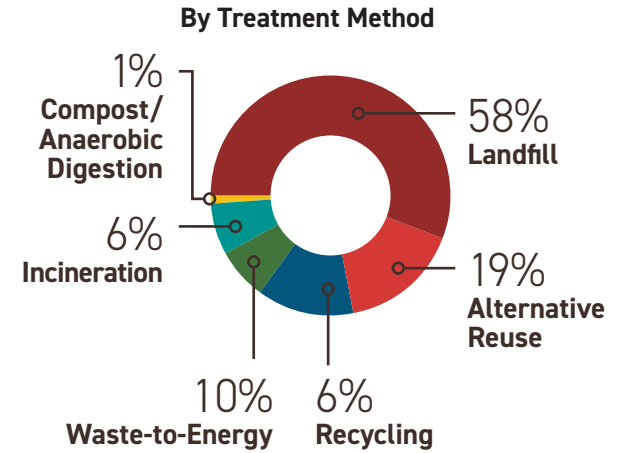
- 34,630 metric tons of non-hazardous waste
- 1,409 metric tons of hazardous waste

Overall, 36% (12,974 metric tons) of total waste was diverted from landfill through recovery pathways such as reuse, recycling, waste-to-energy, and anaerobic digestion.

Four of our plants are currently zero waste to landfill: Hatzfeld, Kentmere, Mysore and Suzhou.



2025 WASTE PROFILE



Product Stewardship

H&V takes the concept of product stewardship seriously. We approach this matter in two ways. First, we strategically select the materials that we use in our products, making sure they are safe for employees, customers and the environment. Second, we educate our employees and customers on how to handle these materials responsibly, minimizing any potential negative impact on the environment.

Restriction of Hazardous Substances (RoHS)

H&V products are widely used in various industries, including electronics. The increasing disposal of electrical and electronic equipment has raised concerns globally due to the presence of hazardous materials such as lead, mercury and cadmium. In response to these risks, the EU, China and other jurisdictions have implemented RoHS regulations to restrict the use of these hazardous materials in electronics production.

H&V has ensured that our products are RoHS compliant since the legislation was first enacted by the European Union, and we regularly demonstrate compliance through validation programs that cross-check our raw materials against RoHS requirements and other environmental regulations.

Substances of Concern (SOC)

H&V's commitment to reduce hazardous chemicals provided for the creation of a Chemical Safety Officer with the primary goal of creating a global Chemical Management Plan for bringing in safer chemicals, avoiding the use of SOCs wherever possible and improving the health and safety of our workplaces and our customers' workplaces. These decisions follow the internal standard we first established in 2018 to serve as a guidepost for the use of SOCs. We will continue efforts to eliminate them or find safer alternatives through training and ongoing support of Product Stewardship programs.

OEKO-TEX® Certification

H&V certified relevant products under OEKO-TEX® STANDARD 100, a rigorous certification to protect people from harmful substances. It sets the benchmark for textile safety. Items with a STANDARD 100 label have been tested against over 1,000 harmful substances.



H&V PlusZero™ Product Line

H&V's PlusZero™ high-performance filtration products are manufactured from source materials that do not utilize PFAS, enabling products that are high-quality, reliable and cost-effective without sacrificing environmental responsibility. PlusZero™ filtration media helps our customers support commitments to a healthier and more sustainable future without compromising performance requirements.

Responsible Supply Chain

At H&V, we hold our suppliers to the same high standards and expect them to conduct their activities in accordance with the guidelines outlined in our Supplier Code of Conduct. Our Supplier Code of Conduct sets out our business practices and the standards we adhere to regarding integrity and compliance with a wide range of topics, including anti-bribery, anti-corruption, conflicts of interest, environmental protection and human rights. Our Global Sourcing Policy further reinforces our commitment to upholding these principles.

Supplier Engagement

H&V includes environmental and human rights expectations from the beginning of our supplier relationships. All RFQs and RFPs include specific sustainability questions, and our terms and conditions include a clause stating that suppliers shall use environmen-

tally friendly products and processes when economically and technically feasible. In 2025, 100% of new contracts and purchase orders included these environmental, labor, and human rights requirements.

Supplier Risk Assessment

In 2025, supported by EcoVadis, H&V conducted its first comprehensive ESG risk assessment across our global supplier base. This analysis enabled us to identify priority regions, industries, and individual suppliers where targeted improvement efforts will have the greatest impact.

Building on these insights, H&V will begin engaging with suppliers in 2026 to support continuous improvement, strengthen responsible sourcing practices, and advance shared sustainability goals throughout our supply chain.



The mark of
responsible forestry

Sustainable Forestry

Around 50% of H&V's products contain cellulose, and responsible forest management is critical for the sustainability of our value chain. The Forest Stewardship Council™ is a global leader in accrediting responsible forest management. H&V holds a multi-site Chain of Custody Certificate. This certificate demonstrates H&V's commitment to the responsible use of forest resources by our suppliers and stakeholders and ensures the same standards for sourcing of forestry resources at all H&V sites manufacturing FSC™ Mix Specialty Paper. Since 2026, 100% of the cellulose used in H&V products was covered by an FSC Chain of Custody Certificate.

Closing Comments



H&V's fifth Sustainability Report reaffirms our commitment to the core pillars of People, Planet, and Performance. Throughout 2025, our teams continued to advance meaningful progress across each of these areas, driven by a culture of continuous improvement. With a sharp focus on execution, we remain aligned to the values and strategic priorities that define H&V. We are on a clear trajectory toward achieving our goals while striving towards a cleaner, healthier, and more sustainable world.

Kelly Emery
Sustainability Senior Manager

Appendix

Global Reporting Initiative Content Index

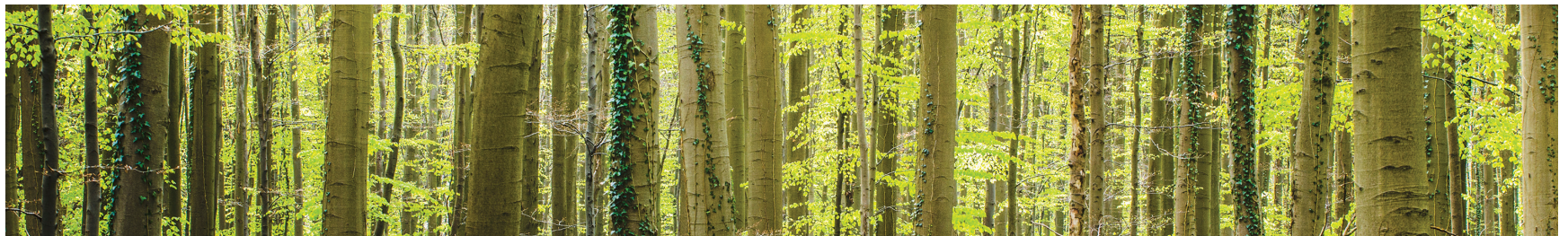
Hollingsworth & Vose has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

INDICATOR NAME	INDICATOR NUMBER	2025 RESPONSE
GRI UNIVERSAL STANDARDS 2025		
GRI 2: General Disclosures 2025		
Organizational details	2-1	Hollingsworth & Vose Company: East Walpole, MA USA PP. 5 About This Report
Entities included in the organization's sustainability reporting	2-2	Hollingsworth & Vose includes all entities and locations in the reporting scope.
Reporting period, frequency and contact point	2-3	Reporting period: January 1, 2025 – December 31, 2025 Frequency: Annual Contact Point: Sustainability@hovo.com <i>Kelly Emery, Senior Manager, Sustainability</i>
Restatements of information	2-4	There were no restatements of information during the reporting period.
External assurance	2-5	Scope 1 and Scope 2 greenhouse gas (GHG) emissions inventory was verified to a limited level of assurance. The inventory was developed in alignment with the WRI/WBCSD Greenhouse Gas Protocol.
Activities, value chain and other business relationships	2-6	PP. 5 About Hollingsworth and Vose PP. 26 Planet > Responsible Supply Chain
Employees	2-7	PP. 5 About Hollingsworth and Vose > H&V at a Glance PP. 15 People > Employee Growth and Development
Workers who are not employees	2-8	This information is currently not available.
Governance structure and composition	2-9	PP. 6 About Hollingsworth and Vose > Sustainability at H&V
Nomination and selection of the highest governance body	2-10	The highest governance body's nomination and selection is led by H&V's Nominating and Governance Committee, guided by one of our board members. H&V's Board of Directors includes both independent and family-member board members.
Chair of the highest governance body	2-11	The Board Chair is H&V's highest governance body chair. H&V's leadership structure supports the Board's role in oversight of the Company. The Board Chair is not a senior executive of the company.

INDICATOR NAME	INDICATOR NUMBER	2025 RESPONSE
Role of the highest governance body in overseeing the management of impacts	2-12	PP. 6 About Hollingsworth and Vose > Sustainability at H&V
Delegation of responsibility for managing impacts	2-13	PP. 6 About Hollingsworth and Vose > Sustainability at H&V
Role of the highest governance body in sustainability reporting	2-14	PP. 6 About Hollingsworth and Vose > Sustainability at H&V
Conflicts of interest	2-15	PP. 12 Performance > Ethical Business
Communication of critical concerns	2-16	This information remains confidential.
Collective knowledge of the highest governance body	2-17	This information remains confidential.
Evaluation of the performance of the highest governance body	2-18	This information remains confidential.
Remuneration policies	2-19	This information remains confidential.
Process to determine remuneration	2-20	This information remains confidential.
Annual total compensation ratio	2-21	This information remains confidential.
Statement on sustainable development strategy	2-22	PP. 8 About Hollingsworth & Vose > Performance > Strategic Innovation
Policy commitments	2-23	PP. 12 Performance > Ethical Business
Embedding policy commitments	2-24	PP. 12 Performance > Ethical Business
Processes to remediate negative impacts	2-25	PP. 12 Performance > Ethical Business
Mechanisms for seeking advice and raising concerns	2-26	PP. 12 Performance > Ethical Business
Compliance with laws and regulations	2-27	PP. 12 Performance > Ethical Business
Membership associations	2-28	H&V is a member of the following associations: General: EDANA (European Nonwovens Association), INDA (North American Nonwovens Association), Associated Industries of Massachusetts, Women in Manufacturing, Manufacturers' Alliance, Tugboat Institute Battery: BCI (Battery Council International), WGBI (Women in the Global Battery Industry), CBI (Consortium for Battery Innovation), EuroBat (Association of European Automotive and Industrial Battery Manufacturers) Filtration: WFC (World Filtration Congress), AFS (American Filtration and Separation Society), NAFA (National Air Filtration Association), WFI (World Filtration Institute), CCCS (Chinese Contamination Control Society), CSICE (Chinese Society for Internal Combustion Engines), GACT (Guangdong Association of Cleanroom Technology, Guangdong Compressor Association)
Approach to stakeholder engagement	2-29	During this reporting period, H&V refreshed its 2022 Materiality Assessment. This included consideration of internal and external stakeholders.
Collective bargaining agreements	2-30	H&V covers a portion of our employees by collective bargaining agreements.

INDICATOR NAME	INDICATOR NUMBER	2025 RESPONSE
GRI 3: Material Topics 2025		
Process to determine material topics	3-1	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact In 2022 H&V conducted a formal Materiality Assessment including internal and external stakeholder interviews, an online survey to internal and external stakeholders and a materiality assessment.
List of material topics	3-2	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
Indirect Economic Impacts		
Management of material topics	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
Infrastructure investments and services supported	203-1	This information remains confidential.
Significant Indirect economic impacts	203-2	PP. 5 About Hollingsworth & Vose PP. 19 People > Community Commitment
Procurement Practices		
Management of material topics	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
Proportion of spending on local suppliers	204-1	PP. 26 Planet > Responsible Supply Chain
Anti-Corruption		
Management of material topics	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
Operations assessed for risks related to corruption	205-1	This process is not currently applicable for H&V.
Communication and training about anti-corruption policies and procedures	205-2	PP. 12 Performance > Ethical Business
Confirmed incidents of corruption and actions taken	205-3	There have been no incidents of corruption during the reporting year.
Anti-Competitive Behavior		
Management of material topics	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
Legal actions for anti-competitive behavior, anti-trust and monopoly practices	206-1	There have been no legal actions for anti-competitive behavior, antitrust and monopoly practices during the reporting year.
Materials: Materials & Product Innovation		
Management of material topics	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
Materials used by weight or volume	301-1	H&V currently does not report data on materials used by weight or volume. For more information about our materials, see PP. 25 - 26.
Reclaimed products and their packaging materials	301-3	This process is not currently applicable for H&V.


INDICATOR NAME	INDICATOR NUMBER	2025 RESPONSE
Energy		
Management of material topics	3-3	PP. 5 About Hollingsworth & Vose > Sustainability at H&V PP. 21-22 Planet > Energy and Greenhouse Gas Emissions
Energy consumption within the organization	302-1	Energy consumption was calculated in accordance with the Greenhouse Gas Protocol and disclosed in accordance with GRI 302-1. <ul style="list-style-type: none"> • 2025 Total Fuel Consumption within the organization for non-renewable sources (MMBTU), including fuel types used. (Natural Gas, Diesel, Kerosene, Propane, Fuel Oil # 6): 2,707,418 MMBTU • Total MMBTU Electricity Consumption (grid + renewable): 659,258 MMBTU • Total MMBTU Steam Consumption: 293,759 MMBTU • Total Energy Consumption (MMBTU) within the organization: 3,650,433 MMBTU PP. 21-22 Planet > Energy and GHG Emissions
Energy intensity	302-3	PP. 21 Planet > Energy and Greenhouse Gas Emissions
Reduction of energy consumption	302-4	PP. 21 Planet > Energy and Greenhouse Gas Emissions > Energy Reduction and Efficiency Improvement projects PP. 22 Planet > Energy and Greenhouse Gas Emissions > Renewable Energy
Reductions in energy requirements of products and services	302-5	PP. 10 Performance > Strategic Innovation > Product Footprints & Handprints
Water and Effluents		
Management of material topics	3-3	PP. 23 Planet > Water & Wastewater
Interactions with water as a shared resource	303-1	PP. 23 Planet > Water & Wastewater
Management of water discharge-related impacts	303-2	PP. 23 Planet > Water & Wastewater
Water discharge	303-4	PP. 23 Planet > Water & Wastewater
Water consumption	303-5	PP. 23 Planet > Water & Wastewater



INDICATOR NAME	INDICATOR NUMBER	2025 RESPONSE
Emissions: Energy, Climate Change and Product Innovation		
Management of material topics	3-3	PP. 21 Planet > Energy and Greenhouse Gas Emissions
Direct (Scope 1) GHG Emissions	305-1	PP. 21 Planet > Energy and Greenhouse Gas Emissions > GHG Emissions
Energy Indirect (Scope 2) GHG Emission	305-2	PP. 21 Planet > Energy and Greenhouse Gas Emissions > GHG Emissions
Other Indirect (Scope 3) GHG Emissions	305-3	Not disclosed at this time.
GHG Emissions Intensity	305-4	PP. 21 Planet > Energy and Greenhouse Gas Emissions > GHG Emissions
Reduction of GHG Emissions	305-5	H&V has established the goal of reducing absolute Scope 1 & 2 GHG emissions by 25% by 2030. PP. 21 Planet > Energy and Greenhouse Gas Emissions > Emissions Reduction PP. 22 Planet > Energy and Greenhouse Gas Emissions > Renewable Energy
Waste		
Management of material topics	3-3	PP. 24 Planet > Waste Management
Management of significant waste-related impacts	306-2	H&V has established the goal of reducing waste per unit of production by 30% by 2030. Developing waste reduction strategies across our global businesses has been deemed necessary. PP. 24 Planet > Waste
Supplier Environmental Assessment: Climate Change		
Management of material topics (308)	3-3	PP. 26 Planet > Responsible Supply Chain
New suppliers that were screened using environmental criteria	308-1	PP. 26 Planet > Responsible Supply Chain
Employment: Talent Recruitment and Retention		
Management of material topics	3-3	PP. 17 People > Employee Support
New employee hires and employee turnover	401-1	This information remains confidential.
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	PP. 17 People > Employee Support
Parental leave	401-3	PP. 17 People > Employee Support
Labor/Management Relations: Employee Health and Safety		
Management of material topics	3-3	PP. 18 People > Environmental Health and Safety
Minimum notice periods regarding operational changes	402-1	This process is not currently applicable for H&V.

INDICATOR NAME	INDICATOR NUMBER	2025 RESPONSE
Occupational Health and Safety: Employee Health and Safety		
Management of material topics	3-3	PP. 18 People > Environmental Health and Safety
Occupational health and safety management system	403-1	PP. 18 People > Environmental Health and Safety
Hazard identification, risk assessment and incident investigation	403-2	PP. 18 People > Environmental Health and Safety
Occupational health services	403-3	PP. 18 People > Environmental Health and Safety
Worker participation, consultation and communication on occupational health and safety	403-4	PP. 18 People > Environmental Health and Safety
Worker training on occupational health and safety	403-5	PP. 18 People > Environmental Health and Safety
Promotion of worker health	403-6	PP. 18 People > Environmental Health and Safety
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	PP. 18 People > Environmental Health and Safety
Workers covered by an occupational health and safety management system	403-8	PP. 18 People > Environmental Health and Safety
Work-related injuries	403-9	PP. 18 People > Environmental Health and Safety
Training and Education: Recruitment and Retention		
Management of material topics	3-3	PP. 15 People > Employee Growth and Development
Average hours of training per year per employee	404-1	This information is not tracked at H&V. Further information regarding our training courses can be found in the follow report section: PP. 15 People > Employee Growth and Development PP. 16 People > Inclusion and Belonging PP. 18 People > Environmental Health and Safety
Programs for upgrading employee skills and transition assistance programs	404-2	PP. 15 People > Employee Growth and Development
Percentage of employees receiving regular performance and career development reviews	404-3	At H&V, all of our employees receive annual performance reviews and access to career development opportunities. PP. 14 People > Recognizing Performance

INDICATOR NAME	INDICATOR NUMBER	2025 RESPONSE
Diversity and Equal Opportunity: DEI		
Management of material topics	3-3	PP. 16 People > Inclusion and Belonging
Diversity of governance bodies and employees	405-1	PP. 16 People > Inclusion and Belonging
Non-discrimination: DEI		
Management of material topics	3-3	PP. 12 Performance > Ethical Business
Incidents of discrimination and corrective actions taken	406-1	There have been no incidents of discrimination during the reporting year.
Child Labor: DEI		
Management of material topics	3-3	PP. 12 Performance > Ethical Business
Operations and suppliers at significant risk for incidents of child labor	408-1	PP. 12 Performance > Ethical Business > Supplier Code of Conduct PP. 12 Performance > Ethical Business > Human Rights, No Unlawful Trafficking in Persons & Modern Slavery Statement PP. 26 Planet > Supply Chain > Responsible Supply Chain
Forced or Compulsory Labor: DEI		
Management of material topics	3-3	PP. 12 Performance > Ethical Business
Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	PP. 12 Performance > Ethical Business > Supplier Code of Conduct PP. 12 Performance > Ethical Business > Human Rights, No Unlawful Trafficking in Persons & Modern Slavery Statement PP. 26 Planet > Supply Chain > Responsible Supply Chain
Local Communities: DEI		
Management of material topics	3-3	PP. 19 People > Community Commitment
Operations with local community engagement, impact assessments and development programs	413-1	PP. 19 People > Community Commitment
Supplier Social Assessment: DEI		
Management of material topics	3-3	PP. 26 Planet > Responsible Supply Chain
New suppliers that were screened using social criteria	414-1	PP. 26 Planet > Responsible Supply Chain



This report covers January 1, 2025, through December 31, 2025. It was prepared in alignment with the Global Reporting Initiative Standards 2021 (see Appendix) and addresses material aspects of our operations.

Credits

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