



# Corporate Sustainability Report

2025

**Date:**

April 1, 2026





## Introduction

- 3.....Sustainability Report Introduction
- 4.....Platforms and Memberships
- 5.....Sustainable Development Goals
- 6.....CDP Scorecard
- 7.....SBTi
- 8.....2025 Highlights
- 9.....Our Sustainability Journey
- 10.....Materiality Assessment
- 11.....EcoVadis Scorecards

## Environment

- 12-14...Corporate Carbon Footprint
- 15.....Energy Metrics, Electricity
- 16.....Energy Metrics, Purchased Gas
- 17.....Carbon Offsets & Renewable Energy
- 18.....Water Consumption
- 19.....Scope 3 Emissions

## Labor & Human Rights

- 20.....Working Conditions
- 21.....Diversity, Equity & Inclusion
- 22-23..Environmental, Health & safety
- 24.....Internal Audits
- 25.....External Audits

## Ethics

- 26....Business Ethics
- 27....Corruptions & Information Security

## Sustainable Procurement

- 28.....Stakeholder Engagement
- 29.....Supplier Code of Ethics

## Conclusion & Goals

- 30-31..Initiatives
- 32.....Outlook & Goals
- 33-37..Policies & SOP Summary
- 38-44..Key Performance Indicators
- 45.....Methodology Report

The Annual Sustainability Report covers data between 1-January-2025 and 31-December-2025. This report focuses on the environmental, social and governance (ESG) topics as presented in our Materiality Assessment. In alignment with our transparency in reporting policy, this disclosure is public on our website.

With the growing emphasis on environmental protection, we understand our role as a manufacturer is to minimize our carbon footprint. We have established processes and procedures that are executed by our Product Portfolio and Sustainability Department as well as the Department of Environmental, Health, and Safety to ensure the sustainability of our organization and this program.

We currently track Scope 1, 2, and upstream Scope 3 emissions data with set reduction targets on Scopes 1 and 2. We will continue to track and report Scope 3 emissions data.

**We strive to improve our reporting tactics as we continue to develop our effort to strengthen and expand our Sustainability Program.**

All greenhouse gas calculations are reported through the Green Project platform. This third-party verification enables us to thoroughly understand our emissions scope and further set our materiality goals. We openly track and report on air emissions in compliance with our air permit exemption, determined by Pennsylvania's Department of Environmental Protection.

Direct Scope 1 emissions are primarily emitted through Mobile Sources. With the development of our sustainability program, we intend to track more aspects of our Scope 1 emissions.

In 2024, BioSpectra secured the purchase of Carbon Offsets and Renewable Energy Credits (RECs) to help offset some of our Scope 2 emissions. BioSpectra also has goals in place to reduce our waste and increase recycling at our facilities to offset Scope 3 emissions.

**By the 2029 reporting year, renewable energy will be 100% implemented at all the Majestic facility.**

## → Platforms and Memberships

Click on logos for more information



EcoVadis is a global evidence-based platform that assess companies on their Environmental, Social and Governance (ESG) performance across the supply chain. *BioSpectra has completed assessments for both the Majestic and Rockdale manufacturing facilities. Majestic was awarded a Bronze metal in 2025 and Rockdale a Bronze medal in 2025.*



CyberVadis is a platform developed by EcoVadis. This is a third-party verification platform used to assess a company's cybersecurity risks across the supply chain. *In 2024, BioSpectra, Inc. completed their first CyberVadis assessment and was awarded a Bronze medal.*



The Carbon Disclosure Project (CDP) is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. *In 2024, BioSpectra, Inc. completed their first disclosure and scored a 'B'; which is the highest score available for an SME.*



Science-based targets give companies a clearly-defined path to reduce greenhouse gas emissions in line with limiting global warming to 1.5C. These goals define how much and how quickly a business must reduce its emissions to be in line with the Paris Agreement goals. *In 2024, BioSpectra committed to reduce Scope 1 and Scope 2 GHG emissions by 42% by 2030 from a 2022 baseline year, and to measure and reduce its Scope 3 emissions with no targets set.*



Together for Sustainability is a member-led initiative working to accelerate the development of sustainable and resilient chemical supply chains. As a member of Together for Sustainability, we are part of building the global standard for the environmental, social and governance performance of chemical supply chains. *In December 2025, our Majestic facility underwent our first third-party audit through Together for Sustainability and SGS, evaluating our current Environmental, Social and Governance (ESG) compliance. The Majestic facility received a score of 100%.*

## → Aligning with Sustainable Development Goals (SDGs)

Click each goal icon for more information



In alignment with the United Nations Sustainable Development Goal 8: Decent Work and Economic Growth, BioSpectra is committed to fostering a workplace that promotes fair compensation, employee well-being and long-term economic opportunity. We provide above-average living wages and comprehensive benefits, including health, dental and vision coverage, paid time off, leave programs and sick and personal time.



In alignment with the United Nations Sustainable Development Goal 12: Responsible Consumption and Production, BioSpectra is committed to minimizing waste and improving resource efficiency across our operations. We are working on implementing initiatives to reduce single-use materials in restrooms and break rooms decreasing disposable product consumption as much as possible.



In alignment with the United Nations Sustainable Development Goal 13: Climate Action, BioSpectra is committed to reducing our environmental impact through measurable, science-based targets. We have established near-term Scope 1 and Scope 2 emissions reduction goals aligned with the Science Based Targets initiative, targeting a 42% reduction by 2028, and we plan to commit to achieving net-zero emissions by 2025. We monitor and report Scope 3 emissions in accordance with the Greenhouse Gas Protocol methodology and utilize the United States Environmental Protection Agency emissions tracking to ensure transparency and accuracy.

## → Our Carbon Disclosure Project (CDP) Scorecard



CDP DISCLOSING ORGANIZATION NUMBER	DISCLOSING ORGANIZATION	CATEGORY	ENVIRONMENTAL ISSUE	SCORE
<b>2024130</b>	<b>BioSpectra, Inc.</b>	<b>OVERALL SCORE</b>	<b>Climate</b>	<b>B</b>
2024130	BioSpectra, Inc.	Opportunity Disclosure	Climate	B
2024130	BioSpectra, Inc.	Emissions Reduction Initiatives	Climate	B
2024130	BioSpectra, Inc.	Value Chain Engagement	Climate	B
2024130	BioSpectra, Inc.	Energy	Climate	B
2024130	BioSpectra, Inc.	Business Strategy	Climate	B
2024130	BioSpectra, Inc.	Targets	Climate	C
2024130	BioSpectra, Inc.	Governance	Climate	B
2024130	BioSpectra, Inc.	Environmental Policies	Climate	B
2024130	BioSpectra, Inc.	Risk Disclosure	Climate	B
2024130	BioSpectra, Inc.	Scope 1 & 2 Emissions	Climate	C
2024130	BioSpectra, Inc.	Scope 1, 2 & 3 Emissions	Climate	C
2024130	BioSpectra, Inc.	Verification (Incl. Emissions)	Climate	B
2024130	BioSpectra, Inc.	Dependencies, Impacts, Risks and Opportunities Process	Climate	B
2024130	BioSpectra, Inc.	Context	Climate	B

→ **Our Set Targets with Science Based Target Initiative (SBTi)**

# BIOSPECTRA

**BIOSPECTRA HAS COMMITTED TO REDUCE SCOPE 1 AND SCOPE 2 GHG EMISSIONS 42% BY 2030 FROM A 2022 BASE YEAR, AND TO MEASURE AND REDUCE SCOPE 3 EMISSIONS.**



**ENTER 'BIOSPECTRA' IN THE SEARCH FIELD TO VIEW OUR PUBLISHED TARGETS!**

[CLICK HERE](#)

## → 2025 Sustainability Highlights



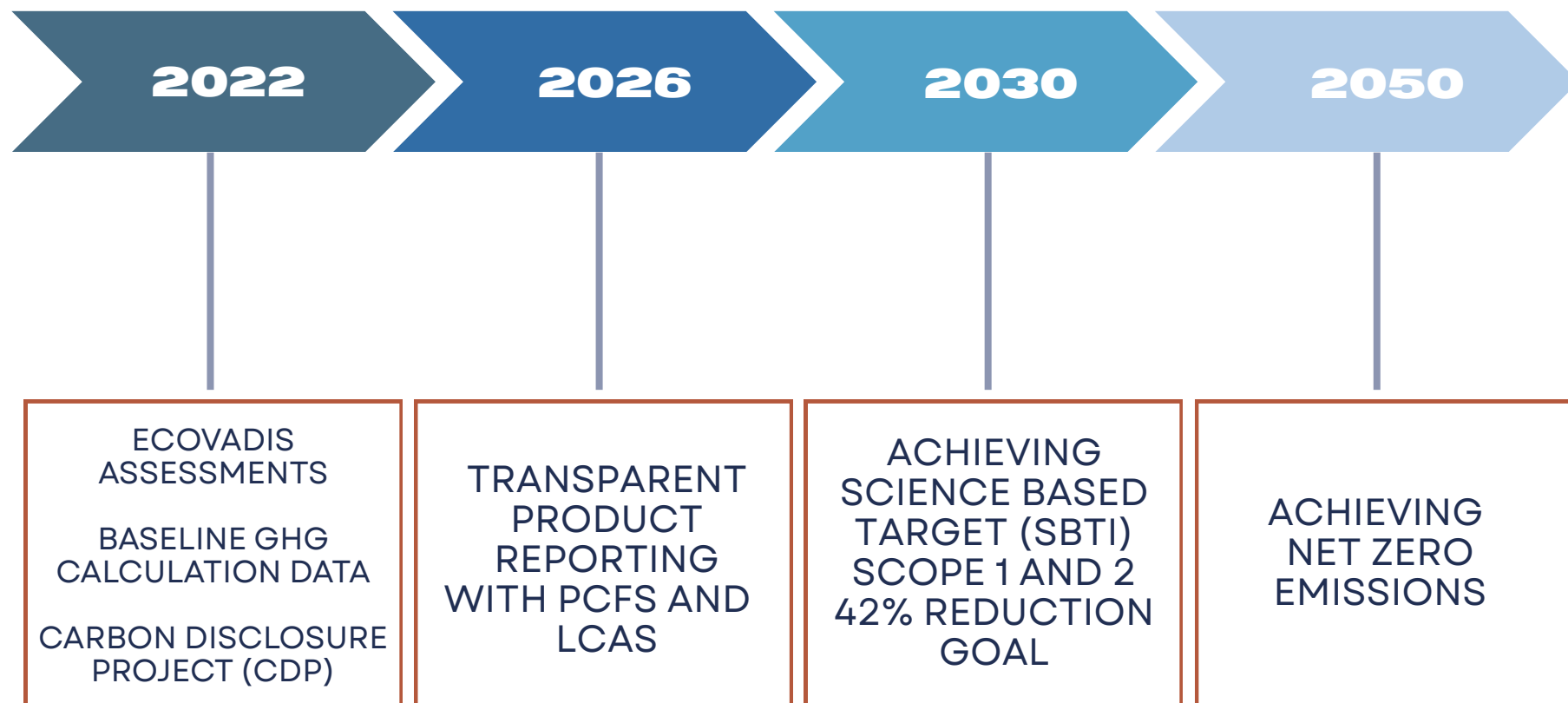
**Renewable Energy Credits (RECs) for BioSpectra's Majestic facility have been in place for 1 year. Achieving 47% renewable energy at this site.**

**Completed our second Carbon Disclosure Project Assessment through the CDP and scored a "B". Highest available score for a Small-Medium Enterprise.**

**Verified Energy Reduction credits for our Majestic facility have been in place for 1 year. Offsetting our natural gas consumption.**

**Successfully completed our first third-party audit through SGS and Together for Sustainability. Score of 100% was achieved.**





## ➔ Materiality Assessment



Biospectra's materiality assessment was created to identify the most relevant environmental, social, and governance topics for our company.

Mapping our sustainability priorities has allowed us to address our key areas of concern while guiding our overall strategy.

Ongoing analysis of relevant financial and impact data aids in developing future decision making and internal efforts

Our EcoVadis scores are based on criteria across themes, Environment, Labor & Human rights, Ethics, and Sustainable Procurement

## ENVIRONMENT

- Energy Consumption & GHG's
- Water
- Biodiversity
- Air Pollution
- Materials, Chemicals, & Waste
- Product End-of-Life
- Customer Health & Safety

## LABOR & HUMAN RIGHTS

- Employee Health & Safety
- Working Conditions
- Social Dialogue
- Career Management & Training
- Child Labor, Forced Labor, & Human Trafficking
- Discrimination & Harassment

## ETHICS

- Corruption
- Responsible Information Management

## SUSTAINABLE PROCUREMENT

- Supplier Environmental Practice
- Supplier Social Practices

## MAJESTIC SITE\*

**BRONZE | Top 35%**

**ecovadis**

Sustainability Rating

**OCT 2024**

## ROCKDALE SITE

**BRONZE | Top 35%**

**ecovadis**

Sustainability Rating

**JUL 2025**



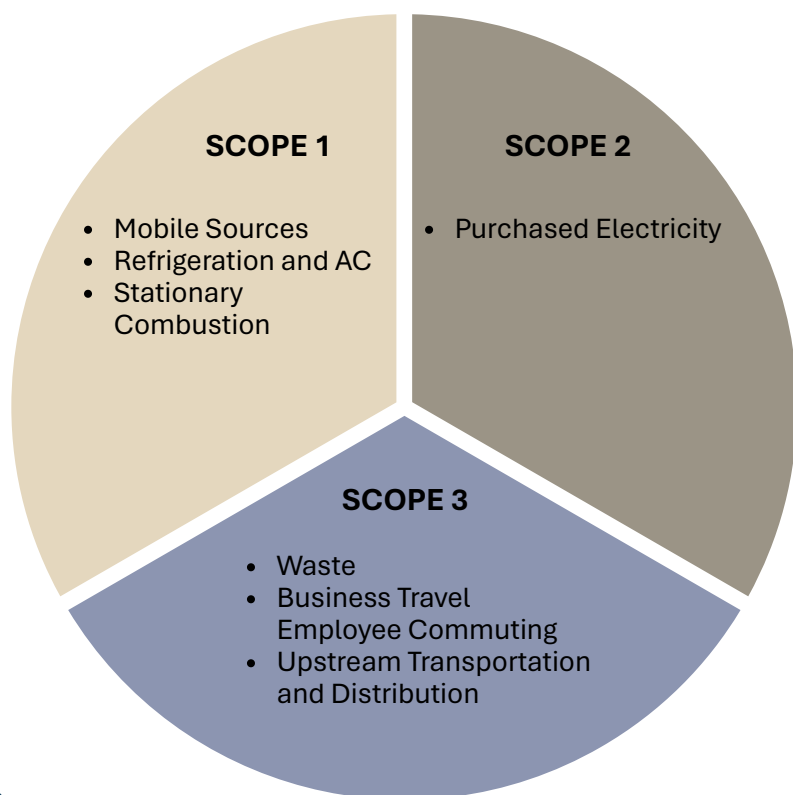


We recently achieved a silver badge at our Majestic Site. This marks a milestone for our overall sustainability program.

Our Rockdale site is currently pending for our 2026 submission.



## → Our Corporate Carbon Footprint



\*Our Total Emissions are made up of our two U.S based manufacturing facilities as they account for a majority of our emissions. In the future we will include all of our U.S Based facilities and expand on our Scope 3 boundary.

### Total Scope 1-3 Emissions\*

Scope 1	716 CO2-e (Mt)
Scope 2 (Location-based)	1,943 CO2-e (Mt)
Scope 2 (Market-based)	1,483 CO2-e (Mt)
Scope 3	1,486 CO2-e (Mt)

<strong>Summary</strong>	
Gross	5,628 CO2-e (Mt)
Offsets (Scope 1)	154 CO2-e (Mt)
Net	5,474 CO2-e (Mt)

We purchased 154 (Mt) in carbon offsets in 2025, this number will increase by 77 (Mt) every year through 2028

### Scope 1 Emissions

Stationary Combustion	283 CO2-e (Mt)
Mobile Sources	142 CO2-e (Mt)
Refrigeration / AC Equipment Use	214 CO2-e (Mt)
Fire Suppression	-
Purchased Gases	-

#### Summary

Gross	639 CO2-e (Mt)
Offsets	-
Net	639 CO2-e (Mt)

### Scope 2 Emissions

#### Location-Based

Purchased Electricity	1,433 CO2-e (Mt)
-----------------------	------------------

#### Market-Based

Purchased Electricity	973 CO2-e (Mt)
-----------------------	----------------

### Scope 3 Emissions

Business Travel	41 CO2-e (Mt)
Employee Commuting	219 CO2-e (Mt)
Upstream Transportation & Distribution	954 CO2-e (Mt)
Waste	102 CO2-e (Mt)

#### Summary

Gross	1,316 CO2-e (Mt)
Offsets	-
Net	1,316 CO2-e (Mt)



### Scope 1 Emissions

Stationary Combustion	75 CO2-e (Mt)
Mobile Sources	2 CO2-e (Mt)
Refrigeration / AC Equipment Use	-
Fire Suppression	-
Purchased Gases	-

#### Summary

Gross	77 CO2-e (Mt)
Offsets	-
Net	77 CO2-e (Mt)

### Scope 2 Emissions

#### Location-Based

Purchased Electricity	510 CO2-e (Mt)
-----------------------	----------------

#### Market-Based

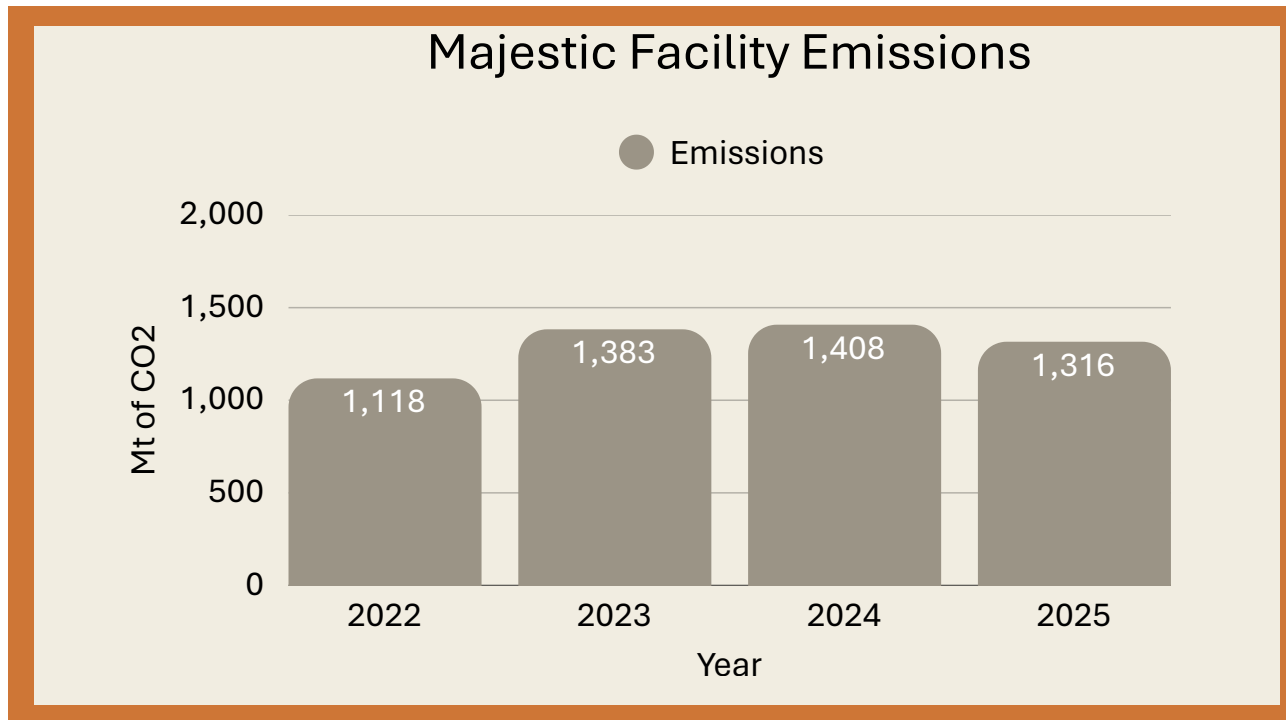
Purchased Electricity	510 CO2-e (Mt)
-----------------------	----------------

### Scope 3 Emissions

Business Travel	0 CO2-e (Mt)
Employee Commuting	110 CO2-e (Mt)
Upstream Transportation & Distribution	0 CO2-e (Mt)
Waste	61 CO2-e (Mt)

#### Summary

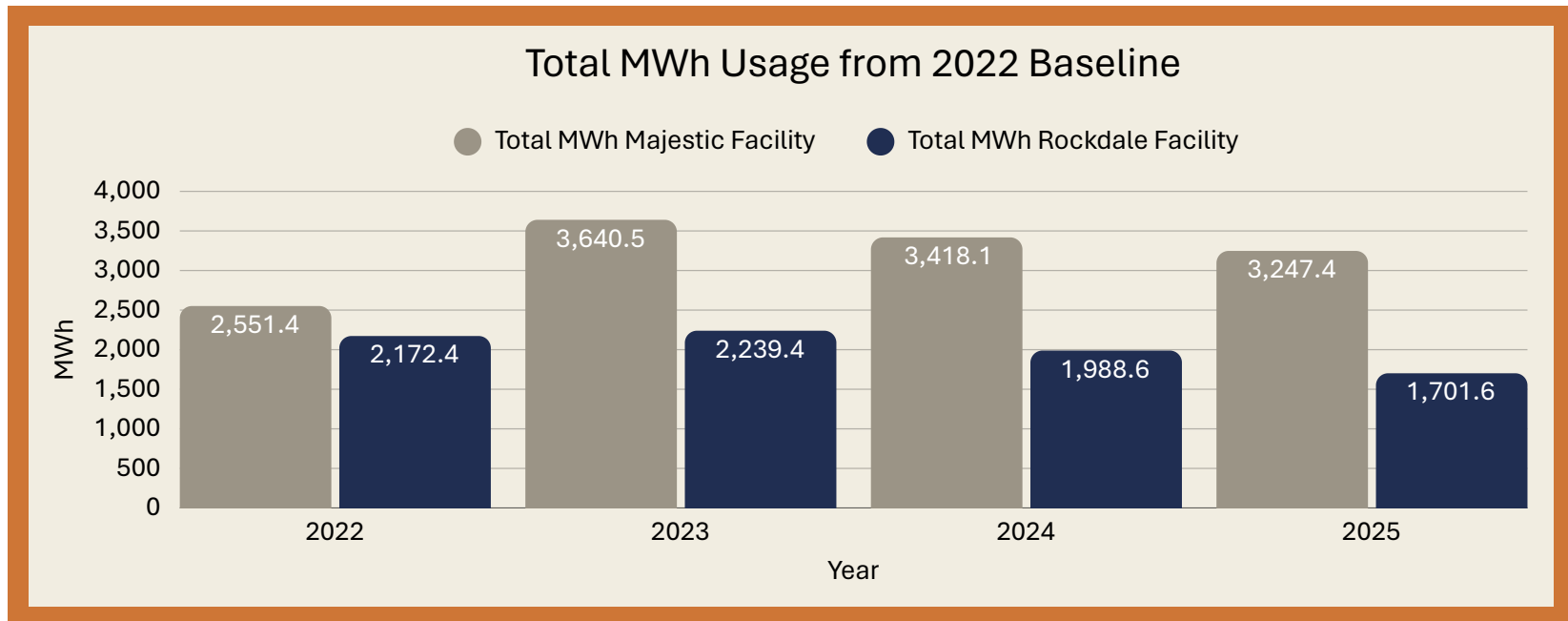
Gross	170 CO2-e (Mt)
Offsets	-
Net	170 CO2-e (Mt)



#### Highlights

From 2022 to 2024 we saw an increase in emissions of our Majestic Facility due to an increase in production. However, from 2024 to 2025 we saw a decrease.

We plan to further reduce our emissions through strategic emissions reduction pathways.



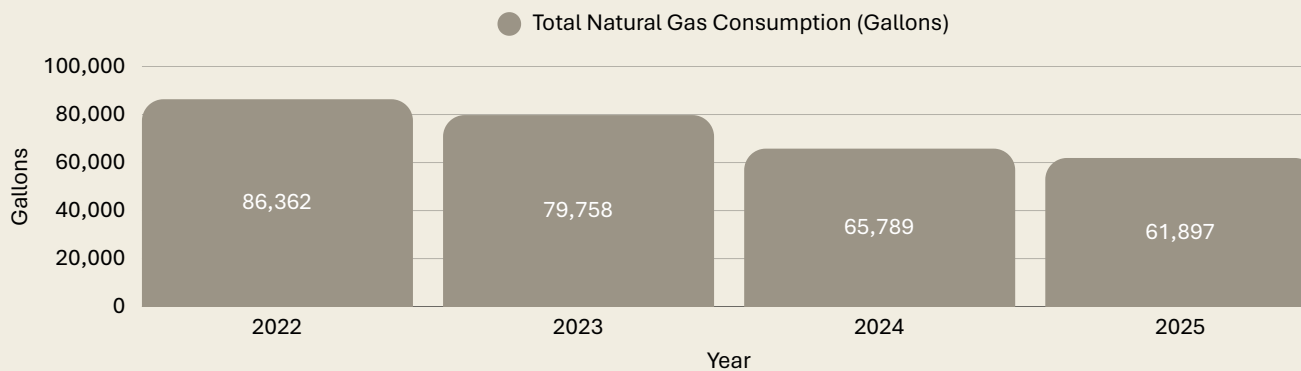
**Highlights**

From 2023 to 2025 our total electricity usage decreased by 15.3%.  
With a reduction of 24% at our Rockdale Facility and 11% at our Majestic Facility.

We plan to further decrease our electricity consumption in the future through process optimization and more efficient technology.

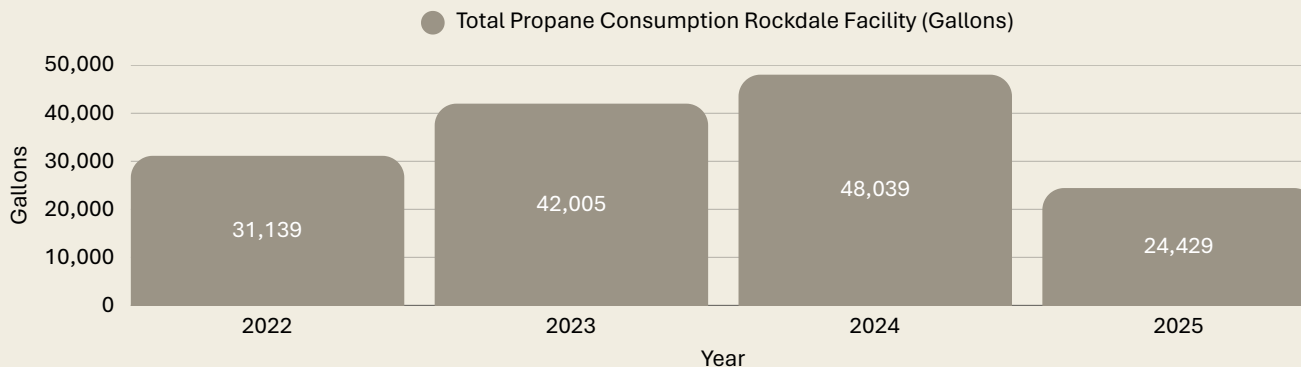


Total Natural Gas Consumption Majestic Facility



In 2025 our Majestic Facility saw a natural gas consumption decrease of 28.4% from our 2022 baseline

Total Propane Consumption Rockdale Facility

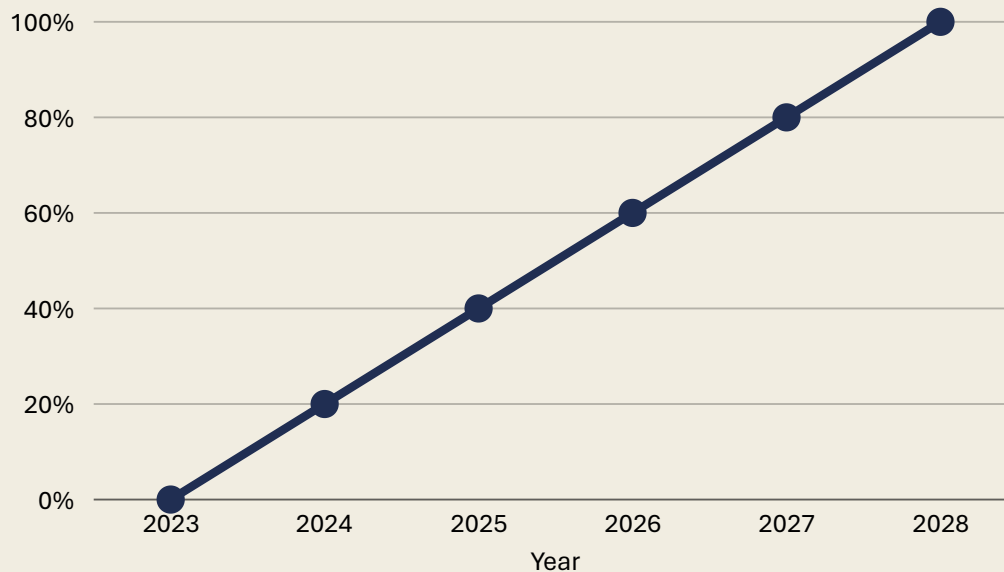


In 2025 our Rockdale Facility saw a propane consumption decrease of 22% from our 2022 baseline

\*We do not consume any propane at our Majestic Facility

\*\*We do not consume any natural gas at our Rockdale Facility

Transition to 100% Renewable Energy at our Majestic Facility Through Renewable Energy Credits (REC)

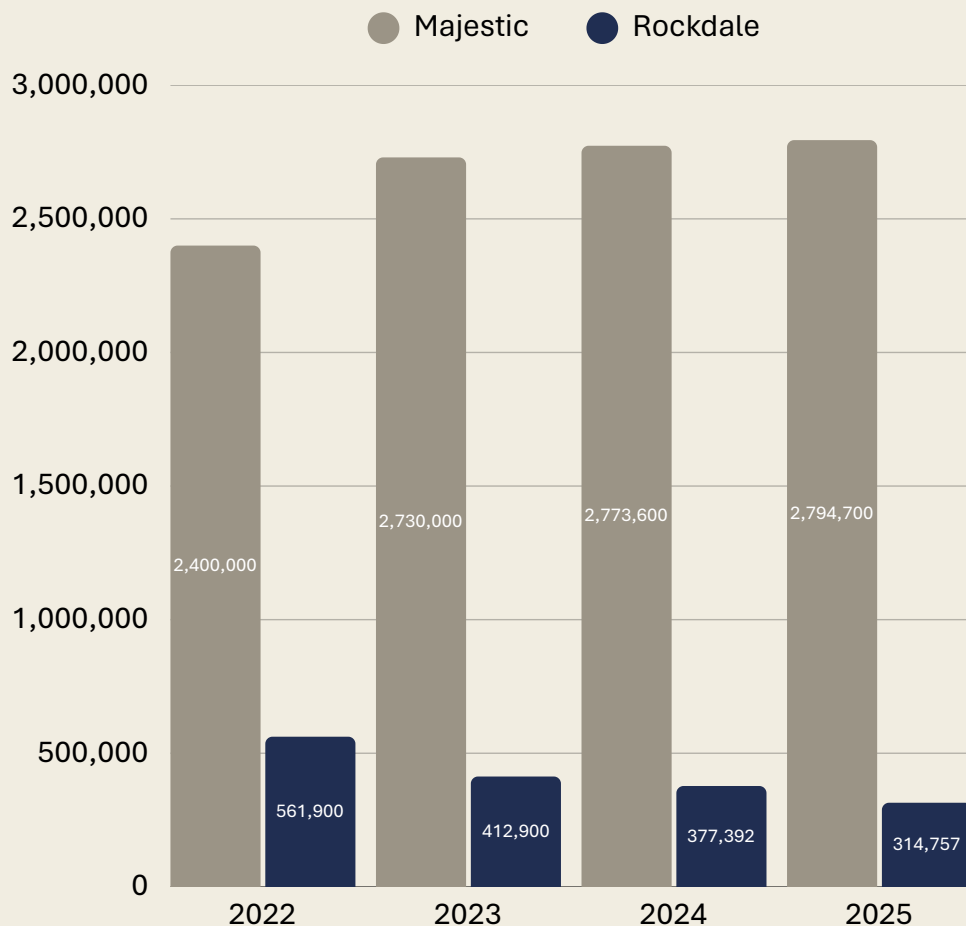


With a goal of achieving 100% renewable energy at our Majestic Facility we have entered an agreement to purchase Renewable Energy Credits to cover the entirety of our purchased electricity needs at this facility.

This ongoing collaboration with our energy provider will work to fund renewable energy projects

We are currently exploring options to cover 100% of our purchased electricity needs for all of our US-based facilities

Total Water Consumption in Gallons



From 2022 to 2025 water consumption at our Rockdale facility decreased by 44%

From 2022 to 2025 water consumption at our Majestic Facility increased by 16%

Our current total water consumption numbers are based on our two US-based manufacturing facilities, we plan on including all of our US-based facilities in future measurements



## → Scope 3 Emissions: Current Emission Tracking Methods

### Category 4

Our Upstream Transportation and Distribution is divided into three areas:

Ground Transport  
Sea Transport  
Air Transport

INDICATOR	2025	2024
Total Emissions CO2e (kg)	946,097 CO2e	215,073 CO2e

### Category 5

Waste Generation is categorized by:

Weight  
Material (Hazardous and Non-Hazardous)  
Disposal Method  
(Landfilled, Incinerated, Recycled/Composted)

INDICATOR	2025	2024
Total Emissions CO2e (kg)	102,246 CO2e	93,531 CO2e

### Category 6

Business Travel is divided into three areas:

Vehicle Miles  
Air Passenger Miles  
Rail or Bus Passenger Miles

INDICATOR	2025	2024
Total Emissions CO2e (kg)	40,458 CO2e	34,511 CO2e

### Category 7

Employee Commuting is categorized by:

Motorcycle  
Passenger Car  
Light-duty Truck

INDICATOR	2025	2024
Total Emissions CO2e (kg)	326,426 CO2e	470,614 CO2e

BioSpectra prioritizes the safety of our employees above all else. We adhere to all relevant health and safety regulations and provide necessary training to ensure that our workplace is hazard-free.

We encourage employees to report any incidents, near misses, hazards, or health and safety concerns promptly. All accidents are investigated to determine root causes and implement corrective actions to prevent recurrence. BioSpectra implemented an incident reporting tool in 2024 (Vector EHS) to help better track our total incidents, hazards and near misses. The Environmental, Health, and Safety department monitors any reports and implements the corrective actions.

The BioSpectra Safety Committee meets on a monthly basis to discuss outstanding safety concerns, open work orders, inspections and reported incidents.

All employees are trained on appropriate health and safety conditions to ensure they are aware of hazards and risks associated with their work and understand their responsibilities for maintaining a safe work environment. Each employee is trained an average of 40 hours per year.

We establish and maintain procedures for responding to emergencies and ensure that employees are prepared to respond effectively. BioSpectra, Inc. provides annual immersive training on emergency situations such as fire prevention and proper procedures regarding facility malfunctions such as chemical spills.



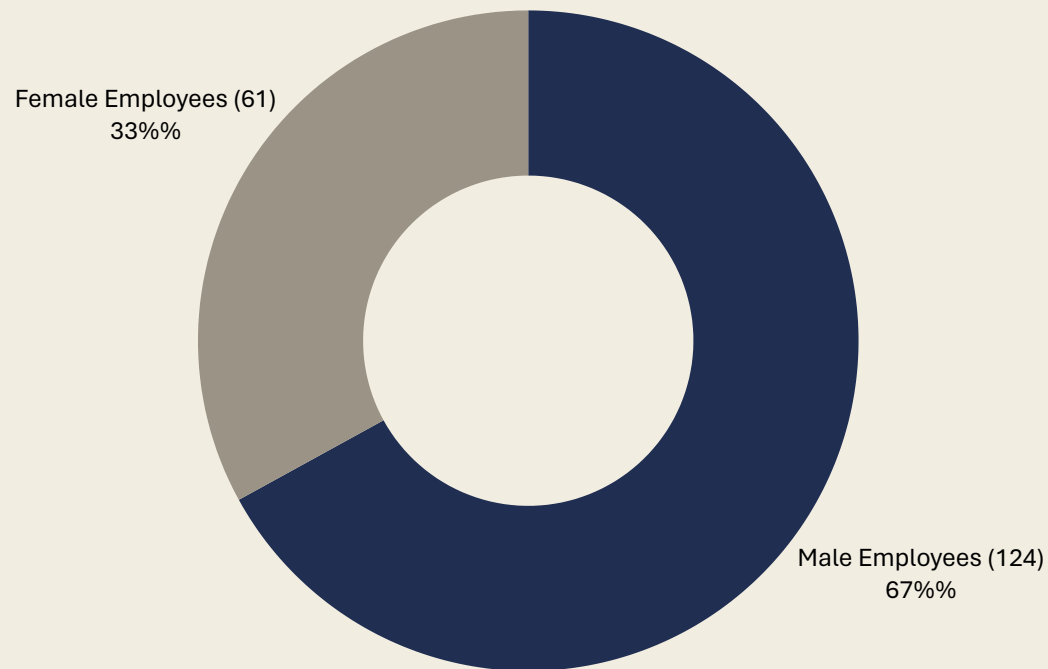
2025 marked the first year of implementation of the *Vector EHS* reporting tool across all U.S. - based facilities. This allows our Environmental Health & Safety (EHS) team to track and record reported incidents and make adjustments to procedures to ensure safest operations across all sites.

All employees are trained on health and safety tactics specified to their particular role within the organization.

Our Environmental Health & Safety Department (EHS) oversees all operations and incidents to facilitate the health, safety, and well-being of all our employees.

### Employee Gender Distribution

185 Total



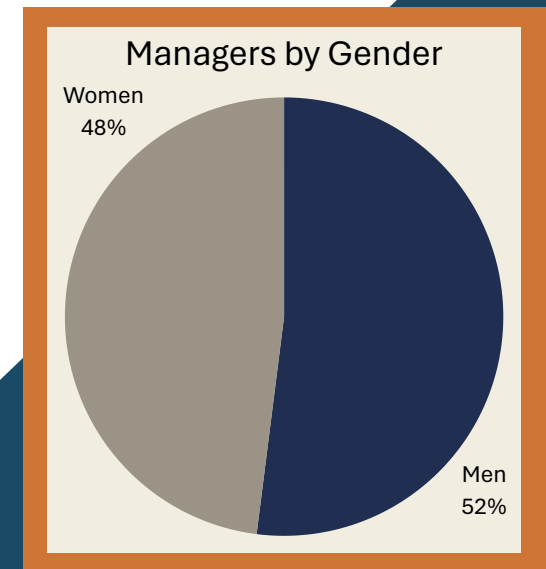
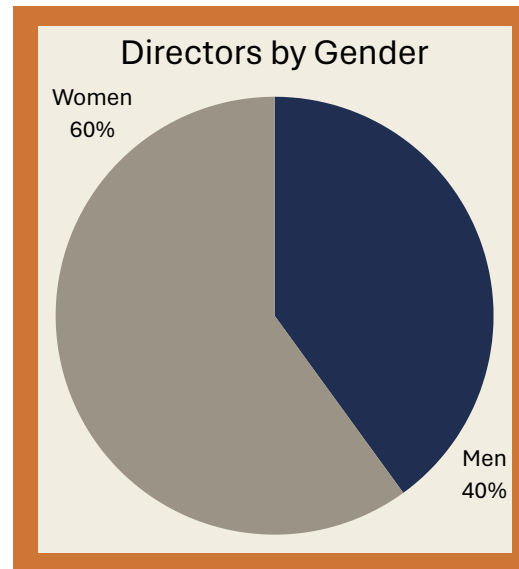
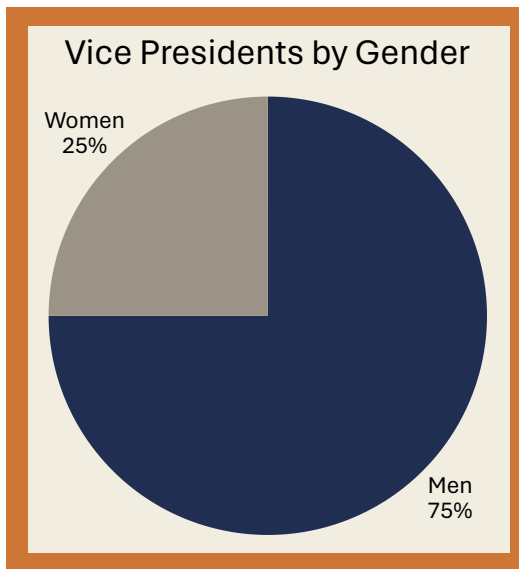
BioSpectra Inc., is committed to providing a safe, healthy, and productive work environment for all employees. We believe that good working conditions contribute to the well-being of our employees and are essential for achieving high levels of employee performance and job satisfaction.

We are committed to implementing and maintaining policies that ensure every employee receives compensation and essential benefits that allows them to meet their needs, including housing, food, healthcare, and transportation.

We recognize the importance of work-life balance and encourage our employees to manage their time effectively. We offer flexible work arrangements where feasible to accommodate personal needs.

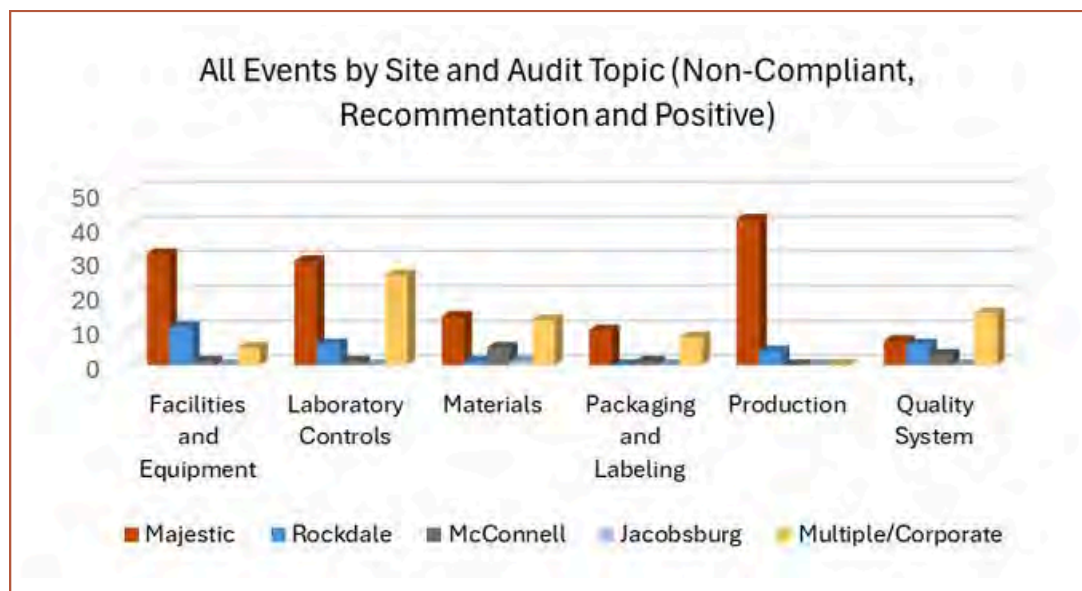
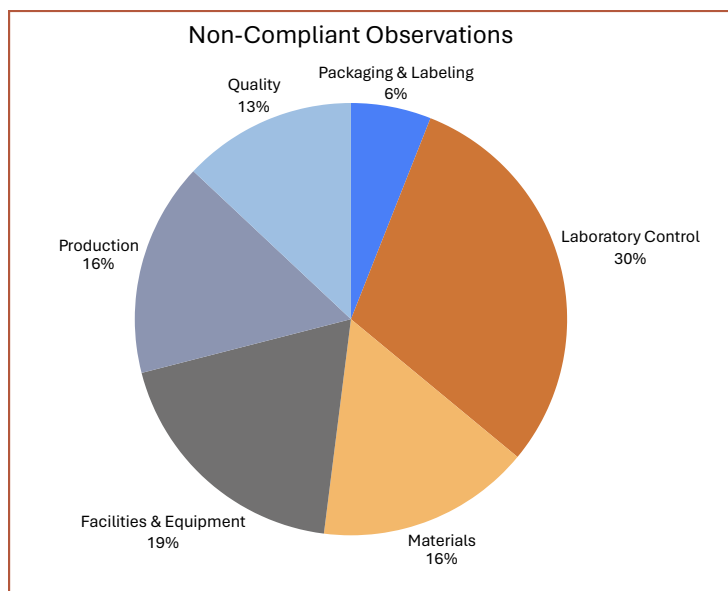


Women in Leadership Roles



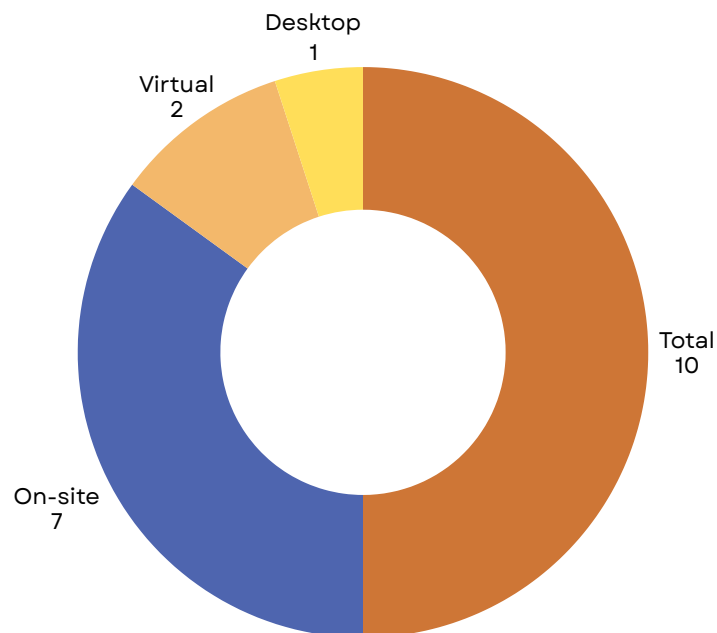
## → 2025 Internal Audits

COUNT	SYSTEM	NON-COMPLIANT OBSERVATIONS/FINDINGS	RECOMMENDATIONS	MINOR	MAJOR	CRITICAL	POSITIVE	CAPA
1	Facilities and Equipment	33	13	22	11	0	3	1
2	Laboratory Control	52	11	29	23	0	0	1
3	Materials	28	5	10	18	0	1	3*
4	Packaging and Labeling	10	9	6	4	0	0	0
5	Production	28	18	11	17	0	0	0
6	Quality System	23	8	8	15	0	0	0

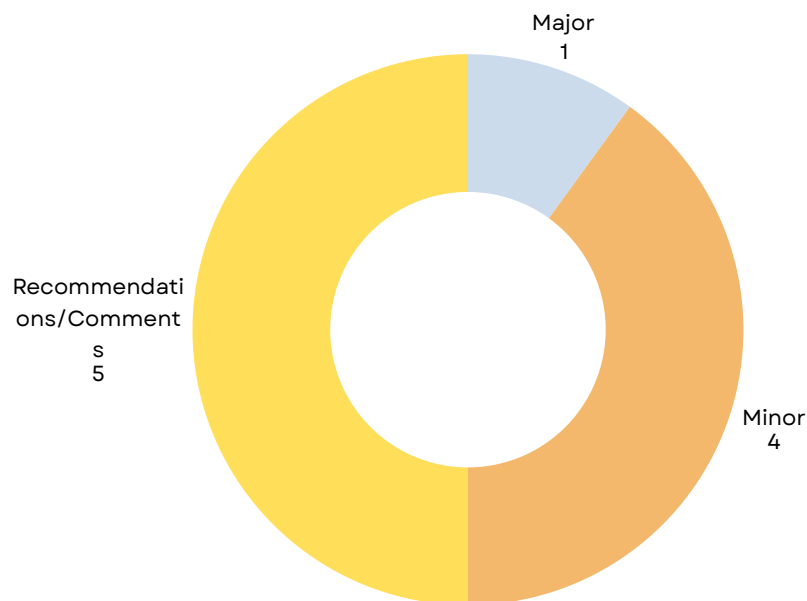


## → 2025 External Audits: Customer and Regulatory Agencies

Customer Audits



CAPA Summary



BioSpectra maintains transparency and regulatory compliance through routine oversight and external verification. BioSpectra operates as a U.S. Food and Drug Administration (FDA) registered Good Manufacturing Practice (GMP) facility, and its registration information is publicly accessible on the company website. External audits may also be requested through the website.

BioSpectra's most recent regulatory inspection conducted by the FDA occurred at the Majestic Facility in 2024. The audit resulted in zero Form 483 observations. A redacted version of the Establishment Inspection Report (EIR) from this inspection is publicly available on the company website.

## → Business Ethics: Corruption, Bribery and Fraud

BioSpectra is committed to conducting business with honesty, integrity, and transparency. As part of this commitment, we adhere to fair business practices and maintain a zero-tolerance approach to bribery, corruption, and fraudulent activity in any form.

BioSpectra conducts its operations in full compliance with all applicable laws and regulations while promoting fair competition and ethical business practices. Employees are expected to uphold the highest standards of integrity in all interactions with customers, suppliers, business partners and colleagues.

Bribery - including offering, giving, receiving, or soliciting anything of value to influence business decisions - is strictly prohibited. BioSpectra does not permit any form of corrupt practice, including facilitation payments. The company is also committed to preventing fraud across all aspects of its operations, including financial fraud, misrepresentation of information, falsification of records, and other deceptive practices.

BioSpectra's leadership team is responsible for establishing, implementing and maintaining effective internal controls and oversight mechanisms designed to prevent, detect, and address bribery and fraud within the organization.

## → Business Ethics: Anti-Corruption & Information Security Incidents

BioSpectra maintains a confidential reporting mechanism to support ethical conduct and organizational accountability. As part of our whistleblower program, the company utilizes the *Report It* platform, which enables employees to report concerns in a secure and confidential manner.

BioSpectra is committed to fostering a work environment that is safe, respectful, and free from discrimination, unlawful behavior, and inappropriate conduct. Through our “See It, Say It” reporting initiative, employees are encouraged to report suspected unethical, abusive, unprofessional, or illegal activities, as well as any potential violations of the company’s Code of Ethics. Reports are reviewed and addressed in accordance with established internal procedures to ensure appropriate investigation and resolution.



In support of our commitment to sustainable procurement, BioSpectra expects its business partners to operate in accordance with ethical practices that align with internationally recognized standards for legal compliance and social responsibility. These expectations are communicated through BioSpectra's Code of Ethics and Sustainable Procurement Policy. Both of these policies are readily available on our website.

Digital Signage is utilized across our facilities to effectively communicate key programs, policies and initiatives to both employees and visitors, helping to increase awareness and engagement throughout the organization.

Supplier audits are conducted in accordance with BioSpectra's internal Standard Operating Procedures (SOPs) and in alignment with ICH Q7 guidelines to support quality, regulatory compliance, and responsible supply chain management.

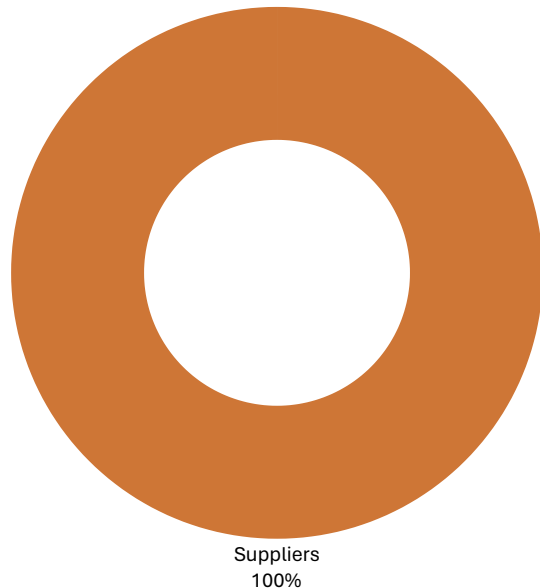
BioSpectra conducts annual employee performance reviews to ensure members are adequately trained, supported and prepared for their roles. We recognize that the contributions of our employees are essential to fostering a sustainable, inclusive and high-performing workplace.

To further support employee engagement, BioSpectra distributes an annual Employee Satisfaction Survey to all staff. The survey provides an anonymous platform for employees to share feedback and insights, helping inform continuous improvement initiatives across the organization.

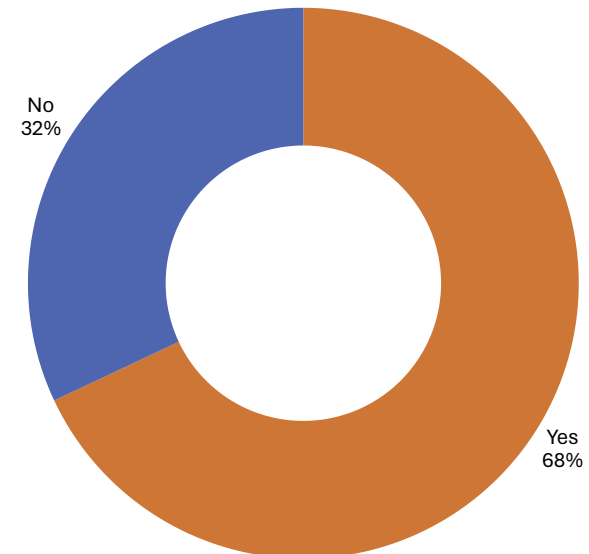
BioSpectra is committed to conducting our business in an ethical, responsible, and sustainable manner. We expect our suppliers to operate ethically and in accordance with widely recognized international standards of ethical and legal behavior as outlined in our Supplier Code of Ethics. We encourage suppliers to take meaningful action to adopt best practices aligned with Environmental, Social and Governance (ESG) principles as it applies to their business operations.

Furthermore, to reinforce these expectations, BioSpectra distributes a Supplier Code of Ethics annually to our key suppliers. This Code of Ethics outlines our expectations to meet certain standards and best practices in order to maintain an ongoing business relationship.

Key Suppliers - Received Code of Ethics



Key Suppliers - Responded to Code of Ethics



### **Completed Sustainability Initiatives**

- Set Science-Based aligned targets with SBTi
- Secure Green Energy through Renewable Energy Credits (RECs) for our Majestic manufacturing site
- Secure Carbon Offsets through Verified Emission Reduction for natural gas consumption
- EcoVadis valid scorecards for our US-based manufacturing sites
- Annual Corporate Sustainability Report
- Annual Greenhouse Gas Emissions inventory reporting
- Stakeholder sustainability engagement and webinars
- Continued engagement through various platforms; CyberVadis, EcoVadis, Carbon Disclosure Project, Secaro (M2030), Green Project Technologies (Emitwise)

### **Future Sustainability Initiatives**

- Product Carbon Footprint reporting
- Establish waste reduction, recycling and composting goals for Scope 3 emissions reporting
- Align with Global Reporting Initiative Framework
- Establish Sustainability review board
- Conduct Life Cycle Assessments
- Expand third party auditing to include Global Reporting Initiative (GRI) standards and Greenhouse Gas Protocol for emissions
- Supplier sustainability engagement through launch of Supplier Code of Conduct
- Employee Engagement Program
- Reduction of single-use plastics in break rooms
- Reduction of single-use paper products in break rooms and restrooms

## → 2026 Outlook & Goals What's next for BioSpectra

# BIOSPECTRA

Advance progress  
toward our Scope 1  
and Scope 2 GHG  
reduction targets



Achieve EcoVadis Silver  
Medal recognition for  
our U.S. manufacturing  
facilities



Expand transparency by  
reporting Product Carbon  
Footprints (PCFs)



Obtain third-party  
verification of sustainability  
reporting and emissions  
data



## → Policy and Standard Operating Procedure Summary Table



BioSpectra maintains a comprehensive framework of policies and standard operating procedures to support responsible business practices, regulatory compliance, and continuous improvement. These documents are regularly reviewed and updated to ensure alignment with operational needs and evolving regulatory expectations.

### LABOR & HUMAN RIGHTS

DOCUMENT TITLE	TYPE
Automated External Defibrillator (AED) Maintenance	SOP
Bloodborne Pathogens Exposure Control Plan	SOP
Building Access and Visitor Management	SOP
Chemical Hygiene	SOP
Confined Space Entry	SOP
Corrective Action and Preventative Action Procedure	SOP
Emergency Eye Flush and Eye Wash Shower Stations	SOP
Emergency Light Inspection	SOP

DOCUMENT TITLE	TYPE
Employee Health & Safety	Policy
Employee Required Safety Training	SOP
Evaluation for Employee Job Performance	Policy
Fire Extinguisher Inspection	SOP
Fire Protection	SOP
General Operations Safety Policy	SOP
Gowning Master Plan	SOP
Hazard Communication Plan	SOP



## → Policy and Standard Operating Procedure Summary Table

BioSpectra maintains a comprehensive framework of policies and standard operating procedures to support responsible business practices, regulatory compliance, and continuous improvement. These documents are regularly reviewed and updated to ensure alignment with operational needs and evolving regulatory expectations.

### LABOR & HUMAN RIGHTS

DOCUMENT TITLE	TYPE
Hazard Risk Assessment Procedure	SOP
Hearing Conservation Procedure	SOP
Hot Work Policy	SOP
Incident/Injury Reporting	SOP
Inspections by Government Regulatory and Environmental Agencies	SOP
Job Hazard Analysis Procedure	SOP
Ladder Use and Handling	SOP
Living Wage	Policy

DOCUMENT TITLE	TYPE
Loading Dock Procedure	SOP
Lockout/Tagout Program	SOP
Personal Protective Equipment	SOP
Power Outage/Company Shutdown Procedure	SOP
Respirator Program	SOP
RSJ (Risk Assessment and Safe Jobs) & Ergonomics	Policy
Risk Exposure to Minors	Policy
Quality and EHS Policy Statements	SOP
Working Conditions	Policy

## → Policy and Standard Operating Procedure Summary Table

BioSpectra maintains a comprehensive framework of policies and standard operating procedures to support responsible business practices, regulatory compliance, and continuous improvement. These documents are regularly reviewed and updated to ensure alignment with operational needs and evolving regulatory expectations.

### ENVIRONMENT

DOCUMENT TITLE	TYPE
Biodiversity	Policy
Chemicals & Waste	Policy
Composting	SOP
Contamination Prevention	SOP
Disposal of Laboratory Chemical Waste	SOP
Environmental Health and Safety Program	SOP
Environmental Management Plan	SOP
Environmental Monitoring Procedure	SOP
Equipment Cleaning and Maintenance	SOP

DOCUMENT TITLE	TYPE
Laboratory Chemical Safety and Spill Management	SOP
Material Reprocessing or Reworking Procedure	SOP
Material Sampling Room and Packaging Room Cleaning	SOP
Product Care	SOP
Product Carbon Footprint	Policy
Product End-of-Life	Policy
Returned Goods Procedure	SOP
Sustainability Program	SOP
Waste Handling	SOP

## → Policy and Standard Operating Procedure Summary Table

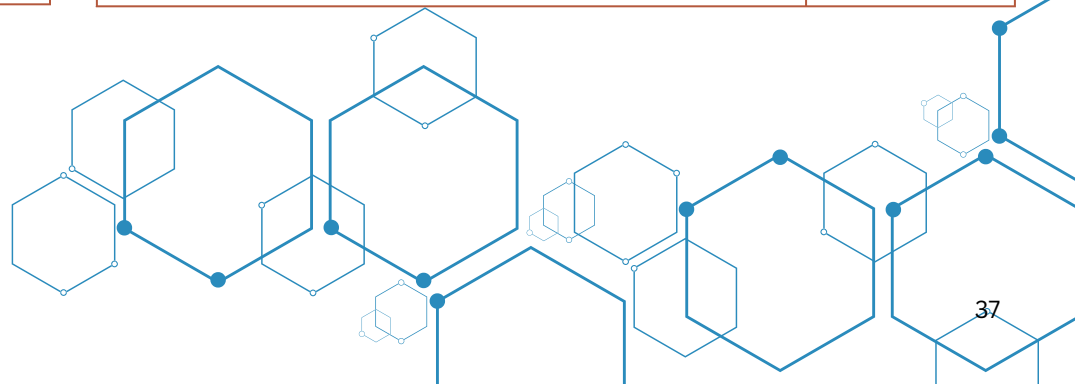


BioSpectra maintains a comprehensive framework of policies and standard operating procedures to support responsible business practices, regulatory compliance, and continuous improvement. These documents are regularly reviewed and updated to ensure alignment with operational needs and evolving regulatory expectations.

### ETHICS

DOCUMENT TITLE	TYPE
Anti-Discrimination	Policy
BioSpectra Code of Ethics	Policy
Business Continuity Plan	SOP
Child Labor, Forced Labor & Human Trafficking	Policy
Conflict of Interest	Policy
Data Integrity Procedure	SOP
Fair Business Practice/Anti-Bribery & Fraud	Policy
Information Technology Security	SOP

DOCUMENT TITLE	TYPE
Preparedness, Prevention & Contingency Plan	SOP
Regulatory Policy	SOP
Risk Assessment Policy	SOP
Risk Assessment Procedure	SOP
Whistleblower Policy	Policy
Workplace Diversity, Equity & Inclusion	Policy
Workplace Violence Policy	SOP
Written and Verbal Complaints	SOP



## → Policy and Standard Operating Procedure Summary Table

BioSpectra maintains a comprehensive framework of policies and standard operating procedures to support responsible business practices, regulatory compliance, and continuous improvement. These documents are regularly reviewed and updated to ensure alignment with operational needs and evolving regulatory expectations.

### SUSTAINABLE PROCUREMENT

DOCUMENT TITLE	TYPE
Component Supplier and Manufacturer List	SOP
Conflict Minerals	Policy
Distributor Code of Ethics	Policy
Domestic & International Hazmat Shipment Labeling	SOP
Finished Goods Packaging, Sealing and Labeling	SOP
Raw Material Supplier and Manufacturer List	SOP
Service Provider List	SOP
Supplier Code of Ethics	Policy
Sustainable Procurement	Policy

Environmental, Social & Governance (ESG) Statistics  
***Environmental Performance***

INDICATOR		UNIT OF MEASURE	2025	2024	2023
<b>Energy</b>	Purchased Electricity	kWh	5,366,064	5,858,155	6,343,583
	Natural Gas	CCF	86,838	90,372	108,369
	Gasoline	Gallons	10,063.73	8,600.17	13,822
	Diesel	Gallons	5,728.28	5,665.05	4,787
<b>Greenhouse Gas Emissions</b>	Scope 1	tCO2e	562(1)	3,192	171
	Scope 2 (Location-based)	tCO2e	1,942	1,024	1,212
	Scope 2 (Market-based)	tCO2e	1,482 (3)	836(2)	1,212
	Scope 3	tCO2e	1,426	751	1,633
	Total Net emissions (Scope 1 + Scope 2), (Scope 3)	tCO2e	5,412	5,803	3,187

(1) Includes Verified Emission Reduction (Carbon Offset)

(2) Includes Renewable Energy Offset

(3) Includes Renewable Energy Offset



## → Key Performance Metrics Table

### Environmental, Social & Governance (ESG) Statistics ***Environmental Performance***

INDICATOR		UNIT OF MEASURE	2025	2024	2023
<b>Water</b>	Total water consumption	Gallons	3,231,532	4,998,838	5,175,510
<b>Wastewater</b>	Total wastewater discharge	Gallons	<i>*Provider change, number TBD</i>	299,936	612,084
<b>Waste</b>					
<b>General waste</b>	Diverted	Tons	0	19,691	/
	Landfill	Tons	137	136.45	160.08
	Incineration	Tons	0	/	/
	Total general waste	Tons	137	19,824.45	160.08
<b>Hazardous Waste</b>	Diverted	Pounds	146,866	54,000	30,153
	Landfill	Pounds	17,350	206,000	158,111
	Incineration	Pounds	15,957	/	/
	Total hazardous waste	Pounds	180,173	/	/

Environmental, Social & Governance (ESG) Statistics  
***Social Performance***

INDICATOR		UNIT OF MEASURE	2025	2024	2023
<b>Employee Employment</b>	Total number of employees	Number	185	176	164*
<b>By Gender</b>	Male	Number	124	117	116*
	Female	Number	61	59	48*
<b>By Function</b>	Financial Services	Number	10	9	/
	Corporate Services	Number	4	4	/
	Regulated Systems	Number	38	35	/
	Commercial Operations	Number	8	8	/
	Information Systems & Services	Number	9	7	/
	North American Facilities	Number	26	23	/
	North American Manufacturing	Number	62	65	/
	Laboratory Services	Number	28	25	/

Environmental, Social & Governance (ESG) Statistics  
***Social Performance***

INDICATOR		UNIT OF MEASURE	2025	2024	2023
By Facility	Majestic	Number	106	102	164
	Rockdale	Number	45	48	/
	Jacobsburg	Number	30	22	/
	McConnell	Number	4	4	/
By Employment Type	Full-time employee	Percent	100	100	100
	Intern	Percent	0	0	0
Women in Leadership	Senior Leadership (VPs, Directors)	Percent	2.7	2.8	3.0(1)
	Managers/Supervisors	Percent	10.8	11.3	/
Men in Leadership	Senior Leadership (President, VPs, Directors)	Percent	4.3	3.9	5.5
	Managers/Supervisors	Percent	13.5	16.4	/

(1) Includes only Majestic data.

## → Key Performance Metrics Table

### Environmental, Social & Governance (ESG) Statistics ***Social Performance***

INDICATOR		UNIT OF MEASURE	2025	2024	2023
<b>Training and Development</b>	Annual training sessions	N/A	Varies by Job Function	Varies by Job Function	Varies by Job Function
	Percentage of employees receiving training	Percent	100	100	100*
<b>By Gender</b>	Male	Percent	67.0	66.5	70.7*
	Female	Percent	32.9	33.5	29.3*
	Total duration of employee training	Hour(s)	9,043.45	7,233.55	/
	Average duration of employee training	Hour(s)	40.5	40.6	/
<b>By Gender</b>	Male	Number	6,276.65*	5,092.1*	/
	Female	Number	2,766.8*	2,141.45*	/

*\*Number includes terminated employees*

Environmental, Social & Governance (ESG) Statistics  
***Social Performance***

INDICATOR		UNIT OF MEASURE	2025	2024	2023
<b>Employee Work Hours by Site (less time off)</b>	Majestic	Number	200,771	/	/
	Rockdale	Number	90,819	/	/
	Jacobsburg	Number	38,640	/	/
	McConnell	Number	9,769	/	/
<b>Occupational Health and Safety</b>	Number of work related accidents	Number	1	7	8
	Total Recordable Injury Rate (TRIR)	Percent	0.6	3.0	3.0
	Number of deaths caused by work-related accidents	Number	0	0	0
	Number of workdays lost due to work-related accidents	Number	1	4	5
	Number of work days lost due to ill health	Hour(s)	437.88	2,752	/

## → Key Performance Metrics Table

### Environmental, Social & Governance (ESG) Statistics ***Governance Performance***

INDICATOR		UNIT OF MEASURE	2025	2024	2023
<b>Governance</b>	Total number of directors	Number	5	5	/
<b>By Gender</b>	Male	Number	2	2	/
	Female	Number	3	3	/
<b>Business Ethics</b>	Number of training sessions	Number	/	55	/
	Total duration of training	Hour(s)	/	1,650	/
	Number of whistleblower reports	Number	0	0	0
	Number of confirmed corruption incidents	Number	0	0	0
	Number of confirmed information security incidents	Number	0	0	0



### **Baseline Year**

*BioSpectra's emissions data for the Majestic facility is derived from a 2022 baseline, whereas the data for the Rockdale facility is based on a 2024 baseline. Year to year data trends are subject to change and should be interpreted with that consideration.*



### **Process for Data Collection**

*BioSpectra currently uses the U.S. Environmental Protection Agency's 'Simplified GHG Emissions Calculator' to estimate its greenhouse gas emissions.*



### **Calculation System**

*Greenhouse Gas Emissions reporting includes full coverage of Scope 1 and 2 emissions, along with Scope 3 emissions. Biogenic CO2 emissions are not accounted for at this time.*



### **Continuous Improvement for Data Collection**

*Through ongoing collaboration between the Sustainability and EHS Departments, BioSpectra remains committed to continually enhancing its data collection methods each year.*

