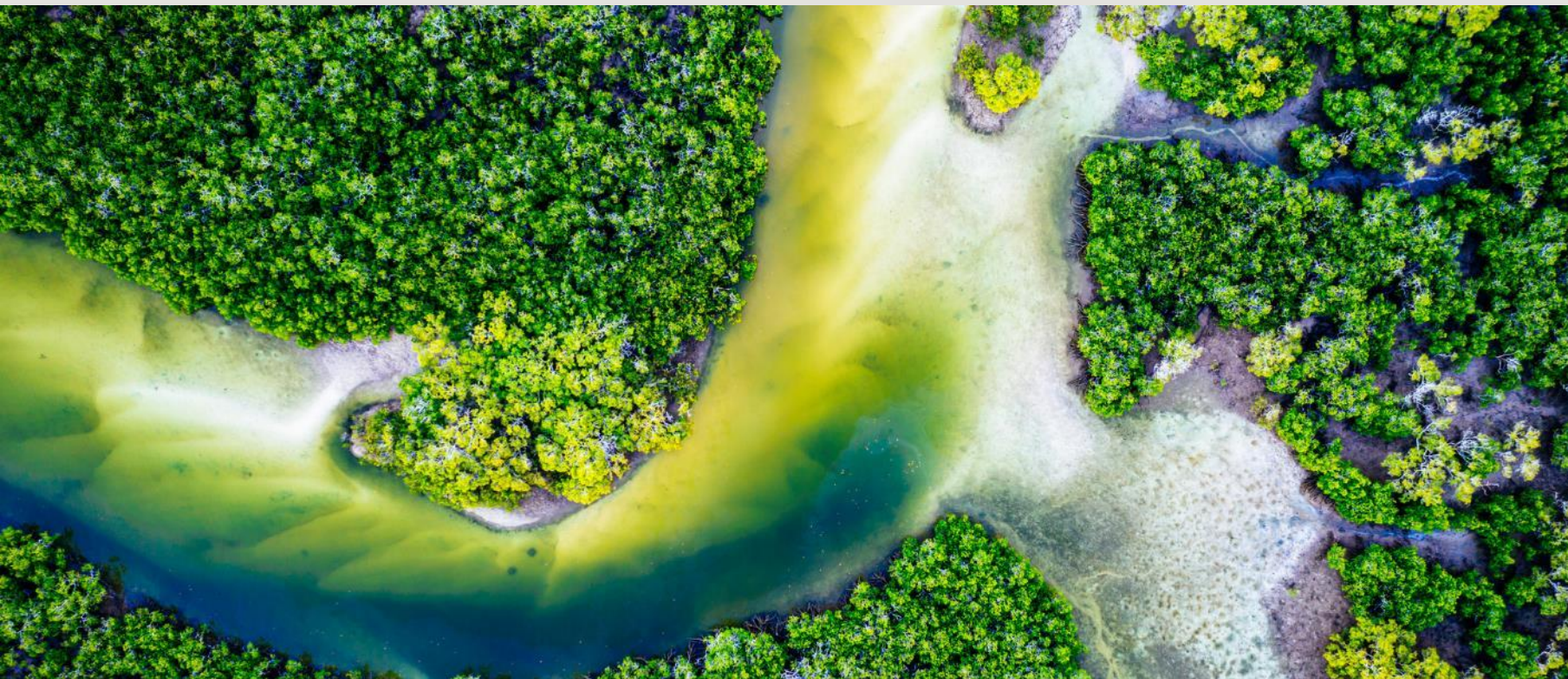


Sustainability Report 2025

November 18, 2025



Report Highlights



01 INTRODUCTION

- [3](#) Message from Our CEO
- [5](#) About BioAgilytix
- [8](#) Sustainability Strategy Roadmap

02 ENVIRONMENT

- [11](#) Energy Consumption and GHG Emissions
- [14](#) Materials, Chemicals, and Waste

03 SOCIAL

- [20](#) Diversity, Inclusion, & Belonging
- [21](#) Employee Health, Safety, and Well-being
- [23](#) Employee Benefits, Health and Safety Policies
- [24](#) Talent Development
- [25](#) Community Engagement

04 GOVERNANCE

- [30](#) A Responsibility to Our Key Stakeholders
- [34](#) Quality and Regulatory Compliance
- [35](#) Ethical Business Practices
- [36](#) Responsible Information Management
- [37](#) Looking Forward: 2026 and Beyond

Message from Our CEO



Davide Molho
CEO, BioAgilytix

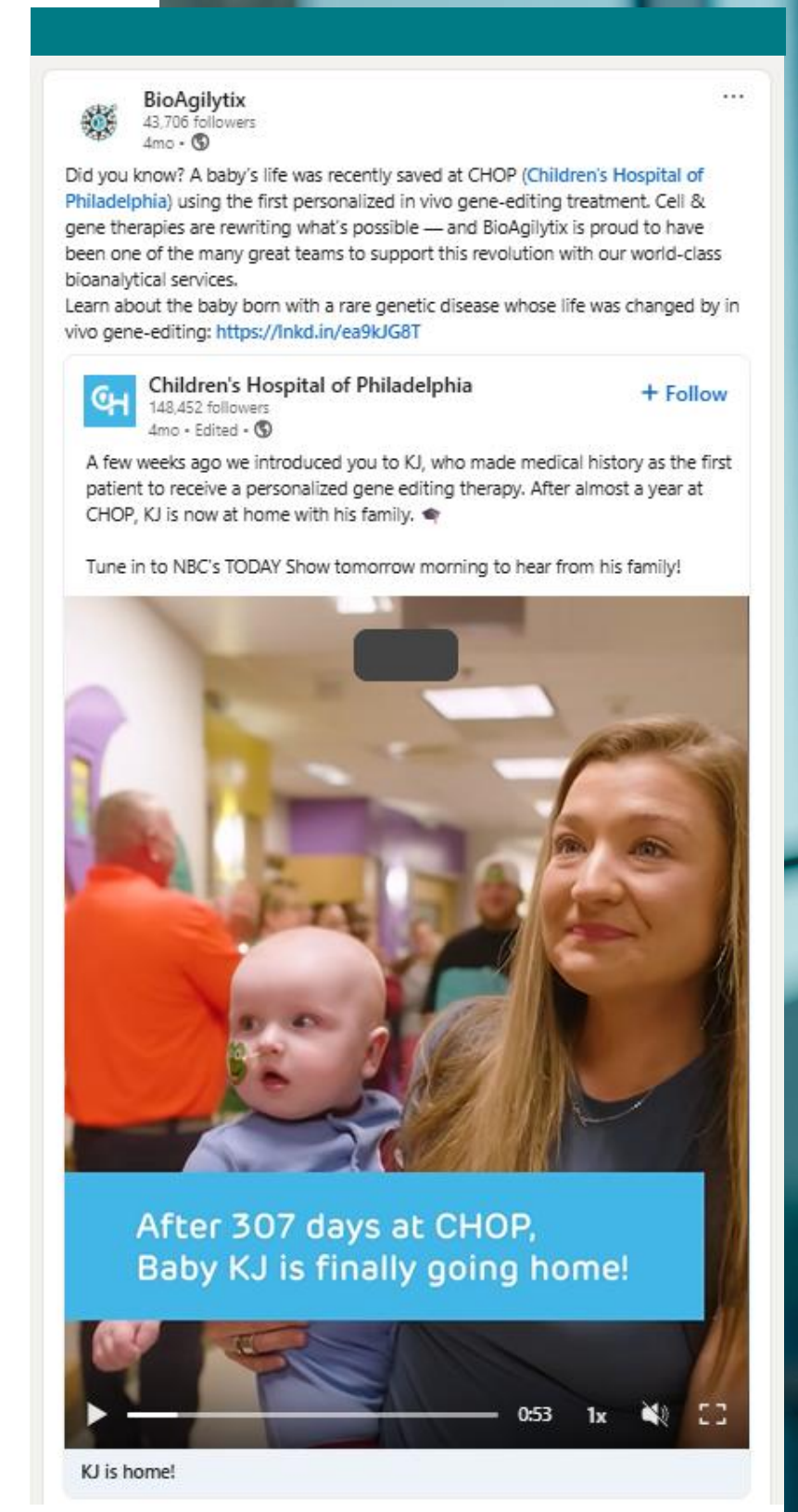
As I reflect on the past year, the word that comes to mind is *innovation*.

Starting with our clients, whose innovations are changing the trajectory of the industry and of patients' lives. Of the many therapies we are proud to have supported over the past year, one stands out in particular: a personalized CRISPR-base therapy that was administered by a team at Children's Hospital of Philadelphia (CHOP) to a young patient diagnosed with a fatal metabolic disorder just days after birth. This marks the first time personalized gene editing therapy has been successfully deployed to treat a human patient. We are so proud to have played a part in enabling this breakthrough and are excited to continue blazing the trail towards making personalized medicines accessible.

Next, our employees, who have embraced technology to enhance precision, efficiency, and client experience. From implementing automated liquid handlers that have increased analyst productivity by 50%, to deploying new laboratory systems that streamline data automation and transfer, our people are not just adapting to change, they are driving it.

As we continue to innovate for our clients and within our organization, we also recognize our responsibility to ensure the sustainability of our communities and environment. Encouragingly, we are seeing meaningful progress: energy providers in our regions are expanding renewable solutions, and our suppliers are setting ambitious goals to reduce emissions across the value chain.

We are proud to share the progress we've made this year and our vision for the future, as we strive to develop a sustainable footprint for our clients, our employees, and our community.



Commitment to Sustainability

Sustainability is at the heart of our mission. We are focused on reducing our environmental footprint, advancing innovative solutions, and implementing sustainable practices throughout our value chain. As part of this, we are developing a roadmap to reduce emissions over time.

Social Responsibility and People-Centric Approach

Our people are our greatest asset. We are dedicated to creating a diverse and inclusive workplace where everyone can thrive. By upholding the highest standards of labor and human rights, we ensure fair treatment and foster a culture of safety, respect, and well-being. This year, we continued to promote diversity, inclusion, and belonging (DIB) and introduced new initiatives that enhance employee engagement through ongoing learning and mental health support programs.

Governance and Ethical Leadership

Delivering reliable, high-quality results that meet the strict demands of our industry will always be our top priority. Our dedicated Quality team ensures operational integrity and regulatory compliance while driving continuous quality improvements.

Engaging with Stakeholders

We recognize that achieving our sustainability goals depends on close collaboration with our stakeholders—employees, customers, suppliers, investors, and the communities we serve. We are dedicated to listening, engaging, and working together to drive meaningful change. Together, we can create a more sustainable, inclusive, and resilient future.

Looking Ahead

As we move forward, we remain unwavering in our commitment to advancing our sustainability initiatives. We will continue to innovate, adapt, and lead with purpose, ensuring that our business not only delivers value but also makes a positive impact on society and the environment.

We want to thank our dedicated team, partners, and stakeholders for their support and commitment to our shared vision. Together, we are creating a brighter and more sustainable future.



About BioAgilytix

BioAgilytix is the global leader in bioanalysis, dedicated to supporting the development of large and small molecules, cell and gene therapies, and other advanced therapeutics that improve the quality of life of patients in need. With laboratories in the United States, Europe, and Australia, we analyze over 1 million samples per year and deliver high-quality, reliable data that accelerates drug development while maintaining a strong commitment to ESG principles.

Our workforce of over 1,000 employees, representing more than 50 countries, is integral to our success. We maintain a high employee retention rate of 85%, with 90% of our scientists holding a bachelor's, master's, or PhD degree. This reflects our commitment to fostering a diverse, inclusive, and highly skilled team that drives innovation and ensures project continuity across all phases of development.

At BioAgilytix, we uphold the highest standards of quality and compliance, with operations conducted under GLP, GCP, GMP, and CLIA frameworks. Our quality management systems are embedded in our daily workflows, ensuring data integrity, regulatory compliance, and ethical business practices. Additionally, our automated LIMS system and 24/7 monitoring of storage facilities demonstrate our commitment to operational efficiency and sustainability.

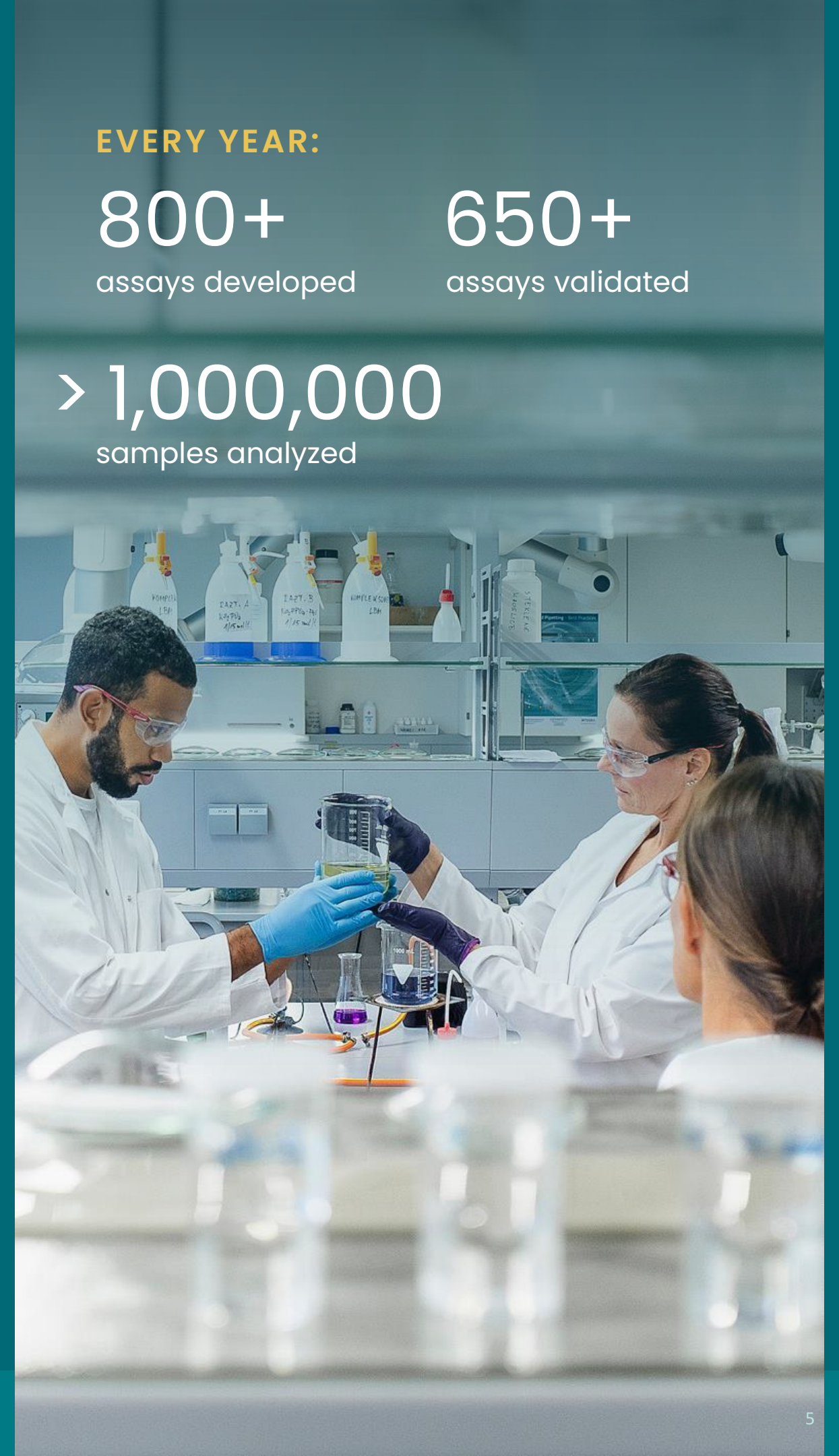
Driven by a culture of scientific excellence and collaboration, our global team works closely with clients to provide customized bioanalytical solutions that meet the specific demands of each project, advancing science while upholding the highest ethical standards. Through these efforts, we contribute positively to society and the environment, supporting our clients in bringing life-saving therapies to market efficiently and responsibly.

EVERY YEAR:

800+
assays developed

650+
assays validated

> 1,000,000
samples analyzed



Every phase.
Every modality.

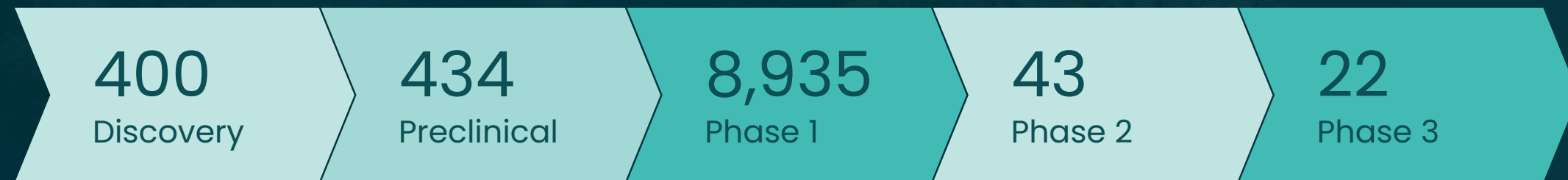
OUR SCIENTISTS, YOUR SUCCESS

90%
industry-leading employee retention rate

1,000+
Employees from more than 50 countries

10+ years
of bench experience on our science team

PROGRAMS OF WORK BY PHASE



90%
of sponsors choose to stay with BioAgilytix from Phase 1 to Phase 3

150+
FDA approvals supported by BioAgilytix

400 antibody programs

40+ ADC programs

40+ multidomain biologics programs

400+ small molecule programs

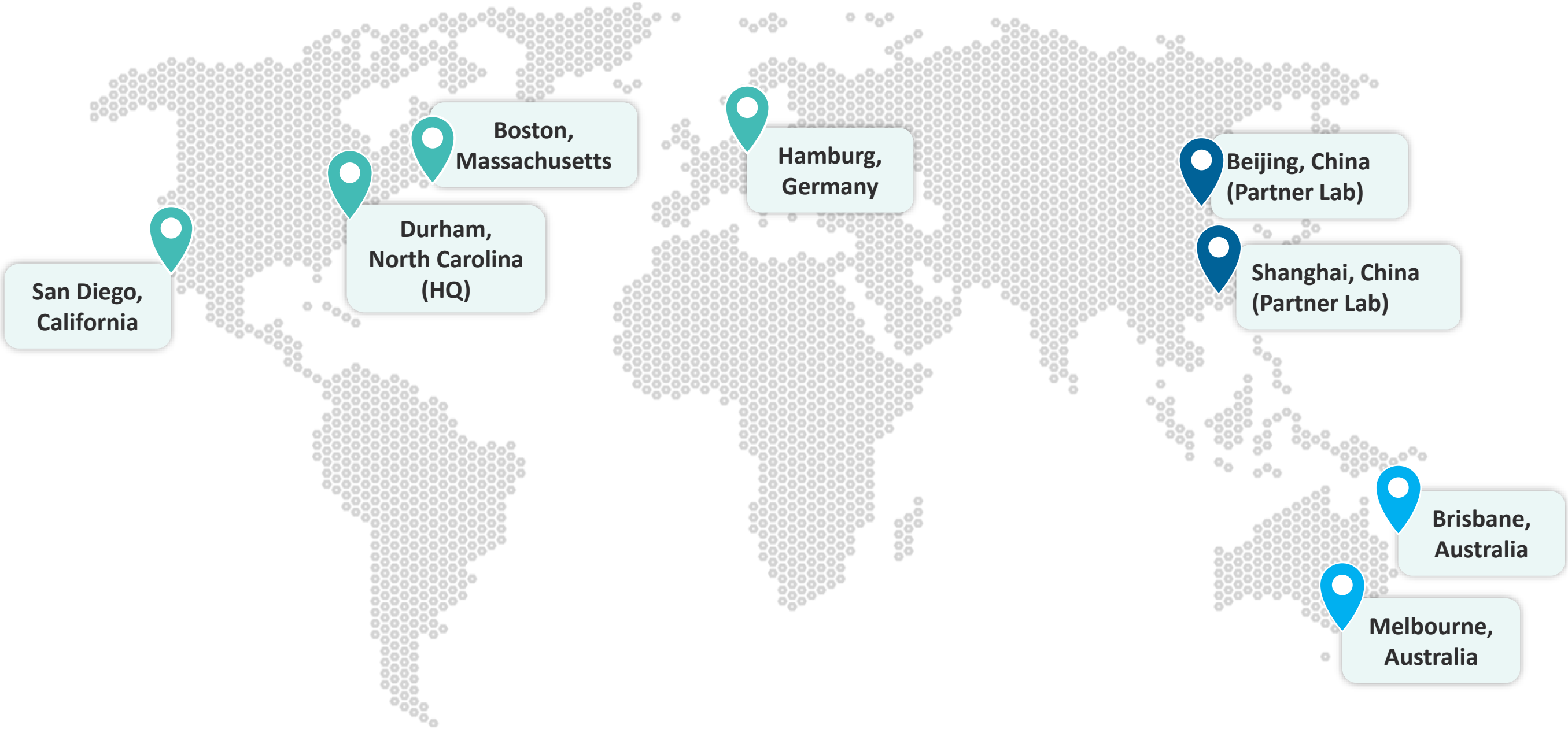
200+ gene therapy programs

20+ RNA programs

80+ cell therapy programs

90+ vaccines

Global Footprint, Local Resources



USA
160,000+ sq. ft. | 14,860+ sq. m.

Europe
50,000+ sq. ft. | 4,800+ sq. m.

Australia
33,900+ sq. ft | 3,150 sq. m.

Total Footprint
243,900+ sq. ft. | 22,810+ sq. m.

Sustainability Strategy Roadmap

Key Area	2025 Actions & Achievements	Plans for 2026 and Beyond	How We Measure Progress	KPIs
Energy Consumption and GHGs	<ul style="list-style-type: none"> In 2025, we completed our first full carbon footprint assessment, including Scope 1, 2, and 3 Emissions. We are working to submit and validate our near-term targets aligned with the Science Based Target Initiative before end of year. 	<ul style="list-style-type: none"> In 2026, we will be working to improve the quality of data used in our carbon footprint assessment, moving from spend-based data to activity-based data where possible. We will begin our renewable energy procurement processes to progress towards our near-term SBTi target. 	<ul style="list-style-type: none"> Scope 1 Emissions Scope 2 Emissions Scope 3 Emissions 	Page 13
Materials, Chemicals, and Waste	<ul style="list-style-type: none"> Developed program for donating lab plastic to local colleges and universities for use in their research labs Continued composting efforts, particularly in our headquarters sites 	<ul style="list-style-type: none"> Evaluate additional opportunities to reduce landfill waste and biohazard waste Evaluate opportunities to increase recycling for non-hazardous waste Implement standard reporting methodology across all sites 	<ul style="list-style-type: none"> Volume of Landfill Waste Volume of Biohazard Waste Waste Diverted 	Page 14
Supplier Environmental and Biodiversity Practices	<ul style="list-style-type: none"> Identified top tier suppliers and engaged with these suppliers to sign our Code of Conduct. We anticipate meeting our objective of 50% of our top tier suppliers having signed our CoC by end of 2025. 	<ul style="list-style-type: none"> In 2026, we plan to further engage our suppliers on their sustainability initiatives We will be tracking suppliers' progress towards their targets and encouraging suppliers to submit targets if they have not done so We will be optimizing low carbon procurement where feasible 	<ul style="list-style-type: none"> Total Scope 3 Upstream GHG Emissions % of Top-Tier Suppliers Aligned with SBTi % of Top-Tier Suppliers who have signed our Code of Conduct or supplied their own that meets our standards 	Page 13 Page 16 Page 16
Diversity, Inclusion, and Belonging	<ul style="list-style-type: none"> Implemented policy outlining commitment to Diversity 	<ul style="list-style-type: none"> Begin strategy to strengthen employee resource groups 	<ul style="list-style-type: none"> % of Employees trained on anti-discrimination and harassment policies Gender Diversity in the Leadership team 	Page 22 Page 20
Employee Health, Safety, and Well-being	<ul style="list-style-type: none"> Launched People Manager training across all sites Hosted Employee Resource Group events Increased number of floating holidays for employees 	<ul style="list-style-type: none"> Conduct comprehensive and team led employee engagement surveys and pulse surveys 	<ul style="list-style-type: none"> Number of days lost to work-related injuries or fatalities Number of recordable work-related accidents Training Hours of Health and Safety Per Employee 	Page 22 Page 22 Page 24


Sustainability Strategy Roadmap

Key Area	2025 Actions & Achievements	Plans for 2026 and Beyond	How We Measure Progress	KPIs
Talent Acquisition and Development	<ul style="list-style-type: none"> Launched People Manager training across all sites, with 94% approval rating Enhanced opportunities for Reward and Recognition, including Peak Performance Awards. 	<ul style="list-style-type: none"> Expand training to additional teams and additional topics Roll out interview training for hiring managers, including unconscious bias training 	<ul style="list-style-type: none"> Employees Receiving Annual Performance Reviews Average hours of training per employee 	Page 24
Community Engagement	<ul style="list-style-type: none"> Regularly hosted initiatives to aid the local community, including blood drives Regular involvement in community drives and fundraising efforts 	<ul style="list-style-type: none"> Continued and expanded community events, including blood drives, toy drives, and fundraising efforts 	<ul style="list-style-type: none"> Volunteer hours - <i>future</i> Participation rate - <i>future</i> Employee feedback - <i>future</i> Impact reach – page 14, 16, 24 	Page 14 Page 16 Page 24
Responsible and Sustainable Governance	<ul style="list-style-type: none"> Cross-functional ESG committee met regularly to discuss initiatives and progress towards sustainability goals Davide Molho, CEO, served as Board member with accountability for ESG Environmental, Social, and Governance topics were presented to the Board of Directors at each of the four quarterly board meetings in 2025 	<ul style="list-style-type: none"> Continued reporting to the Board of Directors on a quarterly basis Policies will be regularly reviewed and updated as needed, with training provided where necessary We will continue to inform employees of the tools available for reporting 	<ul style="list-style-type: none"> Governance Structure Employees Required to Read and Acknowledge Employee Handbook 	Page 28 Page 22
Quality and Regulatory Compliance	<ul style="list-style-type: none"> Conducted process mapping and review exercises to determine areas for improvement 	<ul style="list-style-type: none"> Implement highest priority improvement initiatives 	<ul style="list-style-type: none"> Percent of employees up to date with trainings on all SOPs 	Page 29
Ethical Business Practices	<ul style="list-style-type: none"> Continued communication on availability of resources for employees 	<ul style="list-style-type: none"> Strengthen employee training and awareness programs 	<ul style="list-style-type: none"> Employee Turnover % of Employees paid a living wage Employee Satisfaction – <i>will be reported in the future</i> 	Page 22 Page 22
Responsible Information Management	<ul style="list-style-type: none"> Expanded SOC 2 and ISO27001:2022 to Melbourne, AUS sites. Now covers all EU, US, and Melbourne, AUS sites Implemented daily data monitoring application for early risk identification 	<ul style="list-style-type: none"> Security Awareness for new employees will be required within 30 days We will be increasing the strength of our Data Loss prevention through increased data tagging and monitoring 	<ul style="list-style-type: none"> Number of data breaches reported Number of internal data protection audits conducted annually 	Page 32

Environment



Energy Consumption and GHG Emissions



At BioAgilytix, we recognize that environmental sustainability is essential to our mission—especially in laboratory settings, where energy consumption can be up to ten times higher than in standard office environments.

In 2025, we advanced our sustainability goals by completing a comprehensive carbon footprint assessment and initiating a decarbonization roadmap. This roadmap outlines near- and long-term strategies to reduce emissions, including energy efficiency upgrades, renewable energy sourcing, and supplier engagement aligned with climate targets.



Looking Ahead

We are committed to publishing detailed emissions data and progress against reduction targets in future iterations of this report. In alignment with global climate frameworks, BioAgilytix has committed to setting near-term emissions reduction targets through the Science Based Targets initiative (SBTi). We plan to submit and validate these targets before end of year, reinforcing our dedication to measurable climate action.

Global GHG Emissions – FY 2024

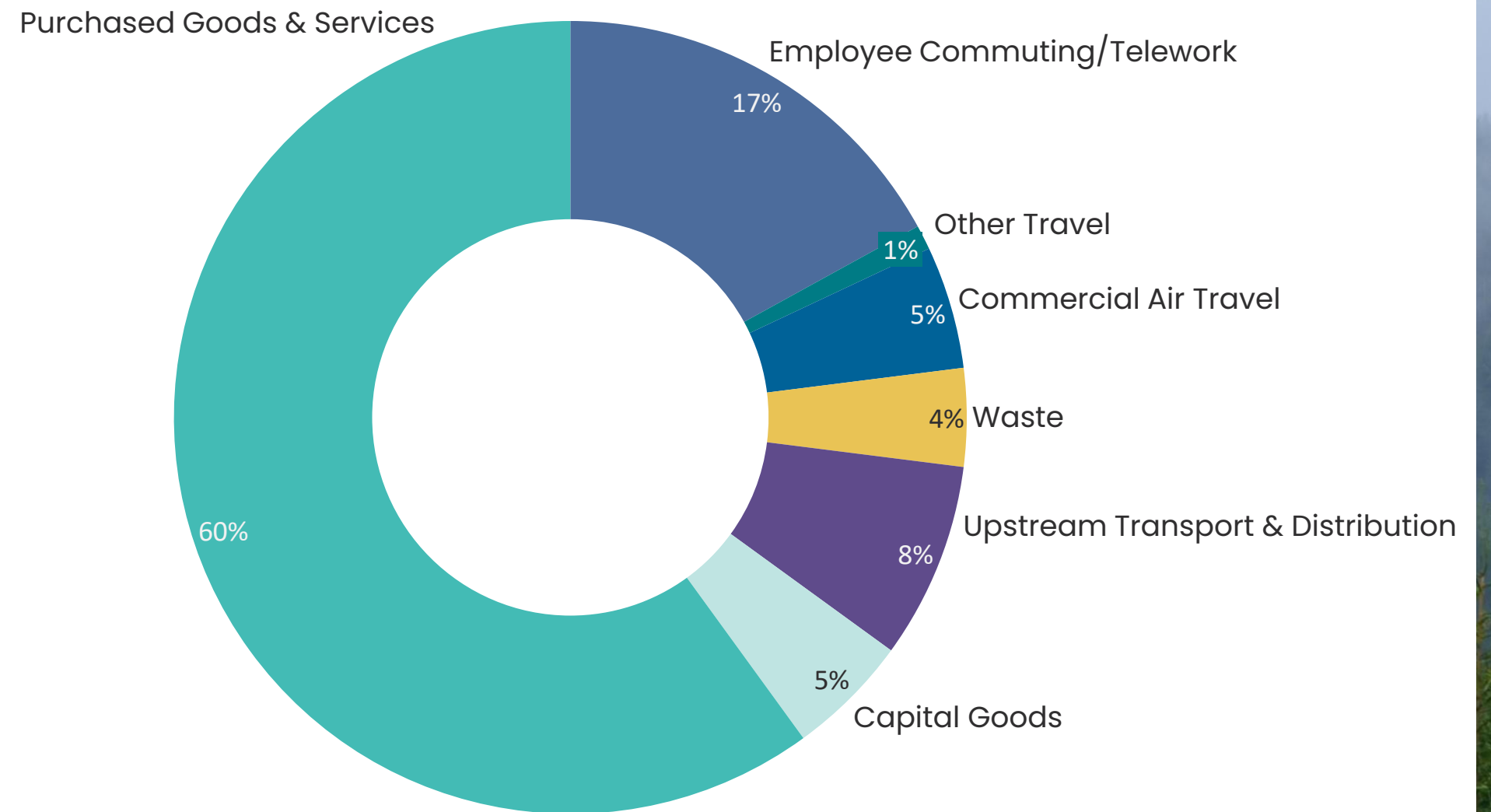
Our scope 1 and 2 emissions constituted around 29% of our total annual emissions, while our scope 3 footprint constituted about 71% of our total annual emissions of 17,075.29 tons of carbon dioxide equivalent (tCO₂e)

Scope	Emissions (tCO ₂ e)
Scope 1	1,248.3
Scope 2 (Location-Based)	3,765.8
Scope 3	12,061.7

Scope	Footprint Source	Emissions (tCO ₂ e)
Scope 1	Stationary Combustion - Facility	1,108.64
	Mobile Combustion	0.12
	Fugitive Emissions - Refrigeration	66.59
	Fugitive Emissions - Industrial Gases	72.95
Scope 2	Purchased Electricity - Facility	3,765.81
Scope 1 & 2 Total Emissions		5,014.1

Scope 1 & 2 Total Energy Consumption (mWh)	17,460.4
---	-----------------

Scope 3 Emissions Breakdown



Footnotes:

- 2024 emissions were calculated using a carbon accounting and management system in accordance with GHG Protocol standards. Third-party assurance has not been performed.
- Our greenhouse gas inventory includes all operational sites and is derived from a combination of measured and estimated activity data.
- A spend-based approach was used to calculate approximately 77% of Scope 3 emissions, primarily covering categories 1 (PG&S) and 2 (Capital Goods).

Materials, Chemicals, and Waste

WASTE DIVISION

In 2025, we increased our efforts towards diverting waste from landfills by initiating a program to donate expired lab plastics and reagents to community colleges and universities in the area. This donation program has provided biotechnology programs with valuable resources that otherwise would have ended up being discarded.

To best capture the impact of this program, we collected metrics of total weight donated and the cost equivalency for the materials. Since we began gathering metrics at the beginning of the year, we have donated over 1,500 pounds of lab plastics, equating to over \$75,000 worth of product! By working with these institutions, we extended the useful life of these materials and supported educational biotechnology programs at a local level.

Among our recipients are Durham Technical Community College, Wake Technical Community College, and Carolina Central Community College. Together, Durham Tech and Wake Tech collaborated to establish RTP Bio, a workforce development initiative designed to enhance career opportunities for their students within the Research Triangle Park area. Carolina Central is currently in the process of expanding their life sciences courses through the building of a new 10,000 sq. ft. biotech facility. We are excited to see the growth of all our recipients and will continue to work with them in the future.

While we are proud to support local biotechnology programs, we also recognize the importance of understanding our own company's needs. The surplus of expired lab materials highlights our responsibility as an organization to streamline procurement practices to reduce unnecessary waste. Many of these lab plastics were purchased five years ago during the COVID-19 pandemic, a time when supply chain disruptions led to overordering to ensure operations went uninterrupted.

By the Numbers

Total Waste

885

metric tonnes

6% = hazardous waste

Diverted from Disposal

192

metric tonnes

Compost

4,858

pounds

*Global FY 2024 data,
as of 12.31.24*

Waste Diverted

In addition to the lab plastics initiatives, we are diverting waste across our global footprint by reducing the availability of single-use plastics at our sites and offering water and carbonation systems for employees in all our facilities, as well as composting where feasible.

All employees were gifted a reusable travel mug at the end of 2024 to replace single-use coffee and tea containers in our offices.

IN 2025

We avoided use of more than 330,000 single-use plastic bottles through reusable bottles, glassware, and carbonation systems globally



Over 1,000 pounds of landfill waste was diverted by composting in our North Carolina facilities



Looking Ahead

We are committed to responsible purchasing and restocking practices to prevent excess inventory from expiring before it can be utilized. By learning from these past challenges, we will continue to build a more sustainable procurement process that supports our operational needs and meets environmental goals.

Supplier Environmental Practices

In 2025, we began engaging with our top spend suppliers and are progressing towards our goal of having 50% of our top tier suppliers sign our [Supplier Code of Conduct](#) or share their own Code of Conduct that meets our expectations by the end of the year.

In our assessment of our Purchased Goods and Services, we were pleased to find that a number of our top suppliers already have set targets aligned SBTi or have committed to set a near or long-term target. In 2026, we will be working with our suppliers on their journey to meeting their ambitious targets by surveying their progress on an annual basis. We will also be encouraging suppliers who do not current have targets to commit to setting their own.

35% Of our top 20 suppliers have SBTi targets set or commitments to set targets

33% Progress towards our goal of having 50% of our top tier suppliers sign our code of conduct by end of 2025

Our First Scope 3 Emissions Assessment *Key Highlights, Lessons Learned, and Future Plans*

Our Scope 3 Emissions accounts for 71% of total emissions, primarily concentrated in Purchased Goods & Services & Employee Commuting.

Data quality

Our goal is to continually improve our data collection processes. A spend-based approach was used to calculate approximately 77% of Scope 3 emissions, primarily covering categories 1 (PG&S) and 2 (Capital Goods).

Some categories, such as employee commuting, general waste, and portions of upstream transportation and distribution, were estimated using available data and reasonable assumptions.

Material categories

Top Scope 3 categories are: 3.1 Purchased Goods and Services, 3.7 Employee Commuting, and 3.4 Upstream Transportation & Distribution.

Future

We plan to improve data accuracy in future reporting cycles by gathering more actual activity data and increasing the use of supplier-specific information

Testimonies

Kind words from our partners in the community. We look forward to continuing to build, strengthen, and develop new relationships with organizations in our communities that are having a positive impact.



Thank you for your continued support through programs that inspire future STEM leaders.

[Triangle Women in STEM \(TriWiSTEM\)](#)



Thank you so much for these in-kind donations and for your long-time support!

[DURHAM TECH](#)



Thank you for your support of the Biotech program!

[CCCC](#)



03

Social



Diversity, Inclusion, & Belonging Statement

We are committed to building a workplace where everyone feels seen, valued, and empowered to contribute. Our approach to Diversity, Inclusion, & Belonging reflects our belief that people are the foundation of sustainable growth and responsible business.

We integrate DIB principles across our ESG strategy — from recruitment and leadership development to supplier partnerships and community engagement. Our focus areas include:

- Building diverse teams that reflect the communities we serve
- Embedding inclusive leadership practices in all levels of management
- Measuring progress through transparent reporting on representation, engagement, and development outcomes
- Supporting employee resource groups and initiatives that strengthen connection and belonging

We recognize that DIB is an ongoing journey, requiring continuous learning, accountability, and courage to challenge the status quo. By fostering inclusion and belonging, we create stronger teams, better solutions, and a more resilient organization for the long term.

Diversity, Inclusion, & Belonging

Overall Workforce



63% women
37% men

Executive Leadership



40% women
60% men

Senior Management¹



47% women
53% men

We are proud to share that women make up 63% of our overall workforce, with female representation in 40% of our C-Suite and 47% of our senior management team¹.

These figures reflect our ongoing commitment to an inclusive workplace that promotes equal opportunities for leadership and professional growth, ensuring that diverse voices are represented at every level of the company.

Data as of November 1, 2025

¹Includes all employees Associate Director and above

Our **Employee Resource Groups (ERGs)** are integral to our employee experience.

Each ERG engages with the broader BioAgilytix Community through offering classes, informational communications, and celebratory events.

AAA: Asian Affinity Association

BEN: Black Employee Network

LatinX BioAgilytix

Earth to BAL

Mental Health

Matters

Key Events:

- **ERG Marketplace:** engaging and interactive event designed to showcase the organization's Employee Resource Groups (ERGs) and encourage employee involvement. Each ERG hosted a booth highlighting its mission, activities, and upcoming initiatives, giving attendees the opportunity to learn about the diverse communities represented within the company.
- **International Food Potluck:** celebration of global cultures, bringing together participants from diverse backgrounds to share food, stories, and traditions.

Employee Health, Safety, and Well-being

At BioAgilytix, we recognize that our employees are our greatest asset. Their expertise, dedication, and creativity drive our success. That's why we believe in providing market-leading compensation and benefits packages across all our global locations.

Health & Safety

We maintain processes to identify, assess, and manage occupational risks across our operations. Our Health and Safety Management System is aligned with international best practices and supported by regular training, audits, and performance reviews. We promote a culture of safety ownership and accountability, empowering employees and contractors to speak up, report hazards, and participate in continuous improvement initiatives.

Employee Well-being

We take a holistic approach to well-being, addressing physical, mental, social, and financial health. Our well-being programs are designed to promote balance, resilience, and engagement through:

- Access to health resources, mental health support, and employee assistance programs (EAP)
- Wellness initiatives, preventive health screenings, and well-being education

Employee Health, Safety, and Well-being



By the Numbers

Global FY 2024 data, as of 12.31.24

Metric	BioAgilytix FY 2024 Data	Comments
Employee Count	1,068 employees globally	Full-time and part-time as of 12.31.2024. Contingent workforce not included
Employee Turnover Rate	10.2% Voluntary Turnover	Versus industry benchmark: 18%
Average Hours Worked per Week	38.6 per week, which includes all locations globally	Based on local labor laws, regulations and cultural norms
% of Employees Paid a Living Wage	100%	On target
% of Workforce with Flexible Work Arrangements	61% on-site, 31% hybrid, 8% remote	As a laboratory, the majority of our team needs to be on-site. To foster a collaborative and efficient environment, our supporting and leadership teams are majority present on-site as well.
Recordable work-related accidents	13 accidents globally	Employees train on safety SOPs on an annual basis and we are continually evaluating opportunities for improvement
Days lost to work-related injuries/fatalities	17 days	Plan to reduce number of lost work days due to injuries
Employees Trained on Harassment Policies, Code of Conduct and Employee Handbook	100% of US Employees	All US employees trained on harassment upon hire and throughout their tenure on an ad hoc basis

Employee Benefits, Health and Safety Policies

Employee Benefits

We understand that investing in our employees' well-being and growth not only benefits them but also fuels our collective achievements and ensures a thriving and motivated workforce. By offering competitive salaries and industry-leading benefits, we attract and retain top talent

At BioAgilytix, we go beyond offering competitive compensation by providing a comprehensive benefits package for all our employees. Below is an overview of the benefits available in the U.S.:

- Health, dental, and vision insurance
- Health Saving Account & Flexible Spending Accounts
- 401(k) savings plan
- Paid Time Off (PTO), floating holidays, and company holidays
- Paid parental leave
- Short- and long-term disability
- Group life insurance
- Pet insurance
- Employee assistance plans (EAP)
- Discount purchase programs
- Legal Assistance
- Life planning, including adoption and fertility support

Employee Health and Safety

We ensure the health and safety of our employees both in and out of the laboratory. Our Quality Assurance team drafts and routinely updates our Standard Operating Procedures (SOPs), ensuring all employees have completed trainings on SOPs annually, as documented in our Quality Management System. These trainings include:

- Chemical Hygiene Plan
- Emergency Action Plan
- Safety Training Policy
- Laboratory Safety Policy
- Biological Safety Policy
- Corporate Safety Policy
- Safety and Antibody Drug Conjugates (ADCs) Policy

Talent Development

At BioAgilytix, we invest in the continuous growth and development of our employees through comprehensive talent development programs.

To ensure our employees have the opportunity to advance their careers and stay up to date with the latest industry knowledge, they have regular access to attend and present at conferences and congresses around the world. Additionally, we provide regular trainings from both our internal experts as well as sponsors and partners.

We are excited to continue to grow our Learning and Development program, offering additional opportunities for employees across the globe to grow in their careers.

In 2025, we continued our Lead to Grow series, training 135 employees at our US Sites on topics including conflict management, effective communication, and problem solving. The series has an approval rating of 94% and we are looking forward to expanding this in 2026.

By the Numbers

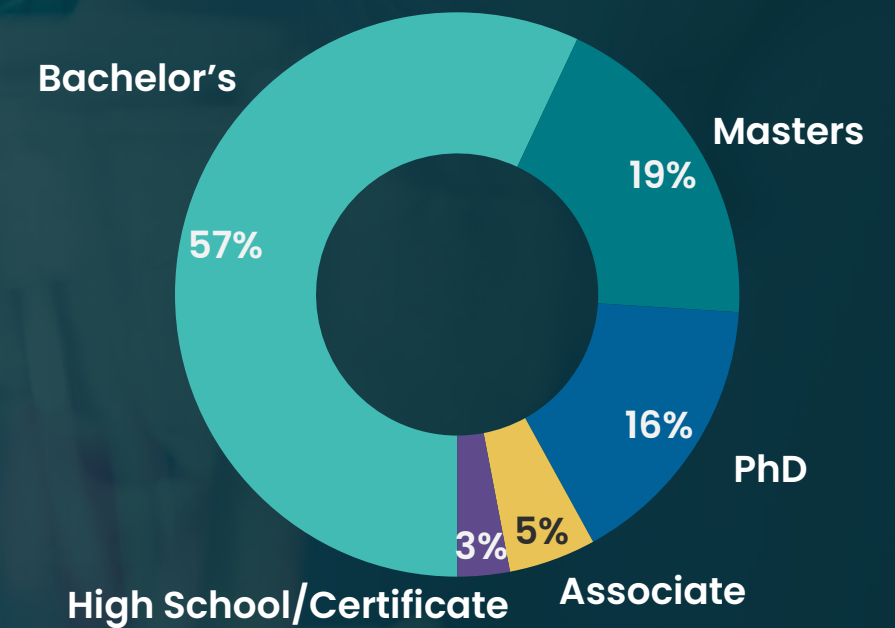
Global FY 2024 data, as of 12.31.24

Metric	BioAgilytix FY 2024 Data
Average # Hours Training Per Employee ¹	15.5 Hours per employee
Hours of Lab Safety Refresher Training, Per Employee, All US Sites	1.5 Hours per employee
General Health & Safety Training, Per Employee, All US Sites	.5 Hours per employee
% of Employees Who Received a Performance Review	100%

¹Annual training topics include: Harassment, Compliance, Anti-bribery and corruption, Privacy and Data, New Employee Orientation

US Educational Data

Highest Degree Earned
All Employees
As of Nov 1, 2025





Community Engagement

In 2024, BioAgilytix employees around the world came together to strengthen our communities through volunteerism, charitable giving, and sustainability initiatives. These efforts reflect our commitment to reducing environmental impact, supporting people in need, and building stronger local connections.

KEY HIGHLIGHTS

Environmental Impact

- Eliminated more than 330,000 single-use plastic bottles through reusable bottles, glassware, and carbonation systems globally
- Diverted over 1,000 lbs of compost in North Carolina
- Launched a new recycling program in Australia, collecting 10kg of coffee grounds, along with expanded e-waste, battery, and container deposit schemes

Community Giving

- Supported 20+ charities globally, including the Asylum Seeker Resource Centre, OzHarvest, Dementia Australia, and Hamburg Abendblatt hilft e.V.
- Employees helped raise €90,000 through Hamburg's Hafen City Run and contributed to causes like the Biggest Morning Tea cancer fundraiser in Australia
- Partnered with Habitat for Humanity for community builds and contributed to Hurricane Helene relief with raising \$2,865 (matched by BioAgilytix) and PPE supplies

Local Engagement

- Boston and North Carolina held back-to-school fundraisers; All U.S. Sites donated Toys to children in need during the holidays; and Australia teams organized fun runs, park clean-ups, and local charity nominations to keep giving employee-driven

Through these initiatives, BioAgilytix continues to demonstrate meaningful progress in environmental stewardship, social responsibility, and employee-led community impact.

Governance



A Responsibility to Our Key Stakeholders

- ✓ Employees
- ✓ Customers
- ✓ Community
- ✓ Investors

Sustainability is critical to the key stakeholders of our business: our customers, our employees, our community, and our investors. Throughout 2024 and 2025, we actively engaged with each of these stakeholders to drive meaningful improvement.

Our customers

We are continuously engaging with our clients on our sustainability journey, ensuring we are supporting their objectives of reducing their Scope 3 emissions and meeting their ambitious carbon reduction targets. It was clear this year that it would be critical to complete our full carbon footprint assessment, improve our data collection practices, and validate SBTi aligned carbon reduction target – we made those objectives our top priorities for the year.

Our employees

Our employees are the engine that drives our mission forward. They are critical to setting our priorities and implementing our initiatives. Our employees have taken various projects from 0 to 1, from community events, blood drives, or lab plastic donation initiatives. We are proud to support our employees in the sustainability projects they are most passionate about.

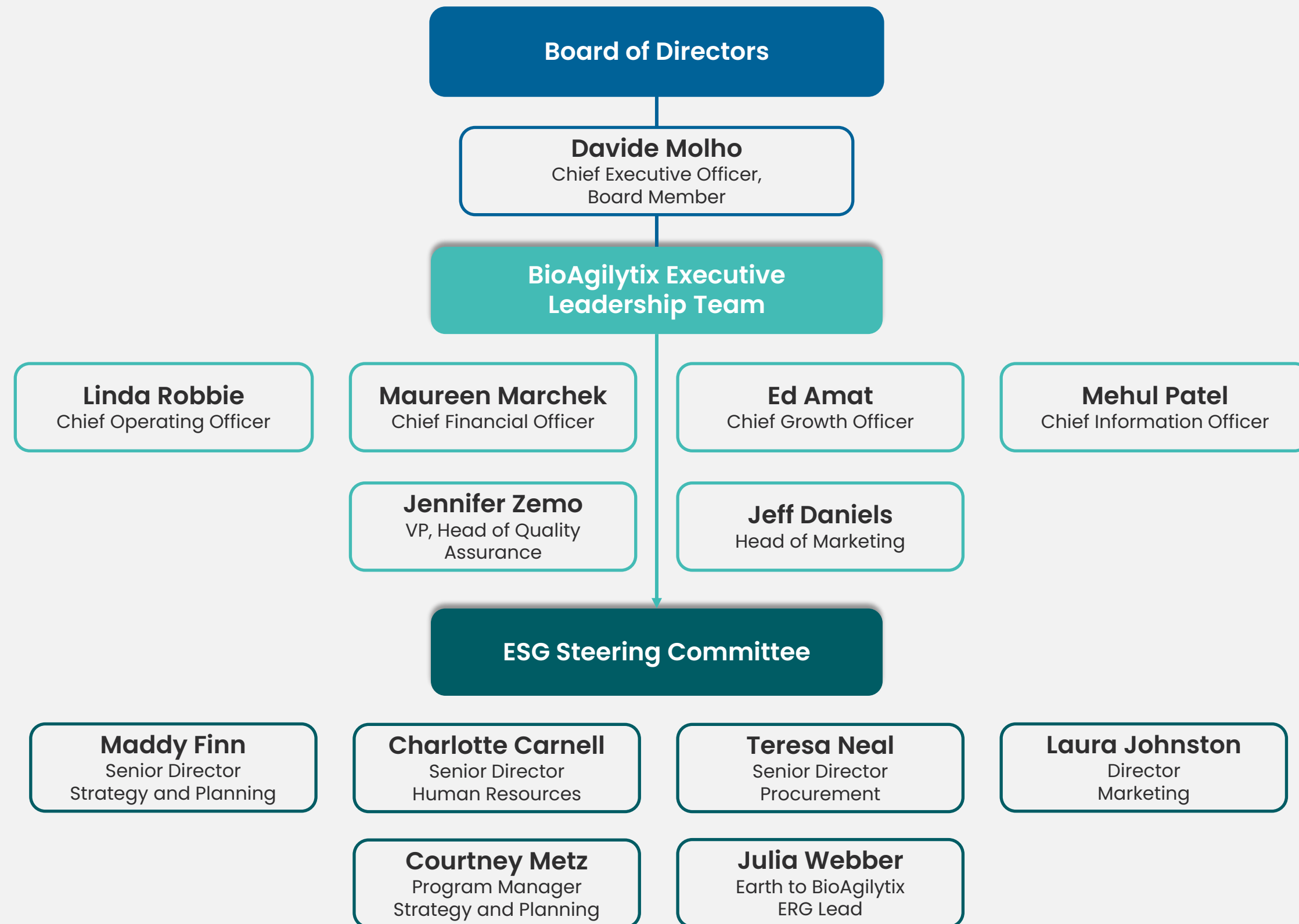
Our community

We recognize that our long-term success depends on strong, transparent relationships with the communities where we operate. By engaging with the local community, educational institutions, and the life sciences community we gain insights that help us address community needs and promote sustainable growth. Our commitment to our communities reflects our belief that responsible business and community resilience go hand in hand.

Our investors

We are proud to be supported by investors that are partners in our sustainability journey. From helping us determine the return on investment of potential programs, to recommending third-party partners to help us meet our objectives, our investors have been supportive from the outset. We share an update on our sustainability program at our quarterly Board of Directors meetings and meet with representatives from our majority investors monthly to review ongoing initiatives.

Governance Structure



Roles and Responsibilities include

- Reviews company progress towards ESG objectives on a quarterly basis
- Issues quarterly and annual questionnaires and reporting requirements
- Approves major initiatives, including SBTi aligned carbon reduction targets

- Prioritizes between initiatives
- Provides resources to ESG Steering Committee
- Approves targets for metrics
- Reviews and Approves Annual Report

- Develops and ensures compliance with policies and procedures
- Responds to questionnaires
- Writes Annual Report

Quality and Regulatory Compliance

Quality and compliance are central to our governance framework. Our global Quality Management System (QMS) is fully aligned with GxP regulations, as well as applicable regional regulatory expectations. Oversight is provided by our Quality Review Committee, which reviews metrics, trends, and quality escalations and provides this information to executive leadership.

All relevant employees receive **comprehensive annual training** on topics including GDP, GLP, GCP/GCLP, GMP, Data Integrity, Safety, Inspection Readiness, HIPAA, GDPR, and additional IT-identified topics. We also require read and understood training of our company plans, policies, and SOPs with a company compliance rate of 92% for FY 2024.

The **Quality** unit performs a minimum of 4 internal audits per year at each site to evaluate compliance of our highest risk processes, including regular audit trail reviews of our validated systems. Continuous monitoring of quality indicators including deviations, audit findings, and client feedback, enables proactive improvement and risk mitigation. So far in 2025, 100% of our studies were completed without critical findings. Our CAPA (Corrective and Preventive Action) system supports root cause analysis and fosters continuous improvement through data-driven decision-making.

Data integrity remains a top priority; all regulated analytical activities are conducted using validated systems ensuring that results are Attributable, Legible, Contemporaneous, Original, and Accurate (ALCOA++). We apply rigorous controls for data review, archiving, and backup to safeguard scientific data and client confidentiality.

Ethical Business Practices

Our Code of Conduct contains guidelines for conducting business to the highest standards of ethics and professional integrity. Together with our other company policies, it outlines expectations for all employees. Each of us is obligated to ask questions, seek guidance, speak up, and share concerns when we observe or suspect that something is illegal, inappropriate, or violates our Code of Conduct or other BioAgilytix policies.

We are committed to ethics and trust amongst ourselves and our partners, and we want to have a collaborative and transparent relationship between employees and leadership. Our values include Accountability, Respect, and Integrity, which reinforce the commitment to report any concerns employees may have regarding ethics and compliance. To encourage the reporting of these concerns, the Employee Handbook outlines our anti-corruption policies, which are further formalized in our ESG policy.

BioAgilytix is committed to an environment where open, honest communications, without retaliation, are the expectation—not the exception. We want our employees to feel comfortable in approaching their manager, leadership, or Human Resources in instances where they believe violations of company policies or standards may have occurred.

In 2023, we launched a third-party Ethics and Compliance helpline to provide another channel for employees to report concerns. This helpline is hosted by a third-party provider, Ethico, and offers two additional ways to make reports, either through a phone call or a web portal, 24-hours a day, seven days a week. Employees may remain anonymous or may choose to identify themselves. Regardless of their decision, their information will be documented and investigated.

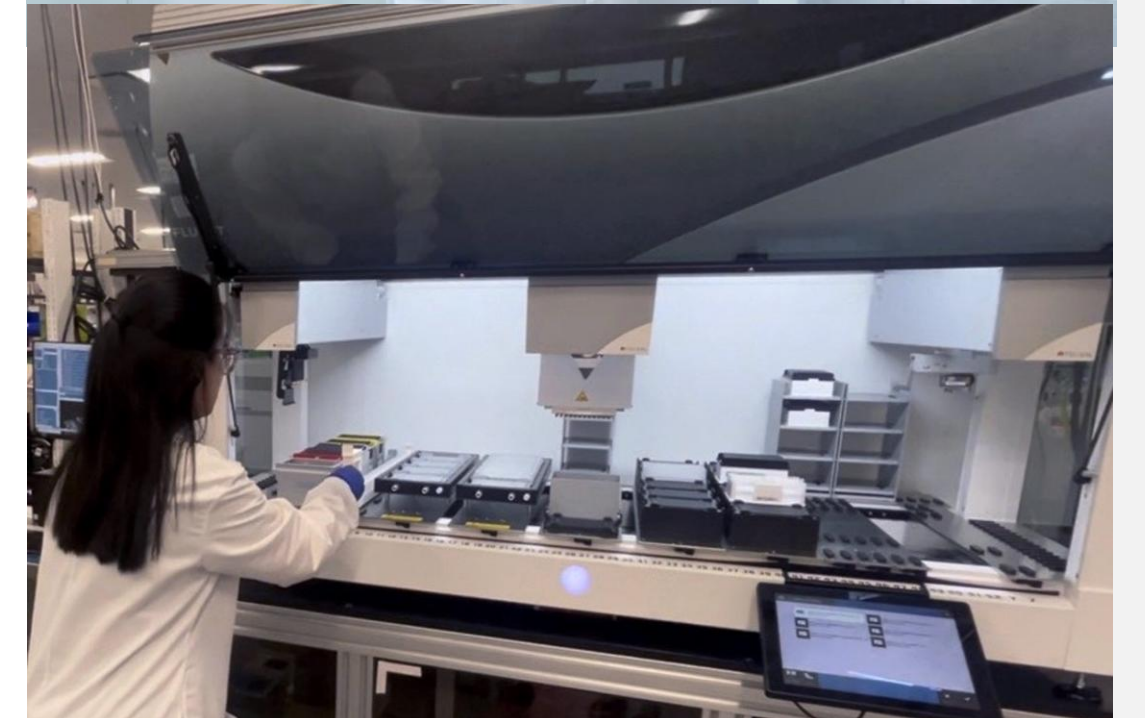
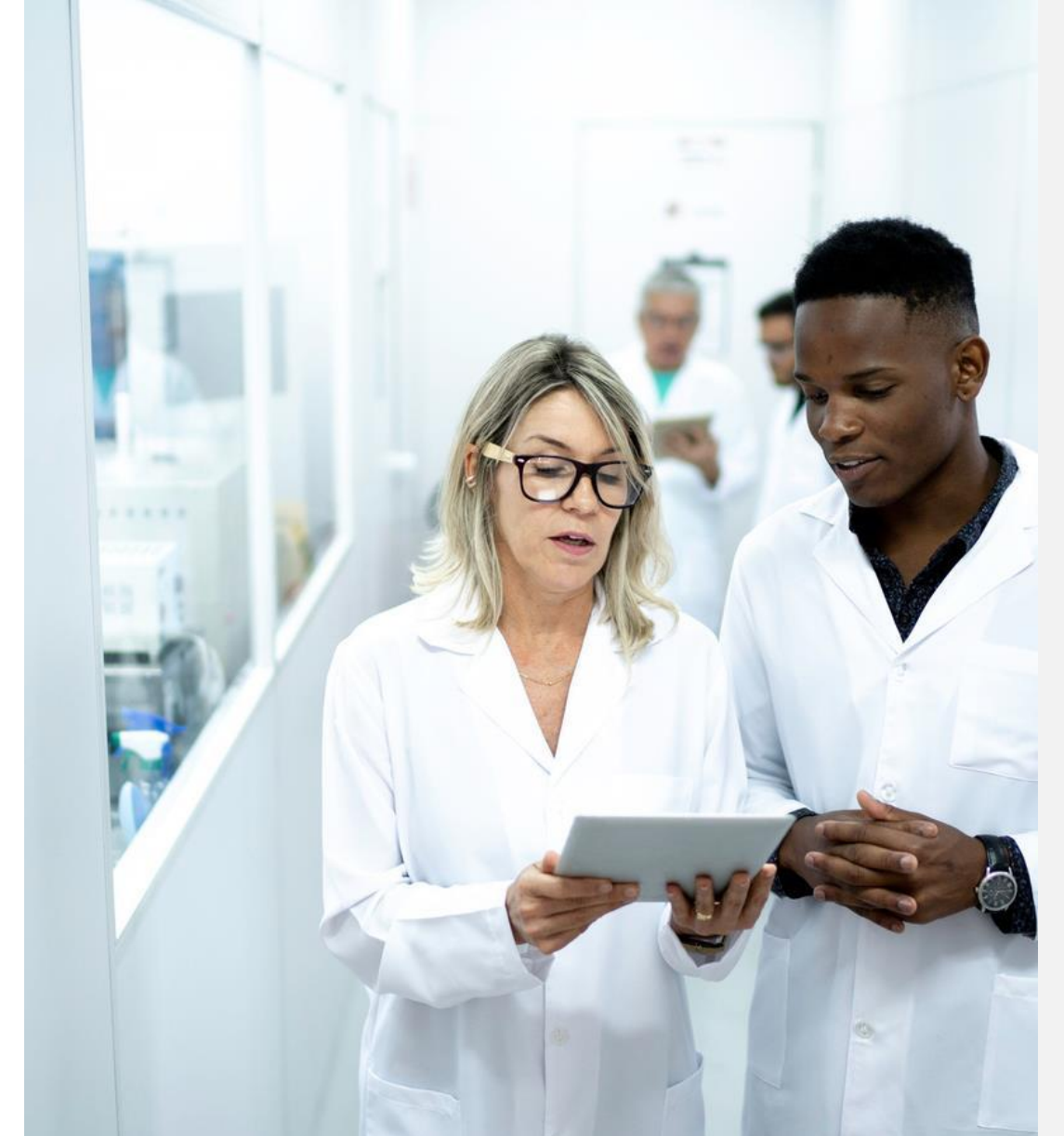
Responsible Information Management

At BioAgilytix, we recognize that data is the backbone of modern drug research and development. The responsible collection, use, and management of data are critical not only for the integrity of clinical and non-clinical trials, but also for maintaining the trust of our clients and their patients.

This is why we have specific procedures for managing Personal Data, Personal Information, and Protected Health Information which provide instructions for ensuring compliance with HIPAA, GDPR, CCPA, PIPEDA, and APPI during performance of Contract Research and Clinical Diagnostic Testing.

We hold our suppliers to high standards to ensure they are meeting our expectations for Responsible Information Management as well. Suppliers are onboarded through an extensive approval process, and any risks are assessed, quantified, and reviewed to determine whether we will move forward with the partnership.

In our Ethical and Sustainable Sourcing and Procurement Policy, we outline expectations that our suppliers ensure the protection of all sensitive data and comply with all applicable data protection laws and industry best practices. Because the responsibility of data handling starts with BioAgilytix - but extends beyond us and into the circles of people we work with.



Responsible Information Management

Approach to identifying and addressing data security risks

BioAgilytix maintains 24/7 coverage of all systems with anti-malware and anti-virus protections. Our team reviews daily security briefings, CISA alerts, and all security alerts as they are generated.

BioAgilytix undergoes annual penetration testing, quarterly external vulnerability scanning, and monthly internal vulnerability scheduling.

External critical vulnerabilities are addressed ASAP. High vulnerabilities are addressed within 7 days where possible. Medium or below vulnerabilities are assessed and the correct mitigation is implemented within a reasonable timeframe.

Policies and Procedures

We have global Standard Operating Procedures (SOP) that cover how customer information will be handled, including the collection, usage, and retention of this data. All employees interacting with customer data are trained on these policies and SOPs on an annual basis. We also cover these expectations directly with our clients through Master Service Agreements (MSA) and Data Transfer Agreements (DTA).

By the Numbers

Global FY 2024 data, as of 12.31.24, and YTD 2025, as of 11.1.25

0

Data breaches reported
In BioAgilytix history

100%

New hires trained on Security Awareness
FY 2024 and to date 2025

100%

Employees subject to phishing tests
FY 2024 and to date 2025

97%

Employees who completed security training in FY 2024
2025 training in progress

Security awareness, HIPAA awareness, GDPR awareness, and Anti-Bribery training

Subjects covered in mandatory annual employee training
FY 2024 and to date 2025



In sustainability,
and in everything,
BioAgilytix strives
for continuous
improvement.

Looking Forward: 2026 and Beyond

As we partner with our key stakeholders to determine our annual sustainability objectives, what has become clear is that more important than any individual metric or initiative is continuous improvement.

In 2024 and 2025, we focused on developing the foundation of our sustainability program. We published our first annual sustainability report at the end of 2024, published a comprehensive internal sustainability policy, and began partnering with our suppliers on their sustainability journeys.

Looking forward to 2026, we plan to build on the foundation we have established. We are evaluating how to improve our data collection and reporting processes, moving towards more activity-based assessments for our emissions where feasible. We will be looking to publish more data in the next iteration of our sustainability report, because transparency is critical to BioAgilytix and our stakeholders. Most importantly, now that we have our emissions baseline established, we will be working towards reducing our carbon footprint.

Thank you joining us as we move towards a more sustainable future.



The leading
global bioanalytical
service provider.

| [BioAgilytix.com](https://www.bioagilytix.com)

Appendix A: Sustainability Accounting Standards Board (SASB) Index

Professional and Commercial Services

Topic	SASB Metric	Category	Unit of Measure	Code	BioAgilytix's Response
Activity Metrics	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	SV-PS-000.A	(1) Page 21 (2) Not Reported (3) Not Reported
	Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	SV-PS-000.B	Not Applicable
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	SV-PS-230a.1	Page 32
	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	N/A	SV-PS-230a.2	Page 32
	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	Number, Percentage (%)	SV-PS-230a.3	Page 32
Workforce Diversity & Engagement	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Percentage (%)	SV-PS-330a.1	(1) Page 20 (2) Not reported
	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Percentage (%)	SV-PS-330a.2	(1) Page 21 (2) Not reported
	Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	Not reported
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	N/A	SV-PS-510a.1	Page 30
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Currency	SV-PS-510a.2	Not Reported