

2024 Sustainability Report

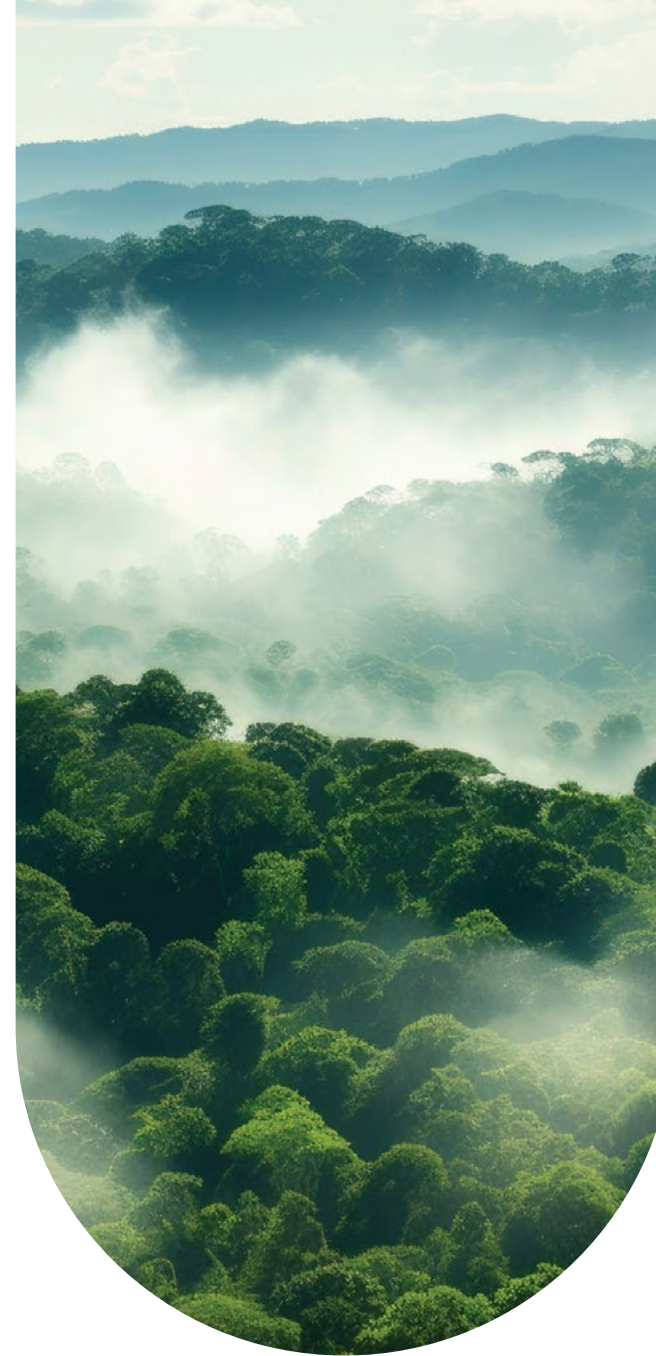


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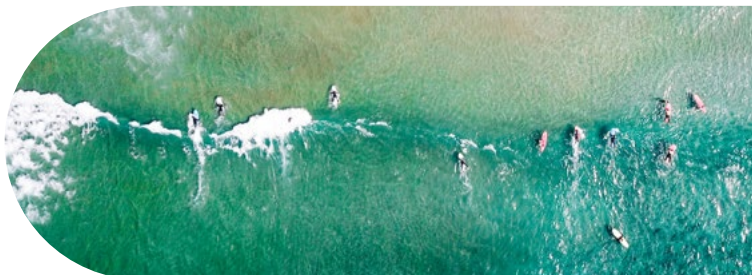


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Letter from our Founders

In 2024, we witnessed our company’s continued growth and deepened commitment to sustainability. This year marked our first year with a dedicated sustainability program, which allowed us to expand and strengthen our sustainability function, embedding it further into the heart of our strategy and operations.

We focused on intentional and purposeful collaboration—both within our own teams and with our value chain partners. Internally, we made significant strides in connecting people, ideas, and expertise across departments and engaging key stakeholders in initiatives to help drive sustainability progress. Externally, we began laying the groundwork for impactful partnerships with our customers and suppliers, ensuring that our shared sustainability goals are supported by collective action.

This year’s Sustainability Report puts a brighter spotlight on two critical areas: risk management and people development. We highlight not only the progress we’ve made in these efforts, but also the teams responsible for helping us achieve our goals. These initiatives reflect our belief that a resilient, forward-looking organization requires both robust safeguards and an empowered, thriving workforce.

One of our most exciting milestones in 2024 was breaking ground at our future manufacturing site in Athens, Georgia. We’ve made considerable progress toward bringing this vision for our facility to life, creating new opportunities for economic growth, innovation, and community engagement.

Our connection to the communities we serve remains at the center of our mission. In addition to our ongoing programs in Camarillo, California, U.S.A., and Castlebar, Ireland, we proudly extended our reach in 2024 to include Athens, further broadening the positive impact we strive to make. As we look ahead, we remain steadfast in our belief that sustainability is not just a responsibility—it’s a source of innovation, resilience, and shared value.

Thank you for continuing to be a part of our journey.



Christopher Meissner
Chief Executive Officer



Laura Meissner
Vice President, Executive Director of Quality



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About this Report

Meissner is proud to present our 2024 Sustainability Report. Similar to our Inaugural Sustainability Report, it addresses sustainability issues that are material to our employees, customers, and communities, and highlights associated metrics and goals that track our accomplishments in each area.

Learn More: [Meissner’s Inaugural Sustainability Report](#)

Unless otherwise noted, this report focuses on the progress we made in 2024, with data and metrics reflecting performance from the period January 1 to December 31, 2024. Importantly, this report sets a clear path forward for our business—anchored in transparency, measurable impact, and a shared vision for a more sustainable future.

As our planet continues to face critical environmental challenges, we fully acknowledge the need for action and accountability. This report reaffirms our commitment to embedding environmentally and socially conscious practices in our business decisions and operations. It was developed in alignment with industry best practices, and we leveraged international sustainability frameworks to guide disclosures.

For questions or comments regarding this report or Meissner’s sustainability approach, please contact us at sustainability@meissner.com.



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About Meissner

Founded in 1984 and headquartered in Camarillo, California, Meissner is one of the largest privately held global companies in the bioprocessing sector. Our product portfolio enables the development and manufacture of critical medicines in therapeutic areas such as oncology, cardiology, and immunology. In addition to our campus in Camarillo, we also have a manufacturing site in Castlebar, Ireland, sales and distribution offices throughout Europe and Asia, and are currently constructing a third manufacturing site in Athens, Georgia.

Centered on specialized applications, customer experience, scientific expertise, and engineering acumen, Meissner’s ambition is to be the best-in-class supplier to the industries we serve, and we believe the way to achieve this goal is to be more than simply good—it is to be extraordinary. Extraordinary performance comes from extraordinary people, and our people help drive our commitment to our customers through risk reduction, vertical integration, automation, and quality.

Meissner’s distinctive culture is built on core behaviors that empower our people—our greatest competitive advantage—to thrive and succeed. We are committed to upholding the highest standards of integrity and excellence, with a profound focus on being customer-centric and improving the human condition.



Camarillo, California



Castlebar, Ireland



Athens, Georgia

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Products & Customers

Product Innovation

Meissner’s products and services enable biopharmaceutical companies to manufacture the products that improve the health and wellness of people around the world. We partner with clients to deliver solutions that achieve greater efficiency, scalability, risk reduction, and innovation.

Product Spotlight:
AccuFill™ Reduces Waste, Time, and Cost

Meissner’s AccuFill™ is a proper example of innovation intersecting with sustainability. The AccuFill™ is a large volume aseptic filling system that manages precise filling operations for batch sizes ranging from 100 L to 20,000 L via a single-use fluid path. A single-use fill liner is installed at the beginning of a batch and is used to fill all single-use assemblies for the entirety of the batch. The aliquoted batch is dispensed by loading a sterile single-use assembly into the machine’s ISO 5 filling environment using a short length of fill tubing with a silicone cap. The cap is removed, and the tubing is sealed during the operation cycle. The combination of the liner and single-use assembly aims to minimize changeover and allows faster, more accurate fill cycles compared with a traditional manifold-based filling operation.

An additional benefit that the AccuFill™ offers is waste reduction when compared with traditional manifold fill operations. For example, taking a standard batch size of 10,000 L aliquoted into 1 L biocontainers can offer customers the opportunity to use one fill liner assembly for the entire batch, thus eliminating approximately 4,500 feet of tubing that would have been required for a traditional manifold fill operation. The savings is equivalent to almost one mile of tubing for each 10,000 L batch, which reduces both waste and costs associated with filling operations.

The AccuFill™ also allows for the reduction or elimination of fittings and locking connections used in the spine of traditional manifold fill operations to connect biocontainers together. This design further reduces waste produced in the filling process and furthermore reduces the risk associated with traditional manifold fill assemblies as fittings and locking connections are potential sources of leakage, which can trigger an entire manifold to be discarded.



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Customer Experience

We aspire to create a future where Meissner sets the standard for what extraordinary customer experience should be, a standard that is highly imitated but never duplicated. Our devotion to our clients serves as a catalyst that allows Meissner to be the company of choice in our industry and a preferred partner to our customers.

Meissner’s cross-functional Customer Experience Committee completed its inaugural year of discovery and planning with an emphasis on understanding the customer’s perspective through Customer Journey Maps, disseminating guiding principles for exceptional customer service, and creating a vision to propagate a customer-centric mindset across the organization. Throughout 2024, the committee’s focus shifted from deliberation to continued action as we targeted initiatives aimed at further embedding a robust customer experience into our culture, internal operations, and information management practices through an evolving process founded on continuous improvement and a relentless dissatisfaction with the status quo.

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Sustainability Strategy

Meissner’s sustainability strategy is directly tied to our commitment to delivering products with care. We balance the non-negotiable safety and sterility standards of our operations with an increasing desire to reduce our environmental impact by focusing on waste and energy reduction, product innovation, and continuous collaboration with our value chain to identify sustainable solutions. As we grow as an organization, we aim to lead with purpose, continuously improving our operations and external partnerships to support a resilient and equitable world.

Meissner’s Code of Conduct formalizes our sustainability practices in addition to numerous other ethical and compliance-related matters. Our Code of Conduct sets standards focused on treating the environment in a responsible manner, developing environmentally friendly technologies, and reducing detrimental greenhouse gas (GHG) emissions while striving to maximize the use of renewable resources. Our Code of Conduct also addresses Meissner’s commitment to human rights and a responsible supply chain by denouncing all practices involving child labor and forced labor while offering equal opportunities in employment, freedom of association, fair pay, and adherence to health and safety in the workplace.

Learn More: [Meissner’s Code of Conduct](#)

Meissner’s dedicated Sustainability Team and Sustainability Advisory Committee work to ensure that all business operations adhere to the stringent regulatory requirements of the numerous regions in which we operate. Adherence to these laws helps us manage and mitigate risks by ensuring business growth and continuity through appropriate transparency and accountability. As a testament to ensuring this transparency and accountability with stakeholders, Meissner has completed assessments through EcoVadis, a leading global provider of sustainability ratings to evaluate businesses’ Environmental, Social, and Governance (ESG) performance. Our latest assessment placed us in the 62nd percentile across all companies globally with a score of 60 and awarded us a “Committed Badge” in recognition of our sustainability achievement.



COMMITTED

ecovadis

Sustainability Rating

AUG 2025

EcoVadis

Assessment

62nd Percentile

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Materiality Assessment

In 2023, we partnered with a third-party advisor to conduct a comprehensive Materiality Assessment to identify the sustainability topics most material to our business and key stakeholders. Topics were evaluated based on their importance to internal and external stakeholders, including customers, suppliers, and employees. From this assessment, we identified the following material topics across environmental sustainability, social responsibility, and ethical governance, which will help guide Meissner’s sustainability strategy by verifying the initiatives and pathways we prioritize:

Climate-related Risks & Opportunities



We recognize the impact climate change has on our business and stakeholders. By assessing climate-related risks and opportunities, we aim to strengthen our resilience and adapt our strategies as appropriate. This includes identifying applicable physical impacts, transition risks, and regulatory requirements, enabling us to innovate responsibly in a continuously changing landscape.

Environmental Efficiency & Innovation



Our commitment to environmental efficiency drives us to optimize resource use and reduce environmental impact across our operations, where possible. This drive motivates us to invest in innovative technologies and processes that enhance energy efficiency, reduce waste, and minimize emissions, thus fostering sustainable growth.

Greenhouse Gas (GHG) Emissions



Reducing our greenhouse gas emissions is central to our long-term sustainability goals. We monitor, measure, and manage emissions across our operations and value chain with a plan to set clear targets to decrease our carbon footprint through energy efficiency, renewable energy adoption, and process improvements.

Waste Management



As producers of single-use products that are critical elements of the biopharmaceutical supply chain, effective waste management is crucial for minimizing our environmental footprint. We continue to work with our value chain partners to implement strategies to reduce, reuse, and recycle waste. Our goal is to minimize incineration and landfill contribution while promoting circular economy principles.

Water & Chemical Management



Water and chemical stewardship are key to protecting the ecosystems in which we operate and ensuring operational safety. We manage water use efficiently, maximize reclamation, and prevent pollution by adhering to strict chemical handling regulations and protocols. These efforts support sustainable resource use and safeguard the health of our employees and communities.

Community Engagement & Philanthropy



We actively engage with the communities in which we operate and focus our philanthropic initiatives on supporting local development, education, and environmental conservation, aligning our corporate responsibility with community needs and contributing to shared prosperity.

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Customer Engagement



Customers are at the forefront of everything we do, from production to sustainability. Engaging with our customers allows us to understand their needs and expectations and deliver sustainable products that create shared value. We prioritize collaboration to build lasting relationships that drive innovation and meaningful progress toward strategic goals.

Employee Health & Safety



The health and safety of our employees is our top priority. We maintain rigorous safety standards, provide ongoing training, and foster a culture where every individual feels responsible for workplace safety. Protecting our workforce ensures well-being and supports operational excellence.

Human Rights & Labor Protection



We are committed to upholding human rights and fair labor practices throughout our operations and supply chain. This includes ensuring safe working conditions, preventing discrimination, and respecting the rights of all workers as fundamental to ethical business conduct.

Industry Innovation



Innovation within our industry drives medical enhancements, sustainable progress, and competitive advantage. We invest in research and development to pioneer new technologies, processes, and business models that address environmental and social challenges, which will position us as leaders in sustainability-driven transformation.

Product Quality & Safety



Supplying products of the highest and most consistent quality is key to the ongoing success of our business. All products are designed to meet the most stringent requirements and are manufactured with validated materials of construction under the same rigorous quality standards, using highly automated processes.

Supplier & Value Chain Engagement



We recognize that Scope 3 emissions represent the largest portion of our GHG emissions and understand the positive impact that collaboration, awareness, and engagement can produce as we explore ways to become more efficient. We plan to assess and segment our supply chain to better understand the impact of our investments and business decisions.

Talent Management



Attracting, developing, and retaining talent is essential to our success. We focus on creating an inclusive workplace culture that values continuous learning, career growth, and employee well-being, enabling us to build a skilled and motivated workforce.

Corporate Governance



Strong corporate governance underscores our sustainability efforts by ensuring accountability, transparency, and ethical decision-making at all levels. Our governance framework supports compliance, risk management, and stakeholder engagement, fostering long-term value creation and trust.

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As we consider ways to mitigate our environmental footprint, we continue to focus on the areas in which our business has the most material impact. Specifically, we focus on reducing our greenhouse gas emissions, water use, and waste generation, where possible, as well as efforts to align our climate strategy with industry and corporate best practices.

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Climate Strategy

Our actions not only have an impact on our direct stakeholders and operations, but on the world around us. Our climate strategy continues to evolve as we further develop our understanding of how climate-related risks and opportunities impact our business. As a means to track our annual emissions and drive accountability, Meissner is proud to announce that in November 2024 we committed to the Science Based Targets initiative (SBTi), the gold standard for corporate sustainability target setting, with the intention of submitting our near-term targets to SBTi for validation by the end of 2026. We expect these targets to be ambitious, yet attainable, with planning under way to identify the most appropriate levers and pathways toward decarbonization.

We continued our annual Scope 1, 2, and 3 Greenhouse Gas (GHG) emissions calculations for calendar year 2024 to track our environmental footprint’s trends year-over-year. Our GHG inventory is calculated in line with the GHG Protocol Corporate Accounting and Reporting Standard and covers Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (indirect emissions from our value chain). In 2024, we found that Scope 3 emissions continued to account for roughly 85% of our overall inventory, further cementing the need for increased collaboration with customers, suppliers, and peers, to collectively reduce our GHG emissions.

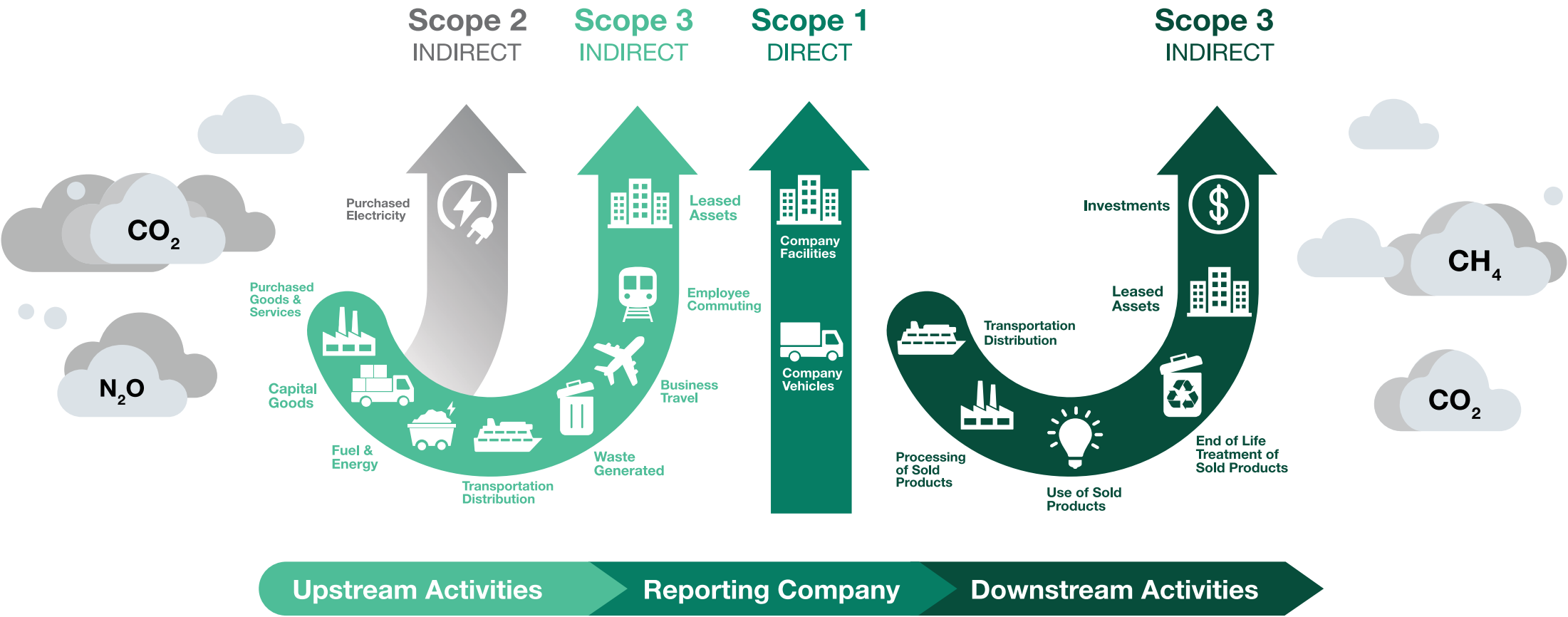


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Energy Management

As we prepare to submit targets to SBTi for validation, we are cognizant of the immense work ahead of us to identify, plan, and achieve our Scope 1, 2, and 3 GHG emissions reduction targets. To meet these goals, we are developing road maps to achieve long-term success and are taking initial steps to address our own operation’s footprint and the associated energy consumption of our facilities.

In line with our goal to drive efficiencies in membrane manufacturing, we deployed a new electric heating unit in a membrane casting facility designed to recapture and reuse heat within the production process. This continuous improvement effort allows us to efficiently scale operations by creating a closed-loop system that repurposes heat. Previously, heat was recovered from a thermal oxidizer and routed to membrane production. This new unit captures heat directly from its own operations to reuse throughout the production process. This upgrade was driven by the limitations of the thermal oxidizer heat recovery process and our commitment to finding a more environmentally friendly alternative to conventional natural gas heating.

In 2024, we also made significant efforts at the Camarillo headquarters facility to replace AC units that were at the end of their life span with newer, smarter, and more efficient systems. These new devices meet the updated Energy Star standards and are 20%–25% more energy efficient, thereby reducing associated GHG emissions.

Along the theme of impactful facility enhancements, we replaced 90% of the fluorescent lighting in one of our Camarillo warehouses with energy efficient LEDs, which can reduce associated energy consumption by up to 44% compared with traditional fluorescent lights. In addition to enhanced energy efficiency, LED bulbs also emit less heat than fluorescent lighting, which aids temperature control in our cleanrooms. We have plans to expand this effort at other facilities in Camarillo, replacing all existing fluorescent lighting with LEDs, where possible. Similarly, we are ensuring that all new construction in our Athens facility is equipped with LED lighting, where appropriate.

In 2023, our Castlebar facility kicked off an energy audit to identify energy efficiency opportunities in our cleanroom. We commenced an internal study to significantly reduce energy usage, and in 2024, we launched this effort to reduce gas and electricity consumption while maintaining the same low particulate levels in our ISO Class 7 Certified cleanroom. We are happy to share that this initiative reduced our electricity and natural gas consumption by over 30%, notably reducing our environmental impact and improving the overall efficiency of our facility. We continue to monitor the outcomes of this initiative to assess the feasibility of introducing it to other Meissner cleanrooms while ensuring it does not impede our ability to maintain high cleanroom quality standards.



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Water Management

Effective water management is a critical component of Meissner’s commitment to environmental stewardship and sustainable operations. We recognize that water is a finite and essential resource, and we are dedicated to minimizing our water footprint across all aspects of our business. By implementing responsible water practices, we aim to support local ecosystems, ensure compliance with regulations, and contribute to the long-term resilience of the communities in which we operate.

As part of our water management efforts in 2024, we began the installation of our advanced water reclamation system involving multiple advanced filtration and Reverse Osmosis (RO) stages, processing tanks, real-time water quality analytics, and automated processing systems to improve our water separation efficiency. This new state-of-the-art system will significantly improve water recovery, allowing us to efficiently purify the contaminated wastewater originating from our membrane manufacturing activities, which typically introduces contaminants and solvents into our waste stream. This new advanced water reclamation system enables us to separate and concentrate the waste chemicals while producing purified freshwater to be reused in various unit operations during membrane manufacturing.

As an added benefit, this implementation will eliminate the use of our thermal evaporator to concentrate our waste streams, thus reducing the energy consumption associated with this waste management effort by more than 50% while increasing our process water recovery and reuse.



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Waste Management

One of our first priorities in our inaugural year with a dedicated sustainability program was to improve our internal non-hazardous waste management efforts with our local waste management partners. As part of these efforts, we are collaborating with our partners to better understand our waste production as well as their solution offerings. In a single year, we increased our on-site recycling capacity three-fold and increased the cadence of pick-ups to maximize recycling and ensure our recyclable waste was disposed of properly.

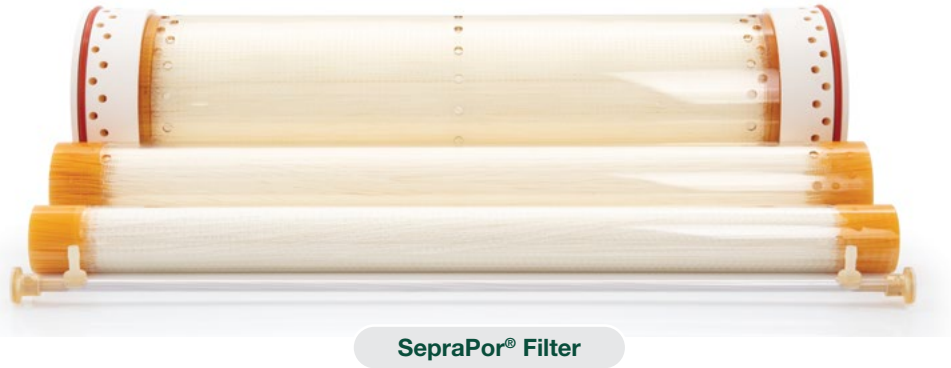
We have also made efforts in-house to reduce waste. In 2024, we transitioned from single-use cups in our Camarillo headquarters’ coffee spaces and break rooms to reusable mugs and cups and introduced compostable utensils at our on-site cafeteria, Kona Café. We estimate that removing single-use cups from our operations has eliminated tens of thousands of cups from our waste stream each year.

Further, we have found creative ways to engage our employees in our waste management efforts. For example, Kona Café retains coffee grounds in compostable bags so employees may collect and repurpose them for at-home gardening, as needed.

As we prepare for future phases of our Athens, Georgia construction, we are taking sustainability into account every step of the way. During the excavation process to

prepare the site, we carefully set aside rock piles to turn into gravel for the next phase of construction. We intend to repurpose all stone and granite, which not only reduces waste, but also associated emissions from hauling it to another location.

Additionally, we have improved our SepraPor® manufacturing process by shifting to more efficient injection molded components, which are designed to reduce scrap waste. The mold enhancements maintain product quality, while strengthening the user experience. We also expect additional risk reduction from increased uniformity of parts resulting from this new process.



Addressing Our Value Chain Emissions

In an effort to reduce our transportation-related emissions in 2024, we streamlined our resin procurement process for Rotomold operations. The resin originally traveled from a key supplier on the West Coast to a grinder on the East Coast, then back across the U.S. to Meissner’s headquarters in Camarillo, California. Following supply chain efficiencies, we were able to significantly reduce the transportation required for this process by utilizing the resin supplier’s grinding capabilities out of their southern U.S. distribution site. This modification eliminated a significant leg of the trip by avoiding the original shipment from supplier to grinder while bringing the entire operation closer to the West Coast. We estimate that this supply chain improvement has reduced unnecessary travel to process our material by an estimated 73% or over 3,500 miles.

Athens, Georgia



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Our people are the foundation of our success and, as such, we have a clear focus on supporting our employees by protecting their health and safety, promoting their professional development, and creating an inclusive work environment. This emphasis goes beyond our four walls as we invest in the communities in which we work, enabling our employees to support their neighbors and establishing our presence in Southern California, Ireland, and Georgia.

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Employee Well-being

Health & Safety

Ensuring the health and safety of our employees is an ongoing priority at Meissner and is guided by the oversight of Meissner’s Employee Safety Committee. The Safety Committee meets on a quarterly basis and comprises 22 leaders representing multiple departments and work areas throughout our organization. The committee is responsible for auditing internal safety processes, assessing safety training demand, conducting facility walk-throughs and safety inspections, and identifying opportunities to continue ensuring the health and safety of our people.

The Meissner Insight Box, introduced in the U.S. in 2024, is a QR code-enabled tool available in all break rooms and on our Human Resources website that is designed to make it easy for employees to share workplace observations, feedback, or report safety and security-related incidents. Submissions can be made with a person’s contact information or anonymously.

Through the Meissner Insight Box, we encourage employee input on a wide range of topics, from near-miss safety concerns and security issues to general suggestions about improving the work environment. All submissions are reviewed by the Human Resources and/or Safety & Security teams to ensure timely and appropriate follow-up. This initiative supports our ongoing commitment to foster a safe, respectful, and proactive work environment through open communication and continuous improvement.

In 2024, we also developed the Workplace Violence Plan in response to a new California mandate (SB553) and conducted company-wide training on identifying, preventing, and responding to workplace violence. The training educates employees on the types of violence, how to recognize warning signs, and proper reporting procedures. The intent of this plan is to help employees spot early indicators of potential violence, report threats and incidents, and respond appropriately should an incident occur.

Meissner’s Hazardous Materials Business Plan (HMBP) dictates emergency response and evacuation practices as well as training requirements for employees working with hazardous materials. Upon hiring, all U.S. employees receive HMBP training and those handling hazardous materials are additionally trained on injury and illness prevention. Emergency Coordinators subsequently receive training for emergency notification and reporting requirements, chemical spill response, first aid, CPR, and AED. Training is repeated annually, and refresher courses are provided as needed.

Where applicable, all on-site hazardous waste is stored in designated locations, typically with secondary containment. Access to controlled substances, in particular, is limited to approved personnel in a manner that tracks inventory and security. All chemicals are handled in full conformance with Safety Data Sheets (SDS), where applicable. These processes certify that our operations have strict measures in place to ensure the safety and protection of all Meissner employees.



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2024 Ventura County Corporate Games



2024 Castlebar, Ireland Employee Events

Employee Wellness

To promote healthier lifestyles, our Castlebar facility hosts an annual “Sports Day,” encouraging employees to stay active through friendly competition and physical activity. This event offers staff an opportunity to get moving, build camaraderie, and support their overall well-being. In 2024, Castlebar also organized a Road Safety demonstration aimed at raising awareness about safe driving practices. The demonstration simulated the dangers associated with speeding and driving under the influence, helping employees understand how such behaviors impair their response time and increase the risk and severity of road accidents.

Meissner’s Event Planning Committee, founded in 2023, oversees all employee relations events, including our annual Ventura County Corporate Games participation. In 2024, we had 120 employees participating and received 13 medals across 30 games. The committee also oversees many of our employee appreciation events, such as 2024’s Thanksgiving and Holiday meals, where all employees were invited to enjoy a celebratory meal for their hard work in recognition of both holidays.

Culture & Impact

Meissner’s commitment to inclusivity is deeply embedded in our operations. We continue to submit annual reports to the Equal Employment Opportunity Commission (EEOC), both to meet regulatory requirements and to track the diversity of our workforce. Cultivating an inclusive corporate culture and work environment has always been—and will remain—a fundamental part of Meissner’s core values and business strategy.

In 2024, we expanded our partnership and engagement with community colleges to ensure we reach the broadest possible talent pool. This partnership was also intended to help design school curricula that would benefit both Meissner and local students—to ensure greater recruitment from our local community colleges and certify that students are well equipped to succeed in our industry.

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Professional Development

Meissner’s Learning and Development (L&D) Team made significant progress in 2024. They launched a new Learning Management System (LMS), formally named Meissner Learning, which specializes in distributing interactive web-based training while providing access to a broader multimodal training catalogue. The LMS not only makes our company’s training courses more readily available to our employees, but also provides us with a variety of metadata that helps us better track employees’ development KPIs and plan for targeted improvements.

In 2024, L&D implemented more than a dozen technical training modules on Meissner’s core products as part of our product and application training enhancements. These modules combined Green Docs and brochures for commercial units to centralize all product information into one location, allowing for easier, more effective training.

Our L&D Team continues to deliver its recurring leadership training program, catered to Senior Leaders, Mid-Level Management, Leads, and other Emerging Leaders within the organization. This program is intended to identify gaps in knowledge and experience among varying manager groups and use these findings to identify development plans and share knowledge. The program was developed to drive extraordinary behaviors, processes, and consistency in leadership. Notable takeaways from this Leadership Training Program include strategies for setting and achieving high-impact goals, techniques for enhancing workplace productivity and effectiveness, and key principles for critical leadership and team management practices.

The L&D department’s 2024 accomplishments continue to illustrate their goal of fostering engagement and building trust in the workforce by providing world-class learning experiences.



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Our goal at Meissner is to be not simply good, but extraordinary; and we believe extraordinary performance comes from extraordinary people. The foundation for extraordinary people is a culture where employees can thrive, embrace challenges, be supported, and grow. As such, employee development is the cornerstone of our investment in the growth and success of our people. Ensuring frequent and thorough discussions centered on performance helps our managers deliver the guidance and support needed to foster impactful career progression.



Ripple Award



Wave Awards 2024



Wave Award

Meissner’s Employee Recognition Committee is employee-led and provides peer-to-peer recognition through our Ripple and Wave Awards. These awards recognize employees for outstanding performance and highlight cultural behaviors they embody in their work, such as going above and beyond, delivering results, and exemplifying exceptional teamwork. The Ripple Award is a quarterly recognition, while the more prestigious Wave Award is an annual ceremony that garners hundreds of attendees. Our Ripple and Wave Awards are a more formalized extension of our legacy employee recognition program, the Cup of Culture, which is still in practice today and offers employees a platform to recognize one another for exemplifying cultural behaviors.



California State University Channel Islands (CSUCI)



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Community Engagement

The past year saw us continue to engage with our community in Southern California. In particular, we attended the 3rd Annual “FED UP Shindig” event sponsored by Food Share of Ventura County, a local branch of the Feeding America Food Bank network. We attended this event as corporate sponsors and toured the Food Share facility, helped prepare food bags, participated in a live auction, and heard community stories about the great work Food Share does. The event aims to ensure that everyone in Ventura County experiencing hunger gets “fed up” by receiving access to nutritious food. This event is part of our continued partnership with Food Share, as we strive to improve the community and all its inhabitants.

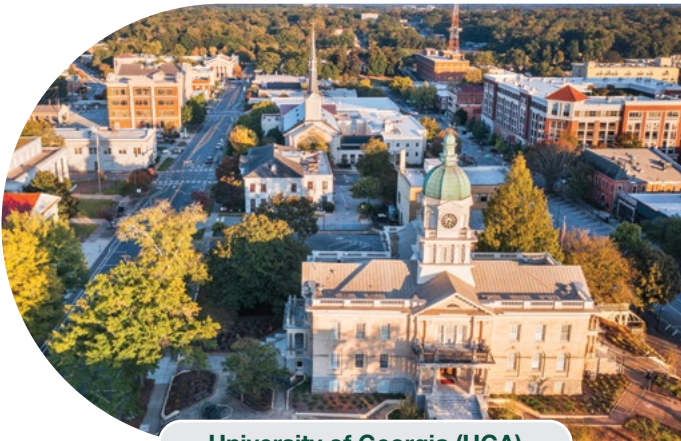
Building on this participation, we also contributed to the 13th annual Food Share CAN-tree Drive, where a team of Meissner volunteers designed a Christmas tree out of canned goods, as part of a decoration contest. This event raises awareness for Food Share’s cause while engaging the community and collecting canned donations.

As we continue to build connections with our newest community in Athens, Georgia, we have developed a partnership with the University of Georgia (UGA), which is the largest employer in Athens and located just 10 minutes from our Meissner campus. Through this partnership, we aim to align university programs with our future workforce needs. Engagement over the past year included hosting an information session alongside industry peers and contributing to the Student Industries Fellows project by conducting a talent profile and demographic study for the region.

Looking ahead, we are exploring a collaboration with UGA’s New Materials Institute to support their efforts in sustainable materials development. This initiative will take a practical approach to reducing plastic usage, which aligns closely with our internal sustainability goals. These discussions began in 2024, and we expect to gain significant traction in coming years.



CAN-tree Drive Camarillo, CA



University of Georgia (UGA)

California Fires

As residents of California, we recognize the increasing risk and severity of wildfires in our region caused by warmer temperatures, dryer climates, and longer fire seasons. We experienced this risk firsthand with the 2024 Mountain Fire, which burned almost 20,000 acres in the Camarillo mountains, just miles from our campus. As a response to this fire, we deployed our employee notification system to offer resources to employees and their loved ones, informing them of local evacuation shelters and emergency food distribution sites. We also took this opportunity to remind employees of our Employee Assistance Program (EAP), which provides free confidential support services, including counseling, financial advice, and more, and we offered flexible work arrangements for those affected by the fires.



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We have also actively supported the Athens Career Academy, a specialized high school offering focused education pathways such as biotech and early education. Since 2023, we have served on the curriculum committee alongside key partners and industry peers. The biotech pathway, formally launched in 2024, provides students with hands-on learning in biotechnology and biomanufacturing, including site tours of local companies and course work designed to increase industry awareness.

Meissner is also involved with the Athens Chamber of Commerce, joining their workforce development program, Athens Achieves, in late 2024 as a member of the Board of Advisors. Through this program, we will be focusing on building a comprehensive job portal and establishing apprenticeship programs through a strong partnership with Athens Technical College, also located just 10 minutes from our Meissner campus.

Our community engagement efforts have even managed to bridge a connection between our Athens and Castlebar campuses. Our Castlebar Team partnered with Georgia Tech, a sister school of the University of Galway, for the BME Galway Summer Program. As part of this program, Georgia Tech’s Coulter Department of Biomedical Engineering sends engineers to Galway, one of Europe’s premier MedTech hubs, to leverage the remarkable concentration of medical device companies and combine classroom learning with field trips to company facilities. Meissner is one such company that engaged students by offering them a tour of our operations and educating them first-hand on our R&D and manufacturing practices. This opportunity allows us to connect with our community, and simultaneously connect our Castlebar and Athens facilities by familiarizing Georgia Tech students with Meissner’s operations and informing them of our presence in Athens.

We are especially proud to announce the initiation of the Meissner Scholarship at the University of Galway, which provides financial support and work placement opportunities to Year 1 undergraduate students in the local Connaught region. The scholarship is available to students participating in Higher Education Access Route (HEAR), a program designed for Leaving Certificate students from socio-economically disadvantaged backgrounds who are underrepresented in higher education. The scholarship provides an annual monetary payout over a student’s college tenure, covering the costs of attending the university and making higher education more affordable for disadvantaged students. We are proud to share that Meissner offered this scholarship to our first student in 2024.

Learn More: [Meissner Scholarship 2024 Award Announcement](#)



OLLSCOIL NA GAILLIMHE
UNIVERSITY OF GALWAY

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At Meissner, we believe our sustainability strategy goes hand-in-hand with our business strategy, and as such, responsible governance is a critical component of both. It is essential to best serve our internal and external stakeholders and confirm our commitment to upholding the principles of transparency, accountability, and risk management. As such, we conduct our business in compliance with all legal and regulatory standards and base our decisions on ethical practices.

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Leadership & Corporate Governance

Meissner’s founders and Senior Leadership Team (SLT) are firmly committed to our sustainability goals and are deeply involved in the development of our sustainability strategy. Our founders, Christopher and Laura Meissner, serve as Directors across the group’s entities, guiding the organization to ensure full compliance with all applicable laws and regulations in the numerous jurisdictions in which we operate.

In 2024, we formally launched Meissner’s Sustainability Advisory Committee. The committee’s purpose is to ensure sustainability permeates the fabric of our operations and strategy to guarantee the continuity and success of both our organization and its sustainability program. To successfully accomplish this vision, the Sustainability Advisory Committee meets quarterly to discuss and align our sustainability program. The committee also provides regular updates to Meissner’s Directors and SLT, ensuring alignment across the organization.

The four main objectives of our Sustainability Advisory Committee are to maintain awareness and oversight, provide buy-in and ownership, exchange ideas and insights, and communicate and disseminate necessary information. The committee serves as the liaison between not only our sustainability team and SLT, but also the rest of our employee base. As representatives of all Meissner departments, the committee members serve as conduits to ensure sustainability is trickling down to their teams and that our strategy aligns with the company’s broader business objectives.

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Ethics & Compliance

Meissner operates in strict compliance with all applicable ethical standards, laws, and regulations, which are formalized in our Code of Conduct. Our Code of Conduct cements our responsibility to our people, environment, and customers, ensuring that our actions are socially responsible, environmentally sustainable, and ethically sound.

Our Code of Conduct pledges adherence to human rights, equal opportunity and non-discrimination, freedom of association, health and safety in the workplace, fair and equal pay and working hours, environmental protection, energy efficiency, waste management, and product safety, in addition to legal compliance, anti-corruption and anti-bribery, import and export controls, fair competitive practices, and data privacy and protection.

Meissner also conducts routine screenings of our customers and suppliers to ensure that our ethical expectations and compliance requirements are met.

Learn More: [Meissner’s Code of Conduct](#)



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Meissner has a thorough and methodical risk assessment process, guided by a dedicated Standard Operating Procedure (SOP) on which all personnel in charge of introducing new processes to the facility receive extensive and repeated training. Our risk assessment process aligns with the industry adapted practice of identifying the impact and severity of a risk, identifying the probability of its occurrence, and leveraging those assessments against the controls in place that will ensure detectability, with the ultimate goal of assigning a risk factor to the process at hand. This approach is taken with all new processes implemented at Meissner, as part of our mandatory validation and qualification practice.

Meissner has taken significant steps to ensure that our business operations continue in the event of a major incident or crisis, such as floods, fires, earthquakes, or civil unrest. In anticipating the potential impact of an interruption, we have a dedicated Business Continuity Plan, which provides a framework for operational continuity and redundancy should an unexpected event occur. The plan outlines the contingency actions and recovery strategies needed and is designed to provide quick resumption of Meissner’s business functions with minimal downtime and customer impact. Our business continuity management extends to our suppliers and customers, as we have completed risk due diligence assessments using internal tools and trusted third-party credit checks to ensure we have identified all potential disruptions to our value chain.



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Meissner is deeply committed to cybersecurity. We implement a comprehensive data classification policy to safeguard intellectual property and ensure that it is encrypted both at rest and in transit. We adhere to the principle of least privilege when granting internal employees access to confidential information, ensuring only those with a legitimate need have access. Using a multitude of systems and internal testing methods, such as penetration testing, our dedicated IT Security Team continuously monitors compliance and the effectiveness of our control systems to actively identify potential threats to data security. To further strengthen access control, we require multi-factor authentication for data access and permit access solely through approved devices.

Furthermore, we understand the importance of proactive data management and stewardship. To showcase our IT Security Team’s vast expertise in cybersecurity, in August 2024, members of their team competed in the “CTRL+ALT+DETECT” security challenge at the prestigious DEFCON Cyber Security Conference in Las Vegas. The CTRL+ALT+DETECT challenge is a defensive security contest where participants are given simulated ransomware scenarios and are asked to investigate the scenario and identify the digital key to reverse the breach. As a testament to the strength of our IT Security Team, we are proud to share that they secured second place among over 100 other teams.

Meissner is also happy to share that we completed our first ever CyberVadis assessment. CyberVadis is a cybersecurity assessment platform that measures the maturity and effectiveness of a company’s cybersecurity program. It evaluates policies, procedures, and security controls and their alignment with internationally recognized information security standards, such as ISO 27001 and NIST Cybersecurity Framework. As a result of this assessment, Meissner achieved Platinum status with a score of 967 out of 1000. This score places us at the highest level of recognition, demonstrating the maturity of our cybersecurity program and commitment to data privacy and security.



“[Meissner] maintain[s] excellent security controls, vulnerability levels, and general security practices that align with industry best practices.”

Security assessment by Black Hills Information Security



We are proud of the progress we have made to date and look forward to sharing further updates with you in the years to come. Should you have any questions about Meissner's sustainability program or wish to discuss partnership opportunities, please contact sustainability@meissner.com.



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