



# INAUGURAL

## Sustainability Report

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# Meissner at a Glance

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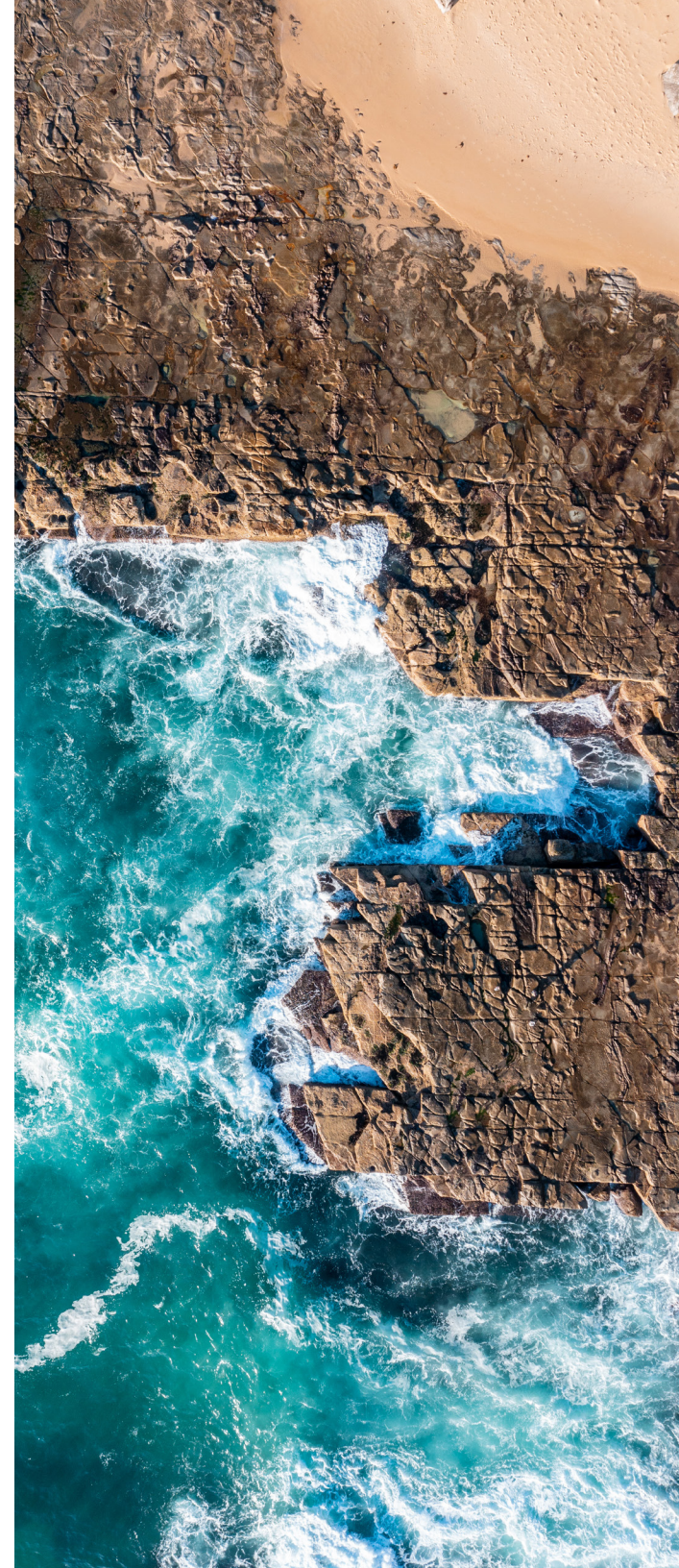
## Letter from our Founders

We are pleased to release Meissner's Inaugural Sustainability Report. From its earliest days of operation, Meissner has demonstrated its commitment to sustainability in manufacturing, understanding that it benefits not only our planet, but also our communities, families, and customers. In 1997, long before sustainability became a global movement, Meissner was awarded the Most Innovative Recycling and Reuse Program from the City of Camarillo, California. This award is just one example of the many ways in which Meissner has been recognized for demonstrating operational sustainability.

When developing our first filters, our focus was entirely on purity and performance. Our mission was to remove contamination, but we could not ignore the irony and ethical concerns of using environmentally harmful processes to manufacture purification products and felt compelled to use technology that does not create contamination itself.

When casting our first membranes, it was suggested that we select an alternative manufacturing location to avoid California's stringent environmental laws, which were seen as a barrier to successfully competing globally. Rather than manufacture elsewhere, we accepted the challenge to meet and exceed the Environmental Protection Agency (EPA) and state requirements to manufacture in line with regulatory demands in the most responsible manner. We stressed the need to be environmentally conscious from inception and have carried these practices through to all global manufacturing sites, often exceeding local regulations. This philosophy is embedded in our DNA and remains at the heart of everything we do today.

Meissner's culture always has been and continues to be green. We introduced Green Docs in 2007, which offers customers electronic installation and operation manuals on our website. These Green Docs eliminate product inserts that historically have been included in every package and, therefore, save more than 1,000 acres of forested land every year. This has now become the standard in our industry. Furthermore, before the Exxon Valdez oil spill became a global crisis, we were already contributing to oil clean-up efforts by donating spun polypropylene media to aid oil absorption and protect marine and wildlife.



We also recognize that maintaining the affordability of goods and services for our customers is critical to meeting global health needs. We are dedicated to finding creative and innovative cost-effective solutions to achieve our sustainability targets and actively share best practices as we discover new technologies that help preserve and protect the environment.

Now is the time to double-down on our environmental goals. Guided by the principals of the Paris Agreement and the Science Based Targets initiative (SBTi), we are taking action to reduce our consumption of natural resources, lower emissions, and reuse and recycle where possible as we work toward the ultimate goal of a net-zero carbon footprint. This Inaugural Sustainability Report is a testament to all the work we have done to date to advance our sustainability strategy, and all of the work we will continue to do following the formation of our Sustainability Team in 2024. It not only highlights our company's achievements, but also reaffirms our commitment to sustainability.

Thank you for being a part of our journey.

— Christopher and Laura Meissner



**Christopher Meissner**  
Chief Executive Officer



**Laura Meissner**  
Vice President  
Executive Director of Quality



## About this Report

Meissner is proud to release our Inaugural Sustainability Report. Throughout this report, we will address sustainability topics that are material to our employees, customers, and communities, and will highlight associated metrics and goals to track successes in each area. Despite the recent formalization of our sustainability program, Meissner has a long history of committing to sustainable and responsible practices. This report will spotlight Meissner's sustainability initiatives and serve as a commitment to continued transparency and progress.

As our planet faces unprecedented environmental challenges, we recognize the need for action and accountability. Our Sustainability Report will emphasize our commitment to incorporate environmentally friendly practices in our business decisions and operations to create lasting value for our stakeholders. It was developed in alignment with industry best-practices, and we leveraged international sustainability frameworks to guide disclosures.

**“Meissner has a long history of committing to sustainable and responsible practices.”**



## 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 headquarters in Camarillo, we also have a manufacturing site in Castlebar, Ireland; sales and distribution offices throughout Europe and Asia; and are constructing a third manufacturing facility in Athens, Georgia.

Centered around specialization, customer experience, scientific expertise, and engineering acumen, Meissner's ambition is to be the best-in-class supplier to the industries we serve. 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 unique culture is centered around thirty-seven cultural behaviors that are instrumental to ensuring our greatest competitive advantage — our people — are positioned to 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.



**Extraordinary  
Performance**  
40+ Years of Expertise



**Adaptable  
& Responsive**  
Privately Held  
Global Company



**Specialization**  
Risk Reduction,  
Vertical Integration,  
Automation, and Quality

# Meissner's Approach to Sustainability

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## Sustainability Strategy

At Meissner, we apply the same standards of excellence to each of our sites, regardless of location. Our leadership's long-standing adherence to sustainability has made them highly conscious of operating responsibly and ethically while considering the impact we have on our people, communities, and planet.

Meissner's Code of Conduct memorializes our sustainability practices in addition to numerous other ethical and compliance-related matters. Our Code of Conduct sets standards to ensure the environment is treated in a responsible manner, to develop environmentally friendly technologies, and to reduce detrimental greenhouse gas 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.



We also believe sustainability plays a significant role in business growth and continuity by helping us manage and mitigate risks as we adhere to the progressive regulatory requirements of Europe and the United States. The increasing demand for corporations to disclose and strengthen their sustainability strategies has driven Meissner to develop a formal sustainability oversight structure with the role of the Sustainability Manager, the development of the greater Sustainability Team, and increased involvement from Senior Leadership, including the newly formed Sustainability Advisory Committee.

As part of our commitment to sustainability and social responsibility, Meissner is proud to announce that we completed our first assessment with EcoVadis, a leading global provider of sustainability ratings. We scored in the 60th percentile across all companies globally with a score of 56 and received a “Committed Badge” in recognition of our sustainability achievement. This EcoVadis assessment was a first step in understanding our sustainability progress and ensuring accountability to our stakeholders. We are excited to see this score improve over time as we continue implementing sustainable practices and mature our sustainability program.

## Materiality Assessment

We recently partnered with a third-party advisor to complete Meissner's very first Materiality Assessment to determine the most high-priority sustainability topics based on their importance to both our business and key stakeholders. We conducted market research to benchmark industry reporting practices and identify preliminary material topics from industry peers, relevant reporting frameworks, and other market players. From there, our third-party advisors organized interviews across both internal and external stakeholder groups of customers, suppliers, and employees to collect feedback and assess the significance and prioritization of these preliminary material topics across environmental sustainability, social responsibility, and ethical governance.

From this assessment, we identified the following material topics, which will help guide Meissner's sustainability strategy by verifying the initiatives and pathways we prioritize:



### Environmental

- Climate-Related Risks and Opportunities
- Environmental Efficiency and Innovation
- GHG Emissions
- Waste Management
- Water and Chemical Management



### Social

- Community Engagement and Philanthropy
- Customer Engagement
- Employee Health and Safety
- Human Rights and Labor Protection
- Industry Innovation
- Product Quality and Safety
- Supplier and Value Chain Engagement
- Talent Management and Attractions



### Governance

- Corporate Governance



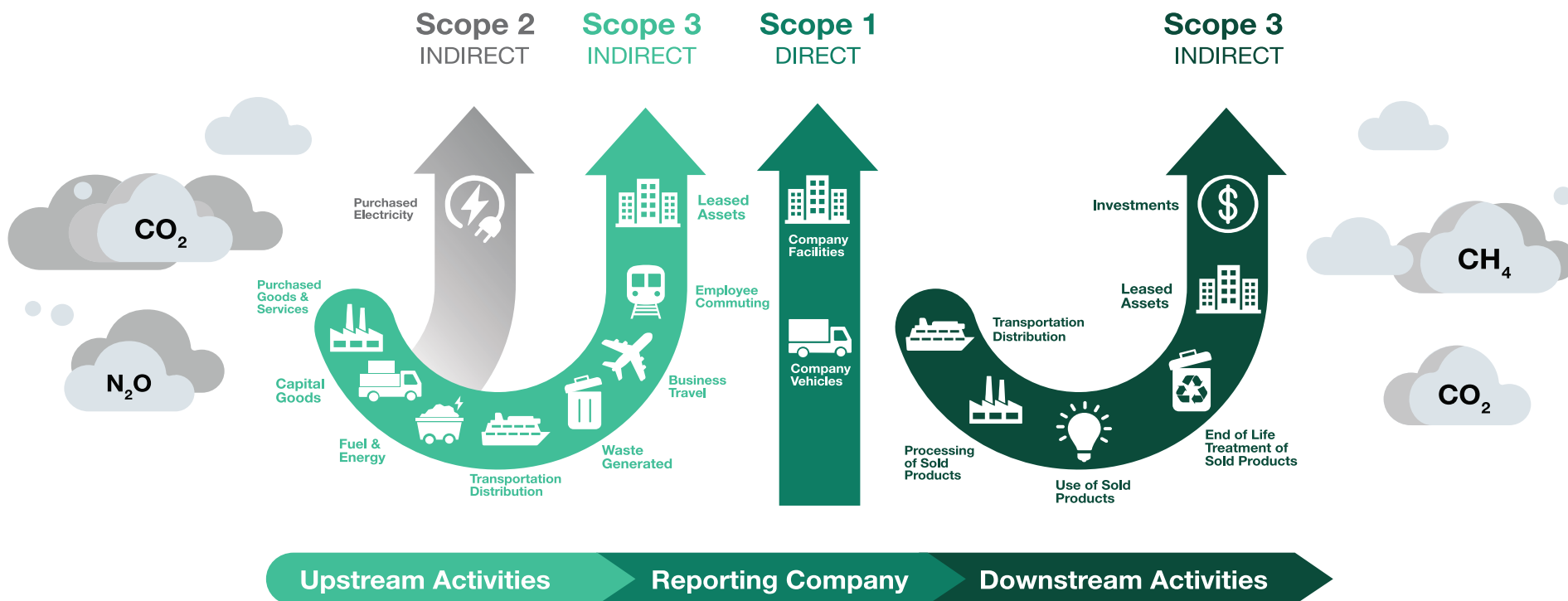
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## Climate Strategy

In 2023, our Sustainability Team began calculating our company's Scope 1, 2, and 3 Greenhouse Gas (GHG) emissions inventory to better understand our environmental footprint. Our GHG inventory is calculated in line with the GHG Protocol Corporate Accounting and Reporting Standard. It covers Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (indirect emissions from our value chain). Scope 3 indirect emissions accounted for roughly 85% of our 2023 GHG inventory, while Scopes 1 and 2 made up the other 15%. Due to the scale of these emissions, we intend to enhance our methodology and calculations as we continue to partner with customers, suppliers, and counterparts in our value chain to obtain more precise emissions data.



Our motivation for calculating our GHG inventory was partly driven by our desire to set science-based targets to reduce our environmental impact. We are proud to announce that we committed to the Science Based Targets initiative (SBTi), the gold-standard for corporate target setting, and will submit our near-term targets to SBTi for validation by the end of 2026. We expect these targets to be ambitious, yet attainable, and will collaborate with internal and external stakeholders to actively pursue the most appropriate levers and pathways towards decarbonization. In addition to our Sustainability Team, oversight into our GHG emissions reduction efforts also will fall under the responsibilities of our Sustainability Advisory Committee.

## Energy Management

Decarbonization is front of mind at Meissner as we work toward strengthening our sustainability strategy, and our efforts will undoubtedly involve integrating energy reduction programs into our operations.

As a company that makes data-driven decisions, Meissner utilizes a Building Management System (BMS) at our state-of-the-art manufacturing facility in Castlebar, Ireland, to continuously monitor the energy usage throughout our production areas, cleanrooms, and offices to maximize energy efficiency. The control system allows us to monitor and regulate our mechanical and electrical equipment to automatically make real-time adjustments as needed. By automating processes such as motion-sensor lighting and modulating temperature controls, the BMS helps us significantly reduce our energy consumption in Castlebar.

Additionally, our Castlebar and Camarillo facilities reclaim heat from our compressed air systems to warm our warehouses in an energy-efficient manner, thus reducing our reliance on alternative heating sources. We also use Variable Frequency Drives (VFDs) throughout our facilities, which help reduce energy consumption by tailoring our equipment speed to each precise production operation, thereby prolonging the maintenance cycle and reducing downtime while also conserving energy.

In 2014, we installed Electric Vehicle (EV) charging stations for employees at our U.S. Headquarters to encourage transition to EVs and allow our employees access to fast, reliable charging while in the office.

To make use of the momentum we have built around energy management, we plan to incorporate these and other green initiatives at our forthcoming Athens, Georgia, campus to advance the sustainability of our new facility and incorporate the eco-friendly designs we have already identified.



**EV Charging Stations**  
Pictured at our U.S. Headquarters

## Water Management

Meissner's California facilities are in compliance with the state's stringent environmental regulations, including, but not limited to, water management. As part of our advanced water management process, our Meissner Technical Services (MTS) Team performs weekly testing in our Micro Lab to gauge the total oxidizable carbon (TOC) levels of the water used in our manufacturing processes and confirm the absence of microorganisms and endotoxins. This testing is bolstered by our control system, which continuously monitors our water's Critical Quality Attributes (CQAs). Process water is sent through advanced multi-step filtration to purify and recover most of the water, which is tested and reused in the manufacturing process. This process of purifying and reusing water has allowed us to recover hundreds of thousands of gallons of water per year.



Meissner reclaims 100% of water used in electropolishing.



## Waste Management

In addition to water management, Meissner also takes steps to responsibly reduce our waste production. As a company headquartered in the Ventura County jurisdiction of California, we manage our hazardous waste in a manner that complies with standards established by the California Department of Toxic Substances Control (DTSC), which is part of the California Environmental Protection Agency (EPA) and protects public health and the environment from hazardous waste. Additionally, the Ventura County Environmental Health Division conducts annual inspections of our hazardous waste-generating sites by reviewing our hazardous waste manifests to ensure we are in compliance with state and federal requirements.

Our distillation operations in Camarillo, which have been in place since the 1990s, reclaim and recycle chemicals back into production following a multi-step reclamation process. We estimate that this process of chemical reclamation has equated to a 94% annual reduction in purchased chemicals, allowing us to significantly decrease the amount of waste produced.

**94%** Estimated Annual Reduction  
in Purchased Chemicals

The Ventura County Air Pollution Control District (APCD) also conducts annual inspections to ensure we are in compliance with state and federal air quality standards by monitoring our use of chemicals and confirming that our in-house thermal oxidizers are operating properly.

We also have a keen focus on eliminating waste within our operations by partnering with suppliers to reuse or repurpose our nonhazardous waste, where possible. We partner with a material recycler to repurpose 100% of remnant polymers from our injection molding process. Additionally, we work with our suppliers to return and repurpose polymeric cores, foam inserts, pallets, and cardboard, among other materials. Our packaging is derived from post-consumer recycled material and prominently displays labels informing customers how to recycle the product in the most appropriate manner.

We also have taken active steps to become a more environmentally friendly manufacturer by posting required product inserts, user guides, and Green Docs on our company website instead of printing and placing them in each boxed shipment. This small action saves trees, ink, unnecessary pollutants, and waste and allows easy access to critical documents for our customers.



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## Products & Customers

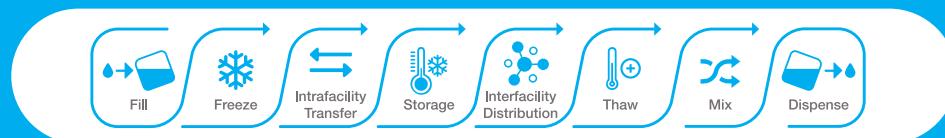
Meissner's products are strategically designed to positively impact the human condition, which advances the health and wellness of people around the world. We are a leading manufacturer of specialized Single-Use Systems (SUS) and filtration products used across multiple applications in the pharmaceutical and bioprocessing industries. Our products are designed to provide customers with the means to achieve scalability and are proven to be adaptable toward a wide array of versatile manufacturing processes with a strong focus on performance and quality. We also provide our customers with the expertise they require to support their operations from validation and qualification to the customization, design, and deployment of our products.

This expertise was showcased at the height of the COVID-19 pandemic, when Meissner played a key role in supporting the biopharmaceutical industry's response to COVID-19 by demonstrating timely delivery, rapid scalability, and effective design during a turbulent time. Our critical products enabled the development, manufacture, and distribution of numerous life-saving therapeutics and vaccines around the world.



Product Spotlight:

## CryoVault® Freeze & Thaw Platform



Meissner's CryoVault® platform features rigid high-density polyethylene (HDPE) containers that offer a consistent freeze-path with configurable fluid path assemblies. These containers are available in a multitude of sizes, from 40 mL to 100 L volumes, and can be used in any scale, from process development to production. This full end-to-end system offers solutions for the entire freeze-thaw process from filling, freezing, and storing to thawing, mixing, and dispensing – all of which can accommodate varying batch volumes and end-user requirements.

Our CryoVault® containers are manufactured from a medical grade HDPE resin and embrace the operational benefits associated with Single-Use Systems (SUS) by being simple to operate, clean, and even recycle. These containers are made from a single polymer, which are more easily recyclable following effective decontamination from their drug substance or drug product. This differs from other multi-component materials used in freeze-thaw applications – such as biocontainers and clamshells – which face circularity challenges by containing multiple polymers. CryoVault® containers therefore offer greater recyclability opportunities and have the potential to reduce our collective emissions by eliminating post-use incineration.

## Supply Chain Resiliency

The ability to deliver critical products throughout varying and uncertain global economic cycles requires meticulous planning and resilience amid supply chain disturbances, material shortages, and labor shortages. Our dedication to continuous improvements in automation and vertical integration allows us to stay several steps ahead of potential disruptions to our supply chain. Our commitment to maintaining appropriate excess manufacturing capacity for facilities, infrastructure, and equipment helps control bottlenecks in production, which mitigates risks for our customers.



## Meissner Virtual Production (MVP)

We manage all aspects of manufacturing and quality using our Manufacturing Execution System, Meissner Virtual Production (MVP). This system is a digital twin capturing all material movements, personnel, critical machine settings, and processes in production, which helps us make real-time, data-driven decisions on inventory management, workforce planning, equipment maintenance, and quality control. As a just-in-time manufacturer, Meissner uses MVP to monitor inventory levels to support responsible and timely sourcing decisions, reducing the need to stock unnecessary materials. MVP tracks cycle times and raw materials through every production stage to provide visibility around labor efficiency and accurate costing. The MVP system is also an all-encompassing Quality Control enforcer that ensures our products are manufactured to specification with the correct materials and appropriate testing, culminating in Quality Assurance review and release, which mitigates risk and reduces returns.

## X-ray Sterilization

To maintain continuity, we are pursuing X-ray as an additional sterilization option to gamma irradiation for our products. Amid increased global demand for Single-Use Systems (SUS), we made this decision to reduce the risk of potential resource constraints associated with Cobalt-60 amid geopolitical uncertainty.

X-ray irradiation is a well-characterized method of sterilization despite its relatively new applicability to single use. A study published in 2021 by the Bio-Processing Systems Alliance (BPSA) supported the successful evaluation and qualification of X-ray for SUS as a complement to gamma<sup>[1]</sup>. To guarantee minimal disruption to our customers, we have adopted a comprehensive understanding of the subject matter and are performing extensive qualification exercises through Meissner's Sterilization Validation Program to evaluate and compare the extractables profiles of X-ray and gamma sterilization for both our SUS and filter products. As recommended by BPSA, we issued a change notice of this adoption to our customers in 2022, well in advance of the proposed implementation, which is slated to begin in 2025.

<sup>[1]</sup> [FINAL X-Ray Sterilization of SU Bioprocess Equipment\\_042621.pdf](#)

## Customer Experience

We aspire to create a future where Meissner sets the standard for extraordinary customer experience. In 2023, we launched our inaugural Customer Experience Committee, composed of leaders across eleven departments to elevate our ability to be best in class. The committee engaged in a thorough discovery process to identify ways to enrich the customer experience at Meissner. They identified and formalized recommendations for Senior Leadership, focusing on strengthening culture, internal processes, and digital tools, to continue delivering value that exceeds customer expectations.



## Employees

### Employee Health & Safety

At Meissner, employee health and safety is our top priority, and we believe it goes hand in hand with quality and operational efficiency. Safety takes precedence in all aspects of our work — from design to production — as we believe it drives operational resiliency, which allows us to meet and exceed our customer commitments. Health and Safety training is built into our New Employee Orientation (NEO) program to ensure it is front of mind for employees from Day 1. Additionally, we train our managers to ensure the appropriate protocols for responding to and reporting employee injuries are strictly followed.

To manage our company's health and safety efforts, Meissner's cross-functional Safety Committee, represented by twenty-two departments, holds quarterly meetings to thoroughly assess safety standards, compliance with OSHA requirements, and necessary improvements to address any previous shortcomings or observations. This committee maintains a wholistic view of safety across the organization and regularly engages in impactful discussions that prioritize a problem-solving mindset.

In 2023, we rolled out enhancements for our medical benefits to grant employees access to confidential mental health resources for substance abuse, financial issues, gambling, domestic violence, and a variety of other hardships. Meissner also offers employees access to a nurse triage line that is available 24/7, as well as complimentary CPR training and certification for those interested.



We at Meissner also believe that the health of our employees extends beyond cuts and scrapes. We have many offerings available to support our employees and ensure their overall well-being. We conduct regular Dignity at Work training to promote a positive, safe, and productive work environment. Managers are trained to support a zero-tolerance workplace, free from discrimination, harassment, and bullying. We ensure both managers and employees are given the tools and resources to respond to and report unwelcome discriminatory behavior.

In 2022, we began honoring 'Meissner Anniversaries' as paid holidays for our employees at the milestone of their hire date. Additionally, we formed the Employee Recognition Committee, whose first output was to create a formal awards and recognition program for employees demonstrating extraordinary behavior and those who achieved anniversary milestones through their tenure with Meissner.

Our Camarillo headquarters features a fully equipped onsite gym, first established in 2015, to promote employee health and wellness and provide a space where employees can exercise and prioritize their physical well-being while at work. We additionally introduced lush coffee lounges throughout our workspace for employees to enjoy a cappuccino and relax during breaks, socialize with others, or conduct small meetings.

In 2023, Meissner launched the grand opening of the Kona Café with the mission of offering employees wholesome meals featuring fresh ingredients at affordable prices. We incentivize healthy food options and exemplify Meissner's strong corporate citizenship through responsible sourcing, and we promote environmental sustainability by minimizing food waste and only using compostable plates and utensils. The Kona Café takes pride in elevating the Meissner experience by embodying our company culture of creativity, passion, and exemplary service.



Meissner participates in the annual Ventura County Corporate Games, where companies across Ventura County engage in friendly competition with one another by playing business-to-business team sports. The Corporate Games serve as an opportunity for our employees to engage not only with each other but also with other organizations in our community. In 2022, we had 141 employees represented in all twenty-six events, ranging from Texas hold 'em to surfing. We were honored to take home the Team Unity Award, where we were recognized for exhibiting the most unity and team spirit throughout the games — an award heralded by the Ventura County Corporate Games Recreation Supervisor as being the most valuable of the games.



## Talent Management

At Meissner, we pride ourselves on having an incredibly talented and engaged workforce, which is largely a result of our unwavering devotion to our employees and our focus on fostering their health and happiness. A testament to this dedication is that Meissner has never had to implement layoffs in its 40-year history, a key advantage of being privately held, which means leadership answers to our people, not investors.

As part of our talent acquisition program, we partner with local universities, including CSU Channel Islands, UC Santa Barbara, Cal Poly San Luis Obispo, and the University of Galway, to support senior projects, provide career guidance talks, and participate in career fairs. These activities help us engage the next generation of Meissner employees by showcasing our products and discussing internship and full-time opportunities.

Meissner's 2023 Summer Internship Program welcomed twenty-six interns to support multiple functions, including Research & Development, Engineering, Product Management, Global Finance & Accounting, HR, and IT among others. Our interns completed a summer-long project, some individually and others cross-functionally, and culminated the program with a formal presentation of their work to Meissner's Senior Leadership Team. Our program also received national recognition by WayUp and Yello by being nominated as one of the country's best internship programs in 2023.



**CAL POLY**

**UC SANTA BARBARA**



Channel Islands  
CALIFORNIA STATE UNIVERSITY



OLLSCOIL NA GAILLIMHE  
UNIVERSITY OF GALWAY



**100%** of surveyed interns would recommend  
our internship program to others.

Meissner Industries Inc. Confidential

In 2022, Meissner launched its Learning and Development (L&D) department to serve as a resource for employees and provide professional and personal growth and leadership development opportunities. The team began their engagement strategy with their inaugural Leadership Program, which fosters collaboration and effective communication through the introduction of regular one-on-one meetings, coaching, career development strategies, personal effectiveness, and an array of other developmental opportunities.

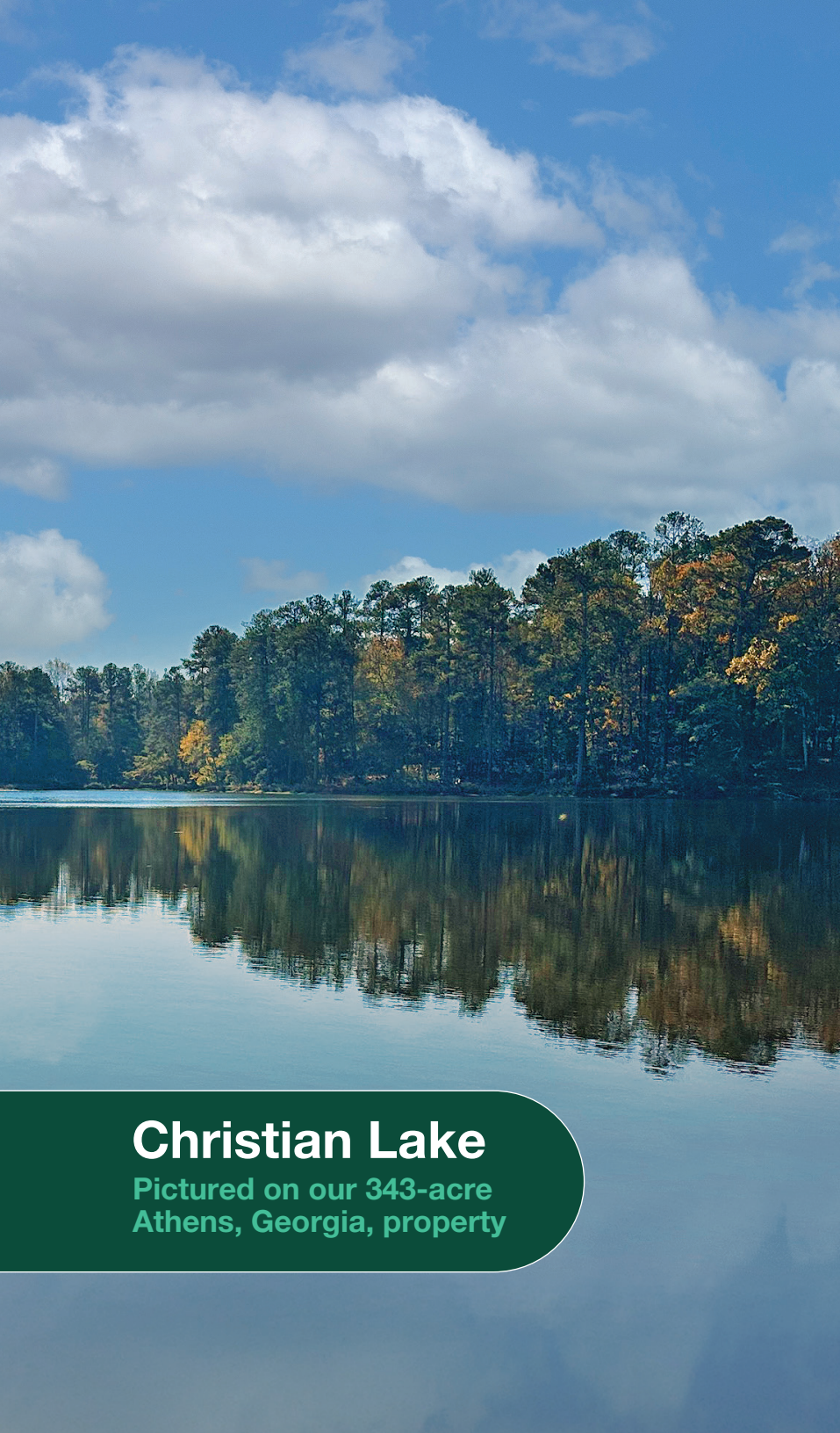
Our L&D team also offers employees a wide array of online and in-person classes ranging from Microsoft Excel and Coaching Skills to Technical Product Training and Engineering. Additionally, in 2022, they introduced their cohort training programs for Senior Leadership and Emerging Leaders.



## Diversity, Equity, & Inclusion

Meissner is committed to vigilant compliance with all applicable laws and regulations related to equal employment opportunities, which is memorialized in numerous policies and procedures, including our Employee Handbook and Code of Conduct. Our workforce includes many employees with long tenures of service, which we believe is a testament to our robust culture and environment of inclusivity and opportunity.

In 2023, we partnered with third-party advisors to conduct a company-wide Diversity, Equity, and Inclusion (DEI) Maturity Assessment. The purpose of this assessment was to evaluate our company's DEI maturity and identify areas of improvement to ultimately perfect the policies and practices that develop a companywide culture of inclusion. We intend to use this assessment in coming years as we build upon our DEI strategy.



## Christian Lake

Pictured on our 343-acre  
Athens, Georgia, property

### Our Communities

Meissner has a strong global presence and is part of a diverse group of communities. The latest community joining our repertoire is Athens, Georgia. In 2023, we purchased approximately 343 acres of land and have committed to investing over \$250 million to develop a new manufacturing facility that aims to create 1,785 new jobs over the coming years. What drew us the most to Athens-Clarke County was its engaged community, incredible talent pool, and ideal geographic location to serve our customers on the East Coast and around the world.

As part of this expansion to Athens, we will work with the university and technical college systems of Georgia, including schools such as the University of Georgia, Georgia Institute of Technology, and Athens Technical College, to explore internship and other collaboration opportunities through relevant study programs.

As we begin constructing our Athens, Georgia, facility, we are cognizant of the responsibility we have to preserve the rich biodiversity of the land we will inhabit. There are two species of animals - beavers and bees — that have taken refuge on our property, and we intend to preserve their habitats. We have made a commitment not to interfere with the beavers or their dams until absolutely necessary, at which time we plan to consult local wildlife experts to safely relocate them to another part of the approximately 12-acre Christian Lake on our land.

Our commitment to habitat preservation also extends to the bees, as we recognize the critical role they play in our ecosystem. We will partner with a local beekeeper who operates a nearby bee farm and has graciously agreed to take any beehives we may find on our land. This not only preserves the bee colonies, but also allows us to maintain the preservation legacy long practiced by generations of the Christian family who once owned portions of the recently purchased property.

## Sustainability at Castlebar

Our manufacturing facility in Castlebar, Ireland, has set the curve for our company's sustainable operations. Our electricity comes from 100% renewable sources, our facility operates entirely on LED lighting, and we offer composting onsite to divert food waste from landfills. As part of our decarbonization strategy, we plan to implement similar efforts at our headquarters in Camarillo.

In 2023, we kicked off an energy audit to identify energy efficiency opportunities in our Castlebar cleanroom. We aimed to recalculate and refine the frequency of air changes per hour, while maintaining low particulate levels in our ISO Class 7 Certified cleanroom. We began by benchmarking our historical operational data against similar cleanrooms from our industry peers in Ireland to understand how our cleanroom operations compared to similar climates. We found that we could take steps to reduce the number of air changes with no impact on our cleanroom quality standards. With this controlled study, our goal is to achieve a double-digit percentage decrease in energy consumption.

Castlebar is also actively engaged in a range of community initiatives. In 2023, we participated in World of Work — a partnership with Davitt College — in which we offered second year students the opportunity to connect with our employees and gain valuable insight into jobs, careers, and essential skills to inspire them to look toward the future. We also have partnered with the National Learning Network/REHAB, a care facility for people with severe learning disabilities, such as autism. Since 2022, Meissner has provided work placements, funded a new sensory garden at their facility, and sponsored numerous activities such as sports days while also providing engagement opportunities for their members.



## Meissner Gives Back

At Meissner, we believe it is our responsibility to give back through philanthropic efforts to support global issues and impact positive change. In 2022, we donated \$100,000 to crisis relief efforts in Ukraine through Global Giving's Ukraine Crisis Relief Fund. Geared toward humanitarian relief and long-term support, their fund worked with vetted partners in the region to support relief and recovery efforts by deploying urgently needed medical aid, repairing infrastructure, and providing supplies and energy for the winter.



**GlobalGiving**  
**\$100,000**  
Ukraine Crisis Relief Fund

Meissner employees regularly support Food Share Ventura County, a local branch of the Feeding America Food Bank network. Teams have organized food drives and helped plant and harvest produce in the Senior Nutrition Garden, which provides fresh, local, organic fruits and vegetables to Ventura County's older adults. Our 2023 summer interns continued this tradition by spending a day in Oxnard, California, packaging and serving food crates and groceries to families in need. In 2023, Meissner employees volunteered over 1,300 hours through this program.



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## Leadership & Corporate Governance

Meissner's founders and Senior Leadership Team 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 the Directors of the entities within the Meissner group of companies and drive the entire organization to ensure compliance with all applicable laws and regulations in the numerous jurisdictions in which we operate. Meissner's Sustainability Advisory Committee will provide regular reporting to Meissner's Directors and Senior Leadership Team, ensuring alignment across the organization and around the globe with respect to our sustainability program.



## Ethics & Compliance

Meissner operates in strict compliance with all applicable ethical standards, laws, and regulations, which are memorialized 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 nondiscrimination, 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, anticorruption and antibribery, 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.



## Risk Management

As part of Meissner's risk management and readiness program, we have taken significant steps to ensure that our business operations can continue under any circumstance. As such, we have prepared a Business Continuity Plan to provide a framework for operational continuity should an unexpected event occur, such as floods, earthquakes, or civil unrest. Our plan will allow for quick resumption of Meissner's business functions, with minimal downtime and impact on customers. It is composed of a predetermined set of actions and assigned responsibilities that would allow us to resume normal working practices as quickly as possible and is routinely reviewed and updated by our Business Continuity Committee.

In the spirit of thinking several steps ahead, we added a pandemic preparedness section to our Business Continuity Plan in 2019, which helped us manage risks, anticipate demands, and ultimately stay in operation at the onset of the COVID-19 pandemic.

Vertical integration also plays a key role in our risk mitigation strategy by ensuring redundancy and giving us greater control over our materials and manufacturing process. It provides us with the opportunity to highly customize our products to conform with customer demand. Our integration of the same common polymers in all injection-molded components alleviates the need for customers to have to requalify the extractables and leachables profile of our Single-Use System components.

Our expertise and customization capabilities, coupled with our ability to provide in-house manufacturing and automation, significantly reduces the risks that arise from relying on a third party. Automation further guarantees error-proofing and refinement in production as all sources of variability are removed, which allows us to deliver daily for our customers.

Meissner also has a strong dedication to IT Security as part of our risk management strategy. We have made the necessary investments in our technology, people, and training to allow us to mitigate the risks of cybersecurity threats. We conduct yearly penetration tests with a third party, whereby we identify and remediate gaps in our security program. We also have a 24x7x365 response team in place to handle security threats as they arise. We believe IT Security is everyone's responsibility and therefore require every Meissner employee to complete a set of core training courses upon onboarding and monthly training throughout the course of their employment.



## CASE STUDY

Meissner's ability to provide highly customized Single-Use System designs, made possible by vertical integration and automation in our manufacturing processes, has a direct impact on risk reduction for our customers. Our company's foundational strengths of manufacturing excellence and engineering acumen, along with our polymer expertise, are regularly employed in the design of our products, such as our 2D biocontainers with customized port options. This customization delivers the exact number of functional ports in optimal outlet sizes, such that tubing reducers, adapters, and plugged non-functional ports are eliminated, along with the layer of risk and potential for quality issues that they add to the manufacturing process.

## Forward-Looking



As we look toward the future, we are excited to build upon the incredible momentum we have created and further advance our sustainability strategy. We look forward to working with both internal stakeholders across business lines and external stakeholders along our value chain to partner on sustainability initiatives and accomplish our collective goals. We believe that sustainability is a collaborative endeavor, and true success can only be achieved when we work together to secure a sustainable planet for future generations.

Should you have any questions about Meissner's sustainability program or wish to discuss how we can partner together, please contact [sustainability@meissner.com](mailto:sustainability@meissner.com).



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