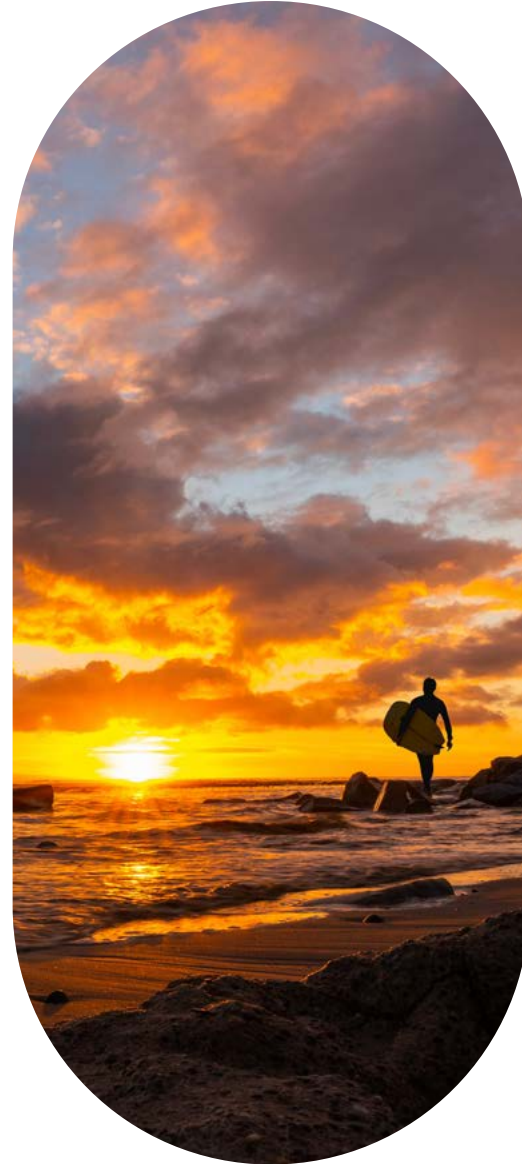


2025 Sustainability Report



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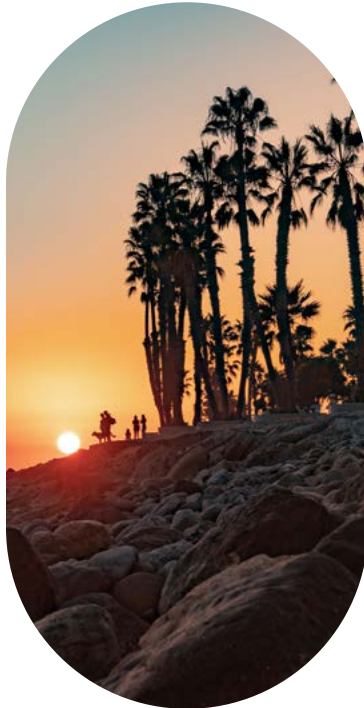
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Letter from our Founders

2025 marked another year of meaningful progress in Meissner's sustainability journey. We continued to see momentum build, not only from Meissner's dedicated Sustainability Team, but also from all departments across our organization.

This year's Sustainability Report spotlights progress in several key areas: our waste mitigation efforts, our continued community engagement, and our evolving climate strategy. Together, these initiatives reflect our commitment to all three pillars within sustainability—environmental sustainability, social responsibility, and ethical governance.

As a manufacturer of filters and single-use systems, we understand the inherent complexities of reducing waste in our industry. In 2025, we introduced composting at our Camarillo, California, campus; worked with key suppliers to develop customized products that reduce scrap waste; and established take-back programs to integrate more circular solutions. And we didn't stop there; we extended our waste reduction initiatives to our customers by partnering with them to identify and implement tangible waste reduction opportunities.

We are equally proud of our commitment to community engagement and the relationships we fostered throughout 2025. At Meissner, we encourage our employees to volunteer, champion local causes, and leave places better than they found them. This commitment is exemplified by our longstanding community partnerships across Camarillo, California, and Castlebar, Ireland, as well as our budding engagements in our newest location, Athens, Georgia. In a remarkably short time, our Athens team has embraced opportunities to serve their community and help establish Meissner as a trusted and engaged neighbor. Their efforts reflect the care, perseverance, and dedication of our workforce.

In 2025, we also made impactful strides in our climate strategy. Although we have tracked our Greenhouse Gas (GHG) emissions for several years, this is the first year we are publicly reporting emissions in our annual Sustainability Report. Our stakeholders' trust is paramount to us, which is why we waited to undergo third-party limited assurance before publicly disclosing our emissions. This step strengthens the transparency and rigor of how we measure and report our environmental impact, particularly as we prepare to submit decarbonization targets to the Science Based Targets initiative (SBTi).

While we recognize that there is still significant work ahead of us, we look toward the future with excitement and anticipation of all that is yet to come. We are energized by the opportunity to continue learning, improving, and creating a positive impact together as we make decisions that create lasting value for our employees, customers, communities, and other stakeholders. Thank you for continuing to be a part of Meissner's journey!

– Christopher and Laura Meissner



Christopher Meissner
Chief Executive Officer



Laura Meissner
Chief Corporate Officer



About this Report

As Meissner continues to build upon our sustainability program, our annual Sustainability Report serves as the vessel through which we communicate our achievements and priorities to our stakeholders. In 2025, Meissner's notable achievements included advancing our climate strategy by undergoing a third-party limited assurance review of our greenhouse gas (GHG) emissions, strengthening our waste management initiatives by reducing production scrap and introducing a composting program, and enhancing our community engagement efforts by partnering with local educational, civic, and governmental institutions.

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

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

Unless otherwise stated, this report focuses on the progress we made in 2025, with data and metrics reflecting performance from the period January 1 to December 31, 2025.

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



Meissner 2025 Corporate Games



Interpex 2025 Tradeshow

About Meissner

Founded in 1984 and headquartered in Camarillo, California, Meissner is among the largest privately held companies serving the global bioprocessing sector. We manufacture filters and housings, integrity test instruments, and single-use biocontainer and fluid path assemblies. Our portfolio of products enables the development and manufacture of critical life-saving medicines across therapeutic areas such as oncology, cardiology, and immunology. In addition to our campus in Camarillo, California, we operate a manufacturing facility in Castlebar, Ireland, maintain sales and distribution offices across Europe and Asia, and are expanding our global network with a third manufacturing site currently under construction in Athens, Georgia.

Centered on specialized applications, scientific expertise, and engineering acumen, Meissner strives to be the best-in-class supplier and provide an unparalleled customer experience 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 is driven by extraordinary people who demonstrate our commitment to our customers through risk reduction, vertical integration, automation, and quality.

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



Products & Customers

Product Innovation

As Meissner continues to lead the way in the realm of product innovation, in 2025, we made greater strides to integrate sustainability into our product development. We are constantly seeking opportunities to implement more eco-friendly design throughout our products, such as our films and packaging. This effort made significant progress in 2025, and we expect to see continued advancements in years to come.

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. As sustainability programs continue to move up the priority list at corporations amid increased regulation and stakeholder expectations, we recognize the importance of partnering with our customers around sustainability. We remain dedicated to helping our customers achieve their sustainability goals with the same rigor we bring to their financial and operational goals.



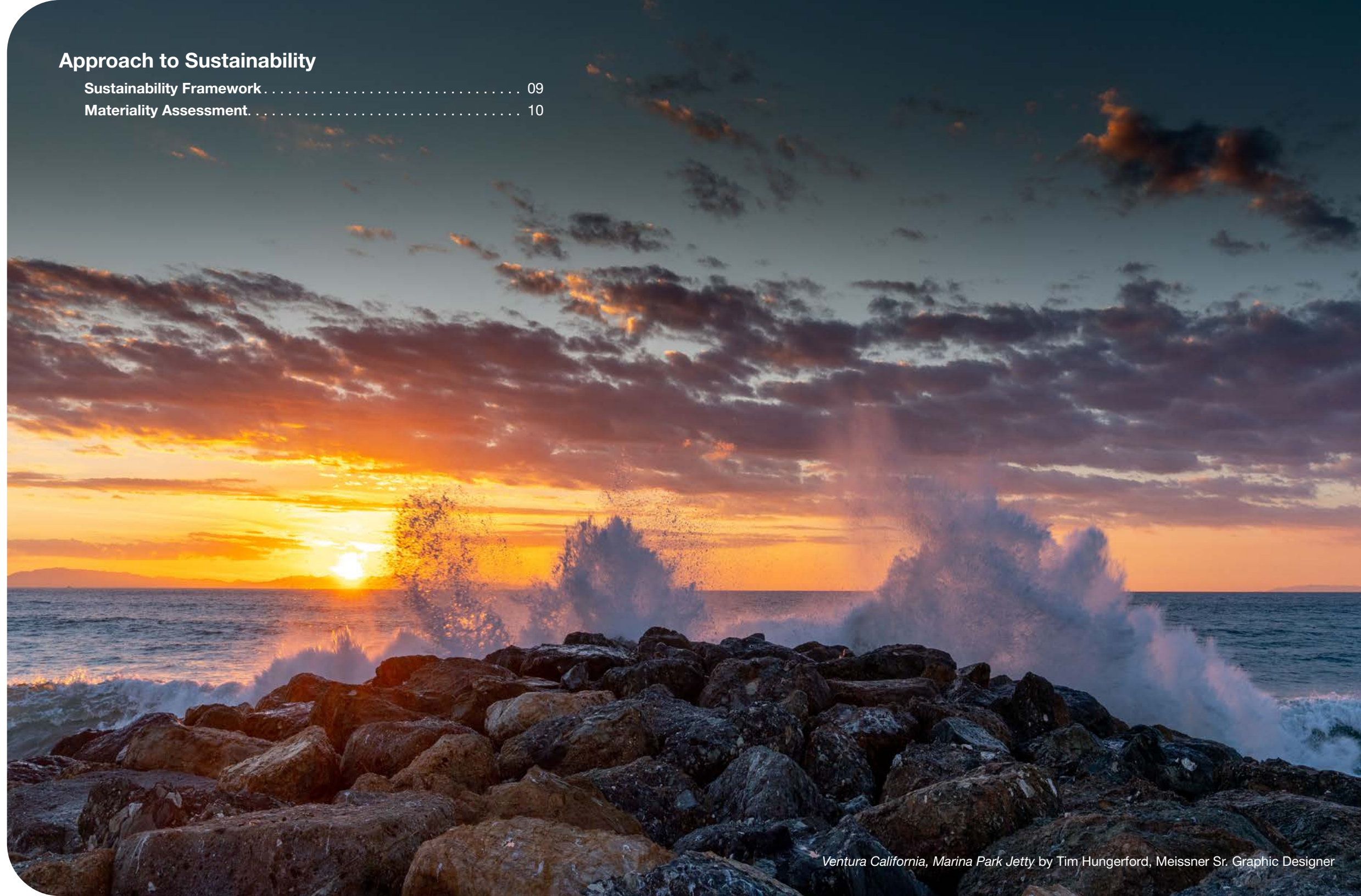
Case Study: Tubing Waste Reduction

We continued to evolve our customer partnerships in 2025. One notable example was our proposal to make a nonintrusive modification to a single-use assembly for one of our valued customers, which could reduce over 62,000 feet (or roughly 12 miles) of unnecessary tubing annually without impacting the form, fit, or function of the assembly. In conjunction with the waste reduction, we were able to pass on cost savings to the customer, proving that sustainability can go hand in hand with financial and operational performance.



Approach to Sustainability

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Ventura California, Marina Park Jetty by Tim Hungerford, Meissner Sr. Graphic Designer

Sustainability Framework

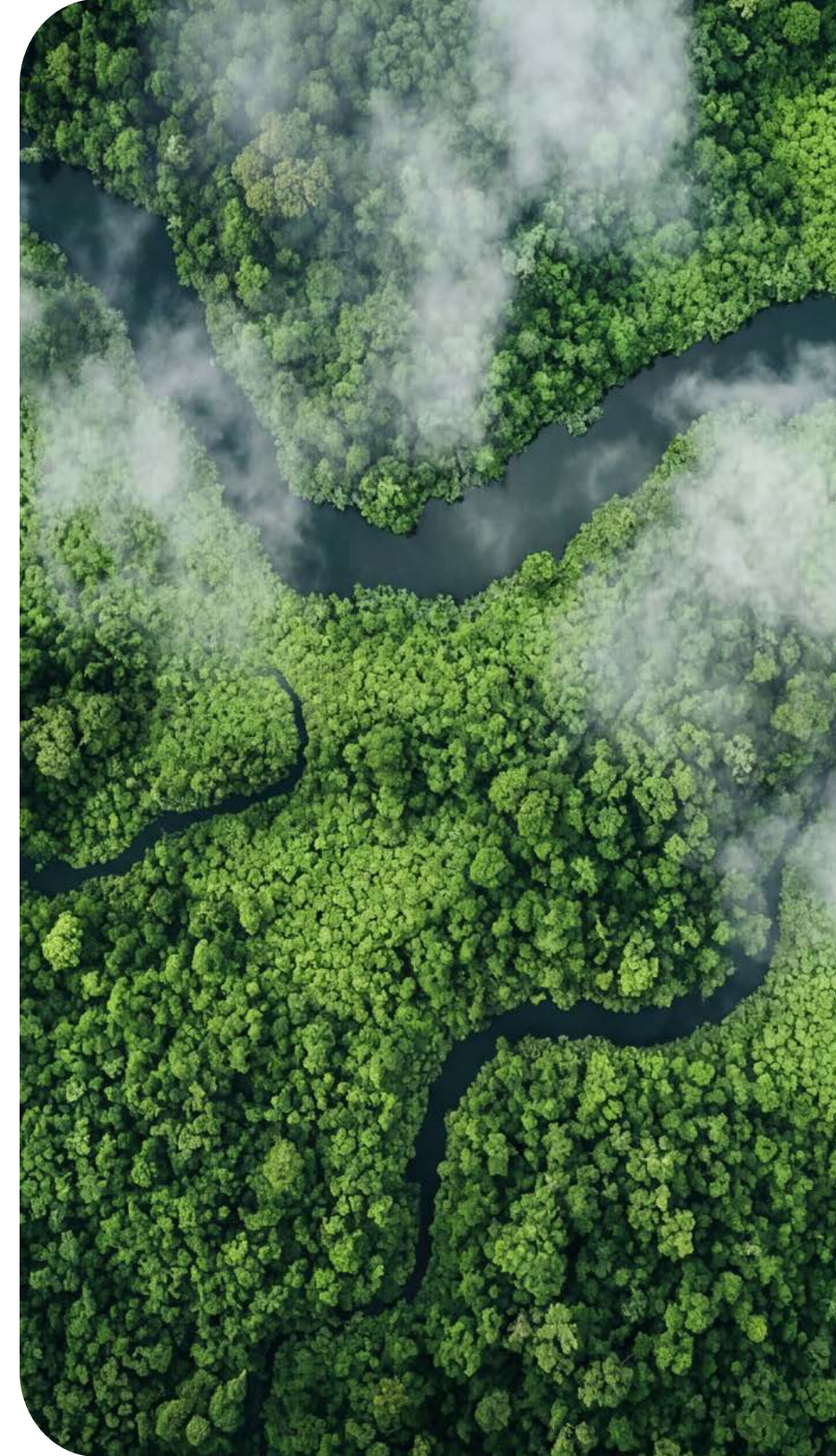
Meissner continues to balance the non-negotiable safety and sterility standards of our operations with a desire to reduce environmental impacts, advance our social responsibility, and uphold responsible governance practices. Therefore, we maintain a strategic focus on scaling sustainable practices across our value chain. Our sustainability strategy is shaped by three key priorities: environmental sustainability, social responsibility, and ethical governance, all of which are detailed throughout this report and explored further in the Materiality Assessment section below.

Meissner's Code of Conduct formalizes our sustainability practices in addition to various 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 GHG emissions while striving to maximize the use of renewable sources. 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](#)

In executing these commitments, Meissner's dedicated Sustainability Team and Sustainability Advisory Committee work to ensure that all business operations adhere to the stringent regulatory requirements of the many 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 with stakeholders, Meissner has completed multiple assessments through EcoVadis, a leading global provider of sustainability ratings to evaluate businesses' Environmental, Social, and Governance (ESG) performance. Our latest assessment in 2025 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 achievements.

As part of our commitment to advancing sustainability practices sector-wide, in 2025, Meissner attended the inaugural ESG in Life Sciences West Summit in San Francisco, California. This three-day summit explored a host of topics through the unique lens of the life sciences industry, ranging from improving supplier sustainability and accelerating product circularity to future-proofing sustainability initiatives amid the changing regulatory landscape. To demonstrate our organizational commitment to thought leadership and collaborative engagement, our Sustainability Manager led a group discussion on balancing long-term sustainability with short-term profits and examined the long-debated topic of intersecting business goals with sustainability goals and the challenges sustainability programs face. These critical conversations strengthen our own sustainability strategy and drive meaningful collaboration.



Materiality Assessment

In 2023, Meissner engaged 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. These topics continue to help guide Meissner’s sustainability strategy by verifying the initiatives and pathways we prioritize and have proven to be an accurate representation of the topics of interest for both Meissner and our external stakeholders.



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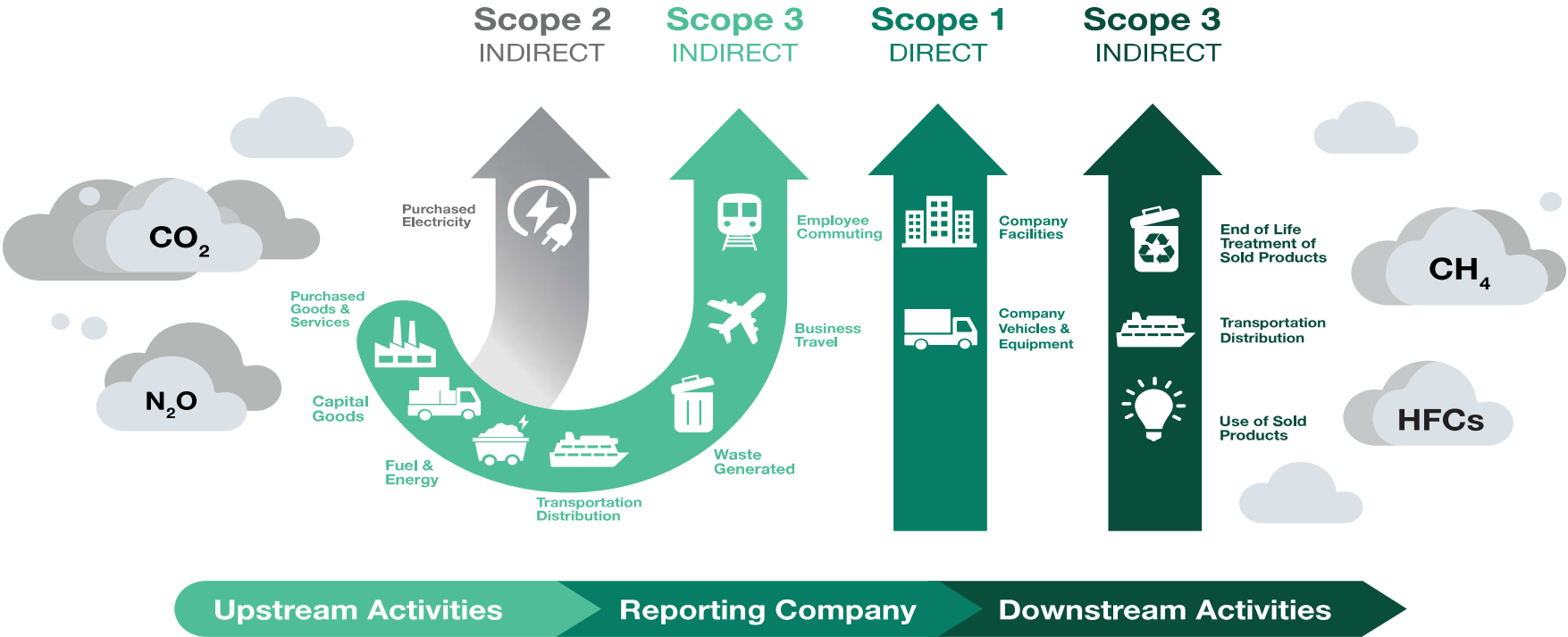
Climate Strategy

As Meissner continues to enhance our climate strategy, we are preparing to submit targets to the Science Based Targets initiative (SBTi) for validation by the end of 2026. These targets will align Meissner’s decarbonization strategy with the gold standard of corporate target setting, SBTi, and we expect these targets to be credible and achievable while holding our company accountable for our global operational impact.

Greenhouse Gas (GHG) Inventory

Our 2025 GHG inventory, summarized below, reflects Meissner’s most comprehensive year of GHG emissions calculations. These emissions are calculated in line with the GHG Protocol Corporate Accounting and Reporting Standard and cover Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (indirect emissions from our value chain). The 2025 GHG inventory below encompasses all emissions pertaining to our operations while capturing our continued growth, product development, and global expansion.

Scope	MT CO ₂ e
Scope 1	1,091
Scope 2 (Location-based)	2,289
Scope 2 (Market-based)	2,509
Scope 3	20,816
Category 1: Purchased Goods and Services	6,425
Category 2: Capital Goods	4,980
Category 3: Fuel- and Energy-Related Activities	693
Category 4: Upstream Transportation and Distribution	3,755
Category 5: Waste Generated in Operations	354
Category 6: Business Travel	583
Category 7: Employee Commuting	1,615
Category 9: Downstream Transportation and Distribution	1,308
Category 11: Use of Sold Products	87
Category 12: End-of-Life Treatment of Sold Products	1,016



Third-Party Assurance

To strengthen our sustainability strategy, Meissner ensures that the foundation of our environmental efforts, our GHG emissions inventory, is credible and accurate. In 2025, we accomplished this by obtaining limited assurance from an independent auditor for our Scope 1, 2, and 3 GHG inventory. The limited assurance engagement pertains to the consolidated data for the 2025 calendar year and does not cover prior years. A copy of our assurance letter can be found in the Appendix of this report.

To calculate our GHG inventory, Meissner uses the operational control approach. Under this approach, Scope 1 and 2 emissions are measured across 11 sites in 5 countries, including manufacturing facilities, offices, and distribution centers. Scope 3 emissions are simultaneously reported for activities within our upstream and downstream value chain. Where available, Meissner calculated emissions using activity-based data, such as fuel and energy consumed. When activity-based data was unavailable, we opted for secondary spend-based data derived from our financial records. GHG emissions were calculated using the most accurate emission factors available at the time of reporting.

The entirety of Scope 3 Categories was included in Meissner's 2025 inventory, except for Category 8 (Upstream Leased Assets), Category 10 (Processing of Sold Products), Category 13 (Downstream Leased Assets), Category 14 (Franchises), and Category 15 (Investments) as they were deemed irrelevant or immaterial to our company's operations.

To support our limited assurance efforts, Meissner took the step of developing an Inventory Management Plan (IMP) for our 2025 GHG inventory. This IMP clearly outlines the processes, assumptions, methodologies, calculations, and emission factors of our inventory, solidifying our carbon accounting controls and ensuring appropriate documentation and business continuity for future reporting. We will continue to review our IMP annually as our GHG emissions methodology evolves.



Energy Management

Meissner's Camarillo campus implemented several facility upgrades in 2025 to improve overall energy efficiency. In one facility, we replaced six cleanroom air conditioner (AC) units with more energy-efficient "smart" systems featuring remotely monitored thermostats and fan motor automation. This upgrade decreased Meissner's AC-related energy consumption by roughly 20% to 30% compared with previous systems. Variable Frequency Drives (VFDs) were also installed for indoor fans, enabling fan speeds to automatically adjust based on cooling demand rather than continuous operation at full capacity, resulting in more precise control and reduced energy consumption.

At another facility, we upgraded the rooftop with an environmentally preferable membrane material that improves building efficiency by reflecting heat instead of absorbing it, reducing thermal load compared with traditional asphalt roofing. These efforts, combined with our ongoing transition from fluorescent lightbulbs to energy-efficient LED systems in our Camarillo warehouses, have helped us take small but calculated steps toward more energy-conscious facilities.

In addition to these energy efficiency measures, in 2025, Meissner took the first step toward renewable energy procurement for our Camarillo campus by purchasing bundled Renewable Energy Credits (RECs) directly from our electricity supplier as part of their utility green power program. This initial transition was made for one of our building meters, but we intend to expand this effort to more of our sites and explore other renewable energy procurement opportunities in coming years.



Waste Management

In 2025, we made a concerted effort to analyze tubing purchases to better align demand quantities with production cut requirements, thereby reducing excess tubing waste. Tubing has typically been purchased from suppliers using standard coil sizes, but we worked with our suppliers to adjust order specifications and procure larger custom coils for near-term production orders. One implementation of this change helped reduce scrap waste by approximately 75%, positively contributing to Meissner's waste management goals.



Toward the end of 2025, we formally launched a composting initiative at Kona Café, our onsite cafeteria in our Camarillo headquarters. This effort impacted the café dining hall and kitchen, and in just a few months, we diverted over 4,000 pounds of compostable waste from landfills. As a result of this initiative's success, we intend to expand composting collection to other breakrooms and coffee lounges throughout the Camarillo campus.

4,000 Pounds of waste diverted from landfills

We also launched a waste reduction effort with one of our key suppliers of packaging materials. As part of this project, Meissner collects cradles and plastic cores to send on a roundtrip shipment back to our supplier after they deliver a shipment, reducing Meissner's waste while simultaneously avoiding additional transportation emissions. These cradles and cores are efficiently reused for future orders, therefore reducing our dependency on virgin materials.



Composting at Kona Café

Meissner's work to divert waste from the landfill made significant progress in 2025. By educating our internal teams on recycling protocols for our waste streams, we saw an increase of over 30% in recycled materials year-over-year and an increase of over 50% in recycled cardboard materials. We hope to increase this success by actively researching ways to reduce, reuse, or recycle throughout our operations. We also evaluated pathways to significantly reduce the waste footprint in our membrane casting activities. By incorporating various material circularity strategies, we expect to see significant reductions in our carbon footprint from membrane manufacturing in the future. We will continue at-scale testing for this project in 2026.

Biodiversity Management

Our Athens construction efforts this year focused on preserving the health of our onsite lake and surrounding grounds. We partnered with a reputable landscaping company to remediate invasive species around the lake and maintain consistent grass cutting throughout the year, supporting environmental preservation and employee health and safety. We also prioritized improving accessibility around the lake by ensuring the trails remain clean and well-monitored. As part of our commitment to responsible land stewardship since acquiring the site, our team conducted regular trail cleanup events, ultimately collecting two 30-yard dumpsters' worth of debris left by previous site use, restoring the property to a clean, accessible condition for employees.

Addressing our Value Chain Emissions

Meissner has always taken great pride in our ability to forecast effectively. We have historically done this by forecasting supply chain needs at the component level, not the product level. This not only helps us reduce waste by avoiding unnecessary scrapping of material, but also reduces our dependence on expedited shipping to meet our delivery commitments to customers. By planning and forecasting more accurately, we eliminate the sense of urgency and proactively source raw materials, which results in more logistical efficiency by maximizing space in each shipment for full truckloads.

In addition to forecasting efficiencies, Meissner has also made a consistent effort to implement increased sea freight over the more emissions-intensive air freight, whenever possible. Leveraging advanced planning, this utilization of maritime transport can help us reduce transportation-related emissions by over 90%.



Christian Lake
Pictured on our 343-acre
Athens, Georgia, property



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Employee Well-being

Health & Safety

The safety of Meissner's workforce is of the utmost importance to us. We continue to review all applicable health and safety plans, such as our Workplace Violence Prevention Plan (WVPP) and Hazardous Materials Business Plan (HMBP), on a regular basis. As part of this review, we implemented a more robust, broader rollout of our compliance training system in 2025. Our Human Resources (HR) and Learning & Development (L&D) Teams continually work together to upgrade our e-learning and ensure all compliance content is shared with employees in the most effective manner.

In 2025, we completed our first annual review of the WVPP introduced in 2024, incorporating targeted updates and extending the plan to our onsite vendors who share responsibility for incident reporting. We also revamped our interactive training curriculum with role-specific examples for individual contributors and supervisors, and broadened the program's rollout beyond our Camarillo headquarters to build a consistent safety culture across all our global facilities. To measure engagement, we continued to monitor training participation as a key performance indicator in 2025.

Consistent with our HMBP, all onsite hazardous materials remain stored in designated locations with secondary containment where applicable, and access to controlled substances is limited to approved personnel to maintain accurate inventory and security tracking. All chemicals continue to be handled in full conformance with Safety Data Sheets (SDS), reinforcing the rigorous safety measures we maintain to protect our employees.

In response to team questions about workplace safety, we developed a comprehensive training program drawing on Occupational Safety and Health Administration (OSHA) guidance, including a new ergonomic assessment to help prevent serious injuries. Building on this, we took a proactive approach to promote safer lifting practices by introducing training on proper lifting and handling techniques for multiple departments, such as Warehouse and Packaging. These measures allowed us to proactively address physical demands and associated risks within Meissner's production. We further supported employee health and safety using a third-party safety assessment conducted through our broker and ongoing monitoring of reportable injury trends alongside direct employee feedback. Patterns identified through this monitoring were reviewed and communicated to employees to reinforce awareness of proper procedures.

To promote physical wellness on the production floor, we introduced voluntary five-minute stretch breaks and targeted exercises for our Single-Use and Filtration Production Teams working in cleanroom environments. These sessions, offered in conjunction with mandated breaks, are guided by rotating leaders to further encourage participation.

The Meissner Insight Box, our QR code-enabled tool for sharing workplace observations and reporting safety or security-related incidents, completed its first full year of anonymous reporting in 2025. Submissions have been effective in encouraging employee participation, and going forward, we will begin tracking the types of requests submitted to better identify trends and respond to employee needs.



Employee Wellness

Employee wellness and team connection remained a key focus throughout 2025. At the beginning of the year, our Castlebar site hosted a resilience and mental wellness session led by former intercounty hurler and mental health advocate, Tony O'Regan. The session focused on practical strategies to support well-being, including maintaining healthy routines, spending time outdoors, and prioritizing self-care. Employees were provided with follow-up wellness resources and tools designed to support mental health throughout the year.

Our strategies to foster inclusion and engagement across the organization continued throughout the year and included activities such as our Castlebar employee-led Sports and Social Club. Supported by a company-matched contribution program, the club organized monthly activities throughout the year, giving employees opportunities to connect outside the workplace through recreational, wellness, and social events.

To further support employee health, onsite wellness screenings were offered to our Castlebar employees in partnership with Laya Healthcare, providing employees access to health assessments and medical consultations focused on preventative care and well-being awareness. Additionally, we upgraded the treadmills at our onsite gym in Camarillo to promote physical activity.

We also hosted a wellness event at our Camarillo campus that brought together preventive care, nutrition, and physical wellness by offering onsite flu vaccinations, a nutritious meal prepared by our in-house Kona Café, and a guided stretch session led by a certified yoga instructor. Employees left with practical tools and knowledge to support their physical health and well-being.

Our Event Planning Committee and Employee Recognition Committee regularly explore ways to celebrate our employees and ensure their voices are being heard. Activities that highlighted this appreciation in 2025 included our "Lunch with Leaders" program where employees spend their anniversaries getting lunch with a senior leader, our annual Halloween costume contest, our Thanksgiving celebration meal, and our Employee Appreciation Day, which featured a company-sponsored food truck at our facilities in Camarillo. Our HR Team also actively seeks employee feedback via anonymous surveys, including our Benefits Survey, which was launched in 2025 and gave employees the opportunity to provide feedback on our health insurance offerings.



Castlebar Employee Wellness



Thanksgiving Meal at Kona Café

Culture & Impact

Meissner is committed to cultivating an organizational culture that engages, inspires, and empowers our employees. From the moment an employee is onboarded, they are introduced to our 37 cultural behaviors, which reflect the extraordinary culture and values we have maintained throughout our organization's growth. These behaviors were established in 2016 to ensure that Meissner promotes an environment where all employees feel welcomed and respected, enabling them to thrive professionally and contribute meaningfully to the organization's continued success.

We believe that recognition is an important part of empowering employees to embody the culture we have built at Meissner. As such, we encourage employees to recognize one another through multiple avenues—from formal recognition awards to “shout-outs” on our internal communications platform. In 2025 alone, we saw over 450 shout-outs via this platform, offering employees a system for spontaneous, real-time recognition that is tied to the promotion of our 37 cultural behaviors.



Meissner Golf Team



Meissner Halloween Contest



2025 Wave Awards

Professional Development

In 2025, Meissner continued to prioritize its investment in employee development through expanded technical training, leadership education, and scalable learning infrastructure. Following the 2024 launch of Meissner Learning, our Learning Management System (LMS), we saw an increase of over 400% in LMS engagement throughout 2025. We centralized all compliance training programs, such as HMBP, WVPP, Harassment Avoidance Training, and Current Good Manufacturing Practice (cGMP), into Meissner Learning, thereby improving consistency, recordkeeping, scalability, and employee knowledge verification through integrated assessments.

400% increase in LMS engagement throughout 2025

Technical capability development remained a key focus area throughout the year, where employees participated in specialized filtration and single-use systems training through the LMS. To further strengthen customer-facing technical expertise, Meissner expanded hands-on learning opportunities in bioprocessing and industry applications. In 2025, three additional employee cohorts participated in external bioprocessing training programs through Bio-Trac, an advanced lecture and hands-on laboratory training workshop for industry professionals offered through Montgomery College. We also continued our participation in industry-recognized National Institute for Bioprocessing Research and Training (NIBRT) training in Ireland. These programs were designed to deepen our understanding of our clients' environments and broader bioprocessing workflows, enhancing the technical and industry acumen of our employees to better serve our clients' needs.

Leadership development also advanced significantly in 2025, when our L&D Team completed the first full iteration of its multi-level cohort leadership program. Building on the success of the initial program, the company expanded the initiative to include Lead-level leadership development. Leads are employees in our organizational structure who "lead" through influence rather than formal authority by helping guide and support their peers. With this expanded view of leadership, L&D began creating a next-generation curriculum ("Cohort 2.0") scheduled for launch in 2026.

Looking ahead, Meissner plans to supplement technical learning opportunities in 2026 through additional bioprocessing equipment training, more interactive LMS learning modules, and continued investment in leadership and industry education programs.



Talent Management

Meissner continued its engagement with local Southern California universities in 2025 to extend our talent acquisition efforts and engage the next generation of Meissner employees. Our IT Security Manager was interviewed in a fireside chat at California State University, Channel Islands (CSUCI) to share his journey, insights, and guidance with future tech leaders. Students were given the opportunity to ask industry professionals questions about starting their careers in tech and joining leading companies in the region. These initiatives with CSUCI give Meissner the rewarding opportunity to support and inspire the next wave of innovators.

Additionally, Meissner participated for the first time in a Ventura College Industry Tour, where a few departments, namely L&D, Meissner Technical Services (MTS), and HR, hosted students just starting their educational journey in the Science, Technology, Engineering, and Mathematics (STEM) program to expose them to various career opportunities. As part of this engagement, students came onsite, toured our facilities, and participated in a Question and Answer (Q&A) session with department leaders.

We also expanded our engagement with local universities to include the University of Southern California (USC), where Meissner's Sustainability Manager spoke on an annual Social Impact Panel organized by the USC Marshall Women's Leadership Board. This event brought together a panel of four professionals who are redefining what it means to lead with purpose and impact and allowed them to engage with students around bridging the gap between social impact and their business aspirations.

In our Athens community, Meissner is actively participating in local government, education, and civic initiatives. Meissner's Community and Talent Champion serves on the Board of Advisors for Athens Achieves, an initiative led by the Athens Area Chamber of Commerce focused on increasing employment across Athens and the surrounding counties. As a board member, this employee works with businesses, local government, and communities to ensure a skilled talent pool for current and future employers within the county.

We further deepened our ties to local education that year by joining the University of Georgia College of Engineering's Board of Advisors, a new commitment reflecting our enthusiasm for identifying and supporting engineering talent. In this advisory role, the Board meets quarterly to help shape curriculum and define what makes a great engineer, with the ultimate goal of identifying future hires. Similarly, we joined the Athens Technical College Board of Advisors, where we are working to develop an injection molding curriculum through the school's bioscience committee. Because most mold-making is currently outsourced to other countries, this partnership aims to build local talent pipelines and eventually hire injection molders and mold makers from within the community.



Community Engagement

We continued to strengthen our commitment to community engagement and social impact through initiatives that encouraged connection, resilience, inclusion, and volunteerism across our organization and in our local communities.

Our Camarillo employees built on their strong partnership with Food Share of Ventura County. Individual departments, such as our Research & Development (R&D) Team, volunteered with Food Share to package boxes of food for people in need, and our HR Department handed out 1,500 turkeys and Thanksgiving meals to local families in need around the holidays. A group of Meissner team members, led by our Global Finance & Accounting (GFA) Team, participated in a Food Share distribution event to help deliver food to local residents. Food Share's social media platforms showcased our involvement by publishing an interview with our Sustainability Manager, who spoke on Meissner's engagement, commitment, and loyalty to the nonprofit.

In August 2025, we expanded our community engagement beyond Ventura County by working with Project 180, a division of Los Angeles-based nonprofit Special Service for Groups (SSG). Project 180's mission is to provide mental health and case management services for justice-involved individuals in Los Angeles to reduce recidivism and incarceration rates. Project 180 achieves this by providing counseling, housing, education, and benefits support, among many other offerings. As part of this partnership, Meissner donated over \$12,000 worth of furniture and kitchen appliances to fill their new residential site in Downtown Los Angeles, supporting justice-involved individuals' mental health in the region.



Meissner at Food Bank of Northeast Georgia



Davitt College Castlebar Tour

We also expanded our community engagement through partnerships with educational institutions. At Davitt College, a handful of Meissner employees visited the school to speak with students about career pathways in manufacturing and engineering, sharing personal experiences and insights into their professional journeys. Students later visited our facility for an interactive tour, including exposure to cleanroom operations, and participation in a sustainability project where they repurposed manufacturing materials into a commemorative plaque for Meissner. Meissner also contributed to Drexel University's STEM program by donating a three-dimensional (3D) printer to their Chemical and Biological Engineering Department to support their students' hands-on learning and innovation.

In addition, our Castlebar employees supported community-centered volunteer programs, including a camp that provided recreational activities and respite support for families of children with autism. Meissner provided two employee volunteers every day for two weeks at this autism camp.

Our Castlebar employees also contributed directly to environmental stewardship efforts through a multi-site beach cleanup initiative, where volunteers gathered for a meaningful day of giving back to our local community by helping clear popular Westport landmarks and beaches of litter and debris. Under the guidance of local authorities, our employees worked together to ensure these areas remain clean, safe, and welcoming for all.

Our Athens Team joined the Rotary Club of Athens in 2024, engaging with local business leaders, politicians, and key decision-makers through general membership, networking, and community service, including fundraising for Alzheimer's research. Additionally, our Community and Talent Champion was selected by a steering committee to participate in LEAD Athens, a program bringing together roughly 36 community members for monthly meetings on topics ranging from higher education and K-12 schooling to daycare systems and local and state politics. The program emphasizes participant networking and education for better stewardship of the land they inhabit and the people they employ.

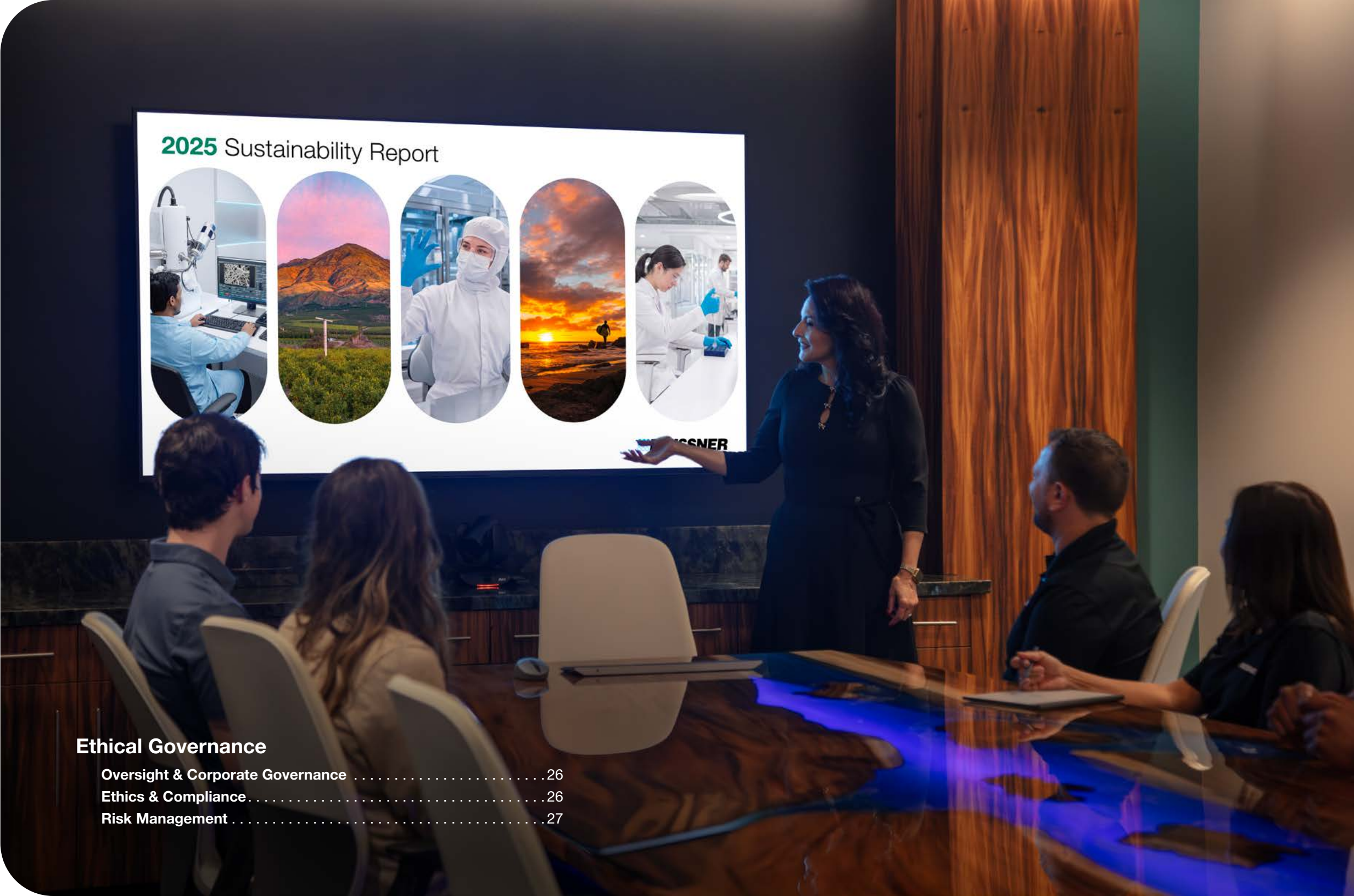
Lastly, we extended our fight against food insecurity to our Athens location by volunteering with the Food Bank of Northeast Georgia to package food boxes for people in need. Meissner is proud to engage in these initiatives across multiple states and countries, and is determined to do so for years to come.



Castlebar Beach Cleanup



Mayo Autism Support Camp



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Oversight & 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.

At the executive level, Meissner’s Sustainability Advisory Committee provides oversight and strategic direction related to the environmental, social, and governance policies outlined in this report. The committee meets on a quarterly basis to discuss Meissner’s sustainability strategy and integrate its principles into our operations, thus guaranteeing the continuity and success of Meissner’s sustainability program. The committee also provides regular updates to Meissner’s Directors and SLT, ensuring alignment across the organization.

Our Sustainability Team reports to Meissner’s GFA Department and oversees all reporting and strategies pertaining to Meissner’s sustainability program, including but not limited to energy, water, and waste management, customer and supplier collaboration, and community engagement. In addition to the Sustainability Advisory Committee, this team also periodically updates our Chief Financial Officer (CFO) on these topics and is supported by a variety of dedicated functions across our organization, including Facilities, Operations, HR, and many more.

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 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.

[LEARN MORE: Meissner’s Code of Conduct](#)



Fillmore California, Highway 126 by Tim Hungerford, Meissner Sr. Graphic Designer

Risk Management

In 2025, we completed our first CyberVadis assessment, which measured the maturity and effectiveness of our cybersecurity program. It measured policies, procedures, and security controls and their alignment with internationally recognized information security standards such as ISO 27001 and the National Institute of Standards and Technology (NIST) Cybersecurity Framework. We are happy to share that Meissner achieved Platinum status with a score of 967 out of 1000, which placed us at the highest level of recognition, demonstrating the maturity of our cybersecurity program and commitment to data privacy and security.

Meissner earned second place in the CTRL+ALT+DETECT security challenge at the prestigious DEF CON Cyber Security Conference in 2024, and returned in 2025 to claim second place again in the Project Obsidian Capture the Flag (CTF). This award further cements our IT Security Team's unparalleled expertise in cybersecurity and devotion to maintaining the highest standards of IT security.

In 2025, we also began a partnership with the Cybersecurity and Infrastructure Security Agency (CISA), which is a federal agency responsible for cybersecurity and infrastructure protection. As part of this collaboration, CISA conducts regular security scanning of our external systems and provides reports every two weeks to serve as an added layer of protection against cybersecurity threats and help identify vulnerabilities. In addition, we align our information security program to the ISO 27001 standard, to ensure that data protection is baked into every aspect of our operational culture.

To maintain and strengthen our cybersecurity posture, we invest in comprehensive security practices and continuous employee training. All employees participate in interactive cybersecurity awareness training, and certain teams receive specialized training tailored to their data protection responsibilities. As we prepare for our Athens facility opening, we are also implementing enhanced security controls to meet the unique requirements of our expanding operations.

Through these efforts, Meissner is dedicated to IT security as a vital component of our risk management strategy and will continue to make the necessary investments in our technology, people, and training to mitigate cybersecurity risks.



IT Security Team at Project Obsidian CTF



Appendix



Appendix

Assurance Letter 29



401 North College Avenue,
Indianapolis, Indiana 46202
(317) 685-6600

info@keramida.com
(800) 508-8034
keramida.com

Limited Assurance for Calendar Year 2025 Scope 1, Scope 2 and Scope 3 GHG Emissions

August 3, 2026

KERAMIDA Inc. (KERAMIDA) was engaged by Meissner Corporation (Meissner) to provide limited assurance greenhouse gas (GHG) verification of their calendar year 2025 Scope 1, Scope 2, and Scope 3 Categories 1, 2, 3, 4, 5, 6, 7, 9, 11, and 12 GHG emissions inventory. The data and calculations being verified cover the period from January 1, 2025 to December 31, 2025. The calculation of the GHG inventory is the sole responsibility of Meissner, using guidance per the US Environmental Protection Agency and the GHG Protocol standards.

Statement of Independence

KERAMIDA affirms our independence from Meissner and is free from bias and conflicts of interest related to the assurance of the environmental data.

Verification Assurance Opinion

Based on the process and procedures conducted, there is no evidence that the GHG emissions calculations and summary are not a fair representation of the actual GHG emissions data and information.

In KERAMIDA's opinion, Meissner has established an appropriate system for collecting, calculating, and analyzing quantitative data and information for the GHG emissions for the stated time period, scope, and level of assurance.

KERAMIDA's Approach

Verification was conducted in accordance with ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertion. The scope of work was to provide limited assurance for the verification of Meissner's GHG emissions inventory.

Validation scope of the reporting company's GHG emissions

- Organizational boundaries: Operational Control Approach

Time Period

- January 1, 2025 to December 31, 2025

Level of Assurance

- Limited
- Materiality Threshold: 5%

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2025 Meissner Corporation GHG Verification
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KERAMIDA's Methodology and Procedure

Procedure performed during the verification:

- Interviews with key personnel involved in the process of compiling, calculating, and preparing the emissions data report.
- Review of evidence and data in support of key disclosures in the emissions report.
- Review of a variety of data analytics to check the reasonableness of the data and calculations.
- A variety of re-calculation procedures to confirm stated quantities.
- Evaluated the reasonableness of any assumptions used in support of disclosures.
- Reviewed how disclosures were presented and determined if they were representative of data and operations.

Table 1. CY2025 Data Verified by KERAMIDA

Scope	CO ₂ e (MT)
Scope 1	1,091
Scope 2 (Location-Based)	2,289
Scope 2 (Market-Based)	2,509
Scope 3 Category 1	6,425
Scope 3 Category 2	4,980
Scope 3 Category 3	693
Scope 3 Category 4	3,755
Scope 3 Category 5	354
Scope 3 Category 6	583
Scope 3 Category 7	1,615
Scope 3 Category 9	1,308
Scope 3 Category 11	87
Scope 3 Category 12	1,016

This verification statement, including the opinion expressed herein, is provided to Meissner and is solely for the benefit of Meissner in accordance with the terms of our agreement. We consent to the release of this statement by Meissner to other entities in order to provide disclosure, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.

Signed by KERAMIDA Inc. on August 3, 2026:

Ellie Agioutanti, M.S.
Manager, GHG & Sustainability Data
KERAMIDA Inc.
Indianapolis, Indiana, United States

Xuqing Xiong, P.E., M.S.
Accredited Lead GHG Verifier
Vice President, GHG & Sustainability Data
KERAMIDA Inc.
Indianapolis, Indiana, United States



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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SR 3.0

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