



BioPharma
Product Testing

Sustainability Report 2025



Nurturing our planet,
while testing for life.

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Scope of Report

This report solely reflects the Eurofins BioPharma Product Testing North America (EBPT NA) Regional Business Line, featuring its fifteen primary operations within North America. These businesses and their respective locations include: Eurofins Lancaster Laboratories, LLC, Lancaster, Pennsylvania; Eurofins Lancaster Laboratories, LLC, Portage, Michigan; Eurofins BioPharma Product Testing Columbia, LLC, Columbia, Missouri; Eurofins Advantar Laboratories, LLC, San Diego, California; Eurofins Human Factors MD, LLC, Charlotte, North Carolina; Eurofins BioPharma Product Testing ENCO, LLC, Jacksonville, Florida and Cary, North Carolina; Eurofins Infinity Laboratory Group, Inc. St. Louis, MO, San Jose, CA, Crown Point, IN, New Brunswick, NJ; Eurofins Calibration, Certification and Metrology, LLC San Diego, CA, San Jose, CA, St. Louis, MO, New Brunswick, NJ and Eurofins BioPharma Product Testing Toronto, Inc., Toronto, Ontario. Throughout this report, there are highlights of regional, national and local efforts from the EBPT NA Regional Business Line. In many cases, sustainability must be curated to a site's unique workforce, history, environment, and surrounding community. This report is not a reflection of the total legal structure of the companies listed and only represent the Eurofins BioPharma Product Testing NA Regional Business Line and the companies listed.



Neal Salerno, Senior Vice President Eurofins BioPharma Product Testing NA

I am pleased to share the 2025 Eurofins BioPharma Product Testing North America (EBPT NA) Annual Sustainability Report. This report will provide highlights of our accomplishments and actions taken at all of our EBPT sites in North America including Lancaster, PA; Columbia, MO; Portage, MI; San Diego, CA; Charlotte, NC; Cary, NC; Jacksonville, FL; New Brunswick, NJ; Crown Point, IN; St. Louis, MO; San Jose CA and Toronto, Canada.

2025 brought a lot of exciting changes to our regional business line. We expanded our capabilities across the EBPT network through added biologics capabilities in Portage, MI and equipment additions at all our sites. We began construction of three new facilities for our Cary, NC; San Diego, CA; and Toronto, Canada operations. These state-of-the-art facilities will come online in 2026. Additionally, we received approval for a 300,000 sq ft expansion to our Lancaster, PA site, which will commence in Q2 2026.

First, I'd like to communicate on our progress towards meeting the 2025 goals that we set in the 2024 Sustainability Report.

2025 Goals Achieved:

1. Completed My Green Lab (MGL) certifications at the Portage, MI and Lancaster, PA sites resulting in Green certifications.
2. Completed a successful mental health training pilot in collaboration with Mental Health America and the Question, Persuade and Refer (QPR) Institute. It centered 100 Eurofins leaders who volunteered to certify in a suicide prevention and crisis technique that prepared them to assist others during mental wellbeing crisis.
3. All sites drove to completion at least one project to advance Workplace Inclusion, Wellness or Community Involvement.
4. We continue to facilitate low carbon emitting commuting options for employees. This includes on-site electric vehicle chargers, bike racks, public transportation, carpool/vanpool incentives and more.

2025 Goals Still In Progress:

1. A broader renewable energy sourcing strategy continues to be developed for the US scope specifically.

2. Ongoing collaboration with our customers to align actions that achieve mutually beneficial goals related to decarbonization remains a key area of focus.

3. We continue to research and develop a broad waste reduction strategy to reduce solvent and reagent usage and expand recycling efforts at all sites. A pilot project to recycle empty pipette boxes was initiated at the Lancaster, PA site in 2025.

Active collaboration was maintained in 2025 with site leaders and key stakeholders to share best practices to reduce CO2 footprint and strengthen current social programs to foster inclusive workplace cultures at each EBPT NA site. All sites have formed their own sustainability committees and/or have employee contacts who drive results and develop short- and long-term strategies to contribute to the broader ESG goals set at the corporate level.

Electricity continues to be the largest contributor to our business line carbon footprint. We are actively engaging with My Green Lab to expand our efforts to conserve energy within our laboratory operations and will participate in the larger renewable energy sourcing strategy once this is established in the US scope specifically. Our more in-depth carbon footprint analysis can be found on pages 6-9.

The success and career development of our people is also of key importance to our sustainability program efforts. The corporate sponsored Eurofins Equality Driving Excellence (EDE) initiative educates all Eurofins employees by supporting programs that facilitate workplace inclusion and innovation. In 2025, employees from EBPT NA sites participated in the EDE Together@Eurofins theme highlighting empathy and psychological safety as foundations for inclusive collaboration. We also remain committed to making meaningful and impactful contributions in our local communities through the volunteer efforts of our teams. Many of these projects are highlighted within the Social section of this report.

I am impressed with the forward progress our team is making to drive sustainable behaviors not only in the laboratory operations, but also in our local communities. Furthermore, we actively engage with our customers to work collaboratively to meet mutual sustainability-related business objectives.

Our customer surveys and business review meetings show that clients truly value our efforts. Many customers have shared how much they enjoy collaborating with our team and appreciate our support in their success. Eurofins commitment to quality, safety, ethics, sustainability, and customer service has not gone unnoticed.

Looking ahead, it will be interesting to see how automation and AI will contribute to creating efficiencies within our laboratory operations. I am confident these new technologies will result in a positive impact on our sustainability objectives by creating opportunities to reduce waste and allowing for more time for our teams to focus on action and innovation.

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2026 EBPT NA Sustainability Goals

Environment

- 1) Explore renewable energy sourcing to contribute to increasing the % renewable energy utilized across the Eurofins Network of Companies.
- 2) Encourage and facilitate low carbon emitting commuting options for employees. This includes on-site electric vehicle chargers, bike racks, public transportation, carpool/vanpool incentives and more.
- 3) Complete My Green Lab certification/recertification of laboratory space at a minimum of two EBPT-NA sites. Initiate additional laboratory certification projects and expand the number of employees who complete the My Green Lab Ambassador program.
- 4) Research and develop a waste reduction strategy by expanding recycling efforts.
- 5) Complete a regional business line "Fill it Forward" challenge to encourage employees to minimize the use of single use plastics/containers for water/coffee/tea etc. and calculate the carbon footprint reduction results from this exercise.

Social

- 1) Expand communication on the importance of mental health awareness by providing training, tools and enrichment programming to leaders and employees.
- 2) Explore building design enhancements at sites with new construction projects to incorporate features that facilitate employee health & wellness.
- 3) Drive at least one project to advance Workplace Inclusion or Wellness to completion at each site.
- 4) Drive at least one Community Heroes project to completion at each site.

Governance

- 1) Meet all 2026 ESG budget targets set for Environment (carbon footprint reduction/energy & water conservation), Quality Compliance and Health & Safety.
- 2) Collaborate with customers to align actions that achieve mutually beneficial goals related to carbon emission reduction and supplier diversity objectives.

We asked our EBPT NA leaders...What is your favorite way to enjoy nature?

Nathan Whitford
President
Eurofins BioPharma
Product Testing
Columbia, MO



"My favorite way to enjoy being out in nature is spending time outdoors with my family. Whether we're traveling together for beach vacations or exploring local hiking trails, those moments allow us to slow down, reconnect, and appreciate the natural world around us. Living in Columbia, Missouri, we're fortunate to have access to incredible outdoor spaces close to home. One of our favorite hikes includes a stop at Devil's Icebox in Rock Bridge Memorial State Park—a unique cave where we can cool off and take in the beauty of the surrounding landscape. Experiences like these remind me how important it is to protect and preserve these environments for future generations to enjoy."

Luke Miller
President
Eurofins Infinity Laboratory
Group and Eurofins
Calibration, Certification
and Metrology



"When I'm outside, most often when I am traveling, my favorite way to enjoy nature is to be on, in or under the water, either sailing, kayaking, snorkeling or diving. I try to combine that passion with visiting and supporting local eco-friendly or sustainability projects e.g. visiting a reef building project on the coast of Honduras, diving with turtles that have been rescued and are being prepped for rehabilitation in the Caymans."

Rick Camp
Vice President
Eurofins BioPharma
Product Testing,
Jacksonville, FL and
Cary, NC



"Sustainability isn't a box we check; it's a commitment to constant improvement. My early days as a bench scientist taught me the value of precision, and leading multiple laboratories today, that perspective remains the same. Whether I'm navigating the unmanaged wild of a hiking trail or the carefully cultivated landscape of an early morning tee time, I'm reminded that protecting the places that matter requires both respect for nature and intentional, disciplined stewardship."

Christina Mendat
Vice President
Eurofins BioPharma
Product Testing,
Charlotte, NC



"My favorite moments in nature come from playing a very amateur round of golf. There's nothing better than smelling the fresh cut grass, feeling the sun (or sometimes the rain) on my skin, and becoming one with the course. I know I will never be great at the game, but that's exactly why I love it. It's the one place where I feel relaxed, present, and completely at peace with being just okay at something."

Angie Smith
Site Director
Eurofins BioPharma
Product Testing, Portage, MI



"My favorite time out in nature is spending time on the lake with friends, listening to the calls of the loons, and taking in the peace of the water around us."

Brandon Scanlon
Vice President
Eurofins BioPharma
Product Testing, San
Diego, CA



"Having a young family in San Diego, I love spending time with them at the beach building sandcastles and playing in the waves."

Douglas Turk
President
Eurofins BioPharma
Product Testing, Toronto, ON



"While I like to hike, mountain bike, camp and occasionally go spelunking through caves, I have recently found incredible enjoyment from playing golf. While Mark Twain once said that "Golf is a good walk spoiled", the regular trek through the course with friends has become a form of therapy for the mind, soul and body. Now if I could only hit a five iron...."

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Sustainability: change can be a catalyst for progress

A Conversation with Christina Leslie

Vice President, Corporate Sustainability & Operational Efficiency

What role does innovation play in achieving sustainability goals?

Corporate sustainability programs have been experiencing sweeping changes in just the last 2-3 years. When most companies start their sustainability journeys, they usually focus on two things: people and planet. Those two things still matter very much and should be considered in any sustainability strategy. But in a world shaped by AI, automation, and shifting regulations, sustainability is becoming broader.

One important point to emphasize is that sustainability

doesn't fall into one part of the business. The conversation needs to shift to finding ways to embed sustainability into decisions and change management to achieve both financial and ESG performance targets. We need to make sustainability accessible, not something extra for operations. How can we meet shared goals and how do we compete as a business because of sustainable business practices?

For example, AI and automation are moving at a rapid pace. Companies that automate everything too quickly can create fragile systems. A sustainable approach means balancing automation with human oversight. An approach that is less about replacing people and more about designing systems where humans and machines support each other. The organizations that thrive will likely be the ones that keep institutional knowledge while using AI to amplify it.

Companies wanting to ensure that their sustainability objectives are still relevant will need to ask:

- How do we use AI to drive ESG strategy?
- How efficient are the models we build?
- Are we utilizing AI for usefulness or just scale? (i.e. prioritize manual/repetitive tasks requiring excessive labor to free up teams for forward-thinking actions and innovation)

Efficiency will become the next major competitive advantage in AI development which will ultimately help to achieve sustainability goals by reducing waste and allowing more time for

employees to take meaningful action.

Looking ahead, what sustainability trends are you most excited about and what are some of the challenges?

Regulatory change will shape what "sustainable" means. Governments around the world are introducing rules about AI transparency, data privacy, environmental reporting, and supply chains. Sustainability is no longer just a moral or marketing idea. It is a compliance issue.

In a rapidly changing regulatory landscape, this has been an on-going challenge for most companies. The quick implementation of many of these regulations has hurt the mission of sustainability in some ways. So much time has been spent focusing on data collection, reporting and justifying what is material/immaterial. This has resulted in many companies being sidetracked from a sustainability strategy that makes sense and actually relates to their company mission. Ultimately, the intent of these regulations is good. The execution for companies to collect meaningful and accurate data (to set achievable and compliant targets) in such a short amount of time has been a major hurdle. This will be something to monitor closely in the coming months and years but could result in a renewed focus on allowing companies to determine a sustainability strategy that will achieve measurable progress versus dedicating significant resources to data collection and reporting.

The hardest part of sustainability is time. Markets reward short-term gains. Technology cycles move quickly. But sustainability is fundamentally about thinking decades ahead. The companies and societies that do best in this AI era may be the ones that slow down just enough to ask:

- What happens in 10 or 20 years?
- Who carries the hidden costs?

Those questions don't stop innovation. They make it more durable. Sustainability in this changing world isn't only about the environment anymore. It's also about building systems that remain stable, ethical, and useful while technology, policy, and society keep shifting. Sustainability connects profit with purpose!

What sustainability initiatives are you most proud of at Eurofins?

My answer to this question could result in a 1000-page novel if I were to name everything. In an effort to keep it simple, I'll summarize with a final thought. As I look through the pages of the EBPT-NA sustainability report and our corporate ESG Report each year, seeing the positive impact that our Eurofins teams all over the world have on our customers, our colleagues, our local communities and the environment truly amaze me. Whether its through planting trees, volunteering at schools, investing in employee career development, decarbonization initiatives or contributing to our "Testing for Life" mission, it is apparent that we embed sustainability into daily behavior, not just a separate sustainability performance strategy. That is something we should all be very proud of!

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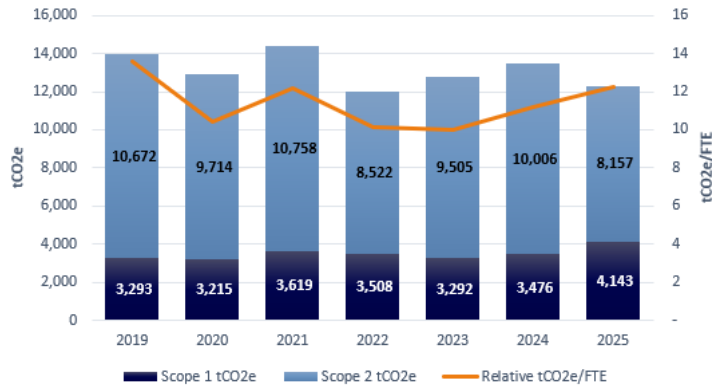
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Carbon Footprint Over the Years

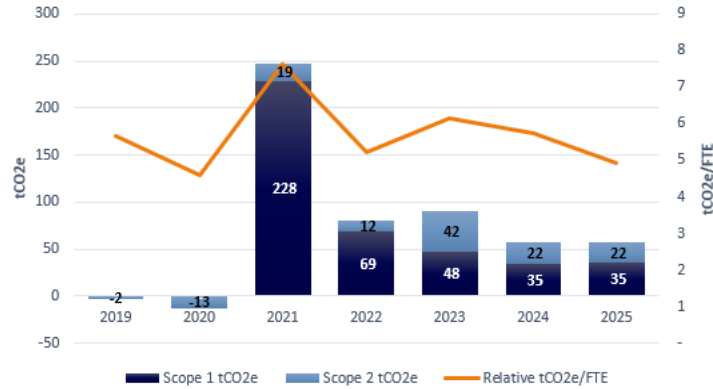
Annual Absolute & Relative Market-Based Emissions by Scope



EBPT US Annual Absolute & Relative Market-Based Emissions graph

***EBPT US:** Saw a 5% increase in total relative emissions (tCO2e/FTE) from 2024 to 2025 and an 8% reduction in total relative emissions (tCO2e/FTE) from 2019 (baseline year of measurement) to 2025. Total absolute emissions increased 9% when compared to 2024. Total absolute emissions have increased 18% since 2019. A contributing factor for the increase in total absolute emissions YOY was the addition of the Eurofins Infinity Laboratory Group, Inc. and Eurofins Calibration, Certification and Metrology, LLC companies to the EBPT-US scope in 2025.

Annual Absolute & Relative Market-Based Emissions by Scope



EBPT CA Annual Absolute & Relative Market-Based Emissions graph

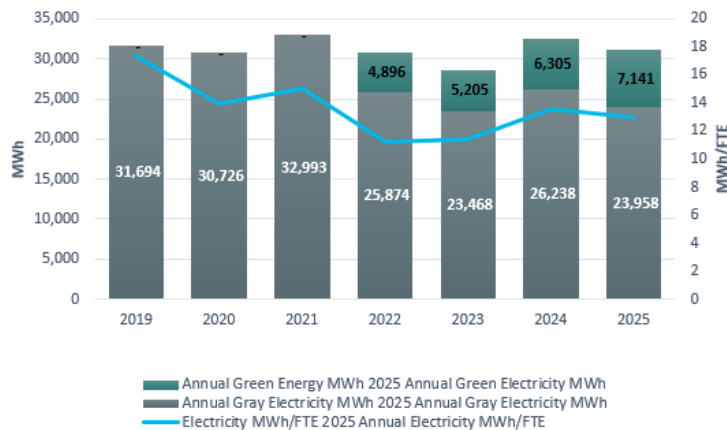
***EBPT CA (Toronto):** Saw a 14% decrease in total relative emissions (tCO2e/FTE) from 2024 to 2025 and a 12% decrease in total relative emissions (tCO2e/FTE) from 2019 (baseline year of measurement) to 2025. Total absolute emissions decreased 9% when compared to 2024. Total absolute emissions have decreased 2% since 2019.

NOTE: The summary chart above includes data from additional Eurofins Legal Entities in Canada therefore, the statements specific to the Toronto site are not reflected in the graph.

- **Scope 1:** Direct emissions from heating, car fleet, and refrigerants.
- **Scope 2:** Direct emissions from electricity and district heating.
- **FTE:** Average annual Full-Time Equivalent (FTE) worked (Pro-Forma).
- **Electricity Market:** Emissions from purchased electricity, based on supplier or green energy emission factors.

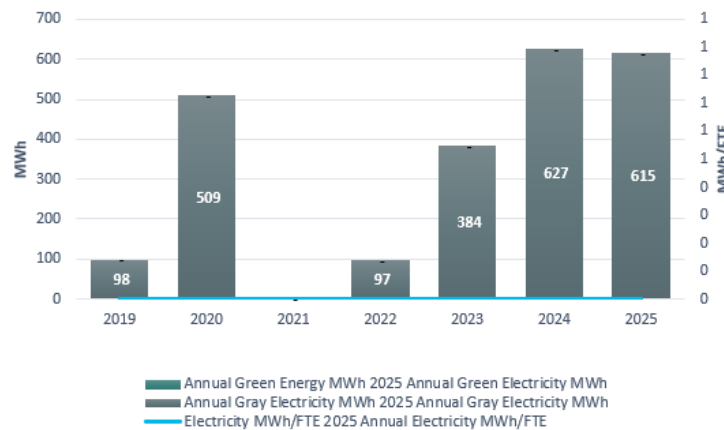
** Total emissions represent Scopes 1&2 combined.*

Annual Electricity Consumption



In 2025, 23% of electricity consumed in the US scope was sourced from renewable energy.

Annual Electricity Consumption



In 2025, 0% of electricity consumed in the CA scope was sourced from renewable energy.

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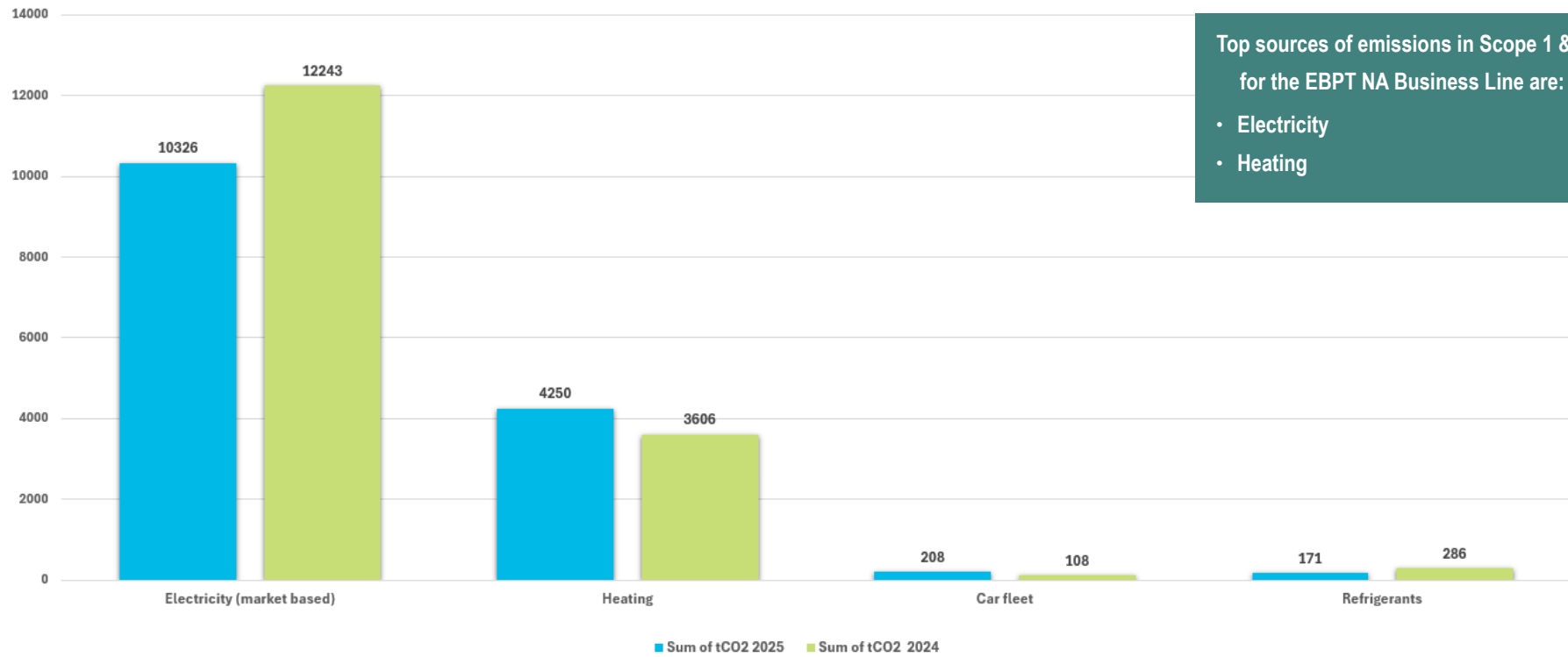
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Carbon Footprint Over the Years

eBPT-NA 2025 vs 2024 Absolute Emissions (tCO₂e)



Top sources of emissions in Scope 1 & 2 for the EBPT NA Business Line are:

- Electricity
- Heating

Electricity represents 69% of the business line Scope 1 and 2 emissions in North America. A broader renewable energy sourcing strategy for all companies in the US is in the process of being explored which will result in a reduction of electricity emissions (both absolute and relative) by 2030. The percentage of green electricity consumed in 2025 was 23% compared to 19% in 2024. The increase in renewable energy consumption is attributed to the purchase of additional Renewable Energy Certificates (RECs) in 2025.

Scope 1 and 2 combined absolute emissions were reduced by 8% YOY for the EBPT-NA business line.

As stated in the [Eurofins Environmental, Social and Governance Report 2025](#), while awaiting the transposition of the Corporate

Sustainability Reporting Directive (CSRD) into Luxembourg law, as well as the applicability of revised European Sustainability Reporting Standards (ESRS), Eurofins has decided to discontinue the reporting of Scope 3 emissions and targets, until the full extent of disclosure requirement is clearer and the standardization, availability and reliability of data sources has improved. Due to this change, Scope 3 emission data will not be included in this report. The EBPT-NA business line continues to measure these emissions and reduction initiatives specific to these categories are still underway.

Green commute best practices continued to be evaluated at all locations in 2025. Multiple Eurofins EBPT-NA sites offer low carbon commuting options to employees including carpool

incentives, EV charging stations, and subsidized bus passes. Since 2018, the Lancaster, PA site has been recognized as a Best Workplaces for Commuters because of the robust program dedicated to alternative transportation options.

All EBPT-NA sites continue to research and develop waste reduction strategies to reduce solvent and reagent usage and expand recycling efforts to reduce chemical and waste emissions. In 2025, laboratory Lean initiatives, hazardous waste reduction, upcycling lab consumables through donation and diverting more waste streams to recycling were all evaluated and implemented where possible.

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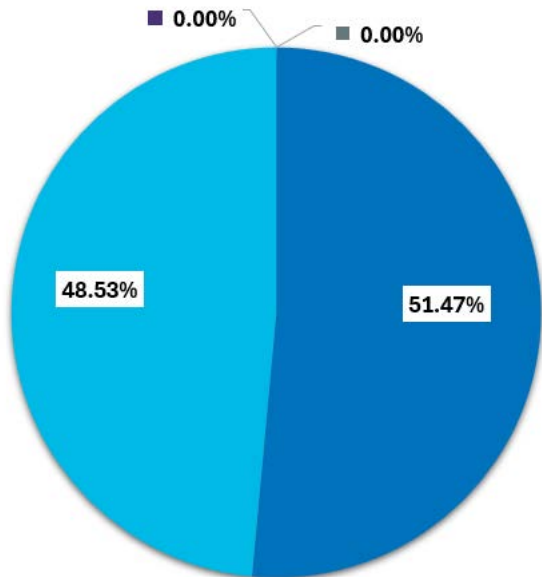
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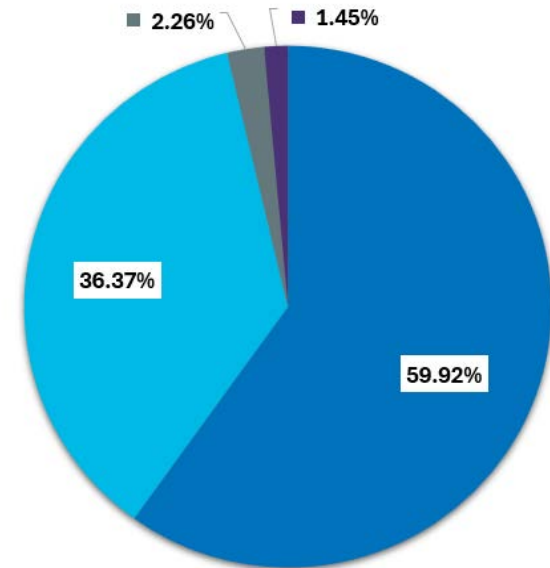
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A Closer Look

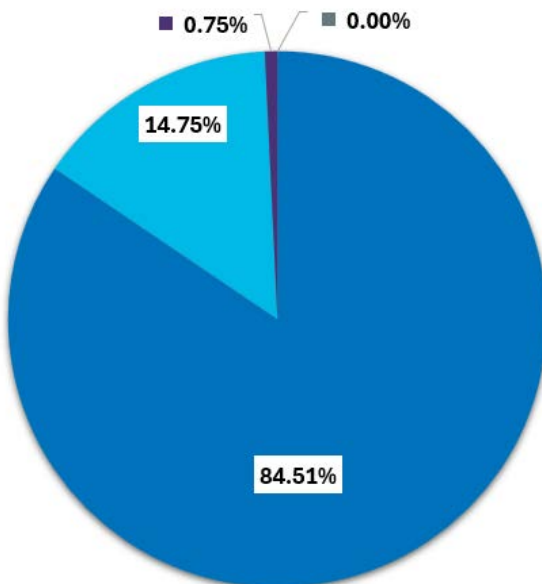
Toronto Site Absolute Emissions (tCO2e) % by Category



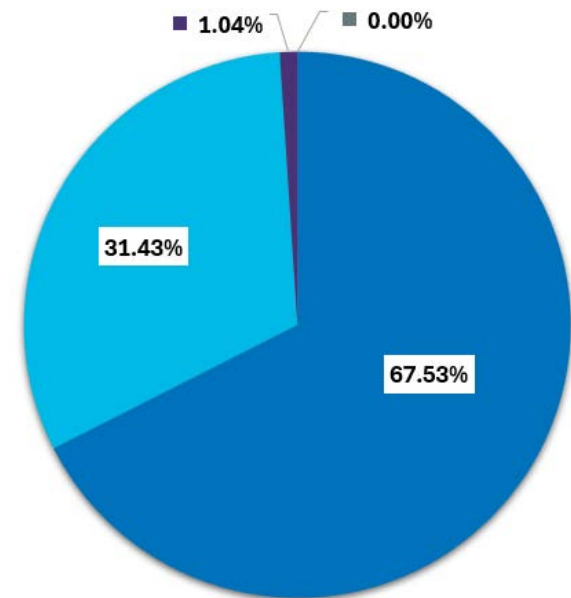
Lancaster, PA & Portage, MI Site Absolute Emissions (tCO2e) % by Category



Columbia, MO Site Absolute Emissions (tCO2e) % by Category



San Diego, CA Site Absolute Emissions (tCO2e) % by Category

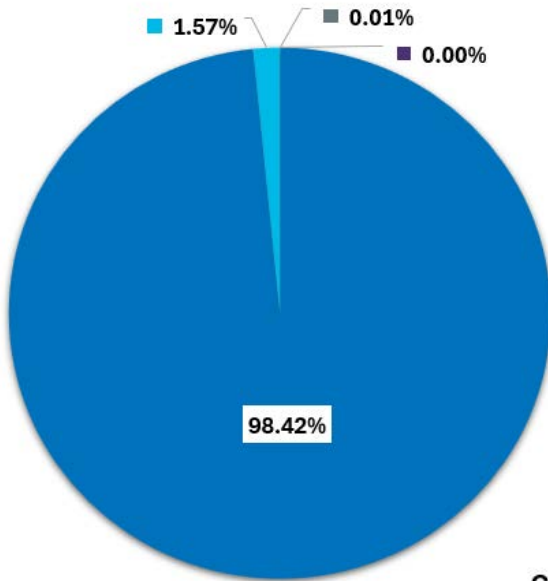


- Electricity (market based)
- Heating
- Car fleet
- Refrigerants

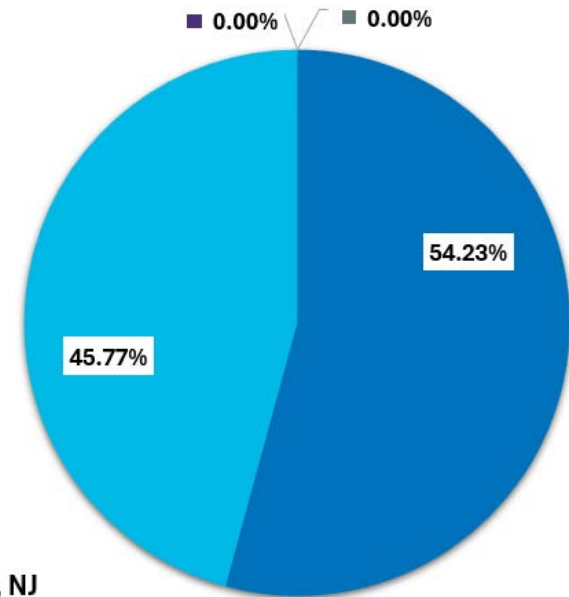
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A Closer Look

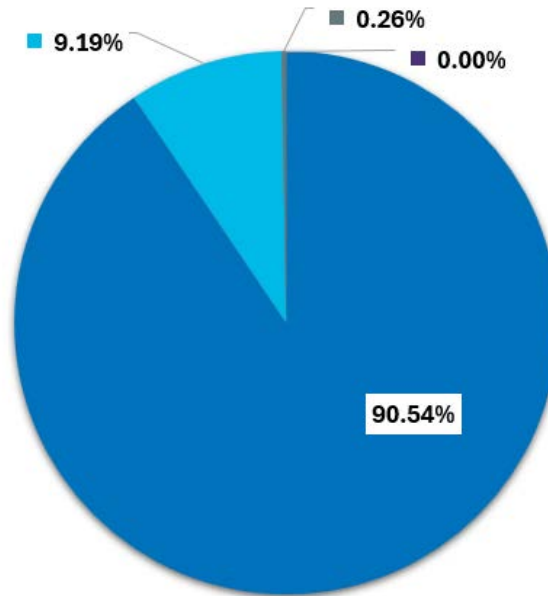
Cary, NC & Jacksonville, FL Site Absolute Emissions (tCO2e) % by Category



Charlotte, NC Site Absolute Emissions (tCO2e) % by Category



Petaluma, CA; San Diego, CA; San Jose, CA; Crown Point, IN; St. Louis, MO; North Brunswick, NJ Site Absolute Emissions (tCO2e) % by Category



- Electricity (market based)
- Heating
- Car fleet
- Refrigerants

ENVIRONMENT

Innovation Meets Environmental Effect

At Eurofins BPT Lancaster, environmental stewardship is not just a corporate responsibility, it is a strategic priority. One of our most impactful initiatives demonstrates how operational innovation can directly reduce environmental impact while improving workplace safety and efficiency.

By implementing The Cope Company Salt's patented AUTOBrine® System, we have prevented over 57,000 pounds of CO₂ emissions. This automatic brine delivery solution replaces traditional bagged salt with a bulk, hands-free system, delivering cleaner operations, safer workflows, and measurable environmental benefits.



Key outcomes of the initiative include:



- 11,000 plastic bags diverted from landfills annually
- Complete elimination of pallets and stretch wrap used in packaging
- Zero employee injuries related to salt handling since installation

By eliminating manual handling and packaging, the AUTOBrine® System enables Eurofins BPT Lancaster to achieve sustainability goals more efficiently while maintaining operational excellence.

This initiative reflects our commitment to leading by example, showing how practical, innovative solutions can simultaneously advance environmental objectives and enhance workplace safety. It represents a model other organizations can consider when aligning sustainability with operational strategy.

Lancaster earns Environmental Stewardship Award



Eurofins Lancaster Laboratories, LLC, has been selected as the WINNER of the 2025 Pennsylvania Environmental Stewardship Award in the Corporate Sector by the Environmental Stewardship Awards Committee of the Professional Recyclers of Pennsylvania (PROP). The award was presented at the 2025 PROP Recycling & Organics Conference in Mars, PA.

The Pennsylvania Environmental Stewardship Award recognizes individuals and companies who have advanced recycling efforts and environmental sustainability. Eurofins Lancaster's success in expanding recycling programs has been a collaborative effort between the Facilities and Sustainability teams, starting with the Green Team in 2009.

Eurofins BPT Lancaster was honored to receive this recognition and remain committed to reducing our waste carbon footprint by diverting more municipal waste to recycling. Thank you to PROP for this meaningful award!

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Recycling Waste with Impact



Eurofins BPT Columbia has strengthened its commitment to environmental stewardship through the successful launch of a recycling program in partnership with TerraCycle®, Inc. The initiative diverted 69 pounds of laundry care and personal care packaging from landfills, materials that are traditionally difficult to recycle through standard waste systems.

These items often consist of complex combinations of plastics, metals, and multilayer materials, frequently accompanied by residual product contamination. Such characteristics make them incompatible with conventional recycling infrastructure. By leveraging TerraCycle's specialized processing programs, Eurofins BPT Columbia ensures these materials are responsibly recycled and transformed into reusable raw materials.

Separately, Eurofins BPT Lancaster has achieved a significant milestone in laboratory plastic recycling. Since the pilot began in September, the Lancaster site has diverted roughly 3,870 pounds of plastic from traditional waste streams using TerraCycle's pipette tip box recycling program.

The program also delivers measurable environmental benefits beyond waste reduction. Points earned through recycling efforts at Columbia were donated to the Arbor Day Foundation®, supporting the planting of 15 trees across U.S. forests. This contribution aids in carbon sequestration, enhances air quality, and supports biodiversity.

EBPT Columbia's initiatives align with a broader sustainability framework, which includes participation in the My Green Lab® program and an internal laboratory glove recycling effort. Together, these programs demonstrate a strategic and ongoing commitment to minimizing environmental impact while promoting responsible laboratory practices.

The success of these programs reflects strong employee engagement and cross-functional collaboration, with participation playing a critical role in achieving outcomes. Continued involvement will be key to expanding impact and advancing sustainability goals at all Eurofins BPT sites.

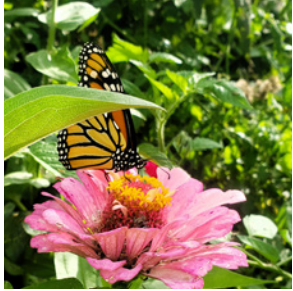
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Where the Garden Grows



In the heart of Eurofins BPT Lancaster, nestled quietly between the rhythm of meetings and the hum of daily tasks, there's a space where time seems to slow. The company garden isn't just a green corner, it's a living, breathing part of who we are. It welcomes us with open air and open possibilities, offering something rare and deeply needed: a chance to connect, to breathe, and to grow, together.

Wandering into the garden, you'll often find colleagues tending herbs or pausing to check on ripening tomatoes. These simple, shared moments, hands in the soil, laughter over a stubborn weed, pride in a first harvest, build a kind of camaraderie that can't be scheduled into a calendar invite. Here, relationships are grown the same way the plants are: slowly, patiently, and with care.

There's something undeniably grounding about eating food you've helped nurture from seed to table. The crisp snap of a just-picked pepper or the rich scent of fresh basil becomes more than a sensory delight, it's a reminder of the value of mindfulness and sustainability. Bringing home



a handful of fresh produce isn't just healthy; it's a small celebration of effort, connection, and intention.

But the garden doesn't just feed us. It supports life we often forget, bees lazily drifting from bloom to bloom, butterflies resting briefly before taking flight. These pollinators are vital to the ecosystem, and our garden quietly plays a role in protecting them. In nurturing this space, we extend our care beyond ourselves and into the wider web of life.




Perhaps most importantly, the garden offers something intangible but deeply felt: peace. A few minutes among the flowers and leaves can ease the mind, soften stress, and invite a sense of calm. It's a place to pause, to reflect, or to simply sit with the sun on your skin and feel more grounded.

The EBPT Lancaster's company garden is more than a reflection of our values, it is those values in motion. It speaks to who we are: a community that cares for one another, that chooses sustainability, and that finds meaning in the simple, beautiful act of growing something together.

In the end, it's not just about vegetables or flowers. It's about nourishment, in every sense of the word. Because when we care for the garden, it has a quiet way of caring for us, too.





Building a Legacy of Environmental Awareness

In 2025, Eurofins BPT Lancaster marked 15 years of its annual Earth Day event, connecting staff and community partners to sustainability projects and conservation initiatives. The celebration highlights actionable ways to reduce ecological impact and fosters lasting environmental responsibility.

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Shaping Sustainable Food Systems

On October 16, 2025, Eurofins BPT Lancaster hosted its first World Food Day event, joining a global initiative led by the Food and Agriculture Organization [FAO] to highlight the importance of building sustainable and resilient food systems. Since its establishment in 1945, World Food Day has served as a reminder that access to safe, nutritious food is essential to human well being and foundational to stable, thriving communities.

Recent FAO reporting shows that hundreds of millions of people continue to experience moderate or severe food insecurity, reflecting ongoing challenges in food access, affordability, and nutritional quality². At the same time, food systems rely heavily on energy inputs across production, processing, and distribution, creating a complex relationship between food, resource use, and environmental impact³. Peer reviewed research further indicates that food systems contribute a significant share of global greenhouse gas emissions, underscoring the importance of efficiency, innovation, and sustainable practices throughout the value chain¹.



County, Homefields, and Loft Community Partnership.

These organizations shared insights on improving food access, strengthening local supply chains, advancing sustainable agriculture, and reducing waste. Their perspectives highlighted how community level engagement can reinforce global efforts to support healthier diets, reduce resource intensity, and promote responsible practices across the food system. Discussions also

touched on the human side of food systems, including the importance of safe working conditions, transparent practices, and respect for the people whose labor supports every stage of food production.

World Food Day underscores that food systems are shaped by countless decisions made every day, from how food is grown and transported to how communities access and use it. Initiatives like this demonstrate how global priorities can be translated into meaningful local action, helping build systems that are more sustainable, more resilient, and better equipped to support long term well being.



The 2025 World Food Day theme, “Hand in Hand for Better Food and a Better Future,” emphasizes the role of collaboration in addressing these interconnected issues. Eurofins Lancaster brought this theme to life through an open table forum that connected employees with regional partners including Lancaster Farm Fresh Co-op, Penn Medicine, Community Action Partnership, Lancaster Compost Co-op, United Way of Lancaster



1. Crippa M, Solazzo E, Guizzardi D, et al. Food systems are responsible for a third of global anthropogenic GHG emissions. *Nature Food*. 2021; 2:198–209. Available from: <https://doi.org/10.1038/s43016-021-00225-9>
2. FAO, IFAD, UNICEF, WFP, WHO. *The State of Food Security and Nutrition in the World 2025: Addressing High Food Price Inflation for Food Security and Nutrition*. 2025. Available from: <https://doi.org/10.4060/cd6008en>
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Science, Certified Sustainable

Eurofins BPT Portage's chemistry team has achieved the highest level of My Green Lab® Certification from Impact Laboratories, a significant accomplishment that highlights the lab's commitment to sustainability and responsible practices. This recognition underscores the growing trend across laboratories worldwide, where many are actively working to meet similar sustainability standards. By thoroughly evaluating and improving their spaces and operations, labs are setting new benchmarks for environmentally responsible practices in the scientific community.



This achievement reflects the collective effort of the entire team, whose dedication and collaboration played a pivotal role in reaching this milestone. It also marks a critical step forward in the lab's ongoing commitment to reducing its environmental

footprint and ensuring that sustainability is deeply embedded in everyday operations. Furthermore, as other teams within the organization continue their own certification journeys, the entire lab will soon be recognized for its comprehensive green practices.

Achieving My Green Lab® Certification is not only an acknowledgment of a lab's commitment to sustainability but also brings tangible benefits. These include operational efficiencies and cost savings. Sustainable practices, such as reducing energy consumption, minimizing waste, and optimizing resource use, contribute to both environmental stewardship and long-term organizational success. As the demand for responsible research practices grows, achieving these certifications can provide a competitive advantage while demonstrating a commitment to both innovation and environmental responsibility.



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Endotoxin Testing: new technology resulting in more sustainable methods

Endotoxin testing is an ever-evolving test and Eurofins BioPharma Product Testing is embracing the change through the use of two technologies: bioMérieux's ENDONEXT™ ENDOZYME® II GOPLATE™ and Sievers Eclipse Bacterial Endotoxin Testing Platform.

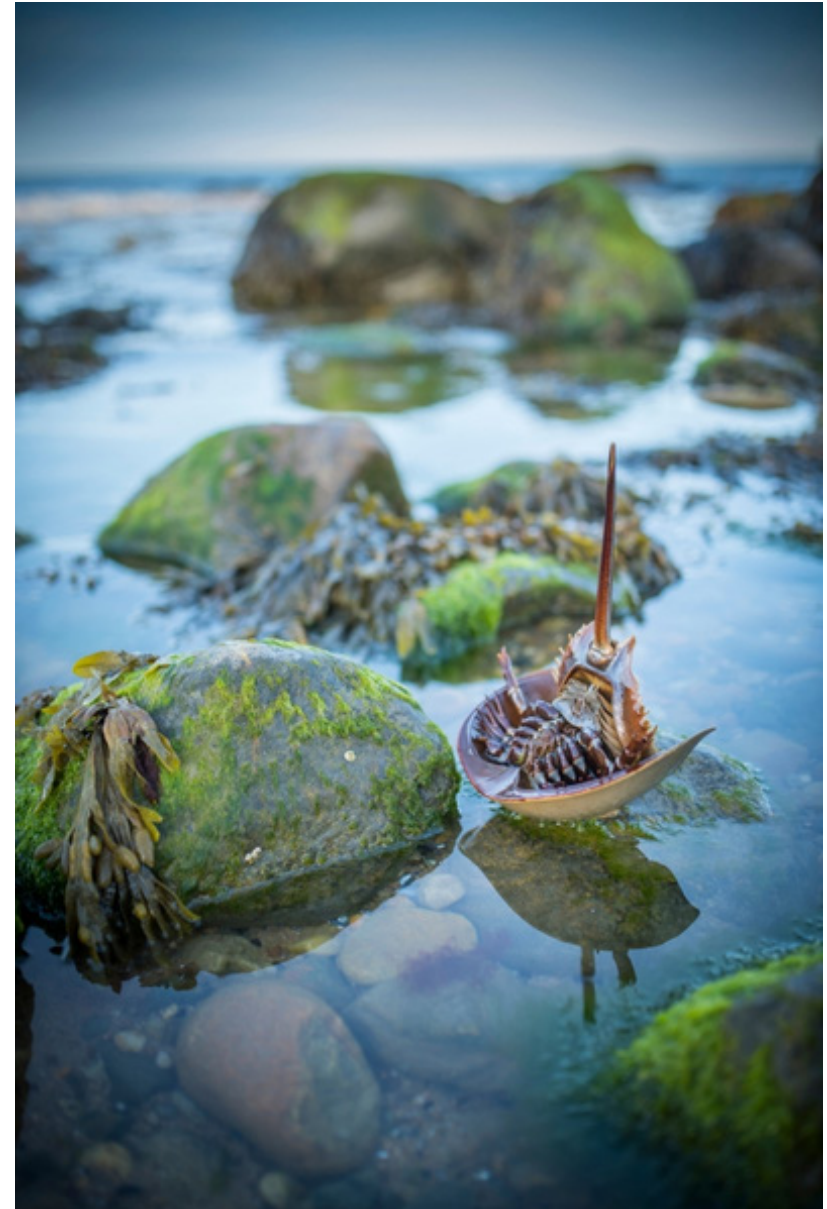
Endotoxin testing once had a major shift from the use of Rabbit Pyrogen Test (RPT) – an in vivo assay using live rabbits to detect fever-inducing endotoxins in samples – to Limulus Amoebocyte Lysate (LAL) assay, which is derived from blood cells harvested from horseshoe crabs for in vitro testing of samples.

Endotoxin testing is evolving once more from using LAL to Recombinant Factor C (rFC), a synthetic and sustainable alternative to LAL that is highly specific for bacterial endotoxin detection and eliminates animal involvement, thus eliminating ethical and environmental concerns. When encountering endotoxins, rFC cleaves a synthetic fluorogenic substrate which causes a measurable fluorescent signal.

bioMérieux's rFC reagent is used in their ENDONEXT™ ENDOZYME® II GOPLATE™. The ENDOZYME® II GOPLATE™ is a pre-filled 96-well plate containing standard curve and positive product controls, which increases efficiency, removes the need for additional buffers or reagents, reduces labor time and removes pipetting technique variability. This streamlined process ensures reproducibility and provides reliable results. Compared to LAL, which can have false positives due to Factor G reacting to beta-glucans, rFC does not have the risk of any false positives. This technology endorses the 3R principle – Reduce, Refine, and Replace – and is compliant with USP <86> and EP 2.6.32.

Sievers Eclipse Bacterial Endotoxin Testing Platform technology is used for kinetic chromogenic bacterial endotoxin testing. Sievers Eclipse Bacterial Endotoxin Testing Platform utilizes a microplate containing standard curve and positive product controls. The Sievers Eclipse platform consists of the Eclipse microplate, Eclipse analyzer, and software. Together, centrifugal force and pneumatic chambers create evenly distributed, precisely measured volumes of LAL reagent water, sample, and LAL across the optical wells. Additionally, the Sievers Eclipse analyzer is complete with infrared temperature monitors to ensure the exact temperature is maintained throughout the duration of testing for the LAL/endotoxin reaction to occur (37 ± 1 °C).

Sievers Eclipse automation and pre-filled microplates increase efficiency, reduce labor time by up to 85%, and reduce variability in pipetting technique by up to 89%. Sievers Eclipse does not eliminate the use of LAL altogether but does significantly reduce the use of LAL by up to 90% when compared to traditional test methods. This technology is compliant with USP <85>, EP 2.6.14, and JP 4.01.



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Biodiversity in Focus: Knowledge, Protection, and Sustainable Development



Nurturing and supporting biodiversity on our campuses and in our communities by creating and protecting natural habitat is an important mission for our employees and our business.

The EBPT Lancaster site has three key areas (see photo captions) dedicated to this mission. Over 7 acres of land are protected and restored on the property. These spaces are maintained by employee volunteers.

Related to how this impacts the local community, the Lancaster site is a sponsor of the Lancaster Conservancy's Annual Water Week event. In 2025, Eurofins Lancaster hosted an on-site event for local businesses during Water Week to showcase these green infrastructure

and native plant landscape projects on the campus. Many of the attendees were inspired to take similar actions on their own campuses which will ultimately contribute to creating healthier habitats county-wide. The site was also highlighted in a local publication for its dedication to creating healthy green spaces. Article: [The Greening of Eurofins - Lancaster County Magazine](#)

In March 2025, employees at the EBPT Portage and EBPT Lancaster sites participated in March Mammal Madness. This is a fun, educational endeavor hosted by Arizona State University that teaches participants about animal behavior and ecological relationships.



A native pollinator garden designed to provide year-round healthy habitat

Hosting this relatively simple event across multiple sites was a great way to encourage community across the BPT North American sites.



The EBPT Portage site Green Team adopted a park close to the site (Eliason Nature Reserve). The Green Team's stewardship responsibilities include picking up litter and general tree windfall, weeding the garden beds and refreshing mulch, some light trail grooming, and invasive species removal as applicable. The Green Team will be hosting clean-up events a few times throughout the

year, as well as hikes and citizen science efforts on this adopted property. This is an excellent example of how this group of employees can make a positive impact on their local ecosystem and community.

To further education and awareness about the importance of healthy habitats, the EBPT Columbia site hosted their 3rd Annual Plant Swap to celebrate Earth Day. The event presented not only an opportunity to trade plants with others but also to exchange gardening tips and agricultural expertise. Seed packets were prepared that contained native Missouri wildflowers. These native wildflowers enhance biodiversity, support pollinators and provide habitat for wildlife.



12,880 ft² rain garden to protect water by filtering out pollutants and create habitat for pollinators, birds, and other wildlife



1000+ Pennsylvania native trees and shrubs planted creating a riparian buffer along a nearby stream

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Earning Your Trust

Ethical and compliant behavior is a core value of our business.

Our clients, suppliers, employees, and other stakeholders have to be able to rely on absolute integrity from our part.

As such, it is non-negotiable.

All our activities rely on and require ethical and compliant conduct of our leaders, employees, and partners in all aspects of our companies' business.

The Values listed at right are part of our [*Eurofins Vision, Mission and Values Statement*](#).

MODERN SLAVERY STATEMENT

We at Eurofins have a zero tolerance approach to any form of human abuse and exploitation, be it slavery, servitude, forced or compulsory labor, whether adult or child, as well as human trafficking. We are committed to creating and enforcing effective systems and controls to safeguard against any form of modern slavery, which could potentially be taking place within Eurofins business or our supply chains. We expect all those within our business and supply chains to adhere to the same principles and commitments.



OUR VISION

Our long-term aspiration

To be the Global Leader in Testing for Life.

OUR MISSION

Why we are here - the cause/purpose of our business

To contribute to a safer and healthier world by providing our customers with innovative and high quality laboratory, research and advisory services whilst creating opportunities for our employees and generating sustainable shareholder value.

OUR VALUES

What we stand for/what is important for us

Customer focus

- Delivering customer satisfaction by listening to and exceeding customer expectations
- Adding value for our customers through our services
- Seeking innovative solutions to help our customers achieve their goals

Quality

- Delivering quality in all our work; providing accurate results on time
- Using the best appropriate technology and methods
- Seeking to improve or change our processes for the better

Competence and Team Spirit

- Employing a diverse team of talented and competent staff
- Investing in training and creating rewarding and equitable career opportunities
- Recognising and encouraging outstanding performance

Integrity

- Behaving ethically and socially responsibly in all our business and financial activities
- Demonstrating respect and inclusivity towards our customers and our staff
- Operating sustainable environmental policies



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Developing Our Teams

An engaged and diverse workforce is key to our business growth and drives innovation. At Eurofins, we are committed to expanding meaningful career development opportunities by continuously strengthening our training and leadership mentorship programs.

All EBPT NA new hires receive extensive training about GMP practices, ethics, laboratory safety, and campus culture. On-going training (e.g. policies, Standard Operating Procedures [SOPs], other applicable training modules etc.) is managed for all employees through the EtQ Quality Management system in order to ensure regulatory compliance. There are also instances where clients

have an established Quality Management System (QMS) and our employees train on these systems in addition to the internal EtQ Quality Management system.

Activities such as best practice sharing in management meetings, forming peer connection groups, and setting expectations for skip-a-level and touchpoint meetings with teams have all been conducted in 2025. Best practice presentations are archived on an internal Sharepoint page so these can be referenced and reviewed at any time by the leadership team.



Mentor program

The Eurofins BioPharma Product Testing USA and Medical Device Mentor Program began back in 2018, and since then has supported over 170 participants across three laboratory sites (Lancaster, PA; Portage, MI; Columbia, MO). The program seeks to create an enduring culture of mentoring, while providing coaching and guidance to protégés as they work to realize their potential.

The program committee is proud that their programme participants span levels from individual contributor to Vice President, job types from technical to support, and a diverse array of backgrounds. The program has seen protégés develop their interests and careers, become mentors themselves, and even join the Mentor Committee to help grow the mentorship experience for others.

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Safety Is Our Science

The safety of our employees is a top priority, and we conduct all business in compliance with responsible social and safety policies. [The Eurofins Group Health and Safety Policy](#) sets out the Eurofins network of companies' approach in relation to the assessment and control of health and safety risks arising from business activities and serves as a guiding principle.



A successful Environmental Health and Safety (EHS) strategy relies on capturing the right metrics and then using those metrics to improve. Correcting safety weaknesses often leads to overall business improvement. Given its impact across multiple channels of the business, Eurofins understands the importance of tracking and managing workplace incident metrics. All EBPT NA sites track and report Fatalities (employee and contractor), Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR). Procedures are in place to report Near Misses to proactively address potential safety hazards and when a Work-Related Incident does occur, timely investigations are conducted to identify root causes and implement corrective and preventative actions.

Safety training is also critical to ensure employee awareness and compliance. Through the Eurofins Learning Centre, a global mandatory course "Fire and Flammable Awareness" is offered to all employees and is available in 17 languages. EBPT NA local training sessions and procedures also include Fire Extinguisher training, Personal Protective Equipment (PPE) policies, Bloodborne Pathogen Exposure Control, Global Harmonized System (GHS) training, gas cylinder handling and building emergency evacuation procedures. All new employees must complete safety training.

The 2025 SaFE Conference (Safety, Facilities, and ESG) brought together Eurofins leaders and specialists for a milestone event focused on advancing operational resilience, safety culture, and sustainability performance across the organisation. Held in Appleton, Wisconsin, during the week of 5 October 2025, the conference served as a strategic platform to reinforce alignment between Health & Safety, Facilities Management, ESG initiatives, and Property Risk programs. EHS leads from the EBPT Lancaster, Portage, Columbia and San Diego sites attended this conference. Conference content focused on strengthening Business Continuity and Property Risk management capabilities. These efforts reflect Eurofins' broader commitment to reducing operational risk, enhancing employee safety, and building long term resilience across its global network.

In 2025, the EBPT Lancaster site has been continuing to perform ergonomic assessments for employees and reminding them to use the "pain button" to proactively identify ergonomic injuries. The EHS team also performs containment testing on-site. Containment Testing is the assessment of engineering controls', administrative controls', and personal protective equipment's efficacy in preventing employee overexposure. The results of this testing drives review of controls' suitability and necessity and potentially the implementation of additional controls. The site also partnered with the American Red Cross to host two campus blood drives in February and August with a third one scheduled in Q1 2026.

The EBPT Columbia site completely transitioned to the eLIMS BPT safety module to communicate Safety Datasheets (SDS) and Hazard information for samples and reagents. In 2025, the EHS department entered hazard review information for more than 1000 materials. The site also began tracking monthly lab safety audits, completing 91 inspections.

All EBPT NA sites with significant laboratory operations have a Safety Committee comprised of employees representing various departments who meet to review work-related incidents and near misses to make recommendations for continuous improvements as well as to discuss and address any safety-related employee concerns. In addition, they promote safety awareness, disseminate safety-related information, and enhance existing or recommend new safety training programs. Finally, in December 2025, EHS introduced a new internal incident reporting system. This new system will be used across all business units to streamline and improve how incidents are reported and tracked. This system increases visibility of incidents for the employee to help improve communication and ensure timely follow-up on all reports.

In 2025, all EBPT-NA sites reported zero employee or contractor fatalities. Individual site LTIR and TRIR rates are included on pages 30-38.



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Community giving at our core

Being part of a values-driven company with a large societal footprint comes with welcomed responsibility for the communities that support us. Employees exemplify this through Community Heroes projects: employee-driven collaborations with local non-profit organizations (NPOs) that consist of coordinated volunteer days, collections drives, and fundraisers that align with employee passions.



In 2025, the philanthropic spirit shined with over 20 Community Heroes projects hosted across all EBPT-NA sites. They uplift a wide variety of vulnerable populations from those that center youth through foster care and engaging young scientists, to those dedicated to medical research, food insecurity for seniors, intimate partner violence, and displaced animals. Employees

alone raised over \$45,000, hundreds of pounds of donated goods were collected, and countless volunteer hours were logged. Examples of just a few of these projects include:

Columbia's 2025 Community Heroes



- Site leaders proudly attended the Central Missouri Foster Care and Adoption

Association's (CMFCAA) annual gala. According to the Columbia HR Team, "Giving is at the core of their values". And their goal is to help create a stronger, more vibrant community.



- Missouri University hosts leaders in STEM and young scientists from the community for the Columbia Young Scientists Expo, an event aimed at increasing interest in STEM and celebrating the young scientists in our lives. During this event, industry leaders are invited to demonstrate the fun side of science to children and young adults (by offering hands-on experiences with fossils, slime, and balloon animals).
- The EBPT Columbia PM team had the privilege of partnering with the Local Missouri Food Bank to pack meal kits for the Mid-Missouri senior community.



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Community giving at our core

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Lancaster:

- EBPT Lancaster employees were proud to pioneer two new community partnerships in 2025. The Microbiology business Cluster participated in Walk to End Alzheimer's to support Alzheimer's Association. Their passion ran high, and their dedication to the insufferable disease was veritable. However, when it came time to fundraising, they knew how to increase their fiscal donation by incorporating fun. Employees who raised the most had an opportunity to dunk their leaders in tanks.
- The BioPharma Raw Materials department followed suit by inviting employees to raise funds for Fostering Hope in exchange for a chance to douse their leaders with buckets of ice. Eurofins employees used the funds to sponsor dignified shopping experiences at no cost to foster parents and children.
- The Eurofins United Way Volunteer Team and site participants had their first record-breaking fundraising year since the COVID-19 pandemic with their annual parking auction and payroll pledge deduction program. Eurofins and United Way of Lancaster County have maintained an invaluable relationship over many years. Their ability to transform campaign dollars directly into community impact through their extensive network of partnerships is unmatched. The 2025 campaign raised over \$3,000,000 for the local community.



Human Factors MD:

- “Lauren Horn, Technical Director, Eurofins Human Factors MD, volunteers as a grader for the Quality Science Education program by Pathway for Patient Health. This free program aims to equip students with critical thinking skills and scientific knowledge necessary to make informed, quality-driven decisions across industries like pharmaceuticals, biotech, and medical devices. This innovative approach addresses the need for high-quality professionals capable of ensuring product safety, efficacy, and compliance with regulatory standards, and has provided Quality Science Education free of charge to over 1400 students since 2020 (through the non-profit organization Quality Champions for Life).”

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Sustainable well-being in the workplace

EBPT NA sites offer workplace socio-wellness programs and systems that last. These programs consider long-term determinants of health like dietary and behavior choices, mental well-being status, connection to social groups, and consumer consciousness. And encourage positive behaviors that mutually benefit the individual, collective community, workplace, and ecological environment. Think more biking to work translates to less cars, less emissions, and less toxin exposure to humans. This took unique form at multiple EBPT NA sites, with two shared trends. The desire for connectedness and a commitment to integrating mental health offerings into our culture.



At the EBPT Lancaster site, an increased number of site leaders scheduled stress relief and team building sessions at the worksite Wellness Center. New and desired engagements included learning Qigong, experiences Sound Bath therapy, and attending workshops on Breath Awareness. The Wellness Center also offers no-cost programs to all employees like Yoga, Mobility and Flexibility, Indoor Cycling, and Personal Health Coaching.

A successful mental health pilot was also completed in collaboration with Mental Health America and the Question, Persuade and Refer (QPR) Institute. It centered 100 Eurofins leaders who volunteered to certify in a suicide prevention and crisis technique that prepared them to assist others during mental wellbeing crisis. And in 2026, a subset of those leaders will launch an onsite response team to further the initiatives' impact and validate mental health in the employee milieu.



EBPT Columbia feels passionate about youth mental health and its symbiotic relationship with bullying. That is why their site was usurped by employees in pink shirts during their anti-bullying campaign. And why they partnered with Guardian Hills Veteran Healing Center as their dedicated effort to recognize Mental Health Awareness Month.

Employees also contributed to a safety-first culture by launching a Safety Committee and First Aid Response team. The teams support physical and psychological security at their 8 lab locations by owning essential tasks like the completion of monthly audits, ensuring regulations relating to hazardous and chemical storage are being met, leading evacuation processes, and providing First Aid/CPR response for peer colleagues.

The Columbia Engagement Committee responded positively by utilizing their 2024 Stress and Tension Survey to guide 2025 initiatives that forge connections between employees, leaders, and the overall organization. With a focus on improving quality, efficiency, and employee experience. From quarterly

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Sustainable well-being in the workplace

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touchpoints between leaders and reports, to workshops on relieving employee stress, this committee boldly addresses mental wellbeing concepts like fair and equitable distribution of work and how to continually recognize employee contributions while developing strong team trust.

Human Factors MD mirrored sustainable wellbeing when they supported the Ride to Conquer Cancer. The ride spanned over two days and guided thousands of dedicated cyclists from Toronto to

Niagara Falls, a 220 km trek. Eurofins sponsored a star employee rider, who contributed to the total 12 million dollars that was raised at the event for cancer research, benefitting Princess Margaret Cancer Centre in Ontario, Canada.

The EBPT San Diego team also felt called to outdoor wellness. They stewarded their local environment by hosting a La Jolla Shores beach cleanup. Which in turn supported their team building capabilities, stress relief, and workplace cohesion. The volunteer efforts align with a core sustainability concept to leave a place even a modicum better than it was upon arrival.

And for San Diego employees, it proved that spending time in nature with a shared goal of ecological restoration is the perfect bonding exercise to increase emotional trust among employees and in the shared environment.

This EBPT-NA sites also prioritizes intentional time for connection among employees. They consistently hosted events structured around personal conversation, sharing meals, and friendly competition. Employees report that this time resulted in better observed communication in the laboratories and has amassed support site wide.



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Equality Driving Excellence: Building Inclusive Workplace Communities

All EBPT NA sites are dedicated to creating an environment of inclusivity and psychologically safety for all employees, visitors, and clients. Our strong belief is that a diverse employee community makes us a robust and more innovative company. In addition to these shared values, the EBPT NA sites curate local, Equality Driving Excellence (EDE) Alliances to meet their unique employee population and community needs. Site Equality Champions work with Equality Ambassadors and the global EDE teams to engage employees and drive progress as it relates to equal opportunity and workplace inclusion. Below are a few key examples of team engagements and initiatives that were completed in 2025.

Columbia:

Nurturing curiosity is essential to human growth and invites empathy and increased connection with the social circles we depend on to thrive. The EBPT Columbia team characterized this by recognizing and celebrating Eid al-Fitr, Lunar New Year, and Diwali at their annual inclusion celebrations in 2025.



“The Eid Al-Fitr celebration at Eurofins was not just an event, it was a testament to our diverse culture and the bonds that tie us together” This joyous event was, “an excellent opportunity for our employees to learn about cultural festivities

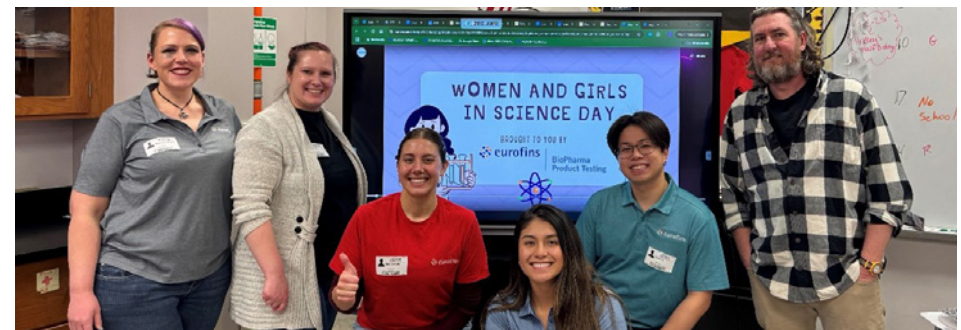
and culinary delights related to Eid al-Fitr. The celebration also highlighted the importance of employee engagement and inclusivity, showcasing Eurofins’ commitment to diversity.” According to the EDE Committee and handful of Muslim employees that collaborated to make the event possible.

Lunar New Year celebrated the Year of the Snake in 2025, symbolizing wisdom and transformation. And at EBPT-NA Columbia, employees rallied to transform their conference room into an authentically decorated celebration with representation of Northern and Southern China, India, and the Chinese American culture in honor of the annual 15-day festival. This highly attended event offered genuine cuisine, education, and activities like traditional paper cutting, calligraphy art, and solving riddles.

Employees also came together to celebrate Diwali with heartfelt enthusiasm and warmth, embracing the spirit of light, unity, and joy. “Bollywood music electrified the atmosphere and inspired spontaneous dancing. This music was set to upbeat, high-energy tracks; the performance infused the space with vibrant rhythms and joy. Colleagues joined in, moving to the beats and sharing laughter, creating a truly festive and inclusive experience.”



And outside of the workplace, dozens of employees enthusiastically volunteered to ensure International Day of Women and Girls in Science once again flourished in 3 local middle schools. Eurofins sponsors and staffs the event, whose mission is to connect young females interested in STEM careers with Scientists, for a day of immersive experimentation and mentorship. Highlights from this year’s event included impacting over 500 children, celebrating that the quietest kids were asking the about volunteers’ STEM careers, and showing up for young female scientists as seasoned female scientists with 15+ years of career experience. Who understands the challenges some attendees may also face, and who can celebrate their trajectory.



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Equality Driving Excellence: Building Inclusive Workplace Communities

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Pride at Multiple Sites:

Multiple sites celebrated their LGBTQ+ population all year long. From acknowledging November's Queer in Stem Day, to fundraising for local NPOs, and hosting onsite speakers for employee enrichment. Veritable support and enthusiasm also reigned at local Pride Festivals. Volunteers hosted Chemistry Magic tables and conveyed that members of the LGBTQ+ population have industry representation and direct support from Eurofins. Over 15,000 community members were reached between Mid-Missouri Pridefest and Lancaster Pride Festival alone.

Lancaster:

United Disabilities Services (UDS) and Eurofins' Disability and Neurodivergent Empowerment Employee Community (EC) have a strong, reciprocal relationship that has been building over the years. In 2025, the collaboration included a bake sale fundraiser for UDS's Service Dogs Program at EBPT Lancaster's Wellness Center. All employees were invited. As were the site's favorite service dogs and their wonderful handlers, who double as disability advocates available to all employees.



Support for eliminating racism and empowering women was also typified when Eurofins Lancaster made history this year by forming their largest ever Race Against Racism (RAR) team! Over 43 participants and five volunteers joined 3,100 race registrants from the local community to support YWCA Lancaster's mission: dismantle racism, transform institutions, and uplift women, girls, and people of color. And once again, the Eurofins Chemistry Magic table drew community scientists of all ages to participate in an interactive, educational experiment where they created Elephant Toothpaste and learned about the enzyme, Catalase, from Scientists.



Finally, 2025 welcomed new community partnerships that invigorated our social responsibility spirit like our connection with African American Cultural Alliance, Mental Health America of Lancaster County, and Gracie's House. We look forward to strong, continued relationships in 2026 and the opportunity to leverage one another in the community.

San Diego:

Culture is the foundation of how employees support one another at EBPT-San Diego. To reflect that, they formed a Culture Crew in 2025. Their mission is to promote positivity, connection, and community throughout the site. And to create the same feelings of greatness and connection for employees that is created for patients receiving the lifesaving benefits of the work they do.



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Equality Driving Excellence: Building Inclusive Workplace Communities

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Human Factors MD:

While some employees dedicate their volunteer time to internal accessibility, Human Factors MD highlighted employee commitment to digital accessibility initiatives in 2025 for Reconstruction Era National Historical Park. Specifically, working to retrofit materials for individuals with sight impairments to fully experience and engage with the park system's digital resources. Including contributions to video development for Fort Frederick, an important historical landmark for Emancipation Day.



Eurofins Named Best Place to Work for Disability Inclusion

Eurofins companies incorporate inclusive practices into the culture wherever possible. In 2025, Eurofins scored 90 on the Index for the second consecutive year and were awarded Best Place to Work for Disability Inclusion. In terms of benchmarking corporate America's disability and inclusion policies and programs, the DI is the leader by a landslide. According to American Association of People with Disabilities and Disability:IN, nearly half of Fortune 500 and over 70% of Fortune 100 companies trust and utilize the tool. And companies that center

comprehensive equitable practices boast 1.6 times the profit of peer industry companies, 2 times the economic profit, 2.6 times the revenue, and a 25% increase in leadership productivity.



Eurofins Foundation Grant Awarded to Junior Achievement of South Central PA

Junior Achievement (JA) of South Central PA was thrilled to receive a Eurofins Foundation grant to support STEM focused programs in Lancaster County during the 2025 school year. The organization inspires success in students through the power of volunteers and hands-on learning. A summary of the award-winning initiative reads, "Recognizing the importance of multiple exposures to STEM, JA developed a pathway of STEM programs that provide students with multiple opportunities to explore STEM skills, concepts, and careers throughout grades 5 through 10. Each program provides engaging hands-on activities and simulations that help students experience a taste of real-world jobs and how the skills they are learning in school, both technical and "soft" skills, matter in the workplace. JA programs provide students with opportunities to interact with and learn from volunteer mentors who share their own career journeys and work experiences. JA's STEM programs help students gain a more realistic idea of the types of jobs available in STEM sectors and the skills and knowledge needed to be considered for these jobs." Congratulations to local community partners, Junior Achievement of South Central PA.

Eurofins' Equality Driving Excellence (EDE) initiative continues to be an important corporate sponsored endeavor dedicated to fostering a safe and inclusive work environment for all employees of Eurofins companies. In 2025, the EDE introduced a "Together@Eurofins" initiative highlighting empathy and psychological safety as foundations for inclusive collaboration. The year's initiatives, launched with a network-wide kick-off, centered on building emotional intelligence, strengthening connections and fostering inclusive workplace behaviors through targeted trainings and events. Key areas covered by

these initiatives included Recruiting and Onboarding Excellence, Employee Engagement, Innovative EDE Initiatives, Talent Mobility and Leadership Development, and Community Outreach.

The EDE priorities are aligned with our [Eurofins Core Compliance Documents](#), which establish the foundation for ethical and inclusive workplace practices and are further reinforced by our obligations as a UN Women Empowerment Principles Signatory. This ensures that we continually work towards making Eurofins a safe, fair, and welcoming employer for all employees and prospective candidates.

The EBPT NA sites are represented by an Equality Ambassador and local Equality Champions who work with site leadership and employees to help to advance and facilitate fair, equitable, and inclusive treatment of all staff. You can learn more about EDE in [Eurofins 2025 ESG report](#)



eurofins Equality Driving Excellence

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Eurofins BioPharma Product Testing US

Combined Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	3966.0	4031.0	3779.0	3893.0	4587.8
Scope 2	tCO ₂ e	12464.0	9829.0	11256.0	11848.0	10282.4
Emissions by Category						
Heating	tCO ₂ e	3411.0	3774.0	3405.0	3514.0	4208.8
Car Fleet	tCO ₂ e	445.0	168.0	164.0	93.0	208.1
Refrigerants	tCO ₂ e	110.0	89.0	210.0	286.0	170.9
Electricity (market based)	tCO ₂ e	12464.0	9829.0	11256.0	11848.0	10282.4

Supplier Sustainability

Percentage of Eurofins EBPT US Top 50 suppliers (by spend) confirming [Eurofins Supplier Code of Ethics](#) and/or with sustainability commitments **94%**

Eurofins BioPharma Product Testing CA

Combined Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	228.4	68.7	48.1	40.1	40.9
Scope 2	tCO ₂ e	18.7	11.6	42.2	40.7	43.4
Emissions by Category						
Heating	tCO ₂ e	270.7	81.8	55.4	40.1	40.9
Car Fleet ^a	tCO ₂ e	N/A	N/A	N/A	N/A	N/A
Refrigerants	tCO ₂ e	0.8	0.0	0.0	0.0	0.0
Electricity (market based)	tCO ₂ e	18.7	15.5	53.7	40.7	43.4

[a] Category not applicable to this location.

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NOTE: 2019 is the baseline year for the reported data metrics.

Eurofins Lancaster Laboratories, LLC

Lancaster, PA & Portage, MI

Site Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	3048.4	3215.6	2882.0	2934.8	3669.5
Scope 2	tCO ₂ e	7522.0	5336.3	6238.5	6683.9	5486.4
Emissions by Category						
Heating	tCO ₂ e	2508.5	2988.0	2595.1	2713.0	3330.3
Car Fleet ^b	tCO ₂ e	443.5	167.2	162.1	90.5	206.8
Refrigerants	tCO ₂ e	96.4	60.4	124.8	131.3	132.4
Electricity (market based)	tCO ₂ e	7522.0	5336.3	6238.5	6683.9	5486.4

[b] Portage, MI site does not have a car fleet

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Eurofins Lancaster Laboratories, LLC

Lancaster, PA

Environmental Data	Unit	2021	2022	2023	2024	2025
Electricity Consumption	kWh	16756162.1	17238897.6	18384851.0	22654095.0	20127934.7
Heating Consumption	MCF	55195.4	56217.5	48776.0	51210.0	55199.9
Car Fleet: Company Vehicles	Number	22.0	22.0	30.0	33.0	36.0
Gasoline Consumption	gal	41722.8	15442.8	15182.0	8196.0	19576.0
Diesel Consumption	gal	0.0	117.8	146.0	137.0	107.0
Electricity Consumption (Car Fleet)	kWh	0.0	2978.0	17100.0	12858.0	14286.0

Eurofins Lancaster Laboratories, LLC

Portage, MI

Environmental Data	Unit	2021	2022	2023	2024	2025
Electricity Consumption	kWh	1084000.0	1176000.0	1311800.0	1323600.0	1421200.0
Heating Consumption	MCF	1462.2	1510.3	1361.5	1206.0	1384.2

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Eurofins Lancaster Laboratories, LLC

Lancaster, PA & Portage, MI

Employee Health & Safety Data is reported at the Eurofins Legal Entity (ELE) level.
The Lancaster, PA, and Portage, MI, site belong to the same ELE.

Employee Health & Safety Data	Unit	2021	2022	2023	2024	2025
Total Recordable Incident Rate	Number	0.79	1.31	0.61	0.81	0.57
Incident Rate of Lost Workday Cases	Number	0	0.36	0.06	0.12	0.11
Fatalities	Number	0	0	0	0	0
Total Compliance Fines						
<i>OSHA</i>	USD	0	0	0	0	0
<i>EPA</i>	USD	0	0	0	0	0
<i>DOT</i>	USD	0	0	0	0	0
Fleet Accidents	Number	1	1	1	1	2

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Eurofins BioPharma Product Testing Columbia, LLC

Columbia, MO

Site Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	647	615	698.3	745.7	674.0
Scope 2	tCO ₂ e	4358	4001	4252.8	4267.2	3676.2
Emissions by Category						
Heating	tCO ₂ e	647.0	593.5	616.9	601.9	641.4
Car Fleet ^a	tCO ₂ e	N/A	N/A	N/A	N/A	N/A
Refrigerants	tCO ₂ e	0.0	21.0	81.4	143.8	32.5
Electricity (market based)	tCO ₂ e	4357.6	4001.0	4252.8	4267.2	3676.2

[a] Category not applicable to this location.

Environmental Data	Unit	2021	2022	2023	2024	2025
Electricity Consumption	kWh	4263200.0	5406750.0	5383284.0	6095987.0	5141900.0
Heating Consumption	MCF	7833.2	11466.2	11917.7	11629.0	9973.0

Employee Health & Safety Data	Unit	2021	2022	2023	2024	2025
Total Recordable Incident Rate	Number	0.35	1.4	0.64	0.32	1.58
Incident Rate of Lost Workday Cases	Number	0	0	0.32	0	0.63
Fatalities	Number	0	0	0	0	0
Total Compliance Fines						
OSHA	USD	0	0	0	0	0
EPA	USD	0	0	0	0	0
DOT	USD	0	0	0	0	0
Fleet Accidents	Number	N/A	N/A	N/A	N/A	N/A

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Eurofins Advantar Laboratories, LLC

San Diego, CA

Site Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	189.2	187.0	185.5	198.0	185.5
Scope 2	tCO ₂ e	460.8	365.7	534.4	499.9	385.8
Emissions by Category						
Heating	tCO ₂ e	175.5	179.4	181.8	187.4	179.5
Car Fleet ^a	tCO ₂ e	N/A	N/A	N/A	N/A	N/A
Refrigerants	tCO ₂ e	13.6	7.7	3.7	10.6	5.9
Electricity (market based)	tCO ₂ e	460.8	365.7	534.4	499.9	385.8

[a] Category not applicable to this location.

Environmental Data	Unit	2021	2022	2023	2024	2025
Electricity Consumption	kWh	1552175.0	1218963.0	1619476.0	1612649.0	1407470.0
Heating Consumption	MCF	3203.0	2682.1	3511.8	3621.0	2976.0

Employee Health & Safety Data	Unit	2021	2022	2023	2024	2025
Total Recordable Incident Rate	Number	0	2.09	0	1.43	0
Incident Rate of Lost Workday Cases	Number	0	0	0	0	0
Fatalities	Number	0	0	0	0	0
Total Compliance Fines						
OSHA	USD	0	0	0	0	0
EPA	USD	0	0	0	0	0
DOT	USD	0	0	0	0	0
Fleet Accidents	Number	N/A	N/A	N/A	N/A	N/A

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Eurofins Human Factors MD, LLC

Charlotte, NC

Site Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	76.1	9.1	7.7	7.4	9.3
Scope 2	tCO ₂ e	9.4	10.5	13.4	13.0	11.0
Emissions by Category						
Heating	tCO ₂ e	76.1	9.1	7.7	7.4	9.3
Car Fleet ^a	tCO ₂ e	N/A	N/A	N/A	N/A	N/A
Refrigerants ^a	tCO ₂ e	N/A	N/A	N/A	N/A	N/A
Electricity (market based)	tCO ₂ e	9.4	10.5	13.4	13.0	11.0

[a] Category not applicable to this location.

Environmental Data	Unit	2021	2022	2023	2024	2025
Electricity Consumption	kWh	27218.0	30058.0	35203.0	36041.0	30994.0
Heating Consumption	MCF	141.9	135.8	148.0	143.0	153.5

Employee Health & Safety Data**	Unit	2021	2022	2023	2024	2025
Total Recordable Incident Rate	Number	Not Reported	Not Reported	0	0	0
Incident Rate of Lost Workday Cases	Number	Not Reported	Not Reported	0	0	0
Fatalities	Number	Not Reported	Not Reported	0	0	0
Total Compliance Fines						
OSHA	USD	Not Reported	Not Reported	0	0	0
EPA	USD	Not Reported	Not Reported	0	0	0
DOT	USD	Not Reported	Not Reported	0	0	0
Fleet Accidents	Number	N/A	N/A	N/A	N/A	N/A

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Eurofins BioPharma Product Testing ENCO, LLC

Cary, NC & Jacksonville, FL

Site Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	4.8	4.8	5.8	6.3	4.7
Scope 2	tCO ₂ e	114.4	115.3	216.5	384.4	294.4
Emissions by Category						
Heating ^d	tCO ₂ e	3.7	3.7	3.8	4.0	4.7
Car Fleet	tCO ₂ e	1.1	1.1	2.0	2.2	0.0
Refrigerants ^a	tCO ₂ e	N/A	N/A	N/A	N/A	N/A
Electricity (market based)	tCO ₂ e	114.4	115.3	216.5	384.4	294.4

[a] Category not applicable to this location.

[d] Heating for Jacksonville, FL site is reported under electricity.

Environmental Data	Unit	2021	2022	2023	2024	2025
Electricity Consumption	kWh	262968.0	262973.0	464594.0	923232.0	736883.0
Heating Consumption	MCF	72.0	72.0	73.0	78.0	77.8
Car Fleet: Company Vehicles ^c	Number	Not Reported	Not Reported	1	1	1
Gasoline Consumption ^c	gal	Not Reported	Not Reported	197.0	220.0	219.6

[c] Jacksonville, FL has the car fleet; data from 2019-2022 is excluded as it precedes the company's acquisition by Eurofins.

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Eurofins BioPharma Product Testing ENCO, LLC

Cary, NC & Jacksonville, FL

Employee Health & Safety Data**	Unit	2021	2022	2023	2024	2025
Total Recordable Incident Rate	Number	Not Reported	Not Reported	0	0	0
Incident Rate of Lost Workday Cases	Number	Not Reported	Not Reported	0	0	0
Fatalities	Number	Not Reported	Not Reported	0	0	0
Total Compliance Fines						
OSHA	USD	Not Reported	Not Reported	0	0	0
EPA	USD	Not Reported	Not Reported	0	0	0
DOT	USD	Not Reported	Not Reported	0	0	0
Fleet Accidents	Number	Not Reported	Not Reported	0	0	0

[**] Employee Health & Safety data from 2019-2022 is excluded as it precedes the company's acquisition by Eurofins.

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Eurofins Infinity Laboratory Group, Inc.

Petaluma, CA; San Diego, CA; San Jose, CA;

Crown Point, IN; St. Louis, MO; North Brunswick, NJ

Site Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	336.3	133.6	100.1	66.8	44.8
Scope 2	tCO ₂ e	500.6	237.6	442.1	353.8	428.6
Emissions by Category						
Heating	tCO ₂ e	297.4	133.6	85.1	51.7	43.5
Car Fleet	tCO ₂ e	38.9	0.0	15.0	15.0	1.3
Refrigerants	tCO ₂ e	0.0	0.0	0.0	0.0	0.0
Electricity (market based)	tCO ₂ e	500.6	237.6	442.1	353.8	428.6

Environmental Data	Unit	2021	2022	2023	2024	2025
Electricity Consumption	kWh	1199676.2	540075.0	1357485.3	1221022.6	1336941.0
Heating Consumption ^e	MCF	N/A	N/A	N/A	N/A	721.3
Car Fleet: Company Vehicles ^{e,f}	Number	N/A	N/A	N/A	N/A	6
Gasoline Consumption ^{e,f}	gal	N/A	N/A	N/A	N/A	1012.7

[e] Emissions data for 2021–2024 was extrapolated using 2025 data; actual consumption data is not available for those years.

[f] Car Fleet data are from Petaluma, CA; San Diego, CA; Crown Point, IN sites

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Eurofins Infinity Laboratory Group, Inc.

Petaluma, CA; San Diego, CA; San Jose, CA;

Crown Point, IN; St. Louis, MO; North Brunswick, NJ

Employee Health & Safety Data***	Unit	2021	2022	2023	2024	2025
Total Recordable Incident Rate	Number	Not Reported	Not Reported	Not Reported	Not Reported	0
Incident Rate of Lost Workday Cases	Number	Not Reported	Not Reported	Not Reported	Not Reported	0
Fatalities	Number	Not Reported	Not Reported	Not Reported	Not Reported	0
Total Compliance Fines						
OSHA	USD	Not Reported	Not Reported	Not Reported	Not Reported	0
EPA	USD	Not Reported	Not Reported	Not Reported	Not Reported	0
DOT	USD	Not Reported	Not Reported	Not Reported	Not Reported	0
Fleet Accidents	Number	Not Reported	Not Reported	Not Reported	Not Reported	3

***] Employee Health & Safety data from 2021-2024 is excluded as it precedes the company's acquisition by Eurofins.

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Eurofins BioPharma Product Testing Toronto, ON

Site Emission Data	Unit	2021	2022	2023	2024	2025
Absolute Emissions by Scope						
Scope 1	tCO ₂ e	228.4	68.7	48.1	40.1	40.9
Scope 2	tCO ₂ e	18.7	11.6	42.2	40.7	43.4
Emissions by Category						
Heating	tCO ₂ e	270.7	81.8	55.4	40.1	40.9
Car Fleet ^a	tCO ₂ e	N/A	N/A	N/A	N/A	N/A
Refrigerants	tCO ₂ e	0.8	0.0	0.0	0.0	0.0
Electricity (market based)	tCO ₂ e	18.7	15.5	53.7	40.7	43.4

[a] Category not applicable to this location.

Environmental Data	Unit	2021	2022	2023	2024	2025
Electricity Consumption	kWh	--	96903.0	383661.0	626601.0	614928.5
Heating Consumption	MCF	--	1158.0	809.8	736.3	598.23

[--] Combined data for three Eurofins Legal Entities including EBPT Toronto was reported under a separate Eurofins Legal Entity in 2021.

Employee Health & Safety Data	Unit	2021	2022	2023	2024	2025
Total Recordable Incident Rate	Number	0	0	0	0	1
Incident Rate of Lost Workday Cases	Number	0	0	0	0	0
Fatalities	Number	0	0	0	0	0

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Nurturing our planet while testing for life.



BioPharma
Product Testing

Photo at the Lancaster, PA, campus

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