

Environmental, Social and Governance

PROTECTING THE VULNERABLE[®]



Letter from CEO Gary Owens

At Mesa Labs (Mesa), our commitment to being a purpose-driven business continues to guide our journey towards a sustainable and impactful future. We are delighted to present the second annual edition of our Environmental, Social, and Governance (ESG) Program Brochure, which highlights our ongoing efforts to fulfill our mission of Protecting the Vulnerable®.

First, we will highlight two significant milestones that have further strengthened our dedication to sustainability and positive societal impact. In October 2023, we proudly welcomed GKE, a German-based sterilization indicators business, into the Mesa family. This strategic acquisition not only expands our global reach but also brings with it a robust organizational culture deeply committed to positively impacting the environment. GKE's expertise aligns seamlessly with our mission, and together, we are poised to advance our shared goals of protecting both human life and the health of our planet.

Second, Mesa has begun measuring greenhouse gas emissions Scope 1 and 2 as part of our ESG Program, extending our commitment to transparency, accountability, and environmental stewardship. By measuring and reporting our direct and indirect emissions, we aim to better understand our environmental impact and contribute to a more sustainable future.

Our purpose of Protecting the Vulnerable® extends beyond our immediate stakeholders and customers. It encompasses a responsibility to safeguard the earth for future generations and to ensure the well-being of our employees. In this second edition of our ESG Program Brochure, we showcase our steadfast dedication to managing our processes and activities in a sustainable manner. On behalf of our entire Executive Leadership team, our Board of Directors, and our phenomenal employees, we extend our gratitude for your interest and support in Mesa.

Mesa Labs' ESG Program Brochure

The ESG Program Brochure describes Mesa's ongoing efforts as we continue investing in our commitments as critical components of our long-term business strategy and creating stockholder value. Echoing the Mesa Way, we see every day as an opportunity to improve— from water conservation to employee development, or from data security to increasing renewable energy within our buildings. Through our work and that of our customers, we hope to build more livable, sustainable communities that help protect the vulnerable around the world. With the support and oversight of our Board of Directors, we look forward to expanding upon our efforts and sharing our ESG progress in the years to come.

Mesa Labs at a Glance

Mesa is a multinational leader in the design and manufacture of life sciences tools and critical quality control solutions for regulated applications in the pharmaceutical, healthcare, and medical device industries. Mesa offers products and services to help our customers ensure product integrity, increase patient and worker safety, and improve the quality of life throughout the world.

Our Purpose

Protecting the Vulnerable® | Mesa offers a breadth of products unified by a shared commitment to accelerate growth and innovation to care for communities worldwide. Our products provide affordable, accurate genomic testing, help monitor hazardous environments, ensure the

sterility of medical instruments, and deliver proper functioning of lifesaving medical devices. Whether it's environments, products, or people, Mesa is committed to protecting the vulnerable.

Our Divisions

Sterilization and Disinfection Control

Sterilization and Disinfection Control division manufactures and sells biological and chemical indicators that assess the effectiveness of sterilization and disinfection processes for pharmaceutical, healthcare, and dental industries.



Clinical Genomics

Agena Bioscience® offers highly sensitive and affordable genomic analysis testing solutions for clinical laboratories.



Biopharmaceutical Development

Gyros Protein Technologies provides automated systems for protein analysis and peptide synthesis solutions that accelerate the discovery, development, and manufacture of biotherapeutic drugs.



Calibration Solutions

Our Calibration Solutions portfolio uses the principles of advanced metrology to enable customers to measure and calibrate critical parameters in applications such as Environmental and Process Monitoring, Dialysis, Gas Flow, Air Quality, and Torque Testing.



Our Global Presence

750+
EMPLOYEES

16
OFFICE
LOCATIONS

6
CONTINENTS
with Active
Customers

The Mesa Brand Family

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Technologies

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BIOSCIENCE

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ESG Business Framework

Mesa recognizes specific factors that create value and are highly relevant to our business and stakeholders. Thus, we hope to continue unlocking the transformational capabilities surrounding environmental, social, and governance within our people, processes, and products.

Our ESG Business Program focuses on three primary areas:



Environmental

We recognize the impact we have on the environment, and we are committed to minimizing the environmental impacts of our business operations. We actively evaluate ways we can promote rigorous sustainability standards in our operations and products. These processes apply across water conservation, energy consumption, waste, packaging, and workplace safety.



Social

Our employees are essential to our success and our global community matters to us. We believe recruiting diverse talent makes Mesa stronger. We also believe that engaged employees find a greater sense of meaning and fulfillment in what they do and thus extend this effort into their performance. We focus on giving back and connecting to the needs of our local neighborhoods.



Governance

Our Board of Directors creates value by providing oversight to our business, including our strategy. The governance they provide is the foundation for operating an ethical business that upholds our values and purpose. Diverse backgrounds and viewpoints are key attributes for the Board to best serve the long-term interests of our shareholders. Furthermore, the Mesa leadership team develop programs that create a safe, diverse, and inclusive culture.



Environmental

GKE's Green Revolution

In October 2023, Mesa acquired GKE, and with this acquisition accompanied an organizational culture committed to environmental sustainability. Based in Waldems, Germany, GKE is committed to eco-friendly initiatives that impact its local and global landscape. GKE's environmental initiatives transcend corporate responsibility; they embody a vision for a sustainable future. Mesa is proud to incorporate GKE's green ethos into our collective commitment to Protecting the Vulnerable®.

Take a closer look at the remarkable steps Mesa's GKE team has taken to create an eco-friendly haven!

Insulation for Energy Efficiency

GKE's dedication to energy conservation is evident in the meticulous insulation of all its buildings. From roofs to walls, and even garages, the use of 10-20 cm polystyrene insulation ensures optimal thermal regulation. Triple-glazed windows, complemented by additional shutters, contribute to a 50% reduction in heat consumption during winter. In the summer, the need for cooling systems becomes obsolete when these shutters are strategically closed.

Low Energy Consumption Lights

GKE's buildings are lit with a commitment to energy efficiency. The use of lights with extreme low energy efficiency. The installation of lights with extreme low energy consumption not only reduces the carbon footprint but also underscores GKE's dedication to sustainable practices.





Environmental



More on GKE

GKE has been harnessing solar power for two decades, and its commitment has been furthered with the installation of 220 kW MPP photovoltaic panels on new buildings. These solar panels produce three times more electricity each year than GKE

requires. Notably, two-thirds of this surplus energy is seamlessly integrated into the public network, allowing GKE to provide solar power to the community.

The outdoor space features designated areas for trees, bushes, and grass. The company's approach to parking and transportation is also impactful. Condensing parking into three garages with roof parking encourages employees to transition from gas-powered to electric cars.

GKE's holistic approach to water and waste management is exemplified by the collection of rainwater, which are stored in undersoil tanks. This water not only supplies toilets but also serves as cooling water for test sterilizers, which are used in manufacturing.



Rainwater Harvesting and Waste Management

GKE's holistic approach to water and waste management is exemplified by the collection of rainwater on all its roofs, stored in undersoil tanks. This water not only supplies toilets but also serves as cooling water for test sterilizers. The company has taken responsibility for street wastewater management, constructing a system with large storage buffer tanks to prevent flooding downstream.





Environmental

Water

Mesa is committed to protecting the environment and minimizing water pollution. We have implemented several water management measures to reduce pollution and conserve resources at the sites of Mesa's four divisions: Clinical Genomics in San Diego, CA, Sterilization and Disinfection Control in Bozeman, MT, Biopharmaceutical Development in Uppsala, Sweden, and Tucson, AZ, and Calibration Solutions in Lakewood, CO.

Except for the Lakewood site, which does not have a water pollution program as it does not use hazardous chemicals, all other divisions collect hazardous liquids for safe disposal to prevent water pollution. Additionally, the facilities in Uppsala, Sweden, and Tucson, AZ, recycle cooling water to reduce consumption.

Although the San Diego site uses minimal water, measures to reduce pollution are in place with added containment to prevent the spillage of harmful chemicals into the drain, including a spillage detector. Furthermore, this site also uses natural gas instead of electricity to chill water to support energy reduction.

Mesa supports a responsible water management plan to protect the environment and preserve natural resources.

Electric

Mesa is determined to protect the environment and reduce our carbon footprint by

continually implementing new energy-efficient measures and exploring ways to decrease our use of fossil fuels. It is our responsibility to be good stewards of the earth and to preserve it for future generations.

We are committed to reducing our environmental impact and increasing renewable energy use across all our divisions. The current site in Uppsala, Sweden, primarily uses hydro, wind, and solar power. The Uppsala offices also use district heating, a climate-smart energy system that operates as a network of several thousand kilometers of pipes, transporting energy throughout different regions. The heat generated from district heating is sourced from materials like that would otherwise go to waste, including but not limited to branches, wood chips, and timber waste. This site will soon move and occupy a new facility that is powered primarily by solar energy. At the Tucson, AZ site, we have implemented energy-efficient measures such as motion sensor lights and are transitioning to LED lighting to reduce consumption.

Packaging

At Mesa, we seek ways to protect the environment and reduce our impact on natural resources. In line with this vision, we follow the European Packaging Directive and take steps to minimize our use of packaging material and ensure that it is appropriately labeled and recycled.

Our manufacturing groups have reduced the size and amount of packaging material

we use, which helps to lower the energy needed for transportation. We also reuse packaging material whenever possible. Our wooden pallets are compliant with International Standard for Phytosanitary Measures No. 15 (ISPM 15) standards to prevent the spread of disease and insects that could potentially harm plants or ecosystems. In addition, our cardboard packages can be recycled, and we use pre-formed trays labeled as recyclable. We have also stopped using packing peanuts and switched to brown paper as a more environmentally friendly alternative. Mesa believes we can reduce our environmental impact through responsible packaging practices.

Building

Mesa seeks to reduce its environmental impact in its buildings with various energy-efficient measures across all its divisions.

The San Diego site has taken steps to reduce energy consumption and improve energy efficiency. The building meets California's Title 24 energy code and has electrical sensors and timers to turn off unused power sources. Moreover, all the lights in the facility are LED. The facility also partially shuts down from 6 PM to 6 AM, turning off the air conditioning, and is monitored remotely to help identify opportunities for further energy savings.

The Tucson, AZ, site has minimized the number of windows in the facility to reduce the need for air conditioning. In Uppsala, Sweden, the division's new building in the



Environmental

city center received LEED Platinum certification. While the building is not yet ready for move-in, this location will provide convenient access to public transportation, such as trains. This building will refurbish and reuse office furniture, lab furniture, and equipment whenever possible to reduce waste and environmental impact.

The Lakewood site has implemented several energy-efficient measures to reduce its energy consumption and carbon footprint. These measures include a new gas-powered backup generator that emits less air pollution than the previous generator, an occupancy detector that reduces electrical consumption and heat, and a recent major facility upgrade that includes installation of LED lights and renovation of an offsite warehouse. Our facility upgrades involved the safe removal of contaminants from the building. The remodeled facility also features space for nearly 25% more people without increasing the size of our external footprint, enabling us to accommodate a growing workforce without significantly increasing our space and carbon usage.

Environmental Sustainability

Mesa is committed to environmental sustainability in all four of our divisions. We follow various regulations, including the European Union's Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and Restriction of Certain Hazardous Substances (RoHS), which aim to prevent human and environmental risks related

to certain chemicals in parts, products, and electronic and electrical waste in manufactured, distributed, and imported items in the European Union (EU). In addition, we comply with Waste Electrical and Electronic Equipment (WEEE) and Packaging and Packaging Waste Directive (P&PWD) regulations. We have recycling programs to reduce waste and we also automate a sizable portion of our consumable manufacturing line to improve efficiency and lower energy and material consumption.



Mesa has also implemented remote work and hybrid solutions which reduce CO₂ emissions from commuting. Reusable options have replaced disposable plastic with paper cups and plates in our cafeterias.

In manufacturing, we reuse glass tubes and support a non-profit organization that washes and recycles them. The San Diego site has a small hazardous waste footprint and adheres to federal and local laws for waste management. The Lakewood site

has recycling programs for batteries, used oil, and circuit boards, focusing on improving yield to reduce time, cost, and energy.

Mesa abides by environmental regulations and implements sustainability practices in all our divisions to reduce our impact on the planet.

Workplace Safety

Workplace safety is a top priority for Mesa. Our San Diego site adheres to California work environment regulations and undergoes regular audits. We hold quarterly safety meetings and conduct audits for lab safety and overall work environment safety. Moreover, all lab equipment and materials are labeled and organized in a way that is easily accessible for the fire department in an emergency.

Our Uppsala site follows Swedish work environment regulations. It undergoes regular audits to ensure that all equipment, including instruments sold and manufacturing equipment built on site, are safe to use and meet European CE marking standards.

Our Lakewood site follows all relevant regulations and participates in social government programs. An inter-departmental council holds safety meetings and has seen a decrease in injury rates in recent years.

The safety of our employees is of utmost importance to us. Maintaining a healthy work environment is essential for our team's well-being and our success.



GHG Emissions

Background on GHG Emissions

In Mesa Labs' commitment to environmental stewardship and sustainable practices, we have taken a significant stride in understanding and managing our ecological footprint. In 2023, we embarked on an inaugural assessment to quantify and disclose our Scope 1 and 2 greenhouse gas (GHG) emissions across our facilities. This endeavor marks a significant moment in our journey toward environmental responsibility, and we pledge to provide yearly updates on our progress.

Aligning with the GHG Protocol

Our greenhouse gas inventory aligns with the principles of the GHG Protocol, ensuring a robust and standardized approach to reporting. We quantify our emissions in metric tons of CO₂ equivalent, emphasizing Scope 2 emissions derived primarily from

our electricity consumption. We calculate market- and location-based emissions totals using EPA methodologies and emission factors. When direct data isn't available, we employ estimations based on primary data or model consumption using site-specific or company-wide averages per square foot.

Definitions

Scope 1 refers to direct GHG emissions from sources that Mesa Labs owns or controls, which includes emissions from our owned or controlled vehicles, boilers, furnaces, and process equipment.

Scope 2 covers indirect GHG emissions from the generation of purchased electricity consumed by Mesa Labs and its subsidiaries.

Greenhouse Gas Emissions

At Mesa Labs, we address climate-related risks and opportunities through the Mesa Way of continuous improvement and efficiency. Our focus remains dedicated to enhancing the operational efficiency of our global facilities, minimizing waste and energy usage, and offering products and services that help our customers reduce their environmental impact.



Greenhouse Gas Emissions*	Total
Scope 1 Emissions	389.80 tCO ₂ e
Scope 2 Emissions	1186.23 tCO ₂ e
Total Emissions (Scope 1 & 2)	1575.03 tCO ₂ e

*Data was collected from the following factory locations: Lakewood, Colorado; Bozeman, Montana; San Diego, California; Tucson, Arizona; Uppsala, Sweden; and Munich, Germany.



Environmental

Our Environmental Footprint

We understand that our business has a significant environmental impact and are committed to reducing it. In our recent reporting period, we embarked on a detailed analysis of our direct operations and energy usage. This effort allowed us to develop a comprehensive greenhouse gas inventory for 2024. Additionally, we measured, estimated, and modeled our waste generation and water usage across all our facilities. This initiative is a significant step

in our ongoing effort to mitigate our environmental impact.

The insights gained from this data will be instrumental in guiding our strategic priorities and setting future objectives. We recognize that the journey of effective environmental measurement is continuous, and we are prepared to improve our data-management practices consistently. Our plan to refine our calculations is integral as we evolve our program and expand the scope of our reporting.

Our Greenhouse Gas Footprint

Our primary sources of Scope 1 & 2 greenhouse gas (GHG) emissions are electricity, heating, and cooling required for running the facilities we lease or own. Installing solar panels and incorporating features such as LED lighting and low-flow fixtures at some of our sites helps to lower our footprint.





Social



Mesa's Philanthropic Efforts

The Mesa team from the Calibration Solutions division at our Lakewood site is committed to excellence in its products and services and is deeply dedicated to making a meaningful impact in our community. This dedication is reflected in one of our 2023 philanthropic initiatives, where we chose to support organizations nominated by our team members as part of our year-end giving drive.



We are proud to support **One Colorado**. One Colorado is pivotal in advancing equality for the LGBTQ+ community in Colorado. Mesa aligns itself with the values of inclusivity, diversity, and equal rights for all, reflecting our commitment to creating an accepting and supportive environment both within and outside our organization.

In addition, Mesa contributed to the **National Alliance on Mental Illness (NAMI)**, an organization dedicated to improving the lives of people with mental illness and their loved ones through education and leadership. Mental health is

an area that touches many lives yet often remains overlooked, and we are proud to support this organization.



We also extended our support to the **Colorado Coalition for the Homeless**. They have significantly impacted communities across Colorado with their mission to prevent homelessness and create lasting solutions for at-risk individuals and families. Their integrated approach to providing healthcare, housing, and services addresses the symptoms of homelessness and its underlying causes. In addition to this donation, our team built 100 winter kits, which were shared with members of the homeless community earlier in the season.



Finally, Mesa contributed to the **Children's Hospital Colorado Foundation**. As the only nonprofit pediatric hospital in the region, Children's Hospital Colorado provides essential healthcare services to all children, regardless of their family's financial situation. Our support for this organization aligns with our core belief in Protecting the Vulnerable® and our commitment to nurturing the health of future generations.



Through these charitable initiatives, Mesa demonstrates its commitment to social responsibility. By supporting our local community, we can make a lasting and positive impact on society.



Social



Extending Our Philanthropic Connections

The Mesa team from the Sterilization and Disinfection Control division has been active in philanthropic efforts, contributing significantly to various causes during the 2023 holiday season. Mesa employees took the opportunity to select nonprofit organizations within regions where Mesa operates.

In 2023, the division proudly supported **Kühlbus München e.V.** This commendable organization assists the homeless population in Munich during the harsh winter months. By delivering freshly cooked, warm meals and essential utensils, Kühlbus München e.V. offers more than just physical nourishment; it provides warmth, care, and a sense of community to those in need. This initiative aligns with our belief in addressing basic human needs and supporting vulnerable groups within our communities.



The division also supported **Herzens Wunsch e.V.**, a nationwide association in Germany that fulfills the long-awaited wishes of terminally ill children and young people. By supporting Herzens Wunsch e.V., SDC demonstrates its commitment to nurturing the spirits of young individuals facing dire health challenges, emphasizing our belief in the power of compassion and the importance of supporting mental and emotional well-being.



Furthering our commitment to health and wellness, the division has also contributed to the **Centre de lutte contre le cancer Léon Bérard**. This cancer center, located in Lyon, France, specializes in oncology and research, providing cutting-edge care and contributing to significant advancements in cancer treatment. Our support for the Léon Bérard Center underlines our dedication to medical progress and improving health outcomes, resonating with Mesa Labs' core values of innovation and excellence in healthcare.

The division also supports HAVEN, HRDC Warming Center, and Eagle Mount Bozeman. **HAVEN** plays a critical role in providing safe intervention for survivors of domestic violence, sex trafficking, and stalking in Gallatin County, addressing crucial societal issues. On the other hand, the **HRDC Warming Center** offers comprehensive services to support individuals in overcoming challenges and crises, fostering a thriving community. Additionally, the support for **Eagle Mount Bozeman** illustrates our commitment to providing quality adaptive recreation and sports opportunities for people with disabilities and young people impacted by cancer.



These philanthropic endeavors are a testament to Mesa's purpose of Protecting the Vulnerable®. Through these initiatives, we continue to uphold our values of compassion, support, and improvement of the quality of life for individuals across various spectrums of society.



Social

Expanding Our Social Impact

All our divisions are committed to positively contributing to their communities. Below, we share how our Bozeman site is contributing to the well-being of its community.

The Mesa Team is committed to being a socially responsible company and has a strong community outreach program. One organization that the division supports is **Reach Inc.**, local non-profit that provides services to adults with developmental disabilities. Mesa regularly donates to Reach and offers volunteer and paid part-time job opportunities to adults referred by the organization.

In addition to supporting Reach, Mesa also makes donations to several local char-

ities selected by our employees. These include **Heart of the Valley Animal Shelter**, **Gallatin Valley Food Bank**, and the **Haven Women's Shelter**, all located in Bozeman, MT. The division also supports **SOS Village d'Enfants** in France and **Der Wünschewagen München** in Munich, Germany.

Furthermore, our employees also volunteer monthly at **The Fork & Spoon**, Bozeman's only pay-what-you-can restaurant, supplying a critical source of food security for the community and allowing Mesa employees to give back in a tangible way. By supporting these organizations, Mesa positively affects the Bozeman community.



Recruiting

Mesa is committed to diversity and inclusion in our employee recruiting efforts. Recently, our Human Resources team partnered with **Circa** to expand its scope of applicants beyond our existing job boards and reach a diverse pool of candidates across race, gender, disability, and veteran status. Circa is a diversity recruiting platform that helps companies like Mesa connect with a diverse pool of candidates and make their hiring process more inclusive.

In addition to partnering with Circa, our team members within the Sterilization and Disinfection Control division in Bozeman, MT, also works with the Reach program to hire disabled workers for part-time production positions at our manufacturing facility, diversifying our pool of candidates and creating a more inclusive and equitable workplace.

Employee Engagement

Mesa strongly emphasizes employee engagement, recognizing that it is crucial for employee connection and enthusiasm with their work and the workplace. We believe that all employees, particularly our leaders and managers, play a vital role in creating engagement and are provided with the resources and tools to develop action plans.

To measure and manage employee perspectives on the key elements of workplace culture, Mesa uses a global tool for employee engagement surveys. These surveys are conducted once a year, with



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one corporate-wide and one business unit-specific survey. The results of a recent survey revealed a need for a leadership and development (L&D) program, leading Mesa to designate internal resources and hire externally to create a robust training program focused on improving communications and personal leadership.

Benefits & Compensation

At Mesa, we aim to offer a robust, affordable, and competitive benefits package to our employees compared to other businesses in our industry. This approach is essential for attracting and retaining top-quality talent and caring for our people.

Our benefits package includes a wide range of coverage and services, including medical, prescription coverage, dental, vision, basic life and AD&D insurance, short-term and long-term disability plans, and a short-term incentive program. We also have an Employee Assistance Program that provides confidential counseling, financial consultation, legal consultation, educational support services, mediation services, and other resources and services at no cost to employees.

In addition to these benefits, Mesa offers coverage for domestic partners and same-sex married couples in all states, regardless of state requirements. We also give paid caregiver leave to employees who need to care for a child, spouse, or parent in states that do not have a policy in place.

We are resolute in gender and minority pay

equality and have processes to provide fair and equitable compensation. We conduct annual salary reviews to analyze pay equity across employee demographics and perform yearly evaluations and benchmarking analyses to ensure that our total compensation stays competitive. Mesa offers a 401(k) Savings Plan with an employer match of dollar-for-dollar up to 4% of base pay. Our Total Rewards program is focused on employee physical and financial wellness and is designed to support and enhance the well-being of our employees.

Personalized Healthcare

The global Mesa team within the Clinical Genomics division at the San Diego, Hamburg, Brisbane, and Shanghai sites positively contributes to healthcare and society through its focus on pharmacogenomics (PGx). PGx combines pharmacology, the science of drugs, and genomics, the study of genes and their functions, to determine how genetic factors at the individual level influence drug response, including therapeutic efficacy and side effects.

The goal of PGx is to deliver the right drug in the correct dose to the right patient at the right time. By using a patient's genetic information to guide their treatment, PGx data allows for much more precise and personalized care. This can lead to improved patient outcomes, including reducing adverse drug reactions, and empowers healthcare professionals to make better-informed treatment decisions that are most promising for the individual patient.

Using PGx data to optimize therapy reduces healthcare costs, making affordable healthcare more accessible. Traditional "test-and-see" or "one-size-fits-all" approaches to treatment can be costly, time-consuming, and inefficient, leading to poorly optimized therapy that costs over \$528 billion per year in the US alone.¹



Mesa plays a vital role in protecting the vulnerable and improving healthcare through its platform, the MassARRAY® System, and testing panels, which can be off-the-shelf or customized to a laboratory's needs. These tools enable PGx testing in a cost-effective, efficient, and high-throughput manner.

Regulatory Note: With exception of the MassARRAY Dx, all other products are For Research Use Only. Not for use in diagnostic procedures.

References:

1 Watanabe JH, McInnis T, Hirsch JD. Cost of Prescription Drug-Related Morbidity and Mortality. *Annals of Pharmacotherapy*. 2018;52(9):829-837. <https://journals.sagepub.com/doi/10.1177/1060028018765159>



Social

A Healthier World with Mesa

Each of Mesa's divisions contributes to a healthier world. From our Clinical Genomics division, which can improve patient quality of life through the PGx program, to the Sterilization and Disinfection Control division, which offers products that help ensure quality of drugs delivered to the market, to the Calibration Solution division, which offers numerous products that provide the proper functioning of life-saving medical devices. In alignment with our purpose, our Biopharmaceutical Development division is making significant contributions toward a more sustainable and healthier world.

For instance, animal testing helps researchers to understand how diseases and treatments affect the body and whether

new drugs are safe and effective before being tested on humans. However, these procedures have the potential to cause the animals physical as well as psychological distress and suffering.

The Biopharmaceutical Development division develops tools to help our customers reduce their impact on animals used for research. Our Gyrolab® Platform allows small-volume sampling techniques and sensitive immunoassay methods so that researchers can obtain a complete pharmacokinetic (PK) profile from a single mouse, significantly reducing the number of animals needed for pre-clinical studies. These methods help our customers reduce animal testing while improving data quality. By enabling researchers to implement the 3Rs principles of Reduce, Refine, and

Replace in their work, our solutions can help animal testing be more ethical and humane.

In addition to the environmental contributions from our Biopharmaceutical Development division, a significant percentage of our industrial exposure is Air Quality Monitor calibration through our Calibration Solutions division. Protecting the health and welfare of communities requires advanced tools for ambient air sampling and analysis. We are proud to pioneer technology for a healthier environment by providing convenient, reliable solutions and ensuring that the machines reporting air quality indexes are accurate and meet the highest standards of quality and accuracy for the EPA (Environmental Protection Agency).





Governance

Board Governance and Shareholder Rights

We continuously monitor our governance practices to ensure they remain current and relevant. Our proxy statement ([DEF 14A](#)) provides a more thorough description of many of our governance practices.

Board Independence and Diversity*

- + Separation of the positions of Chairperson and CEO promotes accountability and transparency.
- + A lead independent director position exists to provide a clear channel for independent oversight, ensuring effective checks and balances and promoting transparency.
- + 4 of 6 (67%) directors are independent.
- + An independent board committee exists to bring objectivity in decisions and unbiased assessments.
- + 3 of 6 (50%) of directors are diverse.
- + 2 of 6 (33%) of directors are female.
- + Average age is 59 years.
- + Average tenure is 5 years.
- + Strong, diverse skills and experience across the Board provide effective oversight.
- + Board elections take place annually.

Compensation Practices

- + Executive compensation links pay with individual and corporate performance.
- + A significant percentage of target compensation is at risk through short-term and long-term incentive awards.
- + Stock ownership guidelines apply to all directors and executive officers.
- + A compensation clawback policy applies to executive officers.
- + There are no tax gross-up payments, excess perquisites or guaranteed bonuses.
- + We have anti-hedging, anti-pledging, and anti-short sales policies.

Board Practices

- + Non-employee directors meet in executive session without management at each regularly scheduled Board meeting.
- + Annual Board and committee evaluations are conducted as well as director self-assessments.
- + Board participates in shareholder outreach programs.

Shareholder Rights

- + All directors are elected annually by Shareholders.
- + Shareholders have the right to call special meetings.
- + Shareholders are entitled to fill vacancies on our Board.
- + Shareholders may propose amendments to Articles of Incorporation without Board approval.



"I'm proud of the work that we have put into ESG at Mesa. Our full board backs Management's efforts to improve tracking, disclosure, and performance against environmental, social, and governance goals. This second ESG Program Brochure highlights the positive advancements we've made in our endeavors."

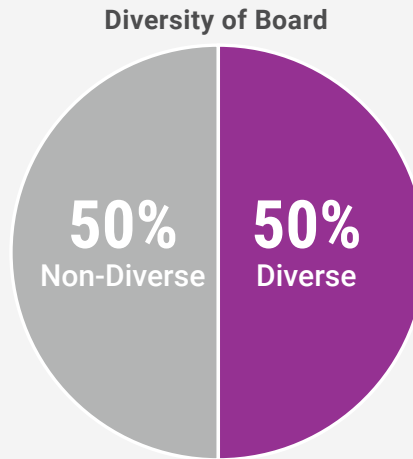
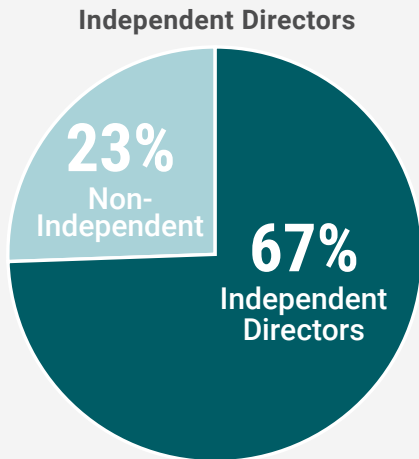
—Jennifer Alltoft, Board Member

** As of the July 2023 Proxy Statement*

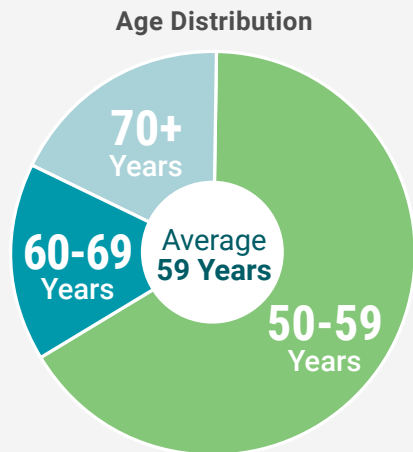
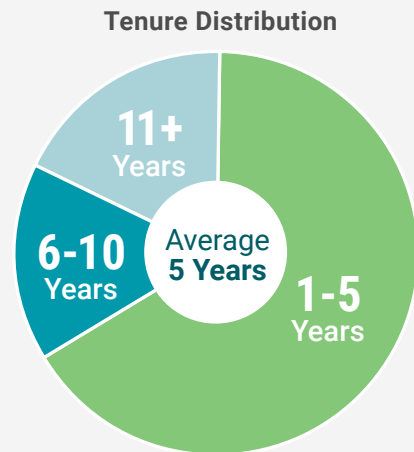


Governance

Board Independence and Diversity*



- **Diverse:** Reflects diversity in one's race, gender, and/or sexuality
- **Non-Diverse:** Reflects white, male, and heterosexual



*As of the July 2023 Proxy Statement

Governing Policies and Charters

Our most current policies and charters are available in the Governance section of our investor relations website:

- + [Code of Ethics and Conduct](#)
- + [Governance Guidelines](#)

We also maintain insider trading policies that prevent hedging, pledging, and short sales for all employees.

At Mesa, we have a Code of Business Conduct and Ethics that applies to all employees, agents, representatives, and consultants. This code establishes the expectations for ethical behavior within our organization and helps us operate in a transparent, fair, and responsible way.

All employees must sign the Code of Business Conduct and Ethics when they begin their employment with Mesa, serving as a moral compass for employees to follow when making decisions. We aim to provide employees with a clear understanding of what is expected of them regarding ethical behavior in their daily work, creating a culture of integrity and honesty within our organization.



Governance

Whistleblower Hotline

Mesa takes the issue of ethical conduct very seriously. We maintain a third-party whistleblower hotline that can be accessed by phone or internet for direct or anonymous reports of any concern of improper conduct. The hotline is available to all employees, and we encourage employees to report concerns through the hotline knowing that their concerns will be investigated seriously, confidentially, and without fear of retribution.

We also have a non-retaliation policy to ensure that employees feel comfortable coming forward with any concerns. We understand that it can be challenging to speak up about potential wrongdoing, which is why we have processes in place to protect those who report any issues. All reports made through the hotline are handled with the utmost confidentiality and overseen by an audit committee formed specifically to address the nature of the incident to maintain integrity throughout the investigation process. We encourage all employees to use the hotline if they have any concerns about the ethical conduct of any nature within the company.

Data Security

Data security is a top priority at Mesa. To ensure the safety of sensitive information, we provide annual security awareness training to all users and specialized training for personnel in key roles related to security, such as executives, human resources, finance, and others. Our security policies are modeled after the International Organization for Standardization (ISO 27001) framework and reviewed annually to ensure their effectiveness.

In addition to our security policies, we have a separate privacy policy that addresses how we handle all personal and sensitive



information. All employees are provided with an End User Policy that includes safeguards around security and privacy. We also uphold regulatory policies and follow

all requirements applicable to our organization, such as the California Privacy Rights Act (CPRA), the General Data Protection Regulation (GDPR), and the Sarbanes-Oxley Act (SOX).

To further protect sensitive data, Mesa supports administrative, technical, and physical safeguards and receives an annual assessment from a third party for validation and continuous improvement. In the event of a security incident, we have a formally documented incident response plan to address incidents and promptly notify affected parties.

Safe Harbor Statement

This document, including the letter above from our CEO, contains forward-looking statements within the meaning of federal securities laws. All statements other than statements of historical or current facts, including statements regarding our environmental and other sustainability plans and goals, made in this document are forward-looking. We use words such as “expect,” “seek,” “anticipate,” “intend,” “plan,” “believe,” “could,” “should,” “estimate,” “may,” “target,” “project,” and similar expressions to identify forward-looking statements. However, the absence of these words or similar expressions does not mean that a statement is not forward-looking. These forward-looking statements are made based on expectations and beliefs concerning future events affecting us and are subject to risks and uncertainties relating to our operations and business environments, all of which are difficult to predict and many of which are beyond our control, that could cause our actual results to

differ materially from those matters expressed or implied by these forward-looking statements. These risks and uncertainties include, but are not limited to, those described in our filings with the Securities and Exchange Commission, including our Annual Report on Form 10-K for the year ended March 31, 2023, and those described from time to time in our subsequent reports filed with the Securities and Exchange Commission. Forward-looking statements speak only as of the date of this brochure and except to the extent required by applicable law, the Company does not assume any obligation to update or revise forward-looking statements, whether as a result of new information, future events, or otherwise. Mesa does not give any assurance that it will achieve its expectations. Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document.



To learn more, visit: www.mesalabs.com/esg
Contact Us: 303.987.8000 | investorrelations@mesalabs.com
12100 West 6th Ave. | Lakewood, CO 80228