

Protecting the Vulnerable[®]

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

2023 PROGRAM BROCHURE



Letter from CEO Gary Owens

At Mesa Labs (Mesa), we believe purpose shapes our business. Our purpose is: Protecting the Vulnerable®. This purpose informs how we apply technical expertise and technological innovation to improve quality of life for patients and for our employees. Our diverse portfolio of products and services demonstrate our purpose by directly impacting the communities that advance medical breakthroughs, by protecting the human ecosystem through air quality monitor calibration, and by ensuring quality of life for communities of people. Furthermore, with a customer-centric vision, we protect the vulnerable by empowering every employee to make a real difference.

While our products and technologies can directly or indirectly address global health and well-being, we recognize that our purpose of protecting the vulnerable expands beyond the traditional focus of our customers. Often susceptible to harm and inequalities, the vulnerable also includes the earth that must be preserved for generations to come. The vulnerable can also be the employees within our realm of care. Thus, our processes and activities ought to be managed in a sustainable manner.

We are proud to issue this Environmental, Social, and Governance (ESG) Program Brochure. While the core of our business and purpose has always aligned well with being good stewards to the earth and its communities, this brochure is a public demonstration of our commitment. 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 ESG 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 global leader in the design and manufacturing of life science 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

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

Sterilization and Disinfection Control
Sterilization and Disinfection Control provides Mesa biological and chemical indicators that assess the effectiveness of sterilization and disinfection processes for hospital, medical device, and pharmaceutical industries.

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
Calibration Solutions provides products used to measure or calibrate temperature, pressure, pH, humidity, or other chemical or physical parameters for health and safety purposes in various settings.



Our Global Presence

700+
EMPLOYEES

13
OFFICE
LOCATIONS

6
CONTINENTS
with Active
Customers

The Mesa Brand Family

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GYROS PROTEIN
Technologies

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BIOSCIENCE

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ESG Framework: Three Areas of Focus

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

Our ESG 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 ESG 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

Water

Mesa is committed to protecting the environment and minimizing water pollution through our environmental policy. We have implemented several water management measures to reduce pollution and conserve resources at the sites of our 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 Calibration Solutions, 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 Biopharmaceutical Development facilities in Uppsala, Sweden, and Tucson, AZ, recycle cooling water to reduce consumption.

Although the Clinical Genomics division 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, Clinical Genomics 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 Biopharmaceutical Development division in Uppsala, Sweden, primarily uses hydro, wind, and solar power. We are currently making improvements to a new facility that we will soon occupy, which will be powered primarily by solar energy. At the Tucson, AZ, site, we have implemented energy-efficient measures such as motion sensor lights and transitioning to LED lighting. Clinical Genomics has electric vehicle chargers available in its parking lot, and the site is partially powered by hydro energy from the Hoover Dam.

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.

Clinical Genomics 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 Biopharmaceutical Development division at 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 city center received LEED Platinum certification. While the building is not yet



Environmental

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.

Calibration Solutions 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 addition, we have introduced electric vehicle chargers in our parking lot and included "green design" as an input requirement for new instrument projects at the Uppsala, Sweden, site.



In manufacturing, we reuse glass tubes and support a non-profit organization that washes and recycles them. The Clinical Genomics division has a small hazardous waste footprint and adheres to federal and local laws for waste management. The Calibration Solutions division 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 Clinical Genomics division 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 Biopharmaceutical Development division 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.

Calibration Solutions 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.



Social

Outreach/Community

All our divisions are committed to positively contributing to their communities. Below, we share how our Sterilization and Disinfection Control division is contributing to the well-being of its community.

Mesa Sterilization and Disinfection Control division in Bozeman, MT, 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 charities through its philanthropic arm. These charities, selected by our employees, 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. In the summer of 2021, 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 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 twice a year, with



Social

one corporate-wide and one business unit-specific survey. The results of the 2021 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.

To continue improving employee engagement, Mesa is launching an initiative called Mesa Way 2.0 in the Spring of the fiscal year 2024. This initiative involves the development of a cross-functional committee composed of employees from all job levels and divisions to refresh our values. This endeavor aims for employees to understand the organization's vision and purpose. To embed the refreshed values of Mesa Way 2.0, we will implement tools, processes, and programs.

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. In 2022, we added Indigenous Peoples' Day as a holiday to recognize their contributions and cultural heritage.

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 Clinical Genomics division at Mesa 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

The Clinical Genomics division at 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>

A Healthier World

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 cus-

tomers 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).





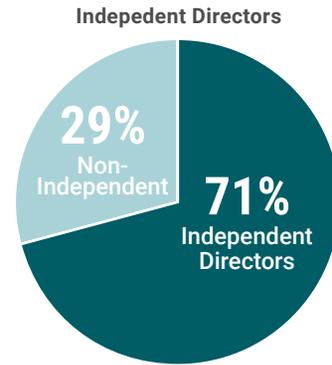
Governance

Board of Directors

Mesa is an organization with strong values and a meaningful purpose. It is critical for us to maintain our positive reputation to ensure the continued growth of our business. We expect all employees to conduct themselves with the highest possible business ethics and standards.

Mesa believes that the tone set by the Board of Directors transforms how we pursue inclusive leadership, how we tackle everyday challenges across our company, and ultimately, how we empower our people. Diversity in thought, professional experience, and identity cultivates an environment where unique viewpoints can shape decision-making. Furthermore, diversity leads to a deeper understanding of the needs and concerns of our employees and customers by bringing unique insights to the table, helping us innovate and stay ahead of competitors, adapt to changing market conditions, and take advantage of new opportunities.

Mesa is proud of the diversity represented in our Board of Directors. To illustrate, seventy-one percent of Mesa board members are independent under the Nasdaq Global Market and United States Securities and Exchange Commission (SEC) regulations. Fifty-seven percent of the Board of Directors are diverse in race, gender, and/or sexuality. Moreover, two of the Board of Directors are women: Jennifer Alltoft and Shannon Hall. John Schmieder identifies as part of the Lesbian, Bisexual, Gay,



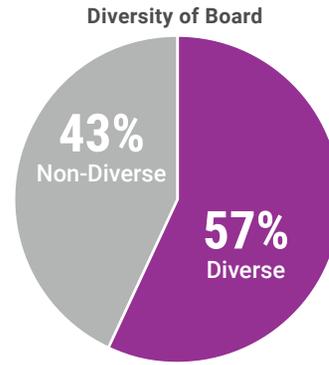
Transgender, or Queer (LGBTQ) community. Shiraz Ladiwala, our Lead Independent Director, who takes pride in a leadership style characterized by cultural adaptability, is South Asian.

To enhance governance and accountability for the company and improve corporate oversight, Mesa appointed Ladiwala as Lead Independent Director in the third quarter of Fiscal Year (FY) 2023. Ladiwala brings valuable insights into our decision-making processes with his strong business acumen and financial knowledge.

Code of Conduct

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



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

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.

Mesa's Code of Business Conduct and Ethics covers several topics, including conflicts of interest, discrimination and harassment, compliance with laws and regulations, and protection of our assets. It also includes a section on reporting concerns or violations of the code so that employees can raise any issues without fear of retaliation.

Our Code of Business Conduct and Ethics is integral to our company culture and helps us uphold the highest standards of ethical conduct in all business activities. We encourage all employees to familiarize themselves with the code and to follow its principles in their daily work.

To learn more about our Code of Business Conduct and Ethics and how it minimizes the risk of legal or regulatory violations, pro-



Whistleblower Hotline

Mesa takes the issue of ethical conduct very seriously. We maintain a third-party whistleblower hotline that can be accessed by telephone. This hotline is an essential resource for employees to report any suspected fraud or illegal acts related to accounting practices, internal controls, or other audit-related items. The hotline is available to all employees, and the contact information is posted at facilities and documented in on-boarding materials distributed to all employees.

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.

vides employee guidance in complying with relevant laws and regulations, and helps create a positive corporate culture, visit [this link](#).

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, 2022, 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.



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