

Corporate Responsibility

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 third annual edition of our Corporate Responsibility Brochure, which highlights our ongoing efforts to fulfill our purpose of Protecting the Vulnerable®.

This year, our Corporate Responsibility initiatives have expanded across all divisions. Our Biopharmaceutical Development division took a major step forward in environmental stewardship by moving into a new LEED Platinum-certified facility. This prestigious designation represents the highest standard for environmentally friendly and sustainable building design. The facility exemplifies our commitment to sustainability through its innovative reuse of building materials, reducing waste and environmental impact. By choosing this space, we're advancing energy efficiency, water conservation, and sustainable building practices that align with our environmental values.

Furthermore, our approach to occupational health and safety has yielded impressive results, including zero recordable injuries at the Clinical Genomics facility in Brisbane. We've implemented robust chemical risk management systems tailored to each division's needs, from comprehensive Safety Data Sheets to proactive chemical substitution initiatives in Uppsala. Additionally, our partnership with REACH, Inc. continues to create meaningful employment for individuals with developmental disabilities while recycling 2.6 million glass tubes annually.

Our purpose of Protecting the Vulnerable® extends beyond our immediate stakeholders and customers. It encompasses our corporation's responsibility to safeguard the earth for future generations and to ensure the well-being of our employees. On behalf of our entire Executive Leadership team, our Board of Directors, and our employees, we extend our gratitude for your interest in and support of Mesa.

Mesa's Corporate Responsibility Program

Leveraging the Mesa Way – our lean based system of continuous improvement – we find ways to impact our contribution as a corporate citizen: from water conservation to employee development, or from data security to increasing renewable energy within our buildings. Many aspects of our work through the Mesa Way build more livable, sustainable communities that help protect the vulnerable around the world and align with our strategy to build shareholder value. With the support and oversight of our Board of Directors, we look forward to expanding upon our efforts and sharing our 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. Mesa's divisions are Sterilization and Disinfection Control, Clinical Genomics, Biopharmaceutical Development, and Calibration Solutions.

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

manufactures and sells biological, chemical and cleaning indicators used to assess the effectiveness of sterilization, decontamination, disinfection, and cleaning processes in the medical device, pharmaceutical, and healthcare industries.



Clinical Genomics

offers highly sensitive, affordable, high-throughput genetic analysis tools that enable clinical research labs and contract research organizations to perform genomic testing for a broad range of applications.



Biopharmaceutical Development

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



Calibration Solutions

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

700+
EMPLOYEES

16
OFFICE
LOCATIONS

6
CONTINENTS
with Active
Customers

The Mesa Brand Family

 **MesaLabs**

www.mesalabs.com

GYROS PROTEIN
Technologies

www.gyrosproteintechnologies.com

 **GKE**

www.gke-healthcare.com

Agena[®]
BIOSCIENCE

www.agenabio.com

Corporate Responsibility Framework

Mesa recognizes specific factors that create value and are highly relevant to our business and stakeholders. We continue to pursue enhancements that benefit our people, processes and products as part of our commitment to corporate sustainability.

Our Corporate Responsibility 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 that can reduce waste and environmental impact across the lifecycle of our products. These processes apply across water conservation, energy consumption, waste, packaging, and workplace safety.



Community

Our employees are essential to our success and our global community matters to us. We believe recruiting the best talent from the widest pool of applicants 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. A diversity of backgrounds and viewpoints is a key attribute for the Board to best serve the long-term interests of our shareholders.



Sustainable Energy Solutions

Featured Story

The Biopharmaceutical Development Division in Uppsala, Sweden recently relocated, and as part of a strategic initiative they refurbished and reused office and laboratory furniture. Approximately 75% of the furniture was repurposed through refinishing, repainting, and reusing old desks and chairs legs and adding new tops. By doing so, we minimized the environmental impact of our move by integrating sustainability into our operations. This new facility showcases green innovation and reflects our commitment to sustainable building practices aligning across all aspects of our business—from the products and services we provide to the spaces where we work.

Uppsala's District Heating

At Mesa's Biopharmaceutical Development division in Uppsala, Sweden, sustainability is woven into the facility's very infrastructure through its adoption of district heating. Rather than relying on conventional gas or electric heating systems, the Uppsala site connects to Sweden's extensive district heating network, a sophisticated system spanning thousands of kilometers of underground pipes that deliver hot water directly to buildings throughout urban areas.

What makes this heating solution particularly aligned with Mesa's corporate responsibility goals is its approach to energy usage. The district heating system, provided by Vattenfall, transforms what would otherwise be waste materials—including forest residues like branches and wood chips, construction timber waste, and surplus heat from industrial processes and data centers—into valuable thermal

energy. As an alternative to fossil fuel, the waste is incinerated to generate heat. For Vattenfall, the work to become carbon neutral by 2030 includes replacing all fossil oil with bio-oil, as well as conversion from peat to wood pellets. By recapturing and repurposing these waste heat sources, the Uppsala facility significantly reduces its carbon footprint while supporting Sweden's position as a global leader in sustainable

urban infrastructure. This effortless yet effective approach to facility heating exemplifies Mesa's commitment to practical environmental stewardship.

Our new office in the city center is located near access to public transportation, such as trains, promoting eco-friendly commuting for our employees.





Environmental

Facilities

Mesa seeks to reduce the environmental impact its buildings have by leveraging energy efficient processes at buildings across each of its divisions.



Our Agena facility located in San Diego 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.

One of our Biopharmaceutical Development production facilities located in Tucson, AZ is designed with fewer windows in the facility to reduce the need for air conditioning. This site has implemented energy-efficient measures such as motion sensor lights

and are transitioning to LED lighting to reduce consumption.

Our Calibration Solutions division manufactures the majority of its products at a facility we own, located in Lakewood, CO. The 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. 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.

Hazardous Materials

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.

Transportation

In the area of transportation, Mesa has reduced its environmental footprint through implementing flexible work arrangements across multiple global locations. Remote work and hybrid solutions have become standard practice, substantially decreasing CO₂ emissions associated with daily commuting. This initiative spans our international operations, with facilities in Lakewood, San Diego, Uppsala, Shanghai, Tokyo, Munich, Hanover, and Hamburg all embracing these sustainable work models. Notably, all these locations offer employees access to mass transit options, further reducing individual carbon footprints when in-office presence is required.



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.

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.



Operating Materials

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.

At our Sterilization and Disinfection Control division, we are taking a significant step forward in our environmental efforts with a targeted initiative to reduce plastic usage in our shipping practices. Our team in Munich has set a commendable goal to cut plastic materials used in shipping by at least 50%. By adopting responsible packaging practices with eco-friendly materials, Mesa believes we can reduce our environmental impact through responsible packaging practices.



Environmental

GKE's Green Initiatives

In October 2023, Mesa acquired GKE, an organization committed to environmental sustainability. Based in Waldems, Germany, GKE pursues several 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 steps Mesa's GKE team has taken to create an eco-friendly haven!

GKE's dedication to energy conservation is evident in the meticulous insulation in all of 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.

GKE's buildings are lit with extremely high energy efficient bulbs. These energy efficient lights not only reduce the carbon footprint, but also underscores GKE's dedication to sustainable practices.

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. The surplus solar power generation encourages employees to transition from gas-powered to electric cars.

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

Greenhouse Gas 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 2024, we embarked on an inaugural assessment to quantify and disclose our Scope 1 and 2 greenhouse gas (GHG) emissions across our facilities.

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.

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.

Greenhouse Gas Emissions*	FY2023	FY2024
Scope 1 Emissions	389.80 tCO ₂ e	375.64 tCO ₂ e
Scope 2 Emissions	1186.23 tCO ₂ e	1191.44 tCO ₂ e
Total Emissions (Scope 1 & 2)	1575.03 tCO₂e	1567.08 tCO₂e

*Data was collected from the following factory locations: Lakewood, Colorado; Bozeman, Montana; San Diego, California; Tucson, Arizona; Uppsala, Sweden; and Munich, Germany. *Note, Waldems site acquired October 2023, emissions prorated for October 2023 through March 2024





Environmental

Manufacturing and Operations

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.



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's Sterilization and Disinfection Control division is dedicated to environmental sustainability and supporting its local communities in building a greener future. As part of our Corporate Responsibility initiatives, they are proudly supporting Munich's ambition to become a Zero Waste city. Munich produces around 720,000 tons of residential waste each year and has set ambitious goals to address this issue. The city aims to reduce overall waste by 15% and residual waste by 35% by 2035. Achieving these targets will help lower

CO₂ emissions from waste management, which currently amount to over 212,700 tons annually.

The Munich site has introduced dedicated collection containers for recycling packaging and production waste, including plastics, aluminum, and tin cans. Their goal is to encourage recycling and reduce residual waste. Mesa believes that protecting the environment goes hand-in-hand with the purpose of Protecting the Vulnerable. One employee remarked, "Not only are we doing our part by encouraging recycling, but our employees are also doing the work to be mindful and dedicated to recycling and sorting reusable materials to create and build a healthier, cleaner, and more sustainable world."





Implementing Chemical Risk Management Across Divisions

Mesa Laboratories demonstrates a robust approach to managing risks associated with harmful chemicals throughout our diverse product portfolio. Each division has developed tailored systems that reflect both global standards and local regulatory requirements, ensuring customer and employee safety across our operations.

Our Clinical Genomics division has established a division-wide procedure for managing chemical risks. This comprehensive approach extends beyond internal protocols to include exceptional customer support through their online portal. Through this resource, Agena provides detailed Safety Data Sheets (SDS) that identify harmful chemicals in products and outline specific risk mitigation strategies. This commitment to transparency ensures that customers have immediate access to critical safety information, training resources, and product documentation through the [Customer Support Portal](#).

In our European operations, the Sterilization and Disinfection Control facilities in Munich and Waldems follow stringent risk-based processes aligned with European regulations, especially the regulation on the Registration, Evaluation, Authorization and

Restriction of Chemicals (REACH) declarations available to customers upon request for all products, ensuring compliance with European chemical safety standards while maintaining open communication with our customers.

The Calibration Solutions division at our Lakewood, Colorado facility focuses on responsible sourcing and information sharing. For products containing potentially harmful components, such as batteries, we provide manufacturer-supplied Safety Data Sheets online. While we don't manufacture these components ourselves, we recognize our responsibility in the supply chain and have implemented specific instructions for handling any harmful chemicals associated with our products, reflecting our commitment to product stewardship throughout the entire lifecycle.

Our Biopharmaceutical Development division in Uppsala, Sweden, exemplifies our commitment to chemical safety through detailed protocols that minimize exposure risks. Their comprehensive documentation system includes key procedures covering everything from goods receiving and chemical classification to storage protocols and waste handling. This systematic approach

ensures consistent risk management throughout all operations, with particular attention to Material Safety Data Sheets for kit products.

The Uppsala site further demonstrates Mesa's forward-thinking approach through proactive chemical substitution initiatives. Recognizing that certain chemicals may face future regulatory restrictions, the division has launched R&D projects to identify safer alternatives. This proactive stance reflects Mesa's commitment to continuous improvement in our chemical safety profile. Additionally, all chemical handling instructions undergo regular, systematic reviews through a cyclic management system that assigns clear ownership and approval responsibilities, ensuring our risk management approaches remain current and effective.

Through these diverse yet complementary approaches, Mesa Laboratories demonstrates our unwavering commitment to responsible chemical management across all divisions and global operations, protecting both our customers and the environment while maintaining the highest standards of product performance and safety.



Community

Safe Working Environments Across Global Operations

At Mesa Laboratories, creating safe and healthy work environments remains a cornerstone of our corporate responsibility. Our commitment to occupational health and safety spans all divisions and facilities worldwide, as demonstrated by our comprehensive tracking and reporting systems.

Our Clinical Genomics division in Brisbane, Australia exemplifies its dedication to workplace safety through its ISO 17025 accreditation, which requires rigorous documentation of workplace safety incidents. Their impressive safety record includes zero recordable injuries since 2018, a testament to their effective safety protocols and staff training.

There have been zero major safety incidents at any of our manufacturing facilities during calendar year 2024. While there have been a few minor incidents, they required no sick time. Furthermore, we report on incidents transparently, and analyze trends so that we can continuously improve our processes to limit future incidents.

We believe that transparent reporting not only helps us identify potential safety improvements but also demonstrates our unwavering commitment to protecting our most valuable asset—our people. This dedication to safety aligns with our broader corporate responsibility goals of fostering sustainable and ethical business practices throughout our global enterprise.



Workplace Safety in Germany

At Mesa's Sterilization and Disinfection Control division in Waldems, Germany, workplace safety transcends mere regulatory compliance to embrace a culture of proactive risk management and employee wellbeing. The facility has implemented a robust safety infrastructure that includes partnering with an external service provider specializing in occupational safety, risk assessments, and fire protection. This collaboration ensures that all staff receive thorough training in safety protocols and fire emergency procedures. Additionally, the site convenes quarterly occupational safety committee meetings, creating a dedicated forum where safety professionals and employee representatives can discuss and address workplace safety concerns and accident prevention strategies, fostering a collaborative approach to maintaining a secure work environment.

Going beyond standard safety measures, the facility has introduced an innovative driving safety training program specifically designed for employees with extended commutes. This additional benefit demon-

strates Mesa Labs' comprehensive approach to employee safety that extends beyond the workplace walls, reflecting the company's understanding that employee wellbeing encompasses the entire work experience, from commute to workplace and back home again.

Global Safety is a Priority

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 community 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.



Mesa Laboratories Strengthens Ethical Supply Chain Practices

In an advancement of its corporate responsibility initiatives, Mesa has implemented a vetting process requiring all suppliers across its four divisions to formally confirm their operations are free from forced and child labor practices. This strategic enhancement to Mesa's supply chain management reflects the company's commitment to ethical business standards that extend beyond its own facilities to encompass the entire value chain.

This supplier confirmation process creates a checkpoint whereby partners must verify compliance with internationally recognized labor standards, providing Mesa's procurement teams with documentation that supports transparent reporting to stakeholders. Through this systematic approach, Mesa not only protects vulnerable populations, but also strengthens its reputation as a responsible industry leader in life sciences and critical quality control solutions.





Policy on Forced and Child Labor

Mesa Laboratories demonstrates its commitment to ethical business practices through comprehensive policies prohibiting forced and child labor throughout its operations and supply chain. The company publicly discloses its Forced Labour and Child Labour policy for Canada on its Corporate Responsibility page, providing transparency to stakeholders and customers about its ethical standards. This commitment extends beyond mere compliance, reflecting Mesa's dedication to responsible corporate citizenship across its diverse divisions.

The Company's formal policy addressing these critical human rights issues states:

In compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, Mesa Labs prepared a report for the calendar year ended December 31, 2023. As a responsible corporate citizen, we commit to sustainable practices and the well-being of the communities and environments where we operate. Mesa Labs is committed to ethical sourcing of materials from suppliers who share our dedication to human rights and ethical practices.

1. Our Policies and Due Diligence Processes:

Mesa Labs is committed to being a good corporate citizen. We have developed an audit process for our approved suppliers and maintain records of their compliance with various regulations and best practices, including Modern Slavery and Human Trafficking (CA) Transparency in Supply Chain Act and 30 other regulations and/or focus areas.

2. How We Monitor Ourselves and Our Suppliers:

Concerns about potential violations can be reported to the Mesa Labs Human Resources or Legal Departments, or confidentially through our Ethics Hotline. Mesa Labs prohibits retaliation against anyone who reports concerns in good faith.



Mesa Labs reported no incidents of forced or child labor within its supply chains as of December 31, 2024. The company's robust monitoring systems, including supplier audits across 30 different regulations and focus areas, along with accessible reporting mechanisms through its Ethics Hotline, demonstrate its comprehensive approach to preventing labor abuses. By establishing clear channels for reporting concerns without fear of retaliation, Mesa Labs creates a culture of accountability that extends throughout its global operations and supplier relationships.



Community

Making a Difference in Our Community: Mesa's Partnership with the Action Center



Mesa's commitment to Protecting the Vulnerable® extends beyond our products and services into the communities we call home. In December 2024, our Calibration Solutions division in Lakewood, Colorado, demonstrated this commitment through a meaningful partnership with the **Action Center**, a respected local organization that has served the community since 1968.

The Action Center's mission resonates deeply with Mesa's values, as they provide immediate assistance and sustainable solutions to community members experiencing hardship. Through their comprehensive approach, they offer resources,

services, and support that help stabilize lives and create pathways to lasting positive change.

Led by our Calibration Solutions Culture Committee, the team organized a giving tree initiative to collect essential items identified by the Action Center as most critically needed in the community. To maximize impact and accessibility, the committee created an innovative dual-approach donation system: a traditional giving tree at our Lakewood facility and a digital Amazon wish list that allowed team members to contribute regardless of their location.

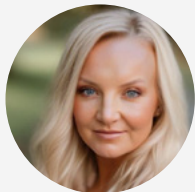
Demonstrating corporate citizenship in action, Mesa amplified our employees' generosity by matching donations up to \$2,500. This matching program not only doubled the impact of individual contributions but also reinforced Mesa's dedication to supporting meaningful local initiatives.

"This initiative perfectly embodies our mission of Protecting the Vulnerable®," notes a Culture Committee member. "By partnering

with the Action Center, we're helping create positive change right here in our community, supporting their vision of ensuring all individuals and families have access to essential resources, employment opportunities, and housing."



The success of this program highlights how Mesa's core values translate into tangible community impact, showcasing the power of corporate and employee collaboration in addressing local needs. Through initiatives like these, Mesa continues to demonstrate that community responsibility is not just a corporate objective—it's an integral part of our company culture.



"We were able to donate so much to the Lakewood Action Center. This morning - as I walked into the breakroom and saw this overflowing tote - I couldn't help but get a little emotional. Seeing everyone come together and give so much...I don't have words to express how happy it made my heart."

– Jasmine, Director of Operations



Community

Global Compassion, Local Impact

Mesa's purpose of Protecting the Vulnerable® came to life in a special way through our Sterilization and Disinfection Control (SDC) division's 2024 holiday giving program. Spanning two continents, this initiative supported organizations that protect and nurture vulnerable populations across diverse communities in Montana, United States, and in Europe.

In Bozeman, Montana, SDC's support helped strengthen the local safety net through strategic partnerships. The division's contribution to **Cancer Support Community Montana** helped provide free support services, counseling, and educational programs to those affected by cancer. Working alongside the **Gallatin Valley Food Bank**, Mesa helped advance food security initiatives throughout Southwest Montana, supporting their vision of a healthier, more



resilient community where all members have access to proper nutrition.

Furthermore, the division's commitment to animal welfare was demonstrated through their support of **Heart of the Valley Animal Shelter**, an open-admission facility serving the Gallatin and Madison Valleys. This shelter provides essential services including pet reunification, adoption programs, and community education, ensuring that no animal is turned away regardless of circumstances.



In Europe, SDC extended its reach to organizations making profound differences in their communities. **Bärenherz Wiesbaden**, a children's hospice in Germany, received support for their vital work caring for children with life-shortening illnesses and their families. In France, **L'Association**

Petits Princes, which has fulfilled over 9,500 dreams for seriously ill children since 1987, continued their mission of bringing hope and joy to young patients across 150 hospital departments.



The division also supported **Seniorenhilfe Lichtblick**, an organization combating elderly poverty in Germany. Since 2003, they have provided crucial assistance to over 31,000 pensioners throughout the country, ensuring dignity and support for vulnerable seniors.

Through this curated giving program, Mesa's SDC division supported organizations that protect and uplift vulnerable populations across generations and species. This initiative exemplifies how Mesa continues to make meaningful contributions to social welfare.



"These organizations represent our purpose. By supporting their work, we're helping protect vulnerable populations across multiple communities, creating positive change that align perfectly with our corporate values."

– Kelly Schneiderman, VP/GM of the Sterilization and Disinfection Control



Community

Community Impact through Continued REACH Partnership

The Mesa Team reaffirms its commitment to corporate responsibility through the continued partnership between our Sterilization and Disinfection Control division and **REACH, Inc.**, a local non-profit creating employment for individuals with developmental disabilities. This collaboration successfully recycles approximately 2.6 million glass media tubes and caps annually, simultaneously diverting materials from landfills while creating meaningful job opportunities for an underserved population.

This dual-impact initiative exemplifies Mesa Labs' integrated approach to sustainability that addresses both environmental concerns and social inclusion, reinforcing our dedication to responsible business practices across all communities we serve.



Recruiting

Mesa is committed to recruiting from the broadest possible candidate pool. Recently, our Human Resources team partnered with Circa to expand our reach into communities not fully participating in our existing job boards. 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 one corporate-wide and one business unit-spe-

cific survey. The results of a recent survey revealed a need for a dedicated 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.

We are cultivating a culture of appreciation and collaboration where everyone feels recognized for their hard work and commitment.





Community

Benefits & Compensation

At Mesa, we aim to offer a robust, affordable, and competitive benefits package to our employees. 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 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>

A Healthier World with Mesa

Each of Mesa’s divisions contributes to a healthier world. From our Clinical Genomics division, which can improve 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.

At Mesa’s Clinical Genomics division, our commitment to creating a healthier world extends beyond our innovative work—it includes giving back to our communities and protecting the environment. In 2023, we hosted a beach cleanup at Fiesta Island in San Diego, bringing together approximately 20 dedicated team members from various departments to help preserve our local marine life and coastline.

Our team proudly collected and filled over 50 trash bags, contributing to restoring and protecting one of the local bays.

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.
- + 6 of 7 (86%) directors are independent.**
- + An independent board committee exists to bring objectivity in decisions and unbiased assessments.
- + 43% of our director nominees are diverse in terms of gender, sexual orientation, and/or ethnicity.
- + All Committee members are independent.
- + Average age is 60 years.
- + Average tenure is 5 years.
- + Strong, diverse skills and experience across the Board provide effective oversight.
- + Board elections take place annually

Compensation Practices

- + We have stock ownership guidelines that apply to all directors and NEOs.
- + We have a "clawback" policy that covers performance-based equity awards and cash bonus payments made to our senior executive officers.
- + Our executive compensation program links pay with corporate and individual performance and relative total shareholder return.
- + Our short-term and long-term incentive targets are different.
- + A significant portion of target compensation is at risk through short-term and long-term incentive awards.
- + We have anti-hedging, anti-pledging, and anti-short sale policies.

Board Practices

- + We conduct annual Board and committee evaluations as well as director self-assessments.
- + All directors and officers are subject to our Code of Business Conduct and Ethics.
- + All directors attended 100%* of Board and committee meetings held during fiscal year 2024.
- + Executive sessions of independent directors are held at each Board meeting.

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.

**As of the July 2024 Proxy Statement **independent under Nasdaq Rule 5605*



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

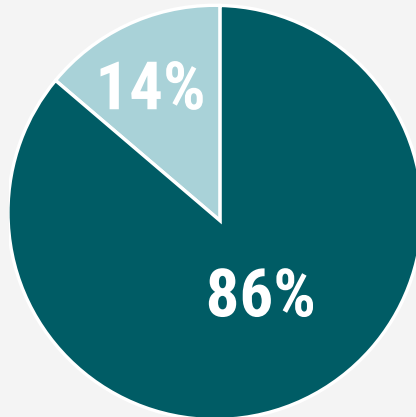
—Jennifer Alltoft, Board Member



Governance

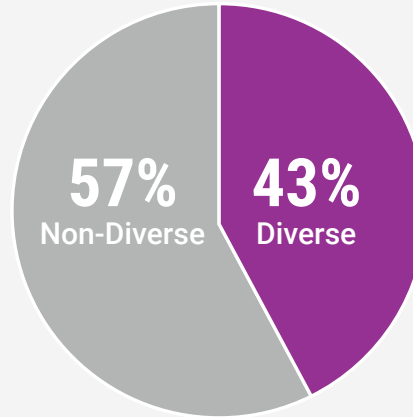
Board Independence and Diversity*

Independent Directors



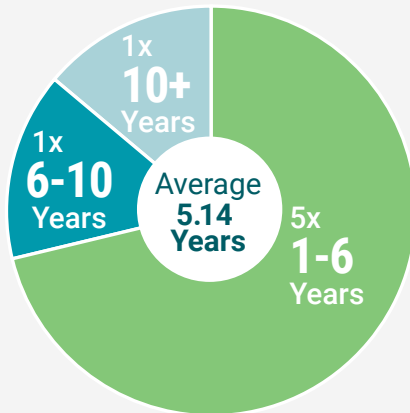
- Independent Directors
- Non-Independent

Diversity of Board

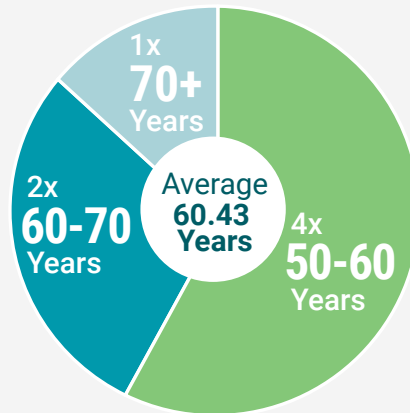


- **Diverse:** Reflects diversity in one's race, gender, and/or sexual orientation
- **Non-Diverse:** Reflects white, male, and heterosexual

Tenure Distribution



Age Distribution



* As of the July 2024 Proxy Statement
Independence is evaluated under Nasdaq rule 5605

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. [Insider trading policy](#)

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 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. Mesa Labs, under the oversight of our Board's Audit Committee, has implemented a comprehensive data security program that includes annual security awareness training for all users, specialized training for key personnel, and policies modeled after the ISO 27001 framework to safeguard sensitive information. Our security policies are 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/corporate-responsibility

Contact Us: 303.987.8000 | investorrelations@mesalabs.com

12100 West 6th Ave. | Lakewood, CO 80228